



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

Health and Social Care Professionals Council

**Annual
Report
2021**

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

I look back at the past twelve months and I am extremely proud of what has been achieved by CORU, its Council and Registration Boards.

Of course, COVID-19 continued to significantly impact all aspects of Ireland's health and social services. I must commend all our registrants for their hard work and commitment during these unprecedented times.

While the onset of the pandemic brought immense uncertainty, CORU has adapted to the 'new normal' and ensured that 2021 was a year characterised by progress. CORU has continued to advance its goals and fulfil its purpose of protecting the public. I am honoured to have the opportunity to lead the vital work that CORU undertakes.

CORU now regulates over 22,000 health and social care professionals in Ireland across 12 professions. The vast majority of these professionals registered with CORU are dedicated to providing the highest standards of care to their service users. We welcome this dedication and will continue to identify ways to support and encourage our registrants in delivering to the highest standards.

We are now emerging from a period of intense disruption and uncertainty. Health and social services have been severely impacted and our registrants have continued to provide care and treatment to the public despite risk of infection, fear of transmission to family members and friends and unprecedented restrictions.

While there is optimism that the threat from the pandemic may now be receding once and for all, for those at the frontline of healthcare there remains busy times ahead. As the country returns to normality addressing waiting lists and a backlog in certain areas will be a new priority. In facing this new challenge, it will once again be essential that all professionals continue to adhere to the highest standards of care. Every single patient and service user deserves nothing less.

The significance of CORU's mandate has continued to expand, with over 22,000 health and social care professionals now registered with CORU. This represents a 15% increase in registrants in just one year. This undoubtedly cements our role as one of the largest professional regulators in the country.

This growth is set to continue and as we continue to deliver upon our legislative mandate, we anticipate growing to over 35,000 professional registrants.

A big priority for 2021 has been the development of a new statement of strategy. This blueprint will guide us over the next five years and sets us on the path to achieving this growth. It has now been adopted and it will be my responsibility to oversee its implementation.

Our new strategy commits us to five strategic priorities to be delivered by 2026.

- ▶ We will deliver on our legislative mandate by progressing work to open the six remaining registers designated under the Act.
- ▶ We will ensure regulation protects the public and supports health and social care professionals.
- ▶ Building organisational capacity while evolving a more sustainable regulatory model is essential as our mandate grows.
- ▶ Increasing awareness of our role will aid our ability to protect the public and support the professionals.
- ▶ Anchoring our regulatory interventions in evidence, informed research and insights is essential in the ever-evolving sphere of health and social care regulation.

My utmost priority in 2022 and the years ahead will be the implementation of this strategy to better support our protection of the public.

CORU has achieved a lot this past year and these achievements are linked to the constant support, expertise and hard work of the many people dedicated to our mission of protecting the public. I am extremely proud of every individual who has contributed to CORU consistently upholding the high standards of professional conduct set out for health and social care professionals. Each of these deserve our most sincere thank you for their contributions through what has been a uniquely challenging year.

I would like to thank my colleagues on Council, as well as the members of Registration Boards and Committees for their service. I would also like to extend a particular thanks to the Minister for Health Stephen Donnelly TD and his colleagues in the Department of Health. They are extremely active supporters of CORU and deserve our thanks and appreciation.

CORU exists to protect the public. In concluding I must pay tribute to the executive team, led by CEO Ginny Hanrahan, for their sterling efforts. Every single person in Ireland benefits from this work, knowing that should they need the support of a CORU registered professional they will receive the very highest standard of care. I look forward to supporting this team throughout 2022.



Mo Flynn
Chairperson
Health and Social Care Professionals Council



Chief Executive Officer Foreword

Despite the unimaginable challenges society faced in 2021, health and social care professionals carried out their roles with distinction, through the most difficult of circumstances. I would like to pay tribute to their hard work and the important contribution they have made to the delivery of health and social care services and to their professions.

I am proud to say that CORU successfully continued its work throughout 2021 despite the pressures of the pandemic. We adopted a hybrid form of working in line with Government recommendations. In doing so, we continued to promote high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

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

CORU reached a major milestone in March 2021 with the opening of our twelfth statutory register. Regulations are now in place for podiatrists/chiropractors in Ireland for the very first time. For those already working in the profession in Ireland there is a transition period of two years, while new entrants must register with CORU before commencing work.

Another significant milestone for CORU in 2021 was ‘medical scientist’ becoming a legally protected title. The two-year transition period for medical scientists concluded in March 2021. Now anyone working in Ireland with that title must have applied to CORU to continue working. To date over 2,600 have applied to the Medical Scientists Registration Board for registration.

As CORU prides itself on ensuring that registered professionals keep their skills up to date, all registrants must commit to undertaking appropriate Continued Professional Development (CPD). CPD is integral to the provision of safe and effective services for the public and requires participation by health and social care professionals in a range of learning activities. CORU successfully completed CPD audits for five professions in 2021.

One of our key priorities at CORU is raising awareness of the work we do. We have a diverse range of stakeholders from registrants to students, educators and the wider health profession, but above all else our registrants’ service users. It is imperative each group understand the mission of CORU and how we protect the public.

Our communications and education teams worked continually throughout the pandemic to ensure that registrants, students, and educators understood their obligations. The extensive work that these teams carry out is intrinsic to communicating the role of CORU and setting the standards for health and social care professionals.

To enhance awareness of the work carried out by CORU we undertook our largest ever public information campaign in autumn 2021. A new radio advertising campaign was coordinated with a nationwide outdoor advertising initiative. This campaign has received widespread recognition and this work will be continued and expanded in 2022.

As we enter a new phase in 2022, CORU has developed a new Statement of Strategy to set out our goals and commitments for the coming year. The implementation of the strategy will begin in January and will guide our work over the next five years.

CORU has experienced huge growth over the past few years, and we plan to build on this progress as we introduce regulation for the additional six professions designated for regulation. Our Statement of Strategy will lead how we accomplish this whilst ensuring we constantly strive to do so in the most sustainable and efficient way.

I am extremely grateful to the many people who support CORU and make it possible to carry out the work we do. The Members of our Council, Registration Boards, and our Committees each provide their time on a voluntary basis. Each of them deserves significant praise for their commitment to protecting the public.

I would also like to pay tribute to our Chairperson, Ms. Mo Flynn who has shown great leadership to CORU, supporting and stretching the executive to improve how we work and deliver for the public and our registrants.

Finally, I must thank the team we have here at CORU. Their steadfast spirit and commitment has enabled us to adapt to the realities of the pandemic and move forward as our society progresses. I wish to express my gratitude to the team who have worked tirelessly to continue to improve our work and deliver our mandate.



Ginny Hanrahan

CEO, Health and Social Care Professionals Council

About CORU

Our Mission, Vision and Values

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

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

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

The designated professions are:

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

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

To date the Minister has established the Social Workers Registration Board, the

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

The remaining Boards will be established on a phased basis.

December 2021 – Registration Boards Status

0 PHASE	<h2 style="color: #0070c0;">Pre-Designation</h2> <p>(Awaiting Ministerial Designation)</p>	
1 PHASE	<h2 style="color: #0070c0;">Pre-Establishment</h2> <p>(Pre First Meeting)</p>	<div style="background-color: #70ad47; color: white; padding: 5px; text-align: center;">Clinical Biochemists</div> <div style="background-color: #800040; color: white; padding: 5px; text-align: center;">Orthoptists</div>
2 PHASE	<h2 style="color: #0070c0;">Establishment</h2> <p>(Meeting 1 to Day Register Opens)</p>	<div style="background-color: #70ad47; color: white; padding: 5px; text-align: center;">Counsellors and Psychotherapists</div> <div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;">Psychologists</div> <div style="background-color: #c080c0; color: white; padding: 5px; text-align: center;">Social Care Workers</div>
3 PHASE	<h2 style="color: #0070c0;">Transition</h2> <p>(From the day the register opens, and the title is protected, also known as the grandparenting period)</p>	<div style="background-color: #e67e22; color: white; padding: 5px; text-align: center;">Podiatrists</div>
4 PHASE	<h2 style="color: #0070c0;">Business as Usual</h2> <p>(Transition period + 1 day, ongoing)</p>	<div style="background-color: #f1c232; color: white; padding: 5px; text-align: center;">Physiotherapists and Physical Therapists</div> <div style="background-color: #e91e63; color: white; padding: 5px; text-align: center;">Dietitians</div> <div style="background-color: #90caf9; color: white; padding: 5px; text-align: center;">Optometrists and Dispensing Opticians</div> <div style="background-color: #4caf50; color: white; padding: 5px; text-align: center;">Radiographers and Radiation Therapists</div> <div style="background-color: #6758a8; color: white; padding: 5px; text-align: center;">Social Workers</div> <div style="background-color: #00bcd4; color: white; padding: 5px; text-align: center;">Speech and Language Therapists</div> <div style="background-color: #8e24aa; color: white; padding: 5px; text-align: center;">Occupational Therapists</div> <div style="background-color: #008080; color: white; padding: 5px; text-align: center;">Medical Scientists</div>

Our Mission

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

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

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

Our Vision

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



Our Values

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

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



Role of the Health and Social Care Professionals Council

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

The role of the Council is to:

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

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

Advisory Committees

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

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

Appeals Committee

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

Part 6 Committees

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

Preliminary Proceedings Committee

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

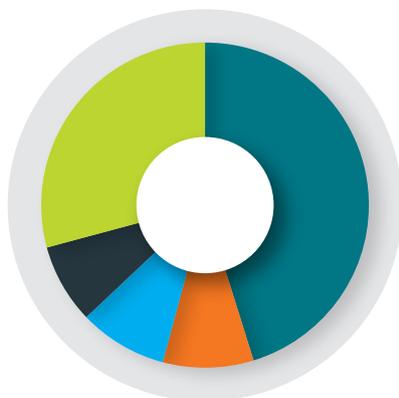
Committees of Inquiry

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

Role of the Registration Boards

The current twelve Registration Boards are/ will be responsible for the registration of members of their respective profession – two of the Registration Boards regulate two professions – Radiographers Registration Board – regulates radiographers and radiation therapists and the Optical Registration Board regulates optometrists and dispensing opticians. The Counsellors and Psychotherapists Registration Board will be the third Board to regulate two professions when it opens its respective registers.

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



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

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

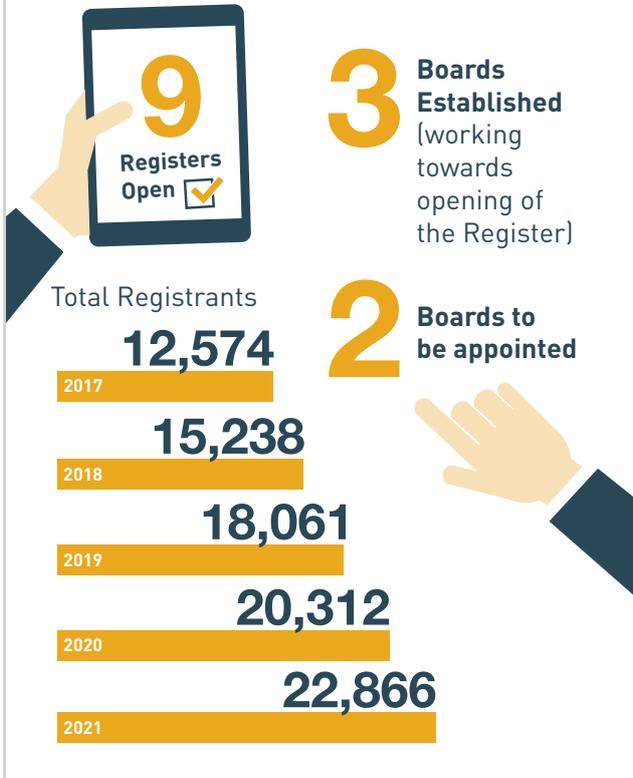
- ▶ Establishing and maintaining the Register of members of that profession
- ▶ Assessing and recognising qualifications gained outside the State
- ▶ Approving and monitoring education and training programmes relevant for entry to the Register
- ▶ Setting the code of professional conduct and ethics
-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

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

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

2021 CORU Year in Review

CORU Year in Review



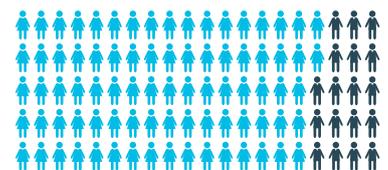
Gender Breakdown by Profession

● FEMALE
● MALE



Gender Balance across all Health Professionals registered with CORU

82% Female
18% Male



Education



5 Approval and Monitoring Processes undertaken



Recognition

812

Applications for Recognition of International Qualifications



Council and Boards



Legal



Communications



Search the Register section accessed **431,078** times



Figures on Social Media Followers



Human Resources



Strategic Highlights and Key Activities 2021

Measurement against the Statement of Strategy 2017-2021

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



Strategic Objective 1

Deliver on our current legislative requirements

Registration

In 2021 the Registration Department was restructured to improve efficiency in meeting its statutory functions. The Registration Department was divided into three teams:

1. Registration Administration Team
2. Registration Operations Team
3. Registration Policy Team

Administration and Operations Teams

The Administration and Operations Teams continue to see a high level of applications for registration. A total of 3,064 applications were received in 2021 which represents an increase of 5% from 2020.

In line with Section 98 Emergency Measures in the Public Interest (COVID-19) Act 2020, CORU restored the registration for 5 applicants that sought registration under the emergency measures.

The number of registrants on CORU's registers continues to increase. Table 1 below highlights a 13% increase in the overall number of registrants. Most notably and due to the protection of the title on the 31 March, the highest increase in registrants was on the Medical Scientists register which saw an increase of 232%. This was followed by the Physiotherapists register which saw an increase of 14%. The Registration Department also noted that there were 1,210 international registrants from a total of 47 countries on its registers, from countries such as the United Kingdom, Australia, India, Nigeria and the Philippines.

Table 1: Registrants 2017- 2021

Profession	2017 Registrants	2018 Registrants	2019 Registrants	2020 Registrants	2021 Registrants
Social Workers	4,237	4,451	4,668*	4,843	4,983
Radiographers/Radiation Therapists	2,413	2,587	2,816	3,049	3,257
Dietitians	865	962	1,028	1,110	1,203
Speech and Language Therapists	1,684	1,843	1,964	2,082	2,205
Occupational Therapists	2,237	2,599	2,846	3,018	3,193
Optometrists	805	829	867	895	933
Dispensing Opticians	185	185	199	203	207
Physiotherapists	148	1,782	3,562	4,650	5,323
Medical Scientists	n/a	n/a	111	462	1,534
Podiatrists	n/a	n/a	n/a	n/a	28
Total	12,574	15,238	18,061*	20,312	22,866
*includes two EEA social workers registered on a temporary and occasional basis					

The gender balance of professions regulated by CORU continues to be predominately female. The number of males employed in health and social care professions is continuing to increase, as represented in the 3% increase since 2020. Table 2 below details the gender breakdown per profession.

Table 2: Gender Breakdown by Profession

Profession	Male	%	Female	%
Social Workers	785	16%	4,198	84%
Radiographers/Radiation Therapists	762	23%	2,495	77%
Dietitians	30	2%	1,173	98%
Speech and Language Therapists	46	2%	2,159	98%
Occupational Therapists	263	8%	2,930	92%
Optometrists	290	31%	643	69%
Dispensing Opticians	82	40%	125	60%
Physiotherapists	1,470	28%	3,853	72%
Medical Scientists	319	21%	1,215	79%
Podiatrists	4	11%	24	86%
Total	4,051	18%	18,815	82%

The registration renewal of registrants is a core part of the Registration Department's role. In 2021 there was a 13% increase in the removal of registrants for their non-payment of renewal fees and an increase of 1% in voluntary removals received.

Table 3: Removals from the CORU Register

Profession	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Social Workers	50	45	45	45	52	72	44	52	41	60
Radiographers/Radiation Therapists	7	23	22	26	33	37	37	41	47	16
Dietitians	2	3	4	6	4	4	4	18	4	11
Speech and Language Therapists	0	8	8	8	6	18	20	22	18	18
Occupational Therapists	5	14	13	19	23	8	24	25	25	34
Optometrists/ Dispensing Opticians	9	12	5	7	6	20	13	6	11	17
Physiotherapists	0	0	4	23	27	0	2	35	53	42
Medical Scientists	n/a	n/a	n/a	0	1	n/a	n/a	n/a	0	3
Podiatrists	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0
Total	73	105	101	134	152	159	144	199	199	201

Policy Team Update

The Registration Policy Team has undertaken a number of projects in 2021. The Team have continued to ensure that CORU's statutory and legislative obligations are met with the successful implementation of the amendments set out in the Regulated Professions (Health and Social Care) Act 2020 in collaboration with CORU's Legal Department.

The Registration Department has worked with the Recognition Department to improve processing times and provide greater efficiencies for those going through both processes. The aim is to reduce application times by facilitating applicants proceeding through the recognition and registration processes simultaneously. The Registration Policy Team are closely monitoring feedback to further improve this process.

In 2021, the Registration Policy Team made progress on work to improve existing processes and procedures to international standards and best practice in developing an internal Quality Management System within the Department. This will underpin the development of a new registration system in 2022.

As the numbers of statutory registers continues to increase in the coming years, the organisation will need to ensure its systems can meet the requirements of applicants and registrants. The Registration Department has undertaken a key organisational project in updating the Registration System, by moving to a digital-first approach which will provide faster processing times, scalability and flexibility to meeting organisational demands, greater user experience for applicants and registrants and providing greater data acquired to inform policy-making decisions. This project has seen significant work to date and the Registration Department has been regularly engaging with the Department of Health to progress this project.

Elections

A number of elections for members to Registration Boards took place in 2021. Vacancies arose across a number of Boards including the Optical Registration Board, Occupational Therapists Registration Board, Physiotherapists Registration Board and Speech and Language Therapists Registration Board.

The counting of ballots which was due to take place in January 2021 was postponed in line with government guidelines which were in place at the time and the Returning Officer made the decision to postpone the election count. The count was rescheduled to July 2021.

In July the election counts proceeded for the Physiotherapists Registration Board, the Optical Registration Board and Occupational Therapists Registration Board. Due to the ongoing COVID-19 situation, candidates were not permitted to attend the count on public health grounds. However, CORU livestreamed the counting of the ballots so each candidate had the opportunity to view the process and outcome.

Work on the election process for the Radiographers Registration Board commenced in November 2021. The counting of ballots will take place in early 2022.

Education

In order to provide assurance to the public on the regulated professions, each profession specific Registration Board has statutory powers to set and enforce high standards of professional education and training for registrants.

This is achieved by setting the preregistration education and training standards: *The Criteria for Education and Training Programmes and the Standards of Proficiency for the Profession*. The Board quality assures education and training programmes against these standards in order to determine the entry qualifications for its register(s).

Education Quality

During 2021, Registration Boards approved seven programmes and monitored five programmes already approved.

Programme Approval:

- ▶ Bachelor of Arts (Honours) in Social Care, National University of Ireland, Galway.
- ▶ Bachelor of Arts in Social Care, TU Dublin City Campus.
- ▶ Master of Science in Diagnostic Radiography, Trinity College Dublin, The University of Dublin.
- ▶ Bachelor of Science (Hons) Diagnostic Radiography (Graduate Entry), University College Dublin, National University of Ireland.
- ▶ Master of Science Radiation Therapy, University College Cork, National University of Ireland, Cork.
- ▶ Master of Social Science (Social Work), National University of Ireland, Maynooth.
- ▶ Post-Graduate Diploma in Social Work, National University of Ireland, Maynooth.

Programme Monitoring:

- ▶ Bachelor of Science in Physiotherapy, University of Limerick.
- ▶ Honours Degree of Bachelor of Science in Physiotherapy, National University of Ireland, Royal College of Surgeons in Ireland.
- ▶ Master of Science in Physiotherapy, University College Dublin.
- ▶ Honours Degree Bachelor of Science (Physiotherapy), University College Dublin.
- ▶ Bachelor in Science (Occupational Therapy), National University of Ireland, Galway.

Site Visits Completed in 2021:

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

Impact of COVID-19 on Approved Programmes:

Since the start of the COVID-19 Pandemic CORU has recognised the challenges encountered by some educators delivering CORU approved professional education and training programmes. CORU has undertaken research to understand the specific challenges facing practice placements.

Following this research, and feedback from stakeholders, the CORU Education Committee and Registration Boards, an ‘Information for Education Providers - Impact of COVID-19 on Practice Placements’ document was developed. It provides guidance into how education providers may approach adapting their education programmes, while also ensuring they continue to meet the criteria and standards.

Continuing Professional Development

Continuing Professional Development (CPD) is a core element of CORU’s regulatory framework, as specified in the Health and Social Care Professionals Act 2005 (as amended). In 2021 the following Registration Boards agreed to proceed with the CPD Audit for their professions:

- ▶ Occupational Therapists
- ▶ Optical - Optometrists and Dispensing Opticians
- ▶ Social Workers
- ▶ Physiotherapists

A random sample of eligible registrants were notified of selection for mandatory audit. Information on CPD Audit including guidelines, FAQs and information videos are published on the CORU website to support registrants.

Recognition of International Qualifications/International Mobility

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

Digitalisation

In 2021 the Recognition Department completed its first major step towards digitalisation of the application system with the rollout of a custom developed online system including a ‘front end’ for applicants to upload their documentation, a new database structure, an assessor module to allow assessments to be carried out within the system reducing data breach risks and enhancing data capture, an enhanced format for the communication of recommendations to the Board and enhanced reporting capacity.

Other Developments

In 2021 the Recognition Department expanded to include a second major work area. Titled Programme Development, the purpose of this new unit is to identify opportunities for innovation and improvement and follow through with implementation and delivery. In 2021 the Recognition Department established a suite of projects to support efficient and effective service provision while enhancing public protection in the context of the new strategic objectives;

1. Frequently seen qualifications – A pilot exercise to test an alternative approach to the recognition of qualifications which are presented to CORU in significant numbers and with consistent outcomes. Council approved comprehensive proposal for this first pilot of an alternative mechanism for the recognition of qualifications with a start date in Q1 2022 with the Social Workers Registration Board and the Radiographers Registration Board.

2. Improving access to and uptake of compensation measures – A project to review applicants choices relating to, and experience of undertaking, compensation measures including feedback from providers, supervisors, assessors and Registration Boards.

The objective of this project is to widen access to compensation measures to improve progression rates for applicants with substantial deficits. This includes ongoing work in relation to timely procurement of aptitude tests.

3. Registration Board consultation in relation to the procedures for registration for the provision of services on a temporary and occasional basis, this final stage of the project, prior to redrafting of relevant policy and publication of procedures was completed in 2021.

4. Development of standard descriptive statistical reporting for Registration Boards to enhance insight and support robust decision making. Development of profession specific data resources relating to international authorities, agencies etc. as part of the programme to develop comprehensive data resources for Boards.

5. Timeframes reduction/Project Bridge – a comprehensive change programme aimed at reducing the time required to complete decisions in relation to the recognition of qualifications as part of Project Bridge, a joint process and timeframes improvement project with the Registration Department.

6. Phasing in of new Standards of Proficiency – Joint project with the Education Quality Assurance Department to programme the phasing in of new standards of proficiency as they transition between frameworks.

7. New life cycle database system – contribution to joint project led by the Registration Department to procure a new lifecycle data management system named Project Clarú.

Applications and Decision Making

In 2021 the number of initial applications (first step of application process) for recognition of international qualifications increased to just above the 2020 level of 705 applications.

Initial Applications Received	2017	2018	2019	2020	2021
Dietitian	40	53	40	53	54
Dispensing Optician	17	9	14	8	7
Medical Scientist			61	64	118
Occupational Therapist	95	91	92	98	100
Optometrist	20	14	51	51	42
Physiotherapist	126	205	134	141	170
Podiatrist					6
Radiation Therapist	13	19	18	28	22
Radiographer	176	237	270	172	184
Social Worker	78	108	83	66	87
Speech and Language Therapist	34	26	31	24	22
Total	599	762	803	705	812
Year on year change		+27%	+4%	-12%	15%

The respective Registration Boards made decisions on 665 applications, a decrease of 1% on 2020.

Decisions Made	2017	2018	2019	2020	2021
Dietitian	44	44	44	46	58
Dispensing Optician	16	5	15	7	5
Medical Scientist			13	60	61
Occupational Therapist	86	100	91	95	106
Optometrist	21	7	34	38	50
Physiotherapist	89	160	126	104	162
Podiatrist					1
Radiation Therapist	9	21	18	26	11
Radiographer	155	188	235	212	130
Social Worker	68	98	95	64	57
Speech and Language Therapist	35	35	26	20	24
Total	523	658	697	672	665
Year on year change		+26%	+6%	-4%	-1%

Strategic Objective 2

Deliver on our targeted regulatory outcomes through a sustainable Regulatory Model

In 2021, there was ongoing engagement with the Department of Health to progress on delivering a sustainable regulation model. An independent expert report was commissioned to examine international and national best practice in governance of professional regulatory bodies. The Department of

Health reiterated its commitment to CORU's sustainability in terms of efficiency, agility and future regulation, and has requested a detailed plan on how CORU propose to design, test and consult on a sustainable regulatory model. This planning will commence in 2022.

Strategic Objective 3

Deliver greater clarity in our communications

During 2021 we continued to build on our communications related activity at CORU. As undertaken in the Statement of Strategy we are continuing the process of raising public awareness of CORU and of firmly establishing the visibility of CORU on the regulatory landscape in Ireland.

Since the pandemic took hold in March 2020, the CORU website has been the focal point for communications to all of our registrants, educational institutions and stakeholders. We adapted our website to include a dedicated section to COVID19 and published latest news from the Department of Health in relation to CORU registrants in the administration of vaccines.

We continue to engage with all of our stakeholders through the CORU newsletter reaching an audience of 18,000 subscribers every quarter. In October 2021 we launched a four-week public awareness campaign to inform members of the public on the role of CORU in regulating over 22,000 health and social care professionals in Ireland.

The 2021 campaign featured a programme of radio advertising across national radio stations and for the first time, we launched an outdoor advertising nationwide campaign by way of bus shelter adverts. The radio campaign reached 62% of the adult population in Ireland, with the average adult having 9.5 opportunities to hear the advertisement. The outdoor advertising campaign ran in 250 plus locations across the country, targeting areas near healthcare settings and in total it is estimated to have been seen in excess of 55 million times over the course of four weeks.

In October we also recommenced our CORU Public Information Campaign with the distribution of our information leaflet to GP surgeries nationwide.

Strategic Objective 4

Maintain our focus on good governance practices

During 2021 we continued work to ensure compliance with (a) The Code of Practice for the Governance of State Bodies (2016) and (b) the General Data Protection Regulations (GDPR). The Audit Risk and Governance Committee provides oversight on governance and compliance, risk and internal audit on behalf of Council. Details of achievements for 2021 can be found in the report of the Audit, Risk and Governance Committee.

Strategic Objective 5

Attract, retain and grow our talent pool and knowledge

CORU is supported by a skilled and agile workforce. All members of staff have showed incredible resilience and have upheld all the high standards that we have set for ourselves even through the most difficult of times during the last two years. The Human Resources team have been central to keeping the operations of recruitment and selection moving in the most testing of times. The unit has progressed the recruitment of staff throughout 2021, facilitating the timely approval of replacement positions within CORU and the rolling out of new roles, which included the recruitment of 31 executive posts.

The HR team also worked with internal stakeholders to identify and deliver core learning and development programmes. This included supporting our colleagues working remotely. Training was provided for executive staff members in the following areas: managing people, procurement, policy development, reputational risk, project management and internal audit.

Bespoke seminars were provided to the management team including; mental health awareness for managers, managing teams remotely, collaboration and communicating while working remotely, remote and hybrid working considerations for senior management. All employees were provided with mental health awareness training to support them in their roles.

HR also sought to provide all CORU employees throughout the pandemic with training and support through the Employee Assistance Programme (EAP), staff were provided with access to monthly seminars from the EAP. HR also facilitated the return to work programme in CORU offices by providing declarations to staff returning to the office (in the intervals where it was permitted), and dedicated COVID19 training for those entering the office.

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

Wellbeing Group

In 2021, the Wellbeing Group endeavoured to continue to provide various health and wellbeing initiatives. Due to the ongoing COVID-19 pandemic, the initiatives were all provided remotely and online. The initiatives run by the Wellbeing Group included the following:

Health and Wellbeing Initiatives



Physical Wellbeing

10k steps a day challenge – this was run twice during 2021 – once in April and again in September

Flu vaccine – staff were encouraged to avail of the flu vaccine. Costs were reimbursed by the Wellbeing Group via the Finance Department



Mental Wellbeing

Employee Assistance Programme (EAP) provided by the Human Resources Department

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

International Women’s Day – awareness email along with history of the day sent to all staff

PRIDE month - awareness email along with history of the day sent to all staff along with details of virtual PRIDE events

Mental Health awareness emails – emails with resources sent to all staff



Workplace Wellbeing

Summer Quiz – this was held to encourage staff to get together remotely and get to know existing and new team members.

Christmas Quiz - this was held to encourage staff to get together remotely and get to know existing and new team members.

Pastime Club – held each week in March with a topic or theme for each week to get a conversation started (books, sport, movie/TV/Netflix & general chat were the topics/themes). This was held to encourage staff to get together remotely and get to know existing and new team members

Book club – held once a month

Photo competitions – nature, Halloween decorations/pumpkin carving, Christmas decorations. Voucher provided to winner of each competition

Corporate Services

During 2021, the Corporate Services team of **17** people provided the core supports of services from Finance, Human Resources, ICT, Communications and Governance and Compliance across all entities, **75** executive staff and **461** stakeholder personnel (members of Council, Registration Boards, Committee's and assessors).

Finance

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

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

Details of the Internal Audits conducted during the year in review are contained within the report from the Audit Risk and Governance Committee on page 38.

CORU's annual accounts for 2020 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, with no matters for noting in September 2021 apart from the non-compliance with FRS 102 of accounting for the costs of retirement benefit entitlements, which is in compliance with the directions of the Minister for Health. CORU can now publish the 2020 Financial Statements.

Financial Statements 2021 - Highlights

CORU's 2021 accounts are prepared under the accounting standards for Ireland and the United Kingdom, FRS 102. Under FRS 102, CORU is defined as a public benefit entity as CORU provides services to the public without providing a financial return to the equity provider (i.e. the Minister for Health). CORU's 2021 Accounts will be submitted to the Comptroller and Auditor General for Audit and will be published on completion of that process. In the meantime, it is possible to provide some broad financial information.

Income

Income from Exchequer grants increased by 37% in 2021 due primarily to a need for more normal funding requirements as a result of adaptively working with variable COVID-19 restrictions on planned project and operational activities. Income from registrants increased in 2021 by 9%. Overall income for the year is up by €1.4m (approximately) from 2020 due mainly to Exchequer grants. All figures and percentages will need review when the 2021 Financial Statements are ready end March 2022.

Expenditure

Overall expenditure increased in 2021 by 16% compared to 2020 levels. The primary factor for the increase in expenditure in 2021 is due to adaptively working with variable COVID-19 restrictions on planned project and operational activities.

Governance and Compliance

Work undertaken during 2021

- ▶ Facilitated and provided secretariat services to 4 meetings of the Audit Risk & Governance Committee
- ▶ Completed year one of the Strategic Internal Audit Programme (2021 to 2023)
- ▶ Induction training provided to new members of Council, Registration Boards and Committees
- ▶ Completed a review of CORU's Code of Corporate Governance and producing a revised Code for consideration by the ARG Committee
- ▶ Completed a review of potential derogations from the Code of Practise for the Governance of State Bodies
- ▶ Assisted the Head of Corporate Services in the initiation of a project to review CORU's Elections process
- ▶ Worked collectively as part of the Corporate Services team to deliver CORU's Business Continuity Plan
- ▶ Collaborated with the Legal team and the Finance team to design quarterly communications to the CORU Executive on Contract Management
- ▶ Together with the Secretariat team and the Legal team commenced a project to create a depository of Council approved materials

Data Protection

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

- ▶ Online Data Protection training provided to CORU Executive throughout 2021
- ▶ Data Protection training provided remotely to new members of Council and Registration Boards

- ▶ Cyber Security training delivered remotely in Q4 for the CORU Executive
- ▶ Met regularly with the Data Protection Champions from each team in CORU throughout 2021
- ▶ Dealt with the day to day business of Data Protection in answering queries, dealing with requests and advising teams when necessary.

Freedom of Information

The Freedom of Information Acts 1997 and 2003 permit access to information that is held by CORU, which is not routinely available through other sources. The requests that we received in 2021 were responded to and managed in accordance with the Freedom of Information Acts. In 2021, we received 11 Freedom of Information requests where some were granted, part-granted or refused based on the requested information.

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

Risk Management

- ▶ Review of CORU Risk Register conducted to enable Risk be considered by Council at each meeting
- ▶ Risk Register appeared as standing item for review on a monthly basis by the Senior Management Team
- ▶ Quarterly Review of Departmental Risk Registers conducted

Human Resources

2021 Recruitment

The recruitment process was completed for 31 executive posts during 2021 as per table below. The HR team have processed over 1,000 applications for roles (executive and nonexecutive) throughout 2021, including the administration of over 175 candidates for interview in 2021. The HR team has continued with remote recruitment throughout 2021 working to ensure organisational needs were met. This has been successful and has ensured resources and support were available to all departments in CORU throughout 2021.

	Department	Role/Grade	Date
1.	Recognition	Higher Executive Officer - Programme Development Manager – (new post)	January
2.	Recognition	Clerical Officer (new post)	January
3.	Corporate Services	Executive Officer - Governance and Compliance (new post)	January
4.	Recognition	Clerical Officer (replacement)	January
5.	Corporate Services	Temporary Clerical Officer HR (replacement)	March
6.	Corporate Services	Temporary Clerical Officer ICT (replacement)	March
7.	Recognition	EO Recognition X4 Posts (2 x replacement, 2 x new)	March
8.	Strategy and Policy	Executive Officer (new post)	April
9.	Fitness to Practise	Higher Executive Officer – Inquiries Manager (new post)	April and October
10.	Registration	Higher Executive Officer – Registration Policy Manager (new post)	April
11.	Education	Executive Officer x 2 (replacement)	April
12.	Recognition	Clerical Officer (new post)	June
13.	Corporate Services	Assistant Principal - Head of Corporate Services (replacement)	July
14.	Recognition	Temporary Clerical Officer x 3 (new posts)	July
15.	Registration	Temporary Clerical Officer x 3 (new posts)	July
16.	Corporate Services	Executive Officer - Communications (replacement)	July
17.	Secretariat	Executive Officer (new post)	July
18.	Corporate Services	Executive Officer - Governance and Compliance (replacement)	August
19.	Recognition	Executive Officer (replacement)	September
20.	Registration	Clerical Officer (replacement)	September
21.	Recognition	Clerical Officer (replacement)	October
22.	Recognition	Clerical Officer (replacement)	October
23.	Fitness to Practise	Case Officer FTP (replacement)	November

Non-Executive Personnel

The HR team also continued the appointment and re-appointment of non-executive personnel in CORU. This included the recruitment of 16 Assessors of International Qualifications for the Recognition Department, and through the Nominations Committee receiving expressions of interest in Committee of Council vacancies and Disciplinary Committee vacancies. The team also included facilitating the appointment of a CORU Council member to the Medical Council.

Health, Safety and Wellbeing

In 2021 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.

The health, safety and wellbeing of our employees is of the utmost importance to us and we encourage and support all our colleague's wellbeing. CORU recognises that every employee is entitled to switch off outside of normal working hours and enjoy their free time away from work without being disturbed. However, there may be occasions where contact occurs during this time.

With this in mind, the HR team created a Right to Disconnect Policy; with consultation and feedback provided by the Operational Management Team and the New Normal Group. The policy has had a welcome impact on the day-to-day work of all CORU staff.

The HR team provided mental health support seminars for managers and staff throughout all CORU departments. Support for staff is available through our Employee Assistance Programme, support ranges from advice and guidance on mental health, finance and personal matters. Monthly seminars were offered to all our colleagues with varying topics such as healthy eating, cancer awareness and balancing work and home life.

ICT

The start of Q1 2021 saw a continuation of work carried over from the end of 2020 with the objective to upgrade systems in the Revenue Data Centre, utilised by CORU on a year round basis. However, due to the ongoing pandemic the Data Centre was closed to all non-Revenue staff leading to this project been paused while restrictions remained in place. The work on the 2022 – 2026 ICT Strategy commenced at the end of Q1 and into Q2.

By Q2 focus grew from business as usual projects to the security and integrity of CORU's data during and in the aftermath of the cyber-attack on the Department of Health and HSE. A review of internal systems showed that CORU was unaffected.

The ICT Strategy was advanced in Q3 and Q4 following consultation and working between CORU ICT and Corporate Services, a 5-year ICT Strategy has now been developed that is aligned with CORU Statement of Strategy 2022-2025 objectives and the stated ICT and digital ambition of the organisation.

There was an increase in support requests to the IT Helpdesk throughout the year with the unit receiving over 2,800 emails in 2021, mainly driven by the significant increase in staffing levels.

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

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



Communications

Communications Press and Media Relations

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

Online Communications/Website

The CORU website has been the focal point of news information for all of our registrants, educational institutions and stakeholders. We adapted our website to ensure the public were aware of the changes to CORU’s methods of communications and our operations as staff remained in line with Government restrictions, working remotely throughout the year.

We developed a dedicated section to COVID19 on the website and published latest news from the Department of Health in relation to CORU registrants and their role in the administration of vaccines.

As well as detailed Guidance Forms, CORU created valuable YouTube videos to engage registrants and support them through the process of CPD and registration. In March 2021 when the transitional period for existing Medical Scientists came to a close, CORU uploaded a video titled ‘Medical Scientist Registration Guide’ which features an introduction and step by step instructions from our CEO and our Head of Registration.



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

CORU opened a number of Public Consultations during 2021 details of which are available on the CORU website. These included consultations for the Social Workers Registration Board in Q1 and Radiographers Registration Board in Q2.

CORU continued to engage with all of our stakeholders through the newsletter which reaches an audience of 18,000 subscribers every quarter.

In October 2021 we recommenced our CORU Public Information Campaign with the distribution of our information leaflet to GP surgeries nationwide.

Public Awareness

In October 2021 we launched a four-week public awareness campaign to inform members of the public on the role of CORU in regulating over 22,000 health and social care professionals in Ireland. The 2021 campaign featured a programme of radio advertising across national radio stations and for the first time, we launched an outdoor advertising nationwide campaign by way of bus shelter adverts. The radio campaign is estimated to have reached over 60% of the adult population. The outdoor adverts were displayed in over 250 locations nationwide.

Legal Services

In 2021 the Legal Affairs Unit continued to provide advice and assistance to other Units within CORU, as well as to Registration Boards and Council as required.

Council approved the making of eight Bye-Laws in 2021. Please see the table below, which outlines the progress of the Bye-Laws:

Bye Laws 2021					
Registration Board and Bye-Law	Bye-Law approved for consultation by Board	Bye-Law Consultation Process	Bye-Law Approved following Consultation	Bye-Law Approved by Council	Bye-Law made by Board
Social Workers Registration Board					
Approved Qualifications Bye-Law	✓	✓	✓	✓	✓
Radiographers Registration Board					
Approved Qualifications and Divisions of the Register Bye-Law	✓	✓	✓	✓	✓
Approved Qualifications and Divisions of the Register (Amendment) Bye-Law	✓	✓	✓	✓	✓
Podiatrists Registration Board					
Application for Registration Bye-Law	✓	✓	✓	✓	✓
Return to Practice and Delayed Entry Bye-Law	✓	✓	✓	✓	✓
Restoration following removal on request ByeLaw	✓	✓	✓	✓	✓
Restoration following cancelation Bye-Law	✓	✓	✓	✓	✓
Code of Conduct and Ethics	✓	✓	✓	✓	✓

Appeals

There were a total of 32 appeal applications in 2021.

Of the 32 appeal applications, 28 were recognition appeals and four were registration appeals. The Appeals Committee made decisions in respect of 17 recognition appeals and one registration appeals in 2021.

Enforcement

A total of 36 files were opened by the Enforcement Unit during 2021, in relation to Council's enforcement function under the Health and Social Care Professionals Act 2005, as amended.

Fitness to Practise

58 new complaints were received by CORU in 2021 in relation to Fitness to Practise matters.

Protected Disclosures

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

No enforcement referrals received by CORU during 2021 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 5 fitness to practise cases received by CORU during 2021, were treated as protected disclosures. In all cases, a screening process took place in accordance with the Preliminary Proceedings Committee Procedures.

The Health and Social Care Professionals Council

Number of Council meetings during 2021:

10

Members and attendance at council meetings in 2021:

See Appendix 1

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

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

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

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



Council Committees

Audit, Risk and Governance Committee

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

Membership:

In line with guidance from the Code of Practice for the Governance of State Bodies and ARG Committee’s Terms of Reference, the composition of the 2021 Committee consisted of eight non-executive members. Three of the eight Committee members are external to CORU.

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

Each appointed member was given a copy of the Audit, Risk and Governance Committee’s Terms of Reference, which set out the Committee’s authority and duties. All new members to the Committee were provided with induction training.

Members of the 2021 Audit, Risk and Governance Committee as appointed by the Council were as follows: Paul Lyng – Chairperson, Stephanie Manahan (re-appointed on 17 June 2021), Margaret Boland (re-appointed on 25 March 2021), John F. Scott (appointed 17 June 2021) (Council members) Ray Dolan, Elaine Sheridan, Laura Brien (appointed 17 June

2021) (Independent members). Martin O’Sullivan’s term on the Committee ended in February 2021 and Brian Lee’s term on the Committee ended in March 2021.

Number of Meetings during 2021:

4

Attendance:

Appendix 2

Terms of reference:

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

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

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

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

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

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

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

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

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

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

- ▶ proposals for the terms of reference of internal audit / the internal audit charter;
- ▶ the internal audit strategy;
- ▶ the Head of Internal Audit's annual opinion and report;
- ▶ quality assurance reports on the Internal Audit Unit;

- ▶ the draft financial statements of the organisation;
- ▶ the draft governance statement;
- ▶ a report on any changes to accounting policies;
- ▶ external audit’s management letter;
- ▶ a report on any proposals to tender for audit functions, where appropriate;
- ▶ a report on co-operation between internal and external audit; and
- ▶ CORU’s risk management strategy.

Key activities in 2021:

The internal audits conducted under the instruction of the Audit, Risk and Governance Committee in 2021 were as follows:

- ▶ Financial Controls Review (2020)
- ▶ Follow-up review of:
 - Panel of Assessors
 - GDPR
 - HR SharePoint
 - Business Continuity Management (BCM)
 - Desktop review of COVID 19 Procedures in relation to:
 - Secretariat
 - Human Resources
 - PPC
 - Review of Complaints Process

The Committee instructed the commencement of the Financial Controls Review (2021).

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.
- ▶ Recommended a Business Continuity Policy and Plan to Council.

- ▶ Monitored and reported quarterly to Council on the CORU Corporate and COVID 19 Risk Registers.
- ▶ Reviewed Departmental Risk presentations from the Heads of Department.
- ▶ Updated the Strategic Internal Audit Plan 2021-2023.
- ▶ Monitored the implementation of any recommendations made by the Internal Auditor.
- ▶ Monitored CORU’s Sustainable Regulation Project and recommended for Council’s approval the report submitted by the Strategy and Policy team.
- ▶ Monitored the commencement of a Strategic Human Resources Review, including workforce planning, of CORU.
- ▶ Concluded a review of CORU’s Code of Corporate Governance and recommended a revised Code to Council for approval.
- ▶ Concluded a review of appropriate derogations from the Code of Practice for the Governance of State Bodies and made recommendations accordingly to Council.
- ▶ Approved the 2022 Work plan for the Audit, Risk, and Governance Committee.
- ▶ Reviewed CORU’s Protected Disclosures Report.
- ▶ Noted updates on Data Protection.
- ▶ Noted updates on Freedom of Information.
- ▶ Reviewed and approved the C&AG Audited 2020 HSCPC Financial Statements and provided to Council for approval.

Vision for 2022

In 2022, this Committee aims to focus on internal controls and risk management in the context of inter-departmental collaboration. In particular, a review of CORU’s risk management frameworks and IT security platforms, in addition to the progression of the Sustainable Regulation Project, have been marked for attention.

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 and to report to Council.

Membership:

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

All new members of the Committee were offered induction training.

Members of the 2021 Finance and General Purposes Committee as appointed by the Council were as follows:

Joe Martin – Chairperson (Council term expired during the year), John F Scott, Barry Downes (resigned from Council during the year) and appointed during the year were Owen Blee, Michael O’Keeffe, and Mary Therese Flynn.

Number of Meetings during 2021:

7

Attendance:

Appendix 2

Terms of reference:

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

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

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

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

Key activities in 2021:

- ▶ Reviewed and analysed CORU’s final 2020 financial performance including Key Performance Indicators.
- ▶ Reviewed Council Annual Report 2020.
- ▶ Reviewed 2021 Expenditure Budget and Business Plan.
- ▶ Reviewed 2021 ICT Capital Budget.
- ▶ Approved and monitored Key Performance Indicators linked to the 2021 Business Plan.
- ▶ Reviewed and analysed CORU’s 2021 financial performance throughout the year.
 - Reviewed month on month registration and renewal data.
- ▶ Reviewed reports on various topics throughout the year including Fees Project, ICT Strategy, Financial Management Maturity Model, eSignature Policy and Bank Mandate.
- ▶ Reviewed 2021 Procurement Reports and procurement activities during the year.
- ▶ Reviewed and made recommendations to Council on awarding or renewal of several contracts for services.
- ▶ Reviewed Public Awareness Campaign.
- ▶ Reviewed 2022 Expenditure Budget and Business Plan.

Vision for 2022:

To provide oversight and input to the CEO and Management Team in relation to financial performance and reporting, the ICT strategy and procurement matters.

Registration and Recognition Committee

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

Membership:

- Fred Powell (Council, Chair)
- Gabrielle Fitzpatrick (Council)
- Damnait Gaughan (External Member)
- James Forbes (Council)
- Marie Culliton (Registration Board Member)
- Norma Judge (External Member)
- Genevieve O’Halloran (Council)
- Patricia Jordan (Council)

Number of Meetings during 2021:

4

Attendance:

Appendix 2

Terms of reference:

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

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

- ▶ To advise the Council on the development of policy in all matters relating to registration and to keep abreast of developments in that area.
- ▶ To advise the Council on policy relating to recognition of non-national qualifications and competent authority status under EU Directive 2005/36/EC and any subsequent relevant Directives.
- ▶ To advise Council on policy for dealing with applicants (a) wishing to return to practice, (b) with historical qualifications and (c) who wish to voluntarily withdraw from the register.

- ▶ To advise Council on policy for assessing applications under Section 91 of the Act.
- ▶ To advise the Council on policy of quality assurance of the system of registration.
- ▶ To advise Council on the making of Rules under Section 22 relating to the following matters:
 - The proper and effective maintenance of registers including procedures
 - The details relating to registrants that in addition to their names are to be entered in registers
 - The division of registers into specified divisions for different categories of registrants.
- ▶ To advise Council on approval of byelaws for:
 - Applications for registration
 - Applications for restoration to the register
 - Conditions for registration in a division of the register if authorised by Council
 - Criteria for restoration to the register.
- ▶ To advise Council on implementation of Part 4 of the Health and Social Care Professionals Act (as amended) 2005.
- ▶ To advise Council on regulation of professions named in the Act and such other professions as may be added.
- ▶ To consider and review risks and the mitigating measures to be taken. To identify risks that may arise and set out a plan as to how to address, reduce or eliminate these risks where possible and advise the Audit, Risk and Governance committee accordingly.

- ▶ Jointly with the Executive the committee will develop an annual work programme for the committee including formal meetings as appropriate.
- ▶ To review the Terms of Reference of the Committee on an annual basis and make such recommendations to Council in relation thereto as may be deemed appropriate.
- ▶ To report to Council on a regular basis on the Committee's activities

Key activities in 2021:

- ▶ Monitoring COVID-19 Business Continuation
- ▶ Procurement of research support in relation to developing global information resource for the regulated professions, and in relation to assessing options for handling frequently seen qualifications
- ▶ Aptitude Testing
- ▶ Evolve language policy requirements for registration applications
- ▶ Development of Registration Quality Management System
- ▶ Establishment of Registrant Management System Project Team
- ▶ Completion of Phase 1 of Registrant Management System Project
- ▶ Evolve existing Police Clearance Requirements for registration applications
- ▶ Development of Joint Digital Policy Statement
- ▶ Establish Policy Development Tool for Registration Department
- ▶ Launch of NALA approved guidance documents for registration applicants
- ▶ Close out policy for legacy registration applications
- ▶ Periods of Adaptation Guidance
- ▶ Ensuring availability of UK based assessors post Brexit
- ▶ Language Testing

- ▶ Temporary & Occasional Regime Qualifications checks
- ▶ Resources and Recruitment
- ▶ Online System Development and Implementation
- ▶ CMS System
- ▶ Process Mapping
- ▶ S91(2) Draft Council Guidelines

Vision for 2022:

The Committee's central purpose for 2022 is to contribute to the achievement of CORU's Strategic Objectives. To do this the Committee will:

- ▶ Support and drive the progression of digitalisation within the Registration and Recognition Departments;
- ▶ Critically engage with proposals for new approaches to international mobility while maintaining the necessary rigour, and so establish a basis for sustainable practice in this area;
- ▶ Support adaptive change through the use of available data to identify change priorities and assess options;
- ▶ Explore learnings from COVID -19 whilst supporting an environment of continuous improvement;
- ▶ Work to provide greater accessibility and clarity of CORU's processes by facilitating greater engagement with applicants from diverse backgrounds.

Education Committee

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

Membership:

Council Member: David Irwin (Chairperson); Carmel Smith; Fred Powell; Treasa Campbell, John O’Mullane (until March 2021), Irene Regan (from August 2021)

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

Number of Meetings during 2021:

4

Attendance:

Appendix 2

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 2021:

The Education Committee reviewed, discussed and provided guidance to the Executive on the following items in 2021:

- ▶ Development of Information for Education Providers on Practice Placement during the ongoing COVID19 pandemic.
- ▶ Approach to Programme Monitoring in 2022.
- ▶ Research in Relation to Education Programmes Delivered and Awarded in Different States.
- ▶ QQI Principles for Professional Engagements with Education Providers.
- ▶ Stakeholder Consultation on the Council Framework Standards of Proficiency.

Vision for 2022:

In 2022 the Education Committee aims to develop a new framework Standard of Proficiency for CORU Regulated professions, while also beginning the development of Education and Training Criteria to support student achievement of the Standard of Proficiency. The Committee will also work with Council to develop a policy in relation to trans-jurisdictional education programme.

Nominations Committee

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

Membership:

James Forbes (Chairperson), Barry O’Brien, Margaret Boland, Emma Gonoud, Rachel Mooney, Miriam O’Callaghan (External member).

Number of Meetings during 2021:

4

Attendance:

Appendix 2

Council shall appoint at least three members of Council to the Nominations Committee. At least one external member shall be appointed for their relevant expertise in the areas of recruitment and/or HR.

Terms of reference:

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

- ▶ To lead the process for appointments to all Committees of Council by initiating calls for Expressions of Interest, which may be done by the Chairperson of this Committee and making recommendations to Council. When making recommendations to Council, this Committee will if appropriate consult with the Chairperson of the respective Committees prior to:
 - ▶ evaluating the balance of skills, knowledge and experience required for a vacancy; and
 - Preparing a description of the role and capabilities required for a particular appointment. In formulating the required skill set, knowledge and experience required, taking due account of the need for effective succession planning and continuity within the Committees; where appropriate, use open advertising to facilitate the search

- Where appropriate, request the executive to produce a first screen scoring system, and submit same to the Committee for approval.
 - 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.
 - Ensure that on appointment, appropriate induction and training is provided in a timely fashion to members of Council, Committees and Advisory Groups.
- ▶ to evaluate the structure, size and composition (including the balance of skills, knowledge, experience gender balance, inclusion and diversity) of Advisory Committees and following consultation with the Chairperson of the respective Committee, make recommendations to Council with regard to any changes that may be considered necessary;
 - ▶ to 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

Key activities in 2021:

- ▶ The Nominations Committee welcomed 3 new Council members to the Committee in 2021 (Barry O’Brien, Rachael Mooney and Emma Gonoud).
- ▶ Review of Expressions of Interest received from Council members for Committee roles.
- ▶ Appointment of Registration and Recognition Committee Chairperson.
- ▶ Review of Expressions of interest received from Council members in Chairperson vacancies across a number of Committees and recommending appointments.
- ▶ Reappointment of Nominations Committee Chairperson and other members.
- ▶ Reappointments to the Audit, Risk and Governance Committee (ARG).
- ▶ The Committee reviewed a recruitment booklet for external membership of the ARG; this was recommended to Council as the basis for future external recruitment campaigns for Committees of Council.
- ▶ External recruitment campaign for external members to ARG.
- ▶ Review expressions received for the Medical Council role and making recommendations to Council.
- ▶ Review of the role specification for the Deputy Chair of Council and making recommendations to Council.
- ▶ Review and updated the Terms of Reference of the Nominations Committee as part of the Code of Corporate Governance.
- ▶ Nominations to Committees of Council including; Audit, Risk and Governance Committee, Nominations Committee, Registration and Recognition Committee, Finance and General Purposes Committee, Education Committee, Professional Practise Advisory Committee (PPAC).
- ▶ The Committee also reviewed and recommended nominations to; the Committee of Inquiry (Conduct/Health), Appeals Committee and the Preliminary Proceedings Committee (PPC).
- ▶ Ongoing external recruitment campaign for professional members to Preliminary Proceedings Committee.
- ▶ Ongoing external recruitment campaign for professional members to Appeals Committee.
- ▶ The Committee considered methods of supporting Council members in their role on Council; this has included the extension of the CORU Employee Assistance Programme to Council members.
- ▶ Following a request from the FTP Manager, the Committee made a recommendation to Council to increase in the term of office for ordinary members of the Committees of Inquiry (Health & Conduct) from 3 years to 4 years.
- ▶ Following a request from the Appeals manager, the Committee made a recommendation to Council to extend the terms for current professional members of the Appeals Committee from 3 to 4 years.
- ▶ Following a Request from the Head of Legal and Fitness to Practise, the Committee made a recommendation to Council to approve the addition of a 3rd term for Disciplinary Committee members

Vision for 2022:

The Nominations committee focus remains supporting good governance, primarily through ensuring that the other committees of Council and the disciplinary committees are properly resourced in terms of composition and membership to optimise their functions and to deliver effectively on CORU objectives. The Committee’s goal for 2022 is to continue to do this while reviewing ways of encouraging a more broad-based participation across all the other committees.

Professional Practise Advisory Committee

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

Membership:

Stephanie Manahan (Chairperson), David Irwin, Mary Tumelty, Sara Van den Bergh, Aisling Timoney, Maureen Carolan, John O'Mullane.

Number of Meetings during 2021:

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.

Key activities in 2021:

- ▶ Legal and operational review of FTP procedures.
- ▶ Regulated Professions (Health and Social Care) (Amendment) Act 2020 and amending FTP procedures.
- ▶ Training Schedule for statutory decision makers.

Vision for 2022:

The PPAC will continue to oversee and support the responsibility of CORU 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.

Preliminary Proceedings Committee

Role: The Preliminary Proceedings Committee is a screening 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).

The Preliminary Proceedings Committee considers each complaint and forms an opinion 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 2021, the Preliminary Proceedings Committee consisted of:

Non-Registrant Members: Ailís ní Riain (Chairperson), Anne Marie Taylor (Alternate Chairperson), Katharine Bulbulia, Mark Kane, Frank Martin, Molly Buckley.

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

Speech and Language Therapist Member: Yvonne Lynch.

Dietitian Member: Sharon Patton, Sinéad Matthews.

Radiographer Members: Lorna Comiskey, Dominic Gormley

Radiation Therapist Members: Ruth Woods, Laura Mullaney

Optometrist Members: Michael Moore, Joan Ryan

Dispensing Optician Member: John Elliot

Occupational Therapist Members: Síle Rose Henehan, Kate Murphy

Speech and Language Therapist Members: Maeve Cleary, Yvonne Lynch

Dietitian Members: Sharon Patton, Sinead Matthews

Physiotherapist Members: Marie Guidon, Jill Long

Number of Meetings during 2021:

The Committee met on 15 occasions to consider complaints received by CORU.

Training:

Five training events were organised for the Committee in 2021 which all took place virtually.

Key activities in 2021:

58 new complaints were received by CORU in 2021 in relation to Fitness to Practise matters.

Vision for 2022:

To maximise efficiency in managing complaints with fairness to all parties and to support Committee members to enable them to do this.

Appeals Committee

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

Membership:

Council members:

Council Member appointed to represent public interest: David Irwin, Barry O’Brien, Maureen Carolan

Professional Members of Council: Julia Shaw, James Forbes, Mary Tumelty.

Non-Council members:

Occupational Therapist Registrant Member: Emma Shinton

Optometrist Registrant Members: Sinead Ryan, Lisa Farrell

Physiotherapist Registrant Members: Marie O’Donnell, Anne O’Connor, Nicola Bolger

Radiographer Registrant Members: Niamh Brennan, Una Murphy, Michele Monahan

Speech & Language Therapist Registrant Member: Caralyn Horne

Social Worker Registrant Members: Anne Holden, Mary Egan

Dietitian Registrant Member: Lorraine Moran

Medical Scientist Registrant Member: Mark Neville

Terms of reference:

- ▶ The Appeals Committee is established by the Health and Social Care Professionals Council (the “Council”) pursuant to section 23 of the Act to exercise its powers and perform its functions under section 42B and section 43 of the Health and Social Care Professionals Act 2005, as amended (“the Act”).
- ▶ The Appeals Committee shall provide a report to Council as soon as practicable following the hearing of an application under section 42B or section 43 of the Act.
- ▶ The Appeals Committee shall sit in panels of three members when hearing an application under section 42B or section 43 of the Act. Each panel shall consist of:
 - A Council member who was appointed to Council as a representative of the interest of the general public under section 9(3)(b)(iv) or a non-Council member representing the general interest. This member may act as the Chairperson of the panel;
 - A Council member who was appointed to the Council under the provisions of section 9 of the Act, other than section 9(3)(b)(iv), and is from a profession other than that of the Appellant or a non-Council member from a regulated profession other than that of the Appellant. This member may act as Chairperson of the panel; and
 - A non-Council member from the same profession as the Appellant. The Panel must have a minimum of one Council member.

- ▶ 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.

Training:

Training with the Registration Boards, training on the Directive and individual training with new members.

Key activities in 2021:

The Appeals Committee made decisions in respect of 17 recognition appeals and 1 registration appeal.



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 can either 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:

Professional Conduct Committee:

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

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

Optometrist Registrant Member: Lisa Farrell.

Dispensing Optician Registrant Member: Jillian Flaherty.

Occupational Therapists Registrant Members: Christian Garcia.

Radiation Therapist Registrant Members: Anita O’Donovan and Claire Poole.

Radiographer Registrant Members: Shane Foley, Michel Monahan, Vicky Cahalane and Roseanna Santagata.

Physiotherapist Registrant Members: Cian Doyle and Isibéal McCoy. Speech and Language Therapist Member: Caralyn Horne.

Health Committee:

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

Social Worker Registrant Members: Aine McGuirk, Karen Burke.

Radiographer Registrant Member: Una Murphy.

Physiotherapist Registrant Member: Darren Doyle.

Occupational Therapist Registrant Member: Emma Shinton.

Training:

- ▶ Deliberations on findings
- ▶ Decision making and rationale
- ▶ Sanctions and Bias
- ▶ Mock Cases

Registration Boards **Annual Reports**



1

Counsellors and Psychotherapists Registration Board

This report is an account of the activities of the Counsellors & Psychotherapists Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

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

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

2021 will be remembered as a very challenging year due to the ongoing nature of the COVID-19 pandemic.

The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to progress the important preparatory work required to put in place a system of regulation for the professions. The Registration Board met eight times in 2021.

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

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

Brian Gillen
Chairperson
Counsellors & Psychotherapists Registration Board

Ginny Hanrahan
Registrar
Counsellors & Psychotherapists Registration Board

Background

The Minister for Health appointed the Counsellors and Psychotherapists Registration Board in February 2019. The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Registration Board.

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

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

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

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

In 2021, the Counsellors and Psychotherapists Registration Board met eight times.

Role

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

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

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

Elections/Appointments

In January 2021 the Board welcomed Carole Glynn to the Board as a representative involved in the education and training of persons in the practice of the profession.

In June, the Board noted the resignation of Fidelma Twomey and thanked her for her time on the Board.

At the end of 2021 there was one vacancy on the Counsellors and Psychotherapists Registration Board.

Strategy and Policy

The Counsellors and Psychotherapists Registration Board commissioned research exploring public awareness of professional titles when accessing counselling and psychotherapy services. This research helped to inform advices to the Minister for Health on titles that should be protected under the Health and Social Care Professionals Act 2005 (as amended).

The Registration Board has also commenced scoping of historical/legacy qualifications of existing counsellors and psychotherapists to inform its advices to the Minister for Health. This is a substantial undertaking and the Registration Board acknowledges the support of professional bodies/associations and education providers in confirming qualifications held by existing practitioners.

The Board completed thematic workshops on development of Standards of Proficiency for both Counsellors and Psychotherapists and commenced its work to determine the standards common to both professions, and what makes each distinct. It was an important step in the progress towards opening its registers and this work with the Board in developing its Standards of Proficiency for both registers will continue into 2022.



Membership of the Board

Patrick Benson
Public Interest Representative
Attended 5 of 8 meetings



Patricia Jordan
Engaged in the practice of the profession
Attended 8 of 8 meetings



Catriona Bradley
Public Interest Representative
Attended 6 of 8 meetings



Oliver A Kelly
Public Interest Representative
Attended 7 of 8 meetings



Ann Delany
Public Interest Representative
Attended 7 of 8 meetings



Rachel Mooney
Engaged in the practice of the profession
Attended 8 of 8 meetings



Marcella Finnerty
Engaged in the practice of the profession
Attended 7 of 8 meetings



Gillian O'Brien
Public Interest Representative
Attended 6 of 8 meetings



Carole Glynn
Involved in Education
Attended 8 of 8 meetings



Colin O'Driscoll
Engaged in the management
Attended 7 of 8 meetings



Brian Gillen C
Chairperson
Engaged in the management of the profession
Attended 8 of 8 meetings



Fidelma Twomey
Public Interest Representative
Attended 3 of 5 meetings



Jennifer Griffin
Engaged in the education of the profession
Attended 7 of 8 meetings



Counsellors and Psychotherapists Registration Board Members Attendance 2021

Name	09 Feb	09 Mar	22 Apr	18 May	29 June	23 Sept	14 Oct	29 Nov
Brian Gillen C	✓	✓	✓	✓	✓	✓	✓	✓
Patrick Benson	✗	✓	✓	✓	✗	✗	✓	✓
Marcella Finnerty	✓	✓	✓	✓	✓	✓	✓	✗
Patricia Jordan	✓	✓	✓	✓	✓	✓	✓	✓
Jennifer Griffin	✓	✓	✓	✓	✓	✓	✓	✗
Colin O'Driscoll	✓	✓	✓	✓	✓	✓	✓	✗
Gillian O'Brien	✓	✗	✓	✓	✓	✓	✗	✓
Rachel Mooney	✓	✓	✓	✓	✓	✓	✓	✓
Jean Manahan	R	N	N	N	N	N	N	N
Brian Hallahan	R	N	N	N	N	N	N	N
Fidelma Twomey	✓	✓	✓	✗	✗	N	N	N
Oliver Kelly	✓	✓	✓	✓	✓	✗	✓	✓
Caitriona Bradley	✓	✓	✗	✓	✗	✓	✓	✓
Carole Glynn	✓	✓	✓	✓	✓	✓	✓	✓
Ann Delaney	✗	✓	✓	✓	✓	✓	✓	✓

Key to meeting attendance:

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



2

Dietitians Registration Board

This report is an account of the activities of the Dietitians Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, 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 (the Board) in 2021. 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.

2021 will be remembered as a challenging year due to the ongoing nature of the COVID-19 pandemic. Unable to resume the normal structure of face to face meetings, the Board continued to meet virtually in order to continue to assess and approve applications for registration, recognition and education approval. The Board and its members are thanked for their patience and perseverance as we continued to deliver on our statutory functions through a virtual platform. The Dietitians Registration Board met eight times in 2021.

As of 31 December 2021, there were 1,203 CORU registered Dietitians, an increase of 8% from the previous year. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered to all service users.

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

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the profession in the interest of public safety.

Geraldine Murray

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

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

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

Geraldine Murray is the current Chairperson of the Dietitians Registration Board.

In 2021, the Dietitians Registration Board met eight times.

Role

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

The Dietitians Registration Board at CORU has responsibility for:

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

Appointments / Elections

In February 2021 the Board acknowledged the expiration of the terms of office of

Halóg Mellett, Nick Kennedy, Anthony Smith and Denise McGrath. The Board welcomed the appointment of Fiona Dunlevy as a representative engaged in the management of services provided by the profession and Kathleen Walsh as a representative of the interest of the general public.

In February, the Board also acknowledged the reappointment of Mary Ann Flynn as a representative engaged in the practice and Geraldine Murray as a representative of the management of a voluntary/private sector organisation concerned with health/social care.

In March, The Board elected Geraldine Murray as the Chairperson of the Dietitians Registration Board.

In June, the Board welcomed the appointment of Jan Guerin as a representative of third level educational establishments involved in the education of the profession. The Board also welcomed Colm Scott Byrne as a public interest representative and acknowledged the resignation of Teresa Bruen in July.

In August, the Board welcomed John Byrne as a representative of the interest of the general public. The Board thanked all of the members with expired terms and resignations for their time on the Board.

At the close of 2021, there was one vacancy on the Dietitians Registration Board in the engaged in the practice of the profession category.

Registration

A total of 1,203 Dietitians have been registered by the Dietitians Registration Board as of 31 December 2021.

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

Applicants:

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

In the case of new entrants:

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

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

By December 2021:

- ▶ 132 applications to join the Register received.
- ▶ 11 Dietitians voluntarily left the Register.
- ▶ 4 Dietitians were removed from the Register for non-payment of renewal fees.

The Registration Department has worked with the Recognition Department to improve processing times and provide greater efficiencies for those going through the joint processes. The aim is to reduce application times by facilitating applicants proceeding through the recognition and registration processes simultaneously. Since June 2021 simultaneous processing of applications has commenced and the Registration Policy Team are closely monitoring feedback to further improve processes.

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

Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 54 applications for recognition of international qualifications during 2021.

The Registration Board recognised 51 qualifications and required 7 applicants to complete a compensation measure in order to address deficits identified in their qualification.

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

Dietitians: Summary Recognition Statistics 2021

DIETITIAN	
Applications received 2021	54
Decisions Made 2021	58
YoY Change in N Applications 2020 to 2021	1
YoY Change in N Decisions 2020 to 2021	12
OUTCOMES IN 2021	
Recognised (all)	51
Compensation Measures Applied	7
Other	0

The Registration Board launched the new online recognition portal in September 2021.

Education

Programme approvals and monitoring

The Dietitians Registration Board have commenced the monitoring activity in respect of the following programme:

- ▶ Master of Science in Clinical Nutrition and Dietetics, University College Dublin, National University of Ireland, Dublin.

The Dietitians Registration Board received a programme approval application in respect of the Masters in Human Nutrition and Dietetics, University College Cork, National University of Ireland, Cork and has commenced the programme approval activity in respect of this programme.

CPD

The Board decided to conduct the next CPD audit for registrants for the period 01 November 2020 until 31 October 2022.



Membership of the Board

Annemarie Bennett

Engaged as an education representative

Attended 8 of 8 meetings



Jan Guerin

Education Representative

Attended 4 of 5 meetings



Claire Browne

Service Management Representative

Attended 6 of 8 meetings



Nick Kennedy C

Chairperson

Third Level Education Representative

Attended 1 of 1 meetings



Teresa Bruen

Public Interest Representative

Attended 1 of 3 meetings



Denise McGrath

Public Interest Representative

Attended 0 of 1 meetings



Colm Scott Byrne

Public Interest Representative

Attended 3 of 4 meetings



Halóg Mellett

Practising Professional Representative

Attended 1 of 1 meetings



John Byrne

Public Interest Representative

Attended 2 of 3 meetings



Geraldine Murray C

Chairperson

Voluntary/Private. Health/Social Care Management

Attended 6 of 8 meetings



Fiona Dunlevy

Representative engaged in the management

Attended 6 of 7 meetings



Chris O'Hara

Public Interest Representative

Attended 6 of 7 meetings



Eamonn Dunne

Public Health/Social Care Management Representative

Attended 7 of 8 meetings



Anthony Smith

Public Interest Representative

Attended 1 of 1 Board meetings



Mary Ann Flynn

Service Management Representative

Attended 6 of 8 meetings



Kathleen Walsh

Public Interest Representative

Attended 6 of 7 meetings



Anne Griffin

Practising Professional Representative

Attended 6 of 8 meetings



Dietitians Registration Board Members Attendance 2021

Name	Scheduled						Unscheduled	
	20 Jan	04 Mar	19 May	14 Jul	14 Sept	09 Nov	04 Oct	30 Nov
Anthony Smith	✓	N	N	N	N	N	N	N
Nick Kennedy C	✓	N	N	N	N	N	N	N
Anne Griffin	✓	✓	✓	✓	✗	✓	✗	✓
Mary Flynn	✓	✓	✓	✗	✗	✓	✓	✓
Denise McGrath	✗	N	N	N	N	N	N	N
Geraldine Murray C	✓	✓	✓	✓	✗	✓	✗	✓
Halóg Mellett	✓	N	N	N	N	N	N	N
Teresa Bruen	✗	✓	✗	N	✗	N	N	N
Claire Browne	✓	✓	✓	✓	✗	✓	✗	✓
Annemarie Bennett	✓	✓	✓	✓	✓	✓	✓	✓
Eamonn Dunne	✓	✗	✓	✓	✓	✓	✓	✓
Christopher O'Hara	N	✓	✓	✗	✓	✓	✓	✓
Kathleen Walsh	N	✓	✗	✓	✓	✓	✓	✓
Fiona Dunlevy	N	✓	✓	✓	✗	✓	✓	✓
Jan Guerin	N	N	N	✗	✓	✓	✓	✓
Colm Scott Byrne	N	N	N	N	✓	✓	✗	✓
John Byrne	N	N	N	N	N	✓	✓	✗

Key to meeting attendance:

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



3

Medical Scientists Registration Board

This report is an account of the activities of the Medical Scientist Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present the work of the Medical Scientists Registration Board (the Board) in 2021, a year that has remained challenging for all due to the ongoing nature of the COVID-19 pandemic. Unable to resume the normal structure of face-to-face meetings, the Board continued to meet virtually in order to continue to assess and approve applications for registration, recognition and education approval.

The Board and its members are thanked for their patience and perseverance as we continued to deliver on our statutory functions through a virtual platform.

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

As the year provided challenges for the Board so, too there were challenges for Medical Scientists as they responded to the reality of this pandemic.

The Board acknowledges the work of its registered Medical Scientists working in clinical diagnostic laboratories, education management and research across public and private providers in supporting the public health efforts and the protection of the public.

The Board opened the Register for Medical Scientists to apply for statutory registration on 31 March 2019. The two-year grand parenting/transitional period for existing practitioners to apply for registration ended earlier this year. As of 31 March 2021, the title ‘Medical Scientist’ became legally protected by CORU. Only those who have registered with the Board are legally able to use the protected title ‘Medical Scientist’ whilst practising in Ireland.

As of 31 December 2021, there were 1,534 CORU registered Medical Scientists, representing a 232% increase on 2020’s figures. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered. The Register, which can be viewed at www.coru.ie, allows members of the public check to see if a Medical Scientist is registered and be reassured that the individual is part of a profession with required standards of conduct and performance.

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

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. The Board agreed to proceed with the scheduled CPD audit for registrants for the period 01 April 2021 until 31 March 2022.

We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the professions in the interest of public safety.

Marie Culliton

*Chairperson
Medical Scientists
Registration Board*

Ginny Hanrahan

*Registrar
Medical Scientists
Registration Board*

Background

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

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

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

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

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

In 2021, the Medical Scientists Registration Board met ten 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 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

In February 2021 the Board noted the re-appointment of Mary Hunt to the Board as a representative of third level educational establishments involved in the education of the profession.

In April, the Board noted the resignation of Gary Kearney from the Board and thanked him for his contributions to the Board. In June, the Board noted the appointment of Karen Watret to the Board as a representative of the interest of the general public.

At the close of 2021, there was one vacancy on the Medical Scientists Registration Board in the engaged in the education of the profession category.

Registration

A total of 1,534 Medical Scientists have been registered by the Medical Scientists Registration Board as of 31 December 2021. This represents an increase of 232% since 2020.

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

Applicants:

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

In the case of new entrants:

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

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

By December 2021:

- ▶ 1,394 applications to join the Register received
- ▶ 3 Medical Scientists voluntarily left the Register.
- ▶ 1 Medical Scientist was removed from the Register for non-payment of renewal fees.

Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 118 applications for recognition of international qualifications during 2021.

The Registration Board recognised 34 qualifications and required 25 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Medical Scientists: Summary Recognition Statistics 2021

Medical Scientist	
Applications received 2021	118
Decisions Made 2021	61
YoY Change in N Applications 2020 to 2021	54
YoY Change in N Decisions 2020 to 2021	1
Outcomes in 2021	
Recognised (all)	34
Compensation Measures Applied	25
Other	2

The Registration Board launched the new online recognition portal in September 2021.

Education

The Medical Scientist Registration Board is continuing the programme approval activity in respect of the following programmes:

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

The Board decided to conduct a CPD audit for registrants for the period 01 April 2021 until 31 March 2022.

Strategy and Policy

On behalf of the Board, CORU has worked with the Academy of Clinical Science and Laboratory Medicine (ACSLM) on producing a profession specific CPD Audit Record exemplar for medical scientist registrants. The exemplar is a fantastic resource of information and guidance for registrants and is available to view on the CORU website.

CORU has produced a visual aid to support registrants in the selecting the learning activities they may wish to undertake for their Continuing Professional Development (CPD) activities. This video is available on the CORU YouTube Channel.

Membership of the Board

Marie Culliton C

Chairperson

Engaged in the management of the profession

Attended 10 of 10 meetings



Colm O’Leary

Public interest representative

Attended 8 of 10 meetings



Clodagh Geraghty

Public interest representative

Attended 10 of 10 meetings



John O’Loughlin

Engaged in the management of the profession

Attended 8 of 10 meetings



Carole Glynn

Involved in public health/social care management

Attended 9 of 10 meetings



Brendan O’Reilly

Engaged in the practice of the profession

Attended 9 of 10 meetings



Eamon Grennan

Public interest representative

Attended 9 of 10 meetings



Irene Regan

Engaged in the practice of the profession

Attended 9 of 10 meetings



Mary Hunt

Involved in the education of health/social care professionals

Attended 9 of 9 meetings



Pauline Treanor

Involved in voluntary/private, health/social care management

Attended 7 of 10 meetings



Bernadette Jackson

Engaged in the practice of the profession

Attended 10 of 10 meetings



Karen Watret

Public interest representative

Attended 2 of 4 meetings



Gary Kearney

Public interest representative

Attended 2 of 3 meetings



Medical Scientists Registration Board Members Attendance 2021

Name	13 Jan	17 Feb	30 Mar	27 Apr	25 May	22 June	13 July	15 Sept	19 Oct	10 Nov
Marie Culliton C	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Clodagh Geraghty	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Irene Regan	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
Bernadette Jackson	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Brendan O'Reilly	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓
Gary Kearney	✓	✗	✓	N	N	N	N	N	N	N
Eamonn Grennan	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓
Carole Glynn	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
Mary Hunt	N	✓	✓	✓	✓	✓	✓	✓	✓	✓
John O'Loughlin	✓	✓	✓	✓	✗	✓	✓	✓	✓	✗
Colm O'Leary	✓	✓	✗	✓	✓	✓	✗	✓	✓	✓
Pauline Treanor	✓	✓	✓	✓	✓	✓	✗	✓	✓	✗
Karen Watret	N	N	N	N	N	N	✓	✓	✗	✗

Key to meeting attendance:

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



4

Optical Registration Board

This report is an account of the activities of the Optical Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, 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 Optical Registration Board (the Board) in 2021. The Board is responsible for setting and promoting high standards of professional conduct, education, training and competence amongst Dispensing Opticians and Optometrists.

2021 will be remembered as a challenging year due to the ongoing nature of the COVID-19 pandemic. Unable to resume the normal structure of face to face meetings, the Board continued to meet virtually in order to continue to assess and approve applications for registration, recognition and education approval. The Optical Registration Board met nine times in 2021 to continue to deliver on our statutory functions.

As of 31 December 2021 there were 207 Dispensing Opticians and 933 Optometrists registered with the Optical Registration Board. The Register, which can be viewed at www.coru.ie, allows members of the public to check to see if a Dispensing Optician or Optometrist is registered and be reassured that the individual is part of a profession with required standards of conduct and performance.

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

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

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contributions is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the professions in the interest of public safety.

Seamus Boland
Chairperson
Optical
Registration Board

Ginny Hanrahan
Registrar
Optical
Registration Board

Background

The Minister for Health appointed the 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.

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

In 2021, the Optical Registration Board met nine times.

Role

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

The Optical Registration Board at CORU has responsibility for:

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

Appointments / Elections

In February 2021 the Board acknowledged the reappointment of Paul Arthur Hersee as a representative practising in the profession. The Board also noted the term expiry of John Weldon and thanked him for his time on the Board.

In March the Board acknowledged the reappointment of Fionnuala McGee as a representative of the management of the public health/social care sector.

In June the Board acknowledged the reappointment of Vincent Roche as a public interest representative.

In August 2021 the Board welcomed Michael Moore, Ursula Byrne and Gordon Chambers. The Board noted the term expiry of John Doran and Lisa Molloy and thanked them for their contributions to the Board. The Board also welcomed the re-appointment of Derville Pitcher to the Board.

In October, Seamus Boland was re-elected as Chairperson of the Optical Registration Board.

At the end of 2021 the Optical Registration Board had no vacancies.

Registration

A total of 933 Optometrists have been registered by the Optometrists Registration Board as of 31 December 2021. There were also 207 Dispensing Opticians registered of which 139 were registered in the General Division and 68 registered in the Contact Lenses division.

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

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 2021:

- ▶ 45 Optometrist and 10 Dispensing Optician applications to join the Register received.
- ▶ 17 Registrants voluntarily left the Register.
- ▶ 6 Registrants were removed from the Register for non-payment of renewal fees.

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

Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 49 applications for recognition of international qualifications during 2021.

The Registration Board recognized 29 qualifications and required 26 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Dispensing Opticians: Summary Recognition Statistics 2021

Dispensing Opticians	
Applications received 2021	7
Decisions Made 2021	5
YoY Change in N Applications 2020 to 2021	-1
YoY Change in N Decisions 2020 to 2021	-2
Outcomes in 2021	
Recognised (all)	5
Compensation Measures Applied	0
Other	0

Optometrists: Summary Recognition Statistics 2021

Optometrists	
Applications received 2021	42
Decisions Made 2021	50
YoY Change in N Applications 2020 to 2021	-9
YoY Change in N Decisions 2020 to 2021	12
Outcomes in 2021	
Recognised (all)	24
Compensation Measures Applied	26
Other	0

The Registration Board launched the new online recognition portal in September 2021.

Education

CPD

The Board decided to conduct the next CPD audit for registrants for the period 01 April 2021 until 31 March 2023.

Membership of the Board

Owen Blee
Practising Professional Representative
Attended 9 of 9 meetings



Declan John Hovenden
Education Representative
Attended 9 of 9 meetings



Seamus Boland C
Chairperson
Voluntary/Private Health/Social Care Management Representative
Attended 6 of 9 meetings



Patrick McAteer
Public Interest Representative
Attended 0 of 9 meetings



Richard Brennan
Public interest representative
Attended 8 of 9 meetings



Fionnuala McGee
Public/Social Care Management Representative
Attended 6 of 9 meetings



Ursula Byrne
Public Interest Representative
Attended meetings 4 of 4 meetings



Lisa Molloy
Practising Professional Representative
Attended 1 of 2 meetings



Gordon Chambers
Education Representative
Attended 3 of 4 meetings



Michael Moore
Practising Professional Representative (opt)
Attended 3 of 4 meetings



Martin Crowe
Service Management Representative
Attended 8 of 9 meetings



Derville Pitcher
Service Management Representative
Attended 5 of 5 meetings



John Doran
Education Representative
Attended 3 of 5 meetings



Vincent Roche
Public Interest Representative
Attended 7 of 9 meetings



Paul Arthur Hersee
Practising Professional Representative
Attended 9 of 9 meetings



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



Optical Registration Board Members Attendance 2021

Name							Unscheduled		
	04 Feb	01 Apr	01 June	27 July	05 Oct	25 Nov	12 Feb	23 Sept	08 Dec
Derville Pitcher	✓	N	N	N	✓	✓	N	✓	✓
John Weldon	✓	N	N	N	N	N	✗	N	N
Patrick McAteer	✗	✗	✗	✗	✗	✗	✗	✗	✗
John Doran	✓	✓	✓	✗	N	N	✗	N	N
Paul Arthur Hersee	✓	✓	✓	✓	✓	✓	✓	✓	✓
Seamus Boland C	✓	✓	✓	✗	✗	✓	✓	✗	✓
Fionnuala McGee	✓	✓	✗	✓	✓	✗	✓	✓	✗
Richard Brennan	✓	✓	✓	✓	✓	✓	✗	✗	✓
Lisa Molloy	✓	✓	✓	✓	N	N	✗	✗	N
Vincent Roche	✓	✓	✓	✓	✓	✗	✓	✗	✓
Declan John Hovenden	✓	✓	✓	✓	✓	✓	✓	✓	✓
Martin Crowe	✓	✓	✓	✓	✓	✓	✓	✗	✓
Owen Blee	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michael Moore	N	N	N	N	✓	✓	N	✗	✓
Ursula Byrne	N	N	N	N	✓	✓	N	✓	✓
Gordon Chambers	N	N	N	N	✓	✓	N	✓	✗

Key to meeting attendance:

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



5

Occupational Therapists Registration Board

This report is an account of the activities of the Occupational Therapists Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Occupational Therapists Registration Board (the Board) in 2021. 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.

2021 will be remembered as a very challenging year due to the ongoing nature of the COVID-19 pandemic. The Board adapted its normal structure of in person meetings by moving to virtual meetings in order to continue to assess and approve qualifications for registration, recognition and education approval. The Board met nine times in 2021.

We especially acknowledge the role of our registrants during the pandemic to keep their services opened to the public and to assist their colleagues in COVID-19 testing and tracing. We thank you for your continued efforts and for your resolve during such a difficult and uncertain time.

The numbers registered with the Occupational Therapists Registration Board continues to grow and as of 31 December 2021, there were 3,193 Occupational Therapists on the Register. This represents an increase of 6% on the 2020 figure.

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

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the profession in the interest of public safety.

Ann Sheehan

*Chairperson
Occupational
Therapists
Registration Board*

Ginny Hanrahan

*Registrar
Occupational
Therapists
Registration Board*

Background

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

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

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

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

Ann Sheehan is the current Chairperson of the Occupational Therapists Registration Board.

The Occupational Therapists Registration Board met nine times in 2021.

Elections / Appointments

In February 2021 the Board noted many changes including, the appointment of John Hanily as a public interest representative and Rosemary Smyth as a representative of Public/Social Care Management. The Board welcomed the re-appointment of Eilish Macklin under the category Voluntary/private, Health/Social Care Management.

The Board noted the expiration of the terms of office of Patrick Benson, June Boulger, Gerard Walshe and Clodagh Nolan and thanked all of the members for their contributions to the Board. In February the Board also elected Ann Sheehan as the new Chair of the Occupational Therapists Registration Board.

In March, the Board welcomed the appointment of Dawn Johnston as a public interest representative. The Board also acknowledged the expiration of the terms of office of Richard Hammond and thanked him for his contribution.

In June, the Board noted the resignation of Catherine McCabe and thanked her for her time on the Board. In July 2021 the Registration Board welcomed the appointment of Catriona Sweeney and Hassan Duggow.

In August the Registration Board welcomed the appointments of Michael Bergin and Katie Robinson.

At the end of 2021 the Occupational Therapists Registration Board had no vacancies.

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).

Registration

A total of 3,193 Occupational Therapists have been registered by the Occupational Therapists Registration Board as of 31 December 2021.

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

Applicants:

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

In the case of new entrants:

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

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

By December 2021:

- ▶ 244 applications to join the Register received.
- ▶ 34 Occupational Therapists voluntarily left the Register.
- ▶ 23 were removed from the Register for non-payment of renewal fees.

The Registration Department has worked with the Recognition Department to improve processing times and provide greater efficiencies for those going through the joint processes. The aim is to reduce application times by facilitating applicants proceeding through the recognition and registration processes simultaneously. Since June 2021 simultaneous processing of applications has commenced and the Registration Policy Team are closely monitoring feedback to further improve processes.

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

Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 100 applications for recognition of international qualifications during 2021.

The Registration Board recognised 104 qualifications and required 0 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 2021

Occupational Therapist	
Applications received 2021	100
Decisions Made 2021	106
YoY Change in N Applications 2020 to 2021	2
YoY Change in N Decisions 2020 to 2021	11
Outcomes in 2021	
Recognised (all)	104
Compensation Measures Applied	2
Other	0

The Registration Board launched the new online recognition portal in September 2021.

Education

Programme approvals and monitoring

The Occupational Therapists Registration Board was satisfied as to the continuing suitability of the following programme in 2021:

- ▶ Bachelor in Science (Occupational Therapy), National University of Ireland, Galway

CPD

The Board carried out a CPD audit for registrants for the period 01 April 2020 until 31 March 2021.

Membership of the Board

Patrick Benson

Public interest representative

Attended 1 of 1 meetings



Eilish Macklin

*Voluntary/private, Health/
Social Care Management
representative*

Attended 8 of 9 meetings



Michael Bergin

*Involved in the education of the
profession*

Attended 4 of 4 meetings



Catherine McCabe

*Involved in the education of
health and social care*

Attended 2 of 4 meetings



June Boulger

*Involved in public health/social
care management*

Attended 0 of 1 meetings



Clodagh Nolan

*Engaged in the education of the
profession*

Attended 1 of 1 meetings



Aisling Culhane

Public Interest Representative

Attended 6 of 9 meetings



Genevieve O'Halloran

*Engaged in the management of
the profession*

Attended 7 of 9 meetings



Aisling Davis

*Engaged in the practice of the
profession*

Attended 7 of 9 meetings



Katie Robinson

*Engaged in the education of the
profession*

Attended 2 of 4 meetings



Niamh Doyle

*Engaged in the practice of the
profession*

Attended 7 of 9 meetings



Ann Sheehan C

*Chairperson
Public interest representative*

Attended 8 of 9 meetings



Hassan Duggow

*Engaged in the management of
the profession*

Attended 3 of 4 meetings



Rosemary Smyth

*Public/Social Care Management
representative*

Attended 5 of 8 meetings



Richard Hammond

Public interest representative

Attended 1 of 1 meetings



Catriona Sweeney

*Engaged in the practice of the
profession*

Attended 3 of 4 meetings



John Hanily

Public interest representative

Attended 3 of 8 meetings



Gerard Walshe

*Engaged in the management of
the profession*

Attended 1 of 1 meetings



Dawn Johnston

Public interest representative

Attended 6 of 8 meetings



Occupational Therapists Registration Board Members Attendance 2021

Name						Unscheduled Meeting			
	03 Feb	15 Apr	02 June	28 July	07 Oct	24 Nov	24 Mar	28 Oct	10 Dec
Richard Hammond	✓	N	N	N	N	N	N	N	N
June Boulger	✗	N	N	N	N	N	N	N	N
Eilish Macklin	✓	✓	✓	✓	✓	✓	✓	✓	✗
Genevieve O'Halloran	✓	✗	✓	✓	✗	✓	✓	✓	✓
Gerard Walshe	✓	N	N	N	N	N	N	N	N
Patrick Benson	✓	N	N	N	N	N	N	N	N
Clodagh Nolan	✓	N	N	N	N	N	N	N	N
Aisling Davis	✓	✓	✓	✓	✓	✗	✓	✓	✗
Ann Sheehan C	✓	✓	✓	✓	✗	✓	✓	✓	✓
Aisling Culhane	✓	✗	✓	✓	✓	✓	✓	✓	✓
Catherine McCabe	✓	✓	✗	N	N	N	✗	N	N
Niamh Doyle	✓	✓	✗	✓	✓	✗	✓	✓	✓
Rosemary Smith	N	✗	✓	✗	✓	✓	✓	✗	✓
John Hanily	N	✓	✗	✗	✗	✗	✓	✓	✗
Dawn Johnston	N	✓	✓	✓	✓	✗	✓	✗	✓
Catriona Sweeney	N	N	N	N	✓	✓	N	✗	✓
Katie Robinson	N	N	N	N	✓	✗	N	✓	✗
Michael Bergin	N	N	N	N	✓	✓	N	✓	✓
Hassan Duggow	N	N	N	N	✗	✓	N	✓	✓

Key to meeting attendance:

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



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Podiatrists Registration Board

This report is an account of the activities of the Podiatrists Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present the work of the Podiatrists Registration Board (the Board) in 2021. This year was a significant year for the Board as the Register for Podiatrists opened on 31 March 2021.

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

2021 will be remembered as a very challenging year due to ongoing nature of the COVID-19 pandemic. The Board adapted its normal structure of in person meetings by moving to virtual meetings in order to continue to assess and approve qualifications for registration, recognition and education approval. The Podiatrists Registration Board met seven times in 2021.

The move to statutory registration for Podiatrists affords greater protection to the public by setting standards of conduct, ethics and performance, education training and competence for those granted registration. Only those practitioners who meet the standards set by the Podiatrists Registration Board will be entitled to practice using the title. The two-year grand parenting/transitional period where existing practitioners must apply for registration is now open and will end on 31 March 2023.

We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the profession in the interest of public safety.

**Catherine Clune
Mulvaney**

*Chairperson
Podiatrists
Registration Board*

**Ginny
Hanrahan**

*Registrar
Podiatrists
Registration Board*

Background

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

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

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

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

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

In 2021, the Podiatrists Registration Board met seven times.

Role

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

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

Appointments / Elections

In June 2021 the Board welcomed the appointment of Éamonn Kelly as a public interest representative. In October the Board acknowledged the expiration of the term of office of Veronica Daniels. In October the Board also acknowledged the re-appointments of Julia Shaw, Caroline McIntosh, Martina Ryan and Noel Beecher.

At the close of 2021, there was one vacancy on the Podiatrists Registration Board in the representative practising in the profession category.

Legal

In 2021, the Podiatrists Registration Board made five bye-laws as follows;

S.I. No. 66 of 2021	Podiatrists Registration Board Application for Registration Bye-law
S.I. No. 65 of 2021	Podiatrists Registration Board Return to Practice and Delayed Entry Bye-law
S.I. No. 67 of 2021	Podiatrists Registration Board Restoration following removal on request Bye-law
S.I. No. 68 of 2021	Podiatrists Registration Board Restoration following cancellation Bye-law
S.I. No. 64 of 2021	Podiatrists Registration Board Code of Conduct and Ethics Bye-Law

Strategy and Policy

The Podiatrists Registration Board approved its CPD Guidance and CPD Support, following a public consultation, ahead of their register opening.

The Strategy and Policy Unit in conjunction with Board members from the Podiatrists Registration Board have produced a profession specific CPD Audit record exemplar. The exemplar is available to view on the CORU website.

CORU has produced a visual aid to support registrants in the selecting the learning activities they might undertake for their Continuing Professional Development (CPD) activities. This video is available on the CORU YouTube channel.

Registration

A total of 28 Podiatrists have been registered by the Podiatrists Registration Board as of 31 December 2021.

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

Applicants:

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

In the case of new entrants:

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

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

By December 2021:

- ▶ 131 applications to join the Register received.
- ▶ 0 registrants voluntarily left the Register.
- ▶ There has been no renewal period for Podiatrists, the first renewal date will take place on 31 March 2022.

The Podiatrists Registration Board approved delegation of functions to the Registrar whereby the Registrar may approve applications for registration that have met all statutory requirements. Statutory registration for Podiatrists opened on 31 March 2021. The Registrar has also been delegated the function of removals from the register for the non-payment of renewals fees. The first renewal period for Podiatrists will take place in March 2022.

Bye Laws

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

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

The Registration Board decided to make the Bye-Laws at a Board meeting on the 16 February 2021. The Bye-Laws came in to affect as of 31 March 2021.

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

Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 6 applications for recognition of international qualifications during 2021.

The Registration Board recognised 1 qualifications and required 0 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.

Podiatrists: Summary Recognition Statistics 2021

Podiatrists	
Applications received 2021	6
Decisions Made 2021	1
YoY Change in N Applications 2020 to 2021	N/A
YoY Change in N Decisions 2020 to 2021	N/A
Outcomes in 2021	1
Recognised (all)	1
Compensation Measures Applied	0
Other	0

The Registration Board launched the new online recognition portal in March 2021.

Education

Programme approvals and monitoring

The Podiatrists Registration Board received a programme approval application in respect of the Bachelor of Science (Podiatric Medicine), National University of Ireland Galway. The Podiatrists Registration Board has commenced the programme approval activity in respect of this programme.

CPD

The Board decided to conduct the first CPD audit for registrants for the period 01 April 2023 until 31 March 2024.

Membership of the Board

Noel Beecher

Public interest representative

Attended 7 of 7 meetings



Kieran O’Leary

*Voluntary/private, Health/
Social Care management*

Attended 6 of 7 meetings



Catherine Clune
Mulvaney C

Chairperson

Public interest representative

Attended 7 of 7 meetings



Aonghus O’Loughlin

Public interest representative

Attended 4 of 7 meetings



Veronica Daniels

Engaged in the practice

Attended 4 of 5 meetings



Cheryl O’Neill

Engaged in the practice

Attended 5 of 7 meetings



Sean Dinneen

Engaged in the Education

Attended 5 of 7 meetings



Martina Ryan

*Public/Social Care
management*

Attended 6 of 7 meetings



Éamonn Kelly

Public interest representative

Attended 3 of 3 meetings



Julia Shaw

Engaged in the management

Attended 7 of 7 meetings



Angela McAnearney

Public interest representative

Attended 6 of 7 meetings



David Watterson

Engaged in the management

Attended 6 of 7 meetings



Caroline McIntosh

Engaged in the education

Attended 5 of 7 meetings



Podiatrists Registration Board Members Attendance 2021

Name	12 Jan	16 Feb	05 May	01 July	16 Sept	04 Nov	21 Dec
Catherine Clune Mulvaney C	✓	✓	✓	✓	✓	✓	✓
Noel Beecher	✓	✓	✓	✓	✓	✓	✓
Angela McAnerney	✗	✓	✓	✓	✓	✓	✓
Cheryl O'Neill	✓	✓	✓	✓	✗	✓	✗
Martina Ryan	✓	✓	✓	✓	✓	✓	✓
Julia Shaw	✓	✓	✓	✓	✓	✓	✓
David Watterson	✓	✓	✗	✓	✓	✓	✓
Veronica Daniels	✗	✓	✓	✓	✓	N	N
Caroline McIntosh	✓	✓	✓	✗	✓	✓	✗
Aonghus O'Loughlin	✗	✓	✓	✓	✓	✗	✗
Sean Dinneen	✓	✗	✓	✓	✓	✗	✓
Kieran O'Leary	✓	✓	✓	✓	✓	✓	✗
Eamonn Kelly	N	N	N	N	✓	✓	✓

Key to meeting attendance:

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



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Physiotherapists Registration Board

This report is an account of the activities of the Physiotherapists Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Physiotherapists Registration Board (the Board) for 2021. The Board has continued in its role in protecting and ensuring that all registrants adhere to the highest standard of professional conduct, education, training and competence.

2021 will be remembered as a challenging year due to the ongoing nature of the COVID-19 pandemic. Unable to resume the normal structure of face to face meetings, the Board continued to meet virtually in order to continue to assess and approve applications for registration, recognition and education approval. The Board and members are thanked for their patience and perseverance as we continued to deliver on our statutory functions through a virtual platform. The Physiotherapists Registration Board met thirteen times in 2021.

As the year provided challenges for the Board so too there were challenges for Physiotherapists as they responded to the reality of this pandemic. The Board acknowledges the work of its registered Physiotherapists in supporting the role of the profession in the protection of the public against COVID-19.

As of 31 December 2021, there were 5,323 Physiotherapists registered with CORU, an increase of 14% from the previous year. We look forward to working with all registrants to ensure the highest standards are consistently delivered to service users.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. The Board agreed to proceed with the scheduled CPD audit for registrants for the period 1 October 2020 until 30 September 2021. To offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit, the Board produced a profession specific CPD Audit record exemplar which is available on the CORU website.

We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the professions in the interest of public safety.

Gillian Walker

*Chairperson
Physiotherapists
Registration Board*

Ginny Hanrahan

*Registrar
Physiotherapists
Registration Board*

Background

The Minister for Health appointed the Physiotherapists Registration Board on 20 May 2014 following a public appointment notice. The Health and Social Care Professional Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard Civil Service Travel and Subsistence rates.

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

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

Gillian Walker is the current Chairperson of the Physiotherapists Registration Board.

In 2021, the Physiotherapists Registration Board met thirteen 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 Physiotherapists Registration Board at CORU has responsibility for:

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

Appointments / Elections

In January 2021, the Board acknowledged the expiration of the terms of office of Jenny Branigan, Niamh Murphy and John Stacey and thanked them for their contributions during their time.

The Board also welcomed May Cleary as a representative involved in education and John Biggins as a public interest representative. In February, the Board elected Gillian Walker as the Chairperson of the Board.

In August 2021, the Board welcomed the appointments of Corinne Evans as a representative engaged in the practice and Róna McLoughlin as representative engaged in the management of services provided by the profession.

At the close of 2021, there was one vacancy on the Physiotherapists Registration Board in the representative practising in the profession category.

Registration

A total of 5,323 Physiotherapists have been registered by the Physiotherapists Registration Board as of 31 December 2021. This represents an increase of 14% from the previous year.

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 2021:

- ▶ 365 applications to join the Register received.
- ▶ 42 registrants voluntarily left the Register.
- ▶ 27 registrants were removed from the Register for non-payment of renewal fees.

Both the Registration and Recognition Departments have progressed work to improve processing times and provide greater efficiencies for those going through the joint processes. The aim is to reduce application times by facilitating applicants proceeding through the recognition and registration processes simultaneously. Since June 2021, simultaneous processing of applications has commenced and the Registration Department is closely monitoring feedback to further improve processes.

The Board established a working group to develop an assessment process that suits the Board's requirements in light of Physiotherapists applying for registration with other qualifications under the Section 91 route. This work is ongoing and both the Board, and Executive, are ensuring the matter is dealt with as expeditiously as possible.

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

Competent Authority

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

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

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

As the Competent Authority for the profession, the Board considered 170 applications for recognition of international qualifications during 2021.

The Registration Board recognised 130 qualifications and required 31 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 2021

Physiotherapist	
Applications received 2021	170
Decisions Made 2021	162
YoY Change in N Applications 2020 to 2021	29
YoY Change in N Decisions 2020 to 2021	58
Outcomes in 2021	162
Recognised (all)	130
Compensation Measures Applied	31
Other	1

The Registration Board launched the new online recognition portal in February 2021.

Education

The Physiotherapists Registration Board was satisfied as to the continuing suitability of the following programmes in 2021:

- ▶ Bachelor of Science in Physiotherapy, University of Limerick
- ▶ Honours Degree of Bachelor of Science in Physiotherapy, National University of Ireland, Royal College of Surgeons in Ireland
- ▶ Master of Science in Physiotherapy, University College Dublin
- ▶ Honours Degree Bachelor of Science (Physiotherapy), University College Dublin

The Physiotherapists Registration Board commenced the monitoring activity of the;

- ▶ Master of Physiotherapy, University of Limerick
- ▶ Bachelor in Science in Physiotherapy (BSc (Physio)) University of Dublin, Trinity College

CPD

The Board carried out a CPD audit for registrants for the period 01 October 2020 until 30 September 2021.

Membership of the Board

John Biggins
Public interest representative
Attended 9 of 11 meetings



Anne Horgan
Engaged in the management of the profession
Attended 8 of 13 meetings



Jenny Branigan
Engaged in the practice of the profession
Attended 0 of 1 meetings



Róna McLoughlin
Engaged in the management of the profession
Attended 3 of 3 meetings



Jane Carolan
Engaged in the management of a voluntary/private health/social care organisation
Attended 10 of 13 meetings



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



May Cleary
Involved in the education of the profession
Attended 7 of 11 meetings



Miriam O'Callaghan
Public interest representative
Attended 13 of 13 meetings



Catherine Doody
Engaged in the management of a voluntary/private health/social care organisation
Attended 7 of 13 meetings



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



Eamonn Grennan
Public interest representative
Attended 13 of 13 meetings



Gillian Walker C
Chairperson
Engaged in the practice of the profession
Attended 12 of 13 meetings



Padraig Heverin
Public interest representative
Attended 11 of 13 meetings



Physiotherapists Registration Board Members Attendance 2021

Name											Special Meeting			
	18 Jan	23 Feb	23 Mar	28 Apr	27 May	30 June	20 July	21 Sept	17 Nov	09 Apr	31 Aug	06 Oct	07 Dec	
Gillian Walker C	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	
Miriam O'Callaghan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Eamonn Grennan	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Padraig Heverin	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓	✓	✓	✓	
Niamh Murphy	✓	N	N	N	N	N	N	N	N	N	N	N	N	
John Stacey	✓	N	N	N	N	N	N	N	N	N	N	N	N	
Jenny Branigan	✗	N	N	N	N	N	N	N	N	N	N	N	N	
Jane Carolan	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✗	✗	✓	
Fearghal Grimes	✗	✗	✗	✓	✗	✗	✗	✓	✗	✗	✓	✗	✗	
Catherine Doody	✓	✗	✓	✓	✗	✓	✓	✗	✓	✗	✗	✗	✓	
Anne Horgan	✓	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	✗	
John Biggins	N	✓	✓	✓	✓	✗	✗	✓	✗	✓	✓	✓	✓	
May Cleary	N	✓	✓	✓	✓	✓	✓	✗	✓	✓	✗	✓	✗	
Rona McLoughlin	N	N	N	N	N	N	N	✓	✓	N	N	✓	✓	
Corrine Evans	N	N	N	N	N	N	N	✓	✓	N	N	✗	✓	

Key to meeting attendance:

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



8

Psychologists Registration Board

This report is an account of the activities of the Psychologists Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present the work of the Psychologists Registration Board (the Board) in 2021. This was an important year for the Board to put in place a system of regulation for the profession before the opening of the Register.

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

2021 will be remembered as a challenging year due to the ongoing nature of the COVID-19 pandemic. The Registration Board adapted its normal structure of face to face meetings by moving to virtual meetings in order to continue to progress the important preparatory work required to put in place a system of regulation for the professions.

The Board are thanked for their patience and perseverance as we continued to deliver on our statutory functions through a virtual platform. The Board met six times in 2021.

The Board has continued its work on developing a regulatory framework for the profession in accordance with our legislation, the Health and Social Care Professionals Act, which prescribes much of how the profession is to be regulated. In November 2020, the Board opened a public consultation on the education and training standards and all stakeholders were encouraged to participate. The response was vast, with over 700 submissions received. The Board has been reflecting on the feedback from the consultation before the next steps are taken in preparing for registration.

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

We would like to express special thanks to all members of the Board, both current and past members for committing to this role during the formative years of the Registration Board. We look forward to working together in 2022 as we continue our important work towards statutory regulation of psychologists.

Paul Longmore

*Chairperson
Psychologists
Registration Board*

Ginny Hanrahan

*Registrar
Psychologists
Registration Board*

Background

The Minister for Health appointed the Psychologists Registration Board in July 2017.

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

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

In 2021, Psychologists the Registration Board met six times.

Role

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

The Psychologists Registration Board at CORU has responsibility for:

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

Appointments / Elections

In June 2021 the Board acknowledged the resignation of Ann Ellis and thanked her for her contributions to the Board.

In July the Board noted the appointment of Stephen Kealy in the category of engaged in the management of services provided by the profession. The Board also noted the re-appointment of Fiona Weldon, Sinead Fitzgerald, Gráinne Kirwan, Eimear Spain, Joan Fitzgerald and Kathleen Vickers to the Board.

In September the Board re-elected Paul Longmore as Chairperson of the Board.

At the close of 2021, there was one vacancy on the Psychologists Registration Board in the Public and Social Care Management category.

Strategy and Policy

The Psychologists Registration Board completed a public consultation on a draft set of Criteria for Education and Training Programmes and Standards of Proficiency for Psychologists. This consultation was the largest engagement that CORU has had on pre-registration education and training standards. The Registration Board is now taking the opportunity to reflect on the feedback received from the consultation before the next steps are taken in preparing for registration.

There was ongoing engagement with the Professional Regulatory Unit to progress on delivering a sustainable model of regulation. The Department of Health has requested a detailed project plan to deliver on a more sustainable model, whilst ensuring CORU continues to deliver on its statutory functions.



Membership of the Board

Ian Boyle Harper
Public interest representative
Attended 6 of 6 meetings



Paul Longmore C
Chairperson
Private Health/Social Care management representative
Attended 5 of 6 meetings



Niall Byrne
Public interest representative
Attended 4 of 6 meetings



Edel Moloney
Engaged in the practice representative
Attended 2 of 6 meetings



Ann Ellis
Public/Social care management representative
Attended 1 of 3 meetings



Eimear Spain
Involved in the education representative
Attended 1 of 6 meetings



Joan Fitzgerald
Public interest representative
Attended 6 of 6 meetings



Kathleen Vickers
Public interest representative
Attended 6 of 6 meetings



Sinead Fitzgerald
Engaged in the management representative
Attended 6 of 6 meetings



Fiona Weldon
Engaged in the practice representative
Attended 4 of 6 meetings



Stephen Kealy
Engaged in the management representative
Attended 2 of 3 meetings



Kieran Woods
Engaged in the practice representative
Attended 6 of 6 meetings



Gráinne Kirwan
Engaged in the education representative
Attended 4 of 6 meetings



Psychologists Registration Board Members Attendance 2021

Name						Unscheduled
	18 Mar	13 May	24 Jun	07 Sep	12 Oct	02 Dec
Paul Longmore C	✓	✓	✓	✓	✗	✓
Grainne Kirwan	✓	✓	✗	✓	✗	✓
Stephen Kealy	N	N	N	✓	✗	✓
Sinead Fitzgerald	✓	✓	✓	✓	✓	✓
Fiona Weldon	✓	✓	✓	✓	✗	✗
Joan Fitzgerald	✓	✓	✓	✓	✓	✓
Edel Moloney	✓	✗	✗	✗	✗	✓
Niall Byrne	✓	✓	✗	✗	✓	✓
Ann Ellis	✓	✗	✗	N	N	N
Kathleen Vickers	✓	✓	✓	✓	✓	✓
Kieran Woods	✓	✓	✓	✓	✓	✓
Eimear Spain	✓	✗	✗	✗	✗	✗
Ian Boyle Harper	✓	✓	✓	✓	✓	✓

Key to meeting attendance:

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



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Radiographers Registration Board

This report is an account of the activities of the Radiographers Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Radiographers Registration Board (the Board) for 2021. The Board has continued to work closely with our stakeholders to ensure that Radiographers and Radiation Therapists adhere to the highest standards of professional conduct, education, training and competence.

2021 will be remembered as a challenging year due to the ongoing nature of the COVID-19 pandemic. Unable to resume the normal structure of face to face meetings, the Board continued to meet virtually in order to continue to assess and approve applications for registration, recognition and education approval. The Board and members are thanked for their patience and perseverance as we continued to deliver on our statutory functions despite technical challenges through a virtual platform. The Radiographers Registration Board met nine times in 2021.

As the year provided challenges for the Board so too there were challenges for registrants. The Board especially acknowledges the work of its registered Radiographers and Radiation Therapists working on the front line of health services throughout the pandemic.

The numbers registered with CORU continues to grow and as of 31 December 2021, there were 3,257 Radiographers Radiation Therapists on the Register, an increase of 7% from the previous year. This indicates a broad awareness of the obligation to register and the importance of regulation generally. We look forward to working with all registrants to ensure the highest standards are consistently delivered to service users.

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

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the professions in the interest of public safety.

Deirdre O’Keefe

*Chairperson
Radiographers
Registration Board*

Ginny Hanrahan

*Registrar
Radiographers
Registration Board*

Background

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

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

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

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

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

In 2021, 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 accordingly the following functions:

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

Elections / Appointments

In January 2021 the Board noted the resignation of Mark Samsa and thanked him for his contribution to the work of the Board.

In May, the Board acknowledged the resignation of Fiona Roche and also thanked her for her contribution to the Board. In June, the Board welcomed the appointment of David Delaney as a representative of the management of a voluntary/private organisation concerned with health and social care.

In July the Board welcomed the appointment of Michelle Leech as a representative in the category engaged in the management of services provided by the profession.

At the close of 2021, there was one vacancy on the Radiographers Registration Board for the position of a member engaged in the practice of the profession.

Legal

In 2021, the Radiographers Registration Board made two bye-laws as follows;

S.I. No. 375 of 2021	Radiographers Registration Board Approved Qualifications And Divisions Of The Register Bye-Law 2020
S.I. No. 491 of 2021	Radiographers Registration Board Approved Qualifications and Divisions of the Register (Amendment) Bye-Law

Registration

A total of 2,758 Radiographers and 499 Radiation Therapists have been registered by the Radiographers Registration Board as of 31 December 2021.

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 2021:

- ▶ 304 applications to join the Register received.
- ▶ 16 registrants voluntarily left the Register.
- ▶ 33 registrants were removed from the Register for non-payment of renewal fees.

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

Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 206 applications for recognition of international qualifications during 2021.

The Registration Board recognised 118 qualifications and required 21 applicants to complete a compensation measure in order to address deficits identified in their qualification. 107 of these recognised applications were from Radiographers and the remaining 11 were from Radiation Therapists. 21 Radiographer applicants were requested to engage in compensation measures, and 0 Radiation Therapists were requested to engage in compensation measures.

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

Radiographers: Summary Recognition Statistics 2021

Radiographer	
Applications received 2021	184
Decisions Made 2021	130
YoY Change in N Applications 2020 to 2021	12
YoY Change in N Decisions 2020 to 2021	-82
Outcomes in 2021	130
Recognised (all)	107
Compensation Measures Applied	21
Other	2

Radiation Therapists: Summary Recognition Statistics 2021

Radiation Therapists	
Applications received 2021	22
Decisions Made 2021	11
YoY Change in N Applications 2020 to 2021	-6
YoY Change in N Decisions 2020 to 2021	-15
Outcomes in 2021	11
Recognised (all)	11
Compensation Measures Applied	0
Other	0

The Registration Board launched the new online recognition portal in February 2021.

Education

Bye Laws

The Radiographers Registration Board issued the draft Radiographers Registration Board Approved Qualifications and Divisions of the Register Bye-Law 2021 for public consultation on 11 March 2021 listing the Master of Science in Diagnostic Radiography, Trinity College Dublin, the University of Dublin as attesting to the standard of proficiency required for registration in the Radiographers Division of the Register. This went out for public consultation on the 11 March 2021. The Board made the Approved Qualifications Bye-Law (S.I. No. 375 of 2021) on the 21 July 2021.

The Radiographers Registration Board issued the draft Radiographers Registration Board Approved Qualifications and Divisions of The Register (Amendment) Bye-Law 2021 for public consultation on 20 May 2021 listing the Bachelor of Science (Hons) Diagnostic Radiography (Graduate Entry), University College Dublin, National University of Ireland as attesting to the standard of proficiency required for registration in the Radiographers Division of the Register.

This went out for public consultation on the 20 May 2021.

On the 28 September 2021, the Radiographers Registration Board made the Approved Qualifications and Division of the Register (Amendment) Bye-law 2021 (S.I. No. 491 of 2021).

Programme approvals and monitoring

The Radiographers Registration Board approved the following education and training programmes:

- ▶ Master of Science in Diagnostic Radiography, Trinity College Dublin, the University of Dublin.
- ▶ Bachelor of Science (Hons) Diagnostic Radiography (Graduate Entry), University College Dublin, National University of Ireland
- ▶ Master of Science Radiation Therapy, University College Cork, National University of Ireland, Cork

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

Strategy and Policy

The Strategy and Policy Unit in conjunction with Board members from the Radiographers Registration Board have produced a profession specific CPD Audit Record exemplar. The exemplar is available to view on the CORU website.

CORU has produced a visual aid to support registrants in the selecting the learning activities they might undertake for their Continuing Professional Development (CPD) activities. This video is available on the CORU YouTube channel.

Membership of the Board

Carmel Breaden
Public Interest Representative
Attended 5 of 9 meetings



Ciaran Walsh
Engaged in the practice representative
Attended 9 of 9 meetings



Claire Hogan
Engaged in the profession representative
Attended 8 of 9 meetings



Niamh Moore
Engaged in education representative
Attended 8 of 9 meetings



Cliona McGovern
Third Level Representative
Attended 7 of 9 meetings



Dermot Manning
Public interest representative
Attended 8 of 9 meetings



Deirdre O’Keeffe C
Chairperson
Engaged in the Management representative
Attended 8 of 9 meetings



Ronan Quirke
Public interest representative
Attended 4 of 9 meetings



Fiona Roche
Voluntary/private, Health/ Social Care Management representative
Attended 1 of 4 meetings



Michelle Leech
Engaged in the management representative
Attended 4 of 4 meetings



Edel Smyth
Public Interest Representative
Attended 8 of 9 meetings



David Delaney
Voluntary/private, Health/ Social Care management representative
Attended 5 of 5 meetings



Michelle Sugrue
Engaged in the practice representative
Attended 9 of 9 meetings



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



Radiographers Registration Board Members Attendance 2021

Name							Special Meeting		
	14 Jan	11 Mar	20 May	21 July	28 Sept	18 Nov	23 Apr	20 Oct	06 Dec
Cliona McGovern	✓	✓	✓	✓	✓	✓	✗	✗	✓
Claire Hogan	✓	✓	✓	✓	✓	✓	✓	✗	✓
Deirdre O’Keefe C	✓	✓	✓	✓	✓	✓	✓	✗	✓
Carmel Breaden	✓	✓	✗	✗	✓	✓	✗	✗	✓
Edel Smyth	✓	✗	✓	✓	✓	✓	✓	✓	✓
Mark Samsa	N	N	N	N	N	N	N	N	N
Fiona Roche	✓	✗	✗	N	N	N	✗	N	N
Michelle Sugrue	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ciaran Walsh	✓	✓	✓	✓	✓	✓	✓	✓	✓
Niamh Moore	✓	✓	✓	✓	✓	✓	✓	✗	✓
Dermot Manning	✓	✗	✓	✓	✓	✓	✓	✓	✓
Ronan Quirke	✗	✓	✗	✓	✗	✓	✓	✗	✗
Michelle Leech	N	N	N	N	✓	✓	N	✓	✓
David Delaney	N	N	N	✓	✓	✓	N	✓	✓

Key to meeting attendance:

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



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Social Care Workers Registration Board

This report is an account of the activities of the Social Care Workers Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

During 2021, the Social Care Workers Registration Board (the Board) continued its work in contributing to the development and delivery of its regulatory role in social care work and we are pleased to present this report on the work of the Board.

2021 will be remembered as a challenging year due to the ongoing nature of the COVID-19 pandemic. Unable to resume the normal structure of face-to-face meetings, the Board continued to meet virtually. The Board and its members are thanked for their patience and perseverance as we continued to complete the necessary preparatory work to open the Register. The Social Care Workers Registration Board met ten times during the year to establish the correct standards of education and training of the profession in order to assure public protection.

Social Care Workers provide a vital service and a relationship based on trust and confidence is crucial. 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.

Due to the impact of COVID-19, the Board made the decision to defer the opening of the Register, which it had hoped to open in 2022 to a later time in 2023. Full details when a date is confirmed will be available on the CORU website and all stakeholders will be informed. Significant work has been done by the Board approving a number of education programmes and preparing for existing practitioners to enter on to the register.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work towards the opening of the Register.

Tim Murphy

*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 13 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.

Tim Murphy is the current Chairperson of the Social Care Workers Registration Board

In 2021, the Social Care Workers Registration Board met ten times.

Role

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

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

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

Appointments / Elections

In April, the Board acknowledged the expiration of the terms for Catherine Carty, Damien Courtney, Paddy Duggan, Karen Kiernan, Des Mooney and Brian Hogan. The Board thanked them for their contributions.

In June, the Board welcomed the appointments of Patrick McGarty and Jessica Bartak – Healy. Lisa Molloy and Anne Marie Cullen were also welcomed as public interest representatives. In July, Helena Doody and Noelle Reilly were both appointed to the Board.

At the close of 2021, there were no vacancies on the Social Care Workers Registration Board.

Education

Programme approvals and monitoring

The Social Care Workers Registration Board resumed the Programme Approval Activity in 2021. In preparation of the resumption of this activity, the Board at the end of 2020 informed all Education Institutions who were mid-process at the time that a decision was taken to defer the process. Education and Training Institutions were invited to update their submissions to reflect the normal annual changes, programme improvements as well as changes introduced in response to restrictions imposed by COVID-19 which impact how programmes are delivered and assessed.

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

- ▶ Bachelor of Arts (Honours) in Social Care, National University of Ireland, Galway
- ▶ Bachelor of Arts in Social Care, Technical University Dublin, City Campus

The Board will continue with the Programme Approval Activity in 2022.

Membership of the Board

Catherine Carty

Engaged in the education of the profession

Attended 3 of 3 meetings



Damien Courtney

Public Interest Representative

Attended 2 of 3 meetings



Paddy Duggan

Public/Social care management representative

Attended 3 of 3 meetings



Maurice Fenton

Engaged in the management of the profession

Attended 7 of 10 meetings



Imelda Finerty

Public Interest Representative

Attended 10 of 10 meetings



James Forbes

Engaged in the management of the profession

Attended 9 of 10 meetings



Dunia Hutchinson

Engaged in the practice of the profession

Attended 10 of 10 meetings



Membership of the Board

Brian Hogan

*Voluntary/private, Health/Social
Care Management representative*

Attended 1 of 3 meetings



Noelle Reilly

*Engaged in the education
representative*

Attended 4 of 4 meetings



Karen Kiernan

Public Interest Representative

Attended 1 of 3 meetings



*Helena Doody
Engaged in the practice
representative*

Attended 4 of 4 meetings



Ado Mckenna

*Engaged in the practice of the
profession*

Attended 9 of 10 meetings



Lisa Molloy

Public interest representative

Attended 5 of 5 meetings



Des Mooney

*Engaged in the practice of the
profession*

Attended 2 of 3 meetings



Anne Marie Cullen

Public interest representative

Attended 4 of 5 meetings



Tim Murphy C

Public Interest Representative

Attended 8 of 10 meetings



Jessica Bartak Healy

*Voluntary/private, Health/Social
Care Management*

Attended 4 of 5 meetings



Jim Walsh

*Involved in education
representative*

Attended 9 of 10 meetings



Patrick McGarty

Public/Social Care Management

Attended 5 of 5 meetings



Social Care Workers Registration Board Members Attendance 2021

Name	01 Jan	18 Mar	31 Mar	12 May	03 June	22 July	01 Sept	13 Oct	11 Nov	15 Dec
Catherine Carty	✓	✓	✓	N	N	N	N	N	N	N
Dunia Hutchinson	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Maurice Fenton	✓	✓	✓	✓	✓	✓	✓	✗	✗	✗
Karen Kiernan	✗	✗	✓	N	N	N	N	N	N	N
Jim Walsh	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
James Forbes	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓
Des Mooney	✓	✗	✓	N	N	N	N	N	N	N
Paddy Duggan	✓	✓	✓	N	N	N	N	N	N	N
Ado McKenna	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓
Damien Courtney	✓	✗	✓	N	N	N	N	N	N	N
Tim Murphy C	✗	✓	✓	✓	✓	✓	✓	✗	✓	✓
Brian Hogan	✗	✗	✓	N	N	N	N	N	N	N
Imelda Finnerty	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Helena Doody	N	N	N	N	N	N	✓	✓	✓	✓
Noelle Reilly	N	N	N	N	N	N	✓	✓	✓	✓
Patrick McGarty	N	N	N	N	N	✓	✓	✓	✓	✓
Jessica Bartak Healy	N	N	N	N	N	✓	✓	✗	✓	✓
Lisa Molloy	N	N	N	N	N	✓	✓	✓	✓	✓
Anne Marie Cullen	N	N	N	N	N	✓	✗	✓	✓	✓

Key to meeting attendance:

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



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Social Workers Registration Board

This report is an account of the activities of the Social Workers Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present the work of the Social Workers Registration Board in 2021, a year which has remained challenging for all due to the ongoing nature of the COVID-19 pandemic.

Unable to resume the normal structure of face to face meetings, the Registration Board continued to meet virtually in order to continue to assess and approve applications for registration, recognition and education approval. The Board and members are thanked for their patience and understanding as we continued to deliver on our statutory functions despite technical challenges through a virtual platform. The Social Workers Registration Board met eleven times in 2021.

As of 31 December 2021, there were 4,983 Social Workers on the Register, representing a 2% increase on 2020's figures. We look forward to working with all registrants to ensure the highest standards are consistently delivered to service users.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. The Registration Board agreed to proceed with the scheduled CPD audit for registrants for the period 01 June 2020 until 31 May 2021. To offer additional support to registrants when recording and demonstrating their engagement in CPD in the case of being called for audit, the Registration Board produced a profession specific CPD Audit record exemplar which is available on the CORU website.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the professions in the interest of public safety.

Marie Kennedy

Chairperson

*Social Workers
Registration Board*

Ginny Hanrahan

Registrar

*Social Workers
Registration Board*

Background

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

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

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

In 2021, the Social Workers Registration Board met eleven times.

Role

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

The Social Workers Registration Board at CORU has 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

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

Appointments / Elections

In February the Board acknowledged the reappointment of Perry Share to the Board.

In March 2021 the Board acknowledged the expiration of the terms of office of Damien Courtney and Marian Quinn and thanked them for their time on the Board. The Board also noted the resignation of Jacki Conway in May and thanked her contribution to the Board.

In June 2021 the Registration Board welcomed the appointments of Patrick Bennett as a representative concerned with Health/Social Care Management, as well as Hugh Farrell and Miriam O’Callaghan as public interest representatives.

At the close of 2021, there were no vacancies on the Social Workers Registration Board.

Registration

A total of 4,983 Social Workers have been registered by the Social Workers Registration Board as of 31 December 2021.

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 2021:

- ▶ 296 applications to join the Register received.
- ▶ 60 Social Workers voluntarily left the Register.
- ▶ 52 Social Workers were removed from the Register for non-payment of renewal fees.

The Registration Department has worked with the Recognition Department to improve processing times and provide greater efficiencies for those going through the joint processes. The aim is to reduce application times by facilitating applicants proceeding through the recognition and registration processes simultaneously. Since June 2021 simultaneous processing of applications has commenced and the Registration Policy Team are closely monitoring feedback to further improve processes.

The Registration Department has also been working alongside the Recognition Department on the processing of the dual registration of Northern Ireland Social Workers. We have engaged regularly with the Trusts in Northern Ireland and are assisting them with the joint recognition/registration processes to ensure that social workers that require dual registration are registered as expeditiously as possible.

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

Competent Authority

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

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

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

As the Competent Authority for the profession, the Board considered 87 applications for recognition of international qualifications during 2021.

The Registration Board recognised 46 qualifications and required 11 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the

Social Workers: Summary Recognition Statistics 2021

Social Worker	
Applications received 2021	87
Decisions Made 2021	57
YoY Change in N Applications 2020 to 2021	21
YoY Change in N Decisions 2020 to 2021	-7
Outcomes in 2021	57
Recognised (all)	46
Compensation Measures Applied	11
Other	0

The Registration Board launched the new online recognition portal in September 2021.

Education

The Social Workers Registration Board issued the draft Social Workers Registration Board Approved Qualifications Bye Law 2020 for public consultation on the 26 January 2021 listing both the Master of Social Science (Social Work) and Post-Graduate Diploma in Social Work, National University of Ireland, Maynooth as attesting to the standard of proficiency required for registration in the Register. A public consultation was opened for this Bye Law on the 26 January 2021 which gave an opportunity for all stakeholders to give feedback accordingly. On 26 May 2021 the Board made the Approved Qualifications Bye- Law (S.I. No. 259 of 2021).

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

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

The Social Workers Registration Board have commenced the monitoring activity in respect of the following programmes:

- ▶ Master of Arts in Social Work, National University of Ireland, Galway
- ▶ Master of Social Work and Postgraduate Diploma in Social Work Studies, University College Cork
- ▶ Bachelor in Social Studies (Social Work), Trinity College Dublin
- ▶ Bachelor of Social Work, University College Cork
- ▶ Professional Masters in Social Work, University College Dublin

CPD

The Board carried out a CPD audit for registrants for the period 01 June 2020 until 31 May 2021.

Strategy and Policy

The Strategy and Policy Unit in conjunction with two members of the Social Workers Registration Board have produced a profession specific CPD Audit Record exemplar. This is a valuable resource for registrants to have to assist in recording CPD for audits.

CORU has produced a visual aid to support registrants in the selecting the learning activities they might undertake for their Continuing Professional Development (CPD) activities. This video is available on the CORU YouTube Channel for registrants.

Legal

In 2021, the Social Workers Registration Board made one bye-law as follows;

S.I. No. 259 of 2020	Social Workers Registration Board Approved Qualifications Bye-Law 2021
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Membership of the Board

Marie Kennedy C

*Chairperson
Engaged in the management of
the profession*

Attended 11 of 11 meetings



Hugh Farrell

*Public Interest Representative
Attended 8 of 8 meetings*



Jacki Conway

*Private Health/Social Care
Management Representative*

Attended 2 of 3 meetings



Patrick Bennett

*Voluntary/private, Health/Social
Care Management*

Attended 3 of 8 meetings



Damien Courtney

Public Interest Representative

Attended 2 of 2 meetings



Colm O'Doherty

Public Interest Representative

Attended 9 of 11 meetings



Gabrielle Fitzpatrick

*Practising Professional
Representative*

Attended 9 of 11 meetings



Marian Quinn

Public Interest Representative

Attended 2 of 2 meetings



John Hanily

*Public Health/Social Care
Management Representative*

Attended 7 of 11 meetings



Adrienne Mary Byrne

*Engaged in the management of
the profession*

Attended 8 of 11 meetings



Padraig Heverin

Public Interest Representative

Attended 9 of 11 meetings



Yvonne Lennox

Engaged in the practice

Attended 5 of 11 meetings



Miriam O'Callaghan

Public Interest Representative

Attended 7 of 8 meetings



Patricia Sheridan

Engaged in the practice

Attended 5 of 11 meetings



Caroline McGregor

*Engaged in the education of the
profession.*

Attended 8 of 11 meetings



Perry Share

*3rd level Education & Training
Representative*

Attended 8 of 10 meetings



Social Workers Registration Board Members Attendance 2021

Name							Unscheduled				
	26 Jan	16 Mar	26 May	15 Jul	29 Sept	23 Nov	05 Aug	13 Sept	11 Oct	27 Oct	03 Dec
Perry Share	N	✓	✓	✓	✓	✓	✗	✓	✗	✓	✓
Gabrielle Fitzpatrick	✓	✓	✓	✓	✗	✗	✗	✓	✓	✓	✓
John Hanily	✓	✗	✓	✓	✓	✗	✗	✓	✗	✓	✓
Jacki Conway	✓	✓	✗	N	N	N	N	N	N	N	N
Marie Kennedy C	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Padraig Heverin	✓	✓	✓	✓	✗	✓	✗	✓	✓	✓	✓
Caroline McGregor	✓	✓	✓	✓	✓	✓	✗	✗	✓	✗	✗
Colm O'Doherty	✓	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓
Marian Quinn	✓	✓	N	N	N	N	N	N	N	N	N
Damien Courtney	✓	✓	N	N	N	N	N	N	N	N	N
Yvonne Lenox	✓	✗	✗	✗	✗	✓	✓	✗	✗	✓	✓
Patricia Sheridan	✓	✓	✓	✗	✗	✓	✓	✗	✗	✗	✗
Adrienne Mary Byrne	✓	✓	✗	✓	✓	✓	✓	✓	✗	✓	✗
Miriam O'Callaghan	N	N	N	✗	✗	✓	✓	✓	✓	✓	✓
Hugh Farrell	N	N	N	✗	✗	✗	✓	✓	✓	✓	✓
Pat Bennett	N	N	N	✗	✗	✗	✗	✗	✓	✓	✓

Key to meeting attendance:

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



12

Speech and Language Therapists Registration Board

This report is an account of the activities of the Speech and Language Therapists Registration Board during 2021, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2021, 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 (the Board) during 2021.

Due to the ongoing nature of the COVID – 19 pandemic, the Board were unable to resume the normal structure of face to face meetings and continued to meet virtually in order to continue to assess and approve applications for registration, recognition and education approval. The Board and members are thanked for their patience and understanding as we continued to deliver on our statutory functions despite technical challenges through a virtual platform. In 2021, the Speech and Language Therapists Board met seven times.

As of 31 December 2021 there were 2,205 CORU registered Speech and Language Therapists, representing a 6% increase on 2020's figures. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered to all service users.

We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2022 as we continue our important work in regulating the professions in the interest of public safety.

Bernard Hegarty

*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.

Bernard Hegarty is the current Chairperson of the Speech and Language Therapists Registration Board.

In 2021, the Speech and Language Therapists Board met seven times.

Role

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

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

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

Appointments / Elections

In February 2021, the Board acknowledged the expiration of the appointment of Maeve Murphy and thanked her for her time on the Board. The Board welcomed the appointments of Evelyn Cawley as a public interest representative and Gerard Gray as a representative of the management of public health/social care sector. The Board also acknowledged the re-appointments of Bernard Hegarty and Catherine O'Neill in February.

In September, the Board acknowledged the resignation of Lindsay Malone and thanked her for her contribution.

At the close of 2021, there were three vacancies on the Speech and Language Therapists Registration Board.

Registration

A total of 2,205 Speech and Language Therapists have been registered by the Speech and Language Therapist Registration Board as of 31 December 2021 representing a 6% increase on 2020's figures.

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 2021:

- ▶ 143 applications to join the Register received.
- ▶ 18 Speech and Language Therapists voluntarily left the Register.
- ▶ 6 were removed from the Register for non-payment of fees.

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

Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 22 applications for recognition of international qualifications during 2021.

The Registration Board recognised 17 qualifications and required 17 applicants to complete a compensation measure in order to address deficits identified in their qualification.

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

Speech and Language Therapists: Summary Recognition Statistics 2021

Speech and Language Therapist	
Applications received 2021	22
Decisions Made 2021	24
YoY Change in N Applications 2020 to 2021	-2
YoY Change in N Decisions 2020 to 2021	4
Outcomes in 2021	24
Recognised (all)	18
Compensation Measures Applied	6
Other	0

The Registration Board launched the new online recognition portal in September 2021.

Education

CPD

The Board decided to conduct the next CPD audit for registrants for the period 01 November 2020 until 31 October 2022.

Membership of the Board

Emma Gonoud

Engaged in the practise of the profession

Attended 6 of 7 meetings

PHOTO NOT AVAILABLE

Lindsay Malone

Public Interest Representative

Attended 0 of 4 meetings

PHOTO NOT AVAILABLE

Anne Healy

Engaged in the management of services provided by the profession

Attended 6 of 7 meetings

PHOTO NOT AVAILABLE

Evelyn Cawley

Public Interest Representative

Attended 6 of 6 meetings

PHOTO NOT AVAILABLE

Bernard Hegarty C

Public Interest Representative

Attended 7 of 7 meetings



Gerard Gray

Public/Social Care Management

Attended 3 of 6 meetings

PHOTO NOT AVAILABLE

Geraldine Moran

Engaged in the practise of the profession

Attended 3 of 7 meetings

PHOTO NOT AVAILABLE

Maeve Cleary

Engaged in the management of services provided by the profession

Attended 5 of 7 meetings



Maeve Murphy

Engaged in the management of services provided by the profession

Attended 0 of 1 meetings



Peadar Ward

Voluntary/private, Health/Social Care Management

Attended 7 of 7 meetings

PHOTO NOT AVAILABLE

Catherine O'Neill

Public Interest Representative

Attended 6 of 7 meetings



Judi Pettigrew

Engaged in the education and training of the profession

Attended 6 of 7 meetings

PHOTO NOT AVAILABLE

Speech and Language Therapists Registration Board Members Attendance 2021

Name	28 Jan	24 Mar	11 May	06 Jul	22 Sept	16 Nov	Unscheduled 17 Dec
Judi Pettigrew	✗	✓	✓	✓	✓	✓	✓
Anne Healy	✓	✓	✓	✓	✓	✓	✗
Geraldine Moran	✗	✓	✗	✓	✓	✗	✗
Catherine O'Neill	✓	✓	✓	✓	✗	✓	✓
Maeve Murphy	✗	N	N	N	N	N	N
Bernard Hegarty C	✓	✓	✓	✓	✓	✓	✓
Emma Gonoud	✓	✓	✓	✗	✓	✓	✓
Lindsay Malone	✗	✗	✗	✓	R	N	N
Maeve Cleary	✓	✓	✓	✗	✓	✓	✗
Peadar Ward	✓	✓	✓	✓	✓	✓	✓
Evelyn Cawley	N	✓	✓	✓	✓	✓	✓
Gerard Grey	N	✗	✗	✓	✓	✓	✗

Key to meeting attendance:

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

Appendix 1:

Council Attendance 2021

Member	Scheduled Council Meetings											Unscheduled Council meetings									
	21 Jan	25 Feb	25 Mar	06 May	17 June	29 July	09 Sept	21 Oct	08 Dec	09 Dec	Total	09 Apr	19 May	27 May	06 July	15 July	27 Aug	13 Sept	17 Nov	01 Dec	Total
Member	Normal	Normal	Normal	Normal	Normal	Normal	Normal	Normal	Normal	Normal		Part 6	Part 6	Part 6	Part 6	Part 6	Part 6	Part 6	PPC	S60	
A Horgan	1	1	N	N	N	N	N	N	N	N	2	N	N	N	N	N	N	N	N	N	0
A Hughes	N	N	N	N	0	1	1	1	R	R	3	N	N	N	N	0	0	1	0	0	1
A Timoney	1	1	1	1	1	0	1	1	M	M	7	0	0	0	0	0	0	0	0	M	0
B Downes	0	1	0	0	R	R	R	R	R	R	1	0	0	0	R	R	R	R	R	R	0
B Lee	0	0	R	R	R	R	R	R	R	R	0	R	R	R	R	R	R	R	R	R	0
B O'Brien	1	1	1	1	1	0	0	1	1	1	8	1	0	0	0	1	0	0	0	0	2
C Byrne	N	N	N	N	N	N	N	N	1	0	1	N	N	N	N	N	N	N	N	N	0
C Hogan	1	1	1	1	0	1	0	0	0	1	6	0	0	1	0	1	0	1	0	0	3
C Smith	1	1	1	1	1	1	1	0	0	1	8	0	0	1	0	1	0	0	0	0	2
D Irwin	1	1	1	1	1	1	0	1	1	1	9	0	1	0	0	0	1	1	0	0	3
E Gonoud	N	N	N	1	1	1	1	0	1	1	6	N	0	0	1	1	0	0	1	0	3
F Powell	1	1	1	1	1	1	1	1	1	1	10	1	1	1	0	1	1	1	1	0	7
G Fitzpatrick	1	1	1	1	1	0	1	1	1	1	9	1	1	1	1	0	1	1	1	1	8
G O'Halloran	N	N	1	1	1	1	1	0	1	1	7	0	1	0	1	0	0	0	0	0	2
G Walshe	0	N	N	N	N	N	N	N	N	N	0	N	N	N	N	N	N	N	N	N	0
I Regan	1	1	1	1	1	0	1	1	1	1	9	0	1	1	1	0	0	0	1	1	5
J Forbes	1	0	1	1	1	1	0	1	1	1	8	0	0	1	1	0	1	1	1	0	5
J Martin	1	1	N	N	N	N	N	N	N	N	2	N	N	N	N	N	N	N	N	N	0
J O'Mullane	1	1	N	N	N	N	N	N	N	N	2	N	N	N	N	N	N	N	N	N	0
J F. Scott	1	1	1	0	1	0	0	1	0	0	5	1	0	1	0	1	1	0	1	0	5
J Shaw	1	1	1	1	1	0	1	0	1	1	8	0	0	1	0	1	1	1	0	0	4
J Weldon	1	0	N	N	N	N	N	N	N	N	1	N	N	N	N	N	N	N	N	N	0
M Boland	1	1	0	1	1	0	1	1	0	1	7	0	0	1	0	1	1	1	1	1	6
M Carolan	1	1	1	1	0	1	1	0	1	1	8	1	0	0	0	0	0	1	0	0	2
M Flynn	1	1	1	1	0	0	0	0	1	1	6	1	0	0	0	0	0	0	0	0	1
Mo Flynn	1	1	1	1	1	1	1	1	1	1	10	1	1	1	1	1	0	1	1	1	8
M O'Keefe	N	N	0	0	1	0	1	1	1	1	5	0	0	0	1	1	0	0	0	0	2
M Redmond	N	N	N	N	N	N	1	1	1	1	4	N	N	N	N	N	0	1	1	1	3
M Tumelty	1	1	1	0	0	1	0	1	1	1	7	1	0	1	0	1	0	0	0	0	3
O Blee	1	1	1	1	1	1	1	1	1	1	10	1	1	1	0	1	1	1	1	1	8
P Jordan	1	1	1	1	1	1	1	1	1	0	9	1	1	1	1	1	1	1	1	1	9
P O'Shea	N	N	N	N	N	N	N	N	1	1	2	N	N	N	N	N	N	N	N	N	0
P Lyng	1	1	1	1	0	1	1	1	1	1	9	0	1	0	1	0	1	0	1	1	5
R McLaughlin	N	N	N	N	N	N	N	N	1	1	2	N	N	N	N	N	N	N	N	N	0
R Mooney	1	1	1	1	0	1	1	0	1	0	7	1	1	1	1	0	0	0	0	1	5
S Fitzgerald	1	1	1	1	1	N	N	N	N	N	5	1	0	0	0	1	N	N	N	N	2
S Manahan	0	1	1	1	1	0	0	1	1	1	7	0	1	0	0	0	0	0	0	0	1
T McAleer	1	1	N	N	N	N	N	N	N	N	2	N	N	N	N	N	N	N	N	N	0
T Campbell	1	1	1	1	1	0	1	1	1	1	9	1	0	0	1	1	0	0	0	1	4
T Rooney	0	1	1	0	0	1	1	0	0	0	4	0	1	0	0	0	0	1	0	0	2

Key to meeting attendance:

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

Appendix 2:

Committees Attendance

Audit Risk and Governance Committee

Name	05 March	25 May	25 Aug	16 Nov
Paul Lyng (Chairperson)	1	1	1	1
Ray Dolan	1	1	1	1
Elaine Sheridan	1	1	1	1
Laura Brien (Appointed June 2021)			1	1
Brian Lee (Term ended March 2021)	0			
Stephanie Manahan (Re-appointed June 2021)	0	1	1	1
Margaret Boland (Re-appointed March 2021)	1	1	1	1
John F Scott (Appointed June 2021)			0	1

Finance and General Purposes Committee

Name	Jan	Feb	April	Aug	Sept	Oct	Nov
Joe Martin	1	1					
John F Scott	1	1	1	1	1	0	1
Barry Downes	1	1	1				
Owen Blee (Appointed Feb 2021)			1	1	1	1	1
Michael O’Keeffe (Appointed June 2021)				1	1	1	1
Mary Therese Flynn (Appointed Feb 2021)			1	0	0	1	0

Registration and Recognition Committee

Name	12 May	24 June	29 Sept	30 Nov
Fred Powell (Chairperson Appointed Feb 2021)	1	1	1	1
Gabrielle Fitzpatrick (Appointed Feb 2021)	1	1	1	1
Damnait Gaughan	1	0	0	0
Marie Culliton	1	0	1	1
James Forbes	1	1	1	1
Patricia Jordan (Appointed June 2021)			1	1
Genevieve O’Halloran (Appointed June 2021)			0	0
Norma Judge	1	1	1	1

Education Committee

	18 Feb	01 April	10 June	02 Sept
David Irwin	1	1	1	1
Carmel Smith	1	1	1	1
Fred Powell	1	0	1	1
John O'Mullane	1			
Treasa Campbell	1	1	1	1
Ann Kearney	1	1	1	1
Marian O'Rourke	1	0	0	0
Odhrán Allen	1	1	1	0
Irene Regan (Appointed June 2021)				1

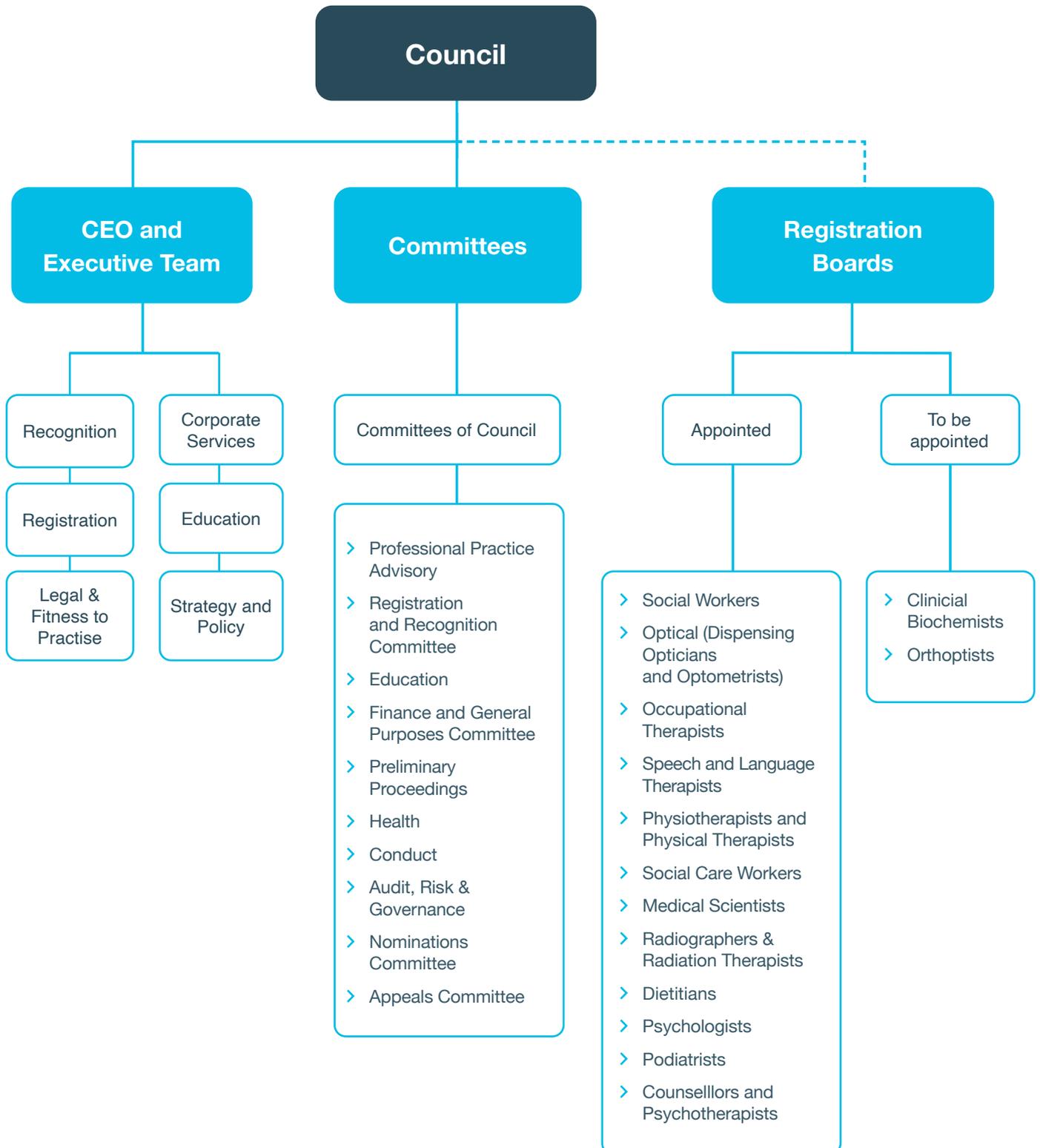
Nominations Committee

Name	08 Feb	28 May	24 Sept	12 Nov
James Forbes (Chairperson re-appointed Feb 2021)	0	1	1	1
Barry O'Brien (Appointed Feb 2021)		0	1	0
Margaret Boland (re-appointed Feb 2021)	1	1	1	0
Miriam O'Callaghan (external member)	1	1	1	1
Emma Gonoud (Appointed June 2021)			1	0
Rachel Mooney (Appointed June 2021)			1	1

Professional Practise Advisory Committee

Name	27 Jan	12 May	15 Sept	1 Dec
Stephanie Manahan (Chairperson)	1	1	1	1
David Irwin	1	1	0	0
John O'Mullane	1	0	0	0
Sara Van den Burgh	1	1	1	0
Mary Tumelty	1	1	0	1
Aisling Timoney (Appointed May 2021)		1	1	0
Maureen Carolan (Appointed June 2021)			1	1

Appendix 3: Organisational Structure



Appendix 4:

Abbreviations and Definitions

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



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