



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Social Care Workers Registration

Employers Information Event

Introduction



Presenters

- ❑ Ginny Hanrahan, CEO and Registrar
- ❑ Catherine Byrne, Projects Policy & Standards Manager
- ❑ Catherine Carty, Chair Social Care Workers Registration Board
- ❑ Aoife Sweeney, Head of Education and Deputy Registrar

Agenda



- Introduction to CORU
- Regulation of Social Care Workers
- Social Care Workers Registration Board
- Approval of Pre-Registration Education
- Registration



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Introduction to CORU

Ginny Hanrahan

CORU's Purpose



“To protect the public by promoting high standards of professional conduct and professional education, training and competence among registrants of the designated professions”

(Health and Social Care Professionals Act 2005)



CORU's Regulated Health and Social Care Professionals

Phase 0
Pre- Designation
(Awaiting Ministerial Designation)

25 Aspirant Professions

Phase 1
In Legislation

Clinical Biochemists

Orthoptists

Phase 2
Establishment
(Meeting 1 to Open Register)

Psychologists

Social Care Workers

Counsellors & Psychotherapists

Podiatrists

Phase 3
Transition
(From Day Register Opens to end of Transition)

Medical Scientists

Phase 4
Business as Usual

Social Workers	Dietitians
Radiographers	Speech & Language Therapists
Radiation Therapists	Dispensing Opticians
Physiotherapists	Optometrists
Occupational Therapists	

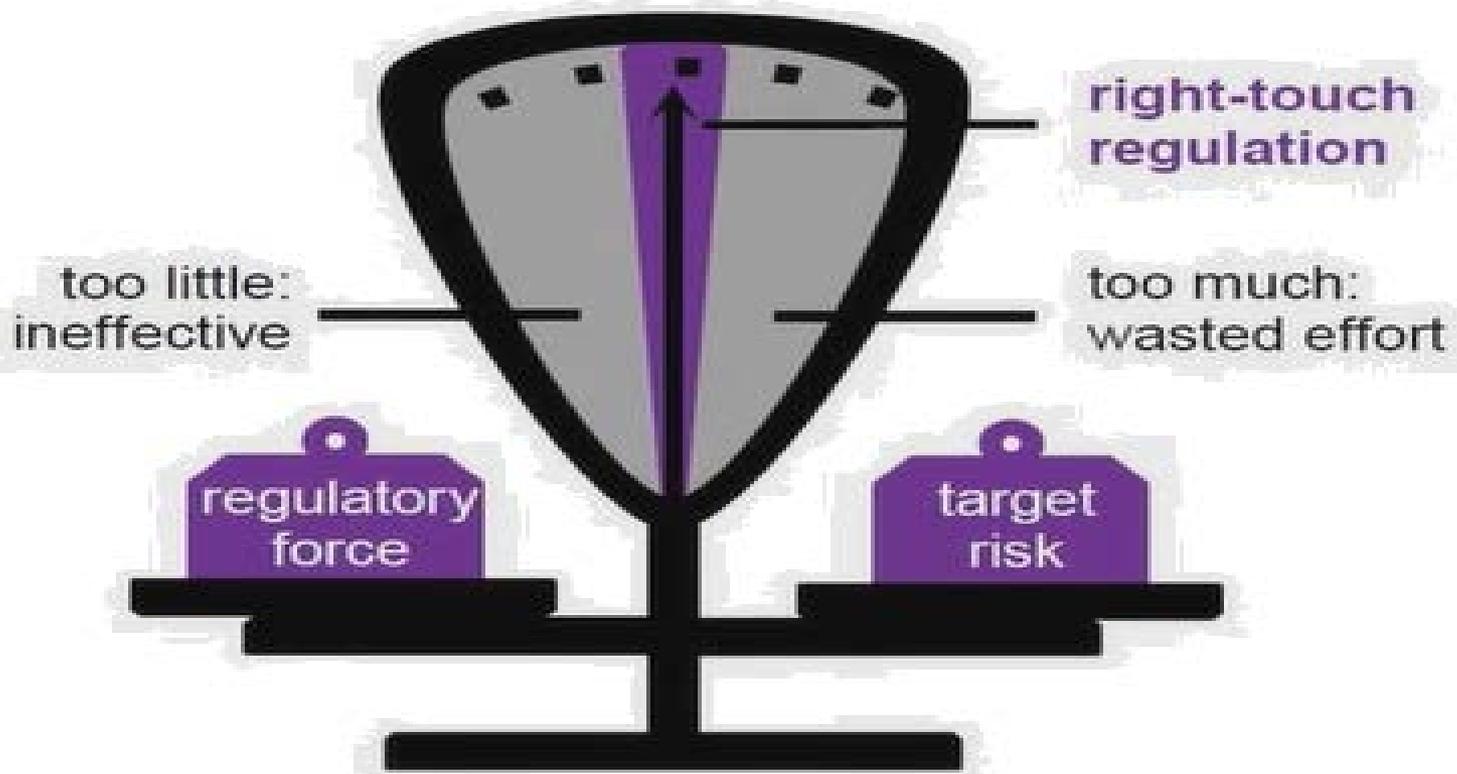
Professional Regulatory Interventions



- Improve quality of care
- Set standards of competency
- Encourage continuing professional development and education
- Identify the competence of the individual practitioner
- Reassure the public about the competence of health and social care professionals

Sunderland and Leatherman (Oct 2006)

Right Touch Regulation Principles



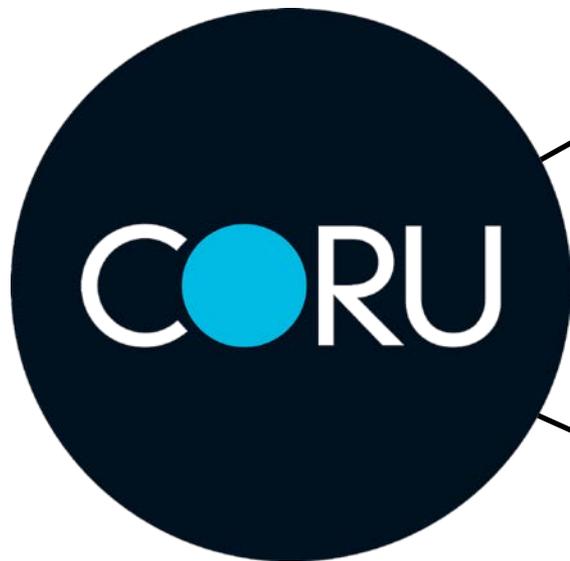
Right Touch Regulation Principles



Regulators must be

- **Proportionate:** only intervene where necessary
- **Consistent:** rules and standards are fair
- **Targeted:** focused on the problem
- **Transparent:** be open - keep regulations simple and user friendly
- **Accountable:** must justify decisions and be subject to public scrutiny
- **Agile:** must look forward and be able to adapt to anticipate change

Council and Registration Boards



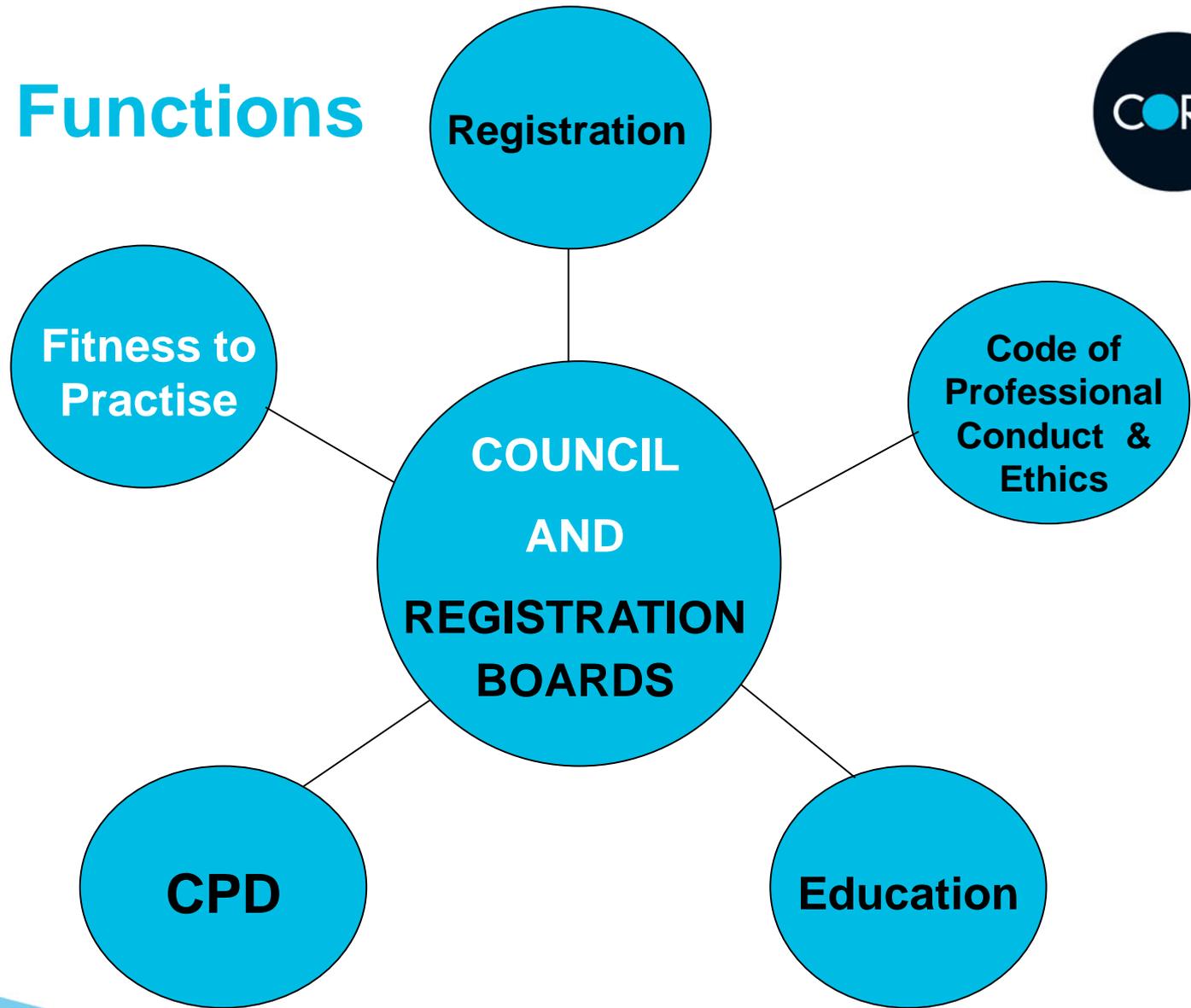
COUNCIL
27 members
Lay majority

**REGISTRATION
BOARDS**
x 13
Lay majority

- **Co-ordinate and oversees Registration Boards**
- Strategic Lead for CORU
- Oversight of Corporate Functions
- Fitness to Practise

- Registration
- Education
- Recognition of qualifications
- Continuing Professional Development

CORU Functions



Public Protection



Registration Board

To protect the public they:

- Set the standards for registrants' education and training, competence, professional conduct and ethics
- Keep a register of professionals who meet those standards who can use **protected title**
- Approve programmes which professionals must complete to register

Public Protection



Registration Board (2)

- Take action when professionals on the Register do not meet the standards
- Take action when unregistered professionals use protected title



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Regulating Social Care Workers

Catherine Byrne

Road to Regulation



1970/80's

- Repeated attempts to establish a register of care workers following the Tuairim Report (1966) and Kennedy Report (1970)

1995

- IACW called for a professional licencing system in the aftermath of the Madonna House Enquiry.

Road to Regulation (2)



2005

- Health and Social Care Professions Act
- Social Care Worker title designated

2007

- CORU established and begins incrementally implementing regulation to designated professions.

2015

- Social Care Workers Registration Board appointed by Minister

Implementation of Regulation



Before a Register can open a Registration Board must:



Challenges



Lack of any form of professional regulation



Range and variety of titles



Range of routes into the profession



Social care practice



Who will be regulated?



The Board agreed that for the purposes of registration:

'Social Care Workers are professional practitioners engaged in the practice of social care work. Social care work is a relationship based approach to the purposeful planning and provision of care, protection, psychosocial support and advocacy in partnership with vulnerable individuals and groups who experience marginalisation, disadvantage or special needs. Principles of social justice and human rights are central to the practice of Social Care Workers.'

- Protection of title '**Social Care Worker**'

Regulation of Social Care Workers

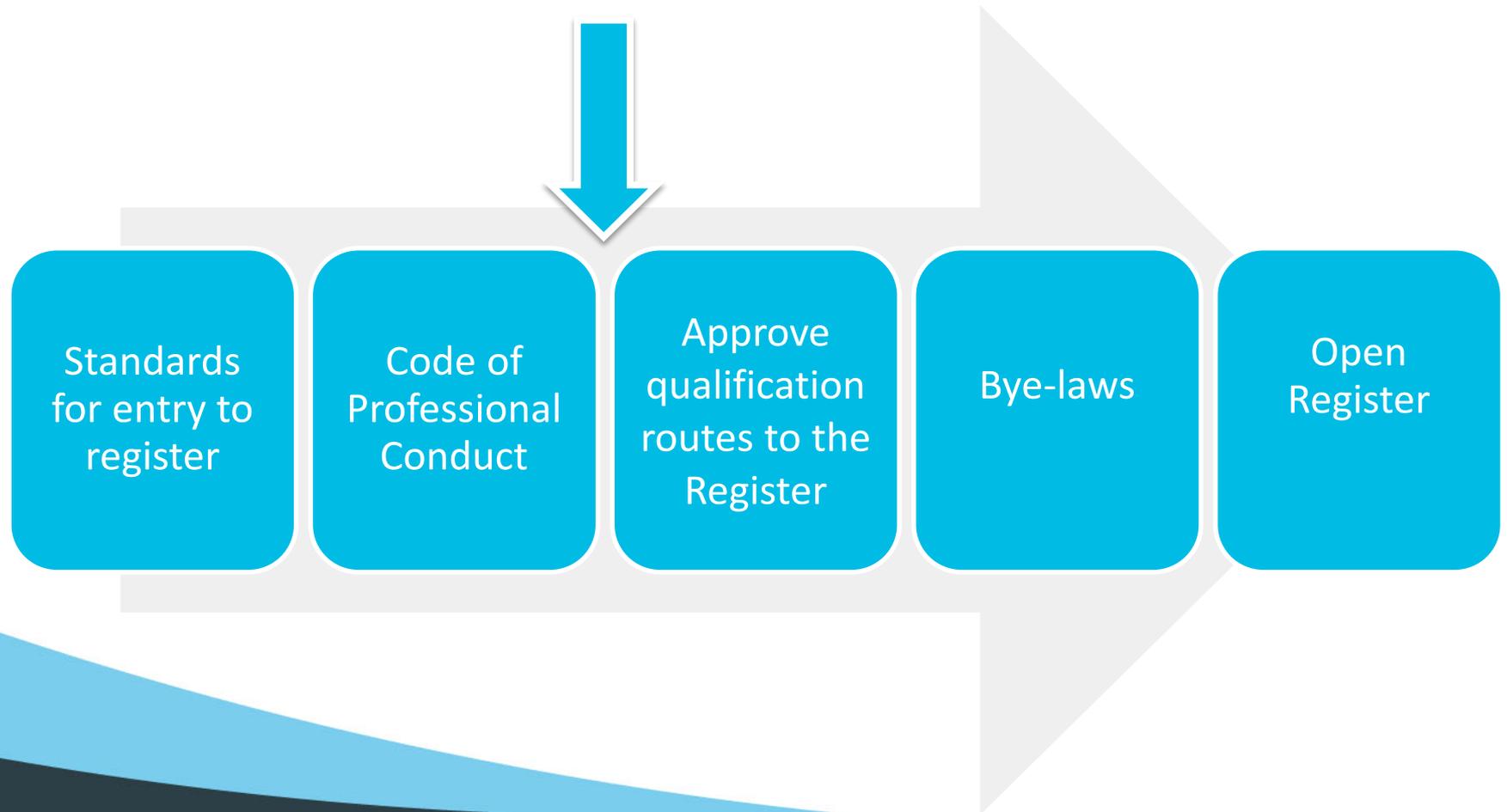


- Social care workers provide a vital service and a relationship based on trust and confidence is critical.
- The move to statutory registration is a positive development that will enhance the profession's standing, and one that has long been called for by the profession itself.
- Most importantly it will give reassurance to members of the public that registered social care workers meet specified approved standards.

Regulation of Social Care Workers



Where social care workers are on the road to regulation:





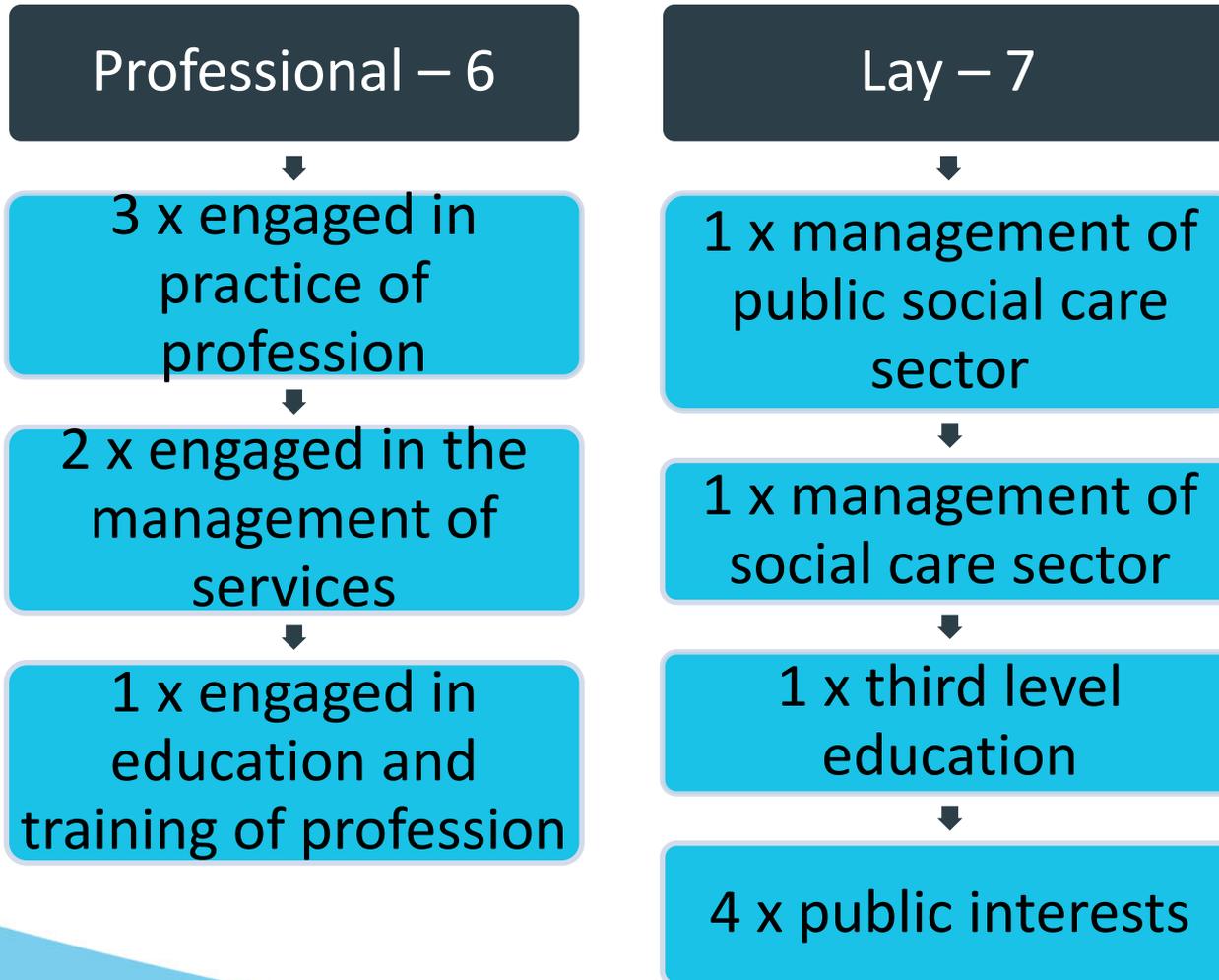
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Social Care Workers Registration Board

Catherine Carty

Board Composition



Board Membership



1. Catherine Carty, Chair
2. Dunia Hutchinson
3. Adrian McKenna
4. Des Mooney
5. James Forbes
6. Maurice Fenton
7. Paddy Duggan
8. Jim Walsh
9. Damien Courtney
10. Karen Kiernan
11. Imelda Finerty
12. Tim Murphy
13. Brian Hogan

Social Care Workers Registration Board Progress



Board establishment and Induction (2015)

Scoping the profession and consideration of challenges (2016)

Education and Training Standards for entry to the Register: Criteria for Education and Training Programmes and Standards of Proficiency for Social Care Workers (2017)

Registration Board Update

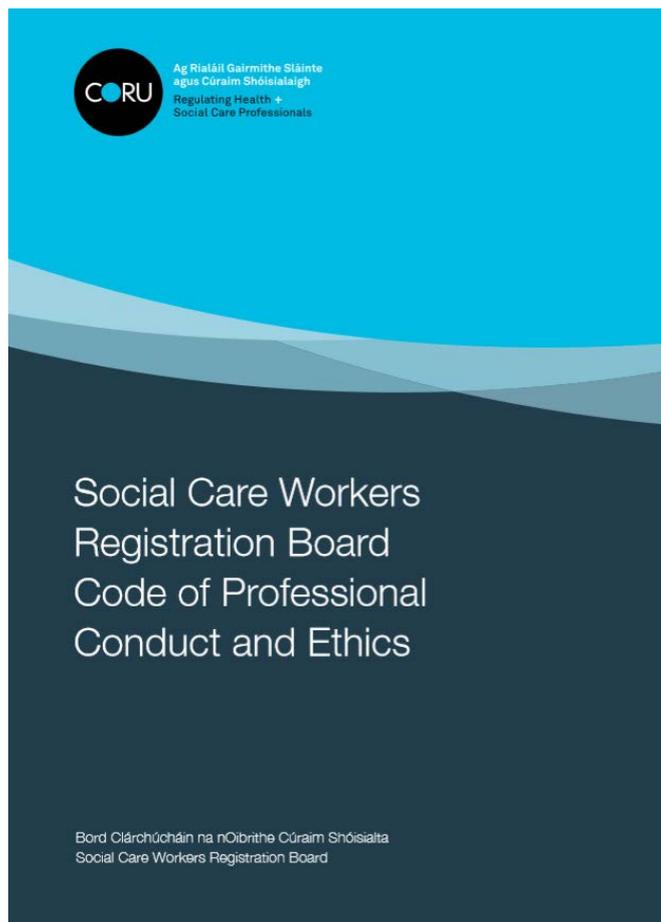


Preparation for programme approval process (2018)

Programme approval applications received (Jan. – May 2019)

Code of Professional Conduct and Ethics for Social Care Workers (2018/2019)

Continuing Professional Development requirements for Social Care Workers (2019)



SCWRB Code of Professional Conduct and Ethics



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Social Care Workers Qualifications for Entry to the Register

Aoife Sweeney

Registration Boards



To foster high standards of professional education and training the Board:

- Set the education and training standards for entry to the register:
 - 1. Criteria for Education and Training Programmes**
 - 2. Standards of Proficiency**

Registration Boards



- Approve programmes who meet these two sets of standards
- List approved qualification on the Approved Qualification Bye Law
- Holders of an approved qualification listed may apply for registration under Section 38 of the Act

Statutory Process



Education and Training Standards

- Standards of proficiency
 - Describe *what* the health and social care professional is *able to do*
- Criteria for programme approval
 - Describe *how* the education provider facilitates and evaluates the achievement of the standards of proficiency

Programme Approval Process

- To ensure that all graduates from the programme are fit to practise and come onto the register

Statutory Decision



A Registration Board must make a statutory decision on whether to approve, or not to approve a programme after consideration of the evidence presented.



Setting the Qualifications for Entry to the Register



New Entrants – Section 38



Education and Training Standards for entry to register

Approve Programmes that deliver qualifications

Approved Qualification Bye-law

Open Register

Preparation for programme approval process



2017

- Education and training standards issued to education sector
- Education providers notified of two year 'lead in'

2018

- Engagement and communications with social care education providers

2019

- Commenced programme approval

Social Care Workers Qualifications



33 Programmes / Pathways

26 Qualification Titles

14 Education Providers

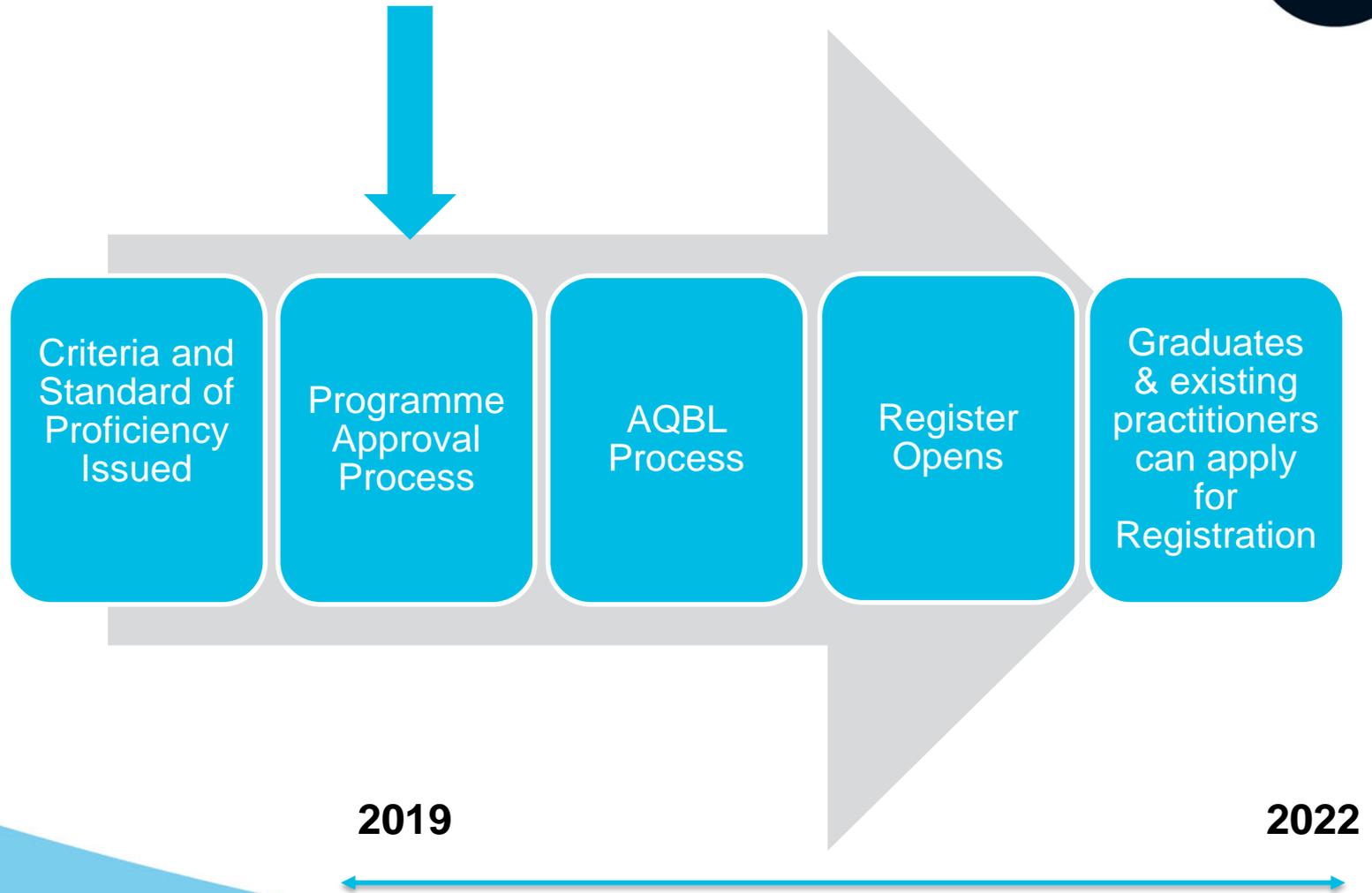
Practice Placement



Criteria for Programme Approval

- 19 QA standards for practice education
 - 800 hours in an employment context
 - Supervised by a professional social care worker who will be eligible to apply to the SCW Register once open
 - Placement experience must be reflective of current practice and demands of the social care profession
 - Governance and quality assurance of placement is the responsibility of education provider and practice placement provider (employment setting)

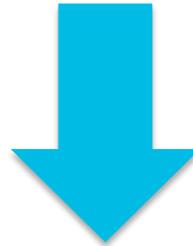
Pathway to opening a register



Employment Eligibility as a Social Care Worker



Use Protected Title
Social Care Worker



Registered
Social Care Workers Registration Board



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Registration

A registration process must...



- Be fair, transparent and equitable
- Cater for:
 - Those in employment/using the title
 - Those undertaking qualifications
 - Graduates
 - Those returning to the profession
- Give fair opportunity for all who are eligible to apply (in a calm orderly manner)
- Instill public trust (in all who are registered)

The CORU Registration Process

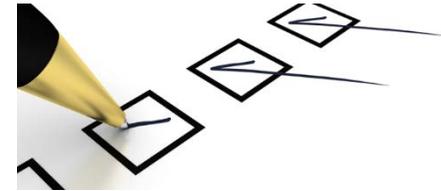


- Almost 20,000 have followed the process
- The process has been refined since 2013
- It is carried out in strict accordance with provisions of our legislation
- All decisions are subject to appeal at local level and to the High Court

Registration Requirements for All Routes



- Online application
- Evidence of Qualification(s)
- Evidence of Identity
- Fit and Proper Questionnaire (Health & Character)
- eVetting and international Police Clearance
- Statutory Declaration
- Confirmation of good standing with international other regulators
- Employment History/Evidence of Practice (S91)/(S38)
- Evidence of Language Competence (S38)
- Pay application fee



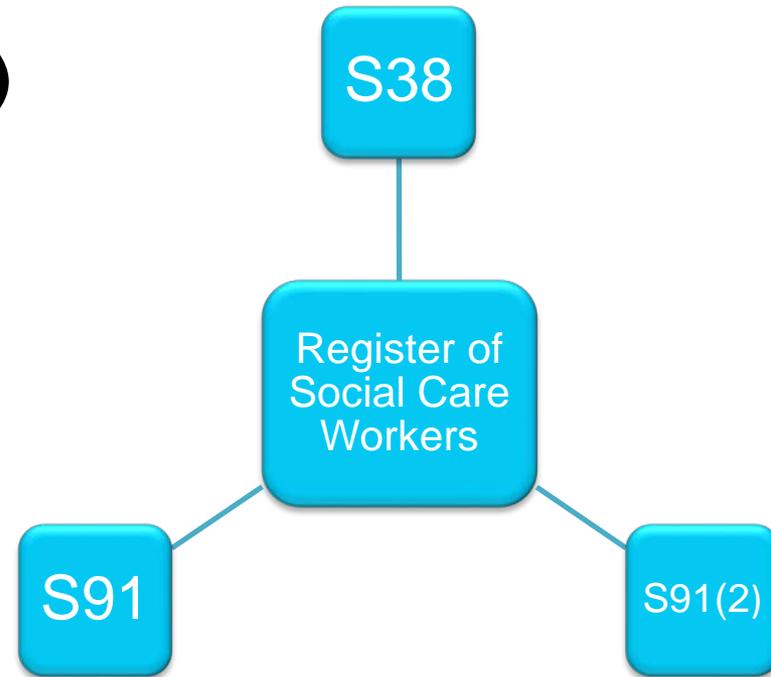
Routes to Registration



1. **The Standard Route (S38)**
2. **The Grandparenting Route (S91)**

And for Social Care Workers (only)

3. **The Employer Opinion of Competence Route S91(2)**



The Standard Route (Section 38)



- The normal route for new entrants to the profession and those returning to that profession
- The route is also followed by applicants whose international qualifications are CORU-recognised
- This route opens when the register is first opened for applications and remains open for the lifetime of the register
- Registration requirements can change and advance over time (bye-laws etc.)
- Provisions for **Language Testing** and **Return to Practice** where necessary

Grandparenting (Section 91)



- Route open for two years from the date the register first opens
- This period allows for existing practitioners in the State to transition to statutory regulation/registration
- Legal provisions (under s91) accommodate those who have practised the profession the State.

**Temporary
Road**

Grandparenting (Section 91) cont.



- Allows for the acceptance of other equivalent qualifications previously recognised, legacy qualifications and other reciprocal arrangements
- Those without qualifications can complete a test called an **Assessment of Professional Competence**
- Applicants under this route must **evidence their engagement in the profession for 2 out of 5 years leading up to the opening of the register**

**Temporary
Road**

Grandparenting Qualifications (Schedule 3 of the Act)



Social Care Workers

- National Diploma in Childcare awarded by the Higher Education and Training Awards Council/Dublin Institute of Technology, or
- Diploma in Social Care awarded by the Higher Education and Training Awards Council / Dublin Institute of Technology, or

Grandparenting Qualifications (Schedule 3 of the Act) cont.



- National Diploma in Applied Social Care Studies awarded by the Higher Education and Training Awards Council/ Dublin Institute of Technology, or
- Diploma in Applied Social Studies/ Social Care from the Dublin Institute of Technology, or
- Open Training College National Diploma in Applied Social Studies (Disability).

Additional route for Social Care Workers (Section 91 (2)) Employer Opinion of Competence Route



Social care workers have an **additional route** to apply to register (S91.2). To be eligible to apply under this route the applicant:

- Must have been engaged in the **continuous** practice of the profession for two years on the date of application (must apply within two years of the register opening), and;
- Is in the employer's written opinion competent in practice of the profession, and;
- Must demonstrate fit and proper requirements.

An opinion is not valid unless the employer has, in forming that opinion, taken account of assessment guidelines issued by the Council for that purpose.

Additional route for Social Care Workers S91 (2) – Employer



The S91(2) Route is currently being considered by the Registration Committee which will liaise with the Social Care Workers Registration Board to:

- Define the S91(2) process (Applicants and Employers)
- Draft the Assessment Guidelines (for Employers)
- Decide of the interpretation of **continuous** employment
- Decide on methods and procedures for employer opinion of competence
- Ensure that the S91(2) process is robust and fit for purpose (to protect the public)

Employer Opinion of Competence Route (S91(2))



An employer's opinion of competence in practice of the profession is **only** necessary where an applicant does not

- hold an Approved qualification (as listed in Registration Board's bye-law); or
- hold a Schedule 3 qualification as defined by the Health and Social Care Professionals Act 2005 (as amended); or
- hold a sufficiently relevant qualification of the required standard as decided by the Registration Board; or
- Complete an assessment of professional competence.

In summary...



- Board is working towards opening the register
- Existing practitioners have 3 routes onto the register
- It is the social care workers responsibility to be registered
- Employer's role is to ensure employment practices reflect registration requirements
- Using the protected title – must be registered

Next steps



- Initial information event
- Further meetings and communication with social care workers, educators and employers.
- Updates will be issued on www.coru.ie
- Opt in to receive CORU Newsletter

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Thank you

Questions?