



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

Health and Social Care Professionals Council

**Annual Report
and Financial
Statements**

2018



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



In the eleven years since the establishment of the Health and Social Care Professionals Council, there have been significant changes in how people using the services of health and social care professionals are protected. These changes have been driven by CORU and I am pleased to report that 2018 was again a year in which we saw further progress in the protection of the public.

During the year, CORU held its first public Fitness to Practise hearing into a complaint regarding the professional competency of a radiographer while employed in a hospital in Ireland. Extensive work was undertaken by the Fitness to Practise team to gather evidence and by the Preliminary Proceedings Committee to establish if there was a case to be answered. The hearing by the Professional Conduct Committee was held in CORU's headquarters in Dublin. I believe the subsequent media reports gave members of the public deeper insight into the importance of our work and demonstrated the use of legislative provisions, when we believe professional conduct has put a person at risk.

Importantly, during the year Minister Harris closed a loophole that allowed professionals to practise as Dieticians or Speech Therapists without the need to register with CORU. The number of protected titles now includes Physiotherapist, Physical Therapist, Dietitian / Dietician, Speech Therapist / Speech and Language Therapist, Social Worker, Occupational Therapist, Radiographer, Optometrist, and Dispensing Optician. This means that the public will be protected from practitioners who use professional titles that they are not entitled to use. Qualified, registered professionals will also be protected from potential reputational damage caused to their profession by such practitioners. These practitioners can and will be prosecuted by CORU.

I am pleased to report that the Medical Scientists Registration Board undertook a major step towards the opening of their Register in 2019, holding a public consultation on their Code of Professional Conduct and Ethics and other Bye-Laws necessary to be in place before the opening of their register. The Social Care Workers Registration Board and the Psychologists Registration Board continue to work towards the regulation of their professions and we welcome the appointment by Minister Harris of the Podiatrists Registration Board in October and the Counsellors and Psychotherapists Registration Board in November. There are now just 2 of the 17 designated professions - Orthoptists and Clinical Biochemists - that have not had their Registration Boards appointed and we await instruction from the Department of Health on the timeline for the implementation of regulation for these professions.

CORU now regulates more than 15,000 health and social care professionals, and we are on course to double this number in the coming years when all 17 designated professions are regulated. During the year we completed the move to modern offices in Smithfield which provided us with the facilities needed to support our work. I want to personally acknowledge the on-going support of the Minister for Health and his staff, particularly from the Professional Regulation Unit, in providing CORU with the resources to fulfil our mandate.

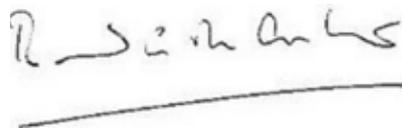
As demands on our resources continue to increase, Council will work closely with the CEO and her management team to ensure that we have the capacity to deliver on our mandate and that we can provide a model of regulation which is sustainable and effective. A report on sustainable regulation was prepared at the request of Minister Harris and we look forward to working with his officials to explore our future options as new professions are mandated for regulation.

The strategic governance and leadership of CORU is an ongoing focus for Council. We will continue to review our corporate governance and support structures which are an essential element to the ongoing work of Council and our multiple professional Registration Boards.

CORU consists of the Health and Social Care Professionals Council and includes the 17 professions and their Registration Boards established under the Health and Social Care Professionals Act 2005 (as amended). Our Council and Registration Board members give voluntarily of their time and I want to pay tribute to their passion for, and commitment to, protecting the public by ensuring professionals are providing safe and appropriate care.

I also want to acknowledge the widespread support within the professions for CORU and the regulatory regime we have introduced since our establishment. I am continually impressed by the enthusiasm shown by registrants, their desire to enhance their own professional standing and their commitment to protecting their patients and service users.

Finally, I would like to thank the talented and dedicated executive team, led by Ginny Hanrahan as CEO, who have supported me as Chairperson over the past two years. I look forward to continuing to working with them as we continue to protect the public by promoting high standards of professional conduct, education, training and competence through the statutory registration of the designated health and social care professionals.



Dr. Bernard McCartan

*Chairperson
Health and Social Care Professionals Council*

Chief Executive Officer Foreword



All our decisions, actions and priorities are based on our single focus, to enhance public safety. Each functional area within CORU - Registration, Recognition, Education, Legal/Fitness to Practise, Secretariat/CEO Office and Corporate Services plays a key role in delivering on this mandate.

2018 can be seen as a year in which protections for both the public and the professions increased as more titles were protected, more Registration Boards established and a Fitness to Practise hearing held in public for the first time.

The growth in the number of health and social professionals regulated by CORU is one of the overriding successes of the year. During the year, over 5,000 applications were received from Health and Social Care professionals and over 15,000 professionals are now registered and regulated by CORU. With this growth comes an increase in our influence and our responsibilities which we will continue to meet in the years ahead.

We now have nine professional registers open for ten professions, with their professional titles protected. During the year the professional title of ‘Physiotherapist’ and ‘Physical Therapist’ became protected with the closing of their transition periods in September and December. Additional titles of “Speech Therapist” and “Dietician” were also protected, due to issues with both titles being misused by people who were not registered.

In November, the first meeting of the Podiatrists Registration Board took place. The Counsellors and Psychotherapists Registration Board was legally established and members of the Board are expected to be appointed in early 2019. We will be opening the Medical Scientists Registration Board on 31 March 2019 and work continues with the Psychologists Registration Board in preparing for registration.

We are making progress on the regulatory journey of the Social Care Workers, with a lot of work taking place over the next 2 years to review over 40 third level courses nationwide, producing graduates who can potentially join the Social Care Workers register, when it opens. There are now just two remaining designated professions - Orthoptists and Clinical Biochemists to commence their journey towards statutory regulation.

The Recognition Department saw 697 applications for the recognition of international qualifications. This is an 81% increase in decisions being made about applicants since 2016. As expected, we have seen increased interest from UK based applicants in the context of Brexit.

A key part of our remit is to promote high standards of professional conduct within the designated professions. The Code of Professional Conduct and Ethics sets out the standards of conduct, performance and ethics which a member of the profession must adhere to throughout the course of their work. During the year, the Code was extensively reviewed by Council and all the Registration Boards to ensure it addressed the challenges of working in a modern healthcare setting.

In 2019, all Registration Boards will issue newly updated Codes of Professional Conduct and Ethics for their professions. Changes include provisions dealing with the use of social media by registrants and for the inclusion of registration number details on all official documents and reports, as well as dealing with the legislative changes made in relation to assisted decision making.

In September we launched a new ‘CORU Registered’ logo to help patients ensure the professional providing their care is registered with CORU. Using a CORU registered logo, health and social care professionals provide members of the public with the assurance that their health and social care professional meets high standards of professional conduct, education, training and competence and, if they fail to do so, that there is a regulator who will take action. We continue to encourage all of our registrants to proudly display this logo which can be displayed on their business cards, stationery, website and in their premises. Our future public information campaigns will also include advice to the public to ‘look for the logo’.

Fitness to Practise allows CORU to investigate complaints made against a registered professional and, if it is found that there is a case to answer, a Fitness to Practise hearing is held. This year saw CORU hold our first public Fitness to Practise hearing relating to professional competence. This should provide all stakeholders with confidence in our commitment to ensuring the highest standards of care prevail.

Our role in protecting the public also includes important enforcement work. 23 enforcement files were opened in 2018. Enforcement actions include professionals not registered with CORU using protected titles and enforcement action against people unlawfully issuing prescriptions for spectacles, the dispensing of prescriptions and the sales of spectacles.

78 meetings of Registration Boards and Council took place in 2019, placing a very significant demand on the resources of CORU’s secretariat. As new Registration Boards are established, and possibly other professions designated for regulation by CORU, it is clear that we will need to restructure the current model if we are to have a regulatory framework which is both effective and sustainable. Delivering on our strategic aim to build a sustainable model of regulation, in 2019 we will work with the Department of Health towards an optimum, sustainable governance and regulatory model.

We continue to invest in new technologies and to develop new processes that will streamline our activities for the benefit of registrants and the public we serve.

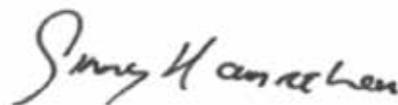
2019 will also see the roll out of a new online recognition of international qualifications application process as well as an Education Programme Approval and Monitoring application process, allowing us to move away from a paper based system. A programme for streamlining the recognition of frequently seen qualifications, including a proposal around further delegation to the Executive following completion of a pilot project, are also on the agenda for 2019.

Each year we meet new challenges and opportunities and I am extremely proud of the work of CORU. It is helped and supported by a great number of people who provide their expertise and dedication to helping us achieve our goals. I would like to take this opportunity to thank them all. This includes our registrants, our voluntary members of Council and the eleven Registration Boards, and members of our committees; educators, employers and patient advocate groups, as well as professional bodies and unions.

CORU appreciates the support shown by the Department of Health, in particular from the Professional Regulation Unit (PRU) and Minister Simon Harris TD. I particularly wish to thank Deirdre Walsh, Head of the Professional Regulation Unit (PRU), who retired in December. We have worked with the PRU team over the past ten years to deliver many of CORU’s achievements.

Our Chairperson Bernard McCartan deserves a special thanks for all his dedication, wisdom, and support and for driving forward the positive work of CORU. I look forward to working with Bernard and Council as we continue to make progress against the priorities in our strategic plan.

Finally, I must thank our executive 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.



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 “Coir”, 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.

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 25,000-30,000 members.

The designated professions are:

- > Clinical Biochemists
- > Counsellors
- > Dietitians
- > Dispensing Opticians
- > Medical Scientists
- > Occupational Therapists
- > Optometrists
- > Orthoptists
- > Physiotherapists and Physical Therapists
- > Podiatrists
- > Psychologists
- > Psychotherapists
- > Radiographers and 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 and the Podiatrists Registration Board.

The remaining Boards will be established on a phased basis.

Figure 1 | December 2018 – 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:

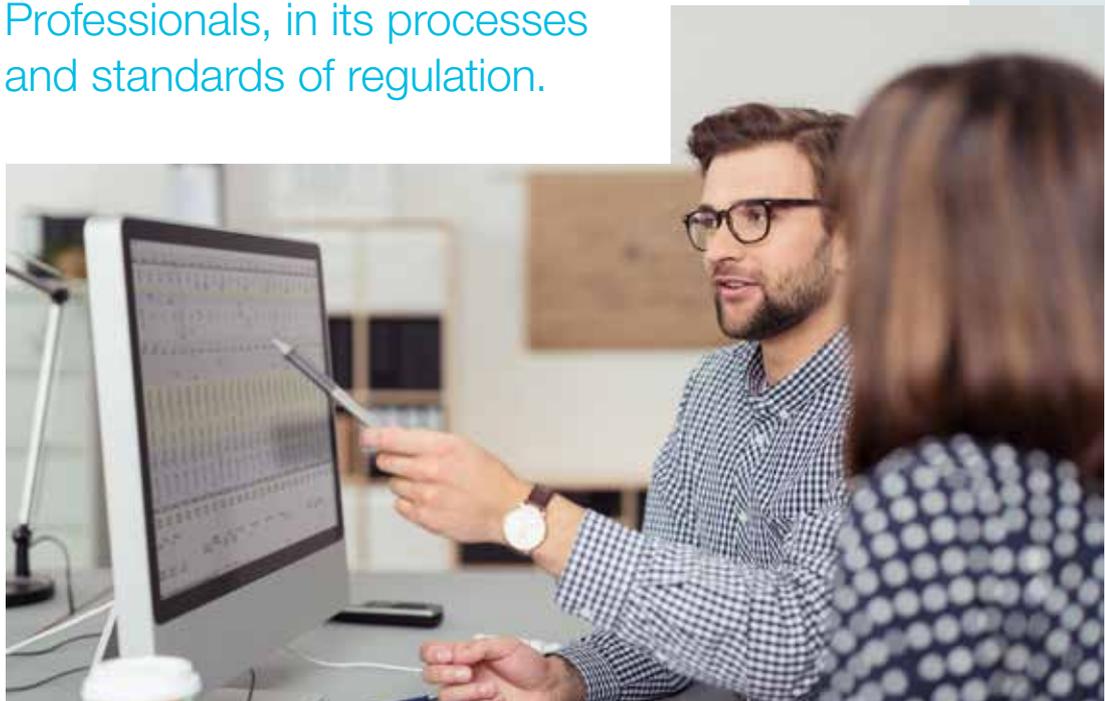


To protect the public by promoting high standards of professional conduct, education, training and competence among registrants of the designated professions.



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 14 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 Chairperson of the Council is paid a stipend and travel expenses during the year. No other member of the Council, Advisory Committees or Registration Boards receives payment of fees in respect of their membership.

Ten committees of Council 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
- > Fitness to Practise
- > Professional Practise Advisory
- > Preliminary Proceedings
- > Health
- > Conduct

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.

Role of the Registration Boards

The current eleven Registration Boards are/will be responsible for the registration of members of their respective profession – three of the Registration Boards regulate two professions – Radiographers Registration Board – regulates Radiographers and Radiation Therapists and the Physiotherapists Registration Board regulates Physiotherapists and Physical Therapists and the Optical Registration Board regulates Optometrists and Dispensing Opticians.

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.

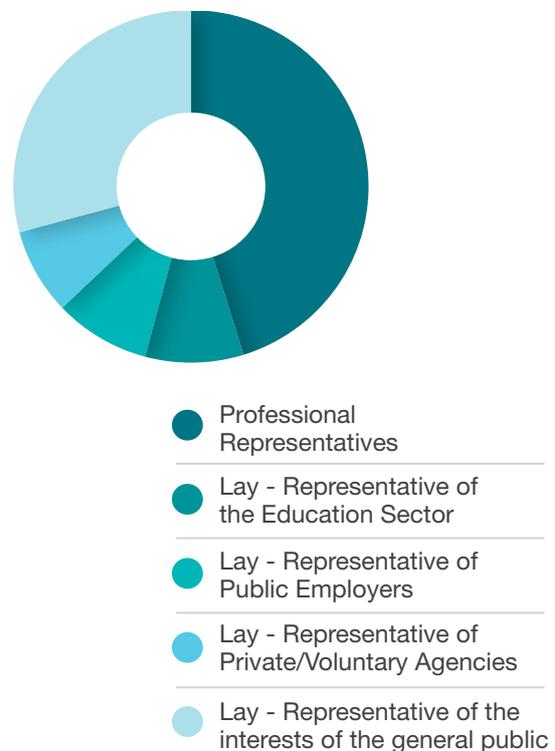
Each Registration Board is responsible for:

- > 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 bye-laws in respect of their registration and education functions.

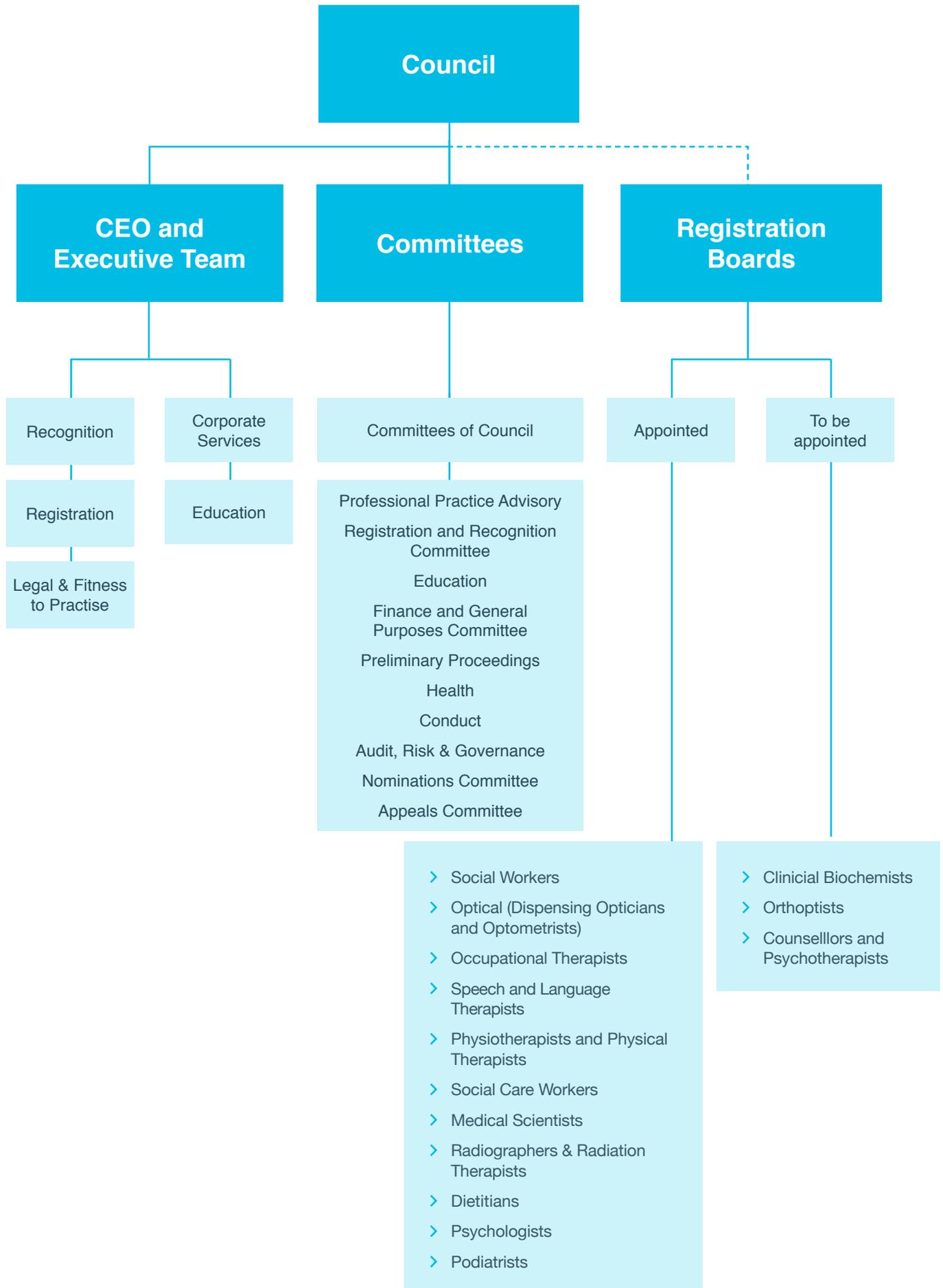
Each of the Boards is comprised of 13 voluntary members, 7 are lay members of the Board (non-members of the professions being regulated); with 1 member coming from each of the following areas - the education sector, public employers and private/voluntary agencies and 4 from the general public including 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 172 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.

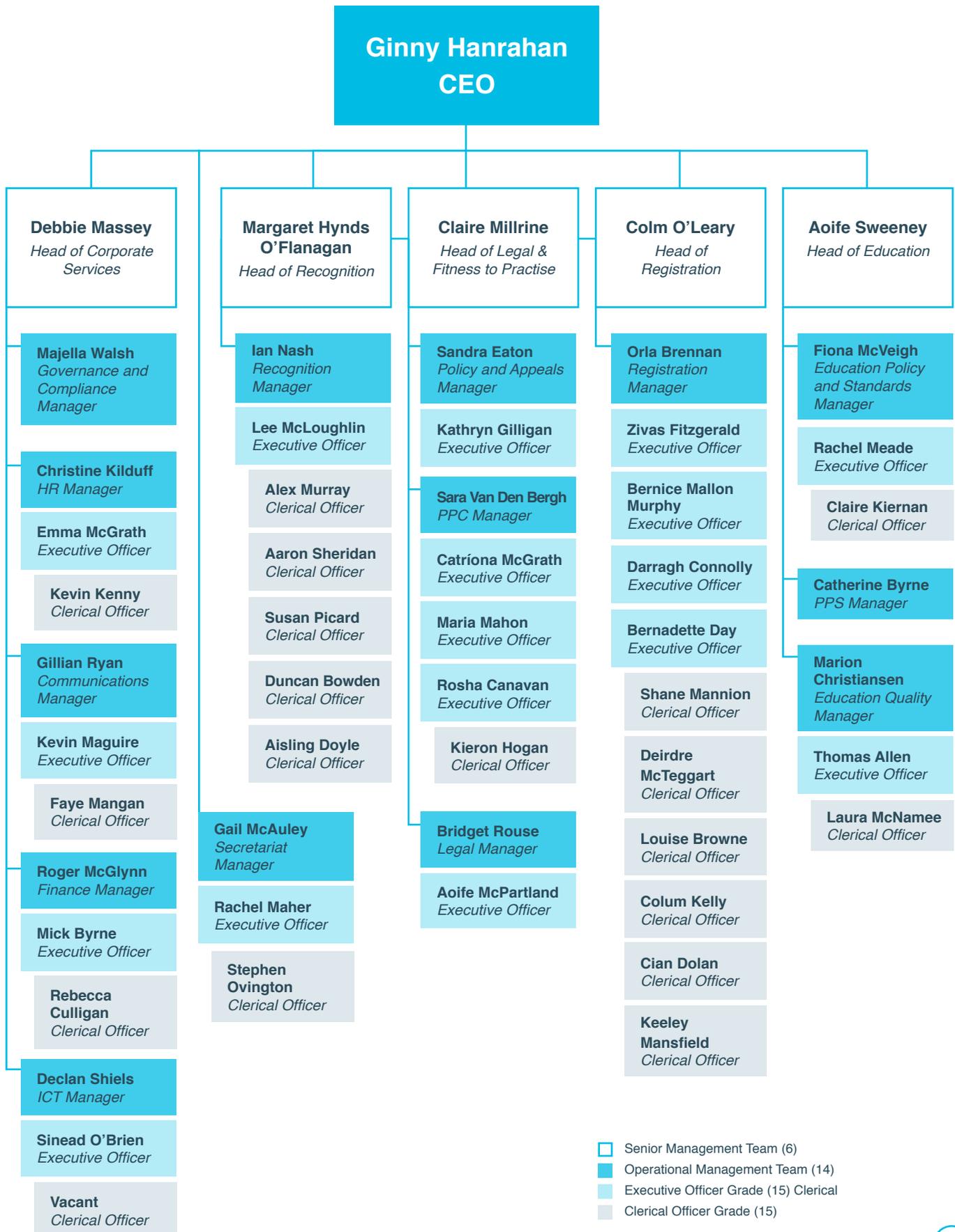
Figure 2 | Composition of a Registration Board



Organisational Structure

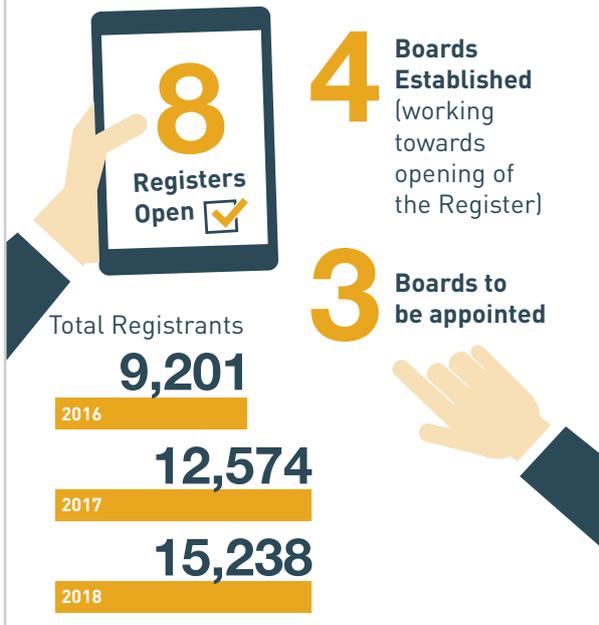


CORU Executive

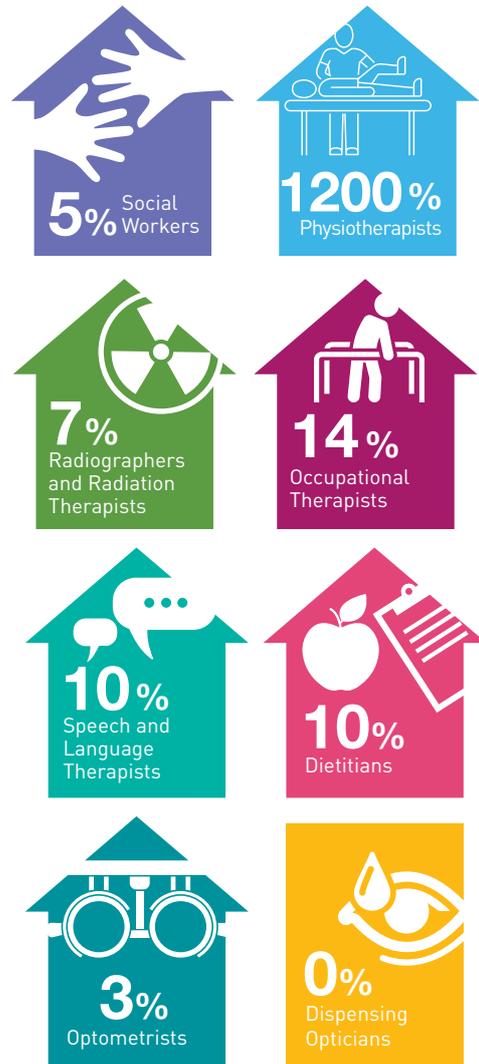


CORU Year in Review

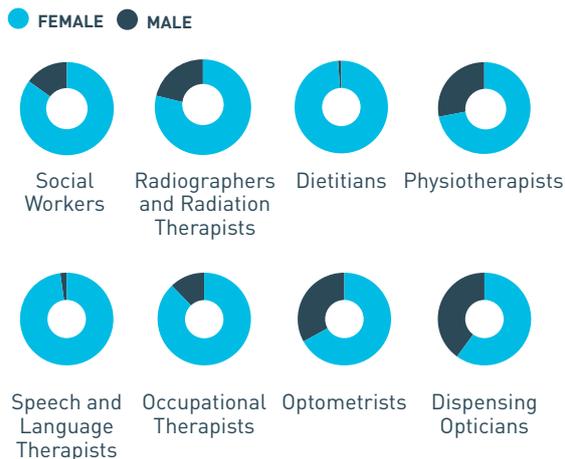
CORU Year in Review



Increases in Registration (since 2017)

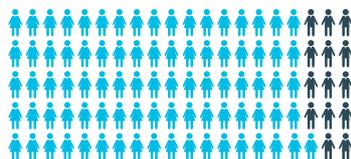


Gender Breakdown by Profession



Gender Balance across all Health Professionals registered with CORU

85% Female
15% Male



Recognition

697 Applications for Recognition of International Qualifications



84 Compensation Measures offered to International Applicants

Council and Boards



Education



Communications



Legal



Human Resources



Strategic Highlights and Key Activities 2018

Measurement against the Statement of Strategy 2017-2021

During 2018, the Council continued work to attain the strategic objectives set out in the third Statement of Strategy.

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.

A mid-year review of the statement of strategy is scheduled for the third quarter in 2019.



Strategic Objective 1

Deliver on our current legislative requirements

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 2018. The following table sets out the number of registrants in each profession at the end of December 2018 compared with the same period for 2015, 2016 and 2017.

The number of professionals registered with CORU continued to grow throughout 2018.

Figure 3 | Registrants 2015, 2016, 2017 and 2018

Profession	2015 Registrants	2016 Registrants	2017 Registrants	2018 Registrants
Social Workers	3,928	4,069	4,237	4,451
Radiographers/Radiation Therapists	1,589	2,184	2,413	2,587
Dietitians	126	546	865	962
Speech and Language Therapists	140	844	1,684	1,843
Occupational Therapists	128	586	2,237	2,599
Optometrists	787	793*	805*	806*
Dispensing Opticians	188	179	185	185
Physiotherapists	n/a	n/a	148	1,782
Total	6,886	9,201*	12,574	15,238
*Includes one visiting EEA Optometrist				



Each year, every registrant must renew their registration and pay an annual retention fee. During the year, the Council directed the Registration Boards to remove 105 individuals from the Register for failing to renew their registration within the time required having being notified on more than one occasion. 140 individuals voluntarily removed themselves from the Register. There were 6 deceased registrants notified to us this year, the same as last year. (2 in 2016 and 3 in 2015).

In 2018, in accordance with the Health and Social Care Professionals (Amendment) Act 2017, the Register of Physiotherapists remained open until 20 December 2018 for physical therapist applicants who wished to apply under transition or grandparenting provisions (known as section 91). In order to meet the legal requirements under section 91, applicants were required to provide evidence of their engagement in the practice of physical therapy in the Republic of Ireland for a total of two years at any time between 20 December 2012 and 20 December 2017.

The first meeting of the Podiatrists Registration Board took place on 6th November 2018 and this Board has now commenced work preparing for the opening of the register.

The Psychologists Registration Board has continued the complex work required to prepare for the opening of the Register for Psychologists, with a particular focus on preparing the Bye-Laws that will allow for the opening of the Register.

2018 also marked significant progress on the passage of several Bye-Laws for approval by Registration Boards and Council. Please see the table below, which outlines the progress of the Bye-Laws.

Figure 4 | Bye Laws for 2018

BYE LAWS FOR 2018					
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					
Approved Qualifications Bye-Law	✓	✓	✓	✓	✓
Delayed Entry Bye-Law	✓	✓			
SOCIAL WORKERS REGISTRATION BOARD					
Delayed Entry Bye-Law	✓				
RADIOGRAPHERS REGISTRATION BOARD					
Delayed Entry Bye-Law	✓	✓			
DIETITIANS REGISTRATION BOARD					
Delayed Entry Bye-Law	✓	✓			
SPEECH AND LANGUAGE THERAPISTS REGISTRATION BOARD					
Delayed Entry Bye-Law	✓	✓			
OCCUPATIONAL THERAPISTS REGISTRATION BOARD					
Delayed Entry Bye-Law	✓	✓			
OPTICAL REGISTRATION BOARD					
Approved Qualifications Bye-Law	✓	✓	✓	✓	✓
Spectacles Bye-Law	✓	✓	✓	✓	✓
Delayed Entry 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	✓				
Delayed Entry Bye-Law	✓				
OTHER					

During the course of 2018, Registration Boards approved 3 Education Programmes under Section 49 of the Act and continuously approved 9 programmes. In addition, Criteria for Education and Training Programme and Standards of Proficiency were issued by 2 Registration Boards, with a further 3 Boards facilitating consultation on their standards at year end. CORU facilitated the first audit of Radiographers and Radiation Therapists CPD portfolios in 2018.

Details of the progress made in 2018 with regard to education and continuing professional development requirements for the regulated professions can be found in each of the Registration Boards' reports.

The following Registration Boards received training on the 'Revised Programme Approval and Monitoring Processes':

- > Occupational Therapists Registration Board
21 March 2018
- > Psychologists Registration Board
30 May 2018
- > Radiographers Registration Board
24 April 2018
- > Social Care Workers Registration Board
22 February 2018
- > Speech and Language Therapists Registration Board
17 May 2018

And the following Education Providers received training on the Revised Programme Approval and Monitoring Processes:

- > National University of Ireland (SLT & OT)
06 Nov 2018
- > Trinity College Dublin (OT)
14 Aug 2018
- > Trinity College Dublin (SLT)
20 June 2018
- > Trinity College Dublin (Rad Ther)
15 June 2018

In addition, training on CORU's programme approval process was provided to 100 social care work education providers representing 17 Institutes on the 24, 25, 26 April and 21 June.

Training for review team members was also facilitated on the 13, 30 July and 17 December.

New Education and Training Programmes

The Education Unit was made aware of six new programmes, four of which commenced in September 2018. The Education Unit met with the individual programme directors to offer guidance relating to the operational element of preparing documentary evidence in line with the Criteria and Standards of Proficiency for the relevant profession and to answer questions associated with the Approval and Monitoring processes. These visits took place in Quarter 4 of 2018.

As each Registration Board opens its Register it becomes the Competent Authority for the profession in accordance with the governing legislation, 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 is facilitated by the Recognition Department at CORU.

In 2018 the number of applications for recognition of international qualifications continued to rise, showing an overall increase of 28% in applications from 2017, some 697 applications were received.

The respective Registration Boards made decisions on 655 applications, an increase of 25% on 2017.

Figure 5 | Applications for Recognition of International Qualifications

Complete Applications received 2016 to 2018	2016	2017	2018	% increase from 2016 to 2018
Dietitian	18	44	56	211%
Dispensing Optician	7	16	8	14%
Optometrist	15	22	7	-53%
Occupational Therapist	53	86	101	91%
Physiotherapist	5	101	143	2760%
Radiographer	112	160	228	104%
Radiation Therapist	10	14	19	90%
Speech and Language Therapist	25	28	32	28%
Social Worker	49	72	103	110%
Total	294	543	697	137%
% Increase on previous year		85%	28%	

Decisions made 2016 to 2018	2016	2017	2018	% increase from 2016 to 2018
Dietitian	21	44	44	110%
Dispensing Optician	9	16	5	-44%
Optometrist	16	21	7	-56%
Occupational Therapist	56	85	100	79%
Physiotherapist	2	89	154	7600%
Radiographer	106	155	188	77%
Radiation Therapist	13	9	22	69%
Speech and Language Therapist	15	35	35	133%
Social Worker	51	68	100	96%
Total	289	522	655	127%
% Increase on previous year		81%	25%	

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. We await a response from the Department as to next steps or requirements.

Strategic Objective 3**Deliver greater clarity in our communications**

During 2018 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.

During 2018, 11 very successful Information meetings were arranged and delivered for physiotherapists and physical therapists to help them with their registration in Dublin, Waterford, Sligo, Letterkenny, Galway, Limerick and Cork.

For the second 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 2 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 2018, over 30 regional newspapers and radio stations covered news/ information segments on the role of CORU and how to contact CORU. Total audience reach of 1.1 million for radio and print media

Finally, in December 2018, we produced part two of our public information radio advertising campaign on both national and regional radio stations. Over 800 adverts were featured on the national and regional radio stations over a 10 day period. The advert is estimated to have reached 54.7% of all adults in Ireland, with the average adult encountering the advert 7 times over the campaign.

Strategic Objective 4

Maintain our focus on good governance practices

During 2018 we continued work to ensure CORU is on target for full compliance with (a) The Code of Practice for the Governance of State Bodies (2016) and (b) the General Data Protection Regulations (GDPR), (EU Regulation which came into effect on 25 May 2018).

Following our Corporate Governance Gap Analysis (conducted in 2017) with regard to the new requirements of the Code of Practice for the Governance of State Bodies, we identified a number of new requirements as well as a number of areas requiring improvement. Measures to address the shortfalls were successfully implemented during 2018, with oversight provided by the Audit Risk and Governance Committee of CORU.

Council approved the revised CORU Code of Corporate Governance in July and the updated document was published in December.

We continued to execute plans in the context of compliance with the EU General Data Protection Regulations (GDPR).

The Audit Risk and Governance Committee also conducted a review of the Risk Management Process and arising from this work CORU is revising and updating the Risk Management Policy.



The internal audits conducted under the instruction of the Audit Risk and Governance Committee in 2018 were as follows:

1. Review of compliance with Panel of Assessors Policy
2. Follow up review of Penetration Testing of the Registration System
3. Complaints Review (Fitness to Practise – PPC)
4. Financial Controls Review (2018)
5. Follow up Internal Audit Review(s)
6. GDPR Review

The publication of Council minutes was initiated during 2018.

Strategic Objective 5

Attract, retain and grow our talent pool and knowledge

With an approximate 350+ representatives involved with CORU on Council and Registration Boards, Committees, Recognition and Education Programme Assessor Panels, training needs continued to grow during 2018.

In order to assist and facilitate the important work of volunteers and partners of CORU, we continued to invest in providing training throughout 2018 as follows:

Figure 6

Topic	Target Audience	Delivered
LEGAL/FTP		
Appeals Committee	Registration Boards	April
Chairperson training	Chairpersons of Council/Registration Boards/Committees	November
PPC	Preliminary Proceedings Committee	June
Sanctions Training	Council/Registration Boards/Committees of Inquiry	February
Sanctions Training	Council/Registration Boards/Committees of Inquiry	September
Appeals Committee	Appeals Committee and Registration Boards	November
Council Members 2 x executive in FTP	Diploma in Professional Regulation	Throughout
SECRETARIAT		
Induction Day for new Board members	Registration Board members (10 in total)	February
Induction	Podiatrists Registration Board	November
Individual Inductions for Newly appointed Council and Board Members	Council and various Registration Boards	Approximately 19 inductions throughout the year
EDUCATION		
Approval and Monitoring Process Training	Education Providers (OTRB, RRB, SLTRB, MSRB, SWRB)	15, 20, 22 June, 14 Aug, 6 Nov
Approval and Monitoring Process Training	Education Providers (Social Care)	24, 25, 26 April 21 June
Revised Programme Approval and Monitoring Processes for Registration Boards	Registration Boards (RRB, PSRB, OTRB, SLTRB, SCWRB)	22 February, 21 March, 24 April, 17 May, 30 May
Programme approval process for social care work programmes	Education Providers	9, 12, 16, 23, 30 November, 11, 18 December
Training for Education Reviewers	Review Team Members	13, 30 July 17 December
Criteria and Standards of Proficiency	PSRB	4 July



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 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.

2018 was another great year for the operation of the Wellbeing Group within CORU.

- > CORU started the year with the introduction of fruit baskets in the canteen every Monday;
 - > For our move to Smithfield the Wellbeing Group arranged discounts with local businesses;
 - > Health Checks were arranged for interested staff to celebrate National Workplace Wellbeing Day on 31 March.
- > With May being Mental Health Awareness Month we had a week of “Positivi-tea” where staff were encouraged to have meaningful conversations over a cup of tea. Chairperson of Council, Bernard McCartan joined us for a cup of tea and a cake to celebrate that week.
- > 10,000 steps-per-day challenge was organised in which staff were placed into teams of four and completed for the most steps taken over the month of May.
- > Flu shots were provided for all interested staff in October.
- > A fun sweepstakes for the Football World Cup was held in July.
- > The group arranged a number of visits to the Lighthouse Cinema for Staff.
- > CORU staff raised €170 for Peter McVerry Trust.
- > We also participated in Peter McVerry Trust’s Christmas Collection and the St Vincent de Paul Giving Tree.

Corporate Services

During 2018, Corporate Services has continued to manage the key areas of Finance, Human Resources, ICT, Communications, Corporate Governance, Compliance and Internal Audit, in order to support Council and the Registration Boards and in particular the work of our colleagues in the key functional areas of Registration, Recognition, Education, and Legal Affairs and Fitness to Practise. These functional areas in turn work with the Registration Boards to an agreed annual work plan, to assist them in fulfilling their legislative mandate.

Office Move

In March 2018 we finally made the long awaited office move. During Q1, a major programme of work was completed to ensure a high standard was reached in the fit-out of the new offices at the Infinity Building in Smithfield. We worked closely with the Office of Public Works on an ongoing basis during the year in order to address snag lists and the inevitable issues that arise in a project of this scale. The overall cost of the move and fit-out overran by 1.95%. We required more furniture and particularly storage than originally anticipated, and the design team costs also ran over slightly from the original budget. The Department of Health allocated the full cost of the move and fit-out from capital funding.

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 under our report against strategic objectives on page 23.

Financial Statements 2018 - Highlights

CORU's annual accounts for 2018 were submitted to the Comptroller and Auditor General (C&AG) in accordance with the timescales set out in the Health and Social Care Professionals Act 2005. The C&AG signed off on these accounts in November 2019 and full details are on page 126.

CORU's 2018 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). Some key highlights are included below.



Income

Income from Exchequer grants increased by 32% in 2018 and fee income from registrants and recognition applicants increased in 2018 by 41%. Overall income for the year is up by €1.62m from 2017 levels due to increased Exchequer grants and registrant income (including recognition).

Expenditure

Overall expenditure has increased in 2018 by 29% compared to 2017 levels. The primary factors for the increase in expenditure in 2018 are: staff salaries due to an increase in staff sanction and pay restoration, legal and fitness to practise costs, communication costs, and additional recognition and registration costs.

Governance and Compliance

With the appointment of a Governance and Compliance Manager during 2018, we were able to focus on several important areas relating to Governance and Compliance during the year:

- > Full revision of Code of Corporate Governance completed and aligned with Code of Practice for the Governance of State Bodies.
- > Implemented year 1 of full cross-organisation Internal Audit work Programme in line with Code.
- > Election process for Social Workers, Optometrists, Dispensing Opticians and Radiographers successfully completed.

General Data Protection Regulation (GDPR)

- > Policies, Protocols & Procedures devised for GDPR compliance and Audit, Risk and Governance approval.
- > GDPR Training rolled out for CORU team members.
- > Review for compliance purposes of a Data Protection Gap Analysis Report from 2017.
- > Subject Access Requests received.
- > Data Investigations process implemented.
- > Data Protection Impact Assessments (DPIAs) conducted for Recognition, Education & Secretariat.

Freedom of Information

- > Development of Standard Operating Procedures.
- > Increase in number of requests received.
- > Internal reviews being received because of increase in requests received.

Risk

- > Quarterly Review of Risk Register implemented.
- > Development of Risk Appetite Statement.
- > Update of Risk Policy commenced, for Audit, Risk and Governance approval.

Human Resources

The Human Resources Team supports employee relations, policy development, recruitment and selection, compensation (payroll, pensions and other benefits), performance management and organisational and talent development.

Recruitment and HR activity during 2018 is summarised below:

- > 697 candidate applications received and processed for advertised vacancies including executive posts, PPC and disciplinary panels.
- > Assessor recruitment on ongoing basis.
- > Talent management initiatives introduced mobility for staff to enable staff to develop new skills set, shorter working week introduced along with updated flexi policy.
- > Training and development across CORU various short and long term training opportunities sourced and organised for employees.
- > PMDS and probation training arranged for managers.
- > 45 days spent on training courses by employees.
- > New recruitment procedure introduced.
- > Introduction of personnel file management policy in line with use of SharePoint for storage of personnel files.
- > Updated employee handbook to coincide with new offices in Smithfield.
- > Development of probation policy.
- > Introduction of training agreement policy.
- > Completed detailed workforce plan for 2018-2021 in consultation with heads of functions.

Training for Executive Team

- > Resilience management and wellbeing
- > Dealing with difficult calls and how to manage
- > MS Office and Outlook
- > Probation and PMDS training
- > Interviewer skills
- > Data Protection and Corporate Governance and Data Protection Law
- > Diploma in Regulatory Management
- > Diploma in Professional regulation and Certificate in Public management
- > Diploma in Legal Studies
- > Freedom of Information for decision makers
- > Belbin team building
- > Data protection online training for all staff
- > Executive Coaching
- > Front line Management
- > Delivering effective presentations and dealing with presentations in difficulty circumstances.
- > Minute training and proof reading
- > Project Management skills
- > Pensions management
- > Some staff are completing academic Degree and Masters programmes.

The CORU Employee Assistance Programme was continued during the year, which is a confidential support service for all CORU employees and their families.

At the end of 2018, CORU had 51 full time employees, with 4 vacancies yet to be filled.



Figure 7

Posts filled during 2018			
	Role	Grade	Date
1.	Education	Executive Officer	Jan
2.	Secretariat	Executive Officer	Jan
3.	Corporate Services	Governance and Compliance Manager	Feb
4.	Corporate Services	Higher Executive Officer ICT	Feb
5.	Corporate Services	Clerical Officer Finance	Feb
6.	Corporate Services	Executive Officer Finance	Feb
7.	Registration	Clerical Officer	Mar
8.	Education	Clerical Officer	Mar
9.	Recognition	Clerical Officer	Apr
10.	Secretariat	Clerical Officer	Apr
11.	CEO	Principal Officer Higher	Apr
12.	Registration	Clerical Officer	May
13.	Secretariat	Higher Executive Officer	May
14.	Recognition	Clerical Officer	May
15.	Registration	Clerical Officer	June
16.	Corporate Services	Clerical Officer	June
17.	Recognition	Higher Executive Officer	June
18.	Recognition	Clerical Officer	June
19.	Corporate Services	Assistant Principal	August
20.	Corporate Services	Clerical Officer	August
21.	Registration	Executive Officer	August
22.	Education	Clerical Officer	September
23.	Recognition	Clerical Officer	September

Legal Services

In 2018, the Legal Affairs Unit continued to provide advice and assistance to other functional units within CORU, as well as to Registration Boards and Council as required. Council approved the making of 3 Bye-Laws in 2018.

Appeals

The Appeals Committee heard three registration appeals and twelve recognition appeals during 2018.

Enforcement

The Health and Social Care Professionals Council successfully prosecuted one company in relation to breaches of Section 81B of the Health and Social Care Act 2005 in 2017. The District Judge fined the company, which pleaded guilty to the offences in the Dublin District Court, €250 each for four separate offences. The company agreed to pay a contribution of €2,635 towards CORU's costs. The company also pleaded guilty to a subsequent offence and was fined €1,500.

A total of 23 files were opened by the Enforcement Team during 2018 in relation to Council's enforcement functions under the Act. This compares to 51 opened in 2017 and 22 opened in 2016.

Health and Safety

In 2017 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 2018 were responded to appropriately and were managed in accordance with the Freedom of Information Acts 2007 and 2013. In 2018, we received 10 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.

Three enforcement referrals received by CORU during 2018 were treated as protected disclosures within the meaning of the Protected Disclosures Act 2014. In all cases, an investigation took place in accordance with Council's Enforcement Process.

Information relating to seven fitness to practise cases received by CORU during 2018, were treated as protected disclosures. In all cases, an investigation took place in accordance with the Preliminary Proceedings Committee Procedures (PPC).

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 2018, over 30 regional newspapers and radio stations covered news/ information segments on the role of CORU and how to contact CORU. Total audience reach of 1.1 million for radio and print media – up from 100,000 last year.

Internal communications

During 2018 we continued our work on the CORU Intranet, it was developed further to include facilities to book meeting rooms, car park spaces and updates from the Wellbeing Group. The Intranet is the focal point for all CORU staff to ensure everyone is up to date on latest developments and has access to all relevant policies and procedures to assist them in their work.

Online Communications/ Website

We continued to make improvements to our current website and 314,229 unique visitors visited the website during 2018. 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 2018 to 31 December 2018, the “Search the Register” function was accessed 103,045 times which is a 20% increase on the previous year.

The construction of the new CORU website is well under way and will be launched in the Spring of 2019.

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 2018, we implemented year two 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. The distribution of the leaflets has been extended until April 2019 when it will be revised again to reflect the number of registers opened.

CORU engaged in twenty public consultations in relation to Restoration to the Register Bye-Laws, Approved Qualifications Bye-Laws, Code of Professional Conduct and Ethics and Delayed Entry Bye-Laws.

In addition to this stakeholder engagement, CORU hosted 11 information meetings for physiotherapists to help them with their registration in Dublin, Waterford, Sligo, Letterkenny, Galway, Limerick and Cork.

Public Awareness

Continuing on from the 2017 Public Information Campaign, CORU conducted a Halloween Novelty Contact Lenses Public Information Campaign during October 2018 to raise awareness with the public on the dangers of wearing novelty contact lenses. A more targeted approach was taken this year aiming at a younger demographic. Information on CORU was featured on JOE.ie which has an estimated social media following of 250,000.

During 2018, over 30 regional newspapers and radio stations covered news/ information segments on the role of CORU and how to contact CORU. Total audience reach of 1.1 million for radio and print media – up from 100,000 last year.

In December 2018, we produced part two of our public information radio advertising campaign on both national and regional radio stations. Over 800 adverts was featured on the following radio stations over a 10 day period: News talk, Today FM, Clare FM, East Coast FM, Highland Radio, KCLR, Kerry, KFM, Midlands 103, MWR, Ocean FM, South East Radio, Shannonside Northern Sound, Tipp FM, NOVA, Red FM, FM194, Q103 WLR 96/103FM, Limerick 95FM, LMFM and Galway Bay FM.

The advert is estimated to have reached 54.7% of all adults in Ireland, with the average adult encountering the advert 7 times over the campaign. This compares favourably with last year’s campaign which reached 34% of the population with a frequency of 4.

CORU attended the three day National Ploughing Championship in September. This was CORU’s first attendance at the event. CORU used the opportunity to inform members of the public about the role of CORU, the professions we regulate, and how to search the CORU register to ensure that their health or social care professional is registered with CORU. We would like to thank all those that stopped by for a chat and to take a CORU information leaflet.

The Health and Social Care Professionals Council

Number of Council meetings during 2018: 10

Members and attendance at council meetings in 2018: See Appendix 1

In 2018, committees undertook specific pieces of work on behalf of Council:

- > Audit, Risk and Governance
- > Finance and General Purpose
- > Registration and Recognition
- > Education
- > Profession Practise Advisory Committee
- > Preliminary Proceedings Committee
- > Appeals Committee
- > Committee's of Inquiry
- > Nominations Committee

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 2018 Committee consisted of seven non-executive members. Three of the seven Committee members are external to CORU.

Tony McAleer 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 2017 Audit, Risk and Governance Committee as appointed by the Council were as follows: Tony McAleer – Chairperson, Maeve Murphy, Brian Lee, Stephanie Manahan (Council members); Harry McGeary, Martin O'Sullivan, Declan Purcell (Independent members).

Number of meetings during 2018: 5

Attendance: Appendix 2

Terms of Reference:

These terms of reference should be read in conjunction with the Standing Orders set out in Appendix III of the Code of Corporate Governance.

Constitution

Under Section 23 (1) of the Health and Social Care Professionals Act 2005 (the Act), the Audit, Risk and Governance Committee will be established by Council.

Membership

Council shall establish an Audit, Risk and Governance Committee of at least three independent non-executive Board members, with written terms of reference which deal clearly with its authority and duties.

There shall be formal assessment criteria for the appointment of the Chairperson and other Audit, Risk and Governance Committee members.

The Chairperson of the Audit, Risk and Governance Committee shall be appointed by Council and shall only be appointed as Chair if he or she is a member of Council.

Appointments to the Audit, Risk and Risk Committee shall be made by Council in consultation with the Chairperson of the Audit, Risk and Governance Committee. Council shall satisfy itself that at least one member of the Audit, Risk and Governance Committee has recent and relevant financial experience.

Other members of the Audit, Risk and Governance Committee shall have experience in the core areas of its business including risk management, internal audit, governance, relevant technical or specialist issues, an understanding of the public sector environment, in particular the accountability structures, and current public sector reform initiatives.

Members are appointed to the Audit, Risk and Governance Committee for a period of three years or such shorter term that coincides with the term of office of Council and shall be eligible for reappointment up to three years, to a maximum of six years in total.

There should be a standard letter of appointment for each new Audit, Risk and Governance Committee member, where appropriate, including:

- > the role of the Audit, Risk and Governance Committee;
- > the duration of appointment and renewal provisions;
- > the support and training to be provided;
- > the time commitment involved;
- > the level of remuneration (where appropriate);
- > the rules regarding conflict of interests;
- > the performance management arrangements; and
- > the termination arrangements.

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.

Rights

The Audit, Risk and Governance Committee may:

- > co-opt additional members to provide specialist skills, knowledge and experience; and
- > procure specialist ad-hoc advice at the reasonable expense of CORU, subject to budgets agreed by Council.

Access

The Head of Internal Audit and the representative of external audit shall have free and confidential access to the Chairperson of the Audit, Risk and Governance Committee.

Meetings

The Audit, Risk and Governance Committee shall meet at least four times a year. The Chairperson of the Audit, Risk and Governance Committee may convene additional meetings, as they deem necessary.

A minimum of 40% of members of the Audit, Risk and Governance Committee will be present for the meeting to be deemed quorum.

As the business of the Audit, Risk and Governance Committee requires the CEO, the Head of Corporate Services, the Head of Internal Audit, and a representative of external audit shall attend for specific meetings or agenda items at the Committee's request.

The Audit, Risk and Governance Committee may ask any other officials of CORU to attend to assist it with its discussions on any particular matter.

The Audit, Risk and Governance Committee may ask any or all of those who normally attend but who are not members to withdraw to facilitate open and frank discussion of particular matters.

There shall be at least one meeting a year, or part thereof, where the Audit, Risk and Governance Committee invites the external auditors to meet with the Committee without the Executive being present.

Council may ask the Audit, Risk and Governance Committee to convene further meetings to discuss particular issues on which they seek the Committee's advice.

Information requirements

For each meeting the Audit, Risk and Governance Committee shall be provided (well ahead of the meeting) with:

- > a report summarising any significant changes to CORU's strategic risks and a copy of the strategic/corporate Risk Register;
- > a progress report from the Head of Internal Audit summarising:
 - work performed (and a comparison with work planned);
 - key issues emerging from the work of internal audit;
 - management response to audit recommendations;
 - changes to the agreed internal audit plan; and
 - any resourcing issues affecting the delivery of the objectives of internal audit.
- > a progress report (written/verbal) from the external audit representative summarising work done and emerging findings (this may include, where relevant to the organisation, aspects of the wider work carried out by the Comptroller and Auditor General, for example, Value for Money reports and good practice findings);
- > management assurance reports; and
- > reports on the management of major incidents, "near misses" and lessons learned.

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.

Approved by Council on 21 June 2018

Key activities in 2018:

The internal audits commenced under the instruction of the Audit Risk and Governance Committee in 2018 were as follows:

1. Review of Compliance with Panel of Assessors Policy
2. Follow up Review of Penetration Testing of the Registration System
3. Financial Controls Review (2018).
4. Follow up review of the findings and recommendations of internal audit reports (2017).
5. The Audit Risk and Governance Committee recommended to Council a updated Code of Corporate Governance which was revised to reflect the obligations placed upon state bodies by the Code of Practice for the Governance of State Bodies.

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

- > Financial Policy
- > Data Breach Policy
- > Subject Access Policy
- > CCTV Policy

The Committee monitored and reported quarterly to Council on the CORU Risk Register, and also on the implementation of a programme of compliance with GDPR. The Committee continued its review of the Risk Appetite Statement the Risk management Policy for Council.

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.

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 to the Committee were provided with induction training.

Members of the 2018 Finance and General Purposes Committee as appointed by the Council were as follows:

Joe Martin – Chairperson, Bernard McCartan, Marie Culliton and Paul Lyng.

Number of meetings during 2018: 6

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 Purpose 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 2018:

- > Reviewed and analysed CORU'S final 2017 financial performance including Key Performance Indicators.
- > Reviewed 2018 Expenditure Budget.
- > Reviewed Office Move Capital and ICT Capital Budgets.
- > Reviewed and analysed CORU's 2018 financial performance throughout the year.
- > Reviewed legal costs throughout the year.
- > Approval of CEO international travel for 2018 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 2018 Business Plan.
- > Reviewed month on month registration and renewal data.
- > Reviewed and recommended CORU's 2019 budget to Council for approval.

- > Considered the revised Code of Corporate Governance.
- > Reviewed and recommended Social Media Policy to Council for approval.
- > Reviewed FGPC Terms of Reference for recommendation to Council.
- > Reviewed Committees of Council Project in respect of delegation to the FGPC.
- > Recommended to Council the establishment of all Committees of Council under Section 23 of the Health and Social Care Professionals Act.
- > Reviewed reports on various topics throughout the year including ICT issues, Talent Management and Secretariat Training.
- > Considered publication of data on Fitness to Practise.
- > Reviewed procurement activities during the year.
- > Reviewed and made recommendations to Council on renewal of several contracts for services.
- > Reviewed policy for publishing of Council Minutes and recommended to Council for approval.
- > Reviewed and recommended User Acceptance Testing for Paperless Boards to Council for approval.
- > Reviewed feedback from Council members on portals and devices.
- > Considered a Registration Board Life Cycle Model.

Registration & Recognition Committee

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

Membership:

1. Marie Culliton (Chairperson),
2. Joe Martin (Council member),
3. Maeve Murphy, (Council member),
4. Norma Judge (Independent member),
5. Catherine McKenna (Radiographers Registration Board member),
6. James Forbes (Social Care Workers Registration Board member) (Council member),
7. Anne Horgan (Physiotherapists Registration Board member) (January – October),
8. Niamh Murphy (November – onwards),
9. Damhnait Gaughan (Independent member),
10. Gerard Walshe (Occupational Therapists Registration Board member) (Council member).

Number of Meetings during 2018: 5

Attendance: Appendix 2

Terms of Reference:

- > 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 for registration.
- > 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 as appropriate on approval of Bye-Laws 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. Where registration risks are identified to 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
- › 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.
- › Review of the documentary requirements and evidence required of applicants in private practice.
- › Review of current and future Bye-Laws required by legislation or where amendments are required.
- › Consideration of the Council Guideline for Return to Practice for those commencing employment as permitted under the 2017 HSCPC Amendment Act.
- › Review of the implementation of Council Policy in the delegation of authority to the CEO/Registrar with regard to straightforward registration decisions.
- › Review and refinement of the policy governing the use of registration documentation and use of registration number by registrants.
- › Consideration of absences from employment in the relevant periods under section 91 (grandparenting period) and under section 38 (return to practice).
- › Consideration of the implementation of updated language requirements.
- › Review of the fit and proper requirements, online survey and policy provisions where students are provided reasonable accommodation when completing an approved qualification.
- › Review of the grandparenting process for Physiotherapists and Physical Therapists.
- › Consideration of the Risk Register.
- › Considerations with respect to the registration of Social Care Workers to include section 91(2)d (written opinion of competence by employer).
- › Ongoing review of Directive Delayed applications and the progress of the legislative amendments to correct this matter.
- › Amendment of Council Policy with regard to the Recognition of International Qualifications with the support of a specially appointed working group.
- › Review of procedures for timely decision making with respect to recognition applications.

Key activities in 2018:

- › Review of the Terms of Reference of Registration Committee.
- › Review of the Language Policy, the tests that are acceptable and the alternatives which are acceptable as meeting the language requirement for registration.
- › Consideration of the end of year statistics in registration and recognition in 2017 and ongoing review of applications in progress and registrations being completed at each meeting.

Education Committee

Role: To advise Council on policies and procedures in relation to education.

Membership:

Council Members: David Irwin (Chairperson until 28 February 2020)*; Fred Powell**; John O’Mullane; Peter Davison; Marion O’Rourke; Carmel Kearns; Ann Kearney; Odhrán Allen; Carmel Smith; Caroline McIntosh***

*Appointed 29 March 2018

** Appointed 24 May 2018

***Term ended 4 May 2018 – Member did not seek reappointment

Number of Meetings during 2018: 5

Attendance: Appendix 1

Terms of reference:

- › 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
- › 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
- › To advise Council on the development and review of the framework standards of proficiency for professions under the Act
- › To advise Council on the development and review of policy in relation to Continuing Professional Development (CPD)
- › To advise Council on any guidelines it may issue to Registration Boards regarding the education, training and Continuing Professional Development of registrants
- › 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 2018:

- › Review of Education Unit 2017 Activity Report.
- › Review and feedback from newly drafted Code of Corporate Governance.
- › Review of policy on delegation of powers from Council.
- › Review of CPD policy on monitoring and enforcement.
- › Consideration for extension of the specialist advisor contract for Education Research and Policy Development.
- › Education Quality – Approval of new programmes.
- › Fees for Programme Approval.
- › Consideration of architecture of guidance and support documentation contents.
- › Considerations regarding Approved Qualification Bye-Law and Qualification Titles.
- › CPD Audit – SWRB.
- › CPD Audit – RRB.
- › Principals for new CPD Model.
- › Outline CPD Model.
- › Social Care Project.
- › Report to Council – Review of CPD.

Professional Practise Advisory Committee

Role: To support the operation and continued development of the Fitness to Practise function

Membership:

Marie Kinsella (Chairperson) David Irwin, Mo Flynn, Shane McCarthy, John O’Mullane (Council Members), Katherine Bulbulia, Kirstin Quinn, Brian Hume

Number of meetings in 2018: 4

Attendance: Appendix 2

Terms of Reference:

- › To assist Council in overseeing and reporting on any or all amendments to the Disciplinary Committee procedures and processes for dealing with Complaints, Inquiries and Discipline under Part 6 of the Act on behalf of the Council.
- › To advise the Council on the review and development of policy relating to Fitness to Practise under Part 6 of the Act.
- › To advise Council on matters of governance arising from Part 6 of the Act.
- › To assist Council in analysing the operational information arising from the processes of the Preliminary Proceedings Committee and the Committees of Inquiries.
- › To assist Council in its communications on Fitness to Practise.
- › To advise on the development and review of the framework for the Common Code of Professional Conduct and Ethics on behalf of Council.
- › To advise on the establishment and review of processes and procedures to deal with applicants for registration or recognition who appeal decisions in relation to registration or recognition.

- › To advise on the establishment and review of policies, processes and procedures arising from Council’s legislative power to bring and prosecute summary proceedings for any offence under the Act.
- › To advise on guidelines for the making of bye-laws relating to the sale and prescription of Spectacles.

Approved by Council 27 July 2017.

Key Activities in 2018:

Recommendations made to Council the following issues:

- › Delegation of functions to the Registrar
- › Approach in relation to membership of the Appeals Committee
- › Amended Appeal Procedures
- › Data Retention Policies
- › Updated Framework for the Code of Professional Conduct and Ethics

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 2018, Council appointed the following members to the Preliminary Proceedings Committee:

Non-Registrant Members: Ailis Ni Riain (Chairperson- Appointed December 2018) Anne Marie Taylor (Alternate Chairperson - Appointed December 2018)

Social Work Registrant: Pauline Underwood

Radiographer: Anne O’Loughlin (effective from January 2018) Lorna Comiskey, Dominic Gormley

Physiotherapist: Marie Guidon

Occupational Therapist: Kate Murphy

Dietitian: Sinead Matthews

Dispensing Optician: John Elliot

Existing members of the Preliminary Proceedings Committee:

Non-Registrant Members: Katharine Bulbulia (Chairperson), Mark Kane (Alternative Chairperson), Eamon Naughton, Fionnuala Cook, Sean O’Meara, Marc Thomson Grolimund, Joe Masterson, Frank Martin, Molly Buckley

Radiographer Registrant Members:

Radiation Therapist Registrant Members: Laura Mullaney, Ruth Woods

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

Optometrist Registrant Member: Michael Moore, Joan Ryan

Occupational Therapist Registrant Member: Sile Rose Henehan, Philomena Dunne

Dietitian Registrant Member: Sharon Patton

Speech and Language Therapist: Maeve Cleary, Yvonne Lynch

In July 2018, a training event was held for the Preliminary Proceedings Committee. In 2018, the Committee met on 12 occasions to consider complaints received by CORU.

Key Activities in 2018:

In 2018, 30 new complaints were received by CORU in relation to Fitness to Practise matters. Of the complaints received by CORU in 2017, 10 continued into 2018.

Appeals Committee

Role: 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.

Membership:

Council members appointed to represent the public interest: Shane McCarthy, David Irwin, Laura Phelan, Joe Martin.

Professional members of Council: Tony McAleer, Caroline McIntosh, Sinéad Fitzgerald, Ruth Charles, Owen Blee, Fred Powell.

Non-Council members: Gloria Kirwan (Social Worker), John Leinster (Social Worker), Mary Egan (Social Worker), Sinéad Ryan (Optometrist), Fiona Armstrong (Occupational Therapist), Kate Murphy (Occupational Therapist), Niamh Brennan (Radiographer), Maria Broderick (Radiation Therapist), Fiona Coughlan-Young (Radiation Therapist), Caralyn Horne (Speech & Language Therapist), Jill Long (Physiotherapist), Liam O'Connell (Radiographer), Lisa Halton (Occupational Therapist) appointed 6 December 2018.

Procedures:

1. The Council makes the following procedures for regulation of the Appeals Committee pursuant to Section 23(6) of the Act (the "Procedures").
2. 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").
3. The requirement for confirmation of the acts of the Appeals Committee under section 23(5) is dispensed with.
4. 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.
5. 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.
6. The Appeals Committee shall sit in panels of three members when hearing an application under section 42B or section 43 of the Act.
7. 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 as a "professional member" within the meaning of section 9 of the Act and is from a profession other than that of the Appellant; and
 - A non-Council member from the same profession as the Appellant.
8. 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.
9. These Procedures will be reviewed on a two-yearly basis.
10. 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.

Approved by Council 27 July 2017.

Key Activities in 2018:

Three registration and twelve recognition appeal applications were heard by the Appeals Committee during 2018.

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 2018, The Professional Conduct Committee consisted of:

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

Optometrist Registrant Member: Mark Daly

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 Member: Siobhan Julian

In 2018, 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: Aine McGuirk, Neasan Farry, Karen Burke

Optometrist Registrant Member:

Speech and Language Therapist Member: Rachel Leonard

In February and September, training events were held for the Professional Conduct Committee and the Health Committee.

Nominations Committee

Role: To advise Council on policies and procedures in relation to registration.

Membership:

Shane McCarthy (Chairperson), Joe Martin, Laura Phelan, Tom Jordan (Independent member).

Number of Meetings during 2017: 3

Attendance: Appendix 2

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

The Council shall appoint the Chairperson of the Nominations Committee.

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

The role of the Nominations Committee is:

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

6. To be responsible for identifying and nominating for Council approval, candidates to fill vacancies as and when they arise. In identifying suitable candidates the Committee:
- a. may, where appropriate, use open advertising to facilitate the search
 - b. may, where appropriate, request the executive to produce a first screen scoring system, and submit same to the Committee for approval.
 - c. shall consider candidates on merit and against objective criteria, and with due regard for the benefits of diversity, taking care that nominees are aware of the time demands for the role and have enough time to devote to the position.
 - d. Shall ensure that on appointment, appropriate induction and training is provided in a timely fashion to members of Council, Committees and Advisory Groups.

Key activities in 2018:

- > Nominations to Education Committee
- > Nominations to Professional Practise Advisory Committee (PPAC)
- > Nominations to Registration Committee
- > Nominations to Finance and General Purposes Committee
- > Nominations to Appeals Committee
- > Nomination to HIQA expert Advisory Committee
- > Nomination to Audit Risk and Governance Committee
- > Nominations to Nominations Committee
- > Nomination of Chair for reappointment to Nominations Committee
- > Nomination of Chair for reappointment to Finance and General Purposes committee
- > Nominations to Preliminary Proceedings Committee (PPC)
- > Nominations to Committee of Inquiry (Conduct and Health)
- > Appointment of Professional Practise Advisory committee Chairperson (PPAC)
- > External recruitment campaign, and appointment for Preliminary Proceedings Committee (PPC) Chairperson and Deputy Chairperson
- > External recruitment campaign for professional members to Preliminary Proceedings Committee
- > External recruitment campaign for professional members to Appeals committee
- > External recruitment campaign for Audit, Risk and Governance Committee (ARG)



Dietitians Registration Board

This report is an account of the activities of the Dietitians Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, 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 2018. 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.



2018 was a significant year as the title “Dietician” spelt with a “c” is now a legally protected title in Ireland and has been added to the list of protected titles regulated by CORU. Only those who have registered with the Dietitians Registration Board are entitled to practice using the title.

The title “Dietitian” spelt with a “t” has been legally protected since 2016. An amendment was made to the Health and Social Care Professionals Act 2005 ending the practice whereby some practitioners amended their titles to the lesser used version of “dietician” spelt with a “c” to legally avoid using a protected title and continued to practice without registering with the Dietitians Registration Board at CORU.

As of 31 December 2018, there were 962 CORU registered dietitians an increase of 10% from the previous year. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

We look forward to working and engaging with the profession and our stakeholders again in 2019 as we continue our important work to protect the public by promoting professional standards.

Halóg Mellett

*Chairperson
Dietitians
Registration Board*

Ginny Hanrahan

*Registrar
Dietitians
Registration Board*



Background

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

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

Seven 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.

In 2018, the Dietitians Registration Board met seven times.

At the close of 2018, there was one member vacancy on the Dietitians Registration Board.



Role

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

The Dietitians Registration Board at CORU has responsibility for

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



Bye-Laws

The Board previously made a bye-law which sets out the return to practice requirements for those who are resuming the practice of their profession where a period of absence (of greater than two years) from the profession is noted when an applicant applies for registration. In circumstances however where an applicant is commencing practice of the profession, after a period of two years or more since the applicant completed an approved qualification, and has applied for registration, the relevant Registration Board is not empowered to require that applicant to undertake a period of updating as he/ she is not resuming practice as stated in the Health and Social Care Professionals Act, 2005 as amended. Applicants of this nature are categorised as delayed entry applicants.

CORU notified the Department of Health about this issue and requested a legal amendment to correct the issue. An Amendment Bill was prepared, which passed through the legislative process, and was enacted on 20 December 2017. The amendment permits Registration Boards to make a bye-law setting out the return to practice requirements for those commencing practice.

Each Registration Board approved a draft bye-law in late 2018 for consultation purposes that set out the return to practice requirements for those who are commencing the practice of their profession and where a period of two years or more had passed since the applicant had completed his/ her professional qualification(s). The proposed updating requirements for these applicants were the same for those who are resuming the practice of their profession.

The consultation process will conclude in late January 2019 and it is expected that the Dietitians Registration Board will make the bye law between March and May of 2019.



Registration

The Register for dietitians opened on 31 October 2014. The opening of the Register was followed by a two-year transitional period for dietitians already practising to apply for registration. This period was necessary to give individuals an opportunity to apply for registration and satisfy the Registration Board that they met the requirements. It also afforded practitioners that did not hold currently approved qualifications, a once-off opportunity to apply for registration. This transitional period ended on 31 October 2016.

A total of 962 dietitians have been registered by the Dietitians Registration Board as of 31 December 2018.

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,
- > 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 2018:

- > 4 dietitians voluntarily left the Register.
- > 3 dietitians were removed from the Register for non-payment of fees.

The Register of Dietitians is available to view online at www.coru.ie in the “Search the Register” section on the homepage.



Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration. 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.

During 2018, 37 applications for recognition of international qualifications were granted by the Registration Board and 7 applicants were requested to engage in compensation measures.

Dietitians: Summary Recognition Statistics 2018

Applications received 2018	56
Decisions made 2018	44
YoY Change in N Applications 2016 to 2018	38
YoY Change in N Decisions 2016 to 2018	23
Outcomes in 2018	
Recognised (all)	37
Compensation Measures Applied	7
Other	0





Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professions. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Dietitians Registration Board Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/amendments on the specific profession section of the code. Council then approved the Code in 2018.



Education

In September, the Registration Board approved the Bachelor of Science (Honours) in Human Nutrition and Dietetics jointly delivered by Dublin Institute of Technology and the University of Dublin.



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

The Board has conducted a review of the Criteria and Standards of Proficiency for Education and Training Programmes for dietitians. This review was conducted to ensure the Board are using the most up to date and current Council approved framework documents. The updated documents are shorter, simpler, clearer and with less duplication.

The Board has gone out to consultation on the updated draft Standards of Proficiency (SOP) for Dietitians and updated draft Profession Specific Criteria for Education and Training Programmes for use in the profession of dietitians. These are based on the Framework Standards of Proficiency and Framework Criteria for Education and Training Programmes as approved by Council.

Membership

Teresa Bruen

Public Interest Representative

Attended 5 of 7 meetings of the Board



Tony Morris

Public Health/Social Care Management Representative

Attended 4 of 7 meetings of the Board



Ruth Charles

Service Management Representative

Attended 6 of 7 meetings of the Board



Anthony Smith

Public Interest Representative

Attended 5 of 7 meetings of the Board



John Hanily

Public Interest Representative

Attended 6 of 7 meetings of the Board



Suzanne Doyle

Engaged in Education

Attended 6 of 7 meetings of the Board



Nick Kennedy

Third Level Representative

Attended 3 of 7 meetings of the Board



Mary A. T. Flynn

Service Management Representative

Attended 5 of 7 meetings of the Board



Denise McGrath

Public Interest Representative

Attended 6 of 7 meetings of the Board



Geraldine Murray

Voluntary/Private. Health/ Social Care Management

Attended 5 of 7 meetings of the Board



Halóg Mellett*

Chairperson

Practising Professional Representative

Attended 6 of 7 meetings of the Board



Fiona Ward

Practising Professional Representative

Attended 6 of 7 meetings of the Board



Dietitians Registration Board 2018 Attendance

Name	30 Jan	07 Mar	19 Apr8	14 Jun	19 Jul	25 Sep	20 Dec
Anthony Smith	✓	✓	✗	✗	✓	✓	✓
Denise McGrath	✓	✓	✗	✓	✓	✓	✓
Fiona Ward	✓	✓	✓	✓	✓	✗	✓
Geraldine Murray	✓	✓	✓	✓	✗	✗	✓
Halóg Mellett	✓*	✓*	✓*	✓*	✓*	✓*	✗*
John Hanily	✓	✓	✓	✓	✗	✓	✓
Mary Ann Flynn	✓	✗	✓	✓	✓	✗	✓
Nick Kennedy	✗	✓	✓	✓	✗	✗	✗
Ruth Charles	✓	✗	✓	✓	✓	✓	✓
Suzanne Doyle	✓	✓	✗	✓	✓	✓	✓
Teresa Bruen	✓	✗	✓	✓	✗	✓	✓
Tony Morris	✗	✗	✓	✗	✓	✓	✓

Key to meeting attendance:

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

2

Medical Scientists Registration Board

This report is an account of the activities of the Medical Scientists Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are very pleased to present the work of the Medical Scientists Registration Board in 2018. This year was a very important year for the Registration Board in terms of progressing the preparatory work required before the opening of the register.

Statutory regulation provides greater openness and accountability for the public, while reinforcing a culture of competence and Continuing Professional Development for professionals. The move to statutory registration is a positive development, proving a vital role when it comes to the upholding of professional standards. Only those practitioners who meet the standards set by the Medical Scientists Registration Board will be entitled to practise using the title. This will strengthen and enhance the public's confidence in the profession.

In 2018, the Registration Board progressed its work in a number of important areas, which will form the foundation for the regulation of the profession. Several policies were approved by the Board and are detailed later in this report.



We would like to thank the members of the Board for committing their time to their role during the formative years of the Registration Board. We look forward to working with all members of the profession and our stakeholders and we appreciate their support and feedback as we begin our work of statutory regulation of Medical Scientists.

A special word of thanks to Pauline Treanor who chaired the Registration Board from 30 November 2015 until 08 November 2018.

The Registration Board on the 08 November 2018 approved the 31 March 2019 as the opening date for the Medical Scientists Register.

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



Role

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

The Medical Scientists Registration Board at CORU has responsibility for:

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



Appointments / Elections

The Registration Board nominated Marie Culliton as Chairperson of the Board in November 2018.

The Board welcomed the appointment of Carole Glynn as a representative engaged in the public health or social care sector. The Board noted the resignations of Clíodhna Foley-Nolan in July 2018 and of Muiris O’Ceidigh in November 2018 and thanked both members for their hard work and contributions during their terms on the Board.

At the close of 2018, there was one vacancy on the Medical Scientists Registration Board.



Summary of Activities 2017

The Board met eight times in 2018.



Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Medical Scientists Registration Board Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/amendments on the specific profession section of the code. The Board carefully considered all the submissions before submitting its Code for approval by Council. The Code was then approved by Council in 2018.



Education

The Medical Scientists Registration Board approved the use of Section 1(a) of the Health and Social Care Professionals Act (2005) as amended, to use the HSE list of qualifications to open the Register.

The Registration Board developed and issued the Criteria for Education and Training Programmes and Standards of Proficiency for Medical Scientists. This followed an extensive stakeholder consultation on the standards and criteria.

Membership of the Board

Marie Culliton*

Engaged in the management
Attended 7 of 8 meetings



Wendy Kennedy

Public interest representative
Attended 7 of 8 meetings



Clíodhna Foley-Nolan

*Involved in public health/
social care management*
Attended 1 of 4 meetings



Helen Lambkin

*Engaged in the education
of the profession*
Attended 7 of 8 meetings



Clodagh Geraghty

Public interest representative
Attended 7 of 8 meetings



Muiris O’Ceidigh

Public Interest representative
Attended 6 of 6 meetings



Carole Glynn

*Involved in public health/
social care management*
Attended 1 of 3 meetings



John O’Loughlin

Engaged in the management
Attended 5 of 8 meetings



Mary Hunt

*Involved in the education
of health/social care*
Attended 8 of 8 meetings



Brendan O’Reilly

*Engaged in the practice
of the profession*
Attended 4 of 8 meetings



Vincent Hunt

Public interest representative
Attended 3 of 8 meetings



Irene Regan

Engaged in the practice
Attended 7 of 8 meetings



Bernadette Jackson

Engaged in the practice
Attended 8 of 8 meetings



Pauline Treanor

Chairperson
*Involved in voluntary/private,
Health/Social care management*
Attended 7 of 8 meetings



Medical Scientists Registration Board 2018 Attendance

Name	15 Feb	12 Apr	10 May	07 Jun	05 Jul	13 Sep	08 Nov	22 Nov Code meeting
Pauline Treanor	✓*	✗*	✓*	✓*	✓*	✓*	✓*	✓
Marie Culliton	✓	✓	✓	✗	✓	✓	✓	✓*
Mary Hunt	✓	✓	✓	✓	✓	✓	✓	✓
Vincent Hunt	✗	✗	✓	✓	✓	✗	✗	✗
Bernadette Jackson	✓	✓	✓	✓	✓	✓	✓	✓
Muiris O'Ceidigh	✓	✓	✓	✓	✓	✓	R	R
Wendy Kennedy	✓	✓	✓	✓	✓	✓	✓	✗
Helen Lambkin	✓	✓	✓	✓	✓	✗	✓	✓
Clíodhna Foley-Nolan	✗	✓	✗	✗	R	R	R	R
John O'Loughlin	✓	✓	✗	✗	✓	✓	✓	✗
Brendan O'Reilly	✓	✗	✓	✓	✗	✗	✓	✗
Irene Regan	✓	✓	✓	✓	✓	✗	✓	✓
Clodagh Geraghty	✓	✓	✓	✓	✓	✓	✓	✗
Carole Glynn	N	N	N	N	N	N	✓	✗

Key to meeting attendance:

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

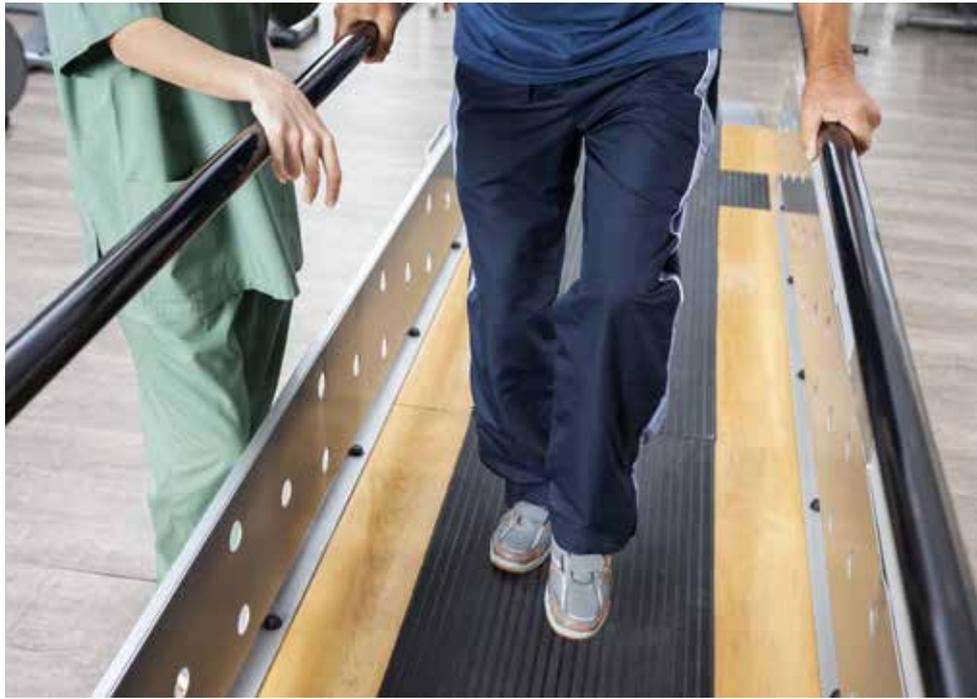


Occupational Therapists Registration Board

This report is an account of the activities of the Occupational Therapists Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, 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 2018. The Registration Board is responsible for setting and promoting high standards of professional education, conduct, training and competence among Occupational Therapists.



From 31 March 2017 the title ‘Occupational Therapist’ became a legally protected title in Ireland. Only those who are registered with the Occupational Therapists Registration Board at CORU are entitled to practise using the title. The protection of the title is provided for in the Health and Social Care Professionals Act 2005 (as amended).

Registration is a very positive advancement for the occupational therapy profession in Ireland. It informs the public that registered members of the profession are qualified, and that they are required to practise standards that put the care and safety of the public to the forefront. It gives reassurance to members of the public that registered occupational therapists meet the specified approved standards.

At the end of 2018, there were 2,599 Occupational Therapists on the Register. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

During 2018, the Registration Board conducted a Public Consultation on the Occupational Therapists Code of Professional Conduct and Ethics. We would like to sincerely thank all those who contributed by way of feedback received from both the profession and members of the public. The updated Code of Professional Conduct and Ethics is due to be published later in 2019.

We would like to thank the members of the Registration Board for their collaborative effort and contribution during the year. We look forward to working with the profession and engaging with our stakeholders again in 2019 as advancements continue to be made in the regulation of occupational therapists.

Richard Hammond

*Chairperson
Occupational
Therapists Registration
Board*

Ginny Hanrahan

*Registrar
Occupational
Therapists Registration
Board*



Background

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

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

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

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

Richard Hammond is the current Chairperson of the Occupational Therapists Registration Board. The Occupational Therapists Registration Board met seven times in 2018.



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).

Bye-Laws

The Board previously made a bye-law which sets out the return to practice requirements for those who are resuming the practice of their profession where a period of absence (of greater than two years) from the profession is noted when an applicant applies for registration. In circumstances however where an applicant is commencing practice of the profession, after a period of two years or more since the applicant completed an approved qualification, and has applied for registration, the relevant Registration Board is not empowered to require that applicant to undertake a period of updating as he/ she is not resuming practice as stated in the Health and Social Care Professionals Act, 2005 as amended. Applicants of this nature are categorised as delayed entry applicants.

CORU notified the Department of Health about this issue and requested a legal amendment to correct the issue. An Amendment Bill was prepared, which passed through the legislative process, and was enacted on 20 December 2017. The Amendment permits Registration Boards to make a bye-law setting out the return to practice requirements for those commencing practice.

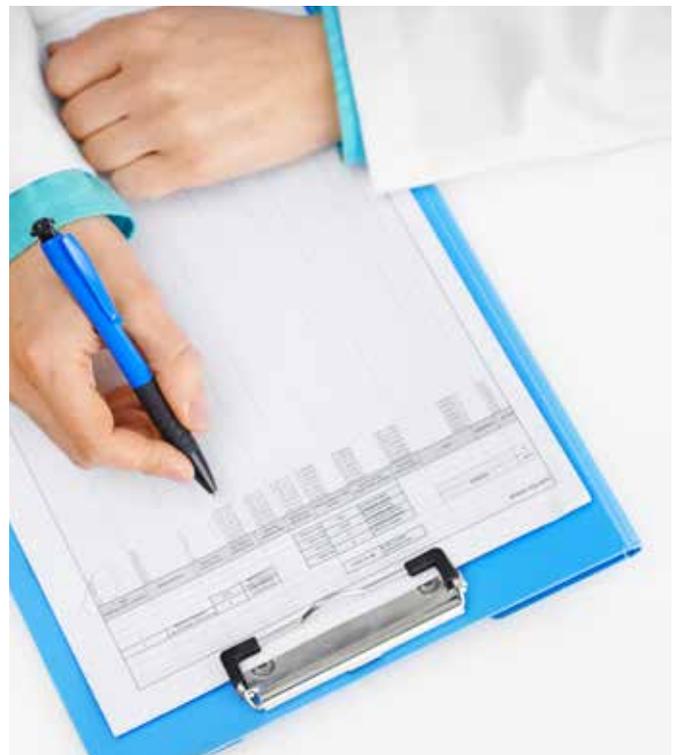
Each Registration Board approved a draft bye-law in late 2018 for consultation purposes that set out the return to practice requirements for those who are commencing the practice of their profession and where a period of two years or more had passed profession since the applicant has completed his/ her professional qualification(s). The proposed updating requirements for these applicants were the same for those who are resuming the practice of their profession.

The consultation process will conclude in January 2019 and it is expected that all of the six Registration Boards will make their bye law between March and May of 2019.

Elections / Appointments

In December 2018, Eilish Macklin was appointed to the Occupational Therapists Registration Board as a member of the Board involved in voluntary/private, Health/Social Care Management.

At the close of 2018, there were two vacancies on the Occupational Therapists Registration Board.





Registration

The Register for Occupational Therapists opened on 31 March 2015. The opening of the Register is followed by a two-year transitional period for Occupational Therapists who had already practised, to apply for registration. This period was necessary to give individuals an opportunity to apply for registration and satisfy the Board that they met the requirements. This transitional period ended on 31 March 2017.

A total of 2,599 Occupational Therapists have been registered by the Occupational Therapists Registration Board as of 31 December 2018.

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 must:

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

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

By December 2018:

- › 24 Occupational Therapists voluntarily left the Register.
- › 14 were removed from the Register for non-payment of fees.

The Occupational Therapists Register is available to view online at www.coru.ie in the “Search the Register” section on the homepage.



Competent Authority

As the Competent Authority for the profession, the Registration Board considered 100 applications for recognition of international qualifications during 2018.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Registration Board recognised 97 qualifications and required 2 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Occupational Therapists: Summary Recognition Statistics 2018

Applications received 2018	101
Decisions made 2018	100
YoY Change in N Applications 2016 to 2018	48
YoY Change in N Decisions 2016 to 2018	44
Outcomes in 2018	
Recognised (all)	97
Compensation Measures Applied	2
Other	1



Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Occupational Therapists Registration Board Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/ amendments on the specific profession section of the code. Council then approved the Code in 2018.



Education

The Education Unit provided training to the Registration Board in relation to the revised Programme Approval and Monitoring Processes. This raised an awareness and understanding of the purpose of these processes is to make statutory decisions regarding education and training programmes.

Membership of the Board

Patrick Benson

Public interest representative
Attended 7 of 7 meetings



Tina McGrath

Engaged in the practice of the profession
Attended 5 of 7 meetings



June Boulger

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



Clodagh Nolan

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



Aisling Culhane

Public Interest Representative
Attended 2 of 7 meetings



Ann Sheehan

Public interest representative
Attended 6 of 7 meetings



Richard Hammond*

Chairperson
Public interest representative
Attended 7 of 7 meetings



Gerard Walshe

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



Eilish Macklin

Voluntary/private, Health/ Social Care Management
Attended 0 of 0 meetings



Jagdish Prasad Yadav

Engaged in the practice of the profession
Attended 3 of 7 meetings



Catherine McCabe

Involved in the education of health and social care
Attended 4 of 7 meetings



Occupational Therapists Registration Board 2018 Attendance

Name	07 Feb	21 Mar	09 May	10 Jul	13 Sep	04 Oct Code meeting	28 Nov
Richard Hammond	✓*	✓*	✓*	✓*	✓*	✓*	✓*
June Boulger	✗	✗	✗	✗	✓	✓	✓
Patrick Benson	✓	✓	✓	✓	✓	✓	✓
Aisling Culhane	✗	✗	✗	✗	✓	✗	✓
Catherine McCabe	✓	✗	✓	✗	✓	✗	✓
Gerard Walshe	✓	✓	✓	✓	✓	✓	✓
Jagdish Prasad Yadav	✗	✗	✓	✓	✓	✗	✗
Ann Sheehan	✓	✓	✓	✗	✓	✓	✓
Tina McGrath	✓	✓	✓	✗	✓	✗	✓
Clodagh Nolan	✓	✓	✓	✓	✓	✗	✗
Eilish Macklin	N	N	N	N	N	N	N

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 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, 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 2018. The Registration Board is responsible for setting and promoting high standards of professional education, conduct, training and competence amongst Dispensing Opticians and Optometrists.



At the end of December 2018, there were 185 Dispensing Opticians and 829 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 the 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 2018, CORU conducted a Halloween Public Information Campaign following on from the successful campaign of 2017. 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. As a result of the campaign, enquiries to CORU's Enforcement Unit increased significantly.

We would like to thank the current members of the Registration Board for their ongoing commitment throughout the year. We look forward to working and engaging with the professions and our stakeholders again in 2019 as we continue our important work to protect the public by promoting professional standards.

Peter McGrath

*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 the Registration 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.

At the end of 2018, there was one vacancy on the Board.



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 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).

Bye-Laws

Following approval by Council at its meeting on 01 February 2018, the Optical Registration Board made the Regulation & Control of Prescribing and Dispensing of Prescriptions and Sale of Spectacles Bye-Law on 14 March 2018.

The Registration Board previously made a bye-law which sets out the return to practice requirements for those who are resuming the practice of their profession where a period of absence (of greater than two years) from the profession is noted when an applicant applies for registration. In circumstances however where an applicant is commencing practice of the profession, after a period of two years or more since the applicant completed an approved qualification, and has applied for registration, the relevant registration board is not empowered to require that applicant to undertake a period of updating as he/ she is not resuming practice as stated in the Health and Social Care Professionals Act, 2005 as amended. Applicants of this nature are categorised as delayed entry applicants.

CORU notified the Department of Health about this issue and requested a legal amendment to correct the issue. An Amendment Bill was prepared, which passed through the legislative process, and was enacted on 20 December 2017. The amendment permits Registration Boards to make a bye-law setting out the return to practice requirements for those commencing practice.

Each Registration Board approved a draft bye-law in late 2018 for consultation purposes that set out the return to practice requirements for those who are commencing the practice of their profession and where a period of two years or more had passed profession since the applicant has completed his/ her professional qualification(s). The proposed updating requirements for these applicants were the same for those who are resuming the practice of their profession.

The consultation process will conclude in January 2019 and it is expected that the Optical Registration Board will make their bye law between March and May of 2019.

Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Optical Registration Board, Code of Professional Conduct and Ethics for both Optometrists and Dispensing Opticians was circulated for public consultation in 2018 for suggestions/amendments on the specific profession section of the code. Council then approved both Codes in 2018.

Education

In March, the Registration Board approved the Bachelor of Science in Ophthalmic Dispensing delivered by Dublin Institute of Technology. The Approved Qualifications Bye-Law was made on the 19 June 2018 listing this qualification as attesting to the standard of proficiency required for registration in the General Division of the Register.



Appointments / Elections

The Registration Board welcomed the appointment of Fionnuala McGee as a representative working in the management of the public/ social care sector and the appointments of Patrick McAteer and Vincent Roche as representatives of public interest.

The Registration Board also welcomed the re-appointments of Ann Sheehan and John Doran for second terms in August.

Three new members joined the Board following elections in January. John Weldon was elected as a registrant engaged in the practice as an optometrist. Paul Arthur Hersee was elected as a registrant engaged in the practice as a dispensing optician. Derville Pitcher was elected as a registrant engaged in the management of services provided by the profession of optometry.

At the close of 2018, there were no vacancies on the Optical Registration Board.



Registration

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

In the case of new entrants, they must:

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

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

At the end of 2018, there were 829 Optometrists registered. There were also 185 Dispensing Opticians registered of which 113 were registered in the general division and 72 registered in the contact lenses division.

By December 2018:

- > 13 registrants voluntarily left the Register
- > 12 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.

Delegation of functions to the Registrar – routine applications

In February, the Registration Board approved the delegation of functions with respect to routine applications from the Optical Registration Board to the Registrar. This enables the CEO/Registrar to sample applications in a similar manner to the Registration Board and is a positive opportunity to enable the Board to register members of its respective profession in a more efficient manner, without placing the registration process at risk. There are many benefits in delegating routine applications to the Registrar, including:

- > Reduce the average processing time for all routine applications by at least one month,
- > Allow the Registrar to process registration applications all year round and be in a position to register graduates promptly,
- > Allow a Registration Board to focus on policy issues and registration applications with exceptions,
- > Save a vast quantity of paper each year and on photocopying charges.



Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration. 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 to take an aptitude test.

Dispensing Opticians: Summary Recognition Statistics 2018	
Applications received 2018	8
Decisions made 2018	5
YoY Change in N Applications 2016 to 2018	1
YoY Change in N Decisions 2016 to 2018	-4
Outcomes in 2018	
Recognised (all)	5
Compensation Measures Applied	0
Other	0

Optometrists: Summary Recognition Statistics 2018	
Applications received 2018	7
Decisions made 2018	7
YoY Change in N Applications 2016 to 2018	-8
YoY Change in N Decisions 2016 to 2018	-9
Outcomes in 2018	
Recognised (all)	2
Compensation Measures Applied	5
Other	0

Membership of the Board

Owen Blee

Engaged in the practice of the profession
Attended 6 of 6 meetings



Charles Irwin

Public Interest Representative
Attended 0 of 2 meetings



Seamus Boland

Involved in voluntary private/health social care management
Attended 3 of 6 meetings



Norma Judge

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



Richard Brennan

Public interest representative
Attended 5 of 6 meetings



Patrick McAteer

Public Interest Representative
Attended 2 of 2 meetings



Martin Coyne

Public interest representative
Attended 0 of 1 meetings



Fionnuala McGee

Involved in Public/Social Care Management
Attended 3 of 4 meetings



Peter Davison

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



Peter McGrath *

Chairperson
Engaged in the management of the profession
Attended 6 of 6 meetings.



Eilis Dolan English

Engaged in the management of the profession
Attended 1 of 1 meetings



Derville Pitcher

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



John Doran

Involved in the education of health/social care
Attended 3 of 3 meetings



Vincent Roche

Public Interest Representative
Attended 2 of 2 meetings



Paul Arthur Hersee

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



Ann Sheehan

Public interest representative
Attended 3 of 3 meetings



Vivienne Starr

*Engaged in the practice
of the profession*

Attended 1 of 1 meetings



John Weldon

*Engaged in the practice
of the profession*

Attended 5 of 5 meetings



Optical Registration Board Attendance 2018

Name	24 Jan	14 Mar	02 May	19 Jun	12 Sep	14 Nov
Peter McGrath	✓*	✓*	✓*	✓*	✓*	✓*
Norma Judge	✓	N	N	N	N	N
Vivienne Starr	✓	N	N	N	N	N
Owen Blee	✓	✓	✓	✓	✓	✓
Éilis Dolan-English	✓	N	N	N	N	N
Seamus Boland	✓	✗	✓	✓	✗	✗
Peter Davison	✓	✓	✓	✗	✓	✓
Martin Coyne	✗	N	N	N	N	N
Charles Irwin	✗	✗	N	N	N	N
Ann Sheehan	✓	N	N	N	✓	✓
John Doran	✓	N	N	N	✓	✓
Richard Brennan	✓	✓	✓	✗	✓	✓
Derville Pitcher	N	✓	✓	✓	✓	✓
Paul Arthur Hersee	N	✓	✓	✓	✗	✗
John Weldon	N	✓	✓	✓	✓	✓
Fionnuala McGee	N	N	✓	✓	✓	✗
Patrick McAteer	N	N	N	N	✓	✓
Vincent Roche	N	N	N	N	✓	✓

Key to meeting attendance:

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



Podiatrists Registration Board

This report is an account of the activities of the Podiatrists Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

The Minister for Health, Simon Harris T.D. confirmed on the 16 October 2018 the establishment and appointment of members of the Podiatrists Registration Board, under the Health and Social Care Professionals Act 2005 (as amended). The first meeting of the Registration Board took place on the 06 November 2018.



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 of performance 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, proving 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.



In 2019, the Registration Board will progress work in a number of important areas, which will form the foundation for regulation of the profession. We would like to thank the Board members for committing to this role during the formative years of the Registration Board.

Public Consultations on core elements of the new regulatory regime will form a significant part of our activity in 2019 and we look forward to working with the profession and engaging with our stakeholders as we begin our work on statutory regulation of podiatrists.

**Catherine Clune
Mulvaney**

*Chairperson
Podiatrists
Registration Board*

**Ginny
Hanrahan**

*Registrar
Podiatrists
Registration Board*



Background

The Minister for Health appointed the Podiatrists Registration Board in October 2018. The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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



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).

At the close of 2018, there were no vacancies on the Podiatrists Registration Board.

The Podiatrists Registration Board had its first meeting on 06 November 2018. Catherine Clune Mulvaney was nominated as Chairperson. The Board also drew lots for the remaining member's terms of office.

Membership of the Board

Noel Beecher

Public Interest

Attended 1 of 1 meetings



Aonghus O'Loughlin

Public Interest

Attended 1 of 1 meetings



Catherine Clune Mulvaney*

Chairperson

Public Interest

Attended 1 of 1 meetings



Cheryl O'Neill

Engaged in the Practice

Attended 1 of 1 meetings



Veronica Daniels

Engaged in the Practice

Attended 1 of 1 meetings



Martina Ryan

Public/Social Care Management

Attended 1 of 1 meetings



Sean Dineen

Engaged in the Education

Attended 1 of 1 meetings



Julia Shaw

Engaged in the Management

Attended 1 of 1 meetings



Angela McAnearney

Public Interest

Attended 1 of 1 meetings



David Watterson

Engaged in the Management

Attended 1 of 1 meetings.



Caroline McIntosh

Engaged in the Education

Attended 1 of 1 meetings



Conor O'Leary

Public Interest

Attended 0 of 0 meetings



Kieran O'Leary

*Voluntary/private, Health/
Social Care Management*

Attended 1 of 1 meetings



Podiatrists Registration Board Attendance 2018

Name	06 Nov
Caroline McIntosh	✓
Julia Shaw	✓
Veronica Daniels	✓
Conor O'Leary	✗
Noel Beecher	✓
Martina Ryan	✓
David Watterson	✓
Cheryl O'Neill	✓
Angela McAnearney	✓
Sean Dineen	✓
Aonghus O'Loughlin	✓
Catherine Clune Mulvaney (Chair)	✓*
Kieran O'Leary	✓



Physiotherapists Registration Board

This report is an account of the activities of the Physiotherapists Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, 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 working of the Physiotherapists Registration Board for 2018. Considerable progress was made during the past year and following the two-year transitional period the title "Physiotherapist" is now a fully legally protected title as and from the 30 September this year. The title of "Physical Therapist" is now also a protected title from the 20 December this year also. Only those who have applied or registered with the Physiotherapists Registration Board are entitled to practise using these titles.



The protection of these titles is provided for in the Health and Social Care Professionals Act 2005 (as amended). CORU may prosecute anyone who continues to misuse a protected title.

Statutory regulation is a significant step for these professions and a positive development for the people to whom the professions provide care. The protection of the title sends a powerful message to patients and service users, about the quality and consistency of care they can expect. Members of the public can now ensure 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.

As part of this report, we would like to acknowledge physiotherapist practitioners, physical therapist practitioners, their employers and many others who have participated on the journey to statutory registration. They have actively engaged with the work of the Registration Board through public and stakeholder consultations and have helped build the system of statutory registration that is now in place.

We would like to thank all members of the Registration Board for their collaborative effort and contribution during the year. We look forward to working together in 2019 as we continue on the path to statutory regulation.

Niamh Murphy

*Chairperson
Physiotherapists
Registration Board*

Ginny Hanrahan

*Registrar
Physiotherapists
Registration Board*



Background

The Minister for Health appointed the Physiotherapists Registration Board on 20 May 2014 following a public appointment notice. The Registration Board met eleven times during 2018.

The Health and Social Care Professional Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard Civil Service Travel and Subsistence rates.

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

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

At the end of 2018, there were no vacancies on the Registration Board.



Role

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

The Physiotherapists 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).





Appointments / Elections

During 2018, Miriam O’Callaghan was appointed to the Physiotherapists Registration Board as a representative of public interest. Jenny Branigan and John Stacey both joined the Board as representatives practising in the profession along with Niamh Murphy a representative engaged in the management of the profession.

The Registration Board welcomed the re-appointments of Anne Horgan engaged in the management of the profession, Jane Carolan a representative of public/social care management, Catherine Doody engaged in the education of the profession, and Pdraig Heverin as a representative of public interest in September. The Registration Board also welcomed two newly appointed members, Eamonn Grennan as a representative of public interest and Gillian Walker, engaged in the practice of the profession. At the close of 2018, there were no vacancies on the Physiotherapists Registration Board.



Bye-Laws

The Registration Board previously made a bye-law which sets out the return to practice requirements for those who are resuming the practice of their profession where a period of absence (of greater than two years) from the profession is noted when an applicant applies for registration. In circumstances however where an applicant is commencing practice of the profession, after a period of two years or more since the applicant completed an approved qualification, and has applied for registration, the relevant registration board is not empowered to require that applicant to undertake a period of updating as he/ she is not resuming practice as stated in the Health and Social Care Professionals Act, 2005 as amended. Applicants of this nature are categorised as delayed entry applicants.

CORU notified the Department of Health about this issue and requested a legal amendment to correct the issue. An amendment bill was prepared, passed through the legislative process, and was enacted on 20 December 2017. The amendment permits Registration Boards to make a bye-law setting out the return to practice requirements for those commencing practice.

Each Registration Board approved a draft bye-law in late 2018 for consultation purposes that set out the return to practice requirements for those who are commencing the practice of their profession and where a period of two years or more had passed profession since the applicant has completed his/ her professional qualification(s). The proposed updating requirements for these applicants were the same for those who are resuming the practice of their profession.

The consultation process will conclude in January 2019 and it is expected that the Registration Board will make their bye law between March and May of 2019.



Protection of Title – Legislation Amendment

From the 30 September 2018, following a two-year transitional period the title "Physiotherapist" is now a fully legally protected title. The title of "Physical Therapist" is now also a protected title from the 20 December this year also. Only those who have applied or registered with the Physiotherapists Registration Board are entitled to practise using these titles.

The protection of these titles is provided for in the Health and Social Care Professionals Act 2005 (as amended). CORU may prosecute anyone who misuses a protected title.

It is important to note that, under the Physiotherapists Registration Board Code of Professional Conduct and Ethics, registrants are obliged to practise only in areas where they have the appropriate knowledge skills and competences. Failure to do so is grounds for a Fitness to Practise complaint. As part of the application to join the register, all registrants will have signed a statutory declaration stating that they have read, understood and agree to abide by this Code.



Close of Grandparenting

A total of 1,782 Physiotherapists have been registered by the Physiotherapists Registration Board as of 31 December 2018.

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
- 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 2018:

- 2 registrants voluntarily left the Register
- 0 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 for the profession, the Registration Board considered 124 applications for recognition of international qualifications during 2018.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 63 qualifications and required 13 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 2018	
Applications received 2018	143
Decisions made 2018	154
YoY Change in N Applications 2016 to 2018	138
YoY Change in N Decisions 2016 to 2018	152
Outcomes in 2018	
Recognised (all)	131
Compensation Measures Applied	17
Other	6



Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Physiotherapists Registration Board Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/ amendments on the specific profession section of the code. Council approved the Code in 2018.



Education

In March, the Registration Board approved the Bachelor in Science in Physiotherapy from the University of Dublin, Trinity College.

The Board made the Approved Qualifications Bye-Law on 13 June, 2018. This listed seven qualifications as attesting to the standard of proficiency required for registration on the Register.

Membership of the Board

Jenny Branigan

Engaged in the practice
Attended 8 of 10 meetings



Anne Horgan

Engaged in the management of the profession
Attended 7 of 9 meetings



Roy Brennan

Public interest representative
Attended 4 of 4 meetings



Ruth Magee

Engaged in the practice
Attended 3 of 4 meetings



Jane Carolan

Engaged in the management of a voluntary/private health/ social care organisation
Attended 4 of 9 meetings



Ruth Maher

Public interest representative
Attended 8 of 11 meetings



David Cross

Physical Therapist Observer
Attended 0 of 1 meetings



Carol-Anne Murphy

Engaged in the education of the profession
Attended 4 of 11 meetings



Catherine Doody

Engaged in the management of a voluntary/private health/ social care organisation
Attended 6 of 9 meetings



Niamh Murphy*

Chairperson
Engaged in the management of the profession
Attended 10 of 11 meetings



Eamonn Grennan

Public interest representative
Attended 3 of 3 meetings



Miriam O'Callaghan

Public interest representative
Attended 5 of 7 meetings



Fearghal Grimes

Public Health/Social Care Management Representative
Attended 6 of 11 meetings



John Stacey

Engaged in the practice
Attended 8 of 11 meetings



Padraig Heverin

Public interest representative
Attended 6 of 9 meetings



Gillian Walker

Engaged in the practice
Attended 2 of 4 meetings



Physiotherapists Registration Board Attendance 2018

Name	25 Jan	09 Mar	17 Apr	15 May	13 Jun	12 Jul	06 Sep	05 Oct Additional Meeting	12 Oct Additional Meeting	16 Oct	27 Nov
Anne Horgan	✓*	✓*	✗*	✓*	N	N	✓	✓	✓	✓	✗
Ruth Magee	✓	✗	✓	✓	N	N	N	N	N	N	N
Jane Carolan	✓	✗	✗	✗	N	N	✗	✓	✓	✗	✓
Roy Brennan	✓	✓	✓	✓	N	N	N	N	N	N	N
David Cross	✗	N	N	N	N	N	N	N	N	N	N
Catherine Doody	✗	✗	✓	✓	N	N	✗	✓	✓	✓	✓
Fearghal Grimes	✓	✗	✓	✓	✗	✓	✓	✗	✗	✗	✓
Ruth Maher	✓	✓	✓	✓	✗	✓	✓	✗	✗	✓	✓
Carol-Anne Murphy	✗	✓	✓	✓	✗	✓	✗	✗	✗	✗	✗
Padraig Heverin	✓	✓	✓	✓	N	N	✗	✗	✗	✓	✓
Niamh Murphy	✓	✗	✓	✓	✓*	✓*	✓*	✓*	✓*	✓*	✓*
John Stacey	✓	✗	✓	✓	✗	✓	✗	✓	✓	✓	✓
Jenny Branigan	N	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓
Miriam O'Callaghan	N	N	N	N	✓	✓	✓	✗	✗	✓	✓
Eamonn Grennan	N	N	N	N	N	N	N	N	✓	✓	✓
Gillian Walker	N	N	N	N	N	N	N	✗	✗	✓	✓

Key to meeting attendance:

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



Psychologists Registration Board

This report is an account of the activities of the Psychologists Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are very pleased to present the work of the Psychologists Registration Board in 2018. This year was a very important year for the Registration Board in terms of progressing the preparatory work required before the opening of the register.

Statutory regulation provides greater openness and accountability for the public, while reinforcing a culture of competence and Continuing Professional Development for professionals. The move to statutory registration is a positive development, proving a vital role when it comes to the upholding of professional standards. Only those practitioners who meet the standards set by the Psychologists Registration Board will be entitled to practise using the title. This will strengthen and enhance the public's confidence in the profession.

In 2018, the Registration Board progressed its work in a number of important areas, which will form the foundation for the regulation of the profession. The Board has made substantial progress, including undertaking extensive research for setting the appropriate Criteria for Education and Training Programmes and Standards of Proficiency for Psychologists.

We would like to thank the members of the Board for committing their time to their role during the formative years of the Registration Board. We look forward to working with all members of the profession and our stakeholders and we appreciate their support and feedback as we begin our work of statutory regulation of psychologists.

Ann Ellis

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



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).



Education

The Psychologists Registration Board was established on the 21 July 2017. From its establishment the Board recognised the significant scope of work to be undertaken in order to open its Register, given the complexity of entry routes to specific domains of practice for psychology. The importance of this preparatory work is essential to set the correct standards to implement statutory regulation for psychologists and assure protection of the public.

A vital part of assuring public protection is establishing the correct standards for education and training of the profession. This work is necessary as the Board cannot open the register until such time as an Approved Qualification Bye-law has been set. The reason for this being that there would be no route for new entrants into the profession (Section 38 applicants) to register as they would not meet the grand parenting requirement of having practice experience (2 years in previous 5 years), as set out in legislation for existing practitioners.

The Board have made substantial progress, including undertaking extensive research for setting the appropriate Criteria for Education and Training Programmes and Standards of Proficiency for Psychologists. The Board will continue to progress its vital work in 2019 towards opening of the Register for Psychologists.

The Education Unit provided training to the Board in relation to the revised Programme Approval and Monitoring Processes. This training provided an awareness that the purpose of these processes is to make statutory decisions regarding education and training programmes.

Membership of the Board

Niall Byrne

Public Interest Representative
Attended 2 of 5 meetings



John T Malone

Public Interest Representative
Attended 5 of 5 meetings



Ann Ellis

Chairperson
Public/Social care management
Attended 5 of 5 meetings



Edel Moloney

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



Joan Fitzgerald

Public Interest Representative
Attended 2 of 5 meetings



Una Doyle O'Sullivan

Public Interest Representative
Attended 3 of 5 meetings



Sinead Fitzgerald

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



Eimear Spain

Involved in the education
Attended 4 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 2 of 5 meetings



Paul Longmore

Private Health/Social Care Management Representative
Attended 4 of 5 meetings



Psychologists Registration Board Attendance 2018

Name	21 Feb	30 May	04 Jul	10 Oct	07 Nov
Niall Byrne	✗	✗	✗	✓	✓
Ann Ellis	✓	✓	✓	✓	✓
Joan Fitzgerald	✗	✓	✓	✗	✗
Sinead Fitzgerald	✓	✓	✓	✓	✓
Natalie Hession	✓	✓	✗	✓	✓
Grainne Kirwan	✗	✓	✓	✓	✓
Paul Longmore	✓	✓	✓	✓	✗
John T Malone	✓	✓	✓	✓	✓
Edel Moloney	✓	✓	✗	✓	✗
Una Doyle O’Sullivan	✓	✓	✗	✗	✓
Eimear Spain	✓	✓	✗	✓	✓
Fiona Weldon	✓	✓	✗	✓	✓
Kieran Woods	✓	✗	✓	✓	✗

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 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are very pleased to present this report on the work of the Radiographers Registration Board in 2018. The Radiographers Registration Board was first established over six 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 2018, there were 2,587 Radiographers and Radiation Therapists on the Register. This is a slight increase on the 2017 figure of 2,413. 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.

The Registration Board met seven times in 2018 in order to assess and approve applications for registration, recognition and education programme approval.

We wish to express sincere appreciation to the past, remaining, and new members of the Registration Board for their wise counsel and for undertaking their governance responsibilities with such diligence.

We look forward to working with the profession and engaging with our stakeholders again in 2019 as greater advancements are made in the regulation of radiographers and radiation therapists, all 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 Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

Louise Rainford was nominated by the members of the Registration Board in February 2018 as Chairperson.

In 2018, the Radiographers Registration Board met nine times.



Role

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

The Radiographers Registration Board has the following functions:

- > Establishing and maintaining a Register of members of the profession
- > 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).



Appointments / Elections

During 2018, Barry Hallinan was appointed to the Radiographers Registration Board as a representative practising in the profession. Carmel Breaden and Edel Smyth were both appointed to the Board as representatives of public interest. Deirdre O’Keefe joined the Board as a representative of the public health sector.

Following elections for positions to the Board in January, two new members joined. Claire Hogan was elected in the category of a registrant engaged in the practice of the profession. and Mark Samsa was elected in the category of registrant engaged in the management of services provided by the profession. Catherine McKenna was re-appointed to the Board for a second term.

Fiona Roche was appointed to the Board as a representative involved in voluntary/private, health/social care management. At the close of 2018, there were no vacancies on the Radiographers Registration Board.

CORU notified the Department of Health about this issue and requested a legal amendment to correct the issue. An amendment bill was prepared, passed through the legislative process, and was enacted on 20 December 2017. The amendment permits Registration Boards to make a bye-law setting out the return to practice requirements for those commencing practice.

Each Registration Board approved a draft bye-law in late 2018 for consultation purposes that set out the return to practice requirements for those who are commencing the practice of their profession and where a period of two years or more had passed profession since the applicant has completed his/ her professional qualification(s). The proposed updating requirements for these applicants were the same for those who are resuming the practice of their profession.

The consultation process will conclude in January 2019 and it is expected that the Registration Board will make their bye law between March and May of 2019.



Bye-Laws

The Registration Board previously made a bye-law which sets out the return to practice requirements for those who are resuming the practice of their profession where a period of absence (of greater than two years) from the profession is noted when an applicant applies for registration. In circumstances however where an applicant is commencing practice of the profession, after a period of two years or more since the applicant completed an approved qualification, and has applied for registration, the relevant registration board is not empowered to require that applicant to undertake a period of updating as he/ she is not resuming practice as stated in the Health and Social Care Professionals Act, 2005 as amended. Applicants of this nature are categorised as delayed entry applicants.



Registration

The Radiographers Registration Board opened its Register on 31 October 2013. The opening of the Register was followed by a two-year transitional period for professionals already practising to apply for registration. This period was necessary to give individuals an opportunity to apply for registration and satisfy the Board that they met the requirements. It also afforded practitioners that did not hold currently approved qualifications, a once-off opportunity to apply for registration. This transitional period ended on 31 October 2015.

A total of 2182 radiographers and 405 radiation therapists have been registered by the Radiographers Registration Board as of 31 December 2018.

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 2018:

- > 37 registrants voluntarily left the Register.
- > 23 registrants were removed from the Register for non-payment of fees.

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



Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration. 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 of 31 December 2018, 176 applications for recognition of international qualifications had been granted by the Board, 148 of these applications were from Radiographers and the remaining 9 were from Radiation Therapists. 9 Radiographer applicants were requested to engage in compensation measures, and 1 Radiation Therapist was requested to engage in compensation measures.

Radiographers: Summary Recognition Statistics 2018

Applications received 2018	228
Decisions made 2018	188
YoY Change in N Applications 2016 to 2018	116
YoY Change in N Decisions 2016 to 2018	82
Outcomes in 2018	
Recognised (all)	166
Compensation Measures Applied	22
Other	0

Radiation Therapists: Summary Recognition Statistics 2018	
Applications received 2018	19
Decisions made 2018	22
YoY Change in N Applications 2016 to 2018	9
YoY Change in N Decisions 2016 to 2018	0
Outcomes in 2018	
Recognised (all)	21
Compensation Measures Applied	1
Other	0

Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Radiographers Registration Board Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/amendments on the specific profession section of the code. Council approved the Code in 2018.



Education

The Education Unit provided the Registration Board with a presentation in relation to the revised Programme Approval and Monitoring Processes. This training provided an awareness that the purpose of these processes is to make statutory decisions regarding education and training programmes.

Continuing Professional Development (CPD)

The Radiographers Registration Board adopted the CPD Standard and requirements for registrants on 31 October 2015. This marked the commencement of a two-year audit cycle. The end of the audit cycle was the 31 October 2017. However, an audit of registrant's portfolios was delayed due to the anticipated CORU office move in early 2018 and the appointment of a new CPD Manager. As such, the Radiographers Registration Board audit of the period 31 October 2015 to 31 October 2017 was conducted in Q 2 2018.

A random selection of registrants were selected for audit on 30 April 2018. This represented 5% of the register during the full two-year cycle. The Registration Board advised registrants, if selected, that it was a mandatory requirement to engage with the audit process. The CPD portfolio audit was completed in November 2018. A report of the findings from this audit will be available in 2019 and includes feedback from registrants who participated in the audit. The findings from this audit contributed to the review of CORU's CPD approach, specifically the monitoring and enforcement processes.

Membership of the Board

Cathy Booth

Practising Professional Representative
Attended 1 of 1 meetings of the Board



Catherine McKenna

Engaged in the management of services provided by the profession
Attended 6 of 8 meetings of the Board



Carmel Breden

Public Interest Representative
Attended 6 of 6 meetings of the Board



Michele Monahan

Practising Professional Representative
Attended 1 of 1 meetings of the Board



Richard Bruton

Management of public health and social care
Attended 1 of 1 meetings of the Board



Mary O'Connor

Public Interest Representative
Attended 8 of 9 meetings of the Board



Mary Pat Corridan

Practising Professional Representative
Attended 8 of 9 meetings of the Board



Deirdre O'Keeffe

Engaged in the Management of the Profession
Attended 5 of 7 meetings of the Board



Alice Dorris

Public Interest Representative
Attended 6 of 9 meetings of the Board



Louise Rainford*

Chairperson
Education & Training Representative
Attended 9 of 9 meetings of the Board



Barry Hallinan

Engaged in the Profession
Attended 3 of 6 meetings of the Board



Fiona Roche

Voluntary/private, Health/ Social Care Management
Attended 0 of 0 meetings of the Board



Claire Hogan

Engaged in the Profession
Attended 6 of 8 meetings of the Board



Mark Samsa

Engaged in the Management of the Profession
Attended 6 of 8 meetings of the Board



Cliona McGovern

Third Level Representative
Attended 7 of 9 meetings of the Board



Edel Smyth

Public Interest Representative
Attended 4 of 6 meetings of the Board



John Tuffy

Practising Professional Representative
Attended 1 of 1 meetings of the Board



Dympna Watson

Public Interest Representative
Attended 1 of 1 meetings of the Board



Radiographers Registration Board Attendance 2018

Name	22 Jan	13 Mar	24 Apr	06 Jun	20-Jun Sanction Meeting	17 Jul	18 Sep	13 Nov	18 Dec Sanction Meeting
Richard Bruton	✓*	N	N	N	N	N	N	N	N
Michele Monahan	✓	N	N	N	N	N	N	N	N
Louise Rainford	✓	✓*	✓*	✓*	✓*	✓*	✓*	✓*	✓*
Dympna Watson	✓	N	N	N	N	N	N	N	N
Cathy Booth	✓	N	N	N	N	N	N	N	N
John Tuffy	✓	N	N	N	N	N	N	N	N
Alice Dorris	✓	✗	✓	✗	✓	✓	✓	✓	✗
Mary Pat Corridan	✓	✓	✓	✗	✓	✓	✓	✓	✓
Catherine McKenna	N	✓	✓	✓	✗	✓	✓	✓	✗
Cliona McGovern	✓	✓	✗	✓	✓	✓	✗	✓	✓
Mark Samsa	N	✓	✓	✗	✓	✗	✓	✓	✓
Mary O'Connor	✓	✓	✓	✓	✗	✓	✓	✓	✓
Claire Hogan	N	✓	✓	✗	✓	✓	✓	✗	✓
Carmel Breaden	N	N	N	✓	✓	✓	✓	✓	✓
Edel Smyth	N	N	N	✓	✗	✓	✓	✓	✗
Deirdre O'Keefe	N	N	✓	✓	✓	✗	✓	✓	✗
Barry Hallinan	N	N	N	✗	✗	✓	✗	✓	✓
Fiona Roche	N	N	N	N	N	N	N	N	N

Key to meeting attendance:

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



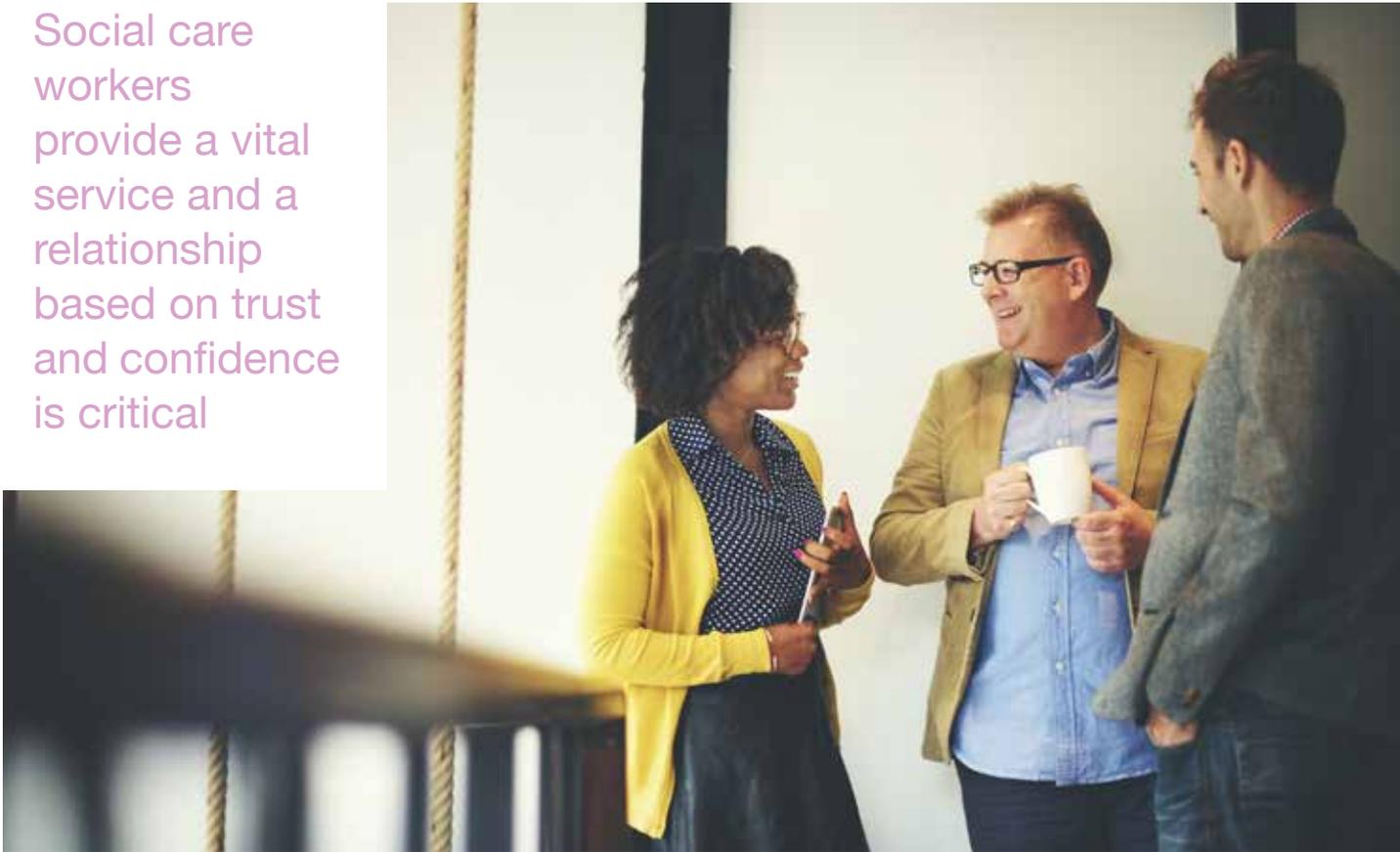
Social Care Workers Registration Board

This report is an account of the activities of the Social Care Workers Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

During 2018, the Social Care Workers Registration Board continued its work in contributing to the development and delivery of its regulatory role in Irish social care work and we are pleased to present this report on the work of the Social Care Workers Registration Board.

Social care workers provide a vital service and a relationship based on trust and confidence is critical



The Board was first established in 2015, meeting for the first time on 25 May 2015.

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.

In 2018, the Registration Board continued the extensive preparatory work required to ensure that the correct standards are set for the profession. Substantial work was also progressed in relation to developing guidance on what it means to be engaged in the practise of the profession, on the Code of Professional Conduct and Ethics and extensive engagement has been initiated with education providers in anticipation of programme approval process commencing in 2019.

Public consultations on core elements of the new regulatory regime are crucially important and we welcome all professionals, employers, service users and members of the public to engage with the Registration Board via the various feedback channels.

We would like to thank the Registration Board members, all of whom participate on a voluntary basis, for their ongoing commitment, collaborative effort and involvement in policy and decision-making.

We look forward to continuing this important work in 2019 as we work towards the opening of the Register.

Dunia Hutchinson

*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.



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 Ethics; and
- > setting the requirements for Continuing Professional Development (CPD).



Appointments / Elections

A number of members of the Social Care Workers Registration Board have been reappointed in 2018. These members are Karen Kiernan, Damien Courtney both public interest representatives, Des Mooney engaged in the practice, Paddy Duggan engaged in public/social care management, Catherine Carty engaged in the education of the profession and Brian Hogan engaged in voluntary/private, health/social care management.

At the close of 2018, there were no vacancies on the Social Care Workers Registration Board.



Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Social Care Workers Registration Board Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/ amendments on the specific profession section of the code. Council approved the Code in December 2018.



Education

A vital part of assuring public protection is establishing the correct standards for education and training of the profession. This work is necessary as the Registration Board cannot open its Register until such time as an Approved Qualification Bye-law has been set. The reason for this is, being that there would be no route for new entrants into the profession to register as they would not meet the grand parenting requirement of having practice experience (2 years in previous 5 years), as set out in legislation.

This is a significant undertaking for the Social Care Workers Registration Board given the volume of programmes currently being delivered (40 programmes delivered by 17 education providers). Given that it will require between 24 to 36 months to process applications for programme approval and make an initial Approved Qualification Bye-law, the earliest estimated date for opening the Social Care Workers Register is 2022. However, it should be noted this is an indicative date and dependent on external factors, including the number of applications received from education providers seeking programme approval and is subject to available resources.

The Social Care Workers Registration Board have undertaken extensive engagement with education providers in anticipation of programme approval process commencing in 2019. This has included;

- > Provision of information events on CORU's programme approval process delivered to 100 educators in April and June 2018
- > Issued update on registration of social care workers and CORU's programme approval process on a dedicated page on CORU's website.

- > Dissemination of documentation to Council of Registrars by Technological Higher Education Authority (THEA)
- > Individual meetings with Registrars and programme teams
- > Issued supplementary information outlining the indicative timelines for programme approval and providing clarity on specified Criteria for Education and Training programmes.

In addition to this, the Social Care Workers Registration Board, through an open recruitment process, appointed a panel of academics and practitioners from which review teams will be drawn to facilitate programme approvals.

The application process for education providers to apply for programme approval will open on 1 January 2019.



Planning for Registration of Social Care Workers

The Registration Board have made substantial progress in 2018, including;

- > Undertaking extensive research, discussion and consultation on processes to open the register for Social Care Workers, including scoping of the social care work sector
- > Developing guidance on what it means to be ‘engaged in the practice’ of social care work
- > Engagement and communication with education providers, unions, the professional body and employer groups
- > Researching the historical or legacy qualifications of existing practitioners in preparation for grand parenting.

The Registration Board are also engaging with the Health and Social Care Professionals Council in developing guidelines on the transitional routes to the register for existing practitioners provided for under the Health and Social Care Professionals Act (2005, as amended). This work will continue in 2019 in preparation for opening the Register for Social Care Workers.

Membership

Catherine Carty

Engaged in the Education
Attended 4 of 4 meetings



Brian Hogan

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



Damien Courtney

Public Interest Representative
Attended 4 of 4 meetings



Karen Kiernan

Public Interest Representative
Attended 4 of 4 meetings



Paddy Duggan

Public/Social care management
Attended 1 of 4 meetings



Ado McKenna

Engaged in the practice of the profession
Attended 2 of 5 meetings



Maurice Fenton

Engaged in the management of the profession
Attended 6 of 6 meetings



Des Mooney

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



Imelda Finerty

Public Interest Representative
Attended 3 of 5 meetings



Tim Murphy

Public Interest Representative
Attended 5 of 5 meetings



James Forbes

Engaged in the management of the profession
Attended 3 of 5 meetings



Jim Walsh

Involved in education
Attended 4 of 5 meetings



Dunia Hutchinson*

Chairperson
Engaged in the practice of the profession
Attended 5 of 5 meetings



Social Care Workers Registration Board Attendance 2018

Name	22 Feb	28 Mar	03 May	26 Sep	22 Nov
Dunia Hutchinson	✓*	✓*	✓*	✓*	✓*
Ado McKenna	✓	✓	✗	✗	✗
Des Mooney	✗	N	✓	✓	✓
James Forbes	✓	✗	✓	✗	✓
Maurice Fenton	✓	✓	✓	✓	✓
Paddy Duggan	✓	N	✗	✗	✗
Jim Walsh	✗	✓	✓	✓	✓
Damien Courtney	✓	N	✓	✓	✓
Karen Kiernan	✓	N	✓	✓	✓
Imelda Finerty	✗	✓	✓	✓	✗
Tim Murphy	✓	✓	✓	✓	✓
Catherine Carty	✓	N	✓	✓	✓
Brian Hogan	✓	N	✓	✓	✗

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 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are very pleased to present this report on the work of the Social Workers Registration Board in 2018. The Social Workers Registration Board was first established over eight 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 2018, there were 4,451 Social Workers on the Register. This is a 5% increase on 2017'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.

The Registration Board met nine times in 2018 in order to assess and approve applications for registration, recognition and education programme approval.

Since its designation in 2010, the following members have been members of the Registration Board and we wish to express our sincere appreciation to them for their wise counsel and for undertaking their governance responsibilities with such diligence: Val O'Kelly, Ned Kelly and Cormac Quinlan.

We also wish to thank past members Frankie Barrett, Peter O'Neill and Carmel Halton for their invaluable contribution to the Registration Board over the years. We look forward to working with the new and existing members of the Registration Board including Pdraig Heverin, Colm O'Doherty, Jacki Conway and Gabrielle Fitzpatrick.

We look forward to working with the profession and engaging with our stakeholders again in 2019 as greater advancements are made in the regulation of Social Workers, all 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 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
- › The practice of the profession.

The Board met a total of nine times during the year.



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 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 Registration Board welcomed the appointments of Pdraig Heverin as a public interest representative, Colm O'Doherty as a public interest representative and Jacki Conway as engaged in voluntary/private, health/social care management by the Minister for Health. Following elections in June 2018, the Registration Board welcomed Gabrielle Fitzpatrick as a member of the Registration Board engaged in the practice of the profession of social work. The Registration Board also welcomed the re-appointment of John Hanily as a member of the Registration Board engaged in public/social care management for a second term in September.

At the close of 2018, there were two vacancies for members on the Social Workers Registration Board.



Registration

A total of 4,451 Social Workers have been registered by the Social Workers Registration Board as of 31 December 2018.

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 2018:

- > 44 social workers voluntarily left the Register.
- > 45 were removed from the Register for non-payment of fees.

The Social Workers Register is available to view online at www.coru.ie. in the “Search the Register” section on the homepage.



Competent Authority

As Competent Authority, the Registration Board considers international qualifications for recognition prior to registration. 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 to take an aptitude test.

During 2018, 79 applications for recognition of international qualifications were granted by the Board with a further 18 applicants being requested to engage in compensation measures.

Social Workers: Summary Recognition Statistics 2018

Applications received 2018	103
Decisions made 2018	100
YoY Change in N Applications 2016 to 2018	+54
YoY Change in N Decisions 2016 to 2018	+49
Outcomes in 2018	
Recognised (all)	79
Compensation Measures Applied	21



Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Social Workers Registration Board, Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/amendments on the specific profession section of the code. Council approved the Code in 2018.



Education Activities

Continuing Professional Development (CPD)

The Registration Board considered the findings of the CPD portfolio audit undertaken in 2017 and approved publication of the CPD Audit Trend Report in June 2018. The findings from this audit informed CORU's review of the organisation's approach to CPD.

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

The Registration Board conducted a review of the Criteria and Standards of Proficiency for Education and Training Programmes for Social Workers. This review was conducted to ensure the Registration Board is using the most up to date and current Council approved framework documents. The updated documents are shorter, simpler, clearer and with less duplication.

The Registration Board has sought stakeholder consultation on the updated draft Standards of Proficiency (SOP) for Social Workers and updated draft Profession Specific Criteria for Education and Training Programmes for use in the profession of social work. These are based on the Framework Standards of Proficiency and Framework Criteria for Education and Training Programmes as approved by Council.

Programme Monitoring

The Registration Board was satisfied as to the continuing suitability of the following programmes in 2018:

February 2018

- › Masters in Social Work, National University of Ireland, Galway

April 2018

- › Masters of Social Work, University College Cork
- › Postgraduate Diploma in Social Work Studies, University College Cork.

May 2018

- › Bachelor of Social Work, University College Cork.

September 2018

- › Masters of Social Science (Social Work)(Full Time), University College Dublin
- › Graduate Diploma in Social Work (Full Time), University College Dublin
- › Masters of Social Science (Social Work)(Part Time), University College Dublin
- › Graduate Diploma in Social Work (Part Time), University College Dublin.
- › Bachelor in Social Studies, University of Dublin, Trinity College.

Membership of the Board

Frankie Barrett

*Private Health/Social Care
Management Representative*
Attended 3 of 5 meetings



Padraig Heverin

Public Interest Representative
Attended 3 of 4 meetings



Jacki Conway

*Private Health/Social Care
Management Representative*
Attended 2 of 2 meetings



Colette McLoughlin

Service Management Representative
Attended 6 of 9 meetings



Damien Courtney

Public Interest Representative
Attended 8 of 9 meetings



Roberta Mulligan

Practising Professional Representative
Attended 6 of 9 meetings



Gabrielle Fitzpatrick

Practising Professional Representative
Attended 3 of 3 meetings



Colm O'Doherty

Public Interest Representative
Attended 3 of 4 meetings



Donal Gill

Practising Professional Representative
Attended 4 of 9 meetings



Val O'Kelly

Service Management Representative
Attended 4 of 5 meetings



Carmel Halton

Education Representative
Attended 5 of 5 meetings



Peter O'Neill

Practising Professional Representative
Attended 5 of 5 meetings



John Hanily

*Public Health/Social Care
Management Representative*
Attended 8 of 9 meetings



Cormac Quinlan

Service Management Representative
Attended 1 of 5 meetings



Ned Kelly

Public Interest Representative
Attended 4 of 5 meetings



Marian Quinn

Service Management Representative
Attended 5 of 9 meetings



Perry Share

3rd level Education &
Training Representative

Attended 6 of 10 meetings



Social Workers Registration Board Attendance 2018

Name	08-Feb	15-Mar	18-Apr	16-May	28-Jun	23-Aug	11-Sep	15-Oct	04-Dec
Donal Gill	×	✓	✓	✓	×	×	×	✓	×
Peter O'Neill	✓	✓	✓	✓	✓	N	N	N	N
Colette McLoughlin	×	✓	✓	×	✓	✓	✓	×	✓
Cormac Quinlan	×	×	×	✓	×	N	N	N	N
Ned Kelly	✓	✓	✓	✓	×	N	N	N	N
Perry Share	✓*	✓*	✓*	✓*	✓*	✓*	✓*	✓*	✓*
Roberta Mulligan	✓	×	✓	✓	✓	✓	✓	×	×
Carmel Halton	✓	✓	✓	✓	✓	N	N	N	N
Val O'Kelly	✓	✓	×	✓	✓	N	N	N	N
Frankie Barrett	✓	×	✓	✓	×	N	N	N	N
John Hanily	✓	✓	✓	✓	✓	×	✓	✓	✓
Marian Quinn	✓	×	×	✓	×	✓	✓	✓	✓
Damien Courtney	✓	✓	×	✓	✓	✓	✓	✓	✓
Colm O'Doherty	N	N	N	N	N	×	✓	✓	✓
Padraig Heverin	N	N	N	N	N	×	✓	✓	✓
Gabrielle Fitzpatrick	N	N	N	N	N	N	✓	✓	✓
Jacki Conway	N	N	N	N	N	N	N	✓	✓

Key to meeting attendance:

- ✓ attended
- ×
- * Chairperson
- N not on Council/
Board on this date
- R Resigned
- O Observer status



Speech and Language Therapists Registration Board

This report is an account of the activities of the Speech and Language Therapists Registration Board during 2018, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2018, 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 2018. The Registration Board is responsible for setting and promoting high standards of professional conduct, education, training and competence amongst Speech and Language Therapists.

Regulation enhances the profession's standing and most importantly gives reassurance to members of the public



2018 was a significant year as the title “Speech Therapist” is now a legally protected title in Ireland and has been added to the list of protected titles regulated by CORU. Only those who have applied or registered with the Speech and Language Therapists Registration Board, are entitled to practise using the title.

The title ‘Speech and Language Therapist’ has been legally protected since 2016. An amendment was made to the Health and Social Care Professionals Act 2005 ending the practice whereby some practitioners amended their titles to the lesser used version of ‘Speech Therapist’ and continued to practise without registering with the Speech and Language Therapists Registration Board at CORU.

At the end of 2018 there were 1,843 Speech and Language Therapists registered by the Board. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

Throughout the year the Speech and Language Therapists Registration Board was very well supported by Council and by the Executive Team at CORU. We look forward to continuing our important work to protect the public by promoting professional standards in speech and language therapy for years to come.

Judi Pettigrew

*Chairperson
Speech and
Language Therapists
Registration Board*

Ginny Hanrahan

*Registrar
Speech and Language
Therapists
Registration Board*



Background

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates. Seven appointees are lay members, with the remaining six being members of the profession who are engaged in:

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



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).



Bye-Laws

The Registration Board previously made a bye-law which sets out the return to practice requirements for those who are resuming the practice of their profession where a period of absence (of greater than two years) from the profession is noted when an applicant applies for registration. In circumstances however where an applicant is commencing practice of the profession, after a period of two years or more since the applicant completed an approved qualification, and has applied for registration, the relevant registration board is not empowered to require that applicant to undertake a period of updating as he/ she is not resuming practice as stated in the Health and Social Care Professionals Act, 2005 as amended. Applicants of this nature are categorised as delayed entry applicants.

CORU notified the Department of Health about this issue and requested a legal amendment to correct the issue. An Amendment Bill was prepared, which passed through the legislative process and was enacted on 20 December 2017. The amendment permits Registration Boards to make a bye-law setting out the return to practice requirements for those commencing practice.

Each Registration Board approved a draft bye-law in late 2018 for consultation purposes that set out the return to practice requirements for those who are commencing the practice of their profession and where a period of two years or more had passed profession since the applicant has completed his/ her professional qualification(s). The proposed updating requirements for these applicants were the same for those who are resuming the practice of their profession.

The consultation process will conclude in January 2019 and it is expected that the Registration Board will make their bye law between March and May of 2019.



Appointments / Elections

At the close of 2018, there were three vacancies on the Speech and Language Therapists Registration Board.



Registration

A total of 1,843 speech and language therapists have been registered by the Speech and Language Therapist Registration Board as of 31 December 2018.

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
- 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 2018:

- 20 speech and language therapists voluntarily left the Register.
- 08 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 for the profession the Registration Board considered 32 applications for recognition of international qualifications during 2018.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 23 qualifications and required 12 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 2018	
Applications received 2018	32
Decisions made 2018	35
YoY Change in N Applications 2016 to 2018	7
YoY Change in N Decisions 2016 to 2018	20
Outcomes in 2018	
Recognised (all)	23
Compensation Measures Applied	12



Framework Code of Professional Conduct and Ethics

In 2010, the Health and Social Care Professionals Council (Council) at CORU developed a Framework Code of Professional Conduct and Ethics detailing common standards across its regulated professions. The Framework Code is for use by each Registration Board to adopt its own Code of Professional Conduct and Ethics.

The Framework Code underwent a complete review in 2017 and in January 2018 Council approved the Framework Code for adoption by the Registration Boards in CORU. The Council Framework Code represents a clear, straightforward code incorporating common principles across each of regulated professionals. The philosophy around adopting a common code includes recognition that many of the requirements for the professions are similar and it captures most of the key requirements, even if they are not directly relevant to a profession.

Accordingly, the Speech and Language Therapists Registration Board Code of Professional Conduct and Ethics was circulated for public consultation in 2018 for suggestions/ amendments on the specific profession section of the Code. Council approved the Code in 2018.



Education Activities

The Education Unit provided training to the Registration Board in relation to the revised Programme Approval and Monitoring Processes. This training provided an understanding that the purpose of these processes is to make statutory decisions regarding education and training programmes.

The Registration Board approved the language requirement for the Standards of Proficiency to go out for public consultation and this was issued in December. If agreed by the Registration Board there will be a specific language requirement in the Standards of proficiency for Speech and Language Therapists.



Policy Activities

Delegation of functions to the Registrar – routine applications

In February, the Registration Board approved the delegation of functions with respect to routine applications from the Speech and Language Therapists Registration Board to the Registrar. This enables the Registrar to sample applications in a similar manner to the Registration Board and is a positive opportunity to enable the Board to register members of its respective profession in a more efficient manner, without placing the registration process at risk. There are many benefits in delegating routine applications to the Registrar, including to:

- › Reduce the average processing time for all routine applications by at least one month
- › Allow the Registrar to process registration applications all year round and be in a position to register graduates promptly
- › Allow a Registration Board to focus on policy issues and registration applications with exceptions
- › Save vast quantities of paper each year and on photocopying charges.

Delegation of functions to the Registrar – IMI alerts

The Registration Board also approved the delegation of functions to the Registrar with respect to IMI alerts. This will enable the Registrar to issue an IMI Alert about a professional whose pursuit in the State of professional activities has been restricted or prohibited, even temporarily, by authorities or courts in the State. Where a person is found guilty by a Court in the State of using a false instrument as evidence of professional qualifications, the competent authority is required to issue an alert about the identity of that person.

Membership of the Board

Irene Gunning

Public Interest Representative

Attended 5 of 7 meetings of the Board



Catherine O'Neill

Public Interest Representative

Attended 3 of 7 meetings of the Board



Bernard Hegarty

Public Interest Representative

Attended 6 of 7 meetings of the Board



Judi Pettigrew*

Chairperson

Involved in the Education

Attended 5 of 7 meetings of the Board



Suzanne Keenan

*Private Health/Social Care
Management Representative*

Attended 3 of 7 meetings of the Board



Fintan Reddy

Public Interest Representative

Attended 4 of 7 meetings of the Board



Maeve Murphy

Service Management Representative

Attended 6 of 7 meetings of the Board



Martine Smith

Practising Professional Representative

Attended 4 of 7 meetings of the Board



Celia Nichol

Service Management Representative

Attended 4 of 7 meetings of the Board



Helen Shortt

Chairperson

*Public Health/Social Care
Management Representative*

Attended 3 of 7 meetings of the Board



Speech and Language Therapists Registration Board Attendance 2018

Name	14 Feb	20 Mar	17 May	20 Jun	18 Jul	03 Oct	21 Nov
Judith Pettigrew*	✓*	✓*	✗*	✓*	✓*	✓*	✗*
Helen Shortt	✗	✓	✗	✓	✗	✗	✓
Irene Gunning	✗	✓	✓	✓	✗	✓	✓
Suzanne Keenan	✓	✗	✓	✗	✗	✓	✗
Fintan Reddy	✓	✗	✓	✗	✗	✓	✓
Martine Smith	✓	✓	✗	✓	✗	✗	✓
Maeve Murphy	✓	✓	✓	✓	✓	✓	✗
Bernard Hegarty	✓	✗	✓	✓	✓	✓	✓
Catherine O'Neill	✓	✓	✗	✗	✓	✗	✗
Celia Nichol	✓	✓	✗	✓	✓	✗	✗

Key to meeting attendance:

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



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health
Social Care Professionals

Report and Financial Statements for the year ended 31 December 2018

An Chomhairle um Ghairmithe Sláinte agus Cúraim Shóisialaigh
Health and Social Care Professionals Council

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Information

Members of the Council

Bernard McCartan, Chairperson	
John O'Mullane	
Marie Culliton	(term ended 20/03/2019)
Tony McAleer	
Caroline McIntosh	(term ended 20/03/2019)
Maeve Murphy	
Deirdre Madden	
Joe Martin	
Mo Flynn	
Laura Phelan	
Paul Lyng	
Carmel Smith	
Marie Kinsella	
Sinead Fitzgerald	
Shane McCarthy	
David Irwin	
Anne Horgan	
Brian Lee	
Catherine McKenna	
Treasa Campbell	
Gerard Walshe	
James Forbes	
Fred Powell	
Ruth Charles	
Vivienne Starr	(term ended 10/02/2018)
Stephanie Manahan	(appointed 17/04/2018)
Peter Davison	(appointed 08/02/2018)
Owen Blee	(appointed 08/02/2018)
John F. Scott	(appointed 17/04/2018)
Colette McLoughlin	(appointed 05/08/2018)
Fergal O'Sullivan	(resigned 01/02/2018)

Senior Management Team

Chief Executive Officer	Ginny Hanrahan
Head of Corporate Services	Debbie Massey
Head of Legal Affairs and Fitness to Practise	Claire Millrine
Head of Registration	Colm O'Leary
Head of Education	Aoife Sweeney
Head of Recognition	Margaret Hynds O'Flanagan

Headquarters

CORU - Health and Social Care Professionals Council
George's Court, Infinity Building, George's Lane, Smithfield,
Dublin 1, D07 E98Y.

Auditor

Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1, D01 PF72

Accountants

Crowleys DFK
Chartered Accountants
16/17 College Green
Dublin 2, D02 V078

Governance Statement and Council Members' Report

Governance

The Health and Social Care Professionals Council was established under the Health and Social Care Professionals Act 2005. The functions of the Council are set out in section 8 of this Act. The Council is accountable to the Minister for Health and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of the Health and Social Care Professionals Council are the responsibility of the Chief Executive Officer (CEO) and the senior management team. The CEO and the senior management team must follow the broad strategic direction set by the Council and must ensure that all Council members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Council and management of the Health and Social Care Professionals Council.

Council Responsibilities

The work and responsibilities of the Council are set out in the Health and Social Care Professionals Act 2005, which also contain the matters specifically reserved for Council decision. Standing items considered by the Council include:

- > Declarations of interest,
- > Reports from committees,
- > Financial report/management accounts, and Performance reports.

Governance Statement and Council Members' Report

Section 21 of the Health and Social Care Professionals Act 2005 requires the Health and Social Care Professionals Council to keep, in such form as may be approved by the Minister for Health, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Health and Social Care Professionals Council is required to:

- › select suitable accounting policies and apply them consistently,
- › make judgements and estimates that are reasonable and prudent,
- › prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation, and
- › state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Council is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with section 21 of the Health and Social Care Professionals Act 2005. The maintenance and integrity of the corporate and financial information on the Health and Social Care Professionals Council's website is the responsibility of the Council.

The Council is responsible for approving the annual plan and budget. Evaluation of the performance of Health and Social Care Professionals Council by reference to the annual plan and budget was carried out by the Audit, Risk and Governance Committee and the Finance and General Purpose Committees who report to the Council.

The Council is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council considers that the financial statements of Health and Social Care Professionals Council give a true and fair view of the financial performance and the financial position of Health and Social Care Professionals Council at 31 December 2018, except for non-compliance with the requirement of FRS 102 in relation to retirement benefits entitlements, as directed by the Minister for Health.

Governance Statement and Council Members' Report

Council Structure

The Council consists of a Chairperson, Deputy Chairperson and twenty nine ordinary members, all of whom are appointed by the Minister for Health. The members of the Council were appointed for a period of four years and meet on a monthly basis. The table below details the appointment period for current members:

Council Member	Role	Date Appointed
Bernard McCartan	Chairperson	17/08/2016
Marie Culliton	Deputy Chair	09/04/2015
Catherine McKenna		28/02/2017
Shane McCarthy		12/11/2015
David Irwin		12/11/2015
Laura Phelan		15/02/2016
Paul Lyng		15/02/2016
Caroline McIntosh		09/04/2015
James Forbes		27/04/2017
Carmel Smith		19/01/2016
Marie Kinsella		19/01/2016
Mo Flynn		24/11/2015
Vivienne Starr		01/05/2015
Sinead Fitzgerald		14/11/2016
Maeve Murphy		04/04/2017
Deirdre Madden		21/03/2017
Joe Martin		21/03/2017
Tony McAleer		21/03/2017
Gerard Walshe		05/07/2017
Brian Lee		22/05/2017
Ruth Charles		30/05/2017
Treasa Campbell		20/06/2017
John O'Mullane		10/07/2017
Anne Horgan		30/08/2017
Fred Powell		11/12/2017
Stephanie Manahan		17/04/2018
Peter Davison		08/02/2018
Owen Blee		08/02/2018
John F. Scott		17/04/2018
Colette McLoughlin		05/08/2018
Fergal O'Sullivan		20/06/2017

The Council conducted a Self-Assessment Effectiveness and Evaluation Review in December 2018.

Governance Statement and Council Members' Report

Registration Boards

Registration Boards are established to protect the public by promoting high standards of professional conduct, education, training and competence among registrants of the designated professions. The following Registration Boards are active in the Health and Health and Social Care Professionals Council:

1. Dietitians Registration Board
2. Medical Scientists Registration Board
3. Occupational Therapists Registration Board
4. Optical Registration Board
5. Physiotherapists Registration Board
6. Psychologists Registration Board
7. Radiographers Registration Board
8. Social Care Workers Registration Board
9. Social Workers Registration Board
10. Speech and Language Therapists Registration Board
11. Podiatrists Registration Board

The Council has established six committees, as follows:

1. Audit, Risk and Governance Committee (ARGC):

comprises four Council members and three independent members. The role of the Audit, Risk and Governance Committee (ARGC) is to support the Council in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARGC is independent from the financial management of the organisation. In particular the Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARGC reports to the Council after each meeting, and formally in writing annually.

The members of the Audit, Risk and Governance Committee are: Tony McAleer (Chairperson), Maeve Murphy, Brian Lee, Stephanie Manahan. (Council Members) Harry McGear, Martin O'Sullivan and Declan Purcell. There were five meetings of the ARGC in 2018.

2. Finance and General Purposes Committee (FGPC):

comprises of four members, of which four are Council members. The members of this committee are: Joe Martin (Chairperson), Marie Culliton, Paul Lyng and Bernard McCartan. There were six meetings of the FGPC in 2018.

3. Registration Committee (RC):

comprises of ten members, of which seven are Council members. The members of this committee are: Marie Culliton (Chairperson), Maeve Murphy, Joe Martin, Anne Horgan, James Forbes, Catherine McKenna, Gerard Walshe (Council members), Damhnait Gaughan, and Norma Judge. There were five meetings of the RC in 2018.

4. Education Committee (EC):

comprises of ten members, of which six are Council members. The members of this committee are: David Irwin (Chairperson), John O'Mullane, Caroline McIntosh, Peter Davison, Carmel Smith, Fred Powell (Council members), Ann Kearney, Odhrán Allen, Marian O'Rourke, and Carmel Kearns. There were five meetings of the EC in 2018.

5. Professional Performance Advisory Committee (PPAC):

comprises of eight members of which five are Council members. The members of this committee are Mo Flynn, David Irwin, Marie Kinsella (Chairperson), Shane McCarthy, John O'Mullane (Council), Katharine Bulbulia, Kirstin Quinn, and Brian Hume. There were four meetings of the PPAC in 2018.

6. Nomination Committee (NC):

comprises of four members of which three are Council members. The members of this committee are: Tom Jordan, Joe Martin, Shane McCarthy (Chairperson), and Laura Phelan. There were five meetings of the NC in 2018.

Governance Statement and Council Members' Report

Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Council and Committee meetings for 2018 is set out below including the fees and expenses received by each member:

Number of meetings	Council 13	ARGC 5	FC 6	RC 5	EC 5	PPAC 4	NC 5	Fees 2018 €	Expenses 2018 €
Bernard McCartan	13/13		3/6					8,808	406
Marie Culliton	11/13		3/6	5/5				-	554
Catherine McKenna	8/11			0/5				-	-
Shane McCarthy	8/13					2/4	5/5	-	10,833
David Irwin	9/13				4/5	2/4		-	851
Laura Phelan	7/13						5/5	-	163
Paul Lyng	8/13		6/6					-	1,181
Caroline McIntosh	6/13				1/2			-	1,311
James Forbes	9/13			5/5				-	3,898
Carmel Smith	9/13				5/5			-	626
Marie Kinsella	5/13					4/4		-	62
Mo Flynn	8/13					1/4		-	-
Sinead Fitzgerald	12/13							-	-
Maeve Murphy	8/13	4/5		0/5				-	-
Deirdre Madden	6/13							-	200
Joe Martin	11/13		6/6	3/5			4/5	-	3,394
Tony McAleer	10/13	4/5						-	166
Gerard Walshe	11/13			3/4				-	-
Brian Lee	9/13	4/5						-	-
Ruth Charles	8/13							-	393
Treasa Campbell	3/13							-	349
John O'Mullane	12/13				5/5	4/4		-	128
Anne Horgan	9/13			1/4				-	-
Peter Davison	7/13				3/5			-	-
Fred Powell	9/13				2/3				1,515
Stephanie Manahan	8/11	2/2							-
Owen Blee	10/12							-	-
John F. Scott	8/11							-	-
Vivienne Starr	0/1								-
Colette McLoughlin	2/6							-	-
Fergal O'Sullivan	0/1							-	-
								8,808	26,030

As per the Health and Social Care Professionals Act 2005, Council members do not receive any fees. The Chairperson, Bernard McCartan, received a stipend during 2018.

Governance Statement and Council Members' Report

Key Personnel Changes

One member of the Council's serving terms ended during the year. In accordance with the Health and Social Care Professionals Act 2005 the Minister appointed five new members.

Disclosures Required by Code of Practice for the Governance of State Bodies (2017)

The Council is responsible for ensuring that Health and Social Care Professionals Council has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code:

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	2018	2017
	€	€
Legal advice	3,119	10,259
Health and Safety Management	4,320	3,823
Public Affairs	14,637	2,763
Human Resources	1,815	4,650
Internal Audit	27,057	74,116
Strategic Procurement Plan	23,250	5,033
Organisation Planning, Development and Review	-	6,150
Total consultancy costs	74,198	106,794
Consultancy costs capitalised	-	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	74,198	106,794
Total	74,198	106,794

Governance Statement and Council Members' Report

Legal Costs and Settlements

There were no legal costs to be disclosed relating to legal proceedings or settlements. The legal fees incurred by the Council in the execution of its legislative functions are set out in note 9 of the financial statements.

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows

	2018 €	2017 €
Domestic		
> Council*	35,354	47,939
> Committees	21,941	45,449
> Registration Board	97,817	103,335
> Employees	17,987	13,438
International		
> Council	2,811	1,197
> Committees	2,297	9,056
> Registration Board	1,087	2,873
> Employees	15,601	27,502
Total	194,895	250,789

* includes travel and subsistence of €26,030 paid directly to Council members in 2018. The balance of €9,324 relates to expenditure paid by the Health and Social Care Professionals Council on behalf of the Council members.

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2018 €	2017 €
Staff hospitality	1,289	2,313
Client hospitality	100	-
Total	1,389	2,313

Governance Statement and Council Members' Report

Statement of Compliance

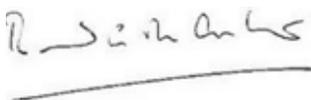
The Health and Social Care Professionals Council has complied with the requirements of the Code of Practice for the Governance of State Bodies, as published by the Department of Public Expenditure and Reform in August 2016, with the following exception:

There are currently 11 individual Registration Boards for Health and Social Care Professionals in Ireland. These are independent decision-making bodies established under Part 3 of the Act with their own prescribed powers and functions. The overall thrust of the Act is directed to allowing a fairly substantial degree of autonomy to Registration Boards. The Health and Social Care Professionals Act 2005 Part 2 Section 8 specifies the “functions and powers of Council.” Council is the recognised governing body within CORU and has full and complete responsibility for all financial matters. The Boards are not given separate or independent budgets. Part 3 Section 27 of the Act specifies the “object, functions and powers of registration boards.” In accordance with Part 3 section 27, Registration Boards have statutory responsibility for matters relating to registration, recognition, approval of education programmes and sanctions.

Under Section 1.8 of the Code of Practice for the Governance of State Bodies 2016, Council must meet the Annual Confirmation requirements to the Minister and Department as follows:

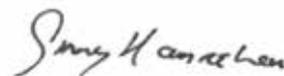
“The Board (Council) has responsibility for ensuring that effective systems of internal control are instituted and implemented. The Board (Council) is required to confirm annually to the relevant Minister that the State body has an appropriate system of internal and financial control in place.”

This commitment will be challenging for Council, which despite no legislative mandate, will have to determine individually with each of the 11 independent Registration Boards if they can confirm full compliance with appropriate and effective systems of internal controls in this context.



Bernard McCartan
Chairperson

Date: 14 November 2019



Ginny Hanrahan
Chief Executive Officer

Date: 14 November 2019

Statement on Internal Control

Scope of Responsibility

On behalf of the members of the Health and Social Care Professionals Council (Council), I acknowledge our responsibility for ensuring that an effective system of Internal Controls is maintained and operated.

Purpose of the System of Internal Control

The system of Internal Controls can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period.

Capacity to Handle Risk

The Audit, Risk and Governance Committee was established in 2009. The Committee met 5 times in 2018.

Mechanisms for ensuring the adequacy of the security of the Information and Communication Technology (ICT) systems that include the establishment of appropriate policies and control procedures have been established.

The Council has an internal audit function which reports to the Audit, Risk and Governance Committee of the Council. The internal audit function operates in accordance with the Code of Practice for the Governance of State Bodies. The Council's monitoring and review of effectiveness of the systems of internal control is informed by the work of the outsourced internal auditor and the Audit, Risk and Governance Committee.

Risk and Control Framework

The system of Internal Controls is based on a framework of regular management information, a system of delegation and accountability, a set of financial procedures, administrative procedures including segregation of duties and rigorous ongoing checks by the finance function. In particular it includes:

- › A comprehensive budgeting system with an annual budget, which is reviewed and approved by the members of the Council.
- › Setting authorisation limits for the disbursement of the Council's funds.
- › Regular review by the members of the Council of periodic and annual financial information and reports (including management accounts), which indicate financial performance against budgets.

The executive of the Council is responsible for the development and maintenance of the financial controls framework. In line with Council's whistleblowing policy, the whistleblowing officer confirmed that no whistleblowing disclosures were made in the financial year 2018. We further confirm that there have been no financial irregularities identified during the review of the effectiveness of the system of internal control.

Ongoing Monitoring and Review

The Council has taken steps to ensure an appropriate control environment by:

- › Clearly defining management responsibilities,
- › Adopting the principles of corporate governance contained in the *Code of Practice for the Governance of State Bodies (revised 2016)* including:
 - › Affirmation of compliance with procurement guidelines as set out in the Code.
 - › Affirmation of compliance with disposal of assets and access to assets by third parties as set out in the Code.
 - › Affirmation of implementation of Government policy on the remuneration of CEO.
 - › Reviewed and finalised policies and procedures to ensure the effectiveness of the systems of Internal Control.
- › Establishing formal procedures to monitor the activities and safeguard the assets of the organisation.

Statement on Internal Control

Procurement

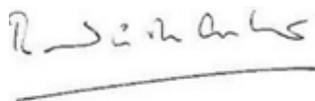
The Health and Social Care Professionals Council has procedures in place to ensure compliance with current procurement rules and guidelines established by the Office of Government Procurement and during 2018, the Council complied with these procedures with the exception of some control weaknesses referred to in Internal Control Issues below.

Review of Effectiveness

The Statement on System of Internal controls has been reviewed by the Audit, Risk and Governance Committee and the Council to ensure it accurately reflects the control system in operation during the reporting period.

A review of internal controls in 2018 was carried out by an external firm and signed off by the Council in 2019.

The Council continuously reviewed the effectiveness of the internal controls for 2018 throughout 2018 and was informed by the work of the ARGC and Internal Audit. The Council is reasonably assured that the systems of internal control instituted and implemented in the Health and Social Care Professionals Council for the financial year ended 31st December 2018 are effective.



Bernard McCartan
Chairperson

Date: 14 November 2019

Internal Control Issues

Following a review of the financial control environment by Internal Audit, some control weaknesses were noted in financial policies and procedures, procurement of supplies and services and bank and credit card expenditure. The Health and Social Care Professionals Council has taken and will continue to take steps to improve controls in these areas.



Ginny Hanrahan
Chief Executive Officer

Date: 14 November 2019

Report of the Comptroller and Auditor General for presentation to the Houses of the Oireachtas

Health and Social Care Professionals Council

Qualified opinion on financial statements

I have audited the financial statements of the Health and Social Care Professionals Council for the year ended 31 December 2018 as required under the provisions of section 21 of the Health and Social Care Professionals Act 2015. The financial statements have been prepared in accordance with Financial Reporting Standard (FRS) 102 - *The Financial Reporting Standard applicable in the UK and the Republic of Ireland* and comprise

- › the statement of income and expenditure and retained revenue reserves
- › the statement of financial position
- › the statement of cash flows and
- › the related notes, including a summary of significant accounting policies.

In my opinion, except for the non-compliance with the requirements of FRS 102 in relation to retirement benefit entitlements referred to below, the financial statements give a true and fair view of the assets, liabilities and financial position of the Health and Social Care Professionals Council at 31 December 2018 and of its income and expenditure for 2018 in accordance with FRS 102.

Basis for qualified opinion on financial statements

In compliance with the directions of the Minister for Health, the Health and Social Care Professionals Council accounts for the costs of retirement benefit entitlements only as they become payable. This does not comply with FRS 102 which requires that the financial statements recognise the full cost of retirement benefit entitlements earned in the period and the accrued liability at the reporting date. The effect of the non-compliance on the Health and Social Care Professionals Council's financial statements for 2018 has not been quantified.

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the Health and Social Care Professionals Council and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Report on information other than the financial statements, and on other matters

The Health and Social Care Professionals Council has presented certain other information together with the financial statements. This comprises the annual report, the governance statement and Council members' report and the statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

I have nothing to report in that regard.



Andrew Harkness

For and on behalf of the
Comptroller and Auditor General
15 November 2019

Appendix to the report

Responsibilities of Council members

As detailed in the governance statement and Council members' report, the Council members are responsible for

- the preparation of financial statements in the form prescribed under section 21 of the Health and Social Care Professional Act 2005
- ensuring that the financial statements give a true and fair view in accordance with FRS 102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibilities of the Comptroller and Auditor General

I am required under section 21 of the Health and Social Care Professionals Act 2005 to audit the financial statements of the Health and Social Care Professionals Council and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Health and Social Care Professionals Council's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the Health and Social Care Professionals Council to cease to continue as a going concern.
- I evaluate overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair representation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is material misstatement of his other information, I am required to report that fact.

Reporting on other matters

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation. I report if there are material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if there is any material instance where public money has not been applied for the purposes intended or where transactions did not confirm to the authorities governing them.

I also report by exception if, in my opinion,

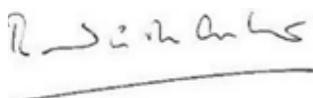
- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be ready and properly audited, or
- the financial statements are not in agreement with the accounting records.

Statement of Income and Expenditure and Retained Revenue Reserves

for the year ended 31 December 2018

	Notes	Year Ended 31 December 2018 €	Year Ended 31 December 2017 €
Income			
Exchequer Grant	2	4,339,890	3,282,474
Fee Income	3	1,912,040	1,354,330
Employment Superannuation Deductions		41,750	35,956
		6,293,680	4,672,760
Transfer from/ (to) Capital Account	14	(1,285,722)	101,505
		5,007,958	4,774,265
Expenditure			
Salaries	8	2,230,004	2,021,472
Staff Travel	5	33,588	40,940
Establishment and Accommodation Costs	4	724,599	319,520
Office Administration	6	917,338	936,299
Registration and Recognition of International Qualifications Registration	7	377,020	256,473
Legal and Professional Fees	9	1,310,118	733,184
Education/CPD		149,323	135,918
Audit Fees		11,000	12,507
Depreciation	10,11	242,056	191,157
		5,995,046	4,647,470
(Deficit)/Surplus for the year		(987,088)	126,795
Retained Revenue Reserves			
Balance at the beginning of the year		398,621	271,826
(Deficit)/Surplus for the year		(987,088)	126,795
Balance at the end of the year		(588,467)	398,621

The Statement of Cash Flows and Notes 1 to 18 form part of these Financial Statements.



Bernard McCartan
Chairperson

Date: 14 November 2019



Ginny Hanrahan
Chief Executive Officer

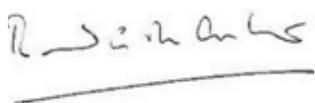
Date: 14 November 2019

Statement of Financial Position

as at 31 December 2018

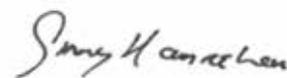
	Notes	31 December 2018 €	31 December 2017 €
Fixed Assets			
Intangible Assets	10	6,319	18,443
Property, Plant and Equipment	11	1,409,940	112,094
		<u>1,416,259</u>	<u>130,537</u>
Current Assets			
Cash and Cash Equivalents		68,821	921,113
Receivables and Prepayments	12	398,476	264,000
		<u>467,297</u>	<u>1,185,113</u>
Current Liabilities (amounts falling due within one year)			
Payables	13	1,055,764	786,492
		<u>1,055,764</u>	<u>786,492</u>
Net Current Assets		(588,467)	398,621
Total Net Assets		<u>827,792</u>	<u>529,158</u>
Represented by			
Capital Account	14	1,416,259	130,537
Retained Revenue Reserves		(588,467)	398,621
		<u>827,792</u>	<u>529,158</u>

The Statement of Cash Flows and Notes 1 to 18 form part of these Financial Statements.



Bernard McCartan
Chairperson

Date: 14 November 2019



Ginny Hanrahan
Chief Executive Officer

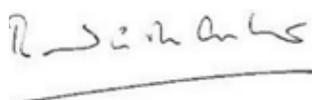
Date: 14 November 2019

Statement of Cash Flows

for the year ended 31 December 2018

	Notes	Year Ended 31 December 2018 €	Year Ended 31 December 2017 €
Net Cash flows from Operating Activities			
(Deficit) / Surplus for the year		(987,088)	126,795
Amortisation charge	10	15,532	83,548
Depreciation charge	11	226,524	107,609
(Decrease)/Increase in receivables		(134,476)	(191,462)
Increase in payables		269,272	239,899
Capital account movement		1,285,722	(101,505)
Net Cash Inflow from Operating Activities		<u>675,486</u>	<u>264,884</u>
Cash flows from Investing Activities			
Capital Expenditure	10 / 11	(1,527,778)	(88,755)
(Decrease)/Increase in cash and cash equivalents		<u>(852,292)</u>	<u>176,129</u>
Cash and cash equivalents at the beginning of the year		921,113	744,984
Cash and cash equivalents at the end of the year		<u>68,821</u>	<u>921,113</u>

Notes 1 to 18 form part of these Financial Statements.



Bernard McCartan
Chairperson

Date: 14 November 2019



Ginny Hanrahan
Chief Executive Officer

Date: 14 November 2019

Notes

(forming part of the financial statements)

1. Accounting policies

a) General

The Health and Social Care Professionals Council was established on 20 March 2007 under the Health and Social Care Professionals Act 2005 (as amended) (“Act”) to regulate designated health and social care professions.

b) Compliance with FRS 102

The financial statements of the Health and Social Care Professionals Council (HSCPC) for the year ended 31 December 2018 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland, with the exception of superannuation. By the direction of the Minister for Health, the provisions of FRS 102 in relation to retirement benefits are not being complied with. In all other respects the financial statements comply with FRS102.

c) Basis of preparation

The Financial Statements are prepared on the going concern basis, under the historical cost convention and comply with the financial reporting standards of the Financial Reporting Council, except as indicated below.

The Financial Statements are in the form approved by the Minister for Health. The Financial Statements are prepared in Euro which is the functional currency of the Council.

d) Critical Accounting Judgements and Estimates

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Council makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

(i) Going concern

There is no material uncertainty regarding the Council’s ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis, the Council considers it appropriate to prepare financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the Council was unable to continue as a going concern.

(ii) Establishing lives for depreciation purposes of property, plant and equipment

Long lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The Council regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation charges for the period. Detail of the useful lives is included in the accounting policies.

e) Exchequer Grant

Exchequer Grants to meet relevant expenditure is accounted for on a cash receipt basis. Capital Exchequer Grants are accounted for on an accruals basis.

f) Fee Income

Renewal fees are recognised in the period in which the renewal relates and all other income is accounted for on a cash receipts basis.

g) Fixed Assets and Depreciation

- (i) Fixed assets are stated at cost less accumulated depreciation.
- (ii) Fixed Assets are depreciated at their historical cost less accumulated depreciation. Depreciation is charged to the Statement of Income and Expenditure Account on a straight line basis, at the rates set out below, so as to write off the assets, adjusted for residual value, over their expected useful lives as follows:

Furniture & Fittings	20%
IT/Office equipment	33.33%
Leasehold Improvements	5.00%

The residual value and useful lives of fixed assets are considered annually for indicators that these may have changed. Where such indicators are present, a review will be carried out of the residual value, depreciation method and useful lives, and these will be amended if necessary. Changes in depreciation rates arising from this review are accounted for prospectively over the remaining useful lives of the assets.

Leasehold Improvements are improvements, betterments, or modifications of leased property which will benefit the HSCPC for the period of more than one year. In 2018, the HSCPC incurred fit-out costs at their offices at the Infinity Building, George's Lane, Smithfield, Dublin 7. The cost of these works are written off over the life of the lease.

h) Intangible Assets - Software Development

Software development costs on major systems are treated as capital items and are written off over the period of their expected useful life from the date of their implementation.

i) Capital Account

The Capital Account represents the unamortised value of income used to finance fixed assets.

j) Employee Benefits

Short-term Benefits

Short term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year-end are included in the Payables figure in the Statement of Financial Position.

Retirement Benefits

In 2017, the Department of Health approved a superannuation scheme, the Single Public Service Pension Scheme (“Single Scheme”) regarding pension arrangements in the Council as per section 13 of the Health and Social Care Professionals Act 2005. Prior to this, the Model Superannuation Scheme was operated by the Council on an administrative basis.

The Public Service (Single Scheme and Other Provisions) Act 2012 became law on 28th July 2012 and introduced the new Single Public Service Pension Scheme (“Single Scheme”) which commenced with effect from 1st January 2013. All new staff members to the Health and Social Care Professionals Council, who are new entrants to the Public Sector, on or after 1st January 2013 are members of the Single Scheme.

In accordance with direction of the Minister of Health, pensions are accounted for on a ‘pay as-you go’ basis. The provisions of FRS 102 ‘Section 28: Employee Benefits’ are not applied and the liability for future pension benefits accrued in the year has not been recognised in the financial statements.

k) Cash and Cash Equivalents

Cash consists of cash on hand and in bank.

l) Foreign Currencies

Transactions denominated in foreign currencies are translated into euro and recorded at the rate of exchange ruling at the dates of transactions. Monetary assets and liabilities denominated in foreign currencies are translated into euro at the rates of exchange ruling at the balance sheet date or at forward purchase contract rates where such contracts exist.

m) Provisions

Provisions are recognised when the Council has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

2. Exchequer Grant

	2018 €	2017 €
Department of Health Vote 38 Subhead E1	3,205,000	3,107,444
Department of Health Vote 38 Subhead L (capital)	1,134,890	175,030
	4,339,890	3,282,474

3. Fee Income*

	2018 €	2017 €
Social Workers Fees	899,347	455,694
Speech and Language Therapists Fees	226,990	85,307
Radiographers Fees	300,661	348,109
Dietitians Fees	107,318	68,475
Occupational Therapists Fees	244,183	204,297
Optometrists and Dispensing Opticians Fees	107,015	116,540
Physiotherapists Fees	24,450	72,335
Assessment of Professional Competence Fees	2,076	3,573
	1,912,040	1,354,330

The following registers are fully operational:

- > Social Workers,
- > Speech and Language Therapists,
- > Radiographers and Radiation Therapists,
- > Dietitians,
- > Occupational Therapists,
- > Optometrists and Dispensing Opticians.

The grand-parenting/transition process application deadline for Physiotherapists was 30 September 2018 and for Physical Therapists was 20 December 2018.

*Fee income includes registration, renewal and recognition of international qualifications related fees.

4. Establishment and Accommodation Costs

	2018 €	2017 €
Accommodation	454,980	217,993
Repairs and Maintenance	410	10,921
Light and Heat	19,442	9,408
Cleaning	20,675	21,094
Insurance	2,310	-
Security	12,895	32,506
Office Relocation Costs	213,887	27,598
	724,599	319,520

5. Staff Travel

	2018 €	2017 €
Domestic	17,987	13,438
International	15,601	27,502
	33,588	40,940

6. Office Administration

	2018 €	2017 €
Telephone	21,423	39,404
IT Development and Strategic Planning	72,257	93,344
IT Licences and Maintenance	64,390	63,036
IT Support and Hosting	243,317	200,584
Insurance	23,671	22,607
Stationery and Office Expenses	94,540	66,554
Recruitment Charges and Agency Staff	36,714	74,293
Staff Training and Conferences	78,926	67,188
Chairpersons Stipend	8,808	8,978
Members Training	17,159	18,467
Council and Registration Board Expenses	161,307	209,849
Subscriptions	19,323	13,882
Bank Charges	11,913	8,084
Office Maintenance and Service Contracts	39,775	35,595
Printing and Publications	22,428	12,121
Hospitality Expenses	1,387	2,313
	917,338	936,299

6 (a) Council and Board Meeting Expenses Breakdown

	2018 €	2017 €
Council Meetings - Meeting Costs	19,488	2,818
Council Meetings - Travel	16,358	40,218
Election Costs	2,319	6,100
Sub-committee - Meeting Costs	9,042	12,478
Sub-committee - Travel	15,196	42,027
Registration Board Meetings - Meeting Costs	25,632	32,180
Registration Board Meetings - Travel	73,272	74,028
	161,307	209,849

7. Registration and Recognition of International Qualifications

	2018 €	2017 €
Applications Assessment and Processing	289,380	171,162
Public Consultation and Announcement	13,886	11,511
Process Mapping and Quality Improvement	5,362	25,265
Recognition of International Qualifications	68,392	48,535
	377,020	256,473

8. Salaries**(a) Aggregate Employee Benefits**

	2018 €	2017 €
Staff short-term benefits	2,235,361	2,040,011
Retirement benefit costs	42,960	81,632
Outsourced Support - Human Resources	11,708	7,768
Less Recoupment of costs of seconded staff	(60,025)	(107,939)
	2,230,004	2,021,472

The total number of WTE employed by the Council at the end of the year was 48 in addition to the CEO (2017 – 43). The charge includes costs relating to staff members who were seconded during the year but not included in WTE.

(b) Staff short-term benefits

	2018 €	2017 €
Basic pay	2,235,361	2,040,011
Overtime	-	-
Allowances	-	-
Total	<u>2,235,361</u>	<u>2,040,011</u>

€61,266 (2017: €50,861) of pension levy has been deducted from salaries and was paid over to the Department of Health. €43,519 (2017: €40,777) was paid to DPER re employee contributions under the Single Public Service Pension Scheme.

(c) Employee Short-Term Benefits Breakdown

Employees' short-term benefits in excess of €60,000 are categorised into the following bands:

Range			Number of Employees	
From	To		2018	2017
€60,000	-	€69,999	3	3
€70,000	-	€79,999	2	1
€80,000	-	€89,999	-	-
€90,000	-	€99,999	-	1
€100,000	-	€109,999	1	1

Note: For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the reporting period include salary, overtime allowances and other payments made on behalf of the employee but exclude employer's PRSI.

(d) Key Management Personnel

Key management personnel in the Council consists of the Chief Executive Officer, the Chairperson, Head of Corporate Services, Head of Education, Head of Registration, Head of Recognition and Head of Legal Affairs and Fitness to Practise.

	2018 €	2017 €
Basic pay	456,997	426,766
Total	<u>456,997</u>	<u>426,766</u>

(e) Chief Executive Officer’s Remuneration

The CEO remuneration package for the financial period was as follows:

	2018 €	2017 €
Basic pay	106,749	100,346
Total	106,749	100,346

The CEO’s pension entitlement does not extend beyond the standard entitlements in the model public sector defined benefit superannuation scheme. The value of retirement benefits earned in the period is not included above. The CEO was reappointed in June 2018 following a recruitment process.

(f) Chairperson and Council members fees

	2018 Stipend €	2018 Expenses €	2017 Stipend €	2017 Expenses €
Bernard McCartan	8,808	406	8,978	208
	8,808	406	8,978	208

No other member of the Council, Committee or Registration Boards receives payment of fees in respect of their membership.

9. Legal and Professional Fees

	2018 €	2017 €
Legal Fees - General	22,942	10,260
Legal Fees - Regulatory	275,815	92,147
Legal Fees - Fitness to Practise	682,116	395,551
Accountancy Fees	68,893	63,613
Strategic Procurement Plan	23,250	5,033
Stakeholders’ Management and Communications	178,371	77,841
Organisation Development and Internal Audit	54,411	84,916
Health and Safety Management	4,320	3,823
	1,310,118	733,184

10. Intangible Fixed Assets

	HSCPC Registration/ Education/ Case Management System €	Total €
Cost		
Cost as at 1 January 2018	250,641	250,641
Additions in year	3,408	3,408
Disposals in year	-	-
At 31 December 2018	<u>254,049</u>	<u>254,049</u>
Depreciation		
Accumulated Depreciation at 1 January 2018	232,198	232,198
Depreciation in year	15,532	15,532
Disposals in year	-	-
Accumulated Depreciation at 31 December 2018	<u>247,730</u>	<u>247,730</u>
Net Book Value		
At 31 December 2018	<u>6,319</u>	<u>6,319</u>
At 31 December 2017	<u>18,443</u>	<u>18,443</u>

The HSCPC Registration/Education/Case Management system became operational during 2015. These costs were considered to meet the criteria laid out in FRS 102 to allow them to be capitalised and accordingly, development costs were amortised to the statement of income and expenditure by equal instalments over three years which was the expected production life span of the HSCPC Registration/Education/Case Management system.

11. Tangible Fixed Assets

	Fixtures and Fittings €	IT/Office Equipment €	IT/Office Equipment €	Total €
Cost				
Cost as at 1 January 2018	28,613	468,384	-	496,997
Additions in year	308,956	71,306	1,144,108	1,524,370
At 31 December 2018	337,569	539,690	1,144,108	2,021,367
Depreciation				
Accumulated Depreciation at 1 January 2018	27,489	357,414	-	384,903
Depreciation in year	62,622	106,697	57,205	226,524
Accumulated Depreciation at 31 December 2018	90,111	464,111	57,205	611,427
Net Book Value				
At 31 December 2018	247,458	75,579	1,086,903	1,409,940
At 31 December 2017	1,124	110,970	-	112,094

12. Receivables and Prepayments

	2018 €	2017 €
Prepayments	232,944	222,176
Accrued Income	165,532	38,917
Debtors	-	2,907
	398,476	264,000

The fair values of debtors and prepayments approximate to their carrying amounts. All debtors are due within one year. Debtors are shown net of impairment in respect of doubtful debts.

13. Payables (amounts falling due within one year)	2018	2017
	€	€
Trade Payables	3,386	66,055
Value Added Tax	1,395	2,774
Credit Card	2,506	1,697
Accruals	148,211	136,363
Deferred Income	805,026	546,396
Professional Services Withholding Tax	46,491	33,207
PAYE	48,749	-
	1,055,764	786,492

Tax and Social Insurance are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date. The terms of accruals are based on the underlying contracts. Other amounts included within payables not covered by specific note disclosures are unsecured, interest free and repayable on demand.

14. Capital Account	2018	2017
	€	€
Balance at start of period	130,537	232,042
Transfer (to) / from Statement of Income & Expenditure		
Funding to acquire fixed assets (Note 10/11)	1,527,778	89,652
Less: Amount released on disposal of assets	-	-
Less: Amortisation in line with depreciation	(242,056)	(191,157)
	1,285,722	(101,505)
Balance at period end	1,416,259	130,537

15. Office Accommodation

In March 2017 the Council signed a 20 year lease with OPW for the second and fifth floors of the Infinity Building, George's Lane, Smithfield, Dublin 7. The Council moved to the Infinity Building in March 2018.

Lease Commitments

At 31 December 2018 CORU had the following future minimum lease payments:

	As at 31 December 2018
	€
Payable within 1 year	630,296
Payable within 2 – 5 years	2,521,184
Payable after 5 years	9,454,440
	12,605,920

16. Council Capital Commitments

There were no capital commitments for 2018.

17. Related Party Transactions

Council has complied with guidelines issued by the Department of Public Expenditure and Reform in relation to the disclosure of interests by Council Members and these procedures have been adhered to in the year. There were no transactions during the period in relation to the Council's activities in which Council Members had any beneficial interests.

18. Approval of Financial Statements

The Financial Statements were approved by the Council on 14 November 2019.



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health
Social Care Professionals

Appendices

An Chomhairle um Ghairmithe Sláinte agus Cúraim Shóisialaigh
Health and Social Care Professionals Council

Appendix 1: Council Attendance 2018

Name	Scheduled Meetings								HSCPC Act Part 6 Meetings				Special	Total
	01 Feb	29 Mar	24 May	21 Jun	26 Jul	20 Sep	25 Oct	06 Dec	12 Jun	20 Jul	25 Oct	29 Nov	05 Dec	Total
Bernard McCartan*	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13
Anne Horgan	✓	✓	✗	✗	✓	✓	✓	✓	✗	✓	✓	✗	✓	9
Brian Lee	✗	✓	✓	✓	✓	✓	✗	✓	✗	✓	✗	✓	✓	9
Carmel Smith	✓	✓	✗	✓	✓	✓	✓	✓	✗	✗	✓	✗	✓	9
Caroline McIntosh	✓	✗	✓	✓	✗	✗	✓	✓	✗	✗	✓	✗	✗	6
Catherine McKenna	N	N	✓	✓	✓	✗	✓	✓	✗	✓	✓	✗	✓	8
Colette McLoughlin	N	N	N	N	N	✓	✓	✗	N	N	O	✗	✗	2
David Irwin	✓	✓	✓	✗	✗	✓	✗	✓	✓	✓	✗	✓	✓	9
Deirdre Madden	✓	✗	✓	✓	✗	✓	✗	✓	✗	✗	✗	✗	✓	6
Fred Powell	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✗	✗	9
Gerard Walshe	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓	11
James Forbes	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓	✗	✗	9
Joe Martin	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	11
John O'Mullane	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	12
John F. Scott	N	N	✗	✓	✓	✗	✓	✓	✗	✓	✓	✓	✓	8
Laura Phelan	✓	✗	✓	✓	✗	✓	✓	✗	✗	✓	✓	✗	✗	7
Maeve Murphy	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✗	✗	✗	8
Marie Culliton	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓	11
Marie Kinsella	✓	✗	✓	✓	✗	✓	✓	✗	✗	✗	✗	✗	✗	5
Mo Flynn	✓	✓	✓	✓	✗	✗	✓	✓	✗	✗	✓	✗	✓	8
Owen Blee	N	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	10
Paul Lyng	✗	✗	✓	✓	✓	✓	✗	✓	✓	✓	✗	✗	✓	8
Peter Davison	✓O	✓	✗	✓	✗	✓	✓	✓	✗	✗	✗	✗	✓	6
Ruth Charles	✓	✓	✗	✓	✓	✓	✓	✓	✗	✗	✓	✓	✓	8
Shane McCarthy	✓	✓	✓	✗	✓	✓	✓	✗	✗	✓	✗	✗	✓	8
Sinead Fitzgerald	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	12
Stephanie Manahan	N	N	✓	✓	✓	✓	✓	✗	✓	✗	✓	✓	✗	8
Tony McAleer	✓	✓	✓	✓	✓	✓	✓	✓	✗	✗	✓	✗	✓	10
Treasa Campbell	✗	✓	✓	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	3
Vivienne Starr	✗O	N	N	N	N	N	N	N	N	N	N	N	N	0

Appendix 2: Committee Attendance

Audit Risk and Governance Committee

Name	21 Mar	3 May	13 Jun	5 Sep	21 Nov
Tony McAleer*	✓	✓	✓	✗	✓
Brian Lee	✓	✓	✓	✗	✓
Declan Purcell	✓	✓	✓	✓	✓
Harry McGeary	✗	✓	✓	✓	✓
Martin O’Sullivan	✗	✓	✗	✓	✗
Maeve Murphy	✓	✗	✓	✓	✓
Stephanie Manahan (appointed on 21 June 2018 for three years)	N	N	N	✓	✓

Finance and General Purposes Committee

Name	24 Jan	06 Mar	15 May	04 Sep	16 Oct	27 Nov
Joe Martin*	✓	✓	✓	✓	✓	✓
Marie Culliton	✓	✗	✓	✗	✗	✓
Paul Lyng	✓	✓	✓	✓	✓	✓
Bernard McCartan	✗	✗	✗	✓	✓	✓

Registration & Recognition Committee

Name	24 Jan	14 Mar	11 Jul	15 Sept	14 Nov
Marie Culliton*	✓	✓	✓	✓	✓
Damhnait Gaughan	✗	✓	✓	✓	✗
Norma Judge	✓	✓	✓	✓	✓
Joe Martin	✓	✗	✓	✗	✓
Anne Horgan (Jan – Oct)	✓	✗	✗	✗	N
Niamh Murphy (Nov-Dec)	N	N	N	N	✓
Maeve Murphy	✗	✗	✗	✗	✗
James Forbes	✓	✓	✓	✓	✓
Catherine McKenna	N	✗	✗	✗	✗
Gerard Walshe	-	✓	✗	✓	✓

Education Committee

Name	15 Feb	12 Apr	29 May	6 Sept	8 Nov
David Irwin*	✓	✓	✗	✓	✓
John O’Mullane	✓	✓	✓	✓	✓
Ann Kearney	✓	✗	✗	✓	✓
Odhrán Allen	✓	✗	✓	✗	✓
Caroline McIntosh	✓	✗	N	N	N
Peter Davison	✗	✓	✓	✓	✗
Marian O’Rourke	✓	✓	✗	✓	✓
Carmel Kearns	✗	✓	✓	✓	✓
Carmel Smith	✓	✓	✓	✓	✓
Fred Powell	N	N	✓	✗	✓

Professional Practise Advisory Committee

Name	14 Mar	28 May	11 Sep	11 Dec
Marie Kinsella*	✓	✓	✓	✓
Shane McCarthy		✓	✓	
David Irwin		✓	✓	✓
John O’Mullane	✓	✓	✓	✓
Mo Flynn				✓TC
Katharine Bulbulia	✓	✓	✓	✓
Bryan Hume	✓TC			
Kristin Quinn	✓	✓TC		

Nominations Committee

Name	22 Jan	16 Apr	6 Jun	15 Oct	26 Nov
Shane McCarthy*	✓	✓	✓	✓	✓
Joe Martin	✓	✓	✓	✓	✗
Laura Phelan	✓	✓	✓	✓	✓
Tom Jordan	✓	✓	✗	✓	✓

Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- ✓TC attended by teleconference
- * Chairperson
- N not appointed on this date
- R Resigned
- O Observer

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
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

CORU Council Members



Bernard McCartan
Chairperson



Marie Culliton
Deputy Chairperson



Owen **Blee**



Treasa **Campbell**



Ruth **Charles**



Peter **Davison**



Sinead **Fitzgerald**



Mo **Flynn**



James **Forbes**



Anne **Horgan**



David **Irwin**



Marie **Kinsella**



Brian **Lee**



Paul **Lyng**



Deirdre **Madden**



Stephanie **Manahan**



Joe **Martin**



Tony **McAleer**



Shane **McCarthy**



Caroline **McIntosh**



Catherine **McKenna**



Collette **McLoughlin**



Maeve **Murphy**



John **O'Mullane**



Laura **Phelan**



Fred **Powell**



John F. **Scott**



Carmel **Smith**



Gerard **Walshe**

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