



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

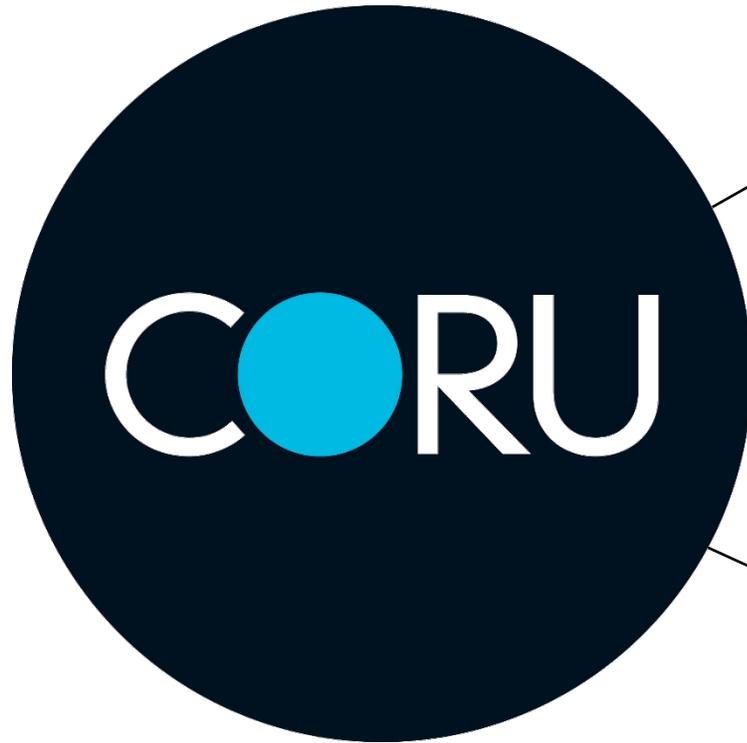
Briefing on the Regulation of Counsellors & Psychotherapists- Ginny Hanrahan- CEO, CORU.

CORU's Mission

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

(Health and Social Care Professionals Act 2005)

Structure of CORU



COUNCIL
33 members
Lay majority

**REGISTRATION
BOARDS**
x 13
Lay majority

CORU's Regulated Health and Social Care Professionals



Phase 1

In Legislation

Clinical
Biochemists

Orthoptists

Phase 2

Establishment
*(Meeting 1 to Open
Register)*

Psychologists

Social Care
Workers

Counsellors &
Psychotherapists

Phase 3

Transition
*(From Day
Register Opens
to end of
Transition)*

Podiatrists

Phase 4

Business as Usual

Social Workers

Dietitians

Radiographers

Speech & Language
Therapists

Radiation Therapists

Dispensing Opticians

Physiotherapists

Optometrists

Occupational Therapists

Medical Scientists

Additional Slide – Information covered during missing audio



- Ultimately the Board is responsible for establishing and maintaining the Register or registers for the professions it is responsible for. This is the milestone CORU aims towards for each profession. Because it is only when this happens that we can truly protect the public.
- Once a Register is opened it becomes the law that only those who have registered with CORU, can work in Ireland using the relevant professional title, following the closing of the grandparenting period, at the end of the first two years of the register being open.
- CORU can and does take criminal prosecutions against any individual who uses a protected title without being registered.
- Registration with CORU is a hugely positive development. It is a demonstration by each professional that they are a *fit and proper* person; are suitably qualified; and will abide by their profession's statutory Code of Professional Conduct and Ethics.

Counsellors & Psychotherapists Registration Board



**Guided by the Health & Social Care
Professionals Act 2005 (as amended):**

- One Registration Board
- Two separate Registers
- Separate education requirements



Additional Slide – Information covered during missing audio



- These were the first professions to be designed under the 2005 Health and Social Care Professionals Act by regulation, having not been listed in the original Act. At the time of designation by the Minister, following public consultation, regulations proscribe that there was to be one Registration Board which would be responsible for two registers – one for counsellors and one for psychotherapists. It is CORU's role to implement this direction, as set out by the Minister, and we therefore have one registration board and we are working towards the opening of two separate registers.
- As a professional regulator, our remit is to protect the public as I have described. We do not set employment criteria, represent the professions interests or lobby on behalf of the professions. Our remit is to set standards, ensure adherence to those standards and take action where necessary.



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Pre-registration education and training requirements.

Fiona McVeigh

Education and Training Requirements



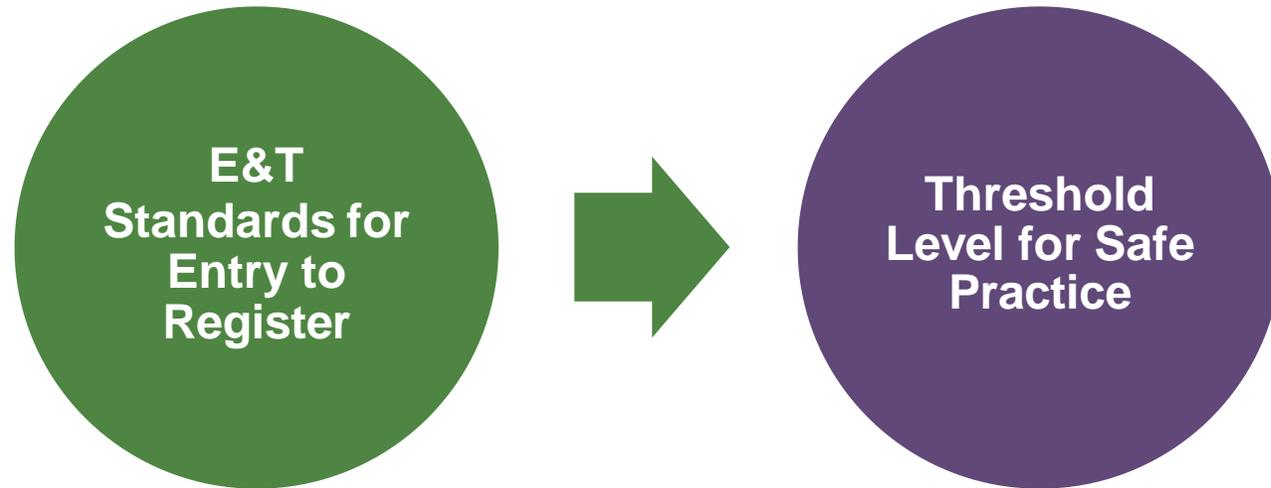
Standards of Proficiency

- What skills and abilities are required of graduates to enter the register

Criteria for Education and Training Programmes

- Describe how an education provider facilitates the achievement of the Standards of Proficiency of their graduates.

Requirements for Entry to Practice



Pre-registration Education and Training



Criteria for Education and Training Programmes

- Detail how a programme should be managed to consistently produce graduates who meet the standards of proficiency
- Describe how the education provider facilitates the achievement and evaluation of the standards of proficiency

Standards of Proficiency

- Detail the skills and abilities that all graduates from an approved programme in a given profession must possess in order to enter the register
- Threshold standards deemed necessary by the registration board at the level of entry to practice



Standards of Proficiency are set as Threshold Standards

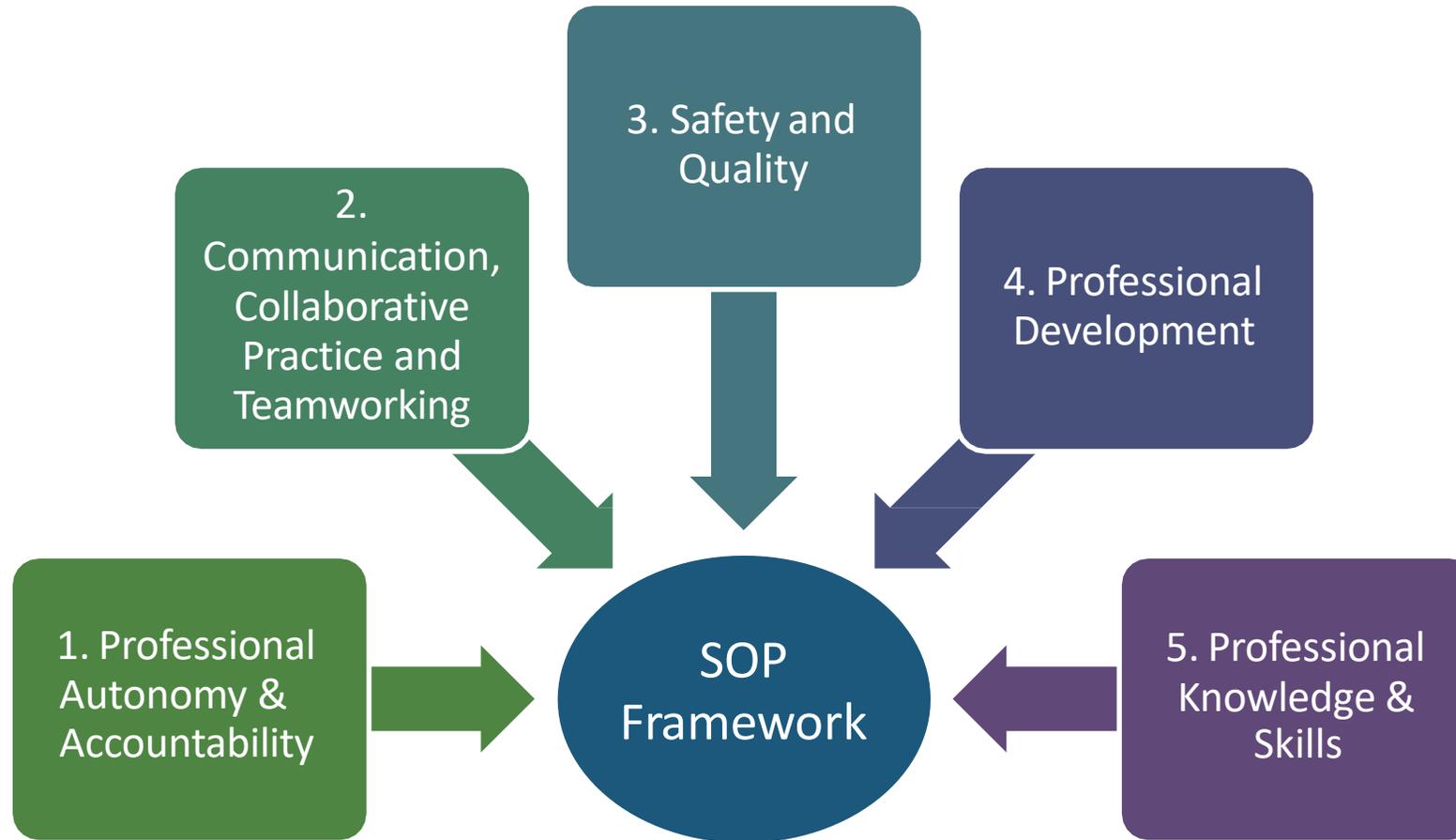
The Board must set **high standards** at the **threshold** level required to protect the public

Threshold = the minimum knowledge, understanding and skills to practice safely

Not optional, desirable or aspirational standards

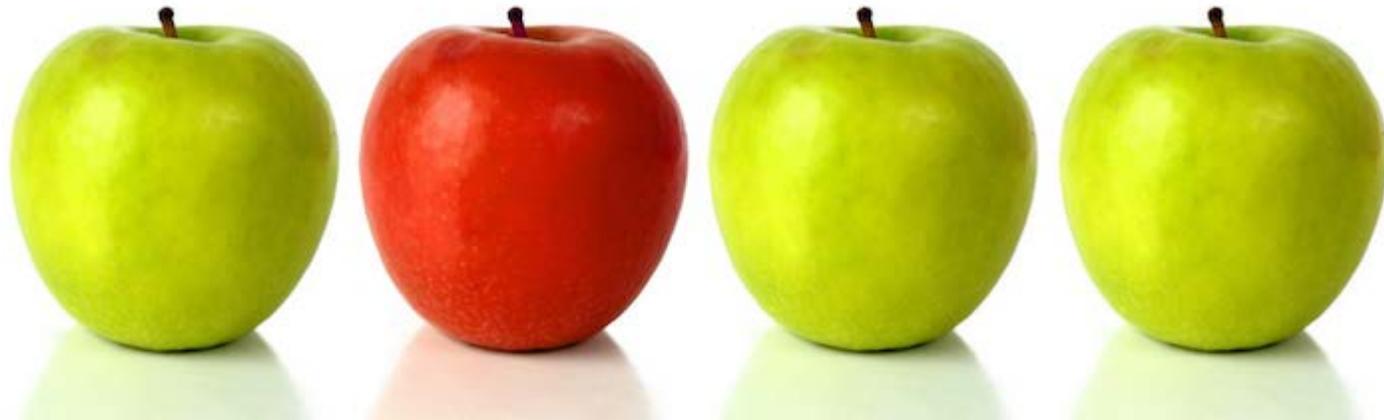
Start with a focus on public protection and set the threshold standards from that perspective

Standards of Proficiency

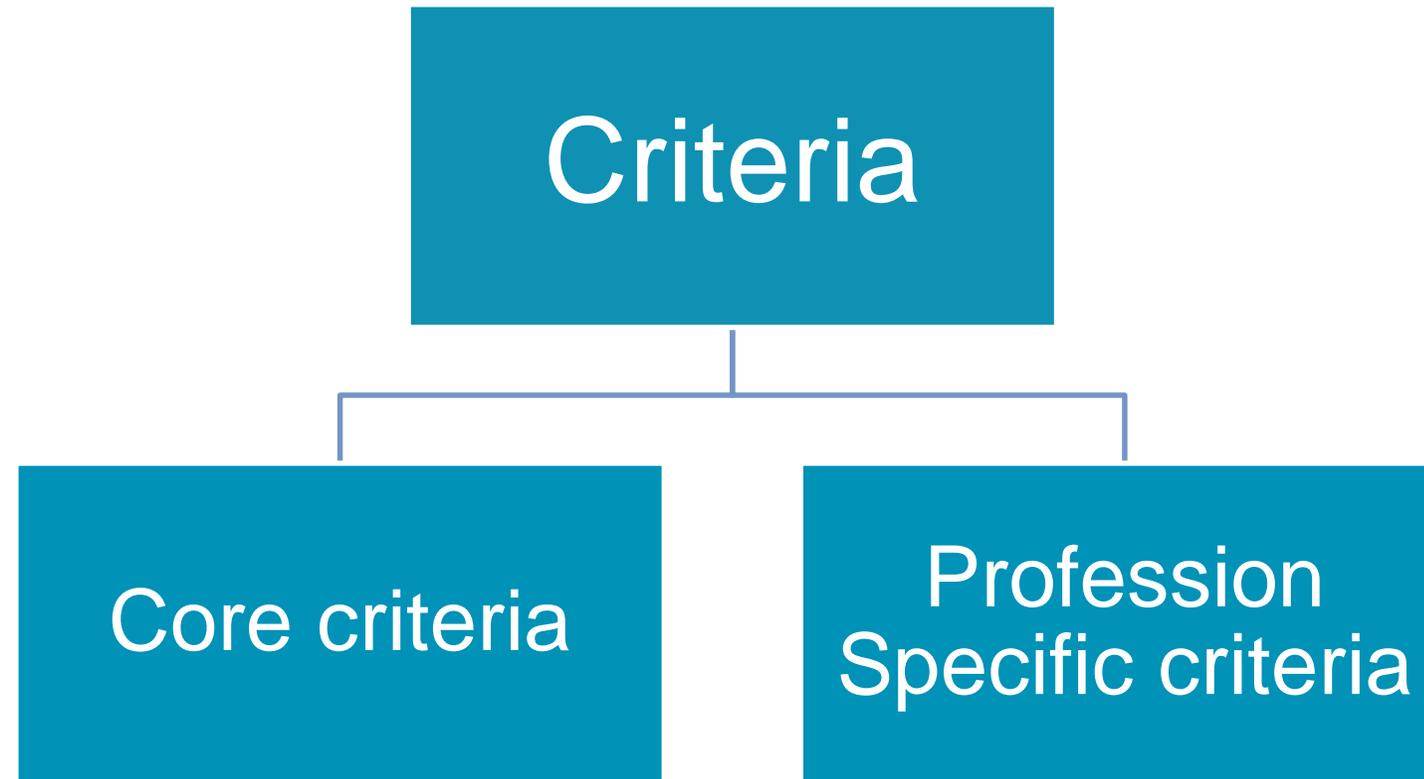




Standards of Proficiency for both registers- Similar but different



Criteria for education and training programmes



Pre-registration Education and Training



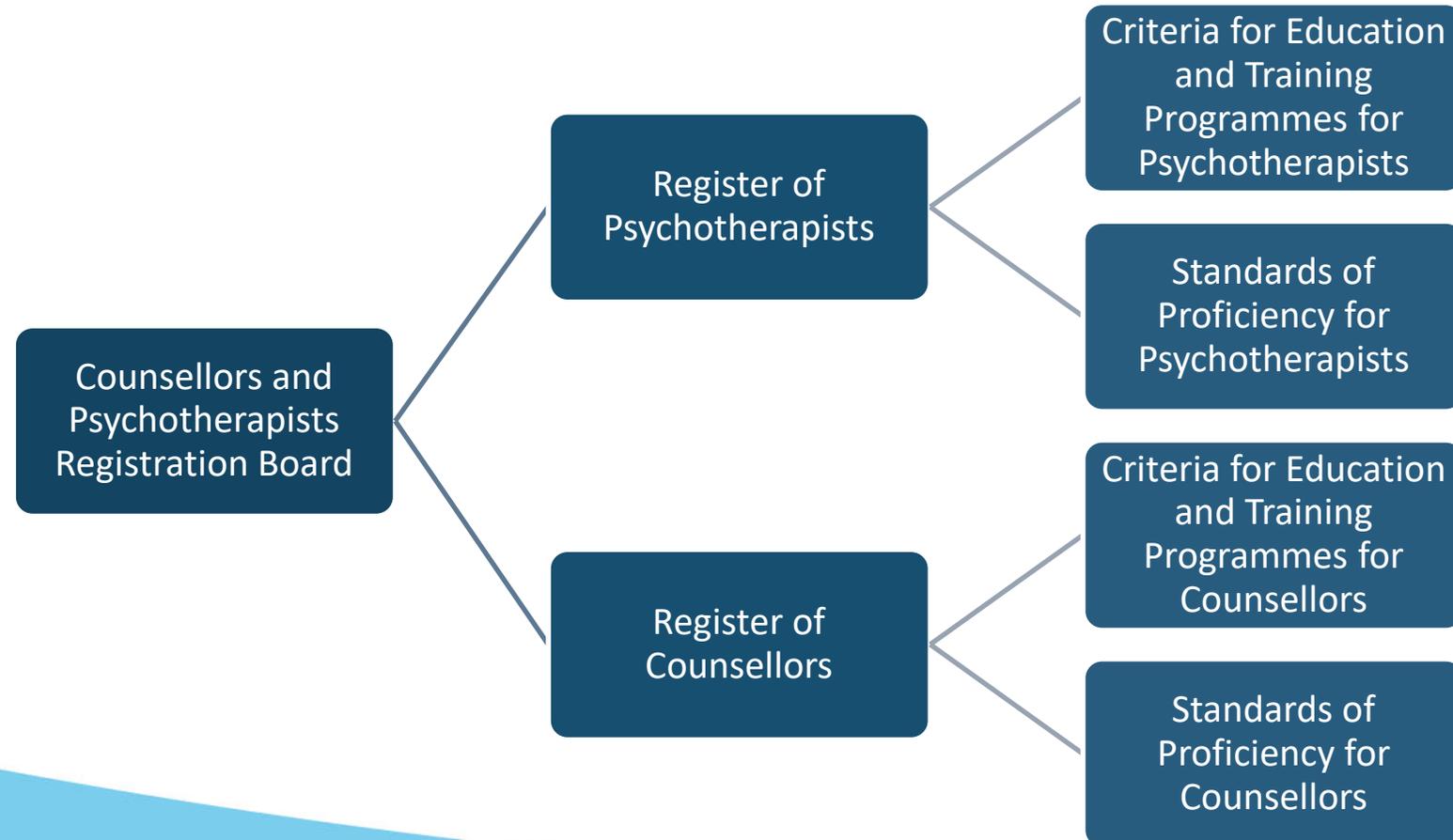
Criteria for
Education and
Training Programs

- System

Standards of
Proficiency

- Outcomes

Counsellors and Psychotherapists Registration Board - Registers



Education and training standards development



Framework Criteria and Standards of Proficiency adapted for profession



Board consideration and adoption for consultation



Stakeholder consultation



Board consideration and adoption for profession



Dissemination to Education Providers

Stakeholder Consultation



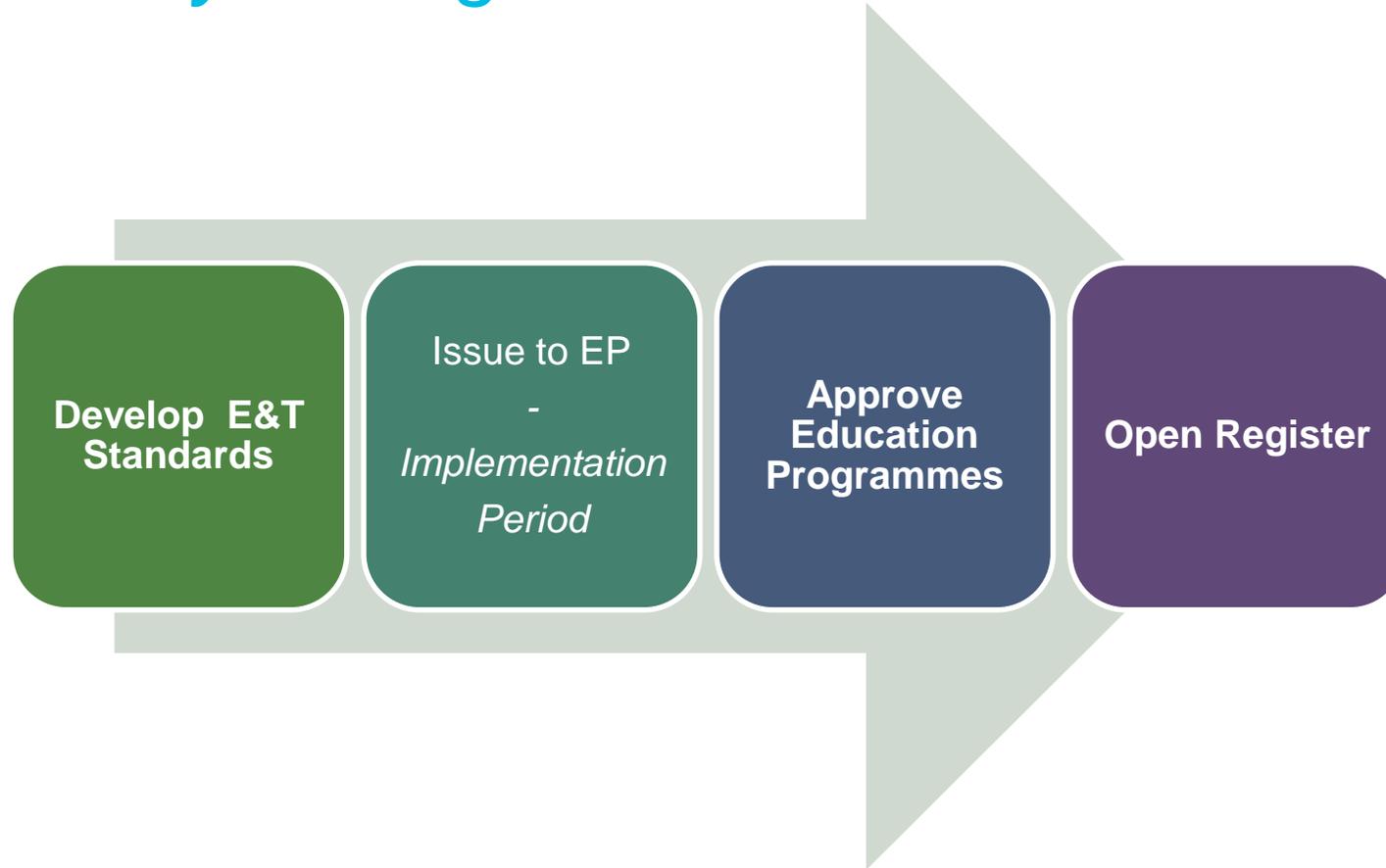


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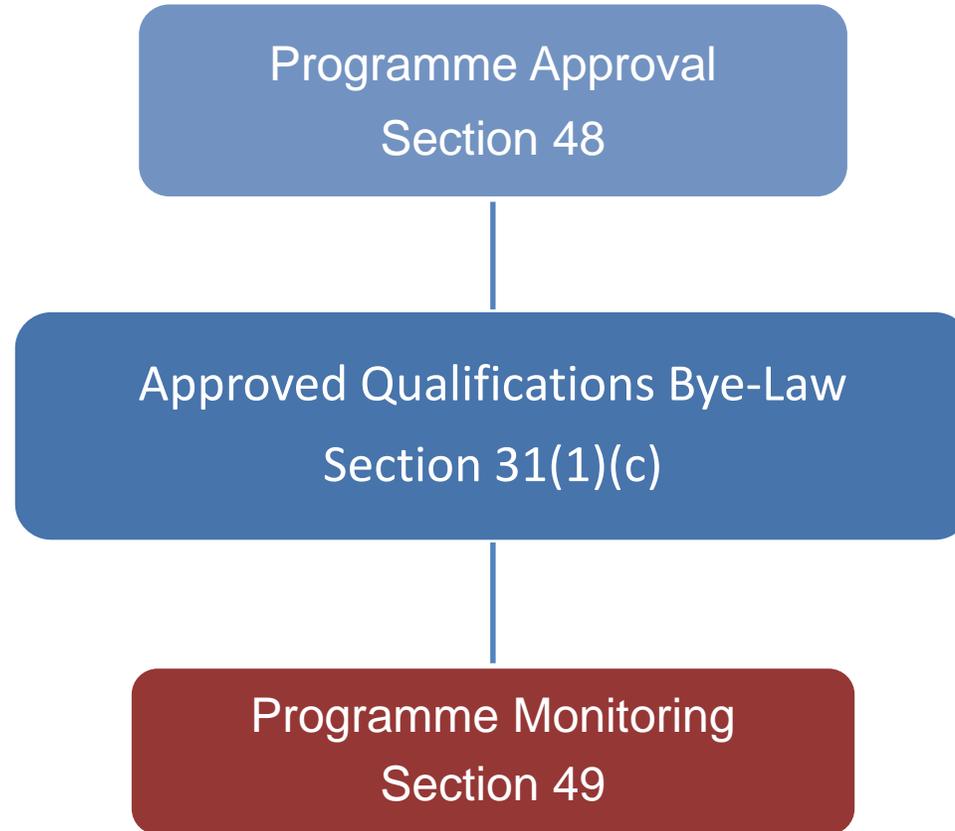
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Regulation of Counsellors and Psychotherapists – Programme Approval Catherine Byrne

Pathway to Registers



Health and Social Care Professionals Act 2005



Programmes & Qualifications



- **Qualification**

Document awarded upon completion of a programme

- **Programme**

Specific combination of activities & resources e.g. delivery mode, length, location, module titles, module sequencing, placement arrangements, staff

- **Public protection**

The Board must be clear that the holder of a qualification applying to be admitted to the Register comes from a programme which meets the Boards requirements.

Providers offering multiple programmes with a shared qualification title should consider their application for approval carefully



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The Nature of Regulatory Approval

Regulatory Approval



Is:

- ✓ About making statutory decisions
 - The output is an Approved Qualifications Bye-Law
- ✓ Based on evidence
 - Boards must have robust evidence to make a Bye-Law
- ✓ About whether the requirements for professional education and training programmes are currently met
 - Boards cannot make a Bye-Law based on plans or aspirations
- ✓ For the purposes of public protection
 - The Board acts in the interest of the public interest, not other stakeholders

Regulatory Approval



Is not :

- ✘ Academic accreditation
 - Focus is on approving against Registration Board requirements
- ✘ About making suggestions, recommendations or commendations
 - Focus is on threshold requirements – either met or not
- ✘ About approving plans or approving with conditions
 - The Act is clear, a programme and its associated qualification is either approved or not

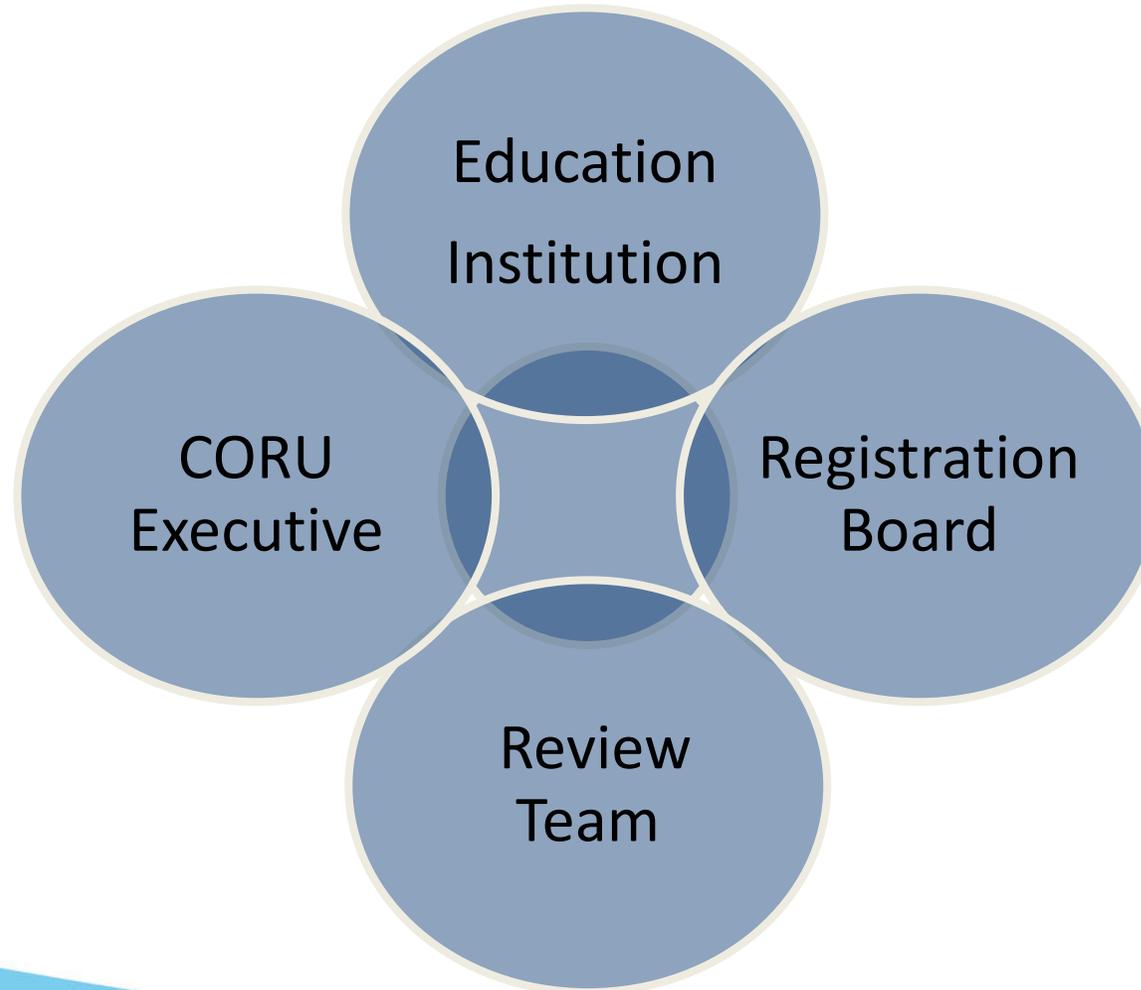
Registration Board Requirements



An approved programme provides evidence that it currently meets

- ✓ All of the criteria and ensures that
- ✓ All students who complete the programme meet
- ✓ All of the standards of proficiency

Who is Involved in Approval & Monitoring



Registration Boards – *programme approval*



Education provider maps programme to Criteria and Standards of Proficiency and provides evidence of how its meeting the standards



Review Team conducts assessment of programme against standards on behalf of Board



Registration Board considers report from Review Team and decides if programme is to be approved



Approved Qualification Bye-Law



Register Opens



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Establishing Statutory Registers: Grandparenting Explained Paul Byrne

A registration process must..



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

The CORU Registration Process

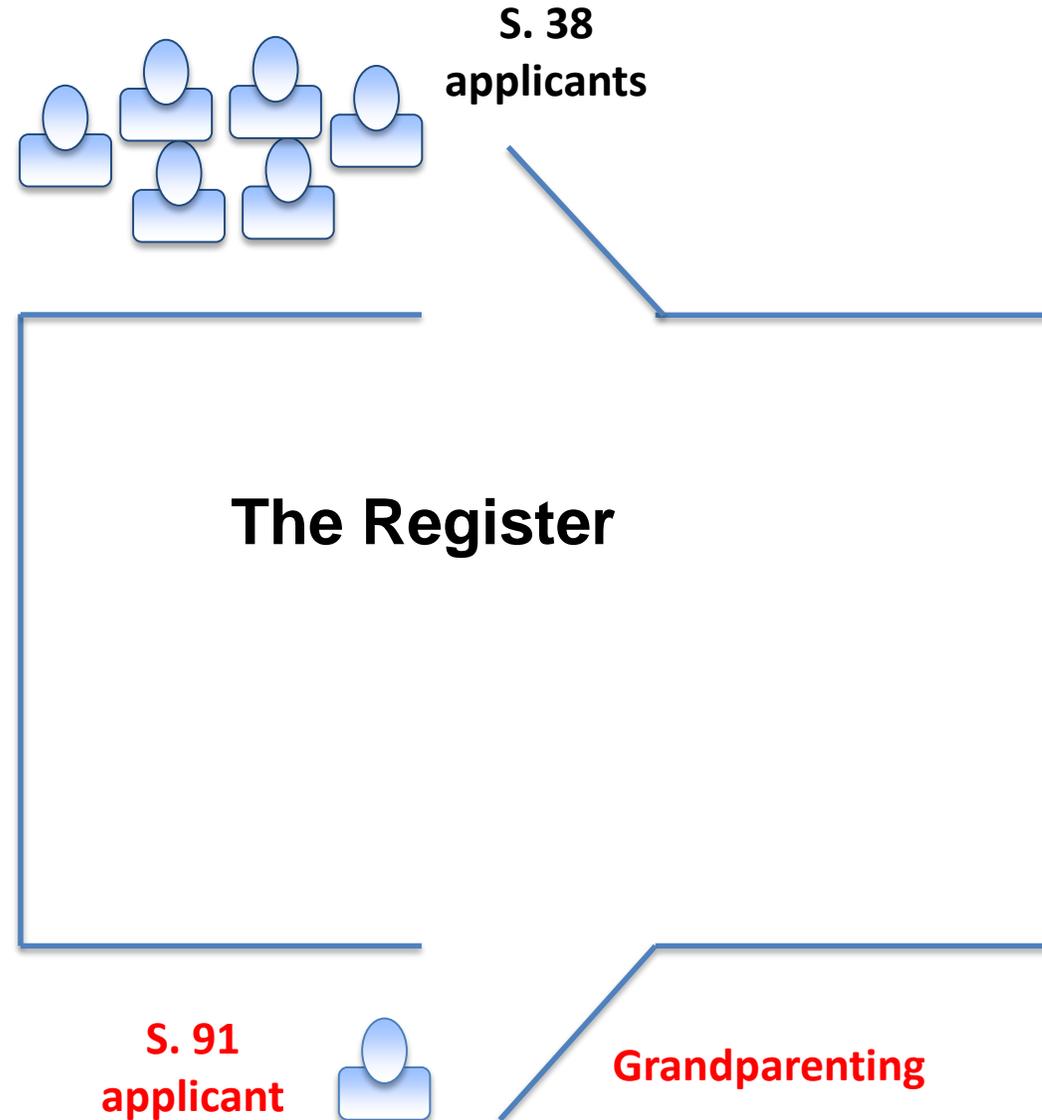


- Nearly 25,000 have followed the process
- The process has been refined since 2013.
- It is carried out in strict accordance with provisions of our legislation
- All decisions are subject to appeal at local level and to the High Court

Entry to the Register



- Various 'gates' onto the Register
- A graduate with an approved qualification from an approved programme can apply through one of these gates
- **Existing practitioners** can apply through another gate



Grandparenting (Section 91)



- Route open for two years from the date the register first opens
- This period allows for existing practitioners in the State to transition to statutory regulation/registration
- Legal provisions (under s91) accommodate those who have practised the profession the State.
- Allows for the acceptance of other equivalent qualifications previously recognised, legacy qualifications and other reciprocal arrangements
- Those without qualifications can complete a test called an Assessment of Professional Competence
- Applicants under this route must **evidence their engagement in the profession for 2 out 5 years leading up to the opening of the register**

Section 91 Applicants



This route to registration is for **Existing Practitioners**.

It is only available for the first **two years** that a register is open.

An existing practitioner, must satisfy the relevant Board that:

- They have been practising the profession a minimum of two years in the previous five on the date a register opens;
- They hold the **relevant qualifications** or have successfully completed a competency test; and
- are deemed fit and proper to practise the profession.

Must fulfil all criteria to be eligible to register

Section 91: Relevant Qualifications

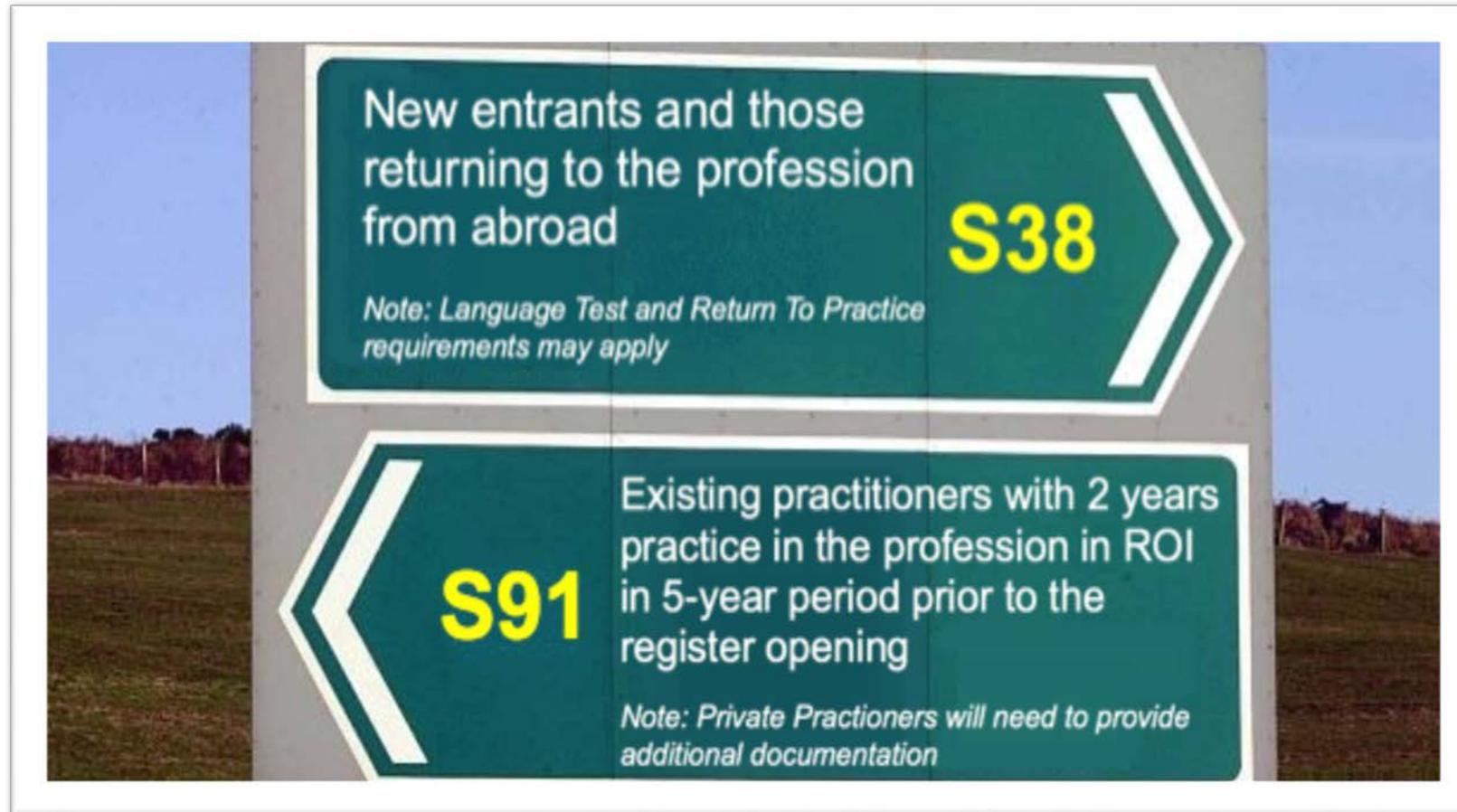


Not **all** qualifications considered for registration during the two year transitional period will be approved qualifications going forward.

The transitional arrangements recognise that existing practitioners may;

- Hold a qualification proscribed by regulation, or;
- Hold a sufficiently relevant qualification (this is determined on application to register by the Board), or;
- Successfully complete an assessment of professional competence (does not hold a proscribed or sufficiently relevant qualification).

Two registration routes



Communication



www.coru.ie



[@CORUIreland](https://twitter.com/CORUIreland)



communications@coru.ie





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Thank You