



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh
Regulating Health +
Social Care Professionals

Health and Social Care Professionals Council



Annual
Report
2020



Our Mission:

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



Contents

Council Chairperson Statement	2
Chief Executive Officer Foreword	4
About CORU	6
2020 Year in Review	12
Strategic Highlights and Key Activities 2020	14
Corporate Services	23
Committees of Council	30
<hr/>	
Registration Boards Annual Reports	45
● 1 Counsellors & Psychotherapists Registration Board	46
● 2 Dietitians Registration Board	50
● 3 Medical Scientists Registration Board	57
● 4 Optical Registration Board	63
● 5 Occupational Therapists Registration Board	69
● 6 Podiatrists Registration Board	76
● 7 Physiotherapists Registration Board	81
● 8 Psychologists Registration Board	87
● 9 Radiographers Registration Board	92
● 10 Social Care Workers Registration Board	99
● 11 Social Workers Registration Board	104
● 12 Speech and Language Therapists Registration Board	110
<hr/>	
Appendices	
Appendix 1 - Council Attendance	116
Appendix 2 - Committees Attendance	117
Appendix 3 - Organisational Structure	119
Appendix 4 - Abbreviations and Definitions	121



Council Chairperson Statement

In December 2020 I was delighted to be appointed by Minister for Health Stephen Donnelly TD, as the Chairperson of the Health and Social Care Professionals Council at CORU. CORU performs a vital role, protecting the public through statutory registration of health and social care professionals and I am honoured to have the opportunity to contribute to its efforts.

I would like to pay tribute to my predecessor, Doctor Bernard McCartan, for his leadership of CORU over the previous four years. CORU delivered many significant achievements under his stewardship, he has left a strong legacy, one that I am enthusiastic to build upon. I would also like to acknowledge John F. Scott for his role as Chair during the latter part of the year and for guiding CORU through this time.

With ten registers now open, CORU now regulates over 20,000 health and social care professionals. Regulation protects people who use health and social care services and provides them with confidence about the quality and consistency of care they can expect. I look forward to leading CORU to ensure the continuation of this effective regulation, while also progressing the implementation of regulation across additional designated professions.

2020 was a year filled with unprecedented challenges across society, most notably the COVID-19 pandemic. This significantly impacted on all aspects of the country's health and social services, despite the many challenges presented.

I am pleased to report significant progress has been achieved by CORU over the past 12 months. CORU also played its part in supporting the professions, as challenging issues arose and all employees have worked from home since March 2020. I wish to thank the executive for their flexibility in continuing CORU's good work.

Developing and implementing regulation for all the designated professions is among our top priorities. A further seven professions are designated for regulation and the plans to achieve this advanced considerably throughout 2020.

The Social Care Workers Board have approved the guidance for Continuing Professional Development for that profession. Meanwhile the work to evaluate and approve the relevant education programmes is well underway.

Significant progress was made also by the Psychologists Registration Board towards regulating that complex profession. This has included direct engagement with the educators of the profession and the opening of a public consultation.

The Podiatrists Registration Board too has taken significant steps towards opening its register with plans in place to open the register on 31 March 2021. Meanwhile the Counsellors and Psychotherapists Registration Board have also made some very important progress in their work. Progressing the regulation for all designated professions will continue to be a top priority in 2021.

CORU is committed to delivering regulation for the two remaining designated professions Clinical Biochemists and Orthoptists, but how this will be achieved, will depend on decisions within the Department of Health.

2021 will also see the development of our new five-year Statement of Strategy. This strategy will be the blueprint for developing a robust operating model to deliver targeted regulatory outcomes through sustainable regulation. I have particular interest in achieving financial sustainability for CORU, which directly impacts our ability to achieve our strategic priorities over the coming years. In addition, we will evaluate how our regulatory pillars provide value to the public and how we can leverage a transformative digital strategy to enhance services for the public, our registrants and our stakeholders.

Over the years of our current strategy the number of CORU registrants has more than doubled. We expect similar levels of growth in the coming years. Delivering this new strategy will be my prime objective as Chairperson in the coming years.

CORU benefits from the time and expertise of many dedicated individuals. Each one of them deserves my most sincere thanks for their support, particularly through the challenges we have encountered in 2020.

This includes both the members of the Health and Social Care Professionals Council, its sub-committees and members of the Registration Boards.

The members of these bodies support the mission of CORU by offering their expertise and time on a voluntary basis. Their commitment to CORU empowers us to protect the public and we are deeply grateful for this support.

Statutory registration is a positive process for patients and service users but also for each of the professions involved. I would like to pay tribute to the professions for their appreciation of the role of CORU and their ongoing support. This includes the professional bodies, unions and education institutes but above all the registrants themselves.

Finally, I must pay tribute to the executive team at CORU led by CEO, Ginny Hanrahan. Through a unique and often difficult year, it is clear from all that has been achieved, that they have remained dedicated to the important work of CORU. I look forward to leading CORU throughout 2021 as we continue to protect the public through the regulation of designated Health and Social Care Professionals.



Mo Flynn
Chairperson
Health and Social Care Professionals Council



Chief Executive Officer Foreword

2020 will be remembered as a year like no other. In the face of adversity particularly dealing with the COVID-19 pandemic and many challenges, health and social care professionals across Ireland responded and, acting selflessly, continued to deliver care to their patients and service users. I commend all our registrants for their dedication and their work during these difficult times.

At CORU, throughout the year, we too responded and adapted to the pressures of the COVID-19 pandemic, through working from home since March 2020. In doing so we continued to promote high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

Over the past twelve months CORU has made considerable progress in delivering regulation for health and social care professions across Ireland.

One major milestone during this past year was reaching 20,000 registered health and social care professionals. Each of these 20,000 professionals are sending a powerful message to their patients or service users, as well as to wider society, about the quality and consistency of care people can expect. This milestone also establishes CORU as one of the largest professional regulators in the country.

CORU exists to protect the public. There is no duty more important for CORU than taking action to protect the public when this is required. I am immensely proud that throughout 2020 we have consistently discharged this duty.

In July, a CORU investigation into the improper use of a protected title resulted in a landmark conviction. Two individuals were successfully prosecuted as a result of our investigation, in what was the first such conviction ever recorded in Ireland. This followed earlier civil proceedings taken by CORU to protect the public by securing an injunction preventing these individuals from continuing to practise.

CORU registered professionals have demonstrated that they meet the educational standards set by the registration board, that they are fit and proper to practise, are Garda vetted and that they agree to abide by a code of professional conduct and ethics. This case demonstrates our commitment to take prompt and decisive actions against any individual identified as misusing a protected title.

Fitness to Practise is the process through which CORU deals with complaints made against registrants. During 2020 we continued to do this vital work, processing 42 complaints and also becoming the first healthcare regulator in Ireland to hold a virtual fitness to practise hearing. This demonstrates our ongoing commitment to promoting high standards of professional conduct and competence and acting where breaches are suspected.

One of the key functions of CORU is to raise awareness of our mission and ensure our diverse range of stakeholders understand our work.

To enhance public awareness of CORU comprehensive public information campaigns have been commenced in 2020, work that will continue over the coming year.

Throughout 2020 there has been considerable work to progress the roll out of regulation to the remaining designated professions. This work brings us closer to the opening of a register for each one of these professions and on 31 March 2021, we will open the Podiatrists Register. On that date, the grand parenting/transition period for Medical Scientists will also conclude meaning that title will be legally protected for the first time.

The success of CORU relies on the support, expertise and hard work of many people dedicated to our mission of protecting the public. Each of these deserve our most sincere thank you for their contributions through what has been a uniquely challenging year.

I would like to thank the members of our Council, Registration Boards and our Committees. The education providers, employers, patient advocate groups, professional bodies and unions are a constant support to our work.

CORU benefits from the support of Minister for Health Stephen Donnelly TD and his colleagues in the Department of Health, in particular those within the Professional Regulatory Unit, led by Siobhan Kennan and her team and supported by Rachel Kenna, Chief Nursing Officer and Assistant Secretary for Professional Regulation.

CORU said a fond farewell to Doctor Bernard McCartan who stood down as Chairperson during the year. Doctor McCartan was Chair from 2016 and his leadership and sage advice has been invaluable, we thank him most sincerely for this and wish him well in his new role on the Judicial Conduct Committee. I thank our new Chair Ms. Mo Flynn who was appointed in December and I look forward to working closely with her as we progress the work required to protect the public.

Finally, I must thank the CORU team. In a year filled with turmoil, it is a testament to their professionalism, their resilience and commitment that CORU has adapted and achieved so much, always focused on our core mission of protecting the public. I know their positive attitude and commitment will continue to ensure public safety through 2021 and beyond.



Ginny Hanrahan

CEO, Health and Social Care Professionals Council

About CORU

Our Mission, Vision and Values

CORU is Ireland’s multi-profession health and social care regulator. Working in the public interest, our role is to protect the public through statutory registration of health and social care professionals.

CORU is the brand name and logo under which the Health and Social Care Professionals Council and the Registration Boards for the professions collectively operate. “CORU” comes from a derivative of the Irish word “Cóir”, which means “fair, just and proper”.

CORU is responsible for the regulation, under the 2005 Act (as amended), of 17 designated health and social care professions, which between them have an estimated 35,000 members. Additional professions may be added by the Minister for Health in the future. For the first time, these designated professions will now be regulated on a statutory basis.

The designated professions are:

- ▶ Clinical Biochemists
- ▶ Counsellors
- ▶ Dietitians
- ▶ Dispensing Opticians
- ▶ Medical Scientists
- ▶ Occupational Therapists
- ▶ Optometrists
- ▶ Orthoptists
- ▶ Physiotherapists and Physical Therapists
- ▶ Podiatrists
- ▶ Psychologists
- ▶ Psychotherapists
- ▶ Radiographers
- ▶ Radiation Therapists
- ▶ Social Care Workers
- ▶ Social Workers
- ▶ Speech and Language Therapists

Each profession has/will have its own Registration Board which is/will be responsible for the registration of members of their respective profession.

To date the Minister has established the Social Workers Registration Board, the Radiographers Registration Board, the Dietitians Registration Board, the Speech & Language Therapists Registration Board, the Occupational Therapists Registration Board, the Optical Registration Board, the Physiotherapists Registration Board, the Social Care Workers Registration Board, the Medical Scientists Registration Board, the Psychologists Registration Board, the Podiatrists Registration Board and the Counsellors and Psychotherapists Registration Board.

The remaining Boards will be established on a phased basis.

December 2020 – Registration Boards Status



Our Mission

Our mission, vision and values have served us well on our journey to date and will continue to underpin our Statement of Strategy and the day to day activities of our business.

As set out in the Health & Social Care Professionals Act 2005 (as amended), our mission is:

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

Our Vision

CORU has the confidence and recognition of both the public and the health and social care professionals, in its processes and standards of regulation.



Our Values

CORU seeks to reflect a set of values that underpin and support the way we work and interact with all our stakeholders. The following values are central to the fulfilment of our mission and vision:

- ▶ All our decisions, actions and priorities are based on our single focus, to **enhance public safety**.
- ▶ We demonstrate **leadership** within our sector through a positive, quality and evidence-based approach to our work.
- ▶ We are committed to **accountability and transparency** in all our processes; decisions, professional conduct, communications and dealings with our stakeholders.
- ▶ We show **respect and fairness** in our interactions with the public, professionals and all our stakeholders.
- ▶ We demonstrate **effectiveness and excellence** as an organisation in terms of value for money, efficiency of operations and governance.
- ▶ We will demonstrate **independence and integrity** in all our dealings with our stakeholders.



Role of the Health and Social Care Professionals Council

The Health and Social Care Professionals Council is the statutory body established by Government to protect the public through the statutory registration of the health and social care professions designated in the 2005 Act.

The role of the Council is to:

- ▶ Oversee and co-ordinate the work of the Registration Boards
- ▶ Enforce standards of practice for registered professionals including codes of professional conduct and ethics
- ▶ Operate Fitness to Practise for registered professions
- ▶ Make decisions and give direction relating to disciplinary sanctions on registrants
- ▶ Be responsible for allocating resources in an efficient and effective way.

The Council is comprised of 33 members – 1 member nominated from each of the regulated professions and lay members. The lay members (non-members of the professions being regulated by CORU) are drawn from the education sector, patient advocacy groups, the voluntary sector and representatives of public and private sector employers within the health and social care sector. The Chairperson is appointed by the Minister for Health and must be a lay member of Council. All Council and Registration Board Members are voluntary and not in receipt of any fees. The Chairperson of the Council is paid a stipend and travel expenses during the year. No other member of the Council, Advisory Committees or Registration Boards receives payment of fees in respect of their membership.

Advisory Committees

Six committees of Council (established under Section 23) provide specific expertise and advice to the Council and the Executive in the following areas:

- ▶ Audit, Risk and Governance
- ▶ Finance and General Purposes
- ▶ Registration and Recognition
- ▶ Education
- ▶ Nominations
- ▶ Professional Practice Advisory

Appeals Committee

The Appeals Committee was established by Council to deal with appeals in relation to Registration and Recognition decisions.

Part 6 Committees

Committees established under Part 6 of the Act to deal with Complaints, Inquiries and Discipline:

Preliminary Proceedings Committee

In January 2015, Council established the Preliminary Proceedings Committee. This is a statutory committee established under Part 6 of the Act. All complaints received by Council in relation to Fitness to Practise of registrants are reviewed and considered by this committee.

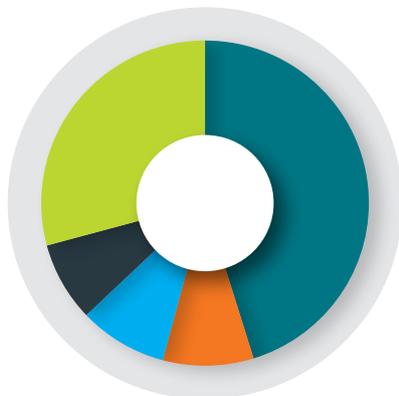
Committees of Inquiry

In February 2016, Council established the Committees of Inquiry, namely the Health Committee and the Conduct Committee. These are statutory committees established under Part 6 of the Act. A Committee of Inquiry deals with complaints referred to it, where there is sufficient cause to warrant further action being taken in relation to a complaint.

Role of the Registration Boards

The current twelve Registration Boards are/ will be responsible for the registration of members of their respective profession – two of the Registration Boards regulate two professions – Radiographers Registration Board – regulates radiographers and radiation therapists and the Optical Registration Board regulates optometrists and dispensing opticians. The newest Board to be appointed by the Minister, has been the Counsellors and Psychotherapists Registration Board. This will be the third Board to regulate two professions.

The separation of functions between Council and the Registration Boards (the Boards) has the benefit of ensuring that each profession to be regulated will have a dedicated body that focuses solely on that professions registration and educational standards thus ensuring input from specific professional expertise.



- Professional Representatives
- Lay - Representative of the Education Sector
- Lay - Representative of Public Employers
- Lay - Representative of Private/Voluntary Agencies
- Lay - Representative of the interests of the general public

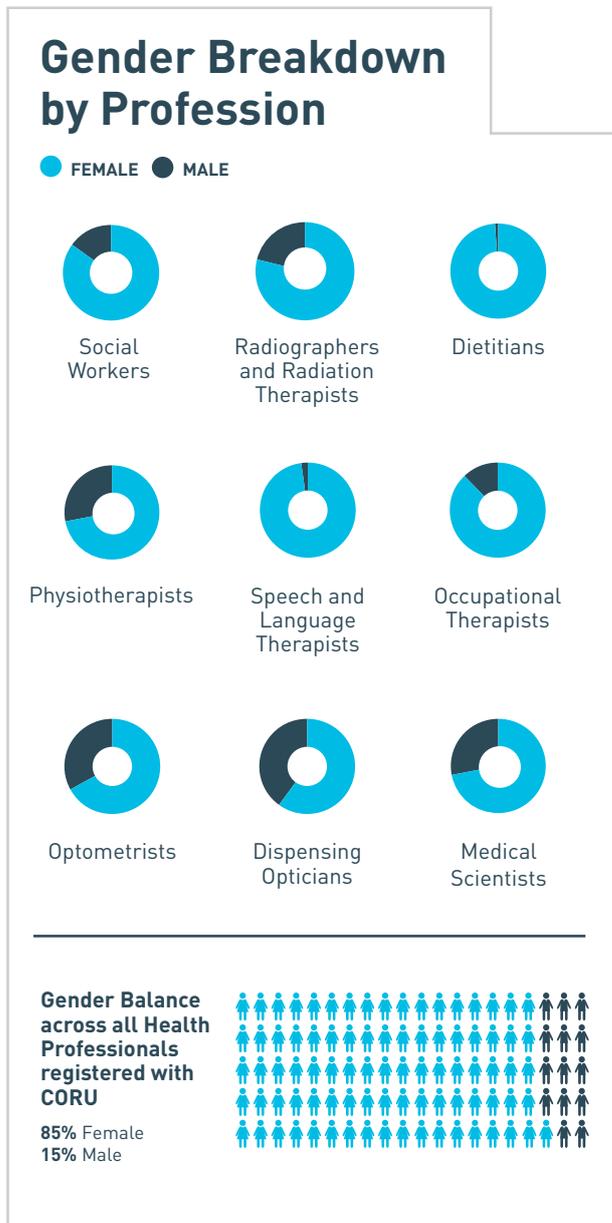
Each Registration Board is responsible for setting in place the following for the profession(s) they regulate:

- ▶ Establishing and maintaining the Register of members of that profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes relevant for entry to the Register
- ▶ Setting the code of professional conduct and ethics
- ▶ Setting the requirements for continuing professional development and
- ▶ With Council approval, establishing by-laws in respect of their registration and education functions.

Each of the Boards is comprised of 13 voluntary members, 7 are lay members of the Board (non-members of the professions being regulated); with 1 member coming from each of the following areas - the education sector, public employers and private/voluntary agencies and 4 from the general public including patient advocacy groups; as well as 6 members from the respective professions representing educators, managers and providers of services.

When all vacancies are filled, there will be 185 people serving on Council and Registration Boards at CORU. Council and each Board are required to meet at least four times per year, but each one will typically meet 10 times a year, to ensure the delivery of the Annual Business Plan and subsequently the organisations overall Strategic Plan.

2020 CORU Year in Review



Council and Boards



Legal



44

Complaints in relation to Fitness to Practise



Enforcement Files processed

Communications



Search the Register section accessed **549,513** times



Figures on Social Media Followers

2,300
 2,200



Human Resources

Staff of

64

Strategic Highlights and Key Activities 2020

Measurement against the Statement of Strategy 2017-2021

The current five-year strategy aims to build on the achievements of our earlier strategy statements. We have mapped out five key strategic objectives for the five-year period. If there is a theme to the strategy, it is “to finish what we started”, delivering on our current legislative requirements and continuing to build a sustainable model of regulation to deliver on our remit.

The five-year period will continue to deliver “firsts”, but it will primarily be characterised by a new scale of activity where our remaining registration boards will be put in place and registers opened for the remaining professions.



Strategic Objective 1

Deliver on our current legislative requirements

Registration

Entry to the Register with CORU allows health and social care professionals to practise in Ireland meeting their statutory regulation requirements. CORU is responsible for the registration of health and social care professionals and this is the foundation of all of our work to regulate the professions in order to protect the public.

Registration means that service users can have confidence in knowing that a professional's standing and qualifications have been independently verified. Professionals benefit from protection of their professional title, and are supported through a Code of Professional Conduct and Ethics.

The number of professionals registered with CORU continued to grow throughout 2020. The following table sets out the number of registrants in each profession at the end of December 2020 compared with the same period for 2016, 2017, 2018 and 2019.

In line with Section 98 Emergency Measures in the Public Interest (COVID-19) Act 2020, CORU created an application process to enable former registered health sector professionals, who either voluntarily withdrew from the register of their designated profession or were removed due to non-payment of registration fees, to have their registration restored. CORU restored 26 applicants to the register under these Section 98 Emergency Measures.

Each year, every registrant must renew their registration and pay an annual retention fee. 134 individuals were removed from the Register in 2020 for failing to renew their registration within the time required, having been notified on more than one occasion. 200 individuals voluntarily removed themselves from the Register. There were 6 deceased registrants notified to us this year, the same as last year.

Table 1: Registrants 2016, 2017, 2018, 2019 and 2020

Profession	2016 Registrants	2017 Registrants	2018 Registrants	2019 Registrants	2020 Registrants
Social Workers	4,069	4,237	4,451	4,668*	4,843
Radiographers/Radiation Therapists	2,184	2,413	2,587	2,816	3,049
Dietitians	546	865	962	1,028	1,110
Speech and Language Therapists	844	1,684	1,843	1,964	2,082
Occupational Therapists	586	2,237	2,599	2,846	3,018
Optometrists	793	805	829	867	895
Dispensing Opticians	179	185	185	199	203
Physiotherapists	n/a	148	1,782	3,562	4,650
Medical Scientists	n/a	n/a	n/a	111	462
Total	9,201	12,574	15,238	18,061*	20,312
*includes two EEA social workers registered on a temporary and occasional basis					

Elections

CORU engaged in two election processes during 2020 and successfully completed an election process that began in late 2019.

Work on the election process for the Dietitians Registration Board and Radiographers Registration Board commenced in late 2019. The closing date for receipt of returning ballots was 08 January 2020. The counting of ballots took place on 09 January 2020 and the full results of the election counts for these Boards is available on www.coru.ie.

Work on the election process for the Dietitians Registration Board, Occupational Therapists Registration Board, Speech and Language Therapists Registration and the Social Workers Registration Board commenced on 08 June 2020 with the publication of the Notice of Election and request for candidates for each Registration Board. The closing date for receipt of nominations was 08 July 2020. Ballot papers for the relevant Registration Boards were issued to registrants on 15 July 2020. The closing date for receipt of returning ballot papers was 24 August 2020. The counting of ballots took place on 25 August and the full results of the election counts for these Boards is available on www.coru.ie.

Work on the election process for the Dietitians Registration Board, Occupational Therapists Registration Board, Optical Registration Board, Speech and Language Therapists Registration Board and Social Workers Registration Board commenced on 20 October 2020 with the publication of the Notice of Election and request for candidates for each Registration Board. The closing date for receipt of nominations was 17 November 2020. Ballot papers for the relevant Registration Boards were issued to registrants on 24 November 2020. The closing date for receipt of returning ballot papers is 08 January 2021. Full details of the outcome of the election count for each Board will be published on www.coru.ie following the completion of the counting of ballots.

Education

In order to provide assurance to the public on the regulated professions, each profession specific Registration Board has statutory powers to set and enforce high standards of professional education and training for registrants. This is achieved by setting the pre-registration education and training standards: *The Criteria for Education and Training Programmes and the Standards of Proficiency for the Profession*. The Board quality assures education and training programmes against these standards in order to determine the entry qualifications for its register(s).

Education Standards

During 2020 the Podiatrists Registration Board approved the Criteria for Education and Training Programmes and Standards of Proficiency for the profession. These were published on our website and circulated to Higher Education Institutions for implementation. The Psychologists Registration Board issued a consultation draft of their Criteria for Education and Training Programmes and Standards of Proficiency for the profession.

Education Quality

During 2020, Registration Boards approved 8 programmes and monitored 5 programmes already approved.

Programme Approval:

- ▶ Master of Science (MSc) Human Nutrition and Dietetics programme, University of Limerick.
- ▶ Bachelor of Arts (Honours) in Social Care Practice, Institute of Technology, Sligo.
- ▶ Bachelor of Arts (embedded award) in Social Care Work, Technological University Dublin (Tallaght Campus).
- ▶ Bachelor of Arts (Honours) in Social Care Work, Technological University Dublin (Tallaght Campus).

- ▶ Bachelor of Arts in Applied Social Studies, Carlow College, St. Patrick's.
- ▶ Master of Science in Physiotherapy, University College Cork.
- ▶ Master of Science in Diagnostic Radiography, University College Cork.
- ▶ Master of Arts in Social Work, Institute of Technology Sligo.

Programme Monitoring:

- ▶ Bachelor in Science in Clinical Speech and Language Studies, University of Dublin, Trinity College Dublin.
- ▶ Bachelor of Science (Speech and Language Therapy), University College Cork.
- ▶ Bachelor of Science (Speech and Language Therapy), National University of Ireland, Galway.
- ▶ Bachelor in Science in Occupational Therapy, University of Dublin.
- ▶ Bachelor of Science (Occupational Therapy), University College Cork.

Site Visits Completed in 2020:

The COVID-19 national emergency required necessary changes to the way CORU conducted its Approval and Monitoring processes to ensure that we continue to deliver on our statutory obligations as set out in Part 5 of the Health and Social Care Professionals Act 2005 (as amended). From March 2020, all visits to Educational Institutions were conducted virtually and meetings previously held in person, before and during visits, took place remotely using video conferencing facilities.

Impact of COVID-19 on Approved Programmes:

Each Registration Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the relevant Registration Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Registration Board's requirements.

Continuing Professional Development

Continuing Professional Development (CPD) is a core element of CORU's regulatory framework, as specified in the Health and Social Care Professionals Act 2005 (as amended).

In 2020 both the Dietician and Speech and Language Therapy Registration Boards agreed to proceed with the CPD Audit for their professions. A random sample of eligible registrants were notified of selection for mandatory audit. Information on CPD Audit including Guidelines, FAQs and Information videos are published on the CORU website to support registrants.

Regulation of Social Care Workers

The Social Care Workers Registration Board has decided that the opening of the Social Care Workers Register, which it had hoped to open in 2022, will now open in 2023.

The decision to defer the opening of the Register was not taken lightly and only after considerable deliberation by the Board at an emergency meeting on the 18th of May, 2020.

The deferral is regrettable but is unavoidable due to the impact of the COVID-19 pandemic on the Board's ability to continue with the approval of Social Care Professionals' education programmes in 2020. The programme approval process resumed in late 2020, the CORU executive contacted all education providers with an updated timeline for their programmes.

Competent Authority/ Recognition of International Qualifications

In accordance with Section 27 of the Health and Social Care Professionals Act, as each Registration Board opens its Register, it becomes designated as the Competent Authority for the profession concerned under Directive 2005/36/EC. Each Board must consider applications for recognition of international qualifications. Recognition is a pre-requisite to registration for holders of international qualifications. The work of each Competent Authority (Registration Board) is facilitated by the Recognition Department at CORU.

In 2020 work on the new database and online application system for recognition was substantially completed and tested with a view to launch in Q1 2021 on a pilot basis for a subset of professions initially. Work was also initiated on establishing core knowledge base resources for each profession including reference information, professional characteristics and regulatory information for each significant 'source' State alongside statistical reporting on decision making and outcomes to date.

In addition, a project to assess mechanisms for addressing applications from individuals holding qualifications assessed by CORU in significant volume with a view to process streamlining was also initiated. Finally, significant work was undertaken to maintain capacity to continue recognition work using UK based assessors in the absence of a withdrawal agreement. The procurement of external providers for Aptitude Testing continued with the procurement of a further three test providers. All of this work was overseen by the Registration and Recognition Committee which brought proposals to Council as required.

In 2020 the number of initial (first step of application process) applications for recognition of international qualifications dropped by 12% to 705. The decrease was lower than anticipated given the impact of the COVID-19 pandemic on global travel and mobility.

Initial Applications Received	2017	2018	2019	2020
Dietitian	40	53	40	53
Dispensing Optician	17	9	14	8
Medical Scientist			61	64
Occupational Therapist	95	91	92	98
Optometrist	20	14	51	51
Physiotherapist	126	205	134	141
Radiation Therapist	13	19	18	28
Radiographer	176	237	270	172
Social Worker	78	108	83	66
Speech and Language Therapist	34	26	31	24
Total	599	762	803	705
Year on year change		+27%	+4%	-12%

The respective Registration Boards made decisions on 672 applications, a decrease of 4% on 2019. Again, the decrease was lower than expected in the context of the COVID-19 pandemic and its impact on global mobility. This is in part a result of the ‘pipeline’ of applications from the previous year.

Decisions Made	2017	2018	2019	2020
Dietitian	44	44	44	46
Dispensing Optician	16	5	15	7
Medical Scientist			13	60
Occupational Therapist	86	100	91	95
Optometrist	21	7	34	38
Physiotherapist	89	160	126	104
Radiation Therapist	9	21	18	26
Radiographer	155	188	235	212
Social Worker	68	98	95	64
Speech and Language Therapist	35	35	26	20
Total	523	658	697	672
Year on year change		+26%	+6%	-4%

Non- Executive Training

With approximately 460 personnel now involved with CORU on Council and Registration Boards, Committees, Recognition and Education Programme Assessor Panels, training continued to be delivered, albeit remotely, during 2020.

Strategic Objective 2

Deliver on our targeted regulatory outcomes through a sustainable Regulatory Model

In 2020 several briefing sessions were held with the Department of Health to assist new members of the Professional Regulation Unit understand the reasons behind Council rationales and recommendations regarding the rationalization of the Councils governance structures. While the Council is still waiting to receive a formal response from the Department of Health on its 2018 recommendations, a number of projects were commenced in 2020 to progress this work.

Strategic Objective 3

Deliver greater clarity in our communications

During 2020 we continued to build on our communications related activity at CORU. As undertaken in the Statement of Strategy we are continuing the process of raising public awareness of CORU and of firmly establishing the visibility of CORU on the Regulatory landscape in Ireland.

However, building on our communications activity was to take a very different approach as the COVID-19 pandemic took hold in March. As it became apparent in early March that our business activity would have to change rapidly and the way we communicate this activity would have to change, we set up a dedicated section on the website that published the latest news for each functional unit in CORU. Following Government guidelines to work from home, our operational phone lines changed to calls being answered during set times. The volume of general queries received increased significantly as registrants, educational institutions and all our stakeholders grappled with the impact of the pandemic.

Many of the activities that we had planned for the earlier part of the year including information events for registrants and the distribution of our information leaflet to GP surgeries had to be paused initially, later in the year to be cancelled completely as the pandemic continued.

The annual Halloween Novelty Contact Lenses Public Information Campaign during October was cancelled as the level of restrictions issued by the Government ordered that all social activity around Halloween was not permitted.

In December, we continued with our public awareness campaign and successfully launched our radio and online advertising campaign. The five-week radio advertising campaign aired across all national and regional radio stations. The online advertising campaign was visible on RTE.ie, Irish Times, Irish Independent and other news sites.

Strategic Objective 4

Maintain our focus on good governance practices

During 2020 we continued work to ensure compliance with (a) The Code of Practice for the Governance of State Bodies (2016) and (b) the General Data Protection Regulations (GDPR). The Audit Risk and Governance Committee provides oversight on governance and compliance, risk and internal audit on behalf of Council. Details of achievements for 2020 relating to governance can be found on page 23 and within the report from the Audit Risk and Governance Committees on page 29.

Strategic Objective 5

Attract, retain and grow our talent pool and knowledge

The Human Resources team worked with internal stakeholders to identify and deliver core learning and development programmes in strategic areas and subsequently training was provided for executive staff members in the following areas: Executive Leadership Programme, Freedom of Information training for all staff, IMI Certificate in Regulation, Contract reading for non-legal professionals, Diploma in Human Resource Management with IBEC, Masters in Executive Management through Public Affairs Ireland, Certificate in Civil Services and State Agency Studies, Entry Exam to Law Society and Training towards FE1 exams, Business Accounting Degree, Data Protection Officer training and Mental Health Wellness training workshop for all staff.

HR also sought to provide all CORU employees throughout the pandemic with training and support through the Employee Assistance Programme (EAP), staff were provided with access to webinars from the EAP. HR also facilitated the return to work programme in CORU offices by providing declarations to staff returning to the office (in the intervals where it was permitted), and dedicated COVID-19 training for those entering the office. Training was also provided to staff on how to set up workstations in the correct manner while working remotely, and staff were provided with access to an ergonomics expert.

Provision of a comprehensive induction programme for new staff throughout the year was managed by the Human Resources team also.

Wellbeing Group

For 2020 the Group planned to hold a themed event each month. The plan was drafted with the assistance of the HR unit and which included the services provided through our Employee Assistance Program (EAP).

Unfortunately due to the pandemic much of the 2020 program could not be fulfilled. However, the Wellbeing Group endeavoured to provide part of the program as detailed in the 2020 plan, along with some newer initiatives that were provided virtually.

Health and Wellbeing Initiatives



Healthy Eating

Provision of fruit boxes

Staff contributed to a recipe book



Physical Wellbeing

Flu Vaccine – staff were encouraged to avail of flu vaccine

In – house yoga classes



Workplace Wellbeing

Pancake Tuesday – pancakes served by Wellbeing Group in canteen

An office plant was provided to each Department/Unit to promote environmental awareness in the workplace

Christmas Photo competition - Best Decorated House

Christmas Quiz - food voucher provided to all staff



Mental Wellbeing

Employee Assistance Programme provided by Human Resources Unit

Staff submitted photos of a DIY project or a nature photo. The best photos were awarded with a gift voucher

Throwback Thursday – staff were asked to send in a photo of themselves when they were younger. Staff were then asked to guess who they thought each photo belonged to

Appreciation Notes – anonymous notes of appreciation sent to staff members across all teams

An awareness email sent with details of PRIDE virtual events

World Mental Health Day in October - email with different resources made available

Corporate Services

During 2020, the Corporate Services team of **14** people provided the core supports of services from Finance, Human Resources, ICT, Communications and Governance and Compliance across all entities, **64** executive staff, **4** internal functional areas and **463** stakeholder personnel.

In Quarter 2 and 3, the Corporate Services team completed a project to devise and implement a Return to the Office protocol aimed at enabling the CORU Executive to safely return to CORU's premises. A trial of this protocol was initially commence on a phased basis in August 2020. In September 2020 it was decided in the interests of safety to put the return to the office on hold until such time as public health advice would enable this to occur. This project included the establishment of a Committee with representatives from each functional team in CORU, developing and rolling out mandatory training, designing forms to be completed by team members, making physical changes to and re-designing the layout of CORU's office environment, ensuring deep cleans of the office environment were completed before the trial return commenced, developing attendance schedules for team members who wished participate in the trial return, developing a centralised point of information for the CORU team to access information and materials relating to the return to the office and rolling out communications on a regular basis to the CORU team. It is hoped that all of this work will be of benefit when it becomes possible to recommence the trial return to the office.

Finance

CORU met all its financial obligations during the year. The use of budgeting and ongoing forecasting enabled secure management of expenditure against planned available resources. The Finance Team worked with the Finance and General Purposes and Audit, Risk and Governance Committees of Council to ensure Council was fully informed throughout the year.

The team have an excellent working relationship with the Officials in the Department of Health. The Department provides CORU with the resources to fulfil its independent mandate.

Details of the Internal Audits conducted during the year in review are contained within the report from the Audit Risk and Governance Committee on page 29.

CORU's annual accounts for 2019 were submitted to the Comptroller and Auditor General in accordance with the timescales set out in the Health and Social Care Professionals Act 2005. The C&AG signed off on these accounts, with no matters for noting in December 2020 apart from the non-compliance with FRS 102 of accounting for the costs of retirement benefit entitlements, which is in compliance with the directions of the Minister for Health. CORU can now publish the 2019 Financial Statements.

Financial Statements 2020 - Highlights

CORU's 2020 accounts are prepared under the accounting standards for Ireland and the United Kingdom, FRS 102. Under FRS 102, CORU is defined as a public benefit entity as CORU provides services to the public without providing a financial return to the equity provider (i.e. the Minister for Health). CORU's 2020 Accounts will be submitted to the Comptroller and Auditor General for Audit and will be published on completion of that process. In the meantime, it is possible to provide some broad financial information.

Income

Income from Exchequer grants decreased by 13% in 2020 due primarily to reduced funding requirements as a result of the adverse impact of COVID-19 restrictions on certain key planned project and operational activities. Income from registrants increased in 2020 by 14%. Overall income for the year is down by €0.854m (approximately) from 2019 level due to reduced Exchequer grants. All figures and percentages will need review when the 2020 Financial Statements are ready end March 2021.

Expenditure

Overall expenditure has decreased in 2020 by 4% compared to 2019 levels. The primary factor for the decrease in expenditure in 2020 was due to the adverse impact of COVID-19 restrictions on certain key planned project and operational activities.

Governance and Compliance

Work completed during 2020

- ▶ Implemented year 3 of Internal Audit work Programme adapted as a result of remote working environment
- ▶ Together with the Secretariat team worked to implement revised template documentation for Council and Registration Boards
- ▶ Induction training provided to new members of Council, Registration Boards and Committees
- ▶ Assisted remote working by taking the lead in the group established to assist teams in become super users of technology

Data Protection

CORU is a Data Controller under the General Data Protection Regulation (EU) 2016/679. CORU continues to comply with the General Data Protection Regulations and continues to deliver on, and enhance its implementation plan to ensure compliance.

- ▶ Online Data Protection training provided to CORU Executive

- ▶ Data Protection training provided remotely to new members of Council and Registration Boards
- ▶ Continued to meet remotely with the Data Protection Champions from each team in CORU
- ▶ Dealt with the day to day business of Data Protection in answering queries, dealing with requests and advising teams when necessary.

Freedom of Information

The Freedom of Information Acts 1997 and 2003 permit access to information that is held by CORU, which is not routinely available through other sources. The requests that we received in 2020 were responded to appropriately and were managed in accordance with the Freedom of Information Acts. In 2020, we received 9 Freedom of Information requests where some were granted, part-granted or refused based on the requested information.

- ▶ 2-day training provided remotely to all Decision Makers and Internal Reviewers
- ▶ Dealt with the day to day business of Freedom of Information in answering queries, dealing with requests and advising teams when necessary

Risk Management

- ▶ Review of CORU Risk Register conducted for Risk as standing item on Council Agenda
- ▶ Quarterly Review of Departmental Risk Registers conducted
- ▶ Assisted Departments in identifying specific risks relating to the remote work environment

Human Resources

2020 Recruitment

The recruitment process was completed for a total of 20 executive posts during 2020 as per table below. The HR team have processed 558 applications for roles (executive and non-executive) throughout 2020, including the administration of 74 candidates for interview in 2020. The total number of posts and applications may have decreased in 2020 from the previous year. However, there was significant time spent by HR in setting up and developing a new virtual recruitment process. This has been a huge success during a challenging time to develop new ways of working to ensure organisational needs were met.

	Department	Role/Grade	Date
1.	Recognition	Executive Officer	Feb
2.	Registration	Clerical Officer	Feb
3.	Registration	Executive Officer – Renewals	Feb
4.	Education – Quality Assurance	Acting - Assistant Principal (filled as acting to permanent appointment recruited)	Mar
5.	Corporate Services – HR	Acting - HR Manager (Maternity cover)	Mar
6.	Registration	Acting - Higher Executive Officer (filled as acting to permanent appointment recruited)	Apr
7.	Corporate Services - ICT	Acting - ICT Manager (filled as acting to permanent appointment recruited)	Apr
8.	Corporate Services - ICT	Acting - Executive Officer (backfill for staff member assigned to another post)	Apr
9.	Legal Affairs and Fitness to Practise	Acting - Appeals and Policy Manager (Maternity cover)	Jun
10.	Education – Quality Assurance	Assistant Principal (New post)	Sep
11.	Registration	Higher Executive Officer	Sep
12.	Registration	Clerical Officer (Temporary appointment)	Sep
13.	Registration	Clerical Officer	Oct
14.	Registration	Executive Officer (replacement of 2 staff on permanent job sharing arrangement)	Oct
15.	Secretariat	Clerical Officer	Oct
16.	Corporate Services – ICT	ICT Manager (HEO)	Oct
17.	Recognition	Clerical Officer	Nov
18.	Registration	Clerical Officer (New post)	Nov
19.	Legal Affairs & Fitness to Practise	Clerical Officer	Dec
20.	Registration	Clerical Officer	Dec

Health and Safety

In 2020 CORU complied with the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work Act (General Applications) Regulations 2007. We adhered to health and safety policies and procedures and we provided appropriate training, safety awareness programmes and personal protective equipment.

ICT

In Q1 2020, the ICT Unit began upgrading all PCs and laptops with the Windows 10 operating system. 95% of all systems were updated before the closure of the office in March.

Procurement of a new Audio Visual system for the Council Room took place in Q1, with the new equipment installed in Q3 after lockdown restrictions were lifted.

Since the office closure, the unit received 2,120 email requests for assistance to the helpdesk facility up to the end of 2020, providing a range of support options and/or advice as a response to each query. Onsite support in the office has also been provided for a range of statutory meetings.

The following items were procured and provided to staff to address the needs of the organisation as we worked from home;

- ▶ Additional licences for various online meeting platforms,
- ▶ Additional hardware for staff to address their needs whilst working at home, including laptops, monitors, mobile phones, wireless mouse and keyboards, headphones and Wi-Fi boosters.

For most of 2020, we endeavoured to find a suitable solution to address the technical issues some members of the PPC were experiencing when trying to access their briefs for meetings. After a change in systems in Q2 was deemed to be unsuccessful in resolving these issues, it was agreed that the provision of a CORU allocated device would be the most appropriate solution.

A trial of this solution was completed with three PPC members in Q3 with procurement of the devices completed in Q4. A rollout of the devices is to be completed in Q1 2021.

In late Q4 2020, a request for quotation was sent to three parties who could assist us with the development of our ICT Strategy 2021 – 2023, with a successful candidate being chosen.

Communications Press and Media Relations

We were regularly contacted over the course of the year from various journalists and media groups in relation to our work as a regulator and the process of registration. We work to ensure that CORU's message reaches audiences consistently and clearly.

Online Communications/ Website

As the COVID-19 pandemic began to take hold and its impact on the way we work and live unfolded, online communications came to the fore. The CORU website was our main source of news information for all our stakeholders. We created a COVID 19 section on the website that contained all the information for all stakeholders in relation to the changes on CORU's methods of communications and general changes to our operations.

As work progressed on CPD Audits for some Registration Boards, two videos' were created for registrants to explain the audit process and express in a more visual way what is required.

Parliamentary Affairs

During the course of the year, CORU was requested to submit information in relation to CORU and its Registration Boards by replying to Parliamentary Questions requested by the Department of Health, the Minister for Health and representations from members of the Oireachtas. At all times CORU was proactive to answer all questions asked in an accurate and timely manner.

External Communications Stakeholder Engagement and Consultation

Many of the activities that we had planned for the earlier part of the year including information events for registrants and the distribution of our information leaflet to GP surgeries had to be paused initially, later in the year to be cancelled completely as the pandemic continued.

We did however continue to operate and open a number of public consultations for Registration Boards including consultations for the Podiatrists Registration Board.

Public Awareness

In July, a CORU investigation into the improper use of a protected title resulted in a landmark conviction. Two individuals were successfully prosecuted as a result of our investigation, in what was the first such conviction ever recorded in Ireland. The prosecution followed complaints made to CORU. The case attracted a significant amount of media attention across television news, print, radio and online news stations. The case significantly helped in the public's awareness of the role of CORU and how we protect the public and the importance of regulation.

In December we continued with our public awareness campaign and successfully launched our radio and online advertising campaign. The five-week radio campaign aired across all national radio and regional stations. The online advertising campaign was visible on websites including RTE.ie, the Irish Times, Irish Independent and other news

sites.

The call to action of the advertising was to raise awareness of the role of CORU and the search the register function of the website to find registered health professionals of the listed health and social care professionals. The search the register function of the website noted an increase of over 27,000 searches of the CORU Registers during the timeframe of the advertising.



Legal Services

In 2020 the Legal Affairs Unit continued to provide advice and assistance to other Units within CORU, as well as to Registration Boards and Council as required. Council approved the making of 7 Bye-Laws in 2020. Please see the table below, which outlines the progress of the Bye-Laws:

Bye Laws 2020					
Registration Board and Bye-Law	Bye-Law approved for consultation by Board	Bye-Law Consultation Process	Bye-Law Approved following Consultation	Bye-Law Approved by Council	Bye-Law made by Board
Social Workers Registration Board					
Approved Qualification Bye-Law	✓	✓	✓	✓	✓
Application for Registration Bye-Law	✓	✓	✓	✓	✓
Return to Practice Bye-Law	✓	✓	✓	✓	✓
Radiographers Registration Board					
Approved Qualification Bye-Law	✓	✓	✓	✓	✓
Dietitians Registration Board					
Approved Qualification Bye-Law	✓	✓	✓	✓	✓
Physiotherapists Registration Board					
Approved Qualification Bye-Law	✓	✓	✓	✓	✓
Election Bye-Law	✓	✓	✓	✓	✓

Appeals

There were a total of 19 appeal applications in 2020. Of the 19 appeal applications, 17 were recognition appeals and 2 were registration appeals.

Enforcement

A total of 25 files were opened by the Enforcement Unit during 2020 in relation to Council's enforcement function under the Act.

Fitness to Practise

44 new complaints were received by CORU in 2020 in relation to Fitness to Practise matters.

Protected Disclosures

Under Section 22 of the Protected Disclosures Act 2014, CORU is obliged to prepare and publish, no later than 30 June in each year, a report detailing the number of protected disclosures made during the preceding year and the action (if any) taken in response to those protected disclosures.

No enforcement referrals received by CORU during 2020 were treated as protected disclosures within the meaning of the Protected Disclosures Act 2014. In all cases, an investigation took place in accordance with Council's Enforcement Process.

The Health and Social Care Professionals Council

Number of Council meetings during 2020:

11

Members and attendance at council meetings in 2020:

See Appendix 1

Six committees of Council (established under Section 23) provide specific expertise and advice to the Council and the Executive in the following areas:

- ▶ Audit, Risk and Governance
- ▶ Finance and General Purposes
- ▶ Registration and Recognition
- ▶ Education
- ▶ Nominations
- ▶ Professional Practice Advisory

Committees established under Part 6 of the Act to deal with Complaints, Inquiries and Discipline:

- ▶ Preliminary Proceedings Committee
- ▶ Committee of Inquiry – Health
- ▶ Committee of Inquiry – Conduct



Council Committees

Audit, Risk and Governance Committee

Role: The mission of the Audit, Risk and Governance Committee (ARG) is to provide an independent appraisal structure within CORU to measure and evaluate the effectiveness and efficiency of its risks, governance and internal control procedures and its financial reporting framework.

Membership:

In line with guidance from the code of practice for the Governance of State bodies and ARG Committee's Terms of Reference, the composition of the 2020 Committee consisted of eight non-executive members. Three of the eight Committee members are external to CORU.

Paul Lyng did not chair Council or any other sub-committee of CORU during his tenure as Chairperson of the Audit, Risk and Governance Committee.

Each appointed member was given a copy of the Audit, Risk and Governance Committee's Terms of Reference, which set out its authority and duties.

All new members to the committee were provided with induction training.

Members of the 2020 Audit, Risk and Governance Committee as appointed by the Council were as follows: Paul Lyng – Chairperson, Brian Lee, Stephanie Manahan, Maeve Murphy (Term ended June 2020), Margaret Boland (Appointed on 20 March 2020) (Council members) Martin O'Sullivan, Ray Dolan, Elaine Sheridan (Independent members).

Number of Meetings during 2020:

5

Attendance:

Appendix 2

Terms of reference:

The Chairperson of the Audit, Risk and Governance Committee shall have particular responsibility for ensuring:

- ▶ that the Audit, Risk and Governance Committee is appropriately resourced;
- ▶ that the Committee reviews Internal Audit Reports and management responses and ensures that actions are followed up;
- ▶ reports to the Committee contain relevant information and are provided at the right time in an appropriate format;
- ▶ absent Committee members are briefed on meetings and attendance records are maintained and reviewed annually;
- ▶ they report at Council meetings and submit regular written reports to Council containing relevant information;
- ▶ matters arising are reported on at each subsequent meeting; and
- ▶ they are involved in the appointment of new Committee members.

There shall be a formal induction process in place (including individually tailored training) for new Audit, Risk and Governance Committee members. The Audit, Risk and Governance Committee and Chairperson of the Audit, Risk and Governance Committee shall make recommendations to Council on the Committee's and individual member's training needs.

The Audit, Risk and Governance Committee shall keep up to date with best practice and developments in corporate governance.

The process for recording declarations of conflicts of interest in the Audit, Risk and Governance Committee shall be the same used at Council level. Each member of the Committee shall take personal responsibility to declare any potential conflict of interest arising in relation to any items on the agenda for Audit, Risk and Governance Committee meetings.

A register of Audit, Risk and Governance Committee members' interests shall be maintained by the Secretary of the Committee. Members should be required to declare any potential conflict of interest with any of the business items on the agenda for the Audit, Risk and Governance Committee meeting. This shall be noted in the minutes of the meeting.

The appraisal of the members of the Audit, Risk and Governance Committee shall be overseen by the Chairperson of the Audit, Risk and Governance Committee.

The appraisal of the Chairperson of the Audit and Risk Committee shall be overseen by the Chairperson of the Council.

Reporting

- ▶ The Audit, Risk and Governance Committee will formally report in writing to Council.
- ▶ The Audit, Risk and Governance Committee will provide Council with an Annual Report, timed to support finalisation of the annual report and financial statements, summarising its conclusions from the work it has done during the year.

Responsibilities

The Audit, Risk and Governance Committee shall advise Council on:

- ▶ the strategic processes for risk, internal control and governance;
- ▶ the accounting policies, the financial statements, and the annual report of CORU, including the process for review of the financial statements prior to submission for audit, levels of error identified, and management's letter of representation to the external auditors;
- ▶ the planned activity and results of both internal and external audit;
- ▶ adequacy of management response to issues identified by audit activity, including external audit's management letter of representation;
- ▶ assurances relating to the management of risk and corporate governance requirements for CORU;
- ▶ (where appropriate) proposals for tendering for either internal or external audit services or for purchase of non-audit services from contractors who provide audit services;
- ▶ anti-fraud policies, protected disclosure processes, and arrangements for special investigations. The Audit, Risk and Governance Committee will also review the Protected Disclosure Procedures on an annual basis; and
- ▶ The Audit, Risk and Governance Committee will also periodically review its own effectiveness and report the results of that review to Council.

As and when appropriate the Audit, Risk and Governance Committee will also be provided with:

- ▶ proposals for the terms of reference of internal audit / the internal audit charter;
- ▶ the internal audit strategy;
- ▶ the Head of Internal Audit’s annual opinion and report;
- ▶ quality assurance reports on the Internal Audit Unit;
- ▶ the draft financial statements of the organisation;
- ▶ the draft governance statement;
- ▶ a report on any changes to accounting policies;
- ▶ external audit’s management letter;
- ▶ a report on any proposals to tender for audit functions, where appropriate;
- ▶ a report on co-operation between internal and external audit; and
- ▶ CORU’s risk management strategy.

Key activities in 2020:

The internal audits conducted under the instruction of the Audit Risk and Governance Committee in 2020 were as follows:

1. Financial Controls Review (2019)
2. Reviews of:
 - ▶ Education
 - ▶ Registration
 - ▶ Complaints Process

The Committee instructed the commencement of the Financial Controls Review (2020).

The committee also conducted the following tasks on behalf of Council:

- ▶ Financial Statements – approved draft annual statutory financial statements.
- ▶ External Audit by the Comptroller and Auditor General – reviewed details of audit.
- ▶ Oversaw the preparations by the Executive under CORU’s return to the Office protocol.
- ▶ Monitored and reported quarterly to Council on the CORU Corporate and COVID-19 Risk Registers.
- ▶ Reviewed Departmental Risk presentations from the Heads of Department
- ▶ Approved an updated Strategic Internal Audit Plan 2021-2023
- ▶ Monitored the implementation of any Internal Auditor recommendations
- ▶ Monitored CORU’s Sustainable Regulation Project.
- ▶ Commenced monitoring the Strategic Human Resources Review, including workforce planning of CORU.
- ▶ Commenced a review of CORU’s Code of Practise in relation to the Code of Practise for the Governance of State Bodies.
- ▶ Approved the 2021 work-plan for the Audit, Risk, and Governance Committee.
- ▶ Reviewed Council’s self-assessment questionnaire required for its annual Governance Appraisal.
- ▶ Commenced a review of CORU vis-a-vis the Irish Human Rights and Equality Act 2014.
- ▶ Reviewed CORU’s Protected Disclosure Report.
- ▶ Noted updates on Data Protection.
- ▶ Noted updates on Freedom of Information.
- ▶ Reviewed and approved the C&AG Audited 2019 HSCPC Financial Statements and provided to Council for approval.

Finance and General Purposes Committee

Role: The mission of the Finance and General Purposes Committee is to provide an independent appraisal structure within CORU to measure and evaluate its financial performance, and the allocation of resources and budgets.

Membership:

Joe Martin did not chair Council or any other sub-committee of CORU during his tenure as Chairperson of the Finance and General Purposes Committee.

Each appointed member was given a copy of the Committee's Terms of Reference, which set out its authority and duties.

All new members of the Committee were offered induction training.

Members of the 2020 Finance and General Purposes Committee as appointed by the Council were as follows:

Joe Martin – Chairperson, Bernard McCartan (resigned on appointment to external public body), John F Scott and Barry Downes.

Number of Meetings during 2020:

4

Attendance:

Appendix 2

Terms of reference:

These terms of reference should be read in conjunction with Standing Orders and general rules applying to Council Committees.

The Finance and General Purposes Committee has been established by Council to carry out the following functions:

- ▶ To advise Council on strategic financial and resources management at CORU. Day to day operational decisions and allocation of resources will be decided by the Executive within the parameters of the budget and business plan.
- ▶ To advise Council on the collection, investment, borrowing and outlay of all monies received.
- ▶ To advise Council on budget income/ expenditure by:
 - Monitoring approved budget income/ expenditure of CORU and reporting to Council on such matters, highlighting and commenting on variances as well as the corrective action taken by the Executive as appropriate.
 - Reviewing capital expenditure and making recommendations to Council where necessary and appropriate.

- ▶ To advise Council on Budget and Business Plan submissions to the Department of Health by:
 - Reviewing budget and business plan proposals from the executive in a timely manner and making recommendations where necessary and appropriate.
- ▶ To advise Council on items/matters of a more general nature which do not fall within the remit of the other Committees of Council.
- ▶ To carry out other assigned functions as prescribed by the Council from time to time.

Key activities in 2020:

- ▶ Reviewed and analysed CORU's final 2019 financial performance including Key Performance Indicators.
- ▶ Reviewed Council Annual Report 2019.
- ▶ Reviewed 2020 Expenditure Budget and Business Plan.
- ▶ Reviewed 2020 ICT Capital Budget.
- ▶ Approval of CEO international travel for 2020 to fulfil duties in representing CORU and providing a conduit for monitoring and considering international developments and trends in the regulatory sector.
- ▶ Approved and monitored Key Performance Indicators linked to the 2020 Business Plan.
- ▶ Reviewed and analysed CORU's 2020 financial performance throughout the year.
- ▶ Reviewed legal and fitness to practise costs throughout the year.
- ▶ Reviewed month on month registration and renewal data.
- ▶ Reviewed reports on various topics throughout the year including ICT issues and IPSAS.
- ▶ Reviewed 2019 Procurement Report.
- ▶ Reviewed 2020 Procurement Plan and procurement activities during the year.
- ▶ Reviewed and made recommendations to Council on awarding or renewal of several contracts for services.
- ▶ Reviewed and recommended ICT On-Call Policy to Council.
- ▶ Reviewed 2021 Expenditure Budget and Business Plan.
- ▶ Reviewed 2021 Procurement Plan.

Registration and Recognition Committee

Role: To advise Council on policies and procedures in relation to registration and qualifications recognition (as Competent Authority).

Membership:

Catherine McKenna (Council)*
 Damhnait Gaughan (External Member)
 Fred Powell (Council)
 Gerard Walshe (Council, Chair)
 James Forbes (Council)
 Joe Martin (Council)*
 Marie Culliton (Registration Board Member)
 Niamh Murphy (Registration Board Member)*
 Norma Judge (External Member)

* These Committee Members' terms ended in 2020.

Number of Meetings during 2020:

3

Attendance:

Appendix 2

Terms of reference:

These terms of reference should be read in conjunction with Standing Orders and general rules applying to Council Committees.

The Registration Committee is established by Council to carry out the following functions:

- ▶ To advise the Council on the development of policy in all matters relating to registration and to keep abreast of developments in that area.
- ▶ To advise the Council on policy relating to recognition of non-national qualifications and competent authority status under EU Directive 2005/36/EC and any subsequent relevant Directives.
- ▶ To advise Council on policy for dealing with applicants (a) wishing to return to practice, (b) with historical qualifications and (c) who wish to voluntarily withdraw from the register.
- ▶ To advise Council on policy for assessing applications under Section 91 of the Act.
- ▶ To advise the Council on policy of quality assurance of the system of registration.
- ▶ To advise Council on the making of Rules under Section 22 relating to the following matters:
 - The proper and effective maintenance of registers including procedures
 - The details relating to registrants that in addition to their names are to be entered in registers
 - The division of registers into specified divisions for different categories of registrants.

- ▶ To advise Council on approval of byelaws for:-
 - Applications for registration
 - Applications for restoration to the register
 - Conditions for registration in a division of the register if authorised by Council
 - Criteria for restoration to the register.
- ▶ To advise Council on implementation of Part 4 of the Health and Social Care Professionals Act (as amended) 2005.
- ▶ To advise Council on regulation of professions named in the Act and such other professions as may be added.
- ▶ To consider and review risks and the mitigating measures to be taken. To identify risks that may arise and set out a plan as to how to address, reduce or eliminate these risks where possible and advise the Audit, Risk and Governance committee accordingly.
- ▶ Jointly with the Executive the committee will develop an annual work programme for the committee including formal meetings as appropriate.
- ▶ To review the Terms of Reference of the Committee on an annual basis and make such recommendations to Council in relation thereto as may be deemed appropriate.
- ▶ To report to Council on a regular basis on the Committee’s activities

Key activities in 2020:

- ▶ Monitoring COVID-19 Business Continuation
- ▶ Procurement of research support in relation to developing global information resource for the regulated profession, and in relation to assessing options for handling frequently seen qualifications.
- ▶ Aptitude Testing.
- ▶ Periods of Adaptation Guidance.
- ▶ Ensuring availability of UK based assessors post Brexit.
- ▶ Language Testing.
- ▶ Temporary & Occasional Regime Qualifications checks.
- ▶ Resources and Recruitment.
- ▶ Online System Development and Implementation.
- ▶ CMS System.
- ▶ Process Mapping.
- ▶ S91(2) Draft Council Guidelines.

Education Committee

Role: To advise Council on policies and procedures in relation to education, training and continuing professional development.

Membership:

Council Member: David Irwin (Chairperson until 29 March 2021); Carmel Smith; Fred Powell; John O’Mullane; Treasa Campbell

External Members: Ann Kearney; Marian O’Rourke; Odhrán Allen; Carmel Kearns until 12 July 2020).

Number of Meetings during 2020:

2

Attendance:

Appendix 2

Terms of reference:

- i. To assist Council in the development and review of policy and processes for the approval and monitoring of education and training programmes under Part 5 of the Act
- ii. To advise Council on the development and review of the criteria for approval and monitoring of education and training programmes under Part 5 of the Act
- iii. To advise Council on the development and review of the framework standards of proficiency for professions under the Act
- iv. To advise Council on the development and review of policy in relation to continuing professional development (CPD)
- v. To advise Council on any guidelines it may issue to registration boards regarding the education, training and continuing professional development of registrants
- vi. To advise Council on possible risks arising from the policies relating to (i) the approval and monitoring of the continuing suitability of education and training programmes and (ii) continuing professional development, and to advise on the management of any risks identified.

Key activities in 2020:

The Education Committee reviewed, discussed and provided guidance to the Executive on the following items in 2020:

- ▶ Communication with education stakeholders associated with the COVID-19 impact on higher education institutions.
- ▶ Changes to Programme Approval and Monitoring processes and procedures due to COVID-19 restrictions and impact on HEI’s.
- ▶ Stakeholder consultation on move to virtual visits for Programme Approval and Monitoring.
- ▶ Considered whether re-development of requirements for education & training programmes would be needed in 2020.
- ▶ Review of Education Committee Terms of Reference.
- ▶ Conduction of a Practice Placement Research.
- ▶ Education Providers submitted updated programmes to registration boards of information on changes to approved programmes.
- ▶ Commencement of project to review the Council Framework Standards of Proficiency.
- ▶ Stakeholder Consultation on the Council Framework Standards of Proficiency.

Nominations Committee

Role: To lead the process for Committee appointments and make recommendations to Council.

Membership:

James Forbes (Chairperson), Joe Martin, Margaret Boland, Miriam O’Callaghan (External member).

Number of Meetings during 2020:

4

Attendance:

Appendix 2

The Committee members shall be appointed by the Council and shall consist of not less than three Council members, and one external member. At least one member of the Committee shall have recent and relevant experience in the areas of recruitment and/or HR.

The Council shall appoint the Chairperson of the Nominations Committee.

The Nominations Committee shall meet at least four times a year and all members are expected to attend each meeting to the best of their abilities. The attendance of 40% of committee members shall constitute a quorum. A term of office on the Nominations Committee shall be two years with the option to complete a second term.

The role of the Nominations Committee is:

1. To lead the process for Committee appointments and make recommendations to Council.
2. In conjunction with the executive, to annually evaluate the structure, size and composition (including the balance of skills, knowledge, experience and diversity) of the Council Committees and make recommendations to Council with regard to any changes that may be deemed necessary.
3. To keep under review, the non-executive leadership needs of CORU, with a view to ensuring the continued ability of CORU to operate effectively to deliver on its mission to protect the public, particularly through the nomination to Council of appropriate members of Committees and Advisory Groups.
4. The Chair of the Nominations Committee may initiate a call for expressions of interest for vacancies by the Executive.
5. Before making recommendations for appointment, the Committee will evaluate the balance of skills, knowledge and experience required for any vacancy and will prepare a description of the role and capabilities required for a particular appointment. In formulating the required skill set, knowledge and experience required for a particular role, the Committee shall take due account of the need for effective succession planning and continuity within the Committees and Advisory Groups.

6. To be responsible for identifying and nominating for Council approval, candidates to fill vacancies as and when they arise. In identifying suitable candidates, the Committee:
 - a. may, where appropriate, use open advertising to facilitate the search
 - b. may, where appropriate, request the executive to produce a first screen scoring system, and submit same to the Committee for approval.
 - c. shall consider candidates on merit and against objective criteria, and with due regard for the benefits of diversity, taking care that nominees are aware of the time demands for the role and have enough time to devote to the position.
 - d. Shall ensure that on appointment, appropriate induction and training is provided in a timely fashion to members of Council, Committees and Advisory Groups.
- ▶ Nominations to Finance and General Purposes Committee.
 - ▶ Nominations to Preliminary Proceedings Committee (PPC).
 - ▶ External recruitment campaign for professional members to Preliminary Proceedings Committee (PPC).
 - ▶ External recruitment campaign for professional members to Appeals Committee
 - ▶ Following a request from the FtP manager, the committee made a recommendation to Council to extend the terms for members of the Preliminary Proceedings Committee and Committee of Inquiry from 3 to 4 years.
 - ▶ Following a request from the Chairperson of Council, the Committee reviewed the State Board recruitment booklet and online form completed by applicants and considered a number of specific matters which were included in the Nominations Committee report submitted to Council in July 2020.

Key activities in 2020:

- ▶ Appointment of Registration and Recognition Committee Chairperson.
- ▶ Reappointment of Preliminary Proceedings Committee Deputy Chairperson and Chairperson.
- ▶ Reappointment of Professional Practise Advisory Committee Chairperson (PPAC).
- ▶ Reappointment of Chair of Education Committee Chairperson.
- ▶ Nominations to Audit, Risk and Governance Committee (ARG).
- ▶ Nominations to Appeals Committee.
- ▶ Nominations to Education Committee.
- ▶ Nominations to Professional Practise Advisory Committee (PPAC).
- ▶ Nomination to Committee of Inquiry (Conduct).
- ▶ Nomination to Registration and Recognition Committee.

Professional Practise Advisory Committee

Role: To assist and advise Council in relation to process and procedures pertaining to the legal and fitness to practise function.

Membership:

Stephanie Manahan (Chairperson), David Irwin, John O’Mullane, Sara Van den Burgh, Mary Tumelty, Colette McLoughlin (Council term ended July 2020).

Number of Meetings during 2020:

2

Attendance:

Appendix 2

Terms of Reference:

- ▶ To assist Council in overseeing and reporting on any or all amendments to the Disciplinary Committee procedures and processes for dealing with Complaints, Inquiries and Discipline under Part 6 of the Act on behalf of the Council,
- ▶ To advise the Council on the review and development of policy relating to Fitness to Practise under Part 6 of the Act,
- ▶ To advise Council on matters of governance arising from Part 6 of the Act,
- ▶ To assist Council in analysing the operational information arising from the processes of the Preliminary Proceedings Committee and the Committees of Inquiries,

- ▶ To assist Council in its communications on Fitness to Practise,
- ▶ To advise on the development and review of the framework for the Common Code of Professional Conduct and Ethics on behalf of Council,
- ▶ To advise on the establishment and review of processes and procedures to deal with applicants for registration or recognition who appeal decisions in relation to registration or recognition,
- ▶ To advise on the establishment and review of policies, processes and procedures arising from Council’s legislative power to bring and prosecute summary proceedings for any offence under the Act,
- ▶ To advise on guidelines for the making of bye-laws relating to the sale and prescription of Spectacles.

Key activities in 2020:

Recommendations made to Council in relation to the following matters:

- ▶ Fitness to Practise: Virtual Options for Hearings.
- ▶ Fitness to Practise: ICT Solutions.
- ▶ Appeals: Update on Virtual Hearings.
- ▶ Terms of Reference of PPAC.

Preliminary Proceedings Committee

Role: The Preliminary Proceedings Committee is an investigating committee established by CORU and as provided for by legislation, to consider Fitness to Practise complaints about health and social care professionals. The Preliminary Proceedings Committee was established under Part 6 of the Health and Social Care Professionals Act 2005 (as amended), which was commenced on the 31 December 2014.

The Preliminary Proceedings Committee considers each complaint and decides whether:

- ▶ it should be referred onwards for resolution by mediation or
- ▶ it should be referred for hearing to a Committee of Inquiry or
- ▶ no further action should be taken.

The Preliminary Proceedings Committee sits in private and may consider a number of complaints in a single meeting.

Membership:

In 2020 the Preliminary Proceedings Committee consisted of:

Non-Registrant Members: Ailís ní Riain (Chairperson), Anne Marie Taylor (Alternate Chairperson), Katharine Bulbulia, Mark Kane, Eamon Naughton, Fionnuala Cook, Sean O’Meara, Marc Thomson Grolimund, Frank Martin, Molly Buckley.

Radiographer Registrant Members: Anne O’Loughlin, Lorna Comiskey, Dominic Gormley.

Radiation Therapist Registrant Members: Laura Mullaney, Ruth Woods.

Social Worker Registrant Members: Freda McKittrick, Gloria Kirwan, Mary Fennessy, Patricia Sheehan, Colm Lehane, Pauline Underwood.

Optometrist Registrant Members: Michael Moore, Joan Ryan.

Dispensing Optician Registrant Member: John Elliot.

Occupational Therapist Registrant

Members: Síle Rose Henehan, Kate Murphy.

Dietitian Registrant Members:

Sharon Patton, Sinéad Matthews.

Speech and Language Therapist

Registrant Members: Maeve Cleary, Yvonne Lynch.

Physiotherapist Registrant Members:

Marie Guidon, Jill Long.

Two training events were organised for the Committee in 2020; one was cancelled due to the COVID-19 Pandemic and the other took place virtually.

Number of Meetings during 2020:

In 2020, the Preliminary Proceedings Committee met on 13 occasions to consider complaints received by CORU.

Key activities in 2020:

In 2020 42 new complaints were received by CORU in relation to Fitness to Practise matters, 21 complaints continued into 2021. Of the complaints received by CORU in 2019; 19 continued into 2020.

Appeals Committee

Role: The Appeals Committee hears appeals on behalf of Council. Applicants have right to appeal decisions of the Registration Boards in relation to Recognition or Registration matters.

Membership:

Council members:

Council Member appointed to represent public interest: David Irwin, Joe Martin.

Professional Members of Council: Sinead Fitzgerald, Julia Shaw.

Council Member: Mary Tumelty.

Non-Council members:

Social Worker: Mary Egan, John Leinster.

Optometrist: Sinead Ryan, Mark Daly.

Radiographer: Niamh Brennan.

Speech and Language Therapist: Caralyn Horne, Caroline Howorth.

Dietitian: Lorraine Moran.

Physiotherapist: Marie O'Donnell.

Medical Scientist: Mark Neville.

Physical Therapist: Grainne Butler.

Radiation Therapist: Fiona Coghlan-Young.

Procedures:

1. The Appeals Committee is established by the Health and Social Care Professionals Council (the "Council") pursuant to section 23 of the Act to exercise its powers and perform its functions under section 42B and section 43 of the Health and Social Care Professionals Act 2005, as amended ("the Act").
2. The Appeals Committee is governed by procedures made under Section 23(6) of the Act.

Key activities in 2020:

The Appeals Committee made decisions in respect of 17 recognition appeals and 2 registration appeals.

Committees of Inquiry (Professional Conduct Committee and Health Committee)

Role: If it is decided, that a complaint relating to a Registrant’s Fitness to Practise, requires further action, the complaint may go before a Committee of Inquiry. This may be a Professional Conduct Committee or a Health Committee.

The Committee of Inquiry (the Professional Conduct Committee or the Health Committee, depending on the nature of the complaint) will be made up of three people:

- ▶ one registrant from the same profession as the registrant against whom the complaint is made,
- ▶ one registrant from another profession and
- ▶ one non-registrant (Chairperson).

The hearing will be similar to those before a Court or Tribunal. At a hearing the Professional Conduct Committee or the Health Committee hears evidence from the parties to a complaint and ultimately decides, having considered the evidence, if there is an impairment to practise on the part of the registrant who has been complained about.

Professional Conduct Committee hearings are normally held in public. Health Committee hearings are normally held in private.

Membership:

In 2020, The Professional Conduct Committee (“PCC”) consisted of:

Non-Registrant Members: Shane McCarthy (Chairperson), Susan Aherne, Geraldine Feeney, Georgina Farren, Michael Ryan.

Optometrist Registrant Member: Lisa Farrell, Mark Daly.

Dispensing Optician Registrant Member: Jillian Flaherty.

Occupational Therapist Registrant Member: Christian Garcia, Alice Gormley.

Radiographer Registrant Member: Shane Foley, Vicky Cahalane, Michele Monahan, Roseanna Santaga.

Radiation Therapist Registrant Member: Anita O’Donovan, Claire Poole.

Social Worker Registrant Members: Cleo Yates, Ruth More O’Ferrall, Brian Melaugh.

Speech & Language Therapist Registrant Member: Rachel Leonard.

Physiotherapist Registrant Members: Cian Doyle, Isibéal McCoy.

In 2020, The Health Committee consisted of:

Non-Registrant Members: Patrick Plunkett (Chairperson), Graham Knowles, Martin Lawlor, John Byrne.

Radiographer Registrant Member: Una Murphy.

Social Worker Registrant Members: Áine McGuirk, Karen Burke.

Physiotherapist Registrant Member: Darren Doyle.

Occupational Therapist Registrant Member: Emma Shinton.

Speech and Language Therapist Member: Rachel Leonard (transferred to PCC in October 2020).

Key activities in 2020:

In November, a virtual training event was held for the Professional Conduct Committee and the Health Committee.



Registration Boards **Annual Reports**



1

Counsellors and Psychotherapists Registration Board

This report is an account of the activities of the Counsellors and Psychotherapists Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

The Minister for Health, Simon Harris TD, confirmed on 27 February 2019 the establishment and appointment of members to the Counsellors and Psychotherapists Registration Board, under the Health and Social Care Professionals Act 2005 (as amended). The first meeting of the Registration Board took place on 31 May 2019.

The move to statutory registration is a positive development, providing a vital role when it comes to the upholding of professional standards.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to progress the important preparatory work required to put in place a system of regulation for the professions. The Registration Board met four times in 2020.

Full updates on the progress of the work of the Board will be available on the CORU website when available.

We would like to thank the Board members for committing to this role during the formative years of the Registration Board.

Brian Gillen
Chairperson
Counsellors &
Psychotherapists
Registration Board

Ginny Hanrahan
Registrar
Counsellors &
Psychotherapists
Registration Board

Background

The Minister for Health appointed the Counsellors and Psychotherapists Registration Board in February 2019. The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board.

No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession,
- ▶ The education and training of the profession,
- ▶ The practice of the profession.

Brian Gillen is the current Chairperson of the Counsellors and Psychotherapists Registration Board.

In 2020, the Counsellors and Psychotherapists Registration Board met four times.

Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Counsellors & Psychotherapists Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes

- ▶ Setting the requirements for return to practice
- ▶ Setting the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Elections/Appointments

In October the Board noted the resignations of Jean Manahan and Brian Hallahan.

The Board welcomed the appointment of Catriona Bradley as a public interest representative in December.

At the end of 2020 there was one vacancy on the Counsellors and Psychotherapists Registration Board in the representative of third level educational establishments category.

Strategy and Policy

The Counsellors and Psychotherapists Registration Board recommenced its meetings virtually in Autumn 2020, having being paused earlier in the year due to COVID-19 and some initial funding delays. The Board undertook a comprehensive training schedule on key regulatory areas, including acting in the public interest, understanding its regulatory remit and processes towards opening a register. The Board also considered request for advices by the Minister for Health regarding title(s) to be protected and qualifications appropriate for grandparenting existing practitioners.

Membership of the Board

Patrick Benson
Public Interest Representative
Attended 3 of 4 meetings



Oliver A Kelly
Public Interest Representative
Attended 3 of 4 meetings



Ann Delany
Public Interest Representative
Attended 4 of 4 meetings



Rachel Mooney
Engaged in the practice of the profession
Attended 4 of 4 meetings



Marcella Finnerty
Engaged in the practice of the profession
Attended 3 of 4 meetings



Gillian O'Brien
Public Interest Representative
Attended 4 of 4 meetings



Brian Gillen^c
Chairperson
Engaged in the management of the profession
Attended 4 of 4 meetings



Colin O'Driscoll
Engaged in the management of the profession
Attended 3 of 4 meetings



Jennifer Griffin
Engaged in the education of the profession
Attended 4 of 4 meetings



Fidelma Twomey
Public Interest Representative
Attended 2 of 4 meetings



Patricia Jordan
Engaged in the practice of the profession
Attended 4 of 4 meetings



Counsellors and Psychotherapists Registration Board Members Attendance 2020

Name							Special Meeting	
	19 Feb Cancelled	22 Apr Cancelled	30 Jun Cancelled	15 Sept	03 Nov	09 Oct	03 Dec	
Patrick Benson				✓	✗	✓	✓	
Ann Delany				✓	✓	✓	✓	
Marcella Finnerty				✓	✓	✗	✓	
Brian Gillen ^C				✓	✓	✓	✓	
Jennifer Griffin				✓	✓	✓	✓	
Brian Hallahan				✗	N	N	N	
Patricia Jordan				✓	✓	✓	✓	
Oliver A Kelly				✗	✓	✓	✓	
Jean Manahan				✗	N	N	N	
Rachel Mooney				✓	✓	✓	✓	
Gillian O'Brien				✓	✓	✓	✓	
Colin O'Driscoll				✓	✓	✓	✗	
Fidelma Twomey				✗	✓	✓	✗	

Key to meeting attendance:

✓	attended;
✗	apologies or absent;
C	Chairperson;

N	not on Board on this date;
R	resigned;
O	observer status



2

Dietitians Registration Board

This report is an account of the activities of the Dietitians Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Dietitians Registration Board in 2020. The Board has continued in its role in protecting the public and ensuring that all registrants adhere to the highest standards of professional conduct, education, training and competence.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval. We especially acknowledge the role of our registrants during the pandemic to keep their services opened to the public. We thank you for your continued efforts and for your resolve in this most difficult and uncertain time.

As of 31 December 2020, there were 1,110 CORU registered Dietitians, an increase of 8% from the previous year. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. The Registration Board agreed to proceed with the scheduled 2020 CPD Audit with additional considerations for deferral in light of the COVID-19 pandemic. To offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit, the Registration Board produced a profession specific CPD Audit record exemplar which is available on the CORU website.

We would like to express special thanks to all members of the Registration Board, both current and past members, in this especially challenging year. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the profession in the interest of public safety.

Nick Kennedy

*Chairperson
Dietitians
Registration
Board*

Ginny Hanrahan

*Registrar
Dietitians
Registration
Board*

Background

The Minister for Health appointed the Dietitians Registration Board in February 2013 following a public appointment notice.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

Seven are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Nick Kennedy is the current Chairperson of the Dietitians Registration Board.

In 2020, the Dietitians Registration Board met six times.

Role

Under the Act the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Dietitians Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Devising the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Elections / Appointments

In February 2020, the Board welcomed the appointment of Claire Browne as a representative engaged in the management of services provided by the profession and Annemarie Bennett as a representative engaged in the education and training of persons in the practice of the profession. The Board also noted the expiration of the terms of office of Ruth Charles, Tony Morris and John Hanily.

In May 2020, the Board welcomed the re-appointment of Teresa Bruen as a representative of the interest of the general public. The Board also welcomed the appointment of Eamon Dunne as a representative of the management of the public health/social care sector.

In November 2020 the Board noted the expiration of Fiona Ward's term of office and welcomed the appointment of Christopher O'Hara as a representative of the interest of the general public.

At the close of 2020, there was one vacancy on the Dietitians Registration Board.

Legal

In 2020, the Dietitians Registration Board made one bye-law as follows;

S.I. No. 176 of 2020

Dietitians Registration Board Approved Qualifications Bye-Law 2020

Training was made available to members of the Registration Board on the Appeals Committee. Additional training that was scheduled and subsequently cancelled will be arranged at a later date.

The Dietitians Registration Board approved a delegation to the Registrar.

Strategy and Policy

The Board have produced a profession specific Continuing Professional Development (CPD) Audit record exemplar to offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit. The exemplars include a range of learning activities and examples of recording which we would expect to see from registrants.

Registration

A total of 1,110 dietitians have been registered by the Dietitians Registration Board as of 31 December 2020.

Work is continuing to process new applications for registration. The Board must be satisfied that applicants meet the requirements for registration.

Applicants:

- ▶ Must be fit and proper to engage in the practice of the profession.

In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU, and
- ▶ Have sufficient knowledge of the language necessary to practise in the State.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ 4 dietitians voluntarily left the Register
- ▶ 6 dietitians were removed from the Register for non-payment of fees

The Dietitians Register is available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account. If substantial differences still exist, an applicant may be offered the choice of a compensation measure. This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, the Board considered 46 applications for recognition of international qualifications during 2020.

The Registration Board recognized 40 qualifications and required 6 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Dietitians: Summary Recognition Statistics 2020

DIETITIAN	
Applications received 2020	51
Decisions Made 2020	46
YoY Change in N Applications 2019 to 2020	-5
YoY Change in N Decisions 2019 to 2020	2
OUTCOMES IN 2020	
Recognised (all)	40
Compensation Measures Applied	6
Other	0

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

Education

Bye Laws

The Dietitians Registration Board made the Approved Qualifications Bye-Law on 20 May 2020 listing the Master of Science (MSc) Human Nutrition and Dietetics, University of Limerick as attesting to the standard of proficiency required for registration on to the Register.

Programme approvals and monitoring

The Dietitians Registration Board completed the programme approval activity for the Master of Science (MSc) Human Nutrition and Dietetics programme delivered by University of Limerick which it commenced in 2019, the Board approved the programme in 2020.

The Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

Continuing Professional Development

The Board agreed to proceed with the scheduled 2020 CPD audit with additional considerations for deferral given the unprecedented effect of the COVID-19 pandemic.



Membership of the Board

Teresa Bruen
Public Interest Representative
 Attended 1 of 4 Board meetings



Claire Browne
Service Management Representative
 Attended 5 of 5 Board meetings



Ruth Charles
Service Management Representative
 Attended 1 of 1 Board meetings



Mary Ann Flynn
Service Management Representative
 Attended 5 of 6 Board meetings



John Hanily
Public Interest Representative
 Attended 1 of 1 Board meetings



Geraldine Murray
Voluntary/Private. Health/Social Care Management
 Attended 4 of 6 Board meetings



Nick Kennedy^C
Chairperson
Third Level Education Representative
 Attended 6 of 6 Board meetings



Fiona Ward
Practising Professional Representative
 Attended 4 of 5 Board meetings



Denise McGrath
Public Interest Representative
 Attended 3 of 6 Board meetings



Anne Griffin
Practising Professional Representative
 Attended 6 of 6 Board meetings



Halóg Mellett
Practising Professional Representative
 Attended 4 of 6 Board meetings



Annemarie Bennett
Engaged as an education representative
 Attended 4 of 5 Board meetings



Tony Morris
Public Health/Social Care Management Representative
 Attended 1 of 1 Board meetings



Eamonn Dunne
Public Health/Social Care Management Representative
 Attended 3 of 4 Board meetings



Anthony Smith
Public Interest Representative
 Attended 4 of 6 Board meetings



Dietitians Registration Board Members Attendance 2020

Name	15 Jan	05 Mar	20 May	15 Jul	03 Sep	05 Nov
Tony Morris	✓	N	N	N	N	N
Anthony Smith	✓	✓	✗	✓	✗	✓
Nick Kennedy ^C	✓	✓	✓	✓	✓	✓
Ruth Charles	✓	N	N	N	N	N
Anne Griffin	✓	✓	✓	✓	✓	✓
John Hanily	✓	N	N	N	N	N
Mary Flynn	✓	✓	✓	✓	✓	✗
Denise McGrath	✗	✓	✗	✓	✓	✗
Geraldine Murray	✗	✓	✓	✓	✗	✓
Fiona Ward	✗	✓	✓	✓	✓	N
Halóg Mellett	✗	✓	✓	✓	✗	✓
Teresa Bruen	✗	N	N	✗	✓	✗
Claire Browne	N	✓	✓	✓	✓	✓
Annemarie Bennett	N	✗	✓	✓	✓	✓
Eamonn Dunne	N	N	✗	✓	✓	✓

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



3

Medical Scientists Registration Board

This report is an account of the activities of the Medical Scientist Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) and Section 35(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present the work of the Medical Scientists Registration Board in 2020, a year which will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval.

This move to a virtual platform provided a challenge for the Board and members are thanked for their patience and perseverance as we continued to deliver on our statutory functions.

The Registration Board met twelve times during the year to advance the programme of work to protect the public by fostering high professional standards in medical science.

As the year provided challenges for the Board so too there were challenges for Medical Scientists as they responded to the reality of this pandemic. The Board acknowledges the work of its registered Medical Scientists, and those yet to be registered in supporting the role of the profession in the protection of the public.

On 31 March 2019, the Medical Scientists Registration Board opened the Register for Medical Scientists to apply for statutory registration. The two-year grand parenting/transitional period where existing practitioners must apply for registration ends on 31 March 2021. This is the date on which the title ‘Medical Scientist’ becomes legally protected. Only those practitioners who are on the Register for Medical Scientists as of this date and those who have submitted an application for registration by this date will be legally able to continue to use the protected title ‘Medical Scientist’.

From March 2019, the Medical Scientists Registration Board became the designated Competent Authority for the profession and any individual seeking to work in Ireland as a Medical Scientist, who gained their qualifications outside the State, must now apply to the Board to have their qualifications recognised before they can apply for registration.

We acknowledge medical scientist practitioners, their employers and many others who have participated on the journey to statutory registration. They have actively engaged with the work of the Board through public and stakeholder consultations and have helped build the system of statutory registration that is now in place.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the profession in the interest of public safety.

Marie Culliton
Chairperson
Medical Scientists
Registration Board

Ginny Hanrahan
Registrar
Medical Scientists
Registration Board

Background

The Minister for Health appointed the Medical Scientists Registration Board in November 2016.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being members of the profession who are engaged in:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Marie Culliton is the current Chairperson of the Medical Scientists Registration Board.

Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Medical Scientists Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Setting the requirements for return to practice

- ▶ Setting the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Appointments / Elections

The Board noted the end of the terms of office for Vincent Hunt and Mary Hunt in November and thanked them for their hard work and contributions during their time on the Board.

The Board also noted the reappointments of Marie Culliton, Bernadette Jackson, Irene Regan, Pauline Treanor, Clodagh Geraghty, Brendan O'Reilly and Carole Glynn to the Board.

In November 2020, the Board welcomed the appointment of Colm O'Leary as a representative of the public interest.

At the close of 2020, there were two vacancies on the Medical Scientists Registration Board in the engaged in the education of the profession and involved in education categories.

Legal

Training was made available to members of the Medical Scientists Registration Board on the topic of the Appeals Committee. The Medical Scientists Registration Board approved a delegation to the Registrar whereby the Registrar may approve applications for registration that have met all the statutory requirements.

Registration

A total of 462 Medical Scientists have been registered by the Medical Scientists Registration Board as of 31 December 2020. Work continues to process new applicants for registration. The Registration Board must be satisfied that applicants meet the requirements for registration.

Applicants:

- ▶ Must be fit and proper to engage in the practice of the profession.

In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU, and
- ▶ Have sufficient knowledge of the language necessary to practise in the State.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ No medical scientists voluntarily left the Register.
- ▶ No medical scientists were removed from the Register for non-payment of fees.

The Medical Scientists Register is available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account.

If substantial differences still exist, an applicant may be offered the choice of a compensation measure. This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, the Board considered 59 applications for recognition of international qualifications during 2020.

The Board recognised 38 qualifications and required 21 applicants to complete a compensation measure in order to address deficits identified in their qualifications. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Medical Scientists: Summary Recognition Statistics 2020

Medical Scientist	
Applications received 2020	57
Decisions Made 2020	59
YoY Change in N Applications 2019 to 2020	N/A
YoY Change in N Decisions 2019 to 2020	N/A
Outcomes in 2020	
Recognised (all)	38
Compensation Measures Applied	21

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

The Recognition Department trained five new medical scientist assessors in 2020 who provide support to the Board in their decision making process.

Education

Programme approvals and monitoring

The Education Quality Assurance Department accepted applications on behalf of the Board in respect of the following programmes:

- ▶ Bachelor of Science (Honours) in Biomedical Science/Diploma in Clinical Laboratory Practice, Cork Institute of Technology and University College Cork
- ▶ Bachelor of Science (Honours), Galway Mayo Institute of Technology
- ▶ Bachelor of Science in Biomedical Science, Technological University Dublin

The Medical Scientists Registration Board has commenced the programme approval activity in respect of these programmes.

Membership of the Board

Marie Culliton^c

Chairperson

Engaged in the management

Attended 13 of 13 meetings



Gary Kearney

Public interest representative

Attended 4 of 13 meetings



Clodagh Geraghty

Public interest representative

Attended 12 of 13 meetings



John O'Loughlin

Engaged in the management

Attended 10 of 13 meetings



Carole Glynn

Involved in public health/social care management

Attended 3 of 13 meetings



Brendan O'Reilly

Engaged in the practice of the profession

Attended 6 of 13 meetings



Eamon Grennan

Public interest representative

Attended 12 of 13 meetings



Irene Regan

Engaged in the practice

Attended 11 of 13 meetings



Mary Hunt

Involved in the education of health/social care

Attended 8 of 12 meetings



Pauline Treanor

Involved in voluntary/private, Health/Social care management

Attended 6 of 13 meetings



Vincent Hunt

Public interest representative

Attended 3 of 12 meetings



Bernadette Jackson

Engaged in the practice

Attended 12 of 13 meetings



Medical Scientists Registration Board Members Attendance 2020

Name											Special Meeting		
	06 Jan	10 Jan	22 Jan	07 Feb	26 Feb	31 Mar	14 Jul	16 Sept	05 Nov	14 May	17 Aug	19 Oct	22 Dec
Marie Culliton ^C	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Clodagh Geraghty	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Irene Regan	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✗	✓	✓
Bernadette Jackson	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
Brendan O'Reilly	✓	✓	✗	✗	✗	✓	✓	✗	✗	✓	✗	✓	✗
Gary Kearney	✗	✗	✓	✓	✗	✗	✓	✗	✓	✗	✗	✗	✗
Eamonn Grennan	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Carole Glynn	✗	✓	✗	✗	✓	✗	✗	✓	✗	✗	✗	✗	✗
Mary Hunt	✗	✓	✓	✓	✗	✓	✓	✓	✓	✗	✓	✓	N
Vincent Hunt	✗	✗	✓	✗	✗	✓	✓	✗	✗	✗	✗	✗	N
John O'Loughlin	✗	✓	✓	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓
Pauline Treanor	✗	✗	✓	✓	✓	✗	✓	✗	✗	✓	✓	✗	✗

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



4

Optical Registration Board

This report is an account of the activities of the Optical Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this account of the activities of the Optical Registration Board during 2020. The Registration Board is responsible for setting and promoting high standards of professional conduct, education, training and competence amongst Dispensing Opticians and Optometrists.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval. We especially acknowledge the role of our registrants during the pandemic to keep their services opened to the public. We thank you for your continued efforts and for your resolve in this most difficult and uncertain time.

At the end of December 2020, there were 203 Dispensing Opticians and 895 Optometrists registered with the Optical Registration Board. The Register, which can be viewed at www.coru.ie, allows members of the public check to see if a Dispensing Optician or Optometrist is registered and be reassured that the individual is part of a profession with required standards of conduct and performance.

Public safety and protection of service users is a fundamental aspect of our role and in order to protect the public, we need to serve the professions we regulate by ensuring that we safeguard their educational qualifications.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users.

To offer additional support to registrants when recording and demonstrating their engagement in CPD in the event of being called for audit, the Registration Board produced a profession specific CPD Audit record exemplar for Optometrists which is available on the CORU website.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contributions is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the professions in the interest of public safety.

Seamus Boland

*Chairperson
Optical
Registration Board*

Ginny Hanrahan

*Registrar
Optical
Registration Board*

Background

The Minister for Health appointed the Optical Registration Board in February 2015. The Registration Board held its first statutory meeting on 24 March 2015.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being professional nominees, four Optometrists and two Dispensing Opticians, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Seamus Boland is the current Chairperson of the Optical Registration Board.

In 2020, the Optical Registration Board met six times.

Role

Under the Act the role of the Registration Board at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Optical Registration Board at CORU has responsibility for:

- ▶ The Optical Registration Board at CORU has responsibility for:
- ▶ Establishing and maintaining a Register of members of both professions
- ▶ Assessing and recognising qualifications gained outside the State

- ▶ Approving and monitoring education and training programmes
- ▶ Devising the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Appointments / Elections

In 2020, the Registration Board had no re-appointments and no appointments of new members. The Board also had no expiration of appointments and no resignations.

Legal

In 2020, the Optical Registration Board made one bye-law as follows:

S.I. No. 35 of 2020	Optical Registration Board Approved Qualifications Bye-Law 2020
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Training was made available to members of the Optical Registration Board on the Appeals Committee. Additional training that was scheduled and subsequently cancelled will be arranged at a later date.

The Optical Registration Board approved a delegation to the Registrar.

Registration

A total of 895 optometrists have been registered by the Optical Registration Board as of 31 December 2020. There were also 203 Dispensing Opticians registered of which 132 were registered in the general division and 71 registered in the contact lenses division.

Work continues to process new applications for registration. The Registration Board must be satisfied that applicants meet the requirements for registration.

In the case of new entrants applicants must:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU,
- ▶ Have sufficient knowledge of the language necessary to practise in the State,
- ▶ Be fit and proper to engage in the practice of the profession.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ 11 registrants voluntarily left the Register.
- ▶ 7 registrants were removed from the Register for non-payment of fees.

The Optometrists Register and the Dispensing Opticians Register are available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account. If substantial differences still exist, an applicant may be offered the choice of a compensation measure. This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, the Board considered 44 applications for recognition of international qualifications during 2020.

The Registration Board recognized 20 qualifications and required 22 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Dispensing Opticians: Summary Recognition Statistics 2020

Dispensing Opticians	
Applications received 2020	8
Decisions Made 2020	6
YoY Change in N Applications 2019 to 2020	0
YoY Change in N Decisions 2019 to 2020	1
Outcomes in 2020	
Recognised (all)	6
Compensation Measures Applied	0
Other	0

Optometrists: Summary Recognition Statistics 2020

Optometrists	
Applications received 2020	47
Decisions Made 2020	38
YoY Change in N Applications 2019 to 2020	40
YoY Change in N Decisions 2019 to 2020	31
Outcomes in 2020	
Recognised (all)	15
Compensation Measures Applied	22
Other	1

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

Education

Bye Laws

The Board made the Approved Qualifications Bye-Law on 6 February, 2020 listing the Bachelor of Science in Optometry, Dublin Institute of Technology as attesting to the standards of proficiency required for registration of Optometrists. The Approved Qualifications Bye-Law also reflects the change of the awarding body for the Bachelor of Science in Optometry to Technological University Dublin.

Programme approvals and monitoring

The Optical Registration Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

Membership of the Board

Owen Blee

Engaged in the practice of the profession

Attended 6 of 6 meetings



Patrick McAteer

Public Interest Representative

Attended 1 of 6 meetings



Seamus Boland^C

Chairperson

Involved in voluntary private/health social care management

Attended 5 of 6 meetings



Fionnuala McGee

Involved in Public/Social Care Management

Attended 5 of 6 meetings



Richard Brennan

Public interest representative

Attended 4 of 6 meetings



Derville Pitcher

Engaged in the management of the profession

Attended 6 of 6 meetings.



Martin Crowe

Engaged in the management of the profession

Attended 4 of 6 meetings



Vincent Roche

Public Interest Representative

Attended 5 of 6 meetings



John Doran

Involved in the education of health/social care

Attended 5 of 6 meetings



Lisa Molloy

Public interest representative

Attended 6 of 6 meetings



Paul Arthur Hersee

Engaged in the practice of the profession

Attended 6 of 6 meetings



John Weldon

Engaged in the practice of the profession

Attended 6 of 6 meetings



Declan John Hovenden

Engaged in the Education of the profession.

Attended 6 of 6 meetings



Optical Registration Board Members Attendance 2020

Name	06 Feb	07 Apr	04 Jun	23 Jul	01 Oct	26 Nov
Derville Pitcher	✓	✓	✓	✓	✓	✓
John Weldon	✓	✓	✓	✓	✓	✓
Patrick McAteer	✓	✗	✗	✗	✗	✗
John Doran	✓	✓	✓	✗	✓	✓
Paul Arthur Hersee	✓	✓	✓	✓	✓	✓
Seamus Boland ^C	✓	✓	✓	✓	✓	✗
Fionnuala McGee	✓	✓	✓	✗	✓	✓
Richard Brennan	✓	✗	✗	✓	✓	✓
Lisa Molloy	✓	✓	✓	✓	✓	✓
Vincent Roche	✓	✓	✓	✓	✓	✗
Declan John Hovenden	✓	✓	✓	✓	✓	✓
Martin Crowe	✓	✓	✓	✓	✗	✗
Owen Blee	✓	✓	✓	✓	✓	✓

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



5

Occupational Therapists Registration Board

This report is an account of the activities of the Occupational Therapists Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Occupational Therapists Registration Board in 2020. The Board has continued in its role in protecting the public and ensuring that all registrants adhere to the highest standards of professional conduct, education, training and competence.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of in person meetings by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval. We especially acknowledge the role of our registrants during the pandemic to keep their services opened to the public and to assist their colleagues in COVID-19 testing and tracing. We thank you for your continued efforts and for your resolve in this most difficult and uncertain time.

The numbers registered with the Occupational Therapists Registration Board continues to grow and as of 31 December 2020, there were 3017 Occupational Therapists on the Register. This is an increase of 6% on the 2019 figure.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. To offer additional support to registrants when recording and demonstrating their engagement in CPD in the event of being called for audit, the Registration Board produced a profession specific CPD Audit record exemplar which is available on the CORU website.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the profession in the interest of public safety.

Richard Hammond

*Chairperson
Occupational
Therapists
Registration Board*

Ginny Hanrahan

*Registrar
Occupational
Therapists
Registration Board*

Background

The Minister for Health appointed the Occupational Therapists Registration Board in February 2013 following a public appointment notice.

The Health and Social Care Professionals Act, 2005 (as amended) provides for the appointment of thirteen voluntary members to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

Seven members of the Board are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Richard Hammond is the current Chairperson of the Occupational Therapists Registration Board.

The Occupational Therapists Registration Board met seven times in 2020.

Elections / Appointments

During the year there were a number of changes to the membership of the Board, listed below:

January 2020 - appointment of Aisling Davis, as a representative engaged in the practice.

May 2020 - reappointment of Aisling Culhane, for a second term of office.

September 2020 - reappointment of Ann Sheehan, for a second term of office, the expiration of the term of office of Tina McGrath and the appointment of Niamh Doyle, engaged in the practice of occupational therapy.

At the close of 2020, there was one vacancy on the Occupational Therapists Registration Board in the category engaged in the practice of the profession.

Role

Under the Act, the role of the Registration Board is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Occupational Therapists Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Devising the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Legal

Training was made available to members of the Occupational Therapists Registration Board on the Appeals Committee. Additional training that was scheduled and subsequently cancelled will be arranged at a later date.

The Occupational Therapists Registration Board approved a delegation to the Registrar.

Strategy and Policy

The Board have produced a profession specific Continuing Professional Development (CPD) Audit record exemplar to offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit. The exemplars include a range of learning activities and examples of recording which we would expect to see from registrants.

Registration

A total of 3,017 Occupational Therapists have been registered by the Occupational Therapists Registration Board as of 31 December 2020.

Work is continuing to process applications for registration. The Board must be satisfied that applicants meet the requirements for registration.

Applicants:

- ▶ Must be fit and proper to engage in the practice of the profession.

In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU, and
- ▶ Have sufficient knowledge of the language necessary to practise in the State.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ 25 Occupational Therapists voluntarily left the Register.
- ▶ 19 were removed from the Register for non-payment of fees.

The Occupational Therapists Register is available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account. If substantial differences still exist, an applicant may be offered the choice of a compensation measure. This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, the Board considered 85 applications for recognition of international qualifications during 2020.

The Registration Board recognised 83 qualifications and required 2 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Occupational Therapists: Summary Recognition Statistics 2020

Occupational Therapist	
Applications received 2020	91
Decisions Made 2020	85
YoY Change in N Applications 2019 to 2020	-10
YoY Change in N Decisions 2019 to 2020	-15
Outcomes in 2020	
Recognised (all)	83
Compensation Measures Applied	2
Other	0

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

Education

Programme approvals and monitoring

The Occupational Therapists Registration Board was satisfied as to the continuing suitability of the following programmes in 2020:

- ▶ Bachelor in Science in Occupational Therapy from the University of Dublin awarded to graduates on successful completion of the four-year pathway / programme to this award; and
- ▶ Bachelor of Science (Occupational Therapy) from University College Cork

The Occupational Therapists Registration Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

Membership of the Board

Patrick Benson
Public interest representative
Attended 7 of 7 meetings



Tina McGrath
Engaged in the Practice of the Profession
Attended 4 of 6 meetings



June Boulger
Involved in public health/social care management
Attended 3 of 7 meetings



Clodagh Nolan
Engaged in the education of the profession
Attended 5 of 7 meetings



Aisling Culhane
Public Interest Representative
Attended 3 of 6 meetings



Genevieve O'Halloran
Engaged in the management of the profession
Attended 6 of 7 meetings



Richard Hammond^c
Chairperson
Public interest representative
Attended 6 of 7 meetings



Ann Sheehan
Public interest representative
Attended 4 of 6 meetings



Eilish Macklin
Voluntary/private, Health/Social Care Management
Attended 5 of 7 meetings



Gerard Walshe
Engaged in the management of the profession
Attended 7 of 7 meetings



Catherine McCabe
Involved in the education of health and social care
Attended 3 of 7 meetings



Niamh Doyle
Engaged in the practice of the profession
Attended 1 of 1 meetings



Occupational Therapists Registration Board Members Attendance 2020

Name							Special Meeting
	05 Feb	16 Apr	03 Jun	28 Jul	07 Oct	25 Nov	03 Jul
Richard Hammond ^C	✓	✓	✓	✓	✓	✓	✓
June Boulger	✓	✓	✓	✗	✗	✗	✗
Eilish Macklin	✓	✗	✗	✓	✓	✓	✓
Tina McGrath	✓	✓	✓	✗	✗	N	✓
Genevieve O'Halloran	✓	✓	✓	✗	✓	✓	✓
Gerard Walshe	✓	✓	✓	✓	✓	✓	✓
Patrick Benson	✓	✓	✓	✓	✓	✓	✓
Clodagh Nolan	✓	✓	✓	✓	✗	✗	✓
Aisling Davis	✓	✗	✓	✗	✗	✗	✗
Ann Sheehan	✓	✓	✓	✗	✗	✓	N
Aisling Culhane	✗	N	✓	✗	✓	✗	✓
Catherine McCabe	✗	✗	✓	✓	✗	✗	✓
Niamh Doyle	N	N	N	N	N	✓	N

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



6

Podiatrists Registration Board

This report is an account of the activities of the Podiatrists Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present the work of the Podiatrists Registration Board in 2020. This year was a very important year for the Registration Board in terms of progressing the preparatory work required before the opening of the register.

2020 will be remembered as a challenging year due to the COVID-19 pandemic. The Registration Board adapted to these challenges by moving to virtual meetings to continue to progress its work in a number of important areas. 2021 will be a significant year for the profession as plans are in place to open the Register next year.

Statutory regulation provides greater openness and accountability for the public, while reinforcing a culture of competence and Continuing Professional Development (CPD) for professionals.

The move to statutory registration is a positive development, providing a vital role when it comes to the upholding of professional standards. Only those practitioners who meet the standards set by the Podiatrists Registration Board will be entitled to practice using the title. This will strengthen and enhance the public's confidence in the profession.

We would like to express special thanks to all members of the Registration Board in this challenging year. We look forward to working with all members of the profession and our stakeholders and we appreciate their support and feedback as we begin our work of statutory regulation of Podiatrists.

**Catherine Clune
Mulvaney**

*Chairperson
Podiatrists
Registration Board*

**Ginny
Hanrahan**

*Registrar
Podiatrists
Registration Board*

Background

The Minister for Health appointed the Podiatrists Registration Board in October 2018.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Catherine Clune Mulvaney is the current Chairperson of the Podiatrists Registration Board.

In 2020, the Podiatrists Registration Board met four times.

Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Podiatrists Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Setting the requirements for return to practice
- ▶ Setting the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Appointments / Elections

During 2020, no new appointments or re-appointments of members of the Board were made. At the close of 2020, there were no vacancies for members on the Podiatrists Registration Board.

Strategy and Policy

The Board opened a stakeholder consultation on the draft Criteria and Standards of Proficiency for Podiatrists and approved these to be issued to education and training programmes. The Strategy and Policy Unit are working in a project management capacity alongside the Registration Department and other functional units across the organisation as the Podiatrists Registration Board prepares to open its Register in 2021.

It is anticipated that this new systematic project approach used to document the necessary preparatory work for opening the register will help in the preparation for the opening of future registers for the remaining professions designated under the Health and Social Care Professionals Act (2005) as amended.

Competent Authority

The Podiatrist Registration Board received training on the process of the recognition of international qualifications at their meeting of the 02 November 2020. This is to ensure the Registration Board's readiness for the opening of the Register in March 2021 when the Board becomes established as the Competent Authority for the profession and will have responsibility for assessing applications for recognition of international qualifications.

Registration

The Registration Board opened a public consultation process in December 2020 on a number of draft registration bye-laws required in advance of opening the Register for Podiatrists. These bye-laws are as follows:

- ▶ Podiatrists Registration Board Application for Registration Bye-Law 2021
- ▶ Podiatrists Registration Board Return to Practice Bye-Law 2021
- ▶ Podiatrists Registration Board Criteria for Restoration to the Register following Removal on Request Bye-Law 2021
- ▶ Podiatrists to the Register following Cancellation of Registration Draft Bye-Law 2021

Education

The Podiatrists Registration Board approved the Criteria for Education and Training Programmes and Standards of Proficiency for the profession. These were published on the CORU website and circulated to Higher Education Institutions for implementation.

Membership of the Board

Noel Beecher

Public Interest

Attended 4 of 4 meetings



Kieran O’Leary

*Voluntary/private, Health/
Social Care Management*

Attended 2 of 4 meetings



Catherine Clune
Mulvaney^C

Chairperson

Public Interest

Attended 4 of 4 meetings



Aonghus O’Loughlin

Public Interest

Attended 1 of 4 meetings



Veronica Daniels

Engaged in the Practice

Attended 4 of 4 meetings



Cheryl O’Neill

Engaged in the Practice

Attended 4 of 4 meetings



Sean Dinneen

Engaged in the Education

Attended 2 of 4 meetings



Martina Ryan

*Public/Social Care
Management*

Attended 4 of 4 meetings



Angela McAnearney

Public Interest

Attended 3 of 4 meetings



Julia Shaw

Engaged in the Management

Attended 4 of 4 meetings



Caroline McIntosh

Engaged in the Education

Attended 4 of 4 meetings



David Watterson

Engaged in the Management

Attended 2 of 4 meetings



Conor O’Leary

Public Interest

Attended 0 of 4 meetings



Podiatrists Registration Board Members Attendance 2020

Name							Special Meeting
	28 Jan Cancelled	30 Mar Cancelled	19 May Cancelled	30 Jun	17 Sept	02 Nov	16 Oct
Catherine Clune Mulvaney ^C				✓	✓	✓	✓
Noel Beecher				✓	✓	✓	✓
Angela McAnerney				✓	✓	✓	✗
Cheryl O'Neill				✓	✓	✓	✓
Martina Ryan				✓	✓	✓	✓
Julia Shaw				✓	✓	✓	✓
David Watterson				✓	✓	✗	✗
Veronica Daniels				✓	✓	✓	✓
Caroline McIntosh				✓	✓	✓	✓
Aonghus O'Loughlin				✓	✗	✗	✗
Conor O'Leary				✗	✗	✗	✗
Sean Dinneen				✗	✗	✓	✓
Kieran O'Leary				✗	✗	✓	✓

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



7

Physiotherapists Registration Board

This report is an account of the activities of the Physiotherapists Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Physiotherapists Registration Board for 2020. The Board has continued in its role in protecting the public and ensuring that all registrants adhere to the highest standard of professional conduct, education, training and competence.

Statutory regulation is a significant step for 2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval. The Board would like to thank all involved for their support and commitment since moving to virtual meetings and for their understanding and patience when overcoming some technical challenges as a result of this move.

The Registration Board would like to thank all registrants who have worked in such difficult circumstances throughout the COVID-19 pandemic to ensure the highest standards were consistently delivered to service users.

As of 31 December 2020, there were 4,651 Physiotherapists registered with CORU, an increase of 31% from the previous year. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. To offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit, the Registration Board produced a profession specific CPD Audit record exemplar which is available on the CORU website.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the profession in the interest of public safety.

Niamh Murphy

*Chairperson
Physiotherapists
Registration Board*

Ginny Hanrahan

*Registrar
Physiotherapists
Registration Board*

Background

The Minister for Health appointed the Physiotherapists Registration Board on 20 May 2014 following a public appointment notice.

The Health and Social Care Professional Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board.

No remuneration is paid to members serving on the Registration Board, except standard Civil Service Travel and Subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Niamh Murphy is the current Chairperson of the Physiotherapists Registration Board.

The Registration Board met eleven times during 2020.

Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Physiotherapists Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the professions
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Devising the code of professional conduct and ethics
- ▶ Setting the requirements for Continuing Professional Development

Appointments / Elections

During the year, Fearghal Grimes and Ruth Maher were re-appointed to their positions on the Board. In December Ruth Maher and Jenny Branigan resigned from their positions and Carole-Ann Murphy's term expired.

At the close of 2020, there were three vacancies on the Physiotherapists Registration Board. Elections for these positions will take place in early 2021.

Legal

In 2020, the Physiotherapists Registration Board made two bye-laws as follows;

S.I. No. 187 of 2020	Physiotherapists Registration Board Approved Qualifications Bye-Law 2020
S.I. No. 253 of 2020	Election of Member for Appointment to the Physiotherapists Registration Board Bye-Law 2020

Training was made available to members of the Physiotherapists Registration Board on the Appeals Committee. Additional training that was scheduled and subsequently cancelled will be arranged at a later date.

The Physiotherapists Registration Board approved a delegation to the Registrar.

Strategy and Policy

The Board have produced a profession specific Continuing Professional Development (CPD) Audit record exemplar to offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit. The exemplars include a range of learning activities and examples of recording which we would expect to see from registrants.

Registration

A total of 4,651 Physiotherapists have been registered by the Physiotherapists Registration Board as of 31 December 2020.

Work is continuing to process new applications for registration. The Board must be satisfied that applicants meet the requirements for registration.

Applicants:

- ▶ Must be fit and proper to engage in the practice of the profession.

In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU, and
- ▶ Have sufficient knowledge of the language necessary to practise in the State.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ 53 registrants voluntarily left the Register
- ▶ 23 registrants were removed from the Register for non-payment of fees

On completion of a data mining exercise to focus on Section 91 applications, the Registration Department implemented a work program to specifically focus on Section 91 Physiotherapist applications. A dedicated unit of relevantly trained members of the department focused on progressing physiotherapist applications. Whilst this is an ongoing work stream, the above action resulted in a 68% reduction in completed applications awaiting processing over a 4-month period.

The Physiotherapists Register is available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account.

If substantial differences still exist, an applicant may be offered the choice of a compensation measure. This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, the Board considered 137 applications for recognition of international qualifications during 2020.

The Registration Board recognised 116 international qualifications and required 21 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Physiotherapists: Summary Recognition Statistics 2020

Physiotherapist	
Applications received 2020	134
Decisions Made 2020	137
YoY Change in N Applications 2019 to 2020*	-9
YoY Change in N Decisions 2019 to 2020*	-17
Outcomes in 2020	
Recognised (all)	116
Compensation Measures Applied	21
Other	0

* Where N refers to the number of applications/decisions made and reflects changes in yearly volumes.

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

The Recognition Department trained one additional new Physiotherapy assessor in 2020 who provides support to the Board in their decision making process.

Education

Bye-Laws

The Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

The Board made the Approved Qualifications Bye-Law on 27 May 2020 listing the Master of Science in Physiotherapy, awarded by University College Cork, as attesting to the standard of proficiency required for registration onto the Register.

Programme approvals and monitoring

In 2019, the Physiotherapists Registration Board received a programme approval application in respect of the Master of Science in Physiotherapy, awarded by University College Cork. The Board approved this programme in February 2020.

The Physiotherapists Registration Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

CPD

The Board decided to conduct a CPD audit for registrants for the period 01 October 2020 until 30 September 2021.

Membership of the Board

Jenny Branigan

Engaged in the practice

Attended 7 of 11 meetings



Ruth Maher

Public interest representative

Attended 1 of 9 meetings



Jane Carolan

Engaged in the management of a voluntary/private health/social care organisation

Attended 7 of 11 meetings



Carol-Anne Murphy

Engaged in the education of the profession

Attended 6 of 11 meetings



Catherine Doody

Engaged in the management of a voluntary/private health/social care organisation

Attended 6 of 11 meetings



Niamh Murphy^C

Chairperson

Engaged in the management of the profession

Attended 10 of 11 meetings



Eamonn Grennan

Public interest representative

Attended 11 of 11 meetings



Miriam O'Callaghan

Public interest representative

Attended 10 of 11 meetings



Fearghal Grimes

Public Health/Social Care Management Representative

Attended 2 of 10 meetings



John Stacey

Engaged in the practice

Attended 10 of 11 meetings



Padraig Heverin

Public interest representative

Attended 7 of 11 meetings



Gillian Walker

Engaged in the practice

Attended 8 of 11 meetings



Anne Horgan

Engaged in the management of the profession

Attended 7 of 11 meetings



Physiotherapists Registration Board Members Attendance 2020

Name									Special Meeting		
	21 Jan	07 Feb	25 Feb	24 Mar	28 Apr	27 May	23 Jun	21 Oct	21 Jul	22 Sept	18 Nov
Gillian Walker	✓	✗	✗	✓	✓	✓	✗	✓	✓	✓	✓
Miriam O'Callaghan	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓
Eamonn Grennan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Padraig Heverin	✓	✓	✗	✗	✓	✓	✓	✓	✗	✗	✓
Niamh Murphy ^C	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓
Carol-Anne Murphy	✓	✓	✗	✓	✓	✗	✓	✗	✓	✗	✗
John Stacey	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ruth Maher	✗	✗	✗	✗	✗	✗	N	✓	N	✓	✗
Jenny Branigan	✗	✗	✓	✗	✓	✓	✗	✓	✓	✓	✓
Jane Carolan	✗	✗	✗	✓	✓	✓	✗	✓	✓	✓	✓
Fearghal Grimes	✗	✗	✗	✗	✓	N	✗	✗	✗	✓	✗
Catherine Doody	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗
Anne Horgan	✗	✓	✗	✗	✓	✓	✓	✗	✓	✓	✓

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



8

Psychologists Registration Board

This report is an account of the activities of the Psychologists Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present the work of the Psychologists Registration Board in 2020. This was an important year for the Registration Board in terms of progressing the preparatory work required before the opening of the register.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal in person meetings by moving to virtual meetings in order to continue to progress the important preparatory work required to put in place a system of regulation for the profession.

The Board continued its work on developing a regulatory framework for the profession in 2020. This work is being conducted in accordance with our legislation the Health and Social Care Professionals Act, which prescribes much of how the profession is to be regulated. In the public interest, the Board has made three important decisions: that the title of ‘Psychologist’ will become a legally protected title, there will be one register for all psychologists, and there will be a single uniform threshold of education for all new entrants to the profession.

The Psychologists Registration Board also approved its draft Standards of Proficiency for Psychologists and Criteria for Education and Training Programmes for stakeholder consultation.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work towards statutory regulation of psychologists.

Paul Longmore

*Chairperson
Psychologists
Registration Board*

Ginny Hanrahan

*Registrar
Psychologists
Registration Board*

Background

The Minister for Health appointed the Psychologists Registration Board in July 2017. The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Paul Longmore is the current Chairperson of the Psychologists Registration Board.

In 2020, the Psychologists Registration Board met four times.



Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Psychologists Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Setting the requirements for return to practice
- ▶ Setting the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Elections / Appointments

During 2020 there were a number of changes to the membership of the Board, including:

- ▶ July 2020 - Natalie Hession and John Malone's terms of membership of the Board expired.
- ▶ September 2020 - re-appointment of Edel Moloney, Kieron Woods, Niall Byrne and Paul Longmore to the Board.
- ▶ November 2020 - appointment of Ian Boyle Harper as a representative of the interest of the general public.

At the close of 2020, there was one vacancy on the Psychologists Registration Board in the engaged in the management of services provided by the profession category.

Strategy and Policy

The Psychologists Registration Board (PSRB) continued its work on developing a regulatory framework for the profession in 2020. This work is being conducted in accordance with our legislation, which prescribes much of how the profession is to be regulated. In addition, the Board has undertaken in-depth research and analysis of the systems of regulation in other countries to identify how best to protect the public. In the public interest, the Board has made three important decisions, that the title of 'Psychologist' will become a legally protected title, there will be one register for all psychologists and there will be a single uniform threshold of education for all new entrants to the profession.

The Psychologists Registration Board approved its draft Standards of Proficiency for Psychologists and Criteria for Education and Training Programmes for stakeholder consultation. The Board is undertaking a comprehensive consultation process on its draft standards to ensure these are set at the appropriate level for protection of the public.

Membership of the Board

Niall Byrne

Public Interest Representative

Attended 2 of 3 meetings



John T Malone

Public Interest Representative

Attended 0 of 0 meetings



Ann Ellis

Public/Social care management

Attended 3 of 4 meetings



Edel Moloney

Engaged in the practice of the profession

Attended 3 of 4 meetings



Joan Fitzgerald

Public Interest Representative

Attended 3 of 4 meetings



Kathleen Vickers

Public Interest Representative

Attended 3 of 4 meetings



Sinead Fitzgerald

Engaged in the management of the profession

Attended 4 of 4 meetings



Eimear Spain

Involved in the education

Attended 2 of 3 meetings



Natalie Hession

Engaged in the management of the profession

Attended 1 of 1 meetings



Fiona Weldon

Engaged in the practice of the profession

Attended 4 of 4 meetings



Gráinne Kirwan

Engaged in the education of the profession

Attended 4 of 4 meetings



Kieran Woods

Engaged in the practice of the profession

Attended 1 of 3 meetings



Paul Longmore^C

Chairperson

Private Health/Social Care Management Representative

Attended 3 of 3 meetings



Ian Boyle Harper

Public interest representative

Attended 1 of 1 meetings



Psychologists Registration Board Members Attendance 2020

Name	12 Feb Cancelled	29 Apr Cancelled	09 Jun Cancelled	01 Jul	08 Sept	28 Oct	02 Dec
Paul Longmore ^C				✓	N	✓	✓
Grainne Kirwan				✓	✓	✓	✓
Natalie Hession				✓	N	N	N
Sinead Fitzgerald				✓	✓	✓	✓
Fiona Weldon				✓	✓	✓	✓
Joan Fitzgerald				✓	✗	✓	✓
Edel Moloney				✓	N	✓	✓
Niall Byrne				✓	N	✓	✗
Ann Ellis				✓	✗	✓	✓
Kathleen Vickers				✓	✓	✓	✗
Kieran Woods				✗	N	✗	✓
Eimear Spain				✗	✓	✓	✗
John Malone				N	N	N	N
Ian Boyle Harper				N	N	N	✗

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



9

Radiographers Registration Board

This report is an account of the activities of the Radiographers Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Radiographers Registration Board in 2020. The Radiographers Registration Board was first established over eight years ago, meeting for the first time in January 2012.

Since then, we have worked closely with our stakeholders to ensure that Radiographers and Radiation Therapists adhere to the highest standards of professional conduct, education, training and competence.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted to these challenges by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval. We especially acknowledge the role of our registrants working on the front line of health services.

We thank you for your continued efforts and for your resolve in this most difficult and uncertain time.

The numbers registered with the Radiographers Registration Board continues to grow and as of 31 December 2020, there were 3,049 Radiographers and Radiation Therapists on the Register, an increase of 8% from the previous year. This indicates a broad awareness of the obligation to register and the importance of regulation generally.

The Register, which can be viewed at www.coru.ie, allows members of the public check if a Radiographer or Radiation Therapist is registered and be reassured that this individual is part of a profession with the required standards of conduct and performance.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users.

To offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit, the Registration Board produced a profession specific CPD Audit record exemplar which is available on the CORU website.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the professions in the interest of public safety.

Deirdre O’Keefe

*Chairperson
Radiographers
Registration Board*

Ginny Hanrahan

*Registrar
Radiographers
Registration Board*

Background

The Minister for Health first appointed the Radiographers Registration Board in January 2012.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Deirdre O’Keefe is the current Chairperson of the Radiographers Registration Board.

In 2020, the Radiographers Registration Board met 12 times.

Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Radiographers Registration Board has accordingly the following functions:

- ▶ Establishing and maintaining a Register of members of the professions
- ▶ As the Competent Authority assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Devising the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Elections / Appointments

In January 2020 the Board acknowledged the expiration of the terms of office of Alice Dorris, Mary Pat Corridan, Louise Rainford, Mary O'Connor and Barry Hallinan. The Board thanked all of the members for their time and contribution over the years.

In February 2020 the Board welcomed the appointments of:

- ▶ Michelle Sugrue, member engaged in the practice of the profession,
- ▶ Niamh Moore, member engaged in the education of the profession,
- ▶ Ronan Quirke as a public interest representative,
- ▶ Dermot Manning as a public interest representative,
- ▶ Ciaran Walsh, member engaged in the practice of the profession.

In May 2020 the Board acknowledged the re-appointment of Cliona McGovern – member involved in education.

In October 2020 the Board noted the resignation of Catherine McKenna and thanked her for her time on the Board. At the close of 2020, there was one vacancy on the Radiographers Registration Board for a member engaged in the management category.

Legal

In 2020, the Radiographers Registration Board made one bye-law as follows;

S.I. No. 319 of 2020	Radiographers Registration Board Approved Qualifications And Divisions Of The Register Bye-Law 2020
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Training was made available to members of the Radiographers Registration Board on the Appeals Committee. Additional training that was scheduled and subsequently cancelled will be arranged at a later date.

The Radiographers Registration Board approved a number of delegations to the Registrar.

Strategy and Policy

The Board have produced a profession specific Continuing Professional Development (CPD) Audit record exemplar to offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit. The exemplars include a range of learning activities and examples of recording which we would expect to see from registrants.

Registration

A total of 2,572 radiographers and 477 radiation therapists have been registered by the Radiographers Registration Board as of 31 December 2020.

Work continues to process new applications for registration. The Board must be satisfied that applicants meet the requirements for registration.

Applicants:

- ▶ Must be fit and proper to engage in the practice of the profession.

In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU, and
- ▶ Have sufficient knowledge of the language necessary to practise in the State.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ 47 registrants voluntarily left the Register.
- ▶ 26 registrants were removed from the Register for non-payment of fees.

The Radiographers Division of the Register and the Radiation Therapists Division of the Register are available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account. If substantial differences still exist, an applicant may be offered the choice of a compensation measure. This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, as of the 8th December 2020 the Board considered 231 applications for recognition of international qualifications during 2020.

The Registration Board recognised 201 qualifications and required 31 applicants to complete a compensation measure in order to address deficits identified in their qualification. 175 of these recognised applications were from Radiographers and the remaining 26 were from Radiation Therapists. 31 Radiographer applicants were requested to engage in compensation measures, and 0 Radiation Therapist were requested to engage in compensation measures.

Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Radiographers: Summary Recognition Statistics 2020

Radiographer	
Applications received 2020	152
Decisions Made 2020	206
YoY Change in N Applications 2019 to 2020	-76
YoY Change in N Decisions 2019 to 2020	-17
Outcomes in 2020	
Recognised (all)	175
Compensation Measures Applied	31
Other	0

Radiation Therapists: Summary Recognition Statistics 2020

Radiation Therapists	
Applications received 2020	28
Decisions Made 2020	26
YoY Change in N Applications 2019 to 2020	9
YoY Change in N Decisions 2019 to 2020	6
Outcomes in 2020	
Recognised (all)	26
Compensation Measures Applied	0
Other	0

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

The Recognition Department trained one additional new Radiography assessor in 2020 who provides support the Board in their decision making process.

Education

Bye Laws

The Radiographers Registration Board made the Approved Qualifications Bye-Law on 27 August 2020 listing the Master of Science in Diagnostic Radiography, University College Cork – National University of Ireland, Cork as attesting to the standard of proficiency required for registration in the Radiographers Division of the Register.

Programme approvals and monitoring

The Registration Board approved the Master of Science in Diagnostic Radiography, University College Cork.

The Radiographers Registration Board received programme approval applications in respect of the following programmes:

- ▶ Master of Science in Diagnostic Radiography, Trinity College Dublin, The University of Dublin
- ▶ Bachelor of Science (Hons) Diagnostic Radiography (Graduate Entry), University College Dublin, National University of Ireland

The Radiographers Registration Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes.

Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

Membership of the Board

Carmel Breaden
Public Interest Representative
Attended 11 of 13 meetings



Mary O'Connor
Public Interest Representative
Attended 1 of 1 meetings



Mary Pat Corridan
Practising Professional Representative
Attended 1 of 1 meetings



Deirdre O'Keeffe^C
Engaged in the Management of the Profession
Attended 12 of 13 meetings



Alice Dorris
Public Interest Representative
Attended 1 of 1 meetings



Louise Rainford
*Chairperson
Education & Training Representative*
Attended 1 of 2 meetings



Barry Hallinan
Engaged in the Profession
Attended 1 of 1 meetings



Fiona Roche
Voluntary/private, Health/Social Care Management
Attended 9 of 13 meetings



Claire Hogan
Engaged in the Profession
Attended 9 of 13 meetings



Mark Samsa
Engaged in the Management of the Profession
Attended 6 of 12 meetings



Cliona McGovern
Third Level Representative
Attended 7 of 10 meetings



Edel Smyth
Public Interest Representative
Attended 9 of 13 meetings



Catherine McKenna
Engaged in the management of services provided by the profession
Attended 6 of 12 meetings



Michelle Sugrue
Engaged in the practice
Attended 9 of 10 meetings



Membership of the Board (continued)

Ciaran Walsh
Engaged in the practice
Attended 9 of 10 meetings

PHOTO NOT AVAILABLE

Dermot Manning
Public interest representative
Attended 8 of 9 meetings

PHOTO NOT AVAILABLE

Niamh Moore
Engaged in education
Attended 9 of 10 meetings

PHOTO NOT AVAILABLE

Ronan Quirke
Public interest representative
Attended 6 of 9 meetings

PHOTO NOT AVAILABLE

Radiographers Registration Board Members Attendance 2020

Name	Special Meeting												
	16 Jan	24 Feb	12 Mar	21 May	22 Jul	24 Sept	19 Nov	21 Apr	11 Jun	27 Aug	29 Oct	03 Nov	22 Dec
Cliona McGovern	✓	N	N	✓	✓	✓	✓	N	✓	✗	✗	✓	✗
Barry Hallinan	✓	N	N	N	N	N	N	N	N	N	N	N	N
Claire Hogan	✓	✗	✓	✓	✗	✓	✓	✓	✓	✓	✓	✗	✗
Deirdre O'Keefe ^C	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mary Corridan	✓	N	N	N	N	N	N	N	N	N	N	N	N
Carmel Breden	✓	✓	✗	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓
Mary O'Connor	✓	N	N	N	N	N	N	N	N	N	N	N	N
Alice Dorris	✓	N	N	N	N	N	N	N	N	N	N	N	N
Edel Smyth	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✗	✗
Catherine McKenna	✓	✗	✓	✓	✗	✗	✗	✓	✓	✓	✗	✗	N
Louise Rainsford	✗	N	N	N	N	N	N	N	✓	N	N	N	N
Mark Samsa	✗	✓	✓	✓	✓	✗	✓	✗	N	✗	✓	✗	✗
Fiona Roche	✗	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	✗	✓
Michelle Sugrue	N	✗	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
Ciaran Walsh	N	✗	✗	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓
Niamh Moore	N	✗	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓
Dermot Manning	N	N	N	✗	✓	✓	✓	N	✓	✓	✓	✓	✓
Ronan Quirke	N	N	N	N	✓	✗	✓	N	✓	✓	✓	✓	✗

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



10

Social Care Workers Registration Board

This report is an account of the activities of the Social Care Workers Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

During 2020, the Social Care Workers Registration Board continued its work in contributing to the development and delivery of its regulatory role in social care work and we are pleased to present this report on the work of the Registration Board.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted to these challenges by moving to virtual meetings. The Registration Board met five times in 2020, with one meeting taking place in the CORU office and the remaining four taking place virtually through video conferencing.

The Social Care Workers Registration Board has decided that the opening of the Social Care Workers Register, which it had hoped to open in 2022, will now open in 2023. The decision to defer the opening of the Register was not taken lightly and only after considerable deliberation by the Board at an emergency meeting. The deferral is regrettable but is unavoidable due to the impact of the COVID-19 pandemic on the Board's ability to continue with the approval of Social Care Professionals' education programmes in 2020.

Social Care Workers provide a vital service and a relationship based on trust and confidence is critical. The move to statutory regulation is a positive development that will enhance the profession's standing and more importantly will give reassurance to members of the public that registered social care workers meet specified approved standards.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work towards the opening of the Register.

Catherine Carty

Chairperson

*Social Care Workers
Registration Board*

Ginny Hanrahan

Registrar

*Social Care Workers
Registration Board*

Background

The Minister for Health appointed the Social Care Workers Registration Board in March 2015.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates.

Seven members of the Registration Board are lay members, with the remaining six being professional nominees, representing:

- ▶ the education and training of the profession
- ▶ the management of services provided by the profession and
- ▶ the practice of the profession.

Catherine Carty is the current Chairperson of the Social Care Workers Registration Board

Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Social Care Workers Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Setting the requirements for return to practice
- ▶ Setting the Code of Professional Conduct and Ethic
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Appointments / Elections

In 2020 the Board had no expirations of appointments, resignations, re-appointments or vacancies on the Board.

Strategy and Policy

The Social Care Workers Registration Board considered the processes for grandparenting existing practitioners applying to register under Section 91(2) of the Health and Social Care Professionals Act. This provides that an employer may provide an opinion of competence on behalf of an applicant. The Board agreed the process for application under this section of the legislation and contributed to the Health and Social Care Professionals Council Guidance for Employers.

Education

Programme approvals and monitoring

The Social Care Workers Registration Board approved the following education and training programmes:

- ▶ Bachelor of Arts (Honours) in Social Care Practice, Institute of Technology, Sligo
- ▶ Bachelor of Arts (embedded award) in Social Care Work, Technological University Dublin (Tallaght Campus)
- ▶ Bachelor of Arts (Honours) in Social Care Work, Technological University Dublin (Tallaght Campus)
- ▶ Bachelor of Arts in Applied Social Studies, Carlow College, St. Patrick's.

The Social Care Workers Registration Board has decided that the opening of the Social Care Workers Register, which it had hoped to open in 2022, will now open in 2023.

The decision to defer the opening of the Register was not taken lightly and only after considerable deliberation by the Board at an emergency meeting on the 18th of May, 2020.

The deferral is regrettable but is unavoidable due to the impact of the COVID-19 pandemic on the Board's ability to continue with the approval of Social Care Professionals' education programmes in 2020. The pandemic has resulted in the closure of Educational Institutions, the reduced availability of review teams and uncertainty of how the situation will evolve during the remainder of 2020 and the impact on programmes submitted for approval.

Continuing Professional Development (CPD)

The Board received stakeholder feedback on the Social Care Workers Registration Board CPD Consultation Report and approved the CPD Guidance and CPD Support documents which are available to download from the CORU website.

Membership of the Board

Catherine Carty^C
Chairperson
Engaged in the Education
Attended 5 of 5 meetings



Brian Hogan
Engaged in the management of the profession
Attended 4 of 5 meetings



Damien Courtney
Public Interest Representative
Attended 4 of 5 meetings



Karen Kiernan
Public Interest Representative
Attended 5 of 5 meetings



Paddy Duggan
Public/Social care management
Attended 2 of 5 meetings



Ado Mckenna
Engaged in the practice of the profession
Attended 5 of 5 meetings



Maurice Fenton
Engaged in the management of the profession
Attended 4 of 5 meetings



Des Mooney
Engaged in the practice of the profession
Attended 3 of 5 meetings



Imelda Finerty
Public Interest Representative
Attended 3 of 5 meetings



Tim Murphy
Public Interest Representative
Attended 4 of 5 meetings



James Forbes
Engaged in the management of the profession
Attended 5 of 5 meetings



Jim Walsh
Involved in education
Attended 5 of 5 meetings



Dunia Hutchinson
Engaged in the practice of the profession
Attended 4 of 5 meetings



Social Care Workers Registration Board Members Attendance 2020

Name	11 Feb	08 Apr Cancelled	18 May	16 Jun	07 Jul Cancelled	01 Sept Cancelled	30 Sept	14 Oct Cancelled	11 Nov	15 Dec Cancelled
Caroline Carty ^C	✓		✓	✓			✓		✓	
Dunia Hutchinson	✓		✓	✓			✗		✓	
Maurice Fenton	✓		✓	✓			✗		✓	
Karen Kiernan	✓		✓	✓			✓		✓	
Jim Walsh	✓		✓	✓			✓		✓	
James Forbes	✓		✓	✓			✓		✓	
Des Mooney	✓		✗	✓			✓		✗	
Paddy Duggan	✓		✗	✗			✗		✓	
Ado McKenna	✓		✓	✓			✓		✓	
Damien Courtney	✗		✓	✓			✓		✓	
Tim Murphy	✗		✓	✓			✓		✓	
Brian Hogan	✗		✓	✓			✓		✓	
Imelda Finnerty	✗		✓	✓			✓		✗	

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



11

Social Workers Registration Board

This report is an account of the activities of the Social Workers Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Social Workers Registration Board in 2020. The Social Workers Registration Board was first established over ten years ago, meeting for the first time in August 2010.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval. The Board would like to thank all involved for their support and commitment since moving to virtual meetings and for their understanding and patience when overcoming some technical challenges as a result of this move. The Board met six times in 2020.

The Registration Board wishes to thank the educators, practitioners and managers for accommodating students with their placements during the COVID-19 pandemic.

As of 31 December 2020, there were 4,843 Social Workers on the Register. This is nearly 4% increase on 2019's figures. We look forward to working with all registrants to ensure the highest standards are consistently delivered to service users.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the profession in the interest of public safety.

Marie Kennedy

*Chairperson
Social Workers
Registration Board*

Ginny Hanrahan

*Registrar
Social Workers
Registration Board*

Background

The Minister for Health appointed the Social Workers Registration Board in August 2010.

There have been a number of changeovers in members due to elections for the professional members of the Registration Board and replacement of lay members.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

Seven members are lay members, with the remaining six being professional nominees, representing:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession

Marie Kennedy is the current Chairperson of the Social Workers Registration Board

Role

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Social Workers Registration Board at CORU has the following functions:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Setting the requirements for return to practice
- ▶ Devising the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Appointments / Elections

In August 2020 the Board acknowledged the expiration of the terms of office of Perry Share, Roberta Mulligan, Colette McLoughlin and Donal Gill and thanked them for their time on the Board.

In August 2020 the Registration Board welcomed the appointments of Adrienne Mary Byrne, engaged in the management, Yvonne Lennox, engaged in the practice and Patricia Sheridan, engaged in the practice.

At the close of 2020, there was one vacancy on the Social Workers Registration Board in the category of representative of third level educational establishments involved in the education and training of persons in the practice of the profession.

Legal

In 2020, the Social Workers Registration Board made three bye-laws as follows:

S.I. No. 183 of 2020	Social Workers Registration Board Approved Qualifications Bye-Law 2020
S.I. No. 248 of 2020	Social Workers Registration Board Application for Registration Bye-Law 2020
S.I. No. 249 of 2020	Social Workers Registration Board Return to Practice Bye-Law 2020

Training was made available to members of the Social Workers Registration Board on the Appeals Committee. Additional training that was scheduled and subsequently cancelled will be arranged at a later date.

The Social Workers Registration Board approved a delegation to the Registrar.

Registration

A total of 4,843 Social Workers have been registered by the Social Workers Registration Board as of 31 December 2020.

Work continues to process new applicants for registration. The Registration Board must be satisfied that applicants meet the requirements for registration.

Applicants:

- ▶ Must be fit and proper to engage in the practice of the profession.

In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU, and
- ▶ Have sufficient knowledge of the language necessary to practise in the State.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ 41 registrants voluntarily left the Register.
- ▶ 45 registrants were removed from the Register for non-payment of fees.

The Social Workers Register is available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account. If substantial differences still exist, an applicant may be offered the choice of a compensation measure.

This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, the Board considered 63 applications for recognition of international qualifications during 2020.

The Registration Board recognised 55 qualifications and required 8 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Social Workers: Summary Recognition Statistics 2020

Social Worker	
Applications received 2020	58
Decisions Made 2020	63
YoY Change in N Applications 2019 to 2020	-45
YoY Change in N Decisions 2019 to 2020	-37
Outcomes in 2020	
Recognised (all)	55
Compensation Measures Applied	8

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

The Recognition Department trained three additional new Social Worker assessors in 2020 who provide support to the Board in their decision making process.

Education

Bye Laws

The Social Workers Registration Board made the Approved Qualifications Bye Law on the 26 May, 2020 listing the Master of Arts in Social Work, Institute of Technology, Sligo as attesting to the standard of proficiency required for registration in the Register. The Approved Qualifications Bye Law also reflected the change of qualification titles awarded by National University of Ireland, University College Dublin. The updated qualifications are Masters in Science (Social Work), National University of Ireland, University College Dublin and Professional Master of Social Work, National University of Ireland, University College Dublin.

Programme approvals and monitoring

The Board approved the Master of Arts in Social Work, Institute of Technology Sligo.

The Social Workers Registration Board received a programme approval application in respect of the following programmes:

- ▶ Master of Social Science (Social Work), National University of Ireland, Maynooth
- ▶ Postgraduate Diploma in Social Work, National University of Ireland, Maynooth

The Social Workers Registration Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

Membership of the Board

Jacki Conway
*Private Health/Social Care
Management Representative*
Attended 5 of 7 meetings



Colette McLoughlin
*Service Management
Representative*
Attended 3 of 4 meetings



Damien Courtney
Public Interest Representative
Attended 5 of 7 meetings



Roberta Mulligan
*Practising Professional
Representative*
Attended 2 of 4 meetings



Gabrielle Fitzpatrick
*Practising Professional
Representative*
Attended 6 of 7 meetings



Colm O'Doherty
Public Interest Representative
Attended 5 of 7 meetings



Donal Gill
*Practising Professional
Representative*
Attended 2 of 5 meetings



Marian Quinn
Public Interest Representative
Attended 5 of 7 meetings



John Hanily
*Public Health/Social Care
Management Representative*
Attended 5 of 7 meetings



Adrienne Mary Byrne
*Engaged in the management of
the profession*
Attended 3 of 3 meetings



Padraig Heverin
Public Interest Representative
Attended 3 of 6 meetings



Yvonne Lennox
Engaged in the practice
Attended 3 of 3 meetings



Marie Kennedy^c
*Engaged in the management of
the profession*
Attended 6 of 7 meetings



Patricia Sheridan
Engaged in the practice
Attended 2 of 2 meetings



Caroline McGregor
*Engaged in the education of the
profession.*
Attended 3 of 7 meetings



Perry Share
*3rd level Education & Training
Representative*
Attended 4 of 4 meetings



Social Workers Registration Board Members Attendance 2020

Name							Unscheduled
	14 Jan	18 Mar	26 May	16 Jul	29 Sept	24 Nov	15 Dec
Perry Share	✓	✓	✓	✓	N	N	N
Roberta Mulligan	✓	✓	✗	✗	N	N	N
Colette McLoughlin	✓	✗	✓	✓	N	N	N
Donal Gill	✓	✗	✗	✓	✗	N	N
Gabrielle Fitzpatrick	✓	✓	✓	✗	✓	✓	✓
John Hanily	✓	✓	✓	✗	✗	✓	✓
Jacki Conway	✓	✗	✗	✓	✓	✓	✓
Marie Kennedy ^c	✓	✓	✓	✗	✓	✓	✓
Padraig Heverin	✓	✗	✓	✗	✗	✓	✓
Caroline McGregor	✗	✗	✓	✗	✓	✓	✗
Colm O'Doherty	✗	✓	✓	✓	✗	✓	✓
Marian Quinn	✗	✓	✓	✓	✓	✗	✓
Damien Courtney	✗	✓	✓	✓	✓	✓	✗
Yvonne Lenox	N	N	N	N	✓	✓	✓
Patricia Sheridan	N	N	N	N	✓	✓	✗
Adrienne Mary Byrne	N	N	N	N	✓	✓	✓

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status



12

Speech and Language Therapists Registration Board

This report is an account of the activities of the Speech and Language Therapists Registration Board during 2020, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2020, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this account of the activities of the Speech and Language Therapists Registration Board during 2020.

The Board has continued in its role in protecting the public and ensuring that all registrants adhere to the highest standards of professional conduct, education, training and competence.

2020 will be remembered as a very challenging year due to the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to assess and approve applications for registration, recognition and education approval.

We especially acknowledge the role of our registrants during the pandemic to keep their services opened to the

public and to assist their colleagues in COVID-19 testing and tracing. We thank you for your continued efforts and for your resolve in this most difficult and uncertain time.

At the end of 2020 there were 2,082 CORU registered Speech and Language Therapists representing a 6% increase on 2019's figures. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2021 as we continue our important work in regulating the professions in the interest of public safety.

Judi Pettigrew

*Chairperson
Speech and
Language Therapists
Registration Board*

Ginny Hanrahan

*Registrar
Speech and
Language Therapists
Registration Board*

Background

The Minister for Health appointed the Speech and Language Therapists Registration Board in February 2013 following a public appointment notice.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates.

Seven appointees are lay members, with the remaining six being members of the profession who are engaged in:

- ▶ The management of services provided by the profession
- ▶ The education and training of the profession
- ▶ The practice of the profession.

Judith Pettigrew is the current Chairperson of the Speech and Language Therapists Registration Board.

In 2020, the Speech and Language Therapists Board met six times.

Role

Under the Act the role of the Registration Boards is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

The Speech and Language Therapists Registration Board at CORU has responsibility for:

- ▶ Establishing and maintaining a Register of members of the profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes
- ▶ Devising the Code of Professional Conduct and Ethic
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Appointments / Elections

During 2020, the terms of membership on the Board for Suzanne Keenan, Irene Gunning and Celia Nichol expired. Fintan Reddy, Helen Shortt and Martine Smith resigned from their positions on the Board.

New appointments made to the Board included the appointment of Lindsay Malone as a member of the Board engaged as a public interest representative, Maeve Cleary as a member of the Board engaged in the practice and Peadar Ward as a representative of the management of a voluntary private sector organisation concerned with health or social care.

At the close of 2020, there were three vacancies on the Speech and Language Therapists Registration Board.

Legal

Training was made available to members of the Speech and Language Therapists Registration Board on the Appeals Committee. Additional training that was scheduled and subsequently cancelled will be arranged at a later date.

The Speech and Language Therapists Registration Board approved a delegation to the Registrar.

Registration

A total of 2,082 speech and language therapists have been registered by the Speech and Language Therapist Registration Board as of 31 December 2020.

Work continues to process new applications for registration. The Board must be satisfied that applicants meet the requirements for registration.

Applicants:

- ▶ Must be fit and proper to engage in the practice of the profession.

In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU, and
- ▶ Have sufficient knowledge of the language necessary to practise in the State.

All applicants for registration must undergo Garda Vetting as part of the registration process.

By December 2020:

- ▶ 18 registrants voluntarily left the Register.
- ▶ 8 registrants were removed from the Register for non-payment of fees.

The Speech and Language Therapists Register is available to view online at www.coru.ie.

Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration, in accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist in comparing a professional qualification against the standards of proficiency, any additional education and training, and/or additional relevant work experience must be taken into account. If substantial differences still exist, an applicant may be offered the choice of a compensation measure. This will be the choice of a period of adaptation (period of supervised practice) to address any deficits identified or the opportunity to take an aptitude test.

As the Competent Authority for the profession, the Board considered 23 applications for recognition of international qualifications during 2020.

The Registration Board recognised 19 qualifications and required 3 applicants to complete a compensation measure in order to address deficits identified in their qualification.

Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Speech and Language Therapists: Summary Recognition Statistics 2020

Speech and Language Therapist	
Applications received 2020	23
Decisions Made 2020	23
YoY Change in N Applications 2019 to 2020	-9
YoY Change in N Decisions 2019 to 2020	-12
Outcomes in 2020	
Recognised (all)	19
Compensation Measures Applied	3
Ineligible	1

The move to a virtual platform for meetings in 2020 proved effective in maintaining the regulatory functions of the Board as the Competent Authority, and contributed to ensuring that applications for recognition were processed in accordance with the legislation and CORU policy.

The Recognition Department trained one additional new Speech and Language Therapist assessor in 2020 who provides support to the Board in their decision making process.

Education

Programme approvals and monitoring

The Speech and Language Therapists Registration Board was aware that COVID-19 national emergency had an impact on the delivery and assessment of education and training programmes. Institutions provided submissions to the Board which outlined any changes that were made to approved programmes and the steps that were taken to ensure that the programme continued to meet the Board's requirements.

The Speech and Language Therapists Registration Board was satisfied as to the continuing suitability of the following programmes in 2020:

- ▶ Bachelor in Science in Clinical Speech and Language Studies, University of Dublin, Trinity College Dublin
- ▶ Bachelor of Science (Speech and Language Therapy), University College Cork
- ▶ Bachelor of Science (Speech and Language Therapy), National University of Ireland, Galway.

Membership of the Board

Emma Gonoud
Practising Professional Representative

Attended 3 of 6 Board meetings



Celia Nichol
Service Management Representative

Attended 4 of 6 Board meetings



Irene Gunning

Public Interest Representative

Attended 1 of 1 Board meetings



Catherine O'Neill

Public Interest Representative

Attended 5 of 6 Board meetings



Anne Healy

Engaged in the management of the profession

Attended 4 of 6 Board meetings



Judi Pettigrew^C

*Chairperson
Involved in the Education*

Attended 6 of 6 Board meetings



Bernard Hegarty

Public Interest Representative

Attended 5 of 6 Board meetings



Fintan Reddy

Public Interest Representative

Attended 0 of 1 Board meetings



Suzanne Keenan

Private Health/Social Care Management Representative

Attended 0 of 1 Board meetings



Martine Smith

Practising Professional Representative

Attended 3 of 3 Board meetings



Geraldine Moran

Practising Professional Representative

Attended 5 of 6 Board meetings



Helen Shortt

Public Health/Social Care Management Representative

Attended 2 of 4 Board meetings



Maeve Murphy

Service Management Representative

Attended 3 of 6 Board meetings



Lindsay Malone

Public Interest Representative

Attended 2 of 4 Board meetings



Speech and Language Therapists Registration Board Members Attendance 2020

Name	28 Jan	25 Mar	12 May	09 Jul	23 Sept	17 Nov
Judi Pettigrew ^C	✓	✓	✓	✓	✓	✓
Anne Healy	✓	✓	✓	✗	✗	✓
Geraldine Moran	✓	✓	✓	✓	✗	✓
Irene Gunning	✓	N	N	N	N	N
Catherine O’Neill	✓	✓	✓	✗	✓	✓
Martine Smith	✓	✓	✓	R	R	R
Helen Shortt	✓	R	R	R	R	R
Maeve Murphy	✓	✗	✗	✓	✗	✓
Bernard Hegarty	✗	✓	✓	✓	✓	✓
Suzanne Keenan	✗	N	N	N	N	N
Celia Nichol	✗	✓	✓	✗	✓	✓
Fintan Reddy	✗	N	N	N	N	N
Emma Gonoud	✗	✓	✗	✓	✗	✓
Lindsay Malone	N	N	✗	✓	✓	✗

Key to meeting attendance:

✓	attended;	N	not on Board on this date;
✗	apologies or absent;	R	resigned;
C	Chairperson;	O	observer status

Appendix 1:

Council Attendance 2020

Member	Scheduled Council Meetings									Unscheduled Council meetings			
	23 Jan	27 Feb	07 May	18 Jun	30 Jul	10 Sep	22 Oct	10 Dec	Total	23 Jan	09 Dec	14 Dec	Total
B McCartan*	1	1	1	1	1	R	R	R	5	1	R	R	1
A Horgan	1	1	1	1	0	1	1	1	7	1	0	1	2
B Downes	1	1	1	1	0	1	0	1	6	1	1	0	2
B Lee	1	1	1	1	1	1	0	0	6	1	0	0	1
C Smith	1	1	1	1	1	1	0	1	7	1	0	0	1
C McKenna	1	0	1	1	1	0	R	R	4	0	R	R	0
C McLoughlin	1	1	1	1	1	N	N	N	5	1	N	N	1
D Irwin	1	1	1	1	1	1	1	0	7	1	1	0	2
F Powell	1	1	1	1	1	1	1	1	8	0	0	1	1
G Walshe	1	1	0	1	1	1	1	0	6	1	1	0	2
I Regan	1	0	1	1	1	1	1	N	6	0	0	0	0
J Forbes	1	1	1	1	1	0	1	1	7	1	1	0	2
J Martin	0	1	1	0	0	0	0	1	3	0	1	1	2
J O'Mullane	1	1	1	1	1	1	1	1	8	1	1	1	3
J F. Scott	1	1	1	1	1	1	1	1	8	1	1	0	2
J Shaw	1	1	1	1	1	1	1	1	8	1	0	1	2
J Weldon	1	1	1	1	1	1	1	1	8	1	0	1	2
M Murphy	1	1	0	1	0	0	0	R	3	1	R	R	1
M Flynn	N	N	N	1	1	1	1	1	5	N	1	0	1
M Boland	1	1	1	1	1	1	1	1	8	1	1	0	2
M Tumelty	1	1	1	1	1	1	1	1	8	0	1	0	1
O Blee	1	0	1	1	1	1	1	1	7	1	1	0	2
P Lyng	1	1	1	1	1	1	1	1	8	0	1	1	2
R Charles	1	N	N	N	N	N	N	N	1	1	N	N	1
S Fitzgerald	1	1	1	1	0	1	1	1	7	1	0	0	1
S Manahan	0	1	1	1	0	1	1	1	6	0	1	0	1
T McAleer	1	1	1	1	1	1	1	1	8	1	1	0	2
T Campbell	1	1	1	1	1	1	1	1	8	1	1	1	3
T Rooney	1	1	1	1	0	0	1	1	6	0	1	0	1
V Byers	1	R	R	R	R	R	R	R	1	0	R	R	0
B O'Brien	N	N	N	N	1	1	1	1	4	N	1	0	1
Mo Flynn	N	N	N	N	N	N	N	1	1	N	0	1	1
G Fitzpatrick	N	N	N	N	N	N	N	1	1	N	1	1	2

Key to meeting attendance:

1 - Attended 0 - Apologies or absent M - Maternity leave N - Not appointed at this date R - Resigned

*Chairperson

Appendix 2:

Committees Attendance

Audit Risk and Governance Committee

Name	04 March	23 June	02 September	09 October	18 November
Paul Lyng (Chairperson)	1	1	1	1	1
Ray Dolan	1	1	0	1	1
Elaine Sheridan	1	1	1	1	1
Martin O’Sullivan	1	1	1	1	0
Brian Lee	0	1	0	1	1
Stephanie Manahan	1	1	1	0	1
Maeve Murphy (Term Ended June 2020)	1	R	R	R	R
Margaret Boland (Appointed on 20 March 2020)	N	1	1	0	1

Finance and General Purposes Committee

Name	February	June	September	November
Joe Martin	1	1	1	1
John F Scott	1	1	1	1
Bernard McCartan	1	1	R	R
Barry Downes	0	1	1	0

Registration and Recognition Committee

	05 Feb*	08 July	07 Oct	02 Dec
Fred Powell	-	1	1	0
Joe Martin	-	1	1	1
Norma Judge	-	1	1	1
Catherine McKenna	-	1	0	1
James Forbes	-	1	1	0
Niamh Murphy	-	0	1	1
Damhnait Gaughan	-	1	1	1
Gerard Walshe	-	1	1	1
Marie Culliton	-	1	1	1

* February 2020 meeting was deferred due to Quorum issues

Education Committee

	June	October
David Irwin	1	1
Carmel Smith	1	0
Fred Powell	1	1
John O'Mullane	0	1
Treasa Campbell	0	1
Ann Kearney	1	0
Carmel Kearns	1	0
Marian O'Rourke	0	1
Odhrán Allen	1	1

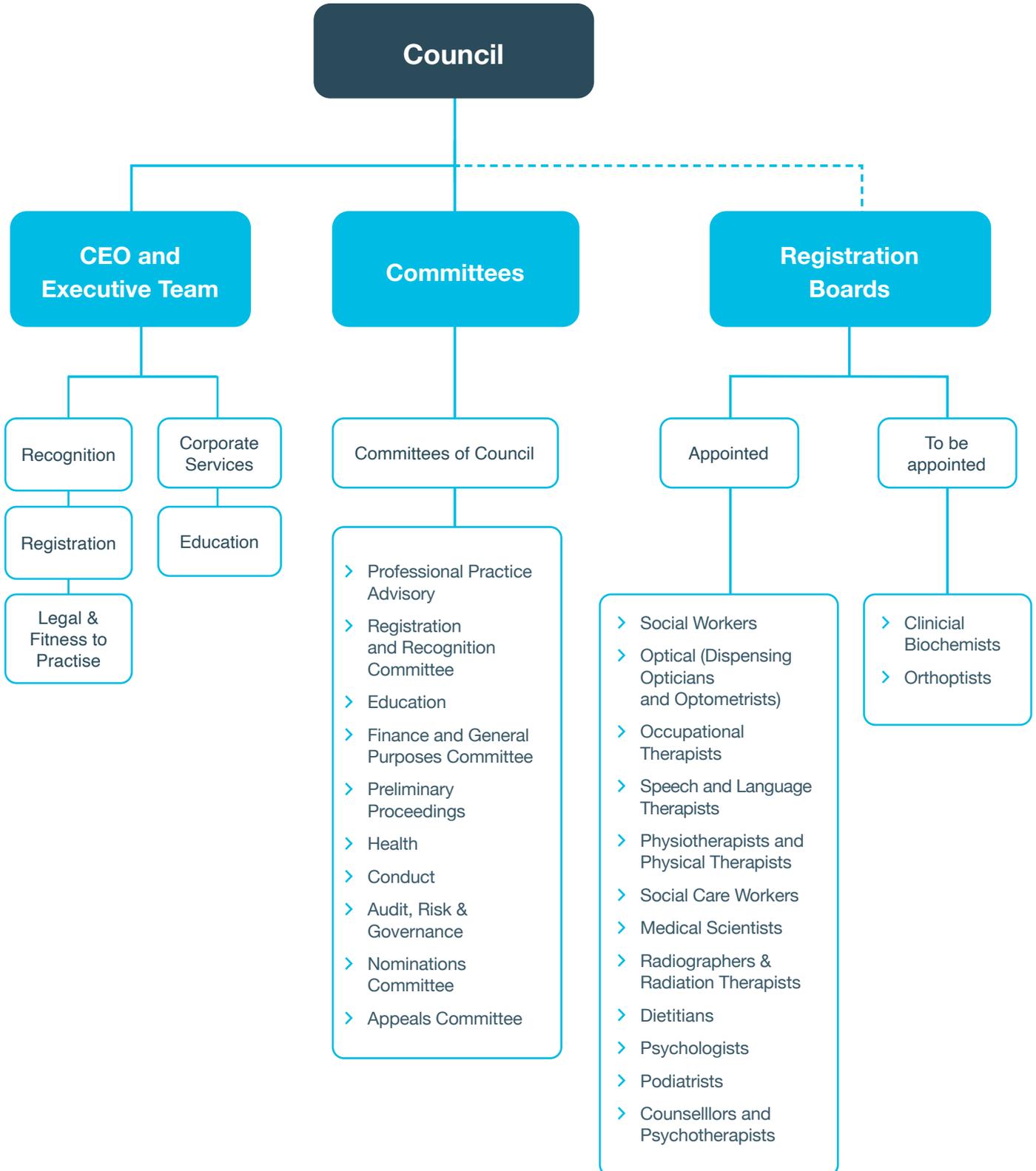
Nominations Committee

Name	09 March	03 July	14 September	24 November
James Forbes	0	1	1	1
Joe Martin	1	0	1	0
Margaret Boland	1	1	1	0
Miriam O'Callaghan (external member)	1	1	1	1

Professional Practise Advisory Committee

Name	May	September
Stephanie Manahan (Chairperson)	1	1
Colette McLoughlin	1	0
David Irwin	1	1
John O'Mullane	1	1
Sara Van den Burgh	1	1
Mary Tumelty	1	0

Appendix 3: Organisational Structure



CORU Executive



- Senior Management Team
- Operational Management Team
- Executive Officer Grade Clerical
- Clerical Officer Grade

Appendix 4:

Abbreviations and Definitions

Act	Health and Social Care Professionals Act, 2005 (as amended)
Board	Registration Board
CEO	Chief Executive Officer of the Health and Social Care Professionals Council
Committee	Advisory committee of Council/ Board, chaired by a member of Council/Board, which makes recommendations for decision by Council/ Board
CORU	The registered business name and collective brand name for the Health and Social Care Professionals Council and the Registration Boards
Council	Health and Social Care Professionals Council
CPRB	Counsellors and Psychotherapists Registration Board
Designated Professions	Clinical Biochemists, Dietitians, Dispensing Opticians, Medical Scientists, Occupational Therapists, Optometrists, Orthoptists, Physiotherapists, Podiatrists, Psychologists, Radiographers, Radiation Therapists, Social Care Workers, Speech and Language Therapists, Counsellors and Psychotherapists.
DRB	Dietitians Registration Board
Independent Members	Members of Committees of Council who are not on council or a CORU Registration Board
Lay Member	A member of Council, Registration Boards or Committees who is not a member of the professions regulated or to be regulated by CORU
Minister	The Minister for Health
MSRB	Medical Scientists Registration Board
ORB	Optical Registration Board
OTRB	Occupational Therapists Registration Board
PODRB	Podiatrists Registration Board
PRB	Physiotherapists Registration Board
PSRB	Psychologists Registration Board
Registrar	The CEO is the Registrar of the Registration Boards
RRB	Radiographers Registration Board
SCRWB	Social Care Workers Registration Board
SLTRB	Speech and Language Therapists Registration Board
SWRB	Social Workers Registration Board



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

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