



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

Health and Social Care Professionals Council

A blurred, blue-tinted photograph of several people walking in a modern, brightly lit interior space, possibly a hospital or office lobby. The people are out of focus, creating a sense of movement and activity.

**Annual
Report
2019**

Our Mission:

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



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Council Chairperson Statement

2019 marked the halfway point of the ambitious five-year Statement of Strategy that had been set out by the Health and Social Care Professionals Council. When this was developed, it was clear that the primary challenge for CORU would be to deliver on our legislative requirements, and establishing regulation for all designated professions.

During 2019, the Council continued work to attain the strategic objectives set out in the third Statement of Strategy. However, this was curtailed due to a shortfall in funding sought and a delay in receiving the budget allocation from the Department of Health in June 2019. The Council in line with its responsibility under the Code of Corporate Governance must work within its budget, which did not allow CORU to carry out its full mandate. As I stated in a letter to the Minister for Health in September 2019:

“You have my assurance that my Council is very aware of its twin obligations: to carry out its statutory functions and to keep within its allocated budget. The problem has been to reconcile these two imperatives. We are concerned about potential legal consequences of a failure to carry out our statutory functions for budgetary reasons “

During 2019 a register for Medical Scientists was opened, introducing regulation of that profession for the first time. This was the tenth statutory register opened by CORU, the first being the Social Workers Register in 2011.

Further progress towards establishing regulation and opening statutory registers was achieved throughout 2019. Minister for Health Simon Harris T.D. appointed the Counsellors and Psychotherapists Registration Board, which held its first meeting in May and is now working towards the establishment of statutory regulation of these professions. Meanwhile, much progress has been made by the Psychologists, Social Care Workers and Podiatrists Registration Boards respectively all of which continue their work towards opening their respective registers.

There were milestones as well for the professions that have regulation fully established. A new Code of Professional Conduct and Ethics was adopted for each profession. This will ensure the Codes reflect the most up to date best practice and will ultimately help to deliver the highest standards of care for the public.

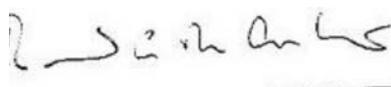
With ten registers open, CORU now regulates more than 18,000 health and social care professionals, making CORU one of the largest health professional regulators in the country. Delivering sustainable regulation will increasingly become a priority for the Council and we are committed to working with the Department of Health to explore our options as new professions are designated for regulation.

CORU is led by the Health and Social Care Professionals Council but also comprises 12 Registration Boards, covering 17 professions. The members of both Council and the Boards generously provide their time and expertise on a voluntary basis. I want to pay tribute to their service, which is essential to our ability to protect the public.

It has been a consistent experience with each of the designated professions that they recognise and value the important role of statutory regulation. I want to commend the widespread support we receive from within these professions, which demonstrates that we all share a strong commitment to the goal of public protection.

Finally, I would like to thank the talented and dedicated executive team at CORU and in particular the CEO, Ginny Hanrahan. I have had the pleasure of serving as Chairperson for three years and I am grateful to the Minister for Health for having appointed me for a second three-year term. I have witnessed first-hand over that time the strong and determined work ethic of the team, who are all committed to the mission of CORU.

I look forward to continuing to lead CORU through another important and significant year in 2020.



Dr. Bernard McCartan

Chairperson

Health and Social Care Professionals Council



Chief Executive Officer Foreword

The close of 2019 marks the end of the decade and I believe we can look back at the many achievements that have occurred in that time which have contributed to CORU delivering on its role to protect the public.

Our first Registration Board was appointed in 2010, our first Register for Social Workers was opened in 2011, and since that time, we have been continuously enhancing public protection. By the midpoint of the decade, we had almost 7,000 registrants across seven professions. That number has now reached over 18,000 registrants, an increase of 16% in the last year alone.

While each profession has its different area of expertise, the vast majority of health and social care professionals registered with CORU are committed to providing the highest standards of care to their service users. We welcome this commitment and will do all we can to ensure that it is upheld as we deliver upon our role of protecting the public.

2019 has seen many important developments for our work with considerable progress being made as we implement regulation to the designated health and social care professions. March saw the opening of the register for Medical Scientists, this profession provides a range of vital diagnostic services to the health system. In the months that have followed we have had over 250 applications for registration.

Progress has also been made on establishing regulation across other designated professions including the first meeting of the Counsellors and Psychotherapists Registration Board, and ongoing efforts from the Registration Boards for Psychologists, Social Care Workers and Podiatrists.

One of the most important ways CORU protects the public is by setting the Code of Professional Conduct and Ethics that members of each profession must follow. In February, our Legal team, completed the project that saw the code for each profession being revised and updated and a comprehensive campaign undertaken to advise all registrants of this fact.

One of the changes that was most noticeable was the introduction of the requirement for registrants to always use their CORU registration number when presenting as a registered professional. This will greatly improve the visibility of CORU for patients and service users and help all stakeholders ensure that only those entitled to practise using a protected title are doing so.

Other changes in the Code included a new guide on the use of social media; dealing with obtaining consent from services users, particularly in light of new legislation in relation to the capacity of decision makers and acting within the principles of open disclosure.

Fitness to Practise is the process through which CORU deals with complaints made against registrants, in relation to matters such as professional misconduct and poor professional performance. During 2019 we received 55 complaints against registrants which were addressed. Our role in protecting the public also includes important enforcement work. This can include dealing with allegations of improper use of a protected title or the unlawful sale of spectacles and contact lenses. There were 34 enforcement complaints received in 2019 and we continue to actively encourage members of the public to contact CORU with any concerns.

Brexit is a matter that is on the forefront of many minds across Europe. The priority for CORU has been ensuring appropriate arrangements will be in place to facilitate professional mobility but most importantly, to ensure full cooperation with our neighbours in the UK to maintain public safety. Uniquely in the health and social care services, we have to work with six different regulators in the UK and have built up a very good working relationship with all of these bodies, which helps us to work together to keep up to date on developments and to deal with any issues that arise.

Since 2016, when the UK decided to withdraw from the EU, there has been an increase in the number of applicants seeking recognition for international qualifications - an 81% increase in decisions between 2016 and 2017, with a further 25% increase from 2017 to 2018.

I also want to acknowledge the work that the Professional Regulatory Unit in the Department of Health, under the new leadership of Ms. Siobhan Kennan who have worked in partnership with CORU to progress the regulation of our professions. During 2019 our Chairperson Dr Bernard McCartan was reappointed to serve a second term in the role. His leadership and wisdom through a time of great progress for CORU is of tremendous value and he deserves special thanks for all his efforts.

Finally, I must thank our team, CORU is fortunate to have an excellent and dedicated team of professionals working diligently each day. I am constantly inspired by their commitment to our work and it is our greatest asset. I wish to thank Aoife Sweeney, who has taken on the role of Deputy Registrar, with her Head of Education role as well. I also wish to express my gratitude to the other members of the Senior Management Team, Debbie Massey, Margaret Hynds O Flanagan and Claire Millrine, who work tirelessly to continue to improve our work and deliver our mandate.



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 “Coír”, 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:

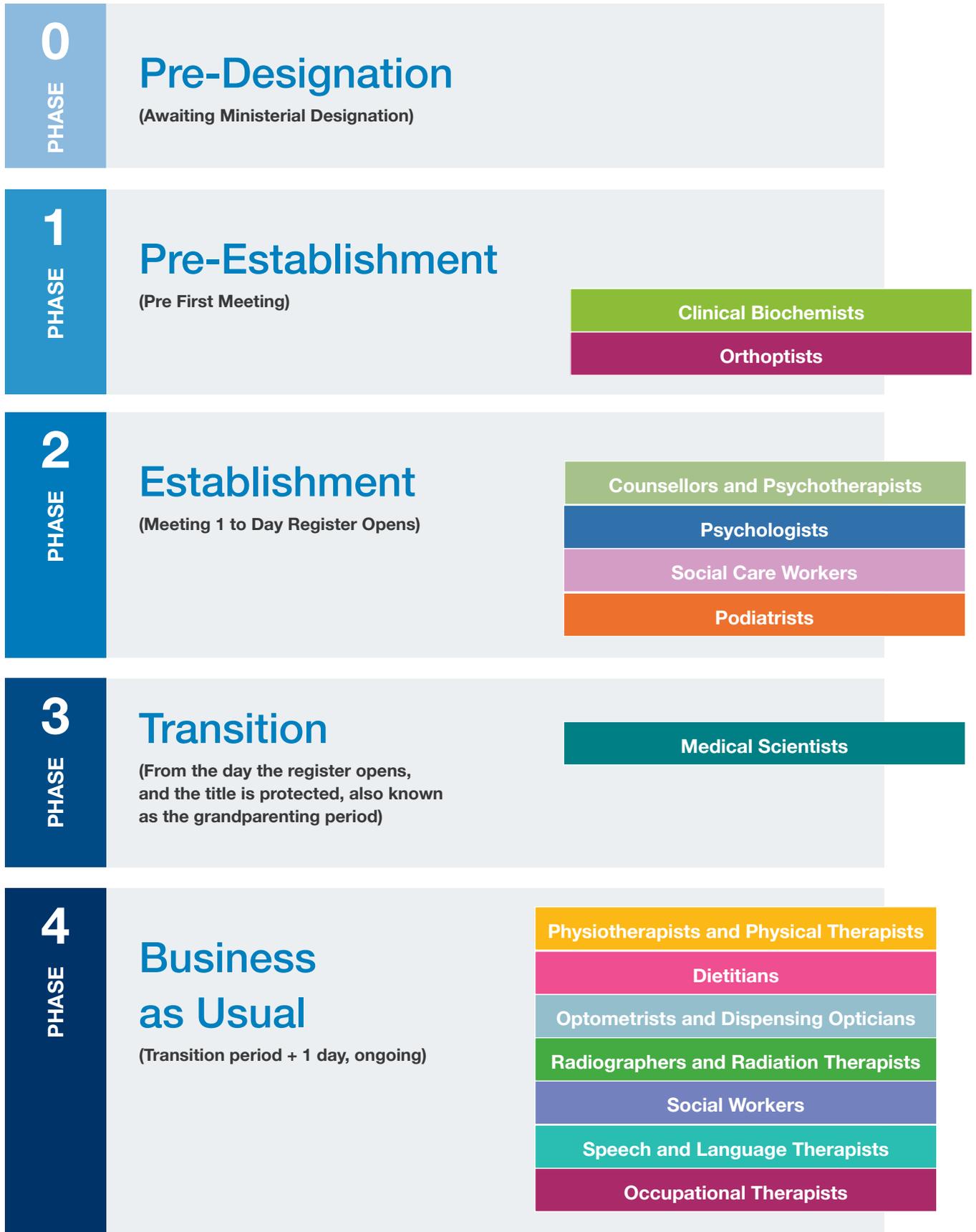
- ▶ Clinical Biochemists
- ▶ Counsellors
- ▶ Dietitians
- ▶ Dispensing Opticians
- ▶ Medical Scientists
- ▶ Occupational Therapists
- ▶ Optometrists
- ▶ Orthoptists
- ▶ Physiotherapists and Physical Therapists
- ▶ Podiatrists
- ▶ Psychologists
- ▶ Psychotherapists
- ▶ Radiographers
- ▶ Radiation Therapists
- ▶ 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 2019 – 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 29 members – 1 member nominated from each of the 15 regulated professions and 15 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 Chairman 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.

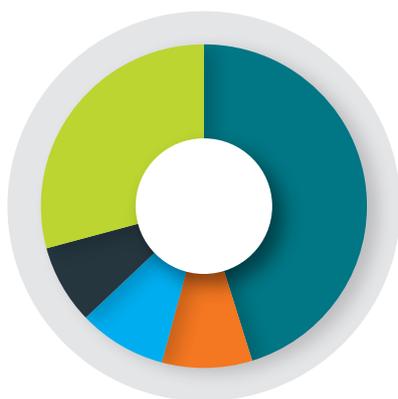
Committees of Inquiry

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 who had their first meeting in May. 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

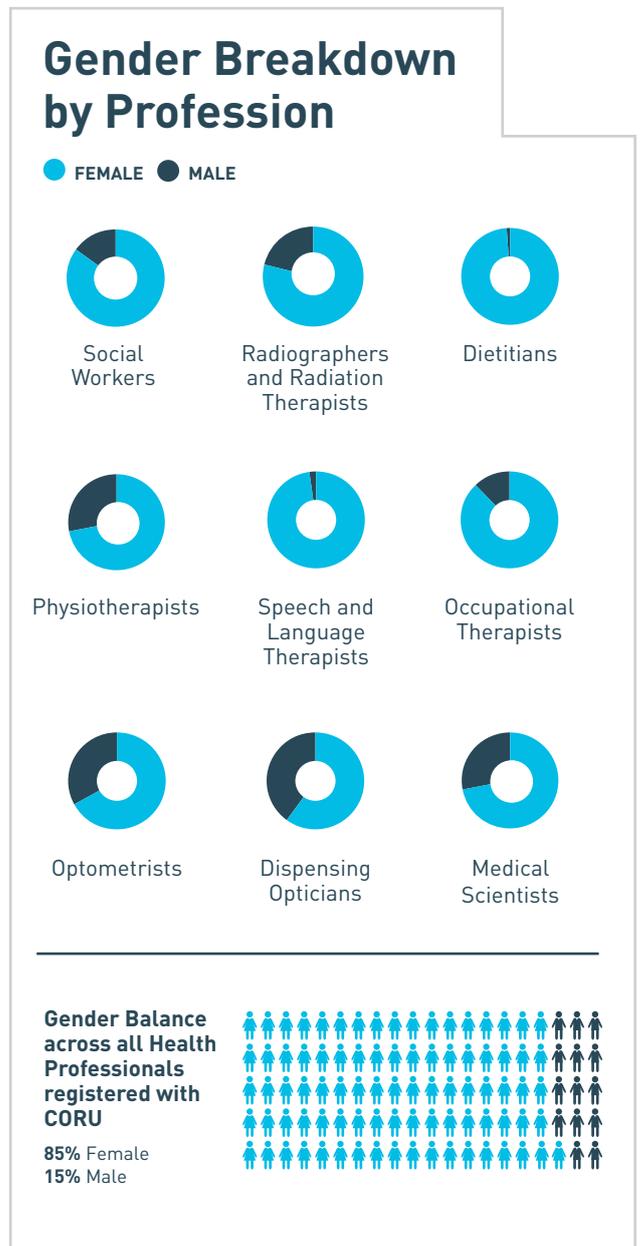
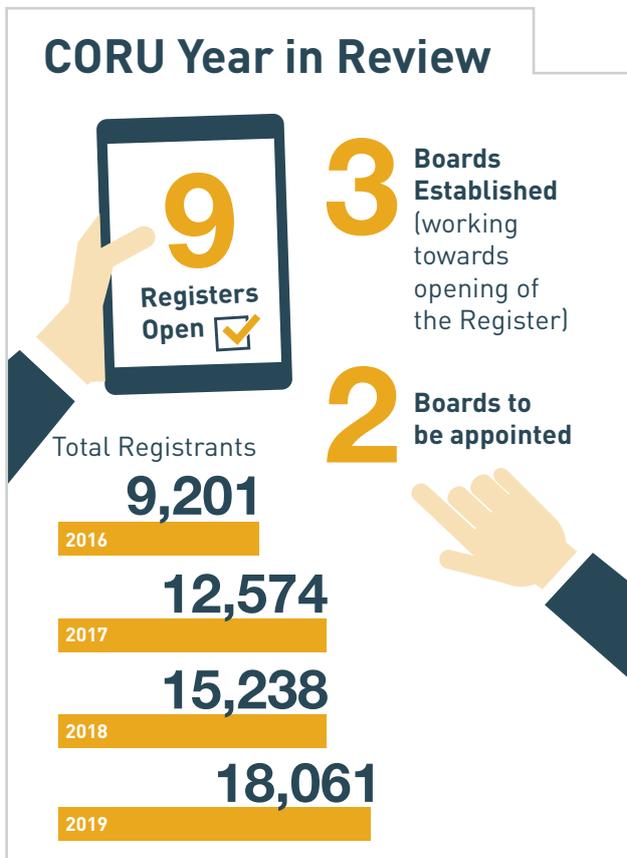
Each Registration Board is responsible for setting in place the following for the profession(s) they regulate:

- } 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.

2019 CORU Year in Review



Council and Boards

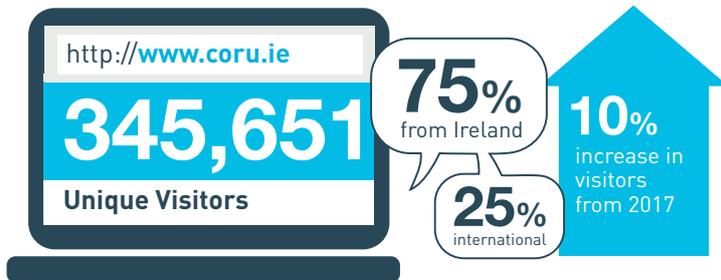


Legal



Enforcement Files processed

Communications



Search the Register section accessed **130,000** times



CORU Information Leaflet distributed to over **3,000** health practises nationwide

Human Resources



Strategic Highlights and Key Activities 2019

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 2019. The following table sets out the number of registrants in each profession at the end of December 2019 compared with the same period for 2016, 2017 and 2018.

Each year, every registrant must renew their registration and pay an annual retention fee. 101 individuals were removed from the Register in 2019 for failing to renew their registration within the time required, having been notified on more than one occasion. 199 individuals voluntarily removed themselves from the Register. There were 6 deceased registrants notified to us this year, the same as last year.

On 31 March 2019, the Register for Medical Scientists opened and to the end of December there are 111 Medical Scientists on the register.

Following the designation of the professions Counsellors and Psychotherapists to the list of designated professions under the Act, the Counsellors and Psychotherapists Registration Board was appointed by the Minister for Health and the Board held its first meeting on Friday 31 May.

Table 1: Registrants 2016, 2017, 2018 and 2019

Profession	2016 Registrants	2017 Registrants	2018 Registrants	2019 Registrants
Social Workers	4,069	4,237	4,451	4,668*
Radiographers/Radiation Therapists	2,184	2,413	2,587	2,816
Dietitians	546	865	962	1,028
Speech and Language Therapists	844	1,684	1,843	1,964
Occupational Therapists	586	2,237	2,599	2,846
Optometrists	793	805	829	867
Dispensing Opticians	179	185	185	199
Physiotherapists	n/a	148	1,782	3,562
Medical Scientists	n/a	n/a	n/a	111
Total	9,201	12,574	15,238	18,061*

*includes two EEA social workers registered on a temporary and occasional basis

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 Criteira 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 2019, the Executive completed transitioning all Registration Boards to the new Council Framework Criteria and Standards of Proficiency. The Social Worker and Dietitians Registration Board both developed and implemented their revised Criteria for Education and Training Programmes and Standards of Proficiency along with guidelines for their professions respectively. In 2019, the Psychologists Registration Board and Podiatrists Registration Board developed a consultation draft of their Criteria for Education and Training Programmes and Standards of Proficiency for the profession.

Education Quality

During 2019, Registration Boards approved 6 programmes and monitored 6 programmes already approved. In addition, 4 programmes also commenced their approval process with CORU and underwent their site-visits in 2019.

Programme Approval:

- ▶ BSc Optometry, Dublin Institute of Technology/Technological University Dublin
- ▶ BSc Ophthalmic Dispensing, Dublin Institute of Technology/Technological University Dublin
- ▶ MSc Radiography, University College Cork (Board decision pending)
- ▶ MSc Physiotherapy (Pre-Registration), University College Cork (Board decision pending)
- ▶ MSc Human Nutrition and Dietetics, University of Limerick (Board decision pending)
- ▶ MA in Social Work, Sligo Institute of Technology (Board decision pending)

Programme Monitoring:

- ▶ MSc Occupational Therapy (Professional Qualification), University of Limerick
- ▶ MSc in Speech and Language Therapy (Professional Qualification), University of Limerick
- ▶ BSc in Radiation Therapy, Trinity College Dublin
- ▶ Masters in Social Work, Trinity College Dublin
- ▶ Postgraduate Diploma in Social Work, Trinity College Dublin
- ▶ BSc (Hons) Radiography, University College Dublin

Site Visits Completed in 2019:

- ▶ BSc Occupational Therapy, University College Cork (Monitoring)
- ▶ BSc Occupational Therapy, Trinity College Dublin (Monitoring)
- ▶ BSc Clinical Speech and Language Studies, Trinity College Dublin (Monitoring)
- ▶ BSc Social Care, Sligo Institute of Technology (Approval)

Training

Two large training events took place in February and March of 2019. The purpose of this training was for new review team members to learn about our approval and monitoring processes. The training consisted of bespoke training for Chairpersons and Public Interest Reviewers and training for new review team members. A total of 81 people attended the training.

Individual training is continuously being carried out throughout the year. An additional 15 people have been training individually.

Continuing Professional Development

In addition to quality assuring the pre-registration education and training, Registration Boards also give support and guidance to their registrants on Continuing Professional Development as stipulated in their Code of Professional Conduct and Ethics. In 2019 saw the culmination of a two year project where Council reviewed and redesigned its approach to CPD. During the year, extensive consultation was undertaken with the registration boards and their registrants on the new approach. There was unilateral endorsement for the new approach and it was successfully implemented with each registration board and their registrants during the year. The year culminated with members of the Executive team being invited to present on the new approach at the Council of Licensure, Enforcement and Regulation's Annual Education Conference.

Regulation of Social Care Workers

In 2019, the necessary preparation work continued for the regulation of social care workers. Extensive outreach and communication took place with the social care education providers to prepare them for the programme approval process and the regulation of the pre-registration education and training courses. Included in this programme of work was individual meetings with each of the Registrars and Senior Management Team of each of the Higher Education Institutions currently delivering social care education and training:

- ▶ Galway-Mayo Institute of Technology
- ▶ Limerick Institute of Technology
- ▶ Athlone Institute of Technology
- ▶ TU Dublin, Citycampus
- ▶ TU Dublin, Tallaght campus
- ▶ TU Dublin, Blanchardstown campus
- ▶ Cork Institute of Technology
- ▶ Open Training College
- ▶ Tralee Institute of Technology
- ▶ Letterkenny Institute of Technology
- ▶ Sligo Institute of Technology
- ▶ Dundalk Institute of Technology
- ▶ Dublin Business School
- ▶ Carlow College
- ▶ Carlow Institute of Technology
- ▶ Waterford Institute of Technology

The programme approval process for social care work programmes commenced on 1 January with stated intention of programme(s) and qualification for which approval will be sought. The Social Care Workers Registration Board received applications for 34 programmes leading to 26 qualification titles delivered by 14 Education Providers.

Pre-site visits were conducted in June with 15 programme teams. Mapping and documentary evidence against the Social Care Workers Registration Board Criteria and Standards of Proficiency was submitted by education providers by 31 October.

Information events for social care workers employers took place in July and October 2019. Over 100 social care worker employers attend the events. Information on the role of CORU, progress of the Social Care Workers Registration Board, as well as the grandparenting provisions for existing practitioners was provided and feedback on the event was very positive

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 2019 the Policy on the Recognition of International Qualifications was substantially revised and updated, as was the Panel of Assessors Policy. The revised policies were recommended to the Council by the Registration and Recognition Committee and, following input from all Registration Boards, they were agreed by the Council and the two policies are now in effect for all Registration Boards. Having a single policy for Recognition adopted by all Registration Boards significantly reduces risk and complexity and simplifies the appeal process for applicants.



In 2019 the number of initial (incomplete/first step of application process) applications for recognition of international qualifications continued to rise, albeit more slowly than in the previous two years showing an overall increase of 4%, compared to 27% in the previous year.

Initial Applications Received	2017	2018	2019
Dietitian	40	53	40
Dispensing Opticians	17	9	14
Medical Scientist			61
Occupational Therapist	95	91	92
Optometrists	20	14	51
Physiotherapist	126	205	134
Radiation Therapist	13	19	18
Radiographer	176	237	270
Social Worker	78	108	83
Speech and Language Therapist	34	26	31
Total	599	762	803
Year on year change		+27%	+4%

The respective Registration Boards made decisions on 697 applications, an increase of 6% on 2018.

Decisions Made	2017	2018	2019
Dietitian	44	44	44
Dispensing Opticians	16	5	15
Medical Scientist			13
Occupational Therapist	86	100	91
Optometrists	21	7	34
Physiotherapist	89	160	126
Radiation Therapist	9	21	18
Radiographer	155	188	235
Social Worker	68	98	95
Speech and Language Therapist	35	35	26
Total	523	658	697
Year on year change		+26%	+6%

Strategic Objective 2

Deliver on our targeted regulatory outcomes through a sustainable Regulatory Model

On 14 June 2012, the Department of Health advised CORU that the Minister for Health intended seeking Government approval to amend the Health and Social Care Professionals Act 2005 (the 2005 Act) in order to rationalise existing registration boards established under the Act into three inter-disciplinary registration boards on a phased basis when their registers have been established.

CORU's Statement of Strategy (2017 – 2021) sets out that *during this statement of strategy period, CORU intends to have planned and worked towards delivering this model of [sustainable] regulation, jointly with the Department of Health subject to legislative amendments.*

Consequently, in October 2017, the Minister wrote to and requested that Council undertake a scoping exercise to establish the nature and extent of the work to be undertaken to rationalise the operational structures of CORU as proposed by it in 2012, while taking into consideration a number of issues.

During 2018 and in response to the Minister's request, the Health and Social Care Professionals Council conducted the scoping exercise and reported to the Department of Health. This report is the key to next steps in statutory regulation for these professions.



Strategic Objective 3

Deliver greater clarity in our communications

During 2019 we continued to build on our communications related activity at CORU. As undertaken in the new 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.

For the third year running, CORU conducted a Halloween Novelty Contact Lenses Public Information Campaign during September and October to raise awareness with the public on the dangers of wearing novelty contact lenses.

We successfully implemented year 3 of the CORU Public Information Campaign with the production and distribution of an information leaflet to over 2,000 GP's and 1,100 Practise Nurses. The estimated potential reach of the leaflets is 1.2 million people per month. This first phase will continue until April 2019.

During 2019, over 40 regional newspapers and radio stations covered news/ information segments on the role of CORU and how to contact CORU. Total audience reach of 1 million for radio and print media.

Finally, in September due to reduction in the budget allocation the radio advertising campaign which forms part of the public awareness campaign was cancelled.

Strategic Objective 4

Maintain our focus on good governance practices

During 2019 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 2019 relating to governance can be found on page 26 and within the report from the Audit Risk and Governance Committees on page 32.

Strategic Objective 5

Attract, retain and grow our talent pool and knowledge

With approximately 460 personnel now involved with CORU on Council and Registration Boards, Committees, Recognition and Education Programme Assessor Panels, training needs grew rapidly during 2019.

In order to assist and facilitate the important work of volunteers and partners of CORU, we continued to invest in providing training throughout 2019 as follows:

Functional area	Training Title	Delivery date	Audience
FTP/Legal	Jurisprudence of the High Court	December 24 January	Council
FTP/Legal	Breakfast briefing updates	January 30 January	Appeals Committee
FTP/Legal	Paper based consideration of appeals	March	Appeals Committee
FTP/Legal	PPC Training	April	PPC Members
FTP/Legal	COI training	April	COI members
FTP/Legal	Appeals training	May	Appeals Committee/RB members
FTP Legal	Decision Making/Conflict/Bias	June	Council/All RBs/COI/ PPC/ Appeals
FTP/Legal	Immediate Suspension	July	Council/PPC/COI
FTP/Legal	Chairperson Training	September	Council/RBs/COI/ PPC/ Appeals
FTP/Legal	Sanction training	October	Council/RB/COI
FTP/Legal	Appeals Committee	Q4	Briefing/training/updates
FTP/Legal	Appeals/Directive Short presentation on S42/S43	Q3/4	All RBs
Assessors	PRB Board/Assessor Training	January	PRB/Assessor/Recognition
Recognition	Assessor Training	February	Assessors/Recognition
Secretariat	Masterclass in Regulation	May	Council and Chairs of RB

In addition to the above table, training on Data Protection was provided to each of the twelve individual Registration Boards from January to August and on Corporate Governance from January to May.

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: Leadership, minute taking, intermediate and advanced Microsoft applications training, fire safety, manual handling, Human Resource Management, Professional Regulation, Communications, Customer Service, Procurement. FOI training for all staff, FOI training for decision makers and appeal decision makers, business writing skills, interviewer skills, lean six sigma (yellow belt), effective presentation skills.

Provision of a comprehensive induction programme throughout the year.

Wellbeing Group

2019 was another eventful year for Wellbeing, with a number of activities and initiatives taking place throughout the year which included;

- ▶ Pet photos for Blue Monday in January
- ▶ Appreciation Notes in February
- ▶ Pancake Tuesday in March
- ▶ Health Checks with the Irish Heart Foundation in April
- ▶ Workplace Wellbeing Day in April
- ▶ Positivi-tea in May
- ▶ Pride Week in June
- ▶ Summer Social event in July
- ▶ County Colours in September
- ▶ World Mental Health Day in October
- ▶ Flu vaccines in November
- ▶ Christmas activities in December
- ▶ In-house yoga began in May and is an ongoing program being reviewed every 10 weeks



Corporate Services

During 2019, the Corporate Services team of 15 people provided the core supports of services from Finance, Human Resources, ICT, Communications and Governance and Compliance across all entities, 63 executive staff, 4 internal functional areas and 461 stakeholder personnel.

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 30.

CORU's annual accounts for 2018 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 2019 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 2018 Financial Statements.

Financial Statements 2019 - Highlights

CORU's 2019 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. (ie the Minister for Health). CORU's 2019 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 14% in 2019 due primarily to new office costs in 2018 and income from registrants decreased slightly in 2019 by 0.9%. Overall income for the year is up by €0.04m (approximately) from 2018 levels due to increased recognition income. All figures and percentages will need review when the 2019 Financial Statements are ready end March 2020.

Expenditure

Overall expenditure has increased in 2019 by 8% compared to 2018 levels. The primary factors for the increase in expenditure in 2019 are: staff salaries due to an increase in staff sanction and pay restoration, corporate services and compliance costs, accommodation costs and additional recognition and registration costs.

Governance and Compliance Work completed during 2019

- ▶ Implemented year 2 of full cross-organisation Internal Audit work Programme.
- ▶ Election process for Optical Registration Board, Dietitians Registration Board and Radiographers Registration Board successfully completed.
- ▶ Corporate Governance presentations provided to all Registration Boards
- ▶ Training provided to Chairpersons in September 2019
- ▶ Review completed by Internal Auditor of Corporate Governance, Risk Management and GDPR.

Data Protection

- ▶ Data Protection Powerpoint and Online Training provided to CORU Executive
- ▶ Introduction to Data Protection presentation provided to Council and Registration Boards
- ▶ Data Protection Awareness as part of the Paperless Meetings project provided to Registration Boards on receipt of tablets
- ▶ Data Protection Impact assessments conducted as required.

Risk – Provision of Training

- ▶ Monthly Review of CORU Risk Register implemented
- ▶ Quarterly Review of Departmental Risk Register introduced
- ▶ Development of Risk Appetite Statement approved by Council
- ▶ Revised Risk Policy approved by Council
- ▶ Risk introduced as standing item on Council Agenda

Human Resources 2019 Recruitment

The recruitment process was completed for a total of 28 executive posts during 2019 as per table below. The HR team have processed 825 applications for roles (executive and non-executive) throughout 2019, including the administration of 159 candidates for interview in 2019.

Role	Grade	Date
Corporate Services	Clerical Officer - ICT	Jan
Corporate Services	EO – Governance and Compliance*	Jan
Registration	Clerical Officer	Jan
Education	Executive Officer	Feb
Clerical Officer	Recognition	Feb
Legal Affairs & Fitness to Practise	Executive Officer - Case Officer	Feb
Education	Higher Executive Officer	Feb
Legal Affairs & Fitness to Practise	Policy and Appeals Manager -HEO	Mar
Education	Executive Officer X 2*	Apr
Secretariat	Executive Officer X 2 (one new post)	Apr
Recognition	Executive Officer*	Apr
Corporate Services	Clerical Officer – HR	Apr
Corporate Services	Clerical Officer – Reception	Apr
Education	Clerical Officer X 3 (1 new post)	April
Recognition	Clerical Officer*	May
Registration	Executive Officer (Temporary)	May
Legal Affairs & Fitness to Practise	PPC Manager – HEO (Temporary)	Jun
Corporate Services	Executive Officer – HR	Jul
Legal Affairs & Fitness to Practise	Executive Officer – Case Officer	Jul
Recognition	Clerical Officer X 2	Au
Registration	Clerical Officer (Temporary)	Aug
Legal Affairs & Fitness to Practise	Clerical Officer	Sep
Corporate Services	HR Manager – HEO (Temporary)	Sep
Registration	Executive Officer (Renewals)	Sep
Legal Affairs & Fitness to Practise	Executive Officer (Legal Affairs)	Sep

Legal Services

In 2019 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 23 Bye-Laws in 2019. Please see the table below, which outlines the progress of the Bye-Laws:

Bye Laws 2019					
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
Physiotherapists Registration Board					
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓
Delayed Entry Applicants Bye-Law	✓	✓	✓	✓	✓
Social Workers Registration Board					
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓
Radiographers Registration Board					
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓
Delayed Entry Bye-Law	✓	✓	✓	✓	✓
Dietitians Registration Board					
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓
Approved Qualifications Bye-Law	✓	✓	✓	✓	✓
Delayed Entry Bye-Law	✓	✓	✓	✓	✓
Speech and Language Therapists Registration Board					
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓
Delayed Entry Bye-Law	✓	✓	✓	✓	✓
Occupational Therapists Registration Board					
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓
Delayed Entry Bye-Law	✓	✓	✓	✓	✓

Bye Laws 2019					
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
Optical Registration Board					
Code of Professional Conduct and Ethics for Optometrists Bye-Law	✓	✓	✓	✓	✓
Code of Professional Conduct and Ethics for Dispensing Opticians Bye-Law	✓	✓	✓	✓	✓
Approved Qualifications Bye-Law	✓	✓	✓	✓	✓
Delayed Entry Applicants Bye-Law	✓	✓	✓	✓	✓
Social Care Workers Registration Board					
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓
Medical Scientists Registration Board					
Restoration to the Register following Removal on Request Bye-Law	✓	✓	✓	✓	✓
Restoration to the Register following Cancellation Bye-Law	✓	✓	✓	✓	✓
Application for Registration Bye-Law	✓	✓	✓	✓	✓
Return to Practice Bye-Law	✓	✓	✓	✓	✓
Return to Practice Bye Law	✓	✓	✓	✓	✓
Code of Professional Conduct and Ethics Bye-Law	✓	✓	✓	✓	✓



Appeals

There were a total of 14 appeal applications in 2019. Of the 14 appeal applications, 12 were recognition appeals and 2 were registration appeals. The Appeals Committee made decisions in respect of 10 recognition appeals and 2 registration appeals in 2019.

Enforcement

A total of 34 files were opened by the Enforcement Unit during 2019 in relation to Council's enforcement function under the Act.

Fitness to Practise

55 new complaints were received by CORU in 2019 in relation to Fitness to Practise matters.

Health and Safety

In 2019 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.

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 2019 were responded to appropriately and were managed in accordance with the Freedom of Information Acts 2007 and 2013. In 2019, we received 14 Freedom of Information requests where some were granted, part-granted or refused based on the requested information.



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.

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.

One enforcement referral received by CORU during 2019 was treated as a protected disclosure within the meaning of the Protected Disclosures Act 2014. In all cases, an investigation took place in accordance with Council's Enforcement Process.

Information relating to six fitness to practise cases received by CORU during 2019, were treated as protected disclosures. In all cases, an investigation took place in accordance with the Preliminary Proceedings Committee Procedures (PPC).

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.

During 2019, over 40 regional newspapers and radio stations covered news/ information segments on the role of CORU. Total audience reach of over 1 million for radio and print media.

Online Communications/ Website

June 2019 saw the launch of the new designed CORU website. The website has received very positive feedback from all users. New features of the website include a specific section with information for the public, online registration video and mobile compatibility.

345,651 unique visitors visited the website during 2019. Of this, 80% were new visitors to our website and 20% were returning visitors. The majority of our visitors – 75% were from within Ireland. With regards to content, the other most popular pages related to searching the register, steps towards registration and the recognition of international qualifications. From 1 January 2019 to 31 December 2019, the “Search the Register” function was accessed 130,045 times.



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 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

During 2019, we implemented year three of the CORU Public Information Campaign with the production and distribution of an information leaflet to over 2,000 GP’s and 1,100 Practise Nurses. The estimated potential reach of the leaflets is 1.2 million people per month.

CORU opened a number of Public Consultations during 2019 details of which are available on the CORU website. Unfortunately the planned four nationwide meetings with registrants was postponed due to budget restrictions.

Public Awareness

Unfortunately due to budget restrictions the public awareness campaigns of attending the National Ploughing Championship in September and the national radio advertising campaign did not go ahead as planned.

Continuing on from the 2018 Public Information Campaign, CORU conducted a Halloween Novelty Contact Lenses Public Information Campaign during October 2019 to raise awareness with the public on the dangers of wearing novelty contact lenses.

The Health and Social Care Professionals Council

Number of Council meetings during 2019:

10

Members and attendance at council meetings in 2019:

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 2019 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 2018 Audit, Risk and Governance Committee as appointed by the Council were as follows: Tony McAleer - Chairperson – (Term Ended 28 February 2019 & Re-appointed as member of committee) Paul Lyng – Appointed Chairperson on 28 February 2019), Maeve Murphy, Brian Lee, Stephanie Manahan, (Council members) Martin O'Sullivan, Ray Dolan, Elaine Sheridan (Independent members)

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 reporting 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 2019:

The internal audits commenced under the instruction of the Audit Risk and Governance Committee in 2019 were as follows:

- ▶ Financial Controls Review (2018)
- ▶ Reviews of :
 - (i) General Data Protection Regulation
 - (ii) Risk Management
 - (iii) Governance
 - (iv) Education
 - (v) Review of SharePoint
- ▶ Financial Controls Review 2019
- ▶ Business Continuity Management Gap Analysis

The Committee also recommended the following policies to Council to be adopted:

- ▶ Risk Appetite
- ▶ Risk Management Policy
- ▶ Records Retention Schedule

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.
- ▶ Reviewed procurement activities during the year
- ▶ Reviewed Records Retention Schedule and recommended its approval to Council.
- ▶ Monitored and reported quarterly to Council on the CORU Risk Register
- ▶ Reviewed Departmental Risk Registers presented by the Heads of Department

- ▶ Reviewed and approved an updated Strategic Internal Audit Plan 2018-2020
- ▶ Monitored all reviews conducted by the Internal Auditor in order to monitor recommendations.
- ▶ Commenced a review of CORU’s Sustainable Regulation Project in relation to status of Registration Boards in the context of the Code of Practise for the Governance of State Bodies.
- ▶ Reviewed CORU’s Protected Disclosure Report.
- ▶ Noted quarterly updates on Data Protection
- ▶ Noted updates on Freedom of Information
- ▶ Reviewed and approved the C&AG Audited 2018 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 provided with induction training.

Members of the 2019 Finance and General Purposes Committee as appointed by the Council were as follows:

Joe Martin – Chairperson, Bernard McCartan, Marie Culliton (term ended), Paul Lyng (resigned to assume appointment as Chairperson of the ARGC), Ruth Charles and John F Scott.

Number of Meetings during 2019:

5

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 2019:

- ▶ Reviewed and analysed CORU's final 2018 financial performance including Key Performance Indicators.
- ▶ Reviewed 2019 Expenditure Budget.
- ▶ Reviewed 2019 ICT Capital Budget.
- ▶ Approval of CEO international travel for 2019 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 2019 Business Plan.
- ▶ Reviewed and analysed CORU's 2019 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, Talent Management, GP leaflet campaign, Statement of Strategy and Council members training.
- ▶ Reviewed procurement activities during the year.
- ▶ Reviewed and made recommendations to Council on renewal of several contracts for services.
- ▶ Reviewed and recommended the updated Anti-Fraud Policy Statement to Council.
- ▶ Reviewed and approved Financial Policies and Financial Procedures.

Registration and Recognition Committee

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

Membership:

1. Ruth Charles (Chairperson)
2. Joe Martin (Council member)
3. Norma Judge (Independent member)
4. Catherine McKenna (Radiographers Registration Board member), (Council member)
5. James Forbes (Social Care Workers Registration Board member), (Council member)
6. Niamh Murphy (Physiotherapists Registration Board member)
7. Damhnait Gaughan (Independent member)
8. Gerard Walshe (Occupational Therapists Registration Board member) (Council member)
9. Marie Culliton (Medical Scientists Registration Board member)

Number of Meetings during 2019:

4

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 2019:

- ▶ Language Policy revised
- ▶ Return to Practice Bye Law reviewed and agreed for deliberation by the Council and the Registration Boards
- ▶ Resolution of legal issue and conclusion of process in relation to 'Directive Delayed' issue affecting some applicants.
- ▶ Review of procedures for delegation to the Registrar of removals on request and restoration applications.
- ▶ Review of Governance Report sought by the Dietitians Registration Board and implementation of recommendations.
- ▶ Launch of pilot exercise for the conduct of meetings via Video Conference for urgent Competent Authority decisions
- ▶ Updated Panel of Assessors Policy agreed and in place for all Registration Boards
- ▶ Updated Policy on the Recognition of International Qualifications agreed and in place for all Registration Boards
- ▶ Review and update process for recruitment and monitoring of Assessors
- ▶ Procurement of Aptitude tests for Physiotherapists and Radiographers
- ▶ Ongoing engagement on the subject of Brexit, preparations and potential outcomes

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.

External Members: Ann Kearney; Carmel Kearns; Marian O’Rourke; Odhrán Allen.

Meetings during 2019:

07 February 2019, 04 July 2019 and 03 December 2019

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 2019:

- ▶ Regulators Forum on interprofessional learning and CORU’s Framework
- ▶ Radiographers Registration Board Audit trend report
- ▶ Revised Continuing Professional Development model was rolled out and cycled through the Dietitians Registration Board, Medical Scientists Registration Board, Occupational Therapists Registration Board, Optical Registration Board, Physiotherapists Registration Board, Radiographers Registration Board, Social Workers Registration Board and Speech and Language Therapists Registration Board for approval
- ▶ Education Committee presented at the annual meeting of Council and Registration Boards on the revised continuing professional development approach.
- ▶ Implementation plan for the communication of the new Continuing Professional Development plan to registrants
- ▶ Consideration of approval and monitoring of programmes leading to qualifications awarded outside of the State
- ▶ Social Care Project
- ▶ Began work on project for inter-professional learning and CORU’s Framework

Nominations Committee

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

Membership:

Shane McCarthy (Chairperson until 20 03 2019), Joe Martin, Laura Phelan (until 20/03/2019), Tom Jordan (Independent member until 20 05 2019), Margaret Boland, Miriam O’Callaghan (external member), James Forbes (Chairperson).

Number of meetings during 2019:

3

The Committee members are 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 role of the Nominations Committee is:

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

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.

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.

The Chair of the Nominations Committee may initiate a call for expressions of interest for vacancies by the Executive.

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.

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:

- ▶ may, where appropriate, use open advertising to facilitate the search
- ▶ may, where appropriate, request the executive to produce a first screen scoring system, and submit same to the Committee for approval.
- ▶ 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.

Shall ensure that on appointment, appropriate induction and training is provided in a timely fashion to members of Council, Committees and Advisory Groups.

Key activities in 2019:

The Nominations Committee of Council conducted several recruitment campaigns as part of its role during 2019, as set out below. The Committee has established a system of recruitment which is assisted by external HR expertise in scoring of applications against the competencies grid as required, in advance of consideration by the Committee.

- ▶ External recruitment campaign for Audit, Risk and Governance Committee (ARG)
- ▶ Nominations for appointment and reappointment (Council members) to Audit Risk and Governance Committee
- ▶ Nominations for appointment of Chair of Audit Risk and Governance Committee
- ▶ Nominations for appointment of Chair of Registration and Recognition Committee
- ▶ Nominations for reappointment of professional members to the Appeals Committee
- ▶ Nominations for appointment and reappointment professional and lay members to Preliminary Proceedings Committee (PPC) and committees of inquiry
- ▶ Nominations to Nominations Committee
- ▶ Nomination of Council member to Education Committee
- ▶ Nominations for Chairperson and ordinary members of the Professional Practise Advisory Committee (PPAC)
- ▶ Nominations to Finance and General Purposes Committee
- ▶ Nominations for reappointment to Appeals Committee
- ▶ Nominations to Nominations Committee
- ▶ Nomination of Chair to Nominations Committee
- ▶ External recruitment campaign for professional members to Appeals committee
- ▶ Nominations for appointment to Deputy Chair of Council

Professional Practise Advisory Committee

Role: To assist and advise Council

Membership:

Stephanie Manahan (Chairperson), David Irwin, Colette McLoughlin, John O'Mullane, Bryan Hume, Kristin Quinn, Sara Van den Burgh, Mo Flynn*, Shane McCarthy*

*Term on Committee expired in 2019

Number of meetings in 2019:

3

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 2019:

Recommendations made to Council in relation to the following matters:

- ▶ Delegating the functions from a Registration Board to the Registrar.
- ▶ Amending the Appeals Procedures.
- ▶ Updating CORU's Guidance Notes on Immediate Suspension.
- ▶ Updating CORU's Guidance Notes on Publication and Disclosure Information.
- ▶ Updating CORU's Guidance Notes on Sanction.

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 2019 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, Joe Masterson, Frank Martin, Molly Buckley, Joe Masterson.

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.

Dietitian Registrant Members: Sharon Patton, Sinéad Matthews.

Speech and Language Therapist Registrant Members: Maeve Cleary, Yvonne Lynch.

Physiotherapist Registrant Members: Marie Guidon, Jill Long.

5 Training events were organised for the Committee in 2019.

Number of Meetings during 2019:

In July 2019 the Preliminary Proceedings Committee met on 9 occasions to consider complaints received by CORU.

Key activities in 2019:

In 2019 55 new complaints were received by CORU in relation to Fitness to Practise matters, 21 complaints continued into 2020. Of the complaints received by CORU in 2018; 13 continued into 2019.

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

Professional Members of Council: Tony McAleer, Ruth Charles, Sinead Fitzgerald.

Council member: Fred Powell.

Non-Council members:

Occupational Therapist Registrant Member: Fiona Armstrong

Optometrist Registrant Member: Sinead Ryan

Physical Therapist Registrant Member: Grainne Butler

Physiotherapist Registrant Member: Marie O'Donnell

Radiographer Registrant Members: Niamh Brennan and Liam O'Connell

Radiation Therapist Registrant Members: Maria Broderick and Fiona Coghlan Younge

Speech & Language Therapist Registrant Member: Caralyn Horne and Caroline

Howorth Social Worker Registrant Members: Gloria Kirwan, John Leinster and Mary Egan

Dietitian Registrant Member: Lorraine Moran

Procedures:

- ▶ The Council makes the following procedures for regulation of the Appeals Committee pursuant to Section 23(6) of the Act (the "Procedures").
- ▶ 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").
- ▶ The requirement for confirmation of the acts of the Appeals Committee under section 23(5) is dispensed with.
- ▶ The Appeals Committee shall provide a report to Council as soon as practicable following the hearing of an application under section 42B or section 43 of the Act.
- ▶ The term of office of each member of the Appeals Committee shall be two years from the date of their appointment, save as otherwise determined by the Council. For the avoidance of doubt, where the member of the Appeals Committee is a Council member, his or her term of office as an Appeals Committee member shall expire when his or her term as a Council member expires, regardless of the duration of his or her appointment as a member of the Appeals Committee. No member of the Appeals Committee may hold office as a member of the Appeals Committee for more than two consecutive terms.

- ▶ The Appeals Committee shall sit in panels of three members when hearing an application under section 42B or section 43 of the Act. Each panel shall consist of:

A Council member who was appointed to Council as a representative of the interest of the general public under section 9(3)(b)(iv) and who shall act as Chairperson of the panel;

A Council member who was appointed to the Council under the provisions of section 9 of the Act, other than section 9(3)(b)(iv)*, and is from a profession other than that of the Appellant; and

A non-Council member from the same profession as the Appellant.

- ▶ The Appeals Committee shall conduct the hearing of applications under section 42B and section 43 of the Act in accordance with the Council’s Appeals Procedure as amended by the Council from time to time.
- ▶ These Procedures will be reviewed on a two-yearly basis.
- ▶ These Procedures shall not in any way be taken as curbing or limiting the powers of the Council in relation to the performance of its functions or the exercise of its powers under section 42B or section 43 of the Act.

* Amendment to procedures approved by Council at their meeting on 24 May 2018

Training: Paper-Based Appeals, Appeal Decisions and Reasons, Decision Making/Bias/Conflict, Chair Training.

Key activities in 2019:

The Appeals Committee made decisions in respect of 10 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 2019, The Professional Conduct Committee consisted of:

Non-Registrant Members: Bryan Hume (Chairperson), Susan Aherne, Geraldine Feeney, Mary Fletcher Smith, Georgina Farren, Clare McAleer, Michael Ryan

Optometrist Registrant Member: Mark Daly

Dispensing Optician Registrant Member: Jillian Flaherty

Occupational Therapist Registrant Member: Alice Gormley, Christian Garcia

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

Speech & Language Therapist Registrant Member: Neva Watchorne

Dietitian Registrant Member: Siobhan Julian

Physiotherapist Registrant Members: Cian Doyle, Isibéal McCoy

In 2019, The Health Committee consisted of:

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

Radiographer Registrant Member: Una Murphy

Radiation Therapist Registrant Member: Raymond Power

Social Worker Registrant Members: Áine McGuirk, Neasan Farry, Karen Burke

Physiotherapist Registrant Member: Darren Doyle

Occupational Therapist Registrant Member: Emma Shinton

Speech and Language Therapist Member: Rachel Leonard

Key activities in 2019:

In April, June, July, September and October, training events were held for the Professional Conduct Committee and the Health Committee.

Registration Boards **Annual Reports**



Counsellors & Psychotherapists Registration Board

This report is an account of the activities of the Counsellors & Psychotherapists Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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.

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 13 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 2019, the Counsellors and Psychotherapists Registration Board met three 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(s) of members of the professions
- ▶ 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).

Education

The Counsellors and Psychotherapists Registration Board members participated in training provided by CORU on the subject listed below.

- ▶ Introduction to Education
- ▶ Introduction to Criteria for Education and Training Programmes and Standards of Proficiency for the professions

Membership of the Board

Patrick Benson
Public Interest Representative
Attended 3 of 3 meetings



Oliver A Kelly
Public Interest Representative
Attended 3 of 3 meetings



Ann Delany
Public Interest Representative
Attended 3 of 3 meetings



Jean Manahan
Public Interest Representative
Attended 2 of 3 meetings



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



Rachel Mooney
Engaged in the practice of the profession
Attended 2 of 3 meetings



Brian Gillen*
Chairperson
Engaged in the management of the profession
Attended 3 of 3 meetings



Gillian O'Brien
Public Interest Representative
Attended 2 of 3 meetings



Jennifer Griffin
Engaged in the education of the profession
Attended 2 of 3 meetings



Colin O'Driscoll
Engaged in the management
Attended 2 of 3 meetings



Brian Hallahan
Involved in the education
Attended 1 of 3 meetings



Fidelma Twomey
Public Interest Representative
Attended 3 of 3 meetings



Patricia Jordan
Engaged in the practice of the profession
Attended 3 of 3 meetings



Counsellors and Psychotherapists Registration Board Members Attendance 2019

Name	31-May	24-Sep	03-Dec
Patrick Benson	✓	✓	✓
Ann Delany	✓	✓	✓
Marcella Finnerty	✓	✓	✓
Brian Gillen	✓	✓	✓
Jennifer Griffin	✓	✗	✓
Brian Hallahan	✓	✗	✗
Patricia Jordan	✓	✓	✓
Oliver A Kelly	✓	✓	✓
Jean Manahan	✓	✓	✗
Rachel Mooney	✓	✗	✓
Gillian O'Brien ©	✓	✗	✓
Colin O'Driscoll	✓	✗	✓
Fidelma Twomey	✓	✓	✓

Key to meeting attendance:

✓	attended;
✗	apologies or absent;
©	Chairperson;
N	not on Council/Board on this date;
R	Resigned;
O	Observer status



Dietitians Registration Board

This report is an account of the activities of the Dietitians Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 2019. 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.

As of 31 December 2019, there were 1,028 CORU registered Dietitians, an increase of 7% from the previous year. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

The Registration Board met six times in 2019 in order to assess and approve applications for registration, recognition and education programme approval.

On the 28 February 2019, the updated Dietitians Registration Board Code of Professional Conduct and Ethics came into effect. It is possible to view and download a copy of the document on the CORU website.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. Following consultation with its registrants and other stakeholders during 2019, the Registration Board approved and published the CPD Guidance and CPD Support documents to assist registrants with their CPD requirements. All documents are 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 2020 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.

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 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.

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

In 2019, 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 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
- ▶ Devising the Code of Professional Conduct and Ethics
- ▶ Setting the requirements for Continuing Professional Development (CPD).

Elections / Appointments

The Board elected Nick Kennedy as Chairperson of the Dietitians Registration Board in January 2019 following the completion of Halóg Mellet's term as Chairperson.

In May 2019, the Board welcomed the appointment of Anne Griffin as a registrant engaged in the practice of the profession.

At the close of 2019, there was one vacancy on the Dietitians Registration Board.

Legal

In 2019, the Dietitians Registration Board made three bye-laws as follows:

S.I. No. 50 of 2019	Dietitians Registration Board Code of Professional Conducts and Ethics bye-law 2019
S.I. No. 231 of 2019	Dietitians Registration Board Approved Qualifications bye-law 2019
S.I. No. 487 of 2019	Dietitians Registration Board Delayed Entry Applicants Bye Law 2019

Board members participated in training provided by CORU on the subjects listed below:

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

Registration

There are 1,028 dietitians on the Dietitians Registration Board register as of 31 December 2019. 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 2019:

- ▶ 18 dietitians voluntarily left the Register
- ▶ 4 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 41 applications for recognition of international qualifications during 2019.

The Registration Board recognised 38 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.

Dietitians: Summary Recognition Statistics 2019

DIETITIAN	
Initial applications 2019	39
File Complete 2019	37
Registration Board Decisions 2019	41
OUTCOME	
Recognised	26
Recognised QUAL+	12
Compensation Measure	3
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	41

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Approved Qualifications Bye Law

The Dietitians Registration Board received a request to amend the Approved Qualifications Bye-Law to reflect the change of the awarding body for the Bachelor of Science in Human Nutrition and Dietetics from Dublin Institute of Technology to Technological University Dublin.

The Board made the Approved Qualifications Bye-Law on 8 May 2019 listing the Bachelor of Science in Human Nutrition and Dietetics is jointly awarded with the University of Dublin, as attesting to the standard of proficiency required for registration on to the Register.

Education and Training Programme Approval Process

The Dietitians Registration Board received a programme approval application in respect of the Master of Science (MSc) Human Nutrition and Dietetics awarded by the University of Limerick. The programme approval process for this programme commenced in 2019.

Criteria for Education and Training Programmes and Standards of Proficiency for Dietitians

The Dietitians Registration Board conducted a public consultation on their Criteria for Education and Training Programmes and Standards of Proficiency in December 2018. The Board considered the feedback from the consultation process and subsequently approved and published the revised Criteria.

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Dietitians Registration Board considered the new CPD approach, adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Board revoked its existing CPD Standards and Requirements in May 2019 and completed its stakeholder consultation by July 2019. Following consideration of the feedback received, the CPD Guidance and Support for registrants was approved.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Board and the postponing of audits until November 2020.

Concurrently professional members of the Dietitians Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants.

Membership of the Board

Teresa Bruen

Public Interest Representative
 Attended 4 of 6 Board meetings



Anthony Smith

Public Interest Representative
 Attended 3 of 6 Board meetings



Ruth Charles

Service Management Representative
 Attended 5 of 6 Board meetings



Suzanne Doyle

Engaged in Education
 Attended 1 of 6 Board meetings



John Hanily

Public Interest Representative
 Attended 6 of 6 Board meetings



Mary Ann Flynn

Service Management Representative
 Attended 6 of 6 Board meetings



Nick Kennedy*

Chairperson
Third Level Education Representative
 Attended 5 of 6 Board meetings



Geraldine Murray

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



Denise McGrath

Public Interest Representative
 Attended 3 of 6 Board meetings



Fiona Ward

Practising Professional Representative
 Attended 4 of 6 Board meetings



Halóg Mellett

Practising Professional Representative
 Attended 4 of 6 Board meetings



Anne Griffin

Practising Professional Representative
 Attended 1 of 3 Board meetings



Tony Morris

Public Health/Social Care Management Representative
 Attended 4 of 6 Board meetings



Dietitians Registration Board Members Attendance 2019

Name	31-Jan	06-Mar	08-May	04-Jul	27-Sep	05-Nov
Teresa Bruen	✗	✓	✓	✗	✓	✓
Ruth Charles	✓	✓	✓	✓	✗	✓
John Hanily	✓	✓	✓	✓	✓	✓
Nick Kennedy ©	✗	✓	✓	✓	✓	✓
Denise McGrath	✗	✓	✗	✓	✓	✗
Halóg Mellet ©	✓	✗	✓	✓	✗	✓
Tony Morris	✓	✓	✗	✓	✗	✓
Anthony Smith	✓	✗	✗	✓	✓	✗
Suzanne Doyle	✓	✗	✗	✗	✗	✗
Mary Ann Flynn	✓	✓	✓	✓	✓	✓
Geraldine Murray	✗	✓	✓	✓	✓	✗
Fiona Ward	✓	✗	✓	✓	✗	✓
Anne Griffin	N	N	N	✗	✗	✓

Halóg Mellet chaired the January meeting. Nick Kennedy was elected Chair from January

Key to meeting attendance:

✓ attended;

✗ apologies or absent;

© Chairperson;

N not on Council/Board on this date;

R Resigned;

O Observer status



Medical Scientists Registration Board

This report is an account of the activities of the Medical Scientist Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 Medical Scientists Registration Board in 2019. The Board met seven times during the year to advance our programme of work to protect the public by fostering high professional standards in medical science.

On 31 March 2019, the Medical Scientists Registration Board opened the Register for Medical Scientists to apply for statutory registration. Existing practitioners now have a two year grand parenting/transition period by which time they must apply for registration before the title 'Medical Scientist' becomes legally protected.

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 to the register.

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 2020 as we continue our important work in regulating the professions 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.

In 2019, the Medical Scientists Registration Board met eight times and conducted one video meeting.

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

Appointments

The Board noted the end of the terms of office for Helen Lambkin and Wendy Kennedy in November and thanked them for their hard work and contributions during their time on the Board.

In November 2019, the Registration Board welcomed the appointment of Eamonn Grennan as a public interest representative for a first term of office. The Board also welcomed the reappointments of John O’Loughlin, Brendan O’Reilly, Clodagh Geraghty and Gary Kearney for second terms.

At the close of 2019, there was one vacancy on the Medical Scientists Registration Board in the category of engaged in the education of the profession.

Legal

In 2019, the Medical Scientists Registration Board made six bye-laws as follows:

S.I. No. 46 of 2019	Medical Scientists Registration Board Code of Professional Conduct and Ethics bye-law 2019
S.I. No. 111 of 2019	Medical Scientists Registration Board Application for Registration bye-law 2019
S.I. No. 112 of 2019	Medical Scientists Registration Board Return to Practice bye-law 2019w
S.I. No. 113 of 2019	Medical Scientists Registration Board Criteria for Restoration to the Register Following Cancellation of Registration bye-law 2019
S.I. No. 114 of 2019	Medical Scientists Registration Board Criteria for Restoration to the Register Following Removal on Request bye-law 2019
S.I. No. 232 of 2019	Medical Scientists Registration Board Return to Practise bye-law 2019

Training was made available to Board members on the subjects listed below:

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

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

Registration

A total of 111 Medical Scientists are on the Medical Scientists Registration Board register as of 31 December 2019.

Work continues to process new applicants 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 2019:

- ▶ registrants voluntarily left the Register.
- ▶ registrants 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 the 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. The Board commenced this function on the day the register opened.

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. The Board commenced this function on the day the register opened.

As the Competent Authority for the profession, the Board considered 13 applications for recognition of international qualifications during 2019.

The Registration Board recognised 7 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.

Medical Scientists: Summary Recognition Statistics 2019

Medical Scientist	
Initial applications 2019	58
File Complete 2019	29
Registration Board Decisions 2019	13
Outcome	
Recognised	7
Recognised QUAL+	
Compensation Measure	6
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	13

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Medical Scientists Registration Board considered the new CPD approach, adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Board revoked its existing CPD Standards and Requirements in May 2019 and completed its stakeholder consultation by July 2019. Following consideration of the feedback received, the CPD Guidance and Support for registrants was approved.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Medical Scientists Registration Board. CPD audits will commence in 2022 and full information will be provided to all registrants.

Concurrently professional members of the Medical Scientists Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants

Membership of the Board

Marie Culliton

Chairperson

Engaged in the management

Attended 8 of 8 meetings



Gary Kearney

Public interest representative

Attended 7 of 8 meetings



Clodagh Geraghty

Public interest representative

Attended 6 of 8 meetings



Wendy Kennedy

Public interest representative

Attended 2 of 6 meetings



Carole Glynn

Involved in public health/social care management

Attended 6 of 8 meetings



Helen Lambkin

Engaged in the education of the profession

Attended 5 of 6 meetings



Eamon Grennan

Public interest representative

Attended 2 of 2 meetings



John O'Loughlin

Engaged in the management

Attended 6 of 8 meetings



Mary Hunt

Involved in the education of health/social care

Attended 7 of 8 meetings



Brendan O'Reilly

Engaged in the practice of the profession

Attended 5 of 8 meetings



Vincent Hunt

Public interest representative

Attended 6 of 8 meetings



Irene Regan

Engaged in the practice

Attended 4 of 8 meetings



Bernadette Jackson

Engaged in the practice

Attended 7 of 8 meetings



Pauline Treanor

Involved in voluntary/private, Health/Social care management

Attended 4 of 8 meetings



Medical Scientists Registration Board Members Attendance 2019

Name	22-Jan	20-Mar	21-May	17-Jul	04-Sep	23-Oct	19-Nov	Special Meeting 18-Dec
Marie Culliton ©	✓	✓	✓	✓	✓	✓	✓	✓
Clodagh Geraghty	✓	✓	✓	✓	✓	✗	✓	✗
Carole Glynn	✓	✓	✗	✓	✗	✓	✓	✓
Eamonn Grennan	N	N	N	N	N	N	✓	✓
Mary Hunt	✓	✓	✓	✓	✗	✓	✓	✓
Vincent Hunt	✗	✓	✓	✓	✓	✓	✗	✓
Bernadette Jackson	✓	✓	✓	✓	✓	✗	✓	✗
Gary Kearney	✓	✓	✓	✓	✓	✗	✓	✓
Wendy Kennedy	S	S	S	S	✓	✓	N	N
Helen Lambkin	✓	✓	✓	✓	✗	✓	N	N
John O'Loughlin	✓	✗	✓	✓	✓	✓	✗	✓
Brendan O'Reilly	✓	✓	✗	✗	✓	✓	✓	✗
Irene Regan	✗	✓	S	✓	✓	S	S	✓
Pauline Treanor	✗	✓	✓	✓	✗	✗	✗	✓

Key to meeting attendance:

- ✓ attended;

- ✗ apologies or absent;

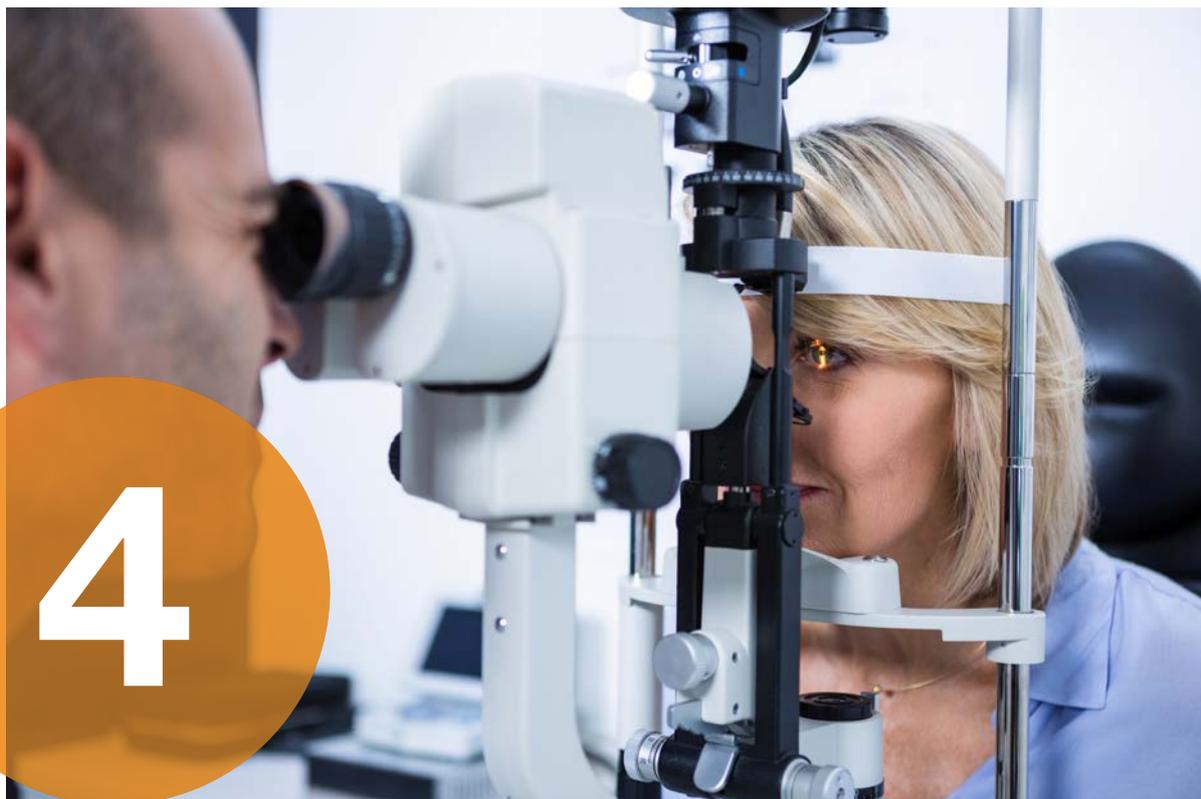
- © Chairperson;

- N not on Council/Board on this date;

- R Resigned;

- O Observer status





Optical Registration Board

This report is an account of the activities of the Optical Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 2019. The Registration Board is responsible for setting and promoting high standards of professional conduct, education, training and competence amongst Dispensing Opticians and Optometrists.

At the end of December 2019, there were 199 Dispensing Opticians and 867 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.

In 2019, CORU conducted a Halloween Public Information Campaign following on from successful campaigns in 2017 and 2018. The purpose of the campaign was to raise awareness amongst the public on the possible health risks of wearing novelty cosmetic lenses that are not sold by a CORU registered Optometrist or Dispensing Optician.

On the 28 February 2019, the updated Optical Registration Board Code of Professional Conduct and Ethics for Dispensing Opticians and Optometrists came into effect. It is possible to view and download a copy of these documents on the CORU website.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. Following consultation with its registrants and other stakeholders during 2019, the Registration Board approved and published the CPD Guidance and CPD Support documents to assist registrants with their CPD requirements. All documents are 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 2020 as we continue our important work in regulating the professions in the interest of the public safety.

A special word of thanks is due to former Chairperson Peter McGrath who served as Chairperson of the Board for many years over a time of change for the profession in the transfer of regulation to CORU. We thank him for his commitment and leadership in the role of Chairperson.

Seamus Boland
Chairperson
Optical
Registration Board

Ginny Hanrahan
Registrar
Optical
Registration Board



Background

The Minister for Health appointed the Interim Optical Registration Board on the 9 April 2014.

The first meeting was held on 20 May 2014 and that Board met six times during 2014 and on two occasions in 2015 prior to the making of the Ministerial Order to establish the Optical Registration Board, which was made in February 2015.

The Optical 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 2019, 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:
 - ▶ 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 February 2019, the Registration Board welcomed the reappointments of Seamus Boland, Richard Brennan and Patrick McAteer for second terms.

Following elections in March, the Board also welcomed the reappointment of Owen Blee as a registrant engaged in the practice as a dispensing optician and two additional new members: Declan John Hovenden was elected as a registrant engaged in the education of the profession of optometry and Martin Crowe was elected as a registrant engaged in the management of services provided by the profession of optometry.

The Board elected Seamus Boland as Chairperson of the Optical Registration Board in May 2019 following the completion of Peter McGrath's term as Chairperson. The Board noted the end of the term of office for Peter Davison in February and the resignation of Anne Sheehan in July and thanked them both for their hard work and contributions during their time on the Board. At the close of 2019, there was one vacancy on the Optical Registration Board.

Legal

In 2019, the Optical Registration Board made four bye-laws as follows:

S.I. No. 47 of 2019	Optical Registration Board Code of Professional Conduct and Ethics for Dispensing Opticians bye-law 2019
S.I. No. 48 of 2019	Optical Registration Board Code of Professional Conduct and Ethics for Optometrists bye-law 2019
S.I. No. 228 of 2019	Optical Registration Board Approved Qualifications bye-law 2019
S.I. No. 352 of 2019	Optical Registration Board Delayed Entry Applicants bye-law 2019

Training was offered to members of the Optical Registration Board members on the subjects listed below.

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

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

Registration

A total of 867 optometrists have been registered by the Optical Registration Board as of 31 December 2019. There were also 199 Dispensing Opticians registered of which 127 were registered in the general division and 72 registered in the contact lenses division.

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 2019:

- ▶ 6 registrants voluntarily left the Register.
- ▶ 5 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 the 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 49 applications for recognition of international qualifications during 2019.

The Registration Board recognised 32 qualifications and required 17 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 2019

Dispensing Opticians	
Initial applications 2019	14
File Complete 2019	12
Registration Board Decisions 2019	15
Outcome	
Recognised	14
Recognised QUAL+	
Compensation Measure	1
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	15

Optometrists: Summary Recognition Statistics 2019

Optometrists	
Initial applications 2019	47
File Complete 2019	36
Registration Board Decisions 2019	34
Outcome	
Recognised	15
Recognised QUAL+	3
Compensation Measure	16
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	34

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Approved Qualifications Bye-Law – Ophthalmic Dispensing Register

The Optical Registration Board received a request to amend the Approved Qualifications Bye-Law to reflect the change of the awarding body for the Bachelor of Science in Ophthalmic Dispensing Dublin Institute of Technology to Technological University Dublin

The Board made the Approved Qualifications Bye-Law on 23 May 2019 listing the Bachelor of Science in Ophthalmic Dispensing, awarded by the Technological University Dublin, as attesting to the standard of proficiency required for registration in the General Division of the Register.

Education and Training Programme Approval 00 – Optometrists Register

The Optical Registration Board received a programme approval application in respect of the Bachelor of Science in Optometry, awarded by the Technological University Dublin. The Board approved this programme in July, 2019. The Optical Registration Board has commenced the consultation process to include the Bachelor of Science in Optometry qualification in the Board's Approved Qualifications Bye-Law.

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Optical Registration Board considered the new CPD approach in 2019. The Optical Registration Board adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Optical Registration Board revoked its existing CPD Standards and Requirements in July 2019. The Optical Registration Board conducted and concluded its stakeholder consultation by August 2019.

Following the consultations, the Optical Registration Board considered stakeholder feedback and approved the CPD Guidance and Support for their registrants.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Optical Registration Board. Information on the introduction of audits in April 2021 was also provided to registrants.

Concurrently professional members of the Optical Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants.

Membership of the Board

Owen Blee

Engaged in the practice of the profession

Attended 4 of 5 meetings



Patrick McAteer

Public Interest Representative

Attended 6 of 6 meetings



Seamus Boland*

Chairperson

Involved in voluntary private/health social care management

Attended 6 of 6 meetings



Fionnuala McGee

Involved in Public/Social Care Management

Attended 3 of 6 meetings



Richard Brennan

Public interest representative

Attended 4 of 6 meetings



Peter McGrath

Engaged in the management of the profession

Attended 1 of 1 meetings.



Martin Crowe

Engaged in the management of the profession

Attended 4 of 4 meetings



Derville Pitcher

Engaged in the management of the profession

Attended 5 of 6 meetings.



Peter Davison

Engaged in the education of the profession

Attended 1 of 1 meetings



Vincent Roche

Public Interest Representative

Attended 5 of 6 meetings



John Doran

Involved in the education of health/social care

Attended 6 of 6 meetings



Ann Sheehan

Public interest representative

Attended 2 of 4 meetings



Paul Arthur Hersee

Engaged in the practice of the profession

Attended 5 of 6 meetings



John Weldon

Engaged in the practice of the profession

Attended 5 of 6 meetings



Declan John Hovenden

Engaged in the Education of the profession.

Attended 4 of 4 meetings



Optical Registration Board Members Attendance 2019

Name	23-Jan	21-Mar	23-May	16-Jul	26-Sep	27-Nov
Owen Blee	✓	N	✓	✓	✓	✗
Seamus Boland ©	✓	✓	✓	✓	✓	✓
Richard Brennan	✓	✗	✓	✓	✗	✓
Martin Crowe	N	N	✓	✓	✓	✓
Peter Davison	✓	N	N	N	N	N
John Doran	✓	✓	✓	✓	✓	✓
Paul Arthur Hersee	✓	✓	✓	✓	✓	✗
Declan John Hovenden	N	N	✓	✓	✓	✓
Patrick McAteer	✓	✓	✓	✓	✓	✓
Fionnuala McGee	✗	✓	✓	✗	✗	✓
Peter McGrath ©	✓	N	N	N	N	N
Derville Pitcher	✓	✓	✓	✗	✓	✓
Vincent Roche	✓	✗	✓	✓	✓	✓
Ann Sheehan	✓	✗	✓	✗	R	R
John Weldon	✓	✓	✓	✓	✗	✓

Peter McGrath chaired the January meeting. Seamus Boland was elected Chair from May

Key to meeting attendance:

✓: attended;

✗: apologies or absent;

N not on Council/Board on this date

©: Chairperson;



Occupational Therapists Registration Board

This report is an account of the activities of the Occupational Therapists Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 Occupational Therapists Registration Board during 2019.

The Registration Board is responsible for setting and promoting high standards of professional conduct, education, training and competence among Occupational Therapists.

The numbers registered with the Occupational Therapists Registration Board continues to grow and as of 31 December 2019, there were 2,846 Occupational Therapists on the Register. This is a slight increase on the 2018 figure of 2,599. 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 an Occupational Therapist is registered and be reassured that this individual is part of a profession with the required standards of conduct and performance.

The Registration Board met six times in 2019 in order to assess and approve applications for registration, recognition and education programme approval.

On the 28 February 2019, the updated Occupational Therapists Registration Board Code of Professional Conduct and Ethics came into effect. It is possible to view and download a copy of the document on the CORU website.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. Following consultation with its registrants and other stakeholders during 2019, the Registration Board approved and published the CPD Guidance and CPD Support documents to assist registrants with their CPD requirements. All documents are 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 2020 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. 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 six times in 2019.

Elections / Appointments

In May 2019 the Registration Board welcomed the appointment of Genevieve O'Halloran, for a first term of office, as a member of the Board engaged in the management of the profession.

In August 2019 the also Board welcomed the reappointment of Catherine McCabe for a second term of office.

The Board noted the resignation of Jagdish Prasad Yadav in October and thanked him for his hard work and contribution during his time on the Board.

At the close of 2019, there was one vacancy on the Occupational Therapists Registration Board in the category of 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

In 2019, the Occupational Therapists Registration Board made two bye-laws as follows:

S.I. No. 51 of 2019	Occupational Therapists Registration Board Code of Professional Conduct and Ethics bye-law 2019
S.I. No. 407 of 2019	Occupational Therapists Registration Board Delayed Entry Applicants Bye Law 2019

Training was made available to members of the Occupational Therapists Registration Board on the subjects listed below.

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

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



Registration

There are 2,846 occupational therapists on the Occupational Therapists Registration Board register as of 31 December 2019. 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 2019:

- ▶ 25 Occupational Therapists voluntarily left the Register.
- ▶ 13 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 the 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 91 applications for recognition of international qualifications during 2019.

The Registration Board recognised 90 qualifications and required 1 applicant 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 2019

Occupational Therapist	
Initial applications 2019	88
File Complete 2019	78
Registration Board Decisions 2019	91
Outcome	
Recognised	83
Recognised QUAL+	7
Compensation Measure	1
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	91

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Education and Training Programme Monitoring Process

The Occupational Therapists Registration Board was satisfied as to the continuing suitability of the following programme in 2019:

- ▶ Master of Science in Occupational Therapy (Professional Qualification), awarded by University of Limerick

In 2019, The Board commenced the programme monitoring process in respect of the following programmes:

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

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Occupational Therapists Registration Board considered the new CPD approach, adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Board revoked its existing CPD Standards and Requirements in May 2019 and completed its stakeholder consultation by July 2019. Following consideration of the feedback received, the CPD Guidance and Support for registrants was approved.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Occupational Therapists Registration Board. Information on the introduction of audits in April 2021 was also provided to registrants.

Concurrently professional members of the Occupational Therapists Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants.

Membership of the Board

Patrick Benson
Public interest representative
Attended 5 of 6 meetings



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



June Boulger
Involved in public health/social care management
Attended 0 of 6 meetings



Clodagh Nolan
Engaged in the education of the profession
Attended 5 of 6 meetings



Aisling Culhane
Public Interest Representative
Attended 3 of 6 meetings



Genevieve O'Halloran
Engaged in the management of the profession
Attended 4 of 4 meetings



Richard Hammond*
Chairperson
Public interest representative
Attended 5 of 6 meetings



Ann Sheehan
Public interest representative
Attended 4 of 6 meetings



Eilish Macklin
Voluntary/private, Health/Social Care Management
Attended 6 of 6 meetings



Gerard Walshe
Engaged in the management of the profession
Attended 5 of 6 meetings



Catherine McCabe
Involved in the education of health and social care
Attended 4 of 6 meetings



Jagdish Prasad Yadav
Engaged in the practice of the profession
Attended 3 of 5 meetings



Occupational Therapists Registration Board Members Attendance 2019

Name	06-Feb	10-Apr	12-Jun	31-Jul	02-Oct	28-Nov
Patrick Benson	✓	✓	✓	✓	✗	✓
June Boulger	✗	✗	✗	✗	✗	✗
Aisling Culhane	✓	✗	✗	✗	✓	✓
Richard Hammond ©	✓	✓	✓	✓	✓	✗
Eilish Macklin	✓	✓	✓	✓	✓	✓
Catherine McCabe	✓	✓	✗	✓	✓	✗
Tina McGrath	✓	✓	✓	✓	✓	✓
Clodagh Nolan	✓	✓	✓	✓	✗	✓
Genevieve O'Halloran	N	N	✓	✓	✓	✓
Ann Sheehan	✓	✗	✓	✓	✗	✓
Gerard Walshe	✓	✓	✓	✗	✓	✓
Jagdish Prasad Yadav	✓	✗	✓	✗	✓	R

Key to meeting attendance:

- ✓ attended;
- ✗ apologies or absent;
- N not on Council/Board on this date
- © Chairperson;



6

Podiatrists Registration Board

This report is an account of the activities of the Podiatrists Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 Podiatrists Registration Board during 2019. The Registration Board is responsible for setting and promoting high standards of professional education, conduct, training and competence among Podiatrists.

The Podiatrists Registration Board has statutory responsibility for:

- ▶ Establishing and maintaining a register of members of the profession
- ▶ Assessing, approving and monitoring educational courses for the profession
- ▶ Establishing the code of professional conduct and ethics and standards to which Podiatrists must adhere to.

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 practise 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. All members participate on a voluntary basis and their ongoing commitment and valued contributions is much appreciated. In 2020, the Registration Board will continue to progress work in a number of important areas which will form the foundation for regulation of the profession.

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 2019, 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

At the close of 2019, there were no vacancies on the Podiatrists Registration Board.

Legal

The Podiatrists Registration Board participated in training provided by CORU on the subjects listed below.

- ▶ Appeals, Decisions and Reasons
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training

Sanction under Part 6 of the Act

Education

Criteria for Education and Training Programmes and Standards of Proficiency for Podiatrists

The Podiatrists Registration Board developed the Criteria for Education and Training Programmes and Standards of Proficiency for Podiatrists. The Board conducted a consultation on the draft Standards of Proficiency for Podiatrists and draft Profession Specific Criteria for Podiatry Education and Training Programmes. These are based on the Framework Standards of Proficiency and Framework Criteria for Education and Training Programmes as approved by Council.



Membership of the Board

Noel Beecher
Public Interest
Attended 4 of 4 meetings



Cheryl O'Neill
Engaged in the Practice
Attended 4 of 4 meetings



Catherine Clune Mulvaney*
Chairperson
Public Interest
Attended 4 of 4 meetings



Martina Ryan
Public/Social Care Management
Attended 4 of 4 meetings



Veronica Daniels
Engaged in the Practice
Attended 3 of 4 meetings



Julia Shaw
Engaged in the Management
Attended 4 of 4 meetings



Sean Dinneen
Engaged in the Education
Attended 4 of 4 meetings



David Watterson
Engaged in the Management
Attended 3 of 4 meetings



Angela McAnearney
Public Interest
Attended 4 of 4 meetings



Caroline McIntosh
Engaged in the Education
Attended 2 of 4 meetings



Conor O'Leary
Public Interest
Attended 3 of 4 meetings



Kieran O'Leary
Voluntary/private, Health/
Social Care Management
Attended 4 of 4 meetings



Aonghus O'Loughlin
Public Interest
Attended 0 of 4 meetings



Podiatrists Registration Board Members Attendance 2019

Name	12-Feb	30-Apr	23-Jul	30-Oct
Noel Beecher	✓	✓	✓	✓
Catherine Clune Mulvaney ©	✓	✓	✓	✓
Veronica Daniels	✓	✓	✗	✓
Sean Dinneen	✓	✓	✓	✓
Angela McAnearney	✓	✓	✓	✓
Caroline McIntosh	✗	✓	✗	✓
Conor O'Leary	✓	✓	✓	✗
Kieran O'Leary	✓	✓	✓	✓
Aonghus O'Loughlin	✗	✗	✗	✗
Cheryl O'Neill	✓	✓	✓	✓
Martina Ryan	✓	✓	✓	✓
Julia Shaw	✓	✓	✓	✓
David Watterson	✗	✓	✓	✓

Key to meeting attendance:

✓: attended;

✗: apologies or absent;

N not on Council/Board on this date

©: Chairperson;



Physiotherapists Registration Board

This report is an account of the activities of the Physiotherapists Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 2019. 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 both physiotherapy and physical therapy professions and a positive development for the people to whom the professions provide care. The protection of the titles sends a powerful message to patients and services users about the quality and consistency of care they can expect. Members of the public can now be assured that their Physiotherapist and Physical Therapist meets these high standards. We would encourage anyone using the services of a Physiotherapist or Physical Therapist to ensure they are registered with CORU.

On the 28 February 2019, the updated Physiotherapists Registration Board Code of Professional Conduct and Ethics came into effect. It is possible to view and download a copy of the document on the CORU website.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. Following consultation with its registrants and other stakeholders during 2019, the Registration Board approved and published the CPD Guidance and CPD Support documents to assist registrants with their CPD requirements. All documents are 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 2020 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.

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 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(s)
- ▶ The education and training of the profession(s)
- ▶ The practice of the profession(s).

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

The Physiotherapists Registration Board met eleven times during 2019 and held one video conference meeting.



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

At the close of 2019, there were no vacancies on the Physiotherapists Registration Board.

Legal

In 2019, the Physiotherapist Registration Board made two bye-laws as follows:

S.I. No. 45 of 2019	Physiotherapists Registration Board Code of Professional Conduct and Ethics bye-law 2019
S.I. No. 351 of 2019	Physiotherapists Registration Board Delayed Entry Applicants bye-law 2019

Board members participated in training provided by CORU on the subjects listed below:

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act
- ▶ The Physiotherapists Registration Board approved a number of delegations to the Registrar.

Registration

A total of 3562 Physiotherapists are on the Physiotherapists Registration Board register as of 31 December 2019.

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 2019:

- ▶ 35 registrants voluntarily left the Register
- ▶ 4 registrants were removed from the Register for non-payment of fees

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

Competent Authority

As the 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 144 applications for recognition of international qualifications during 2019.

The Registration Board recognised 104 qualifications and required 38 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 2019 (Standard)

Physiotherapist (Standard)	
Initial applications 2019	136
File Complete 2019	89
Registration Board Decisions 2019	121
Outcome	
Recognised	72
Recognised QUAL+	18
Compensation Measure	29
Recognised Post CM	1
Not Eligible	1
Registration Board Decisions 2019	121

Physiotherapists: Summary Recognition Statistics 2019 (EPC)

Physiotherapist (EPC)	
File Complete 2019	26
Registration Board Decisions 2019	23
Outcome	
Recognised	14
Recognised QUAL+	
Compensation Measure	9
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	23

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Education and Training Programme Approval Process

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 commenced the programme approval process in respect of this programme.

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Physiotherapists Registration Board considered the new CPD approach, adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Board revoked its existing CPD Standards and Requirements in May 2019 and completed its stakeholder consultation by July 2019. Following consideration of the feedback received, the CPD Guidance and Support for registrants was approved.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Physiotherapists Registration Board. The focus of the Board in the immediate future is to get sufficient numbers onto the register prior to commencing audits. The Physiotherapists Registration Board will give a minimum of twelve months' notice before the introduction of audits.

Concurrently professional members of the Physiotherapists Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants.

Membership of the Board

Jenny Branigan

Engaged in the practice

Attended 10 of 12 meetings



Ruth Maher

Public interest representative

Attended 7 of 12 meetings



Jane Carolan

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

Attended 4 of 12 meetings



Carol-Anne Murphy

Engaged in the education of the profession

Attended 5 of 12 meetings



Catherine Doody

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

Attended 9 of 12 meetings



Niamh Murphy*

Chairperson

Engaged in the management of the profession

Attended 11 of 12 meetings



Eamonn Grennan

Public interest representative

Attended 9 of 12 meetings



Miriam O'Callaghan

Public interest representative

Attended 11 of 12 meetings



Fearghal Grimes

Public Health/Social Care Management Representative

Attended 7 of 12 meetings



John Stacey

Engaged in the practice

Attended 11 of 12 meetings



Padraig Heverin

Public interest representative

Attended 5 of 12 meetings



Gillian Walker

Engaged in the practice

Attended 11 of 12 meetings



Anne Horgan

Engaged in the management of the profession

Attended 9 of 12 meetings



Physiotherapists Registration Board Members Attendance 2019

Name												Special Meeting	
	16-Jan	05-Feb	05-Mar	02-Apr	01-May	05-Jun	11-Jul	03-Sep	15-Oct	20-Nov	07-Aug	19-Dec	
Jenny Branigan	✓	✓	✓	✓	✗	✓	✗	✓	✓	✓	✓	✓	
Jane Carolan	✗	✓	✓	✓	✓	✗	✗	✗	✗	✗	✗	✗	
Catherine Doody	✓	✓	✗	✓	✓	✗	✓	✗	✓	✓	✓	✓	
Eamonn Grennan	✓	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓	✗	
Fearghal Grimes	✓	✗	✓	✗	✓	✓	✓	✓	✗	✓	✗	✗	
Padraig Heverin	✓	✗	✓	✗	✗	✓	✗	✗	✓	✓	✗	✗	
Anne Horgan	✓	✗	✓	✗	✓	✓	✓	✗	✓	✓	✓	✓	
Ruth Maher	✓	✓	✓	✓	✓	✗	✗	✓	✓	✗	✗	✗	
Carol-Anne Murphy	M	M	M	M	M	✓	✓	✗	✓	✗	✓	✓	
Niamh Murphy ©	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	
Miriam O'Callaghan	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	
John Stacey	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	
Gillian Walker	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	

Key to meeting attendance:

- ✓ attended;
- ✗ apologies or absent;
- © Chairperson;
- N not on Council/Board on this date;
- R Resigned;
- O Observer status;
- M Maternity leave;



Psychologists Registration Board

This report is an account of the activities of the Psychologists Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 2019.

This was an important year for the Registration Board in terms of progressing the preparatory work required before the opening of the register.

Statutory regulation provides greater openness and accountability for the public while enforcing a culture of competence and Continuing Professional Development for professionals. The move to statutory registration is a positive development, providing a vital role when it comes to the upholding of professional standards.

In 2019, the Registration Board progressed its work in a number of important areas including the draft Criteria for Education and Training Programmes and Standards of Proficiency for Psychologists.

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 2020 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 2019, Psychologists the Registration Board met five 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).

Appointments / Elections

The Board noted the resignation of Una Doyle O’Sullivan in June 2019 and thanked her for her hard work and contributions during her time on the Board.

The Board elected Paul Longmore as Chairperson of the Psychologists Registration Board in September 2019 following the completion of Ann Ellis’s term as Chairperson.

At the close of 2019, there was one vacancy on the Psychologists Registration Board in the Public Interest category.

Legal

The Psychologists Registration Board members participated in training provided by CORU on the subjects listed below.

- ▶ Appeals, Decisions and Reasons
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

Education

Criteria for Education and Training Programmes and Standards of Proficiency for Psychologists

Following extensive research carried out in 2018 and 2019, the Board approved draft Criteria for Education and Training Programmes and Standards of Proficiency for Psychologists for consultation.

Membership of the Board

Niall Byrne

Public Interest Representative

Attended 3 of 5 meetings



John T Malone

Public Interest Representative

Attended 3 of 5 meetings



Ann Ellis

Public/Social care management

Attended 4 of 5 meetings



Edel Moloney

Engaged in the practice of the profession

Attended 4 of 5 meetings



Joan Fitzgerald

Public Interest Representative

Attended 4 of 5 meetings



Una Doyle O'Sullivan

Public Interest Representative

Attended 0 of 3 meetings



Sinead Fitzgerald

Engaged in the management of the profession

Attended 5 of 5 meetings



Eimear Spain

Involved in the education

Attended 2 of 5 meetings



Natalie Hession

Engaged in the management of the profession

Attended 4 of 5 meetings



Fiona Weldon

Engaged in the practice of the profession

Attended 4 of 5 meetings



Gráinne Kirwan

Engaged in the education of the profession

Attended 4 of 5 meetings



Kieran Woods

Engaged in the practice of the profession

Attended 5 of 5 meetings



Paul Longmore*

Chairperson

Private Health/Social Care Management Representative

Attended 4 of 5 meetings



Psychologists Registration Board Members Attendance 2019

Name	02-Feb	16-Apr	25-Jun	11-Sep	06-Nov
Niall Byrne	✓	✓	✗	✓	✗
Ann Ellis ©	✓	✓	✓	✓	✗
Joan Fitzgerald	✓	✓	✓	✗	✓
Sinead Fitzgerald	✓	✓	✓	✓	✓
Natalie Hession	✓	✓	✗	✓	✓
Grainne Kirwan	✓	✓	✗	✓	✓
Paul Longmore ©	✓	✓	✓	✓	✗
John T Malone	✓	✓	✓	✗	✗
Edel Moloney	✓	✓	✓	✓	✗
Una Doyle O'Sullivan	✗	✗	✗	R	R
Eimear Spain	✓	✓	✗	✗	✗
Fiona Weldon	✓	✓	✗	✓	✓
Kieran Woods	✓	✓	✓	✓	✓

Ann Ellis was Chair until June. Paul Longmore was Chair from September.

Key to meeting attendance:

- ✓ attended;
- ✗ apologies or absent;
- © Chairperson
- N not on Council/Board on this date;
- R Resigned;
- O Observer status;



Radiographers Registration Board

This report is an account of the activities of the Radiographers Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 2019. The Radiographers Registration Board was first established over seven 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.

The numbers registered with the Radiographers Registration Board continues to grow and as of 31 December 2019, there were 2,816 Radiographers and Radiation Therapists on the Register, an increase of 9% 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.

On the 28 February 2019, the updated Radiographers Registration Board Code of Professional Conduct and Ethics came into effect. It is possible to view and download a copy of the document on the CORU website.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. Following consultation with its registrants and other stakeholders during 2019, the Registration Board approved and published the CPD Guidance and CPD Support documents to assist registrants with their CPD requirements. All documents are 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 2020 as we continue our important work in regulating the professions in the interest of public safety.

Louise Rainford

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.

Louise Rainford is the current Chairperson of the Radiographers Registration Board.

In 2019, the Radiographers Registration Board met six times and held three video conference meetings.

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 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

At the close of 2019, there were no vacancies for members on the Radiographers Registration Board.

Legal

In 2019, the Radiographers Registration Board made two bye-laws as follows:

S.I. No. 44 of 2019	Radiographers Registration Board Code of Professional Conduct and Ethics bye-law 2019
S.I. No. 364 of 2019	Radiographers Registration Board Delayed Entry Applicants bye-law 2019

Board members participated in training provided by CORU on the subjects listed below:

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

Registration

A total of 2,379 radiographers and 437 radiation therapists are on the Radiographers Registration Board register as of 31 December 2019.

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 2019:

- ▶ 41 registrants voluntarily left the Register.
- ▶ 22 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 the 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.

In 2019, the Radiographers Registration Board adopted updated policies in relation to assessors and the recognition process. The policies are uniform in the application by all CORU Registration Boards. In 2019, aptitude test services were procured with a two-year contract for provision of aptitude tests being awarded to University College Dublin (UCD).

As the Competent Authority for the profession, the Board considered 250 applications for recognition of international qualifications during 2019.

The Registration Board recognised 224 qualifications and required 24 applicants to complete a compensation measure in order to address deficits identified in their qualification. 207 of these recognised applications were from Radiographers and the remaining 17 were from Radiation Therapists. 23 Radiographer applicants and 1 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 2019

Radiographer	
Initial applications 2019	261
File Complete 2019	226
Registration Board Decisions 2019	232
Outcome	
Recognised	147
Recognised QUAL+	60
Compensation Measure	23
Recognised Post CM	
Not Eligible	2
Registration Board Decisions 2019	232

Radiation Therapists: Summary Recognition Statistics 2019

Radiation Therapist	
Initial applications 2019	18
File Complete 2019	14
Registration Board Decisions 2019	18
Outcome	
Recognised	16
Recognised QUAL+	1
Compensation Measure	1
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	18

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Education and Training Programme Approval Process

The Radiographers Registration Board received a Programme Approval Application in respect of the Master of Science in Radiography, awarded by University College Cork. The Board commenced the programme approval process in respect of this programme.

Education and Training Programme Monitoring Process

The Board was satisfied as to the continuing suitability of the following programmes in 2019:

- ▶ Bachelor in Science in Radiation Therapy [B.Sc [Ther.Rad.]] from the University of Dublin, Trinity College awarded to graduates on successful completion of the four-year pathway/programme to this award.

In 2019, the Board commenced the programme monitoring process in respect of the following programme

- ▶ Bachelor of Science (Hons) (Radiography) from the National University of Ireland.

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Radiographers Registration Board considered the new CPD approach, adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Board revoked its existing CPD Standards and Requirements in May 2019 and completed its stakeholder consultation by July 2019. Following consideration of the feedback received, the CPD Guidance and Support for registrants was approved.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Board and the postponing of audits until November 2020.

Concurrently professional members of the Radiographers Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants.

Membership of the Board

Carmel Breaden
Public Interest Representative
 Attended 6 of 9 meetings



Mary O'Connor
Public Interest Representative
 Attended 4 of 9 meetings



Mary Pat Corridan
Practising Professional Representative
 Attended 7 of 9 meetings



Deirdre O'Keeffe
Engaged in the Management of the Profession
 Attended 8 of 9 meetings



Alice Dorris
Public Interest Representative
 Attended 3 of 9 meetings



Louise Rainford*
Chairperson
Education & Training Representative
 Attended 7 of 9 meetings



Barry Hallinan
Engaged in the Profession
 Attended 7 of 9 meetings



Fiona Roche
Voluntary/private, Health/Social Care Management
 Attended 6 of 9 meetings



Claire Hogan
Engaged in the Profession
 Attended 4 of 9 meetings



Mark Samsa
Engaged in the Management of the Profession
 Attended 8 of 9 meetings



Cliona McGovern
Third Level Representative
 Attended 6 of 9 meetings



Edel Smyth
Public Interest Representative
 Attended 6 of 9 meetings



Catherine McKenna
Engaged in the management of services provided by the profession
 Attended 7 of 9 meetings



Radiographers Registration Board Members Attendance 2019

Name	Special Meeting								
	17-Jan	14-Mar	16-May	18-Jul	12-Sep	07-Nov	18-Jun	28-Aug	03-Oct
Carmel Breaden	✓	✓	✓	✓	✗	✓	✗	✓	✗
Mary Pat Corridan	✓	✓	✓	✗	✗	✓	✓	✓	✓
Alice Dorris	✓	✓	✗	✓	✗	✗	✗	✗	✗
Barry Hallinan	✓	✓	✓	✗	✓	✓	✓	✗	✓
Claire Hogan	✓	✓	✓	✗	✓	✗	✗	✗	✗
Cliona McGovern	✓	✓	✓	✓	✗	✓	✓	✗	✗
Catherine McKenna	✓	✗	✗	✓	✓	✓	✓	✓	✓
Mary O'Connor	✓	✗	✓	✗	✓	✓	✗	✗	✗
Deirdre O'Keefe	✓	✓	✓	✓	✓	✓	✓	✗	✓
Louise Rainford ©	✓	✓	✓	✓	✓	✓	✗	✓	✗
Fiona Roche	✓	✗	✓	✓	✗	✓	✓	✓	✗
Mark Samsa	✓	✓	✓	✓	✗	✓	✓	✓	✓
Edel Smyth	✓	✓	✗	✓	✗	✓	✗	✓	✓

Key to meeting attendance:

- ✓ attended;
- ✗ apologies or absent;
- © Chairperson
- N not on Council/Board on this date;
- R Resigned;
- O Observer status;



Social Care Workers Registration Board

This report is an account of the activities of the Social Care Workers Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

During 2019, 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.

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.

On the 28 February 2019, the first Social Care Workers Registration Board Code of Professional Conduct and Ethics was produced and approved by the Registration Board. Although the Register is yet to open, this is an important step on the journey towards statutory registration of the profession. The Code of Professional Conduct and Ethics sets the standards of conduct, performance and ethics, which Social Care Workers must adhere to throughout the course of their work. It is possible to view and download a copy of the document 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 2020 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

In 2019, the Social Care Workers Registration Board met five 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 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 to the Board

In March 2019, the Board welcomed the reappointments of Dunia Hutchinson, Maurice Fenton, Imelda Finerty, James Forbes, Adrian McKenna, Tim Murphy and Jim Walsh for second terms.

The Board elected Catherine Carty as Chairperson of the Social Care Workers Registration Board in June 2019 following the completion of Dunia Hutchinson's term as Chairperson.

At the close of 2019, there were no vacancies on the Social Care Workers Registration Board.

Legal

In 2019, the Social Care Workers Registration Board made one bye-law as follows:

S.I. No. 52 of 2019	Social Care Workers Registration Board Code of Professional Conduct and Ethics bye-law 2019
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Training was provided to members of the Board on the following areas:

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

Education

Education and Training Programme Approval Process

The Social Care Workers Registration Board received applications in respect of 34 social care work educational programmes. The programme approval process commenced in 2019 and will continue in 2020 and 2021.

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was rolled out to Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would bring were presented at this event.

The Social Care Workers Registration Board considered the new CPD approach in 2019. The Board adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation in 2020.

Membership of the Board

Catherine Carty ©

Chairperson

Engaged in the Education

Attended 4 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 1 of 5 meetings



Ado Mckenna

Engaged in the practice of the profession

Attended 3 of 5 meetings



Maurice Fenton

Engaged in the management of the profession

Attended 5 of 5 meetings



Des Mooney

Engaged in the practice of the profession

Attended 3 of 5 meetings



Imelda Finerty

Public Interest Representative

Attended 4 of 5 meetings



Tim Murphy

Public Interest Representative

Attended 3 of 5 meetings



James Forbes

Engaged in the management of the profession

Attended 4 of 5 meetings



Jim Walsh

Involved in education

Attended 5 of 5 meetings



Dunia Hutchinson

Engaged in the practice of the profession

Attended 5 of 5 meetings



Social Care Workers Registration Board Members Attendance 2019

Name	14-Feb	18-Apr	27-Jun	13-Sep	22-Oct
Catherine Carty ©	✓	✗	✓	✓	✓
Damien Courtney	✓	✓	✓	✗	✓
Paddy Duggan	✗	✗	✗	✗	✓
Maurice Fenton	✓	✓	✓	✓	✓
Imelda Finnerty	✓	✓	✗	✓	✓
James Forbes	✓	✗	✓	✓	✓
Dunia Hutchinson ©	✓	✓	✓	✓	✓
Brian Hogan	✓	✓	✗	✓	✓
Karen Kiernan	✓	✓	✓	✓	✓
Ado McKenna	✓	✓	✗	✗	✓
Des Mooney	✓	✗	✓	✓	✗
Tim Murphy	✓	✗	✓	✗	✓
Jim Walsh	✓	✓	✓	✓	✓

Dunia Hutchinson was Chairperson until April. Catherine Carty was Chairperson from June

Key to meeting attendance:

- ✓ attended;
- ✗ apologies or absent;
- © Chairperson;
- N not on Council/Board on this date;
- R Resigned;
- O Observer status



Social Workers Registration Board

This report is an account of the activities of the Social Workers Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 2019. The Social Workers Registration Board was first established over nine years ago, meeting for the first time in August 2010. .

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

The numbers registered with the Social Workers Registration Board continue to grow and as of 31 December 2019, there were 4,666 Social Workers on the Register. This is a 5% increase on 2018's figures. 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 Social Worker is registered and be reassured that this individual is part of a profession with the required standards of conduct and performance.

During 2019, the Registration Board conducted a public consultation on a revised Application for Registration Bye-Law and a revised Return to Practice Bye-Law. These Bye-Laws will be presented to Council for approval in 2020. Further details are contained in the Bye-Laws section of this report.

On the 28 February 2019, the updated Social Workers Registration Board Code of Professional Conduct and Ethics came into effect. It is possible to view and download a copy of the document on the CORU website.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. Following consultation with its registrants and other stakeholders during 2019, the Registration Board approved and published the CPD Guidance and CPD Support documents to assist registrants with their CPD requirements. All documents are 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 2020 as we continue our important work in regulating the profession in the interest of public safety.

Perry Share
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.

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

Perry Share is the current Chairperson of the Social Workers Registration Board. In 2019, the Social Workers Registration Board met seven 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 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 May 2019, the Registration Board welcomed the appointments of Caroline McGregor as a member of the Registration Board engaged in the education of the profession and Marie Kennedy as a member of the Registration Board engaged in the practice of the profession.

At the close of 2019, there were no vacancies for members on the Social Workers Registration Board.

Legal

In 2019, the Social Workers Registration Board made one bye-law as follows:

S.I. No. 5 of 2019	Social Workers Registration Board Code of Professional Conduct and Ethics bye-law 2019
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Board members participated in training provided by CORU on the subjects listed below:

Board members participated in training provided by CORU on the subjects listed below:

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

Registration

A total of 4,666 Social Workers are on the Social Workers Registration Board register as of 31 December 2019. 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 2019:

- ▶ 52 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 the 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 91 applications for recognition of international qualifications during 2019.

The Registration Board recognised 72 qualifications and required 19 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 2019

Social Worker	
Initial applications 2019	79
File Complete 2019	81
Registration Board Decisions 2019	91
Outcome	
Recognised	69
Recognised QUAL+	3
Compensation Measure	19
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	97

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Education and Training Programme Approval Process

The Social Workers Registration Board received a programme approval application in respect of the Masters of Arts in Social Work, awarded by Institute of Technology Sligo. The Board commenced the programme approval process for this programme in 2019.

Education and Training Programme Monitoring Process

The Board was satisfied as to the continuing suitability of the following programmes in 2019:

- ▶ Masters in Social Work, awarded by University of Dublin, Trinity College
- ▶ Postgraduate Diploma in Social Work, awarded by University of Dublin, Trinity College

Criteria for Education and Training Programmes and Standards of Proficiency for Social Workers

In 2018 the Social Workers Registration Board conducted a review of the Criteria for Education and Training programmes and Standards of Proficiency for the profession. This review ensured the Board is using the most up to date and current Council approved framework documents. Following a consultation, the Social Workers Registration Board approved and published the Criteria for Education and Training programmes and the Standards of Proficiency for the Social Work profession.

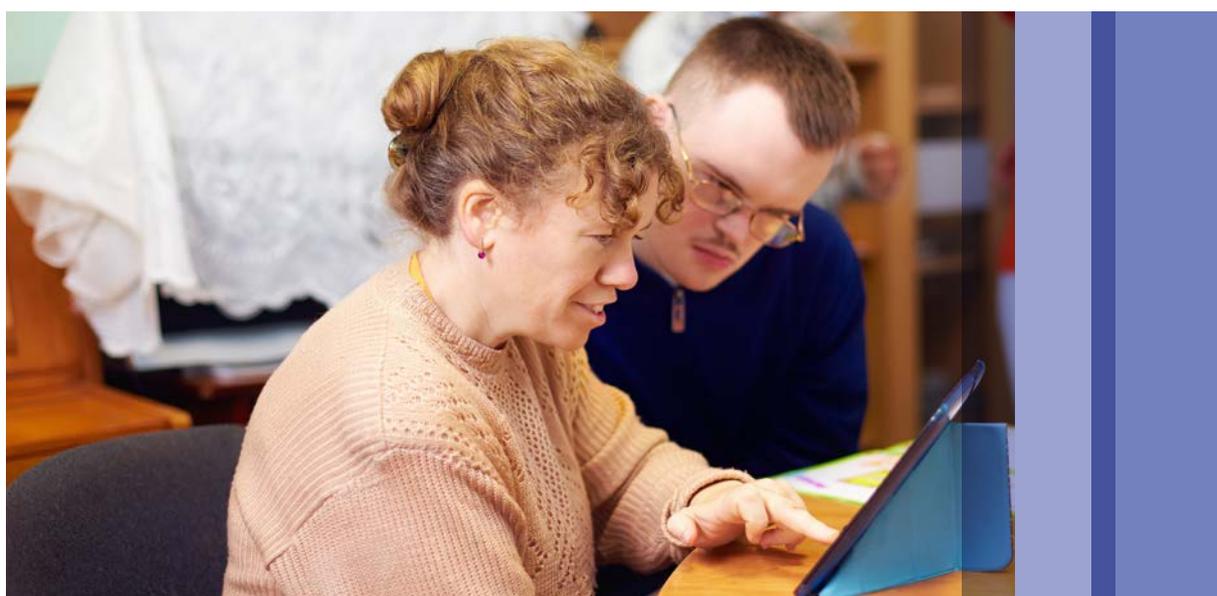
Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Social Workers Registration Board considered the new CPD approach, adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Board revoked its existing CPD Standards and Requirements in May 2019 and completed its stakeholder consultation by July 2019. Following consideration of the feedback received, the CPD Guidance and Support for registrants was approved.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Board and the postponing of audits until November 2020.

Concurrently professional members of the Social Workers Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants.



Membership of the Board

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



Caroline McGregor
*Engaged in the education of the
 profession.*
 Attended 1 of 4 meetings



Damien Courtney
Public Interest Representative
 Attended 5 of 7 meetings



Colette McLoughlin
*Service Management
 Representative*
 Attended 3 of 7 meetings



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



Roberta Mulligan
*Practising Professional
 Representative*
 Attended 4 of 7 meetings



Donal Gill
*Practising Professional
 Representative*
 Attended 5 of 7 meetings



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



John Hanily
*Public Health/Social Care
 Management Representative*
 Attended 6 of 7 meetings



Marian Quinn
Public Interest Representative
 Attended 3 of 7 meetings



Padraig Heverin
Public Interest Representative
 Attended 5 of 7 meetings



Perry Share*
Chairperson
*3rd level Education & Training
 Representative*
 Attended 6 of 7 meetings



Marie Kennedy
*Engaged in the management of
 the profession*
 Attended 2 of 4 meetings



Social Workers Registration Board Members Attendance 2019

Name	15-Jan	12-Mar	14-May	09-Jul	10-Sep	12-Nov	Special Meeting
							12- Dec
Jacki Conway	✓	✓	✓	✗	✓	✗	✓
Damien Courtney	✓	✓	✓	✗	✓	✗**	✓
Gabrielle Fitzpatrick	✓	✓	✓	✓	✓	✓	✓
Donal Gill	✗	✓	✓	✓	✓	✓	✗
John Hanily	✓	✓	✗	✓	✓	✓	✓
Padraig Heverin	✓	✓	✓	✓	✗	✗	✓
Marie Kennedy	N	N	N	✓	✓	✗	✗
Caroline McGregor	N	N	N	✗	✗	✓	✗
Colette McLoughlin	✗	✓	✓	✓	✗	✗	✗**
Roberta Mulligan	✓	✓	✓	✗	✓	✗**	✗
Colm O'Doherty	✓	✗	✓	✓	✓	✓	✗
Marian Quinn	✓	✓	✗	✓	✗	✗	✗
Perry Share ©	✓	✗	✓	✓	✓	✓	✓

Key to meeting attendance:

✓: attended;

✗: apologies or absent;

©: Chairperson;

N: not on Council/Board on this date;

R: Resigned;

O: Observer status

** : Representing CORU at an external event/ meeting



Speech and Language Therapists Registration Board

This report is an account of the activities of the Speech and Language Therapists Registration Board during 2019, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2019, 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 2019.

The Registration Board is responsible for setting and promoting high standards of professional conduct, education, training and competence amongst Speech and Language Therapists.

At the end of 2019 there were 1,964 CORU registered Speech and Language Therapists.

On the 28 February 2019, the updated Speech and Language Therapists Registration Board Code of Professional Conduct and Ethics came into effect. It is possible to view and download a copy of the document on the CORU website.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. Following consultation with its registrants and other stakeholders during 2019, the Registration Board approved and published the CPD Guidance and CPD Support documents to assist registrants with their CPD requirements. All documents are available to view 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 2020 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 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.

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

In 2019, 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

In August 2019, the Board welcomed the reappointment of Judi Pettigrew for a second term.

In May 2019, the Registration Board welcomed the appointments Anne Healy as a member of the Board engaged in the management of the profession, Emma Gonoud and Geraldine Moran as members of the Board engaged in the practice of the profession.

At the close of 2019, there were no vacancies on the Speech and Language Therapists Registration Board.

Legal

In 2019, the Speech and Language Therapists Registration Board made two bye-laws as follows:

S.I. No. 49 of 2019	Speech and Language Therapists Registration Board Code of Professional Conduct and Ethics bye-law 2019
S.I. No. 406 of 2019	Speech & language Therapist Registration Board Delayed Entry Applicants Bye Law 2019

Board members participated in training provided by CORU on the subjects listed below:

- ▶ Appeals, Decisions and Reasons
- ▶ The Appeals Process
- ▶ Decision Making/Bias/Conflict
- ▶ Immediate Suspension
- ▶ Chair Training
- ▶ Sanction under Part 6 of the Act

Registration

A total of 1,964 speech and language therapists are on the Speech and Language Therapists Registration Board register as of 31 December 2019.

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 2019:

- ▶ 22 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 the 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 26 applications for recognition of international qualifications during 2019.

The Registration Board recognised 18 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.

Speech and Language Therapists: Summary Recognition Statistics 2019

Speech and Language Therapist	
Initial applications 2019	31
File Complete 2019	25
Registration Board Decisions 2019	26
Outcome	
Recognised	9
Recognised QUAL+	9
Compensation Measure	8
Recognised Post CM	
Not Eligible	
Registration Board Decisions 2019	26

The Board adopted the CORU wide policy documents titled the Recognition of International Qualifications (Qualifications gained outside of the Republic of Ireland) Policy and Criteria as of 26 August 2019 and the CORU Panel of Assessors Policy as of 28 February 2019. These policy updates were designed to streamline and strengthen CORU's systems, ensure legislative compliance and to provide greater clarity for applicants.

Education

Education and Training Programme Monitoring Process

The Board was satisfied as to the continuing suitability of the following programme in 2019:

- ▶ Masters of Science in Speech and Language Therapy (Professional Qualification), awarded by University of Limerick

In 2019, the Board commenced the Programme Monitoring Process in respect of the following programmes:

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

Criteria for Education and Training Programmes and Standards of Proficiency for Speech and Language Therapists

Following a consultation, the Speech and Language Therapists Registration Board approved the addition of a Standard of Proficiency regarding the requirement of English Language for Speech and Language Therapists.-

Continuing Professional Development

In 2019, Council's revised framework approach to CPD was presented to all Registration Boards. The revised approach was based on Council approved principles which underpinned CORU's approach to CPD. The Education Unit presented these principles to Registration Board members at the Annual Council and Registration Board Meeting on 11 March 2019. Council frameworks for CPD Guidance and Support and the changes a new approach would entail were also presented at this event.

The Speech and Language Therapists Registration Board considered the new CPD approach, adopted the revised Council framework and agreed to seek feedback through the development of a stakeholder consultation. The Board revoked its existing CPD Standards and Requirements in May 2019 and completed its stakeholder consultation by July 2019. Following consideration of the feedback received, the CPD Guidance and Support for registrants was approved.

Registrants were notified in October 2019 of the issuing of CPD Guidance and Support by the Speech and Language Therapists Registration Board. Information on the introduction of audits in November 2020 was also provided to registrants.

Concurrently professional members of the Speech and Language Therapists Registration Board are working with the Education Unit in developing Profession Specific Supports to accompany the CPD Guidance and Support documents, which will provide an additional resource tool for registrants.



Membership of the Board

Emma Gonoud
Practising Professional Representative

Attended 4 of 4 Board meetings



Celia Nichol
Service Management Representative

Attended 5 of 6 Board meetings



Irene Gunning

Public Interest Representative

Attended 5 of 6 Board meetings



Catherine O'Neill

Public Interest Representative

Attended 5 of 6 Board meetings



Anne Healy

Engaged in the management of the profession

Attended 3 of 4 Board meetings



Judi Pettigrew ©

Chairperson

Involved in the Education

Attended 6 of 6 Board meetings



Bernard Hegarty

Public Interest Representative

Attended 3 of 6 Board meetings



Fintan Reddy

Public Interest Representative

Attended 0 of 6 Board meetings



Suzanne Keenan

Private Health/Social Care Management Representative

Attended 4 of 6 Board meetings



Martine Smith

Practising Professional Representative

Attended 5 of 6 Board meetings



Geraldine Moran

Practising Professional Representative

Attended 4 of 4 Board meetings



Helen Shortt

Public Health/Social Care Management Representative

Attended 3 of 6 Board meetings



Maeve Murphy

Service Management Representative

Attended 5 of 6 Board meetings



Speech and Language Therapists Registration Board Members Attendance 2019

Name	29-Jan	26-Mar	28-May	30-Jul	01-Oct	26-Nov
Emma Gonoud	N	N	✓	✓	✓	✓
Irene Gunning	✓	✓	✓	✗	✓	✓
Anne Healy	N	N	✓	✓	✓	✗
Bernard Hegarty	✓	✓	✗	✗	✗	✓
Suzanne Keenan	✗	✓	✓	✓	✓	✗
Geraldine Moran	N	N	✓	✓	✓	✓
Maeve Murphy	✓	✓	✓	✓	✗	✓
Celia Nichol	✓	✓	✓	✗	✓	✓
Catherine O'Neill	✓	✗	✓	✓	✓	✓
Judi Pettigrew ©	✓	✓	✓	✓	✓	✓
Fintan Reddy	✗	✗	✗	✗	✗	✗
Martine Smith	✗	✓	✓	✓	✓	✓
Helen Shortt	✓	✓	✗	✗	✗	✓

Key to meeting attendance:

✓: attended;

✗: apologies or absent;

©: Chairperson;

N: not on Council/Board on this date;

R: Resigned;

O: Observer status

Appendix 1:

Council Attendance 2019

Member	Scheduled meetings										HSCPC Act Part 6 Meetings			Special	Total
	24-Jan	28-Feb	28-Mar	09-May	13-Jun	25-Jul	05-Sep	10-Oct	18-Nov	12-Dec	24-Jan	09-May	07-Nov	11-Dec	Total
B McCartan*	1	0	1	1	1	1	1	1	1	1	1	1	1	1	13
A Horgan	1	0	0	1	1	1	0	1	1	1	1	1	0	1	10
B Downes	N	N	N	N	N	N	N	N	N	1	N	N	N	1	2
B Lee	0	0	1	0	0	0	1	1	0	0	0	0	1	0	4
C Smith	0	1	1	1	1	1	1	1	0	1	0	1	0	1	10
C McIntosh	1	0	N	N	N	N	N	N	N	N	1	N	N	N	2
C McKenna	1	1	1	1	1	1	0	1	1	0	1	0	0	0	9
C McLoughlin	1	1	1	0	0	1	1	0	0	1	1	0	1	1	9
D Irwin	1	1		1	1	1	1	1	1	1	1	1	0	1	12
D Madden	1	0	R	R	R	R	R	R	R	R	1	R	R	R	2
E Stack	N	N	N	1	1	1	1	1	1	N	N	1	1	N	8
F Powell	0	1	1	1	1	1	1	0	1	1	1	1	0	0	10
G Walshe	1	0	1	1	1	1	1	0	0	1	1	1	1	1	11
I Regan	N	N	N	M	M	1	M	M	1	1	N	M	1	1	5
J Forbes	1	1	N	1	1	1	1	1	1	1	1	0	1	1	12
J Martin	0	1	1	0	1	1	1	1	1	1	0	0	1	1	10
J O'Mullane	1	1	1	1	1	1	1	1	0	1	1	1	1	1	13
J F. Scott	1	1	1	1	1	1	0	1	1	1	0	1	1	1	12
J Shaw	N	N	N	N	1	1	1	1	1	1	N	N	1	1	8
J Weldon	N	N	N	N	N	1	1	0	1	1	N	N	1	0	5
L Phelan	1	1	N	N	N	N	N	N	N	N	0	N	N	N	2
M Murphy	0	1	0	0	0	1	0	1	1	0	0	0	0	0	4
M Culliton	0	1	N	N	N	N	N	N	N	N	0	N	N	N	1
M Flynn	0	0	0	1	1	0	1	1	1	N	0	1	0	N	6
M Boland	N	N	N	1	0	1	1	1	1	1	N	1	0	1	8
M Tumelty	N	N	N	N	N	N	N	N	N	1	N	N	N	1	2
O Blee	1	N	N	N	N	1	1	1	1	1	1	N	0	0	7
P Lyng	1	1	N	1	1	1	1	1	1	1	0	1	0	1	11
P Davison	1	N	N	N	N	N	N	N	N	N	1	N	N	N	2
R Charles	1	1	1	1	1	1	1	1	1	1	1	1	1	1	14
S McCarthy	1	1	N	N	N	N	N	N	N	N	0	N	N	N	2
S Fitzgerald	1	1	1	1	0	1	1	1	1	1	1	1	1	1	13
S Manahan	1	0	1	1	1	1	0	1	1	1	1	1	0	0	10
T McAleer	1	1	0	1	1	1	1	1	1	1	0	1	0	1	11
T Campbell	0	1	1	1	1	0	1	1	1	1	0	1	0	0	9
T Rooney	N	N	N	1	1	0	1	1	1	1	N	1	0	1	8
V Byers	N	N	N	1	0	1	0	1	0	1	N	1	0	1	6

Key to meeting attendance:

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

*Chairperson

Membership of Committees of Council

	Audit Risk and Governance Committee	Finance and General Purposes Committee	Education Committee	Registration and Recognition Committee	Nominations Committee	Professional Practice Advisory Committee	Appeals Committee
Bernard McCartan		√					
James Forbes				√	√C		
Carmel Smith			√				
Barry Downes							
Ruth Charles		√		√C			√
Sinead Fitzgerald							√
Maeve Murphy	√						
Gerard Walshe				√			
Joe Martin		√C		√	√		√
Tony McAleer	√						√
Brian Lee	√						
Treasa Campbell							
John O'Mullane			√			√	
Anne Horgan **							
Fred Powell			√				
John F Scott		√					
Stephanie Manahan	√					√C	
Catherine McKenna *				√			
Colette McLoughlin						√	
David Irwin			√C			√	√C
Paul Lyng	√C						
Vivienne Byers							
Tom Rooney							
Mary Tumelty							
Margaret Boland					√		
Julia Shaw							
Irene Regan							
John Weldon							
Owen Blee							

Appendix 2:

Committees Attendance

Audit Risk and Governance Committee

Name	Feb 13	May 28	July 10	Oct 16
Paul Lyng*	N	1	1	1
Ray Dolan	N	1	1	1
Tony McAleer**	1	0	1	1
Elaine Sheridan	N	1	1	1
Martin O'Sullivan	0	1	1	1
Maeve Murphy	1	1	1	1
Brian Lee	1	1	0	0
Stephanie Manahan	1	0	1	0
Harry McGeary	1	N	N	N
Declan Purcell	1	N	N	N

*appointed as Chairperson on 28 February 2019)

**Completed term as Chair

Finance and General Purposes Committee

Name	05 Feb	14 May	21 June	25 July	17 Oct
Joe Martin*	1	1	1	1	1
Marie Culliton	1	N	N	N	N
Paul Lyng	1	N	N	N	N
Bernard McCartan	1	1	1	1	1
John F. Scott	N	1	1	1	1
Ruth Charles	N	0	0	1	1

Registration and Recognition Committee

	30 Jan	20 March	26 June	27 Nov
Ruth Charles**	N	1	1	1
Joe Martin	1	1	0	1
Norma Judge	1	1	1	0
Catherine McKenna	0	0	1	0
James Forbes	1	1	0	1
Niamh Murphy	0	0	0	0
Damnait Gaughan	0	1	0	1
Gerard Walshe	0	1	1	1
Marie Culliton*	1	1	1	1

*was Chair for Jan & March meetings & then ordinary member

**joined in March and became Chair in June

Education Committee Attendance:

	February	July	December
David Irwin	1	1	1
Carmel Smith	0	0	0
Fred Powell	0	1	1
John O'Mullane	1	0	1
Ann Kearney	0	1	1
Carmel Kearns	1	1	1
Marian O'Rourke	1	0	0
Odhrán Allen	0	1	1

Nominations Committee attendance

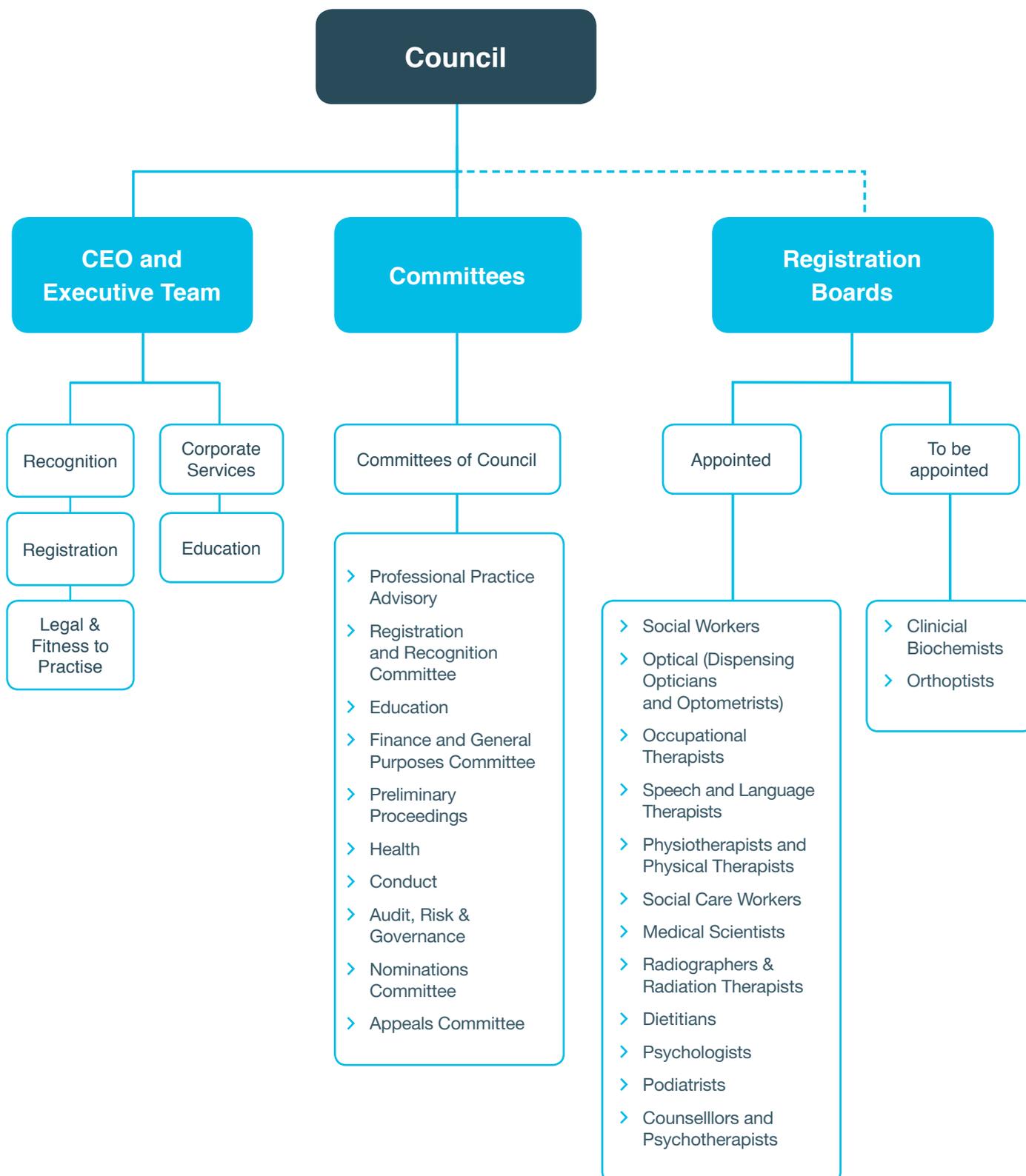
Name	12/02	16/09	11/11
Shane McCarthy*	1	N	N
Joe Martin	1	1	1
Laura Phelan	1	N	N
Tom Jordan	1	0	N
James Forbes*	N	1	1
Margaret Boland	N	1	1
Miriam O'Callaghan	N	N	1

*chair

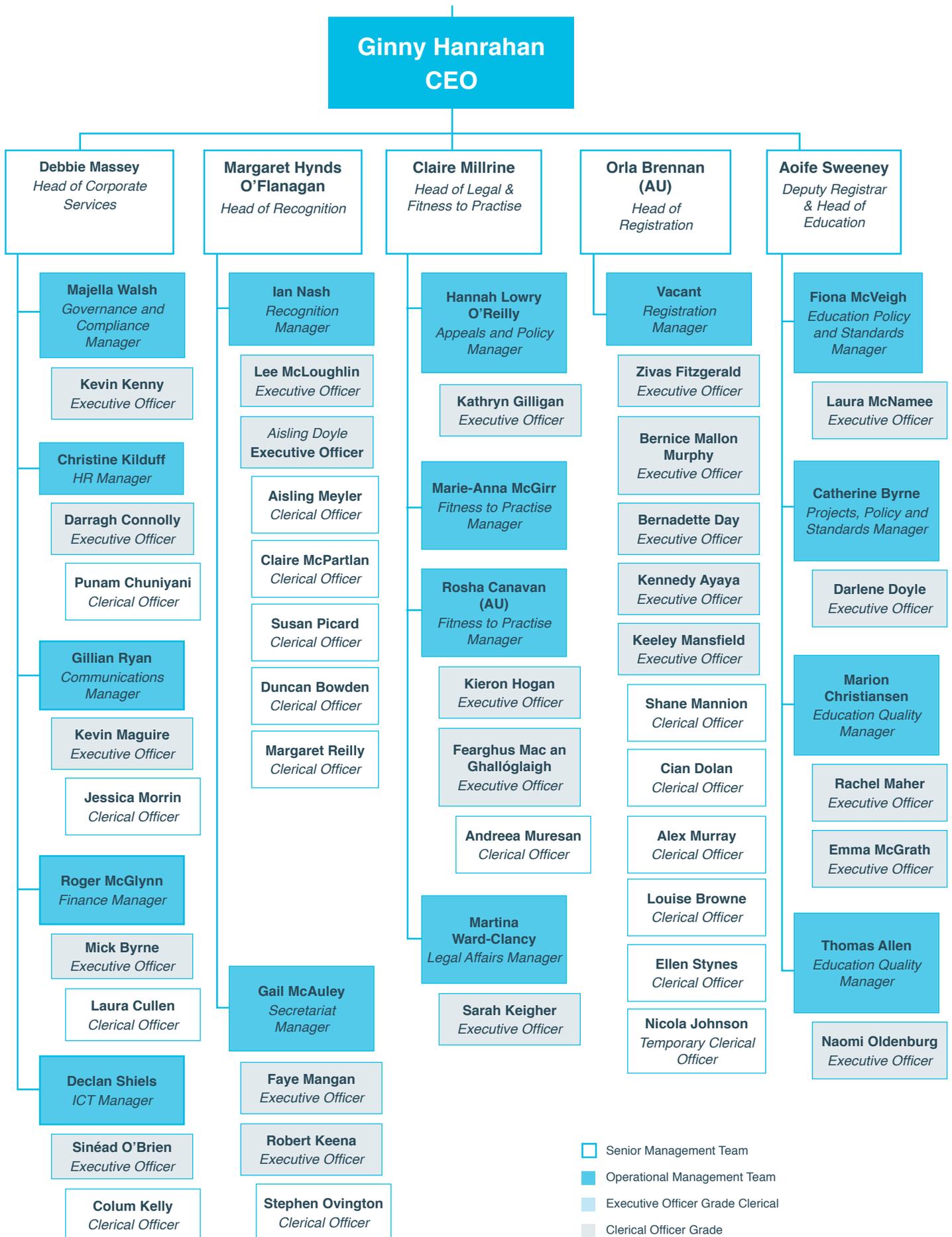
Professional Practise Advisory Committee

Name	05 February	23 April	09 December
Stephanie Manahan*	N	1	1
David Irwin	0	0	1
Colette McLoughlin	N	0	1
John O'Mullane	1	1	1
Bryan Hume	0	0	0
Kristin Quinn	1	1	0
Sara Van den Burgh	0	0	0
Mo Flynn	0	0	R
Shane McCarthy	1	R	R

Appendix 3: Organisational Structure



CORU Executive



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 Psychotherapist 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

