



# A Year of Progress and Growth

# **CORU Annual Report and Financial Statements 2024**



## Our Mission

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

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# Council Chairperson Statement



**In 2024, CORU took another major step forward in our mission to build a safer, more resilient health and social care system for Ireland. This report highlights CORU's key achievements in strengthening Ireland's health and social care professions.**

At the heart of our work lies a deep responsibility: ensuring that every person who walks into a hospital, clinic, or care facility can trust that the professional providing care is fully qualified, compassionate, and committed to their well-being.

As the demand for health and social care services continues to grow, our role is to ensure that care is delivered to the highest professional standards, by individuals who are fully qualified and trained to do so.

In 2024, CORU reached a significant milestone, surpassing 30,000 registrants for the first time. This year wasn't just a number, it represents a community of professionals committed to high standards and public protection, a milestone that reflects both the scale of our work and the dedication of those we serve.

While our primary duty is public protection, we are also deeply aware of the broader context in which we operate. Ireland's health and social care system is facing increasing demands and must continue to adapt and evolve to meet the changing needs of the population. CORU must play its part not only by upholding its statutory mandate, but also by contributing as a constructive partner within the wider system.

A key aspect of this support is our role in ensuring that competent professionals are registered and ready to join the workforce without unnecessary delay. Facilitating the timely and safe entry of qualified practitioners is essential to meeting the increasing demands placed on our health and social care services.

Following a major streamlining of CORU's registration processes in 2024, including renewed efforts to progress incomplete applications made during transitional periods to registers, delivery of Assessment of Professional Competence examinations and collaboration on the review of key operational procedures - I'm pleased to report that the average application processing time has nearly halved from 2023. As of the end of 2024, the average turnaround stands at 52 days for processing applications to the register.

One of CORU's key strategic goals is to advance the opening of registers for all professions designated under the Health and Social Care Professionals Act 2005 (as amended). To date, we have successfully opened registers for twelve professions, and work is ongoing for the remaining five professions.

Looking ahead to 2025, we are not just preparing for another year; we are laying the groundwork for a stronger, more responsive health and social care system, one where every professional can join the workforce seamlessly.

While this progress continues, we have also begun exploring how to support the professions we already regulate evolve to meet changing needs. Sláintecare envisions care being delivered at the lowest point of complexity, with health and social care professionals practising to the fullest extent of their expertise. Regulation plays a vital role in empowering professionals to expand their scope of practice, and we are committed to facilitating this growth.

In collaboration with the Department of Health, CORU has provided regulatory advice on how enhanced practice areas could be safely supported and promoted. In 2024, we worked closely with an Expert Advisory Group convened by the Department of Health to enable physiotherapists to refer for radiological procedures using ionising radiation. This involved setting standards of competence, approving the first education and training programme for physiotherapist referrers, and preparing relevant bye-laws to establish a division of the physiotherapists' register in 2025.

None of our achievements would be possible without the support of a dedicated group of stakeholders. Their contributions are essential in fulfilling CORU's primary responsibility to protect the public, and I want to express my heartfelt gratitude to all who have supported our mission this year.

I am deeply grateful to my Council colleagues, our registration boards, and committees who, time and time again, go above and beyond. Their unwavering commitment to CORU's mission, often behind the scenes, is what truly drives our success. This group of approximately 220 individuals generously give their time, making health and social care safer in Ireland.

The Department of Health continues to be an invaluable partner, and we deeply appreciate its ongoing support. I would like to thank former Minister for Health, Stephen Donnelly, for his commitment to CORU during his tenure. We look forward to working with Minister Jennifer Carroll MacNeill in the years ahead.

I would also like to acknowledge the exceptional executive team at CORU. Their expertise has a direct and positive impact on all those under the care of health and social care professionals in Ireland. I extend my sincere thanks to each of them for their continued dedication.

The year 2024 also marked a significant leadership transition for CORU. I want to thank Margaret Hynds O'Flanagan for her invaluable contributions as interim CEO in the early months of the year. Sheila McClelland also made a lasting impact during her short tenure as CEO, and we wish her all the best in her new role as CEO of Fiosrú, the Office of the Police Ombudsman.

In December, I was delighted to announce the appointment of Claire O'Cleary as the new permanent CEO of CORU. Having worked as a healthcare professional herself, Claire understands the importance of public protection and is fully dedicated to advancing CORU's mission. I wish her every success in her leadership role.

As we look toward 2025, I pay tribute to the 30,299 registrants who make a difference every single day. Your commitment to excellence, to care, and to protecting the public is what makes our healthcare system strong and together, we will continue to build that strength for the future.



**Mo Flynn**  
Chairperson  
Health and Social Care Professionals Council

# CEO Foreword



## **As CEO, I am delighted to present the 2024 CORU Annual Report, marking a year of significant transformation for CORU.**

Each year, the scope of our statutory remit continues to grow, as reflected in the increasing number of registrants. By the end of 2024, CORU had reached a total of 30,299 registrants, representing a 12% increase compared to 2023. We anticipate further growth in 2025, driven by the continued progress in extending regulation to more designated professions.

With nearly 50% growth in registrant numbers across our regulated professions since 2020, CORU's vision is being realised through tangible, measurable progress.

In 2024, we saw a significant surge in applications for the Social Care Workers Register, with 2,283 applications received, resulting in 1,139 new registrants by year-end. Supporting social care workers to complete their registration before the conclusion of the grandparenting period on 30 November 2025 is an ongoing priority during 2025.

The support and guidance of our Registration Boards is vital to CORU's ability to deliver on our mandate. Their expert input ensures we can navigate complex regulatory challenges, advance professional standards, and implement meaningful change that protects the public and strengthens the professions we regulate.

The Psychologists Registration Board has made significant strides in creating a regulatory framework for the profession, aimed at protecting the title of "psychologist". This effort involved extensive consultations with key stakeholders, during which the proposed model was presented and generally met with a positive response.

We look forward to the milestone of opening divisions of the register for clinical, counselling, and educational psychologists, subject to legislative amendments, bringing statutory regulation to the profession for the first time. This will mark a historic achievement in the regulation of the psychology profession in Ireland, providing a new level of assurance to both the public and the profession.

In 2024, we made significant progress toward establishing registers for counsellors and psychotherapists, reviewing 689 submissions from a 2023 consultation on the draft Standards of Proficiency and Education Criteria. This feedback helped refine quality assurance standards for entry into both registers, with work continuing into 2025.

Additionally, a detailed analysis was conducted to identify the most effective approach for establishing registers for clinical biochemists and orthoptists. This involved exploring potential legislative amendments to facilitate the regulation of these professions.

CORU has streamlined its processes, introducing a new registration system that reduces processing times for both domestic and international applicants. We aim to further cut registration times to 30 days and recognition decisions for international applicants to 50 days by 2025, while maintaining high standards.

We also expanded delegated decision-making for recognition and registration applications, allowing Registration Boards to delegate decisions to the Registrar under clearly defined parameters. This change has helped to further reduce application timelines, and I would like to acknowledge and thank our Registration Boards for their support in this important development.

In 2024, we processed a total of 4,841 registration applications, resulting in 3,823 new registrants being added to the CORU registers. Additionally, our assessors evaluated 1,693 applications from overseas-qualified professionals.

We also continued our crucial work to ensure that education and training programmes adequately prepare future health and social care professionals to practise safely and competently.

In 2024, we approved and monitored 13 education and training programmes, ensuring they deliver high-quality graduates. The development of new educational pathways is also a key focus, and 2024 saw the creation of an apprenticeship and tertiary pathway to qualify as a social worker. I am pleased to see the significant progress in developing these educational pathways that support individuals in becoming registrants, made possible through strong collaboration and shared commitment across the key stakeholders. We remain committed to supporting innovative educational approaches and will continue to engage with education providers to uphold the highest standards.

CORU worked closely with the Department of Health to progress key developments in enhanced and advanced practice for health and social care professionals. A standout achievement was the work of the Physiotherapists Registration Board to establish a new 'referrer' division of the Register, enabling appropriately qualified physiotherapists to refer for diagnostic procedures involving ionising radiation. This milestone reflects CORU's commitment to evolving professional practice in line with public need, ensuring the right care is delivered at the right time, while maintaining the highest standards of patient safety and regulatory oversight.

Our core mission at CORU is to protect the public by upholding high standards for all our registrants. When those standards are not met, we have both the power and responsibility to act. In 2024, we opened 62 complaints, 15 of which were referred to a Committee of Inquiry, with 19 inquiries being conducted this year. The 34% increase in complaints received against registrants in 2024 (rising from 46 to 62) underscores the vital role of the Fitness to Practise process in upholding public protection and reinforcing the integrity of the regulatory framework.

CORU made significant strides in 2024 in raising public awareness and deepening engagement with professionals, key stakeholders, and the wider public. These efforts reflect our ongoing commitment to transparency, trust-building, and education about the regulatory environment in Ireland's health and social care sectors.

Our digital platforms experienced unprecedented engagement, with hundreds of thousands using tools to verify credentials or access registration and recognition services, demonstrating growing trust in our role.

The Education Quality Assurance Unit strengthened transparency through training sessions with providers and social media campaigns that demystified the CPD audit process.

To deepen stakeholder relations, we co-developed updated governance structures, and expanded external engagement. This included hosting regulatory counterparts from New Zealand and Australia and holding extensive dialogue with Irish health, education, and government bodies on shared regulatory goals.

We also contributed actively to national conversations on Fitness to Practise reform, reinforcing public confidence in fair, transparent processes.

These achievements reflect CORU's multi-channel approach to engaging with the public combining accessible systems, strategic communication, and collaborative partnerships to build a more informed and confident health and social care environment.

I would like to express my sincere gratitude to everyone who has supported our work throughout the year particularly our Council, led by Mo Flynn, our Boards and Committees, and the highly dedicated CORU Executive team.

2024 was a busy and productive year, and I look forward to 2025, which promises even more significant milestones and impactful achievements.

*Claire O' Cleary.*

**Claire O' Cleary**

Chief Executive Officer and Registrar  
Health and Social Care Professionals Council

# About CORU

## Who we are

CORU is Ireland's multi-profession health and social care regulator.

Our role is to protect the public by promoting high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals. CORU was established under the Health and Social Care Professionals Act 2005 (as amended). It is made up of the Health and Social Care Professionals Council and the Registration Boards, one for each profession named in our Act.

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.

The word CORU comes from a derivative of the Irish word Cóir, which means fair, just and proper.



**CORU currently has registers established for 12 professions including:**

- Dietitians
- Dispensing Opticians
- Medical Scientists
- Occupational Therapists
- Optometrists
- Physiotherapists
- Podiatrists
- Radiographers
- Radiation Therapists
- Social Care Workers
- Social Workers
- Speech and Language Therapists

CORU are also working to open registers for designated professions under the Health and Social Care Professionals Act (as amended).

- Counsellors
- Psychotherapists
- Psychologists
- Clinical Biochemists
- Orthoptists

# Our Vision

**CORU has the confidence and recognition of both the public and 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 it works and interacts with all its stakeholders. Our values are central to the fulfilment of our mission and vision.**

**Accountability** for our processes, decisions and our professional conduct.

**Respect and Fairness** in our interactions with the public, professionals, and other stakeholders.

**Openness and Transparency** in our communications and dealings with the public and the professionals.

**High Performance Levels** as an organisation in terms of overall effectiveness, value for money, efficiency of operations and governance.

**Pride and Commitment** in delivering appropriate outcomes relating to safety and standards for the public and professionals concerned.

**Enrichment** of our sector by demonstrating leadership, positivity and a quality and evidence-based orientation to our work and engagement with stakeholders.





## What we do

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

**Council is responsible for overseeing the governance and strategy of the Health and Social Care Professionals Council, including finance and risk, staffing, legal decisions and strategic planning. The role includes:**

- Oversee and co-ordinate the work of the Registration Boards
- Enforce standards of practice for registrants 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

**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 (CPD)
- With Council approval, establishing by-laws in respect of their registration and education functions

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

# Strategic Priorities 2024

**Strategic Objective 1:**  
We will progress regulation of the six remaining designated professions

**Strategic Objective 2:**  
We will ensure regulation protects the public and supports health and social care professionals

**Strategic Objective 3:**  
We will build our organisational capabilities while evolving a sustainable regulatory model

**Strategic Objective 4:**  
We will increase awareness of our role to the public we protect and the professionals we regulate

**Strategic Objective 5:**  
We will anchor our regulatory interventions in evidence informed research and insights

## Measurement Against the Statement of Strategy 2022-2026

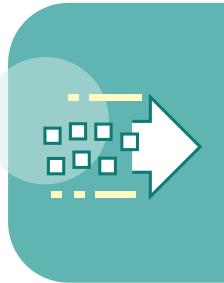
CORU is required to maintain an agreed statement of strategy that outlines its vision for advancing and supporting the Health and Social Care Professionals Act 2005 (as amended). The current statement of strategy began on 1 January 2022 and will run through to 31 December 2026.

Since its inception, CORU has continuously balanced fundamental change with the ongoing need for growth and improvement, a dynamic that is clearly reflected in our current strategy.

The introduction of each new register brings tangible changes to CORU. Each profession contributes fresh insights, new perspectives, and additional expertise to our decision-making processes. Additionally, every profession offers valuable lessons on how our regulatory model operates and where it can evolve.

As CORU expands its engagement with professions that have not been previously regulated, we are faced with new challenges. These emerging professions require us to adapt our regulatory models and mechanisms to ensure continued effectiveness and responsiveness to diverse needs.

Under the following strategic priorities, we have made significant strides forward to meet our strategic goals.



## Strategic Objective 1:

### We will progress regulation of the six remaining designated professions

CORU's priority remains the opening of registers for professions designated under the Health and Social Care Professionals Act 2005 (as amended). We have opened registers for twelve professions designated in our legislation.

The Podiatrists' register is fully established with a key focus in 2024 to process remaining applications received before the end of the transitional period. The Social Care Workers Registration Board began its transitional period for existing practitioners to apply for registration on 30 November 2023. By end of 2024, it marked the completion of the first year of the two-year transitional period, during which all current practitioners must apply to the register. After this period, the title of "social care worker" will become legally protected on 1 December 2025.

In 2024, we made significant progress towards establishing the registers for the counsellors, psychotherapists, and three divisions of the psychologists' register for clinical, counselling and educational psychologists.

Additionally, we made advancements in developing a regulatory model for the wider psychology profession, aimed at safeguarding the title of "psychologist" and fulfilling our public protection mandate. Comprehensive research was undertaken to identify an approach to opening the orthoptists' and clinical biochemists' registers.

We continue to develop profession-specific regulatory solutions and are committed over the lifetime of the current Statement of Strategy 2022-2026 to progressing regulation of the remaining designated professions, orthoptists and clinical biochemists.

#### Social Care Workers

The Social Care Workers Registration Board opened its register on 30 November 2023, receiving 80 applications by the end of the year. In 2024, this number saw a dramatic rise to 2,283 applications, marking a 28-fold increase. By year-end, 1,300 decisions were made by the Board, resulting in a total of 1,139 registrants. By the end of the transitional period on 30 November 2025, it is anticipated that over 10,000 applications will have been received for registration to the social care workers register.

#### Counsellors and Psychotherapists

A key foundational requirement in establishing statutory regulation for the first time for a profession is setting the pre-registration education and training requirements for entry to a professional register. The Counsellors and Psychotherapists Registration Board's public consultation on draft Standards of Proficiency – for counsellors and psychotherapists – and its Criteria for Education and Training closed on Friday, 1 December 2023.

The public consultation received significant engagement, with 689 submissions from a broad range of stakeholders. The Registration Board focused its efforts in 2024 on reviewing and analysing all submissions received as it works to establish the education quality assurance standards for entry to registers for counsellors and psychotherapists. This is vital to ensure that the public are protected and can be assured that all new entrants to the registers meet threshold standards to practise safely.

To address this, the Board conducted a detailed risk analysis, evaluating different areas of psychology based on the potential harm they could cause, the complexity of the work involved, and the readiness of education programmes to meet regulatory standards. Based on this analysis, and feedback from consultations, the Board decided on a regulatory structure that includes one main register with four divisions: clinical, counselling and educational psychologists, which are considered higher-risk areas, and a general division for all other psychologists.

## Psychologists

The Psychologists Registration Board developed an approach to regulate the profession effectively that will enable the protection of the title psychologist. Since its establishment, the Board has been developing a model that both protects the title psychologist and acknowledges that, in Ireland, psychologists typically enter the profession through different specialist fields.



This structure will ensure that all practising psychologists meet a consistent level of professional competence, while also protecting the public by safeguarding the use of the title psychologist.

Regulation will be rolled out in two phases: one for the specialisms of clinical, counselling and educational psychologists, and one for the general division. This is because the Board has determined that these specialisms, as well as being higher risk, are closer to being ready for regulation due to their pre-existing education and training programmes.

In advancing regulation of the profession, the Board concluded its public consultation in December 2024 on its draft education quality assurance standards for entry to divisions of its register for counselling, clinical and educational psychologists. This consultation process engaged with key stakeholders and the public to invite submissions on the threshold standards for entry to practise in these specialisms. This work will continue into 2025 towards opening divisions of the register for counselling, clinical and educational psychologists, subject to legislative amendments.

## Clinical Biochemists and Orthoptists

A detailed analysis to identify an approach to enable establishing registers for clinical biochemists and orthoptists commenced in 2024, including examining possible legislative amendments that would enable regulation to progress. This work will be progressed in 2025 and CORU will continue to liaise with the Department of Health to advance regulation of the professions.





## Strategic Objective 2:

### We will ensure regulation protects the public and supports health and social care professionals

At its core, regulation is about protecting the public. Central to this is our role in supporting health and social care professionals to provide safe, competent, and high-quality care. We achieve this by ensuring that education and training programmes produce graduates who meet the necessary standards for delivering safe and effective care. Additionally, we encourage professionals to engage in continuous professional development (CPD) throughout their careers.

In 2024, we monitored 9 education and training programmes to ensure the continued suitability of graduates for their respective registers and approved 2 new programmes. We also selected 245 registrants for CPD audits and processed 1,717 applications for recognition of international qualifications and 3,823 new registrants entered on registers. We received and investigated 62 complaints and managed 19 fitness to practise inquiries throughout the year.

We also monitor emerging trends in complaints and fitness to practise cases to ensure that we adapt and refine our standards and guidance. This proactive approach helps prevent harm by addressing potential issues before they arise. By continuously looking ahead at the future of health and social care, we ensure that our standards and code support the delivery of safe, competent, and high-quality care.

#### Enhanced and Advanced Practice for Health and Social Care Professionals

In 2024, CORU advanced work to support enhanced practice for regulated professions following a request from the Department of Health. A decision-making framework was piloted to assist Registration Boards in formulating advice on profession-specific activities. Advice from the Podiatrists and Optical Registration Boards was submitted to the Department of Health outlining the professional standards required for the administration or independent prescribing of controlled medicines, and whether additional regulatory measures would be necessary to support these activities within each profession.

Significant progress was made by the Physiotherapists Registration Board to establish a new “referrer” division of the register to enable appropriately qualified physiotherapists refer for diagnostic procedures using ionising radiation. This included setting standards, reviewing education programmes, and launching public consultations on required bye-laws.

CORU continues to engage with the Department of Health and awaits further developments, including the establishment of an Expert Advisory Group on Advanced Practice for health and social care professionals.

## Enhancing Timeliness of Regulatory Decisions

In 2024, CORU prioritised enhancing efficiencies to support the timely registration of health and social care professionals in response to growing workforce demands. A multi-faceted programme of improvements has significantly reduced decision-making timelines:

- ☒ **Improved Applicant Support:** Enhanced website guidance, extended phone line hours, and proactive follow-up with applicants applying for recognition of international qualifications have supported reduced processing timelines for applications.
- ☒ **Delegated Decision-Making:** Registration Boards have delegated authority to the Registrar for decisions on qualifications and low-risk exceptions (e.g. health or character declarations), reducing decision timelines by up to 6 - 8 weeks in some cases.

### ☒ Commonly Aligned Standards:

The Commonly Aligned Standards (previously referenced as Frequently Seen Qualifications) system has been expanded across most professions, enabling streamlined processes for recognition of international qualifications that align with national standards, particularly effective for NI/GB qualifications.

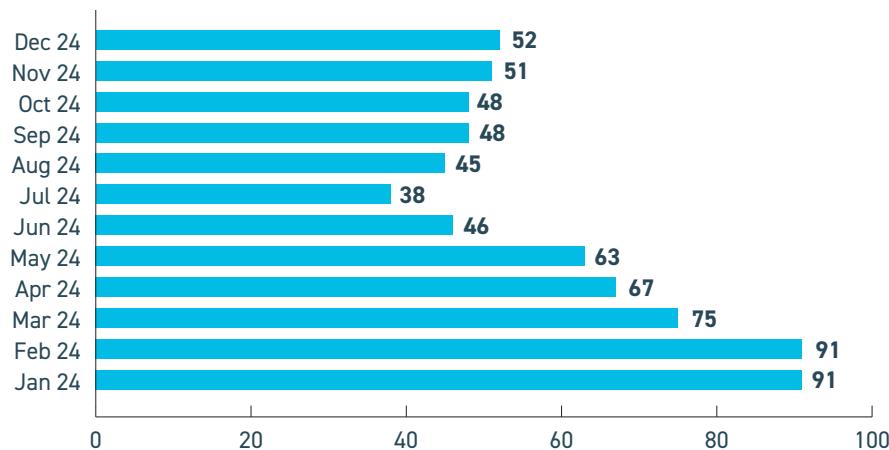
### ☒ Registrar Review Meetings:

Weekly reviews by the Registrar now allow for prompt decisions.

Compared to 2023 these efforts have resulted in a 33% reduction (24 days) in the average processing time for decisions on international qualifications, bringing it down to 63 days. Additionally, registration application processing times were reduced by 42% (39 days), with the average now at 52 days.

Further initiatives are underway, including the expansion of Commonly Aligned Standards initiatives, the development of a third-country route for standardised aptitude tests, and the continue rollout of the new integrated registration system will further streamline processes and enhance user experience, with a key aim in 2025 to reduce recognition of international qualification application processing times to 50 days and accelerating on average registration decisions to 30 days.

### Average monthly application processing timelines (in days) for all registration applications in 2024



**Note:** The decrease in processing times observed in July, as shown in the graph above, is primarily attributed to most applications being from Irish graduates. These applicants typically experience faster processing times, as their qualifications are verified directly with their college, with their consent, streamlining the process. Furthermore, fewer supporting documents are required, as evidence of employment experience is not necessary for this type of application.

## Progressing Applications to the Registers

In 2024, a focused initiative was launched to address the remaining open applications commenced under the transitional arrangements for existing practitioners when a register first opens. These applications, submitted by practitioners who were active prior to the regulation of their professional title, had been opened but not progressed by some applicants. In some cases, applicants have since retired or are no longer practising in their profession. For others, they awaited an Assessment of Professional Competence which proved challenging to procure for certain professions.

The initiative aimed to engage with those applicants still wishing to proceed with their registration, offering support in providing the necessary documentation to complete the process. For those who no longer wished to continue, their applications were closed and removed from the system.

This effort ensured that only those who are actively pursuing registration remain in the process, while also allowing for a clear resolution for those who are no longer engaged.

The professions included in this initiative:

- Medical Scientists
- Physiotherapists
- Physical Therapists
- Podiatrists
- Social Care Workers (who remain in the transitional period until 30 November 2025)

A formal closure policy will be introduced to streamline this process going forward, ensuring that applications are handled efficiently and finalised in accordance with the regulatory framework and the transitional timelines established when a profession is being regulated for the first time.

## Progressing and Closure of Non-Engaging Applications to the Registers

Profession	Open Applications April 2024	End of Transitional (grandparenting) Period	Status December 2024
Medical Scientists	210	31 March 2021	<b>137</b> added to Register <b>42</b> withdrawn applications <b>16</b> assigned AoPC <sup>1</sup> <b>15</b> being processed <b>31</b> remain open
Physical Therapists	53	30 September 2018	<b>12</b> added to Register <b>25</b> withdrawn applications <b>7</b> assigned AoPC <sup>1</sup> <b>9</b> being processed <b>16</b> remain open
Physiotherapists	66	30 September 2018	<b>19</b> added to Register <b>21</b> withdrawn applications <b>26</b> being processed <b>26</b> remain open
Podiatrists	235	31 March 2023	<b>138</b> added to Register <b>23</b> withdrawn applications <b>45</b> assigned <b>29</b> being processed <b>74</b> remain open

<sup>1</sup> The Assessment of Professional Competence (AoPC) is a formal evaluation designed to assess a professional's knowledge and the application of the Standards of Proficiency and the Codes of Professional Conduct and Ethics for applicants to a register during a transitional period who do not hold a relevant qualification.

## Assessment of Professional Competence

As applications for registration during the transitional period for certain professions were processed, CORU encountered challenges in securing an external provider to deliver the Assessment of Professional Competence (AoPC). The AoPC is required for applicants who do not hold a relevant qualification and need to demonstrate they meet the necessary standards of proficiency to practise safely and competently. These applicants, who are existing practitioners applying during the transitional period, were awaiting the AoPC to progress their registration.

Given the complexities of this process, bespoke and innovative solutions were required. For the first time, CORU engaged directly with assessors to deliver in-house assessments, ensuring that applicants awaiting a decision on their registration application could move forward with the AoPC process.

Much progress has been made in the design and implementation of the AoPC, ensuring that applicants meet the required standards of proficiency to practise safely. Assessments will be delivered for the medical scientist, physical therapist and podiatrist professions in early 2025. In addition, for the first time CORU procured the AoPC in 2024 to be introduced during the transitional period for applicants to the Social Care Workers' Register.

## Alternative Pathways into Professional Practice

In 2024, CORU actively supported the development of alternative pathways into health and social care professions, recognising the importance of flexible routes to qualification to meet growing workforce demands.

A key milestone was achieved with the University College Cork (UCC) launching, in partnership with a Cork ETB - Morrisson's Island, a new transition pathway into the second year of its approved social work programme.

This initiative generated strong interest and was oversubscribed. Additionally, UCC, as part of a consortium supported by the National Apprenticeship Office, introduced an apprenticeship route to two of its approved social work programmes - a master's degree and a postgraduate qualification. The apprenticeship model attracted significant applications, with the first cohort of apprentices beginning in September 2024.

CORU is also engaging with a joint initiative between UCC and Munster Technological University (MTU) aimed at developing an apprenticeship pathway for social care workers. CORU will continue to work closely with education providers to ensure all alternative or transitional routes lead to graduates who meet the required standards of proficiency and are fully prepared for safe, competent practice.

## Expanding Programme Capacity

To address long-term workforce needs, CORU also worked with the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS) to advocate for expanded undergraduate and postgraduate capacity across health and social care professions. In parallel, CORU is engaging with Higher Education Institutions early in the programme development process to ensure alignment with regulatory requirements from the outset, supporting the delivery of high-quality, approved education and training programmes nationwide.

## EU/EEA Project - assessing feasibility of establishing a common training framework (CTF) for physiotherapy

The European Commission are evaluating the feasibility of proposing, within the framework of its delegated powers, a common training framework for entry-level education in physiotherapy across member states of the EU and EEA, in alignment with the provisions of Article 49a of Directive 2005/36/EC (the professional qualifications directive). In 2024, a project group of the member states was convened which includes representatives from the Department of Health and CORU, along with equivalent representatives from approximately 15 member states. The initial focus in 2024 was a survey to examine education and training requirements across the member states, which will inform next stages of the project into 2025.



## Strategic Objective 3:

**We will build our organisational capabilities while evolving a sustainable regulatory model**

### Future Regulatory Model

In 2024, CORU continued to explore how regulatory processes can remain effective and proportionate into the future. The Sustainable Regulation Mid-Year Data Report was presented to both the Department of Health and the Council, highlighting the positive impact of operational changes, such as increased decision-making delegations to the Registrar on application timelines.

Following this presentation, the Council agreed to review the direction of the sustainable regulation project and consider next steps. To guide the future direction of this work, a decision was made to establish an external Expert Advisory Group, including international regulatory experts, to inform recommendations to Council, and ultimately the Minister, on a future regulatory and governance model to enable agility to respond to a rapidly changing environment for delivery of health and social care services in Ireland.

### Legislative Developments and Progress

Throughout 2024, CORU engaged with the Department of Health to progress amendments to the Health and Social Care Professionals Act 2005 (as amended). This Bill, which will be progressed in 2025, will enable Registration Boards to regulate beyond entry to practise of a profession for the first time, where there is an identified risk to public protection.

Physiotherapists are the first profession regulated by CORU to be enabled to perform a regulated activity; in this instance, to refer for radiological procedures using ionising radiation, where they have undertaken the appropriate education and training and gained the relevant qualification. This is the first of our regulated professions to be enabled to undertake enhanced practice activities, and the legislative amendments will ensure that CORU has the regulatory mechanisms necessary to protect the public and support health and social care professions in contributing to the delivery of Sláintecare.

### Digital Transformation and Operational Enhancements

In 2024, CORU made significant progress in advancing its digital transformation agenda to support more efficient and sustainable regulation.

#### Registrant Management System

A significant milestone in 2024 was the successful launch of CORU's new integrated registration system, which went live on 25 November 2024. This marked the transition of all existing registers and live applications to a single integrated system. This provides for a streamlined process for the recognition of international qualifications and registration applications, which had previously been managed on two separate IT systems. Rigorous user testing and manual data verification ensured system readiness. The new registration and recognition application and registrant portal will support further improvements in processing times and enhance the user experience in 2025.

## Legal and Fitness to Practise

### System Upgrade

CORU migrated its case management system to a cloud-based platform, modernising infrastructure and enhancing data security and recovery. This will further enable agile and proactive regulatory operations.

## Online Voting for Registration Boards

Digital transformation extended to CORU elections, with the first online vote for professional board members launched for dietitians. Voter engagement rose from 10% (paper-based) to 15% (online). All boards will transition to online voting from 2025.

## Legal Services Procurement

A new legal services framework was procured via competitive tender to meet increasing demand in the complaints function, which aims to ensure greater cost efficiency and quality service delivery.

## Education Quality Assurance Enhancements

CORU issued new guidance on Recognition of Prior Learning (RPL) to assist all education providers in demonstrating how alternative learning pathways can meet required standards.

In addition, CORU launched a new Programme Approval and Monitoring Policy for education and training programmes. The policy aims to provide greater clarity for education providers and key stakeholders, introduce increased flexibility in processes, and, for the first time, establish an annual reporting process. This new process enables education providers to report significant changes to an approved programme or its student cohort. As a result, Registration Boards gain improved oversight of developments in the education and training of health and social care graduates. It also provides a process to capture student cohorts and forecast future graduate volumes, supporting workforce planning.

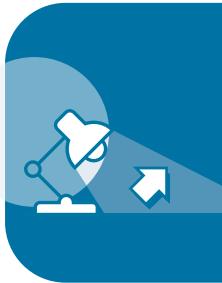
CORU leveraged SharePoint to enhance engagement with education providers and review teams, aligning with its digital strategy. A new standard operating procedure, job specifications, and recruitment criteria for review team members were developed, implemented, and supported by training. Additionally, new guidance documentation was created to clarify common issues in education provider submissions.

Looking ahead, CORU is exploring opportunities for improvement through tender-based research on clinical placement supervision, telehealth, and a risk-based approach to CPD. The findings are currently under review by the executive, with the aim of developing guidance documentation in 2025.

## Continuing Professional Development (CPD)

CORU developed a new Continuing Professional Development (CPD) Policy, which was introduced ahead of the 2024 audits for radiographers, dietitians, and speech and language therapists. The policy aims to enhance transparency for registrants selected for audit and to support Registration Boards in fulfilling their statutory responsibilities. The CPD Policy was presented to the Health and Social Care Professional Bodies CPD Officers Network, shared at professional body events, and promoted through CORU's social media channels.

Together, these initiatives reflect CORU's ongoing commitment to modernising systems, improving service delivery, and supporting a responsive and future-proofed regulatory environment.



## Strategic Objective 4:

**We will increase awareness of our role to the public we protect and the professionals we regulate**

### Stakeholder Engagement and Increasing Representation

#### Widening Participation in Governance and Oversight

In 2024, CORU continued its focused efforts to recruit both professional and lay members for Council, registration boards, committees, and education and training programme reviews and assessors. This included enhanced public appointment materials, direct outreach to professional associations, advocacy groups, and community organisations to increase applications from underrepresented groups. While progress has been made, legislative constraints regarding Board composition continue to present challenges. For example, the composition of the Boards is determined by legislation, meaning that professional representatives typically reflect the diversity within their respective professions.

### Communications and Awareness

#### Public Reach and Engagement

CORU made significant strides in 2024 in raising public awareness and deepening engagement with professionals, key stakeholders, and the wider public. These efforts reflect our ongoing commitment to transparency, trust-building, and education about the regulatory environment in Ireland's health and social care sectors.

#### Engaging Stakeholders and the Public

In 2024, we saw a marked increase in direct engagement from members of the Oireachtas and the public, reinforcing CORU's reputation as a trusted regulatory body. Public consultations were central to our work, ensuring the voices of professionals and service users contributed meaningfully to the evolution of policy and practice. We delivered 19 training sessions to education providers and 5 sessions to review teams, directly supporting the delivery of high-quality, public-facing educational programmes.

CORU took part in major public events including the National Ploughing Championships, Higher Options, and Children's Residential Awareness Week to engage face to face with the public. These events were vital platforms for raising awareness about regulation and encouraging early registration, especially among social care workers.

#### Building Public Trust through Transparency

Public interest in CORU's core services, such as checking the register (77% increase in website page views) and applying for professional recognition of international qualifications (95% increase in website page views) or registration (120% increase in website page views) reached record highs. Website and social media growth reflect a stronger awareness of CORU's role in protecting service users and maintaining high professional standards. (See Year in Review infographic).

## Expanding Our Digital Presence

Our digital platforms served as key engagement tools. Website traffic surged across all major sections, especially among newly regulated professionals such as Social Care Workers (226% increase in website views). Social media channels also experienced significant growth (56% increase in LinkedIn followers), helping CORU reach broader and more diverse audiences with guidance, updates, and educational content. (see year in review infographic)

## Improving Access and Understanding

Multiple business units—including Education Quality and Assurance, Registration, Recognition, Stakeholder Management and Communications—led initiatives to simplify information, modernise application processes, and improve guidance resources.

To support the next generation of registrants, a communications campaign was launched to encourage early applications from graduates of approved programmes. Tailored information leaflets were developed, including a specific guide for social care workers registering through the new system and a webinar was held (in partnership with the HSE) to support new applicants through the registration process.

A successful webinar for international applicants was hosted in collaboration with the HSE in November 2024, with over 400 attendees. The event provided practical guidance on qualification recognition for international applicants and registration processes, with recordings made available on CORU's website for ongoing reference.

These efforts not only enhanced accessibility but also supported our broader goal of demystifying regulation and encouraging public and professional confidence.

## Professional and International Collaboration

### Engagement with Professional Bodies and Unions

In 2024, CORU significantly strengthened its engagement with professional representative bodies and unions, recognising the critical role these stakeholders play in shaping and supporting the regulatory environment.

Meetings were held with a broad range of organisations including the Federation of Optometrists and Dispensing Opticians (FODO), Irish Association of Social Workers, FORSA (including its psychology division), the Psychological Society of Ireland, the Irish Society of Chartered Physiotherapists, the Association of Occupational Therapists, Optometry Ireland, the Medical Laboratory Scientists Association (MLSA), Social Care Ireland, and the Academy of Clinical Science and Laboratory Medicine (ACSLM).

We engaged with over 20 professional psychology and public bodies, including PSI, HSE, NEPS, and TUSLA, enhancing collaboration on the future of the regulation of the psychology professions in Ireland.

CORU hosted biannual meetings of the Health and Social Care CPD Officers Network in May and October. These gatherings provided a vital forum for sharing updates, reflecting on CPD audit learnings, and identifying ways to further support professional development across the sector.

CORU also took an active role in the wider professional community through participation in key events. Representatives attended several Annual Conferences hosted by professional bodies and presented a research poster at the Health and Social Care Professionals Conference, facilitated by the HSE's National Health and Social Care Professionals Office.

We attended and contributed to national conferences on Fitness to Practise reform, helping shape public discourse and enhance trust in regulatory procedures.

These engagements have helped to foster stronger, collaborative relationships, ensure the timely sharing of regulatory updates, and support a shared understanding of emerging professional challenges.

## International Partnerships Engagement

International collaboration was another key focus. In May 2024, CORU hosted the Skills for Care and Development Alliance in Smithfield, Dublin, welcoming social work and social care regulators from across the UK. This engagement provided valuable cross-jurisdictional learning on regulating social work, social care, and the early years workforce. CORU also participated in the Alliance meeting hosted by Social Care Wales in September. Hosting international regulatory colleagues from New Zealand and Australia, facilitated knowledge exchange, demonstrating CORU's transparency and accountability practices.

## Internal Engagement Events

We also focused on improving communication and engagement between our registration boards, committees, and Council. This included hosting a Chairs event, where key strategic initiatives overseen by Council were presented. Looking ahead to 2025, we plan to host sessions for all members of registration boards, Council, and its committees, featuring invited speakers on important regulatory developments. Additionally, we will continue to facilitate biannual Chairs events.

## Engagement in Advancing the Regulation of Psychologists

CORU engaged extensively with the Psychological Society of Ireland (PSI) and other stakeholders to communicate updates on the statutory regulation of psychologists in 2024. Engagement included direct meetings, public presentations, and participation at PSI's AGM, building consensus for a model to enable the protection of the title 'psychologist' and the regulatory framework for clinical, counselling, educational and psychologist divisions of the register.

CORU also welcomed the Chair of the Psychology Board of Australia and representatives from Australian Health Practitioner Regulation Agency in July 2024, facilitating joint meetings with the Department of Health, the HSE, and the Psychologists Registration Board to exchange insights and share international learnings on regulatory approaches.



## Strategic Objective 5:

### We will anchor our regulatory interventions in evidence informed research and insights

#### Delegated Decision Making from the Registration Boards to the Registrar

In 2024, delegated decision making was vastly expanded for recognition and registration applications. Registration Boards may now delegate decision making to the Registrar.

Each individual board sets the parameters for such delegations. In 2024, each Registration Board expanded their previous delegation plan, supported by data analysed and presented by the Executive to each Registration Board.

As a result of these delegations, the proportion of decisions made by the Registrar has increased significantly. The Registrar reviews and issues decisions on applications weekly. This has resulted in recognition and registration application timelines continuing to improve.

#### Framework Standards of Proficiency and Framework on Criteria for Education and Training Programmes

CORU's Council sets framework standards and criteria for all regulated health and social care professions, tailoring them to each profession's needs. These frameworks include pre-registration education and training requirements which ensure future registrants meet professional standards for safe and effective care. The Council's 2022-2026 strategy highlights its commitment to review and update education standards and criteria for training programmes to reflect evolving practices and evidence.

Commencing in February 2024, a 12-week public consultation on the Council's revised draft Framework Standards of Proficiency and Criteria for Education and Training Programmes was undertaken. In addition, focus group sessions were held with key stakeholder groups including education providers, education reviewers, recognition assessors, registration boards, Preliminary Proceedings Committee members and service users. This feedback further informed revisions to the draft education quality assurance standards by the Education Committee of Council.

Following detailed consideration of the revised drafts, the accompanying reports, and the rationales provided for all proposed changes, the Education Committee took the decision to recommend both documents for Council's consideration and approval. Council had approved both the revised Standards of Proficiency and the Criteria for Education and Training Programmes in early 2025.

#### Patient Safety Act (2023) and the Open Disclosure Framework

The commencement in September 2024 of the Patient Safety Act (2023) and the Open Disclosure Framework introduced new statutory provisions and processes that impact delivering health and social care. CORU, in preparation for a new reporting requirement for regulators to be introduced in 2025, reviewed its standards, codes and relevant procedures to ensure compliance with the National Open Disclosure Policy, and to ensure that the standards and code of professional conduct and ethics sufficiently prepares registrants to comply with the legislative requirements and the principles of open disclosure underpinned by the National Policy.

## New Guidance: Delegation and Supervision in Practice

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Progress was made on developing guidance for registrants and employers outlining their responsibilities in delegating and supervising assistant grades, aimed at supporting registrants in meeting their obligations under the Code of Professional Conduct and Ethics. This guidance will be finalised, published, and shared with our registrants and stakeholders in 2025, following a consultation process with stakeholders.

## Review of the Code of Professional Conduct and Ethics

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As part of CORU's strategic commitment, the Framework Code of Professional Conduct and Ethics, last updated in 2018, is undergoing a review. International research has been commissioned to identify emerging trends and inform the revision. A review of the Codes of Professional Conduct and Ethics will continue into 2025 for all regulated professions.



# 2024 CORU Year in Review

## The Registers

Applications to join registers in 2024

**3,823**

 **+37%** Increase on 2023

Total Registrants

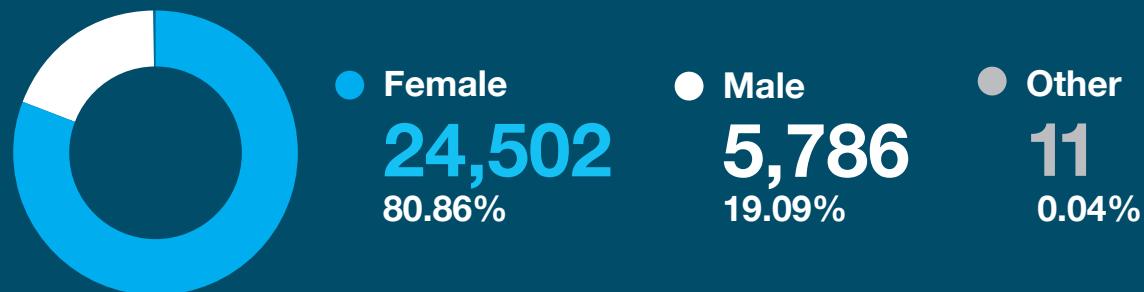
**30,299**

 **+12%** Increase on 2023

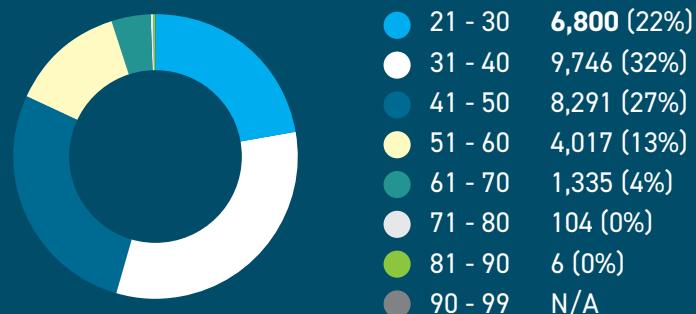
 **+49%** Increase over 5 years (2020-2024)



### Gender of Registrants



### Age Profile of Registrants



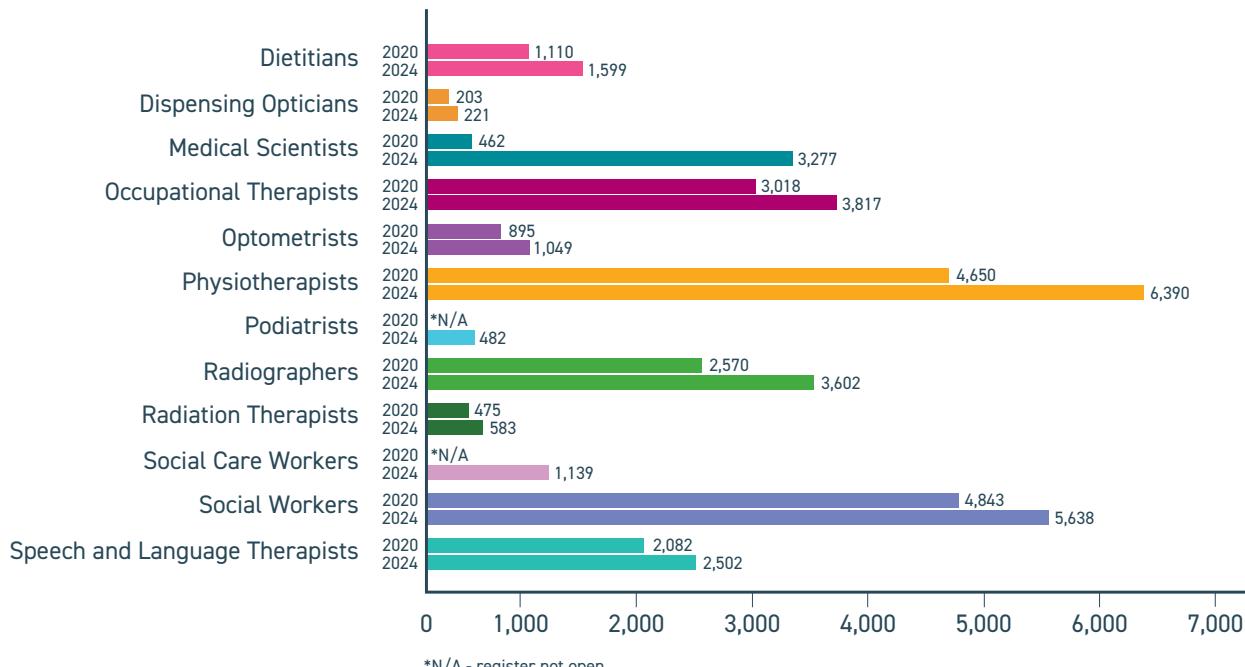
**22%**

of all registrants are under 30 years of age



**Physiotherapists, Radiographers and Occupational Therapists** make up **51%** of the **under 30's** on the register

## Total Registrants Per Profession from 2020 to 2024



Decrease in application processing time

91 days

⬇️ -43% ✓

51 days

Avg. days per mth. Jan 2024

Avg. days per mth. Dec 2024

585 ✅

Removals of registrants from registers

⬆️ +33%

Increase in removals for non-payment

⬇️ -35%

Decrease in voluntary removals

## Recognition of International Applicants

2,349

completed applications for recognition of international qualifications

Completed applications:

- ✓ Physiotherapists: 742
- ✓ Radiographer: 481
- ✓ Social Worker: 333

4,172

total international registrants from 92 countries



Over 13%

of registrants listed their nationality as non-Irish

## Education Quality Assurance

**13**

Programme approvals

**2**

 Approved  
 Qualification Bye-Laws

### Continuing Professional Development Audit

Number of professionals selected for audit

**52**

Dietitians

**118**

Radiographers and Radiation Therapists

**75**

Speech and Language Therapists



## Governance and Compliance



**27**

FOI requests



**11**

Subject access requests

**HR**

**97**

Members of staff  
2 new posts in 2024



# Legal and Fitness to Practise

## Fitness to Practise - Preliminary Proceedings Committee (PPC)



## Inquiries



**17** Heard before the Conduct Committee

**2** Held before the Health Committee

**14** Complaints closed in 2024

Committee of Inquiry met on **39 days** in 2024 (for Inquiries and Case Management Meetings)

Inquiries were held in respect of **19 complaints** (not including Case Management Meetings)

## Enforcement

**28** Total number of files opened by the Enforcement Unit during 2024

**28** Enforcement actions taken

## Appeals

**125** Appeals applications received

**99** Concerned recognition applicants

**26** Concerned registration applicants

**55** Appeals Concluded

# Communications

## Social Media Data 2024



### Public Affairs

**22** 

Parliamentary Questions (PQs) received

**90**

Representations from members of the Oireachtas

### Media Queries

**7** 

Media queries received

### Public Consultations

**6** 

Public Consultations opened during 2024

### Customer Service

**43**

Number of customer service complaints received



**0**

Appeals received re customer services complaints

**5**

Complaints received by the Office of the Ombudsman



Resolved no case to answer

### Website Data

Number of page views and increase from 2023.

Home page

**298,000**  +128%

Search & Check the Register

**375,000**  +77%

Apply for Registration

**143,000**  +120%

Apply for Recognition of Qualifications

**143,000**  +95%

Social Care Workers

**109,000**  +226%



# CORU's Registers

2024 has been a transformative year for the registration of Health and Social Care Professionals. CORU saw a remarkable 73% increase in applications compared to 2023, alongside a 42% reduction in processing timelines, with the average application processing time of 52 days in 2024 from receipt of a complete application.

A major milestone was the successful deployment of CORU's Registrant Management System in November 2024. This system introduced an integrated and streamlined application process for both international and domestic applicants, significantly enhancing the efficiency of the registration process. For the first time, applicants could track all elements of their registration and qualification recognition in real-time through a single portal.

The new system enables centralised communication with applicants and provides real-time updates on application progress. It also includes services such as voluntary removal from the register, restoration to the register, and requests for letters of good standing for those wishing to practise overseas. The successful implementation of this system for social care workers in 2023 paved the way for its broader roll-out to all applicants and registrants in 2024. Looking ahead, CORU is committed to further streamlining the recognition of international qualifications and registration processes, which will be facilitated by the online portal in 2025. This continued development will create an enhanced experience for users, particularly for internationally qualified applicants.

The growth in the number of professionals on CORU's registers continued in 2024, with an overall increase of 12.6%. Notably, applications to the social care workers register grew significantly, from 80 in its first month of opening in 2023 to 2,283 by the end of 2024. By the close of 2024, 1,139 social care workers had successfully completed their registration.

This significant growth can be attributed to the success of a targeted communication campaign aimed at practitioners and their employers. Additionally, a dedicated team was allocated to provide tailored support for social care worker applicants, ensuring they received the assistance needed to navigate the registration process efficiently.

# Registration overall statistics

## – 2024 Year in Review

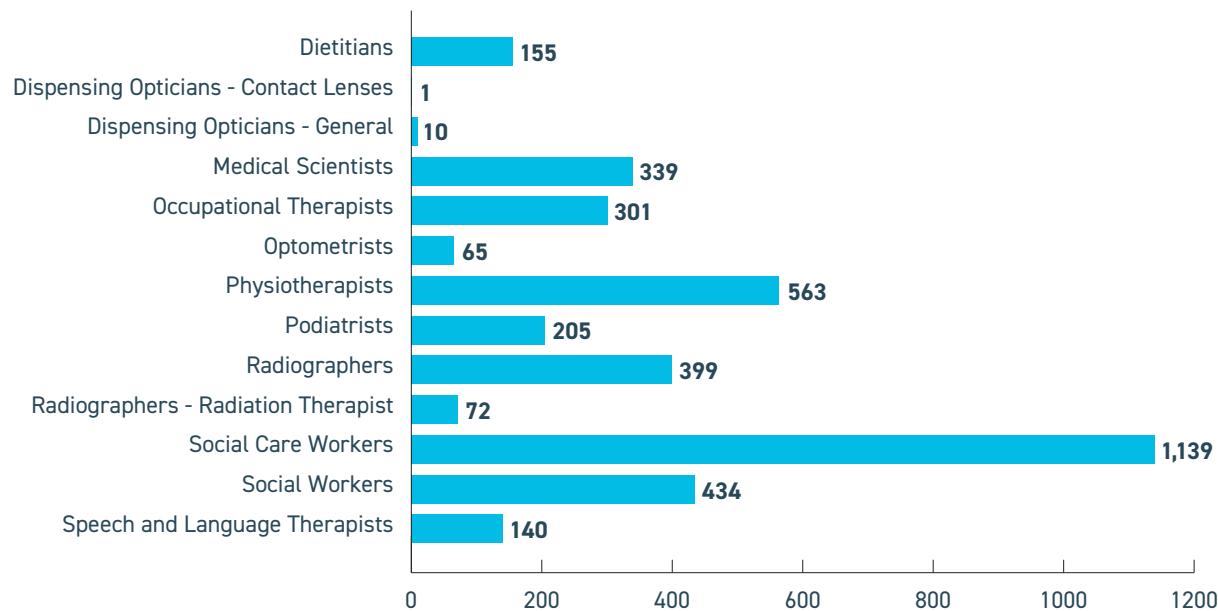
### Total Registrants by Profession 2020-2024

Profession	2020	2021	2022	2023	2024
<b>Dietitians</b>	1,110	1,203	1,308	1,452	1,599
<b>Dispensing Opticians</b>	203	207	215	217	221
<b>Medical Scientists</b>	462	1,534	2,524	3,003	3,277
<b>Occupational Therapists</b>	3,018	3,193	3,365	3,554	3,817
<b>Optometrists</b>	895	933	970	995	1,049
<b>Physiotherapists</b>	4,650	5,323	5,610	5,927	6,390
<b>Podiatrists</b>	n/a	28	135	285	482
<b>Radiographers</b>	3,049	3,257	3,501	3,782	3,602
<b>Radiation Therapist</b>					583
<b>Social Care Workers</b>	n/a	n/a	n/a	n/a	1,139
<b>Social Workers</b>	4,843	4,983	5,146	5,336	5,638
<b>Speech and Language Therapists</b>	2,082	2,205	2,296	2,389	2,502
<b>Total</b>	<b>20,312</b>	<b>22,866</b>	<b>25,070</b>	<b>26,940</b>	<b>30,299</b>

### Total New Registrants January – December 2024

In 2024, a total of 3,823 new registrants were added to CORU's registers across all health and social care professions. This figure reflects the overall growth in the number of professionals entering the regulated workforce, exclusive of any removals during the year. These new registrants reflect the continued growth of the regulated health and social care workforce and the successful implementation of CORU's streamlined registration processes. This expansion highlights CORU's ongoing commitment to supporting these professions through efficient and accessible registration processes.

## New Registrants January - December 2024 (n=3,823)



## Removals from the Registers – 2021 to 2024

In 2024, 585 registrants were removed from the register, either for non-payment of fees or through voluntary withdrawal. This marks a 5% decrease compared to the total number of removals in 2023. Despite these removals, the overall number of registered health and social care professionals grew by 12.6% in 2024, largely driven by new entrants joining the workforce. CORU continues to closely monitor removals, age demographics, and other key indicators to support strategic workforce planning.

Profession	Removal Non-Payment of Annual Renewal Fees				Voluntary Removal			
	2021	2022	2023	2024	2021	2022	2023	2024
<b>Dietitians</b>	4	9	6	9	11	10	6	1
<b>Medical Scientists</b>	1	18	28	38	3	30	51	40
<b>Occupational Therapists</b>	23	13	19	30	34	43	46	27
<b>Optometrists/ Dispensing Opticians</b>	6	10	7	8	17	19	26	9
<b>Physiotherapists</b>	27	49	79	92	42	106	78	45
<b>Podiatrists</b>	n/a	0	1	6	0	1	0	3
<b>Radiographers/ Radiation Therapist</b>	33	56	50	67	16	61	35	28
<b>Social Workers</b>	52	61	55	84	60	56	80	59
<b>Speech and Language Therapists</b>	6	20	23	23	18	44	28	16
<b>Social Care Workers</b>	N/A	N/A	0	0	N/A	N/A	0	0
<b>Total</b>	<b>152</b>	<b>236</b>	<b>268</b>	<b>357</b>	<b>201</b>	<b>370</b>	<b>350</b>	<b>228</b>

# International Profile

At the end of 2024, CORU's registers included 4,172 international registrants representing 92 countries.

In response to the growing volume of applications from internationally qualified health and social care professionals, significant measures have been implemented to enhance the registration process. These include the launch of a new integrated registration system, improved applicant guidance, and streamlined procedures for the recognition of qualifications and registration applications.

Additionally, efforts to assess and align professional standards between jurisdictions have eased the documentation requirements for some applicants, particularly where qualifications are deemed equivalent to Irish standards. Registration Boards have also delegated decision-making authority to the Registrar for qualifications that meet the required standards of proficiency, further reducing waiting times. As a result of these initiatives, decision timelines for complete applications ready for assessment were halved in 2024, with outcomes delivered within an average of 62 days. CORU are committed in 2025 to greater efficiencies to improve processing timelines and support for internationally qualified applicants to enter the registers to practise their profession in Ireland.

## Registrant regions per profession 2024

Profession Region of Nationality	Diet	DOCL	DO	MS	OT	Opt	Phy	Pod	Rad	RT	SCW	SW	SLT	Total
Africa	2.38%	0.00%	0.63%	9.98%	1.28%	6.20%	1.38%	0.62%	9.16%	4.12%	6.93%	1.93%	0.76%	3.74%
Asia	1.13%	0.00%	0.00%	1.74%	1.62%	2.10%	3.76%	0.00%	16.38%	2.57%	0.53%	2.23%	0.84%	3.82%
Aus/NZ	0.13%	0.00%	0.00%	0.03%	0.34%	0.48%	0.52%	0.41%	0.47%	1.20%	0.09%	0.37%	0.48%	0.38%
EU/EEC/CH	0.94%	1.61%	5.06%	2.01%	1.15%	1.24%	2.44%	1.04%	1.44%	1.20%	3.25%	2.09%	0.64%	1.78%
Europe (rest of) ex UK & IRL	0.00%	0.00%	0.00%	0.00%	0.00%	0.19%	0.02%	0.00%	0.08%	0.00%	0.09%	0.00%	0.00%	0.02%
Ireland	91.74%	96.77%	90.51%	84.38%	91.33%	86.46%	87.63%	91.70%	68.40%	84.91%	87.63%	87.44%	92.69%	86.06%
Middle East	0.31%	0.00%	0.63%	0.15%	0.00%	0.19%	0.06%	0.00%	0.14%	0.00%	0.18%	0.00%	0.00%	0.08%
North America	1.13%	0.00%	0.00%	0.12%	1.05%	0.57%	1.05%	0.00%	0.22%	0.00%	0.18%	1.05%	1.08%	0.76%
Russian Federation	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.02%	0.00%	0.01%
South & Central America	0.25%	0.00%	0.00%	0.15%	0.05%	0.10%	0.20%	0.00%	0.00%	0.00%	0.00%	0.05%	0.04%	0.10%
UK	1.94%	1.61%	3.16%	1.43%	3.14%	2.48%	2.94%	6.22%	3.67%	6.00%	1.14%	3.87%	3.48%	3.08%
<b>Total</b>	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

### Key

**Diet:** Dietitian, **DOCL:** Dispensing Optician - Contact Lenses, **DO:** Dispensing Optician, **MS:** Medical Scientist, **OT:** Occupational Therapist, **Opt:** Optometrist, **Phy:** Physiotherapist, **Pod:** Podiatrist, **Rad:** Radiographer, **RT:** Radiation Therapist, **SCW:** Social Care Worker, **SW:** Social Worker, **SLT:** Speech and Language Therapist

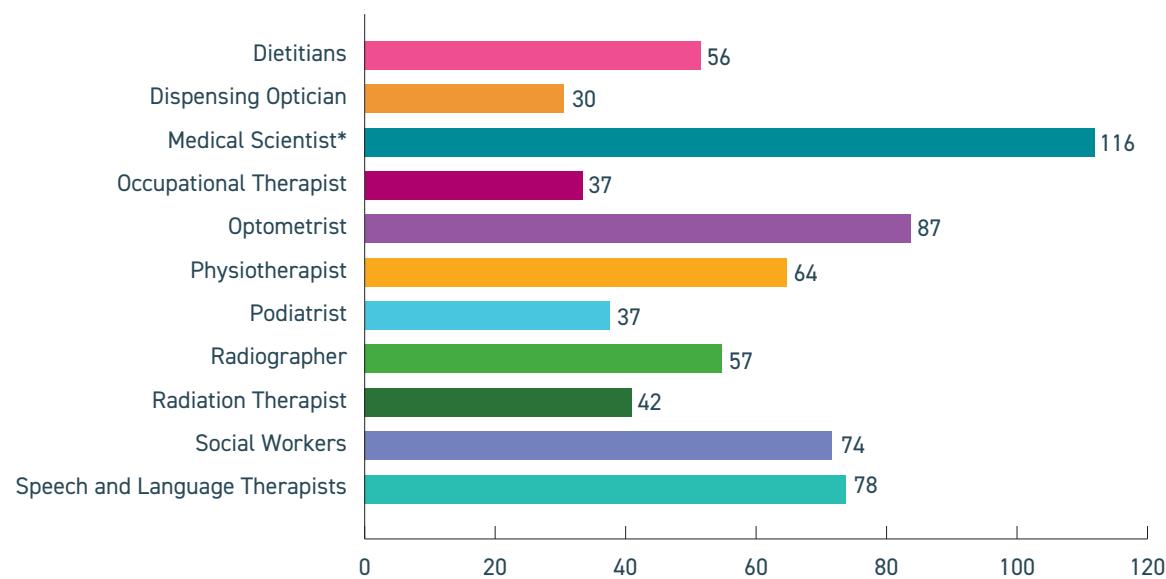
In 2024, CORU received 2,423 applications for recognition of international qualifications, slightly exceeding the projected figure of 2,400. This reflects an 18% increase on 2023 and a 213% increase since 2020, continuing a strong upward trend in application volumes.

Application numbers dipped in December, the lowest monthly total for the year at 123, coinciding with the transition to the new Registrant Management System that now requires earlier submission of documentation. This shift is designed to enable more efficient processing by allowing parallel recognition and registration assessment of all application requirements. Outsourced resources were recruited and trained to assist with the verification of documentation and to support applicants in providing any outstanding information and will be fully deployed following training in early 2025. These efforts were aimed at maintaining quality and improving processing efficiency, while also increasing overall capacity through the addition of trained external support staff.

A total of 1,717 decisions were issued in 2024, the highest ever in a single year. Of these, 71% of applicants were recognised on first assessment, with an additional 4% recognised following appeal or successful completion of compensation measures. The volume of decisions increased by 32% compared to 2023, and by 147% since 2020.

Decision-making timelines also improved, with the average time for complete applications ready for assessment to decision reducing from a peak of 103 days in March to 44.3 days in August, averaging 62.5 days across the year. By year-end, decision times had stabilised at approximately 57 - 58 days on average. The introduction of the integrated recognition and registration system is expected to further enhance progression rates to registration for internationally qualified professionals.

### Average days from complete application to decision by profession 2024



\* The average days from complete application to decision for medical scientists reflects the lack of delegation from the Board to the Registrar in relation to certain decisions which led to additional processing time. In addition, the increased timeline was partly due to applicants awaiting the availability of an Assessment of Professional Competency (AoPC) test to complete the registration process. Both have been resolved in 2025.

# Compliance

## Corporate Governance

CORU is responsible to the public and accountable to the Minister for Health and the Oireachtas for meeting its regulatory remit. We adhere to our Corporate Governance Framework, Codes of Conduct (for our Council, Committees, and Staff), as well as the Code of Practice for the Governance of State Bodies. We comply with the Health and Social Care Professionals Act 2005, the Ethics in Public Office Act 1995, and the Standards in Public Office Act 2001. CORU is an aegis body of the Department of Health. Monthly governance meetings were held with Department of Health officials during 2024.

## Customer Charter

CORU has a Customer Service Charter in place to provide guidance and information on contacting us and describing the level of service a person can expect when they interact with us across all our departments. We welcome feedback from all those who engage with us.

During 2024, 43 customer service complaints were received. We received 5 complaints that were investigated by the Office of the Ombudsman which were subsequently closed with no case to answer.

## Data Protection

CORU is a data controller in relation to the personal information that we hold about registrants, our employees, and other parties. We use personal information to enable us to meet our responsibilities in the public interest as the regulatory body for health and social care professionals in Ireland. All personal information provided to CORU is maintained securely and treated in accordance with the Data Protection Act 2018, the General Data Protection Regulation (GDPR), and the Health and Social Care Professionals Act 2005.

In 2024, the Data Protection Unit processed 11 requests in total, which were a mix of access requests under Article 15 of the General Data Protection Regulation (GDPR), rectification requests under Articles 16 and 19 of the GDPR, and erasure requests under Articles 17 and 19 of the GDPR.

## Freedom of Information

The Freedom of Information (FOI) Act 2014 is Irish legislation that permits the public to access official information to the greatest extent possible, balancing the public interest and an individual's right to privacy. In 2024, CORU's FOI unit processed 27 requests, 9 of which were requests for personal information, 4 of which were a mix of personal and non-personal, and 14 of which were for non-personal information. CORU publishes a disclosure log of all non-personal requests on its website.

## Protected Disclosures

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

One enforcement referral received by CORU during 2024 was treated as a protected disclosure within the meaning of the Protected Disclosures Act 2014. In this case, an investigation took place in accordance with Council's Enforcement Process.

Information relating to 13 fitness to practise cases received by CORU during 2024, were treated as protected disclosures. In all cases, a screening process took place in accordance with the Preliminary Proceedings Committee Procedures.

## Compliance with Circular 1/2020 Offsetting Emissions for Official Air Travel

CORU continues to ensure compliance with Circular 1/2020, implementing procedures for offsetting the emissions associated with official air travel. In 2024, CORU offset a total of 1.87 CO<sub>2</sub> emission Tonnes, resulting in an offset payment of €104.89.

## Prompt Payments

CORU is committed to making every effort to pay its suppliers promptly. CORU reports quarterly to the Department of Health, Central Finance and Accounts Unit on prompt payments and these reports are available on the CORU website.

## Official Languages Act

In line with the Official Languages (Amendment) Act 2022, CORU publishes its annual reports, financial statements, job vacancies, notice of public consultations and elections in Irish. CORU continues to engage through the Irish language with those who request to do so.

## Public Sector Duty

CORU has continued to embed the Public Sector Equality and Human Rights Duty (the Duty) into its strategic and operational framework throughout 2024. Key elements of the Duty have already been progressed. Standards of proficiency, Codes of Professional Conduct and Ethics, Criteria for Education and Training Programmes, and key operational policies and procedures have been developed or reviewed with an explicit focus on promoting equality and protecting human rights. These updates ensure that the principles of the Duty are embedded in the regulation of health and social care professionals.

In parallel, CORU has advanced the digitalisation of its systems and processes, integrating accessibility and inclusivity as core considerations. The implementation of the Duty is tracked through specific Key Performance Indicators within the annual business plan. CORU remains committed to reviewing key projects through the lens of equality and human rights to ensure a fair, inclusive, and rights-based approach to professional regulation.

# Health and Social Care Professionals Council

**Council is responsible for overseeing the governance and strategy of the Health and Social Care Professionals Council, including finance and risk; staffing; legal decisions and strategic planning.**

The Health and Social Care Professionals Council has 32 voluntary members and a Chair, appointed by the Minister for Health.

Each of the professions listed in the Health and Social Care Professionals Act is represented on the Council. There are also members from the education sector, patient advocacy groups, the voluntary sector and representatives of public and private sector organisations who are concerned with health and social care.

The Council has a 'lay majority' (more lay members than health and social care professionals). This is viewed internationally as one of the best ways of ensuring the public is protected.

In addition to corporate governance, the main functions of the Council are to:

- Oversee and co-ordinate the activities of the Registration Boards
- Enforce standards of practice for registrants, including codes of professional conduct and ethics and to manage Fitness to Practise procedures
- Make decisions and give directions relating to the imposition of disciplinary sanctions on registrants

Number of Council meetings in 2024:  
8 Governance Meetings and 9 in relation to Fitness to Practise.

There are seven committees of Council (established under Section 23 of the Health and Social Care Professionals Act) that provide expertise and advice to the Council and the Executive in the following areas:

- Audit, Risk and Governance
- Finance, Performance and Resources
- Registration and Recognition
- Education
- Nominations
- Professional Practice Advisory
- Appeals

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

- Preliminary Proceedings Committee
- Committees of Inquiry – Health Committee and Conduct Committee

## Audit, Risk and Governance Committee

The role 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 controls procedures and its financial reporting framework.

## Finance, Performance and Resources Committee

The role of the Finance, Performance and Resources Committee is to provide an independent appraisal structure within CORU to measure and evaluate its financial performance and the allocation of resources and budgets.

## Registration and Recognition Committee

The role of the Registration and Recognition Committee is to advise Council on policies and procedures in relation to registration and international qualifications.

## Education Committee

The role of the Education Committee is to advise Council on policies and procedures in relation to education, training and continuing professional development.

## Nominations Committee

The role of the Nominations Committee is to lead the process for Committee appointments and make recommendations to Council.

## Professional Practise Advisory Committee

The role of the Professional Practice Advisory Committee is to assist and advise Council in relation to processes and procedures pertaining to the legal and fitness to practise function.

## Appeals Committee

The role of the Appeals Committee is to review applicant appeals on registration decisions. Applicants have the right to appeal decisions of the registration boards in relation to recognition or registration matters.

## Preliminary Proceedings Committee

The Preliminary Proceedings Committee was established under Part 6 of the Health and Social Care Professionals Act, 2005 (as amended). The Committee considers Fitness to Practise complaints about CORU registered health and social care professionals.

## Committee of Inquiry (Professional Conduct and Health Committees)

The role of the Committees of Inquiry is, if it is decided that a complaint relating to a registrant's Fitness to Practise requires further action, that the complaint may then go before either a Professional Conduct Committee or a Health Committee.

# Registration Boards Annual Reports

**Each profession regulated by CORU has its own dedicated registration board, which is entrusted with safeguarding the public by overseeing the standards, education, and ethical conduct of its registrants.**

These boards are vital to CORU's function as the regulator for health and social care professionals in Ireland, ensuring that only those who meet high standards of competence and professionalism may join a board's register and practise the relevant profession.

The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to each Registration Board. Seven are lay members, with the remaining six being professional members, representing:

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

The Boards are responsible for a wide range of regulatory functions, including maintaining professional registers, recognising international qualifications, approving and monitoring education and training programmes, and setting the standards for Continuing Professional Development (CPD). They also establish Codes of Professional Conduct and Ethics and have the authority to make bye-laws governing various aspects of registration and professional standards.

In 2024, 10 of CORU's Registration Boards have open registers, with one, for social care workers progressing through a transitional phase to regulate existing practitioners before the professional title is legally protected on 01 December 2025. Two Registration Boards are working to progress opening registers to regulate three professions – counsellors, psychotherapists and psychologists.

The following section outlines the key activities, milestones, and achievements of the established Registration Boards over the past year.



1

# Dietitians Registration Board Report

## Number on Register

**1,599**

 +10.1%  
Increase  
since 2023

**155**

New  
registrants

**100**

Recognised

**27**

Compensation  
Measures

**1** Voluntarily  
left the  
Register

**9**

Removed from  
the Register for  
non-payment  
of renewal fees

**1**

Education  
Programmes  
monitored



## Appointments to the Board/ Elections:

### Appointments

- Ann Sheehan on 14 February 2024 (public interest)
- Sorcha McNamara on 24 September 2024 (engaged in the practice)
- Sandra Brady on 10 April 2024 (engaged in the management)

### Reappointments

- Anne Marie Bennett on 26 June 2024 (engaged in the education)
- Eamonn Dunne on 14 February 2024 (public/social care management)
- Susan Temple on 14 February 2024 (public interest)

## Elected Chair

☒ Fiona Dunlevy was elected as Chair of the Registration Board on 23 May 2024, following the resignation of its former Chair Geraldine Murray on 05 March 2024

## Terms expired

☒ Christopher O'Hara on 13 February 2024 (public interest)

☒ Claire Browne on 13 February 2024 (engaged in the management)

The Board extends its appreciation to its previous Chair and those members whose terms of office expired in 2024.

By the end of 2024, there was one vacancy on the Board for a lay member representing the voluntary/private sectors in health/social care management.

## Dietitians Registration:

As of 31 December 2024, a total of 1,599 Dietitians were registered with the Dietitians Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, having an international qualification assessed as meeting the standards to practise the profession in Ireland, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Dietitians Registration Board broadened the scope of decisions delegated to the Registrar for low-risk cases such as minor health declarations. This enhances efficiency and timeliness of the registration process for some applicants. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

## Dietitians Registration Statistics

Summary Registration Statistics	2023	2024	% Change
Applications received	187	175	6.4%
Decisions made total	152	158	3.9% increase
Decision made by Registrar	Not Available	133	85% of all decisions
Decision made by Registration Board	Not available	23	15% of all decisions
Dietitians Register (31 12 2024)	1,452	1,599	10.1% increase
Number of Voluntary Removals from the register	6	1	-83.3%
Number removed for non-payment of renewal fee	6	9	50% increase

## Dietitians Recognition of International Qualifications

Health and social care professionals holding qualifications from outside of Ireland must be assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland. After assessing the alignment of educational and regulatory standards, the Board approved UK qualifications as commonly aligned and directed them to its established qualifications recognition pathway for frequently seen qualifications.

Summary Recognition Statistics	2023	2024	% Change
Applications received	148	164	11%
Decisions made total	107	127	19%
Decision made by Registrar	Not available	44	35% of all decisions
Decision made by Registration Board	Not available	83	65% of all decisions
Applicants Recognised	89	100	12%
Compensation Measures Applied	18	27	50%

## Dietitians Education Quality Assurance

### Programme Approvals and Monitoring

The Registration Board is responsible for approving and monitoring education and training programmes to ensure they meet the required standards for entry to the register, preparing professionals to practise safely and competently.

In 2024, the Dietitians Registration Board approved the continuing suitability of the following education and training programme:

- Master of Science Human Nutrition and Dietetics, University of Limerick

The Board conducted a CPD audit for registrants covering the period from 1 November 2024 to 13 December 2024, auditing a total of 52 registrants.

## Dietitians Registration Board Members Attendance 2024:

Name	First Appointed	Expiry Dates	Scheduled Meetings (9)	Notes
Fiona Dunlevy	14/02/2021	13/02/2025	8	Chairperson
Sorcha McNamara	24/09/2024	13/02/2028	2	
Cara Cunningham	01/06/2023	29/05/2027	8	
Mary Ann Therese Flynn	14/02/2017	13/02/2025	6	Re-appointed 14/02/2021
Sandra Brady	10/04/2024	13/02/2028	5	
Annemarie Bennett	20/02/2020	13/02/2028	3	Re-appointed 26/06/2024
Eamon Dunne	05/05/2020	13/02/2028	0	Re-appointed 14/06/2024
Jan Guerin	24/06/2021	01/06/2025	7	
Susan Temple	28/03/2023	13/02/2028	6	Re-appointed 14/02/2024
Ann Sheehan	14/02/2024	13/02/2028	2	
Kathleen Walsh	14/02/2021	13/02/2025	6	
Caitriona Fisher	19/07/2023	20/06/2025	7	
Geraldine Murray	22/05/2017	13/02/2025	0	Re-appointed 14/02/2021 Resigned 05/03/2024
Christopher O'Hara	18/11/2020	13/02/2024	0	Term expired
Claire Browne	20/02/2020	13/02/2024	0	Term expired



# 2

# Medical Scientists Registration Board Report

## Number on Register

**3,277**

↑  
**+9.1%**  
Increase  
since 2023

**339**

New  
registrants

**45**

Recognised

**85**

Compensation  
Measures

**1**

Bye-Laws  
made

**40**

Voluntarily  
left the  
Register

**38**

Removed from  
the Register  
for non-  
payment of  
renewal fees



## Medical Scientists Appointments to the Board/ Elections:

### Appointments

- ✓ Amit Bhagwat on 26 August 2024 (public interest)
- ✓ John Crumlish on 09 November 2024 (engaged in the practice)
- ✓ Anne Lardner on 09 November 2024 (engaged in the management)
- ✓ Rumbidzai Mubeda on 09 November 2024 (engaged in the practice)
- ✓ Michael Walsh on 09 November 2024 (public interest)
- ✓ Paweł Stepala on 17 December 2024 (public/social care management)
- ✓ Gerada Warnes on 17 December 2024 (voluntary/private, health/social care management)

### Reappointment

- ✓ Colm O'Leary, Chairperson on 09 November 2024 (public interest)

### Term of Office Expired:

The following members terms of office all expired on 8 November 2025:

- Marie Culliton (engaged in the management)
- Irene Regan (engaged in the practice)
- Bernadette Jackson (engaged in the practice)
- Carole Glynn (public/social care management)
- Pauline Treanor (voluntary/private, health/social care management)
- Mary Hunt (involved in education)

### Resigned:

- Sheila McGuinness on 05 July 2024 (public interest)

The Board extends its appreciation to its members whose terms of office expired in 2024.

By the end of 2024, there were no vacancies on the Board.

### Medical Scientists Registration Statistics

Summary Registration Statistics	2023	2024	% Change
Applications received	343	242	-29%
Decisions made total	540	437	-9% decrease
Decision made by Registrar	Not available	307	70% of all decisions
Decision made by Registration Board	Not available	130	30% of all decisions
Medical Scientists Register	3,003	3,277	9.1%
Number of Voluntary Removals from the register	51	40	-21.5%
Number removed for non-payment of renewal fee	28	38	35.7% increase

### Assessment of Professional Competence

In 2024, significant progress was made in developing and implementing the Assessment of Professional Competence (AoPC) for Medical Scientists, ensuring that applicants who applied during the transitional period meet the Standards of Proficiency set by the Medical Scientists Registration Board. The AoPC is a critical step in advancing open applications and ensuring that those entering the register meet the necessary professional standards.

### Medical Scientists Registration

As of 31 December 2024, 3,277 Medical Scientists were registered with the Medical Scientists Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

The Medical Scientists Registration Board has delegated certain decisions to the Registrar, for example, for low-risk cases such as minor health declarations. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

### Recognition of International Qualifications

Health and social care professionals holding qualifications from outside of Ireland must have been assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland.

Summary Recognition Statistics	2023	2024	%
Applications received	358	227	-37%
Decisions made total	267	131	-51%
Decision made by Registrar	Not available	Not delegated	Not delegated
Decision made by Registration Board	Not available	131	100% of all decisions
Applicants Recognised	159	45	-72%
Compensation Measures Applied	108	85	-21%
Other	0	1	100%

## Medical Scientists Education Quality Assurance

### Bye-Laws

In 2024, the Medical Scientists Registration Board made its Approved Qualifications Bye-Law (SI No 220 of 2024) to include a new approved qualification:

- Higher Diploma in Science in Medical Science, Atlantic Technological University

### CPD

The Board conducted a CPD audit for registrants covering the period from 1 April 2022 to 31 March 2024, auditing a total of 76 registrants.

# Medical Scientists Registration Board

## Members Attendance 2024:

Name	First Appointed	Expiry Dates	Scheduled Meetings (11)	Unscheduled meetings (2)	Notes
Colm O'Leary	18/11/2020	08/11/2028	9	2	Chairperson Re-appointed 09/11/2024
Bernadette Jackson	09/11/2016	08/11/2024	8	2	Re-appointed 09/11/2020 Term expired
Irene Regan	19/11/2016	08/11/2024	5	1	Re-appointed 09/11/2020 Term expired
Anne Clooney	31/01/2023	31/01/2027	10	0	
Marie Culliton	09/11/2016	08/11/2024	9	2	Re-appointed 09/11/2020 Term expired
Martina Ring	31/01/2023	31/01/2027	9	2	
Mary McGrath	31/01/2023	31/01/2027	10	1	
Carole Glynn	13/08/2018	08/11/2024	8	2	Re-appointed 09/11/2020 Term expired
Pauline Treanor	09/11/2016	08/11/2024	8	2	Re-appointed 09/11/2020 Term expired
Mary Hunt	09/11/2016	08/11/2024	7	1	Re-appointed 04/02/2021 Term expired
Eamonn Grennan	09/11/2019	08/11/2026	9	2	Re-appointed 09/11/2022
Sheila McGuinness	28/03/2023	08/11/2026	0	0	Resigned 05/07/2024
Karen Watret	24/06/2021	08/11/2026	7	2	Re-appointed 09/11/2022
Amit Bhagwat	26/08/2024	08/11/2026	4	0	
Anne Lardner	09/11/2024	08/11/2028	0	0	
John Crumlish	09/11/2024	08/11/2028	1	0	
Rumbidzai Mubeda	09/11/2024	08/11/2028	1	0	
Michael Walsh	09/11/2024	08/11/2028	0	0	
Pawel Stepala	17/12/2024	08/11/2028	0	0	
Gerada Warnes	17/12/2024	08/11/2028	0	0	



# 3

# Occupational Therapists Registration Board Report

## Number on Register

**3,817**

 +7.4%  
Increase  
since 2023

**301**

New  
registrants

**178**

Recognised

**4**

Compensation  
Measures

**1**

Education  
Programmes  
monitored

**27**

Voluntarily  
left the  
Register

**30**

Removed from  
the Register  
for non-  
payment of  
renewal fees



## Appointments to the Board/ Elections

### Appointments:

- Charles Irwin appointed on 20 February 2024 (public interest)
- Frank Martin appointed on 20 February 2024 (public interest)
- Jennifer Trzeciak appointed on 10 April 2024 (engaged in the practice)
- Fiona Armstrong appointed on 24 September 2024 (engaged in the practice)

### Resigned:

- Charles Irwin on 20 August 2024 (public interest)
- Rosemary Smith on 16 April 2024 (public/social care management)

### Term of Office Expired:

The following members terms of office all expired on 13 February 2024:

- Anne Sheehan (public interest)
- Niamh Doyle (engaged in the practice)
- Aisling Culhane (public interest)

### Chairperson Terms:

- John Hanily elected as Chairperson on 06 March 2024 replacing previous Chair Ann Sheehan whose term ended on the Board on 13 February 2024

The Board extends its appreciation to its members whose terms of office expired in 2024.

By the end of 2024, there were two vacancies on the Board, one for a lay member representing the public interest, and one for a lay member representing public/social care management.

### Occupational Therapists Registration

As of 31 December 2024, a total of 3,817 Occupational Therapists were registered with the Occupational Therapists Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Occupational Therapists Registration Board broadened the scope of decisions delegated to the Registrar, particularly for low-risk cases such as minor health declarations and international qualifications assessed as meeting the necessary standards for practice in Ireland.

This change led to notable improvements in the efficiency and timeliness of the registration process. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

Summary Registration Statistics	2023	2024	% Change
Applications received	268	300	11.9%
Decisions made total	244	360	47.5% increase
Decision made by Registrar	Not available	299	83% of all decisions
Decision made by Registration Board	Not available	61	17% of all decisions
Occupational Therapists Register	3,554	3,817	7.4%
Number of Voluntary Removals from the register	46	27	-41.3%
Number removed for non-payment of renewal fee	19	30	57.8% increase

### Occupational Therapists Recognition of International Qualifications

Health and social care professionals holding qualifications from outside of Ireland must have been assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland.

After assessing the alignment of educational and regulatory standards, the Board approved UK qualifications as commonly aligned and directed them to its established qualifications recognition pathway for frequently seen qualifications.

Summary Recognition Statistics	2023	2024	%
Applications received	167	140	-16%
Decisions made total	130	182	40%
Decision made by Registrar	Not available	99	54% of all decisions
Decision made by Registration Board	Not available	83	46% of all decisions
Applicants Recognised	125	178	42%
Compensation Measures Applied	5	4	-20%

## Occupational Therapists Education Quality Assurance

### Programme approvals and monitoring

The Occupational Therapists Registration Board approved the continuing suitability of the following education and training programme:

- Master of Science Occupational Therapy, University of Limerick

## Occupational Therapists Registration Board Members Attendance 2024:

Name	First Appointed	Expiry Dates	Scheduled Meetings (8)	Notes
John Hanily	14/02/2021	13/02/2025	8	Chairperson
Jennifer Trzeciak	10/04/2024	13/02/2028	5	
Fiona Armstrong	24/09/2024	13/02/2028	0	
Catriona Sweeney	02/07/2021	30/06/2025	4	
Hassan Dugow	20/07/2021	30/06/2025	5	
Michelle Darcy	01/06/2023	29/05/2027	5	
Katie Robinson	27/08/2021	20/07/2025	7	
Kathryn Holly	19/07/2023	13/02/2025	5	
Michael Bergin	27/08/2021	13/02/2027	5	Re-appointed 14/02/2023
Frank Martin	20/02/2024	13/02/2028	1	
Charles Irwin	20/02/2024	13/02/2028	1	Resigned 20/08/2024
Amit Bhagwat	20/11/2023	13/02/2025	8	
Rosemary Smyth	14/02/2021	13/02/2025	0	Resigned 16/04/2024
Ann Sheehan	20/06/2017	13/02/2024	1	Re-appointed 03/09/2020 Term expired
Aisling Culhane	15/07/2016	13/02/2024	1	Re-appointed 05/05/2020 Term expired
Niamh Doyle	13/09/2020	13/02/2024	1	Term expired



# 4

## Optical Registration Board Report

Number on Register:  
Optometrists

**1,049**

▲  
+5.4%  
Increase  
since 2023

Number on Register:  
Dispensing Optician

**221**

▲  
+1.8%  
Increase  
since 2023

**65**

New  
registrants

**40**

Recognised

**11**

New  
registrants

**13**

Recognised

**40**

Compensation  
Measures

**8** Voluntarily  
left the  
Register

**0**

Compensation  
Measures

**1**

Voluntarily  
left the  
Register

**3**

Removed from  
the Register for  
non-payment of  
renewal fees



**5**

Removed from  
the Register for  
non-payment of  
renewal fees



## Appointments to the Board/ Elections

None.

By the end of 2024, there were no vacancies on the Board.

## Optical Registration

As of 31 December 2024, there were 1,428 registrants with the Optical Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Optical Registration Board broadened the scope of decisions delegated to the Registrar, particularly for low-risk cases such as minor health declarations and international qualifications assessed as meeting the necessary standards for practice in Ireland. This change led to notable improvements in the efficiency and timeliness of the registration process. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

## Optical Registration Statistics

Summary Registration Statistics	2023	2024	% Change
Total applications received	85	82	-3.5%
Optometrist applications received	68	75	10.2% increase
Dispensing Opticians applications received	17	7	-58%
Decisions made total	62	83	33.8% increase
Decision made by Registrar - Optometrists	Not available	45	54.2% of all decisions
Decision made by Registration Board - Optometrists	Not available	22	26.5% of all decisions
Decision made by Registrar – Dispensing Opticians	Not available	14	16.8% of all decisions
Decision made by Registration Board - Dispensing Opticians	Not available	2	2.4% of all decisions
Optical Registers Total	1,212	1,270	4.01%
Optometrists Register	995	1,049	5.4%
Dispensing Opticians Register	217	221	1.8%
Number of Optometrists Voluntarily Removed from the register	20	8	-60%
Number of Dispensing Opticians Voluntarily Removed from the register	6	1	-83.3%
Number of Optometrists removed for non-payment of renewal fee	4	3	-25%
Number of Dispensing Opticians removed for non-payment of renewal fee	3	5	66.6%

## Optical Recognition of International Qualifications

Health and social care professionals holding qualifications from outside of Ireland must have been assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland. After assessing the alignment of educational and regulatory standards, the Board approved UK qualifications as commonly aligned and directed them to its established qualifications recognition pathway for frequently seen qualifications.

Dispensing Opticians; Summary Recognition Statistics	2023	2024	%
Applications received	12	6	-50%
Decisions made total	8	13	63%
Decision made by Registrar	Not available	13	100% of all decisions
Decision made by Registration Board	Not available	0	0% of all decisions
Applicants Recognised	8	13	63%
Compensation Measures Applied	0	0	0%

Optometrists; Summary Recognition Statistics	2023	2024	%
Applications received	99	116	17%
Decisions made total	67	80	19%
Decision made by Registrar	Not available	12	15% of all decisions
Decision made by Registration Board	Not available	68	85% of all decisions
Applicants Recognised	24	40	67%
Compensation Measures Applied	42	40	-5%
Other	1	0	-100%

## Strategy and Policy

The Optical Registration Board provided regulatory advice to the Department of Health on administration and prescription of certain controlled medicines relevant to the practice of the optometry profession. The Board confirmed that at entry to the register the education quality assurance standards ensure optometrists are safe and competent to practise this activity. The Board further noted that the Code of Professional Conduct and Ethics and CPD requirements of optometrists further supported the profession to perform this activity safely and competently.

# Optical Registration Board Members

## Attendance 2024

Name	First Appointed	Expiry Dates	Scheduled Board Meetings (6)	Notes
Derville Pitcher	11/02/2018	20/07/2025	6	Chairperson Re-appointed 27/08/2021
Paul Arthur Hersee	11/02/2018	10/02/2025	4	Re-appointed 11/02/2021
Jillian Flaherty	16/02/2023	10/02/2027	5	
Michael Moore	27/08/2021	20/07/2025	3	
John Paul Odigbo	16/02/2023	10/02/2027	5	
Declan John Hovenden	23/03/2019	10/02/2027	5	Re-appointed 06/03/2023
Linda Fitzharris	12/07/2023	07/03/2025	5	
Daryl Mahon	12/07/2023	10/02/2027	0	
Ursula Byrne	20/08/2021	19/08/2025	4	
Gordon Chambers	20/08/2021	19/08/2025	4	
Colin Reid	12/07/2023	20/06/2025	4	
James Buckley	12/07/2023	10/02/2027	3	
Maria Barry	12/07/2023	10/02/2027	2	



# 5

# Physiotherapists Registration Board Report

## Number on Register

**6,390**

 **+7.8%**  
Increase  
since 2023

**563**

New  
registrants

**424**

Recognised

**123**

Compensation  
Measures

**1**

Education  
Programmes  
approved

**45**

Voluntarily  
left the  
Register

**90**

Removed from  
the Register for  
non-payment  
of renewal fees



## Appointments to the Board/ Elections

### Appointments:

- John Gormley on 24 September 2024 (engaged in the education)

### Re-Appointments:

The following members were reappointed for a second term on 20 May 2024

- Hugh Farrell (voluntary/private, health/social care management)
- May Cleary (involved in education)
- John Biggins (public interest)

### Chairperson Terms:

- Róisín O'Hanlon was re-appointed for a second term as Chairperson on 24 October 2024

By the end of 2024, there were no vacancies on the Board.

## Physiotherapists Registration

As of 31 December 2024, there were 6,390 Physiotherapists registered with the Physiotherapists Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Physiotherapists Registration Board broadened the scope of decisions delegated to the Registrar, particularly for low-risk cases such as minor health declarations and international qualifications assessed as meeting the necessary standards for practice in Ireland. This change led to notable improvements in the efficiency and timeliness of the registration process. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

## Physiotherapists Registration Statistics

Summary Registration Statistics	2023	2024	%
Applications received	470	633	34.6%
Decisions made total	423	632	49% increase
Decision made by Registrar	Not available	490	77.5% of all decisions
Decision made by Registration Board	Not available	142	22.5% of all decision
Physiotherapist Register	5,927	6,390	7.8% increase
Number of Voluntary Removals from the register	78	45	-42.3%
Number removed for non-payment of renewal fee	79	92	16.4%

## Assessment of Professional Competence

In 2024, significant progress was made in developing and implementing the Assessment of Professional Competence (AoPC) for physical therapists\*, ensuring that applicants who applied during the transitional period meet the Standards of Proficiency required to practise safely. The AoPC is a critical step in advancing open applications and ensuring that those joining the register meet the necessary professional standards.

## Physiotherapists Recognition of International Qualifications

Health and social care professionals holding qualifications from outside of Ireland must have been assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland. After assessing the alignment of educational and regulatory standards, the Board approved UK qualifications as commonly aligned and directed them to its established qualifications recognition pathway for frequently seen qualifications.

\* The Health and Social Care Professionals Act 2005 (Section 95(3)) (Variation of title: Physical Therapist) Regulations 2018 states that the title of physical therapist is prescribed as a variant of the title of physiotherapist specified in section 4(1)(f) of that Act and may, in addition to the title of physiotherapist, be used by registrants of that profession.

Summary Recognition Statistics	2023	2024	%
Applications received	531	742	40%
Decisions made total	240	572	138%
Decision made by Registrar	Not available	288	50.3% of all decisions
Decision made by Registration Board	Not available	284	49.7% of all decisions
Applicants Recognised	156	424	172%
Compensation Measures Applied	78	143	83%
Refused / Ineligible	6	5	-17%

Note: The substantial increase in decisions made and applications recognised, as shown in the table above, reflects the continued growth in recognition applications from international physiotherapy applicants. This upward trend has been evident year on year since 2020.

## Physiotherapists' Referral for Radiological Procedures

At the request of the Department of Health, the Board provided expert advice on the regulatory requirements to enable physiotherapists to refer patients for radiological procedures involving ionising radiation. The Board identified that establishing a division within its register would support the implementation of this policy. In parallel, amendments to the existing legislation are being progressed by the Department of Health to accommodate the annotation of registers in the future, if required.

To facilitate this development, the Board held additional meetings to establish and issue, for public consultation, the core competencies required for physiotherapists referring for radiological procedures, as well as the associated education and training programme requirements. These competencies and requirements were approved in advance of the commencement of programme approval.

In late 2024, the Board also issued draft Registration Bye-Laws for public consultation, which would establish a division for physiotherapists as referrers. Additionally, the Board contributed its expert feedback on the draft National Policy for Physiotherapists Referring for Radiological Procedures to the Expert Advisory Group established by the Department of Health in 2024.

## Physiotherapists Education Quality Assurance

### Programme Approvals and Monitoring

The Physiotherapists Registration Board approved the following education and training programme:

- Professional Certificate in Physiotherapist Referral for Radiological Procedures, UCD

### Bye-Law

The Board held a public consultation on a new Approved Qualification Bye-Law to include the Professional Certificate in Physiotherapist Referral for Radiological Procedures from University College Dublin. This will enable appropriately qualified physiotherapists to apply for a designated division of the register and act as referrers for diagnostic procedures involving ionising radiation, once the required enabling statutory instrument is established.

# Physiotherapists Registration Board

## Members Attendance 2024

Name	First Appointed	Expiry Dates	Scheduled Meetings (10)	Unscheduled Meetings (3)	Notes
Róisín O'Hanlon	31/08/2022	04/08/2026	10	3	Chairperson
Joanne Dowds	31/08/2022	04/08/2026	8	3	
Sheelagh McNeill	31/08/2022	04/08/2026	9	2	
Corinne Evans	27/08/2021	20/07/2025	8	2	
Rona McLaughlin	27/08/2021	20/07/2025	1	1	
Grace Kivlehan	19/07/2023	19/05/2026	3	0	
Hugh Farrell	05/12/2022	19/05/2028	6	2	Re-appointed 20/05/2024
May Cleary	14/01/2021	19/05/2028	7	2	Re-appointed 20/05/2024
John Biggins	19/01/2021	19/05/2028	8	2	Re-appointed 20/05/2024
Miriam O'Callaghan	20/05/2018	19/05/2026	10	3	Re-appointed 20/05/2022
Denis Joyce	05/12/2022	25/11/2026	4	2	
Eamonn Grennan	02/10/2018	19/05/2026	9	3	Re-appointed 20/05/2022
John Gormley	24/09/2024	24/09/2028	3	0	



# 6

# Podiatrists Registration Board Report

## Number on Register

**482**

**+69.1%**  
Increase  
since 2023

**206**

New  
registrants

**27**

Recognised

**0**

Compensation  
Measures

**3**

Voluntarily  
left the  
Register

**3**

Removed from  
the Register for  
non-payment of  
renewal fees



## Appointments to the Board/ Elections

### Appointments:

The following members were appointed on 17 April 2024:

- Amanda Walsh (engaged in the practice)
- Karen Fahy (engaged in the practice)

The following members were appointed on 16 October 2024:

- Pauline Wilson (engaged in the management)
- Sarah Brigid O'Connell (engaged in the education)
- Damon Gaffney (public/social care management)
- Emmet Clarke (public interest)
- Ashlene Rayburn (public interest)

### Term of Office Expired:

The following members terms of office expired on 15 October 2024:

- ☒ Julia Shaw (engaged in the management)
- ☒ Caroline McIntosh (engaged in the education)
- ☒ Martina Ryan (public/social care management)
- ☒ Noel Beecher (public interest)
- ☒ Eamonn Kelly (public interest)

The Board extends its appreciation to its members whose terms of office expired in 2024.

By the end of 2024, there were no vacancies on the Board.

### Podiatrists Registration

As of 31 December 2024, there were 482 Podiatrists registered with the Podiatrists Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Podiatrists Registration Board broadened the scope of decisions delegated to the Registrar, particularly for low-risk cases such as minor health declarations and international qualifications assessed as meeting the necessary standards for practice in Ireland. This change led to notable improvements in the efficiency and timeliness of the registration process. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

### Podiatrists Registration Statistics

Summary Registration Statistics	2023	2024	% Change
Applications received	355	43	-87.8% decrease
Decisions made total	152	263	73% increase
Decision made by Registrar	Not available	148	56% of all decisions
Decision made by Registration Board	Not available	115	44% of all decisions
Podiatrists Register	285	482	69.1%
Number of Voluntary Removals from the register	Not available or none	3	N/A
Number removed for non-payment of renewal fee	Not available or none	6	N/A

## Assessment of Professional Competence

In 2024, significant progress was made in developing and implementing the Assessment of Professional Competence (AoPC) for podiatrists, ensuring that applicants who applied during the transitional period meet the Standards of Proficiency required to practise safely. The AoPC is a critical step in advancing open applications and ensuring that those entering the register meet the necessary professional standards.

## Podiatrists Recognition of International Qualifications

Health and social care professionals holding qualifications from outside of Ireland must have been assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland. After assessing the alignment of educational and regulatory standards, the Board approved UK qualifications as commonly aligned and directed them to its established qualifications recognition pathway for frequently seen qualifications.

Summary Recognition Statistics	2023	2024	%
Applications received	18	27	50%
Decisions made total	11	27	145%
Decision made by Registrar	Not available	8	30% of all decisions
Decision made by Registration Board	Not available	19	70% of all decisions
Applicants Recognised	11	27	145%
Compensation Measures Applied	0	0	0%

## Podiatrists Education Quality Assurance

### CPD

The Board conducted a CPD audit for registrants covering the period from 1 April 2022 to 31 March 2024, auditing a total of 24 registrants.

## Strategy and Policy

The Podiatrists Registration Board provided regulatory advice to the Department of Health on a proposal to enable podiatrists to autonomously administer and access a limited range of prescription-controlled medicines and act as independent prescribers. The Board confirmed that the competence to access and supply these medicines is established at entry to the register and that the Code of Professional Conduct and CPD requirements ensure safe practice. Regarding independent prescribing, the Board advised that additional education and training would be necessary, along with regulatory powers to annotate the register, to ensure podiatrists can safely prescribe controlled medicines relevant to their practice.

# Podiatrists Registration Board Members Attendance 2024

Name	First Appointed	Expiry Dates	Scheduled Meetings (7)	Notes
Angela McAnearney	16/10/2018	15/10/2026	7	Chairperson Re-appointed 16/10/2022
Amanda Walsh	17/04/2024	16/04/2028	4	
Karen Fahy	17/04/2024	16/04/2028	2	
Julia Shaw	23/05/2019	15/10/2024	4	Re-appointed 16/10/2021 Term expired
David Watterson	16/10/2018	15/10/2026	6	Re-appointed 16/10/2022
Caroline McIntosh	16/10/2018	15/10/2024	4	Re-appointed 16/10/2021 Term expired
Martina Ryan	16/10/2018	15/10/2024	5	Re-appointed 16/10/2021 Term expired
Kieran O'Leary	16/10/2018	15/10/2026	6	Re-appointed 16/10/2022 Term expired
Georgina Gethin	07/02/2023	15/10/2026	6	
Noel Beecher	16/10/2018	15/10/2024	5	Re-appointed 16/10/2021 Term expired
Eamonn Kelly	24/06/2021	15/10/2024	3	Re-appointed 16/10/2021 Term expired
Aonghus O'Loughlin	16/10/2018	15/10/2026	4	Re-appointed 16/10/2022
Catherine Clune Mulvaney	16/10/2018	15/10/2026	6	Re-appointed 16/10/2022
Sarah O'Connell	16/10/2024	15/10/2028	2	
Emmett Clarke	16/10/2024	15/10/2028	2	
Damon Gaffney	16/10/2024	15/10/2028	0	
Pauline Wilson	16/10/2024	15/10/2026	2	
Ashlene Reyburn	16/10/2024	15/10/2028	0	



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# Radiographers Registration Board Report

Number on Register:  
Radiographers

**3,602**

▲  
+10%  
Increase  
since 2023

Number on Register:  
Radiation Therapists

**583**

▲  
+10%  
Increase  
since 2023

**399**

New  
registrants

**240**

Recognised

**72**

New  
registrants

**51**

Recognised

**117**

Compensation  
Measures

**3**

Education  
Programmes  
monitored

**5**

Compensation  
Measures

**2**

Education  
Programmes  
monitored

**20**

Voluntarily  
left the  
Register

**53**

Removed  
from the  
Register  
for non-  
payment of  
renewal fees

**8**

Voluntarily  
left the  
Register

**14**

Removed from  
the Register for  
non-payment of  
renewal fees



## Appointments to the Board/ Elections

### Appointments

The following members were appointed on 24 January 2024:

- Anita O'Donovan (involved in education)
- Joseph McManus (engaged in the practice)

### Re-Appointments

The following members were reappointed to a second term on 24 January 2024:

- Bernard McCartan (public interest)
- Ciaran Walsh (engaged in the practice)
- Dermot Manning (public interest)

The following member was reappointed to a second term on 26 February 2024:

- Niamh Moore (engaged in the education)

### Chairperson Terms of Office

- Niamh Moore was re-appointed for a second term as Chairperson on 11 April 2024

By the end of 2024, there were no vacancies on the Board.

## Radiographers Registration

As of 31 December 2024, there were 4,185 professionals (3,602 Radiographers and 583 Radiation Therapists) registered with the Radiographers Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Radiographers Registration Board broadened the scope of decisions delegated to the Registrar, particularly for low-risk cases such as minor health declarations and international qualifications assessed as meeting the necessary standards for practice in Ireland. This change led to notable improvements in the efficiency and timeliness of the registration process. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

## Radiographers Registration Board

Summary Registration Statistics	2023	2024	%
Applications received total	433	487	12.4% increase
Applications received - Radiographers	380	405	6.5% increase
Applications received - Radiation Therapists	53	82	54.7% increase
Decisions made total	366	531	45% increase
Decision made by Registrar	Not available	415	78% of all decisions
Decision made by Registration Board	Not available	116	22% of all decisions
Radiographers Registration Board Register Total	3,782	4,185	10% increase
Radiographers Register	3,247	3,602	10.9% increase
Radiation Therapists Register	535	583	8.9% increase
Number of Radiographers Voluntarily Removed from the register	26	20	-23%
Number of Radiation Therapists Voluntarily Removed from the register	9	8	-11.1%
Number of Radiographers removed for non-payment of renewal fee	30	53	76.6% increase
Number of Radiation Therapists removed for non-payment of renewal fee	17	14	-17.6%

## Radiographers Recognition of International Qualifications

Health and social care professionals holding qualifications from outside of Ireland must have been assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland. After assessing the alignment of educational and regulatory standards, the Board approved UK qualifications as commonly aligned and directed them to its established qualifications recognition pathway for frequently seen qualifications.

Radiographers; Summary Recognition Statistics	2023	2024	%
Applications received	358	481	34%
Decisions made total	279	357	28%
Decision made by Registrar	Not available	161	45% of all decisions
Decision made by Registration Board	Not available	196	55% of all decisions
Applicants Recognised	235	240	2%
Compensation Measures applied	43	117	172%
Other	1	0	-100%

Radiation Therapists; Summary Recognition Statistics	2023	2024	%
Applications received	35	54	54%
Decisions made total	20	56	180%
Decision made by Registrar	Not available	41	73% of all decisions
Decision made by Registration Board	Not available	15	27% of all decisions
Applicants Recognised	17	51	200%
Compensation Measures applied	3	5	67%

## Radiographers Education Quality Assurance

### Programme approvals and monitoring

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

- Bachelor of Science (Hon)(Radiography), University College Dublin
- Bachelor in Science in Radiation Therapy [B.Sc.[Ther.Rad]], Trinity College Dublin
- Master of Science in Diagnostic Radiography, University College Cork
- BSc Diagnostic Radiography, University College Dublin
- Master of Science in Radiation Therapy, University College Cork

### Continuing Professional Development (CPD)

The Board completed a CPD audit for registrants for the period November 2024 to 13 December 2024. 118 registrants were audited in total.

### Strategy and Policy

Following a public consultation process in late 2023, the Radiographers Registration Board carefully reviewed the feedback received to refine its revised Standards of Proficiency and Criteria for Education and Training Programmes. The Board finalised these revisions and approved the new education quality assurance standards for entry to its register in April 2024.

A key change was the reduction of the minimum practice placement hours from 1,200 to 1,000 hours, with a corresponding decrease in the block placement requirement from 280 to 210 hours. The Board determined that 1,000 hours of clinical practice placement would still ensure the necessary proficiencies for public protection.

To allow education providers time to align with the new standards, the Board decided to implement the revised requirements by 11 April 2025. From that date, education providers will use the new criteria in their programme approval and monitoring processes, and the revised standards will apply to the assessment of international applications.

Additionally, the Board became the first in CORU to complete its Assessment of Proportionality Report for submission to the European Commission, in compliance with EU Directive 2018/958, which was transposed into Irish law in 2022. To demonstrate the proportionality of its regulatory actions, the Board produced a detailed consultation feedback report and a Regulatory Impact Assessment, both of which are available on the CORU website.

#### **Draft National Policy on Physiotherapists Referral for Radiological Procedures using ionising radiation**

The Board provided expert feedback on the draft National Policy for Physiotherapists referring for diagnostic procedures using ionising radiation to the Expert Advisory Group established by the Department of Health in 2024.

## **Radiographers Registration Board Members' Attendance 2024**

Name	First Appointed	Expiry Dates	Scheduled Meetings (9)	Notes
Niamh Moore	20/02/2020	23/01/2028	6	Chairperson Re-appointed 26/02/2024
Claire Hogan	05/02/2018	28/02/2026	6	Re-appointed 29/03/2022
Joseph McManus	24/01/2024	23/01/2028	6	
Ciaran Walsh	20/02/2020	23/01/2028	8	Re-appointed 21/01/2024
Michelle Leech	02/07/2021	28/02/2026	7	Re-appointed 29/03/2022
Eddie Conron	29/03/2022	28/02/2026	8	
Deirdre O'Keeffe	08/03/2018	23/01/2026	6	Re-appointed 24/01/2022
David Delaney	24/06/2021	23/01/2026	5	Re-appointed 24/01/2022
Anita O'Donovan	24/01/2024	23/01/2028	5	
Carmel Breaden	17/04/2018	23/01/2026	7	Re-appointed 24/01/2022
Margaret Hughes	28/03/2023	23/01/2026	7	
Dermot Manning	07/05/2020	23/01/2028	7	Re-appointed 24/01/2024
Bernard McCartan	19/07/2023	23/01/2028	7	Re-appointed 24/01/2024



# 8

# Social Care Workers Registration Board Report

## Number on Register

**1,139**

Register opened  
on 30 November

**0**  
New  
registrants  
2023

**0**  
Registration  
decisions  
2023

**1,300**  
Registration  
decisions 2024

**2,283**  
Applications  
submitted

**0**  
Recognised  
applicants

**10**  
Board  
meetings

**1**  
Education  
Programme  
approved



## Appointments to the Board/ Elections

### Appointments:

The following members were appointed on 04 July 2024:

- Michael Williams (engaged in the management)
- Wayne Tyrell (public interest)

The following member was appointed on 17 December 2024:

- Yvonne Cassidy (voluntary/private, health/social care management)

### Resigned:

- Michelle Long on 28 May 2024 (engaged in the management)
- Anne Marie Cullen on 28 May 2024 (public interest)
- Jessica Bartek-Healy on 23 August 2024 (voluntary/private, health/social care management)

The Board extends its appreciation to its members during 2024.

By the end of 2024, there were no vacancies on the Board.

## Social Care Workers Registration

As of 31 December 2024, there were 1,139 social care workers registered with the Social Care Workers Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Social Care Workers Registration Board broadened the scope of decisions delegated to the Registrar, particularly for low-risk cases such as minor health declarations, professional titles deemed to be engaged in the practice of the profession and qualifications assessed as being sufficiently relevant and attesting to the standard of qualifications listed in the Act for the purposes of grandparenting.

## Social Care Workers Registration Statistics

Summary Registration Statistics	2023	2024	% Change
Applications received	80	2,283	28 fold increase
Decisions made total	0	1,300	N/A
Decision made by Registrar	0	886	68% of all decisions
Decision made by Registration Board	0	414	32% of all decisions
Social Care Workers' Register	0	1,139	N/A
Number of Voluntary Removals from the register	N/A	0	N/A
Number removed for non-payment of renewal fee	N/A	N/A	N/A

## Social Care Workers Recognition of International Qualifications

In 2024, although applications for the recognition of international qualifications were opened, no applicants had completed and submitted their applications for qualification recognition to the Social Care Workers Registration Board.

### Bye-Law

In 2024, the Social Care Workers Registration Board approved a public consultation on a draft Approved Qualifications Bye-Law to list the Bachelor of Arts in Social Care Work, MTU Cork whose graduates would be eligible for entry to the register.

## Social Care Workers Education Quality Assurance

### Programme approvals and monitoring

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

- Bachelor of Arts in Social Care Work, MTU Cork

# Social Care Workers Registration Board

## Members Attendance 2024

Name	First Appointed	Expiry Dates	Scheduled Meetings (10)	Unscheduled meetings (3)	Notes
Helena Doody	20/07/2021	30/06/2025	10	3	Chairperson
Emmett Tuite	01/06/2023	26/03/2027	10	3	
Audrey Reddington	01/06/2023	23/03/2027	0	0	
Darren Crowe	01/06/2023	26/03/2027	10	3	
Michelle Long	01/06/2023	26/03/2027	1	0	Resigned 28/05/2024
Noelle Reilly	02/07/2021	30/06/2025	7	2	
Patrick McGarty	14/06/2021	05/05/2025	10	3	
Jessica Bartak Healy	14/06/2021	05/05/2025	2	0	Resigned 27/08/2024
Joseph McVeigh	27/03/2023	26/03/2027	6	1	
Lisa Molloy	14/06/2021	05/05/2025	9	2	
Anne Marie Cullen	14/06/2021	05/05/2025	1	0	Resigned 28/05/2024
Sean O Dubhlaing	27/03/2023	26/03/2027	7	2	
Mercy Bash	27/03/2023	26/03/2027	6	0	
Michael Williams	04/07/2024	26/03/2027	3	1	
Wayne Tyrell	04/07/2024	05/05/2025	1	0	
Yvonne Cassidy	17/12/2024	05/05/2029	0	0	



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# Social Workers Registration Board Report

Number on Register

**5,638**

 +5.6%  
Increase  
since 2023

**434**

New registrants

**194**

Recognised

**28**

Compensation  
Measures

**0**

Education  
Programmes  
approved

**59**

Voluntarily  
left the  
Register

**84**

Removed from  
the Register for  
non-payment  
of renewal fees



## Appointments to the Board/ Elections

### Appointments:

The following members were appointed on 05 August 2024:

- Gabrielle Fitzpatrick (engaged in the practice)
- Eibhlin McNamara (engaged in the practice)
- Bernie Lenihan (involved in education)
- Julie O'Donnell (engaged in the management)

The following member was appointed on 17 December 2024:

- Owen Blee (voluntary/private, health/social care management)

### Terms of Office Expired:

The following members completed terms of office on 04 August 2024:

- Adrienne Byrne (engaged in the management)
- Yvonne Lennox (engaged in the practice)
- Perry Share (involved in education)

**Resigned:**

- ☒ Bernie Lenihan on 11 November 2024 (involved in education)
- ☒ Pat Bennett on 20 February 2024 (voluntary/private, health/social care management)

**Chairperson Term of Office updates:**

- ☒ Perry Share finished on the Board on 4 August 2024 after serving two terms as Chair
- ☒ Miriam O'Callaghan was elected as Chairperson of the Board on 11 December 2024

The Board extends its appreciation to its members whose terms of office expired in 2024.

By the end of 2024, there was one vacancy for a lay member who is representative of third level educational establishments in the State involved in the education and training of persons with respect to the practice of the social work profession.

**Social Workers Registration**

As of 31 December 2024, there were 5,638 social workers registered with the Social Workers Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

In 2024, the Social Workers Registration Board broadened the scope of decisions delegated to the Registrar, particularly for low-risk cases such as minor health declarations. This change led to improvements in the efficiency and timeliness of the registration process. As these delegations were introduced in 2024, comparative data on the percentage of decisions made by the Board versus the Registrar is not available for 2023.

**Social Workers**

Summary Registration Statistics	2023	2024	% Change
Applications received	421	456	8.3% increase
Decisions made total	314	482	53% increase
Decision made by Registrar	Not available	388	80.5% of all decisions
Decision made by Registration Board	Not available	94	19.5% of all decisions
Social Workers' Register	5,336	5,638	5.6% increase
Number of Voluntary Removals from the register	80	59	-26.2%
Number removed for non-payment of renewal fee	55	84	52.7%

**Social Workers Recognition of International Qualifications**

Health and social care professionals holding qualifications from outside of Ireland are assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland.

Summary Recognition Statistics	2023	2024	%
Applications received	263	333	27%
Decisions made total	164	222	35%
Decision made by Registrar	Not available	56	25% of all decisions
Decision made by Registration Board	Not available	166	75% of all decisions
Applicants Recognised	127	194	53%
Compensation Measures applied	36	28	-22%
Other (ineligible for Recognition)	1	0	-100%

## Social Workers Education Quality Assurance

In 2024, the Board played a key role in supporting the launch of the national Level 9 Apprenticeship in Social Work, which was officially introduced on 24 May 2024 by Minister Patrick O'Donovan. University College Cork (UCC) is the first provider of this apprenticeship, offering an apprentice pathway to the Master of Social Work and Postgraduate Diploma in Social Work Studies Programmes.

The Board worked closely with UCC to ensure the apprenticeship programme meets regulatory standards for entry to the social work register. Additionally, UCC, in collaboration with the Education and Training Board (ETB), developed new entry routes to social work education. The Board ensured these pathways aligned with professional standards, contributing to the growth of the social work workforce in Ireland.

# Social Workers Registration Board Members Attendance 2024

Name	First Appointed	Expiry Dates	Scheduled Meetings (8)	Unscheduled (1)	Notes
Miriam O'Callaghan	24/06/2021	20/06/2025	8	1	Chairperson
Perry Share	24/08/2016	04/08/2024	5	1	Chairperson until expiry of term Re-appointed 23/01/2021
Yvonne Lennox	10/08/2020	04/08/2024	3	1	Term expired
Aine Davin	31/08/2022	04/08/2026	8	1	
Adrienne Mary Byrne	10/08/2020	04/08/2024	2	1	Term expired
Maria McGloughlin	31/08/2022	04/08/2026	7	0	
Mary Kennedy	01/06/2023	04/08/2026	0	0	
Caoimhe Gleeson	28/03/2023	10/03/2027	5	0	
Hugh Farrell	24/06/2021	20/06/2025	4	1	
Aoife Kelly Desmond	28/03/2023	10/03/2027	3	0	
Colm O'Doherty	05/08/2018	04/08/2026	8	1	Re-appointed 21/08/2022
Pat Bennett	15/07/2021	04/08/2026	0	0	Re-appointed 31/08/2022 Resigned 20/02/2024
Bernie Lenihan	05/08/2024	04/08/2028	3	0	Resigned 11/12/2024
Julie O'Donnell	05/08/2024	04/08/2028	4	0	
Gabrielle Fitzpatrick	05/08/2024	04/08/2028	4	0	
Eibhlin McNamara	05/08/2024	04/08/2028	1	0	



10

# Speech and Language Therapists Registration Board Report

Number on Register

**2,502**

 +4.7%  
Increase  
since 2023

**140**

New registrants

**36**

Recognised

**9**

Compensation  
Measures

**1**

Education  
Programmes  
approved

**16**

Voluntarily  
left the  
Register

**23**

Removed from the  
Register for non-  
payment of renewal fees



## Appointments to the Board/ Elections

### Appointments:

- Collette Tully appointed on 14 February 2024 (voluntary/private, health/social care management)

The following members were appointed on 24 September 2024:

- Aideen Lawlor (engaged in the management)
- Fionnula Duffy (engaged in the management)
- Jen Moloney (engaged in the education)

### Re-appointments:

- Avril Sheridan was re-appointed on 14 February 2024 (public interest)

**Term of Office Expired:**

The following members terms of office expired on 13 February 2024:

- ☒ Peadar Ward (voluntary/private, health/social care management)
- ☒ Maeve Cleary (engaged in the management)

The Board extends its appreciation to its members whose terms expired in 2024.

By the end of 2024, there were no vacancies on the Board.

**Speech and Language Therapists Registration**

As of 31 December 2024, there were 2,502 Speech and Language Therapist registered with the Speech and Language Therapists Registration Board. Throughout the year, the Board continued to assess new applications, ensuring that all applicants met the required standards, including holding an approved qualification, demonstrating adequate language proficiency, and being deemed fit to practise.

**Speech and Language Therapists Registration Statistics**

Summary Registration Statistics	2023	2024	%
Applications received	149	140	-6%
Decisions made total	134	176	31% increase
Decision made by Registrar	Not available	150	85% of all decisions
Decision made by Registration Board	Not available	26	15% of all decisions
Speech and Language Register	2,389	2,502	4.7% increase
Number of Voluntary Removals from the register	28	16	-42.8%
Number removed for non-payment of renewal fee	23	23	No change

**Speech and Language Therapists Recognition of International Qualifications**

Health and social care professionals holding qualifications from outside of Ireland must have been assessed through CORU's recognition system to ensure that their qualifications and experience align with the standards set by the relevant Registration Board for safe practice in Ireland.

Summary Recognition Statistics	2023	2024	%
Applications received	64	57	-11%
Decisions made total	38	45	18%
Decision made by Registrar	Not available	20	44% of all decisions
Decision made by Registration Board	Not available	25	56% of all decisions
Applicants Recognised	29	36	24%
Compensation Measures applied	9	9	0%

## Speech and Language Therapists Education Quality Assurance

### Programme approvals and monitoring

The Speech and Language Therapists Registration Board approved the continuing suitability of the following education and training programmes:

- ☒ Master of Science in Speech and Language Therapy (Professional Masters), University of Limerick

### CPD

The Board conducted a CPD audit for registrants covering the period from 1 November 2024 to 13 December 2024, auditing a total of 75 registrants.

## Speech and Language Therapists Registration Board Attendance 2024

Name	First Appointed	Expiry Date	Scheduled Board Meetings (6)	Notes
Bernard Hegarty	20/06/2017	13/02/2025	5	Chairperson Re-appointed 14/02/2021
Antonia Hussey	01/06/2023	04/08/2026	4	
Emma Gonoud	09/05/2019	04/08/2026	3	Re-appointed 31/08/2022
Chiara Healy	01/06/2023	04/08/2026	5	
Eibhlin O'Leary	19/07/2023	13/02/2025	4	
Colette Tully	14/02/2024	13/02/2028	3	
Muiris O Laoire	29/03/2023	28/03/2027	4	
Avril Sheridan	28/03/2023	13/02/2028	3	Re-appointed 14/02/2024
Evelyn Cawley	14/02/2021	13/02/2025	3	
Sean O'Leary	19/07/2023	13/02/2025	4	
Peadar Ward	18/11/2020	13/02/2024	0	Term expired
Maeve Cleary	03/11/2020	13/02/2024	0	Term expired
Aideen Lawlor	24/09/2024	24/09/2028	0	
Jen Moloney	24/09/2024	24/09/2028	0	
Fionnuala Duffy	24/09/2024	24/09/2028	0	

# Registration Boards Preparing for Regulation

Two of CORU's Registration Boards, the Counsellors and Psychotherapists and the Psychologists Registration Boards are at the stage of conducting the extensive work required before registers can open. This work includes public consultation, stakeholder engagement, research regarding the practice of the profession in this country and internationally to enable regulation of the professions.

The following is a summary of the key activities and achievements of the Counsellors and Psychotherapists and the Psychologists Registration Boards at CORU.





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# Counsellors and Psychotherapists Registration Board Report

## Appointments to the Board/ Elections

### **Appointed:**

- Séamus Keating on 22 February 2024 (public interest)

### **Resigned:**

- Pat Benson on 19 January 2024 (public interest)

The Board extends its appreciation to Mr Benson for his service to the Board.

By the end of 2024, there were no vacancies on the Board.

## Counsellors and Psychotherapists Registration Board

The public stakeholder consultation on the Board's draft Standards of Proficiency and Criteria for Education and Training Programmes – one set for Counsellors and one set for Psychotherapists – concluded on Friday, 1 December 2023. In total, across both consultations, 689 responses were received through the completion of an online questionnaire or submission of a written response either electronically or in paper format.

Throughout 2024, the Board analysed the submissions received from all stakeholders to inform further revisions and drafting of its standards of proficiency for entry to both registers. A subgroup of the Board met eight times in 2024 as part of this process, with draft Standards of Proficiency for Counsellors and draft Standards of Proficiency for Psychotherapists returning to the Board for further consideration in December 2024. Alongside this work, the Board considered issues raised through the public consultation process, specifically with regard to quality assurance of practice placements, the minimum level of qualification for entry to both registers, as well as other matters relating to the establishment of regulatory education quality assurance requirements.

## Counsellors and Psychotherapists Registration Board Members Attendance 2024

Name	First Appointed	Expiry Dates	Scheduled Meetings (6)	Notes
Jennifer Griffin	25/02/2019	24/02/2025	6	Chairperson Re-appointed 25/02/2022
Marcella Finnerty	25/02/2019	24/02/2025	6	Re-appointed 25/02/2022
Patricia Jordan	25/02/2019	24/02/2027	6	Re-appointed 25/02/2023
Rachel Mooney	25/02/2019	24/02/2027	3	Re-appointed 25/02/2023
Colin O'Driscoll	25/02/2019	24/02/2025	5	Re-appointed 25/02/2022
Brian Gillen	25/02/2019	24/02/2027	5	Re-appointed 25/02/2023
Ann Delany	25/02/2019	24/02/2025	6	Re-appointed 25/02/2022
Gillian O'Brien	25/02/2019	24/02/2027	4	Re-appointed 25/02/2023
Carole Glynn	25/02/2019	24/02/2025	4	Re-appointed 25/02/2022
Oliver A Kelly	25/02/2019	24/02/2025	5	Re-appointed 25/02/2022
Caitriona Bradley	25/02/2019	24/02/2027	4	Re-appointed 25/02/2023
Kieran Kenny	19/07/2023	24/02/2027	4	
Seamus Keating	22/02/2024	24/02/2027	5	



# 12

# Psychologists Registration Board Report

## Appointments to the Board/ Elections

### Appointments:

- ✓ Martina Farrell appointed on 30 May 2024 (public interest)
- ✓ Paula Prenderville appointed on 24 September 2024 (engaged in the practice)

### Re-appointments:

- ✓ Stephen Kealy re-appointed on 21 July 2024 (engaged in the management)

### Resignations:

- ✓ Joan Fitzgerald on 18 April 2024 (public interest)

## Strategy and Policy

As part of the Psychologists Registration Board's progress towards introducing statutory regulation for the psychology profession, it will establish a single register comprising four divisions: one division each for clinical, counselling and educational psychologists and a fourth division – the 'Psychologists Division' – for all other psychology specialisms.

The Board prioritised preparing three distinct draft Standards of Proficiency for Clinical, Counselling and Educational Psychologists and the Criteria for Education and Training Programmes. A substantive engagement process took place with the profession in preparation for the public consultation. Resources included an e-book resource, the development of frequently asked questions and a webinar on the public consultation with key stakeholders.

The public consultation for stakeholders took place between 7 October – 29 November 2024.

The Board received significant feedback from a range of stakeholders and is analysing the submissions. The Board will revise and publish its draft Standards and Criteria for the three specialisms and communicate the next steps to introducing statutory regulation for Clinical, Counselling and Educational Psychologists.

The Board also agreed an approach to commence drafting ‘core competencies’ to enable the establishment of the Psychologists Division of the register for regulation of the remaining specialisms of psychology. This work will continue in 2025.

## Psychologists Registration Board Members Attendance 2024

Name	First Appointed	Expiry Date	Scheduled Board Meetings (6)	Unscheduled (1)	Notes
Dunia Hutchinson	21/07/2023	20/07/2027	5	1	Chairperson
Fiona Weldon	21/07/2017	20/07/2025	3	1	Re-appointed 21/07/2021
Sean O'Connell	21/07/2023	20/07/2027	3	0	
Sinead Fitzgerald	21/07/2017	20/07/2025	5	1	Re-appointed 21/07/2021
Stephen Kealy	21/07/2021	20/07/2028	3	1	Re-appointed 21/07/2024
Ladislav Timulak	14/06/2023	20/07/2025	6	1	
June Stanley	05/12/2022	25/11/2026	5	1	
Eimear Spain	12/09/2017	20/07/2025	5	1	Re-appointed 21/07/2021
John Hanily	05/12/2022	20/07/2025	5	1	
Ian Boyle Harper	18/11/2020	20/07/2027	4	0	Re-appointed 21/07/2023
James Doorley	05/12/2022	20/07/2027	4	1	Re-appointed 21/07/2023
Joan Fitzgerald	21/07/2017	20/07/2025	0	0	Re-appointed 21/07/2021 Resigned 18.04.2024
Martina Farrell	30/05/2024	20/07/2025	3	0	
Paula Prendeville	24/09/2024	24/09/2028	1	0	

# Appendices

# Appendix 1

## Council Appointments

### **Chairperson Term of Office:**

Mo Flynn was re-appointed for a second term as Chairperson of Council on 1 December 2024 (Chair)

### **Deputy Chairperson of Council:**

John F Scott completed a second term as Deputy Chairperson of Council on 10 February 2024

Stephanie Manahan succeeded him as Deputy Chairperson of Council on 21 March 2024

### **Appointments:**

Declan John Hovenden was appointed on 17 April 2024 (Optical Registration Board representative)

Niamh Moore was appointed on 17 April 2024 (Radiographers Registration Board representative)

Katie Robinson was appointed on 26 August 2024 (Occupational Therapists Registration Board representative)

Martina Ring was appointed on 9 November 2024 (Medical Scientists Registration Board representative)

Pauline Wilson was appointed on 17 December 2024 (Podiatrists Registration Board representative)

Tadhg Daly was appointed on 17 December 2024 (management private/voluntary, health/social care)

### **Re-Appointments:**

Maureen Carolan was re-appointed on 19 November 2024 (public interest)

### **Terms of Office Expired:**

Aisling Timoney completed term on 18 November 2024 (public interest)

Julia Shaw completed term on 15 October 2024 (Podiatrists Registration Board representative)

Adrienne Byrne completed term on 4 August 2024 (Social Workers Registration Board representative)

Irene Reagan completed her term on 8 November 2024 (Medical Scientists Registration Board representative)

### **Resigned:**

Caitriona Sweeney on 9 May 2024 (Occupational Therapists Registration Board representative)

Deirdre Saul on 21 March 2024 (management private/voluntary, health/social care)

By the end of 2024, there were two vacancies on the Council, one for a member representing the public interest and one representing the Social Work profession.

# Appendix 2

## Council Attendance 2024

Name	First Appointed	Expiry Dates	Scheduled Board Meetings (8)	Fitness to Practise Meetings (9)	Notes
Mo Flynn	01/12/2020	30/11/2028	8	7	Chairperson Re-appointed 01/12/2024
Stephanie Manahan	17/04/2018	20/03/2025	6	7	Deputy Chair Re-appointed 21/03/2021
Adrienne Byrne	05/12/2022	04/08/2024	1	5	Term expired
Aisling Timoney	26/11/2020	18/11/2024	0	0	Term expired
Caitriona Sweeney	26/10/2022	30/06/2025	1	1	Resigned 09/05/2024
Caroline Byrne	04/11/2021	22/10/2025	6	2	
Dara Purcell	21/03/2023	20/03/2027	6	4	
Declan John Hovenden	17/04/2024	10/02/2027	6	3	
Deirdre Saul	21/03/2023	20/03/2027	0	0	Resigned 21/03/2024
Denis Murphy	12/07/2023	20/04/2027	6	7	
Emma Benton	21/03/2023	20/03/2027	8	8	
Emma Gonoud	31/03/2021	04/08/2026	4	4	Re-appointed 23/09/2022
Fred Powell	11/12/2017	20/03/2025	6	6	Re-appointed 21/03/2021
Geraldine O'Hare	05/12/2022	20/03/2027	5	2	Re-appointed 21/03/2023
Irene Regan	25/04/2019	08/11/2024	3	2	Re-appointed 06/01/2021 Term expired
John F Scott	17/04/2018	20/03/2025	5	1	Re-appointed 21/03/2021
John Hennessy	05/12/2022	05/05/2025	7	7	
Julia Shaw	23/05/2019	15/10/2024	3	2	Re-appointed 16/10/2021 Term expired
Katie Robinson	26/08/2024	30/06/2025	0	1	
Ladislav Timulak	20/12/2023	20/07/2025	6	6	
Marcella Finnerty	25/02/2023	24/02/2025	7	7	
Margaret Boland	27/03/2019	20/03/2025	6	6	Re-appointed 21/03/2021
Martina Ni Chulain	05/12/2022	20/03/2027	4	4	Re-appointed 21/03/2023
Martina Ring	09/11/2024	30/01/2027	0	0	
Mary Ann Therese Flynn	15/05/2020	13/02/2025	7	4	Re-appointed 14/02/2021
Mary Tumelty	24/11/2019	20/03/2027	0	0	Re-appointed 21/03/2023
Maureen Carolan	26/11/2020	18/11/2028	6	2	Re-appointed 19/11/2024
Michael O'Keeffe	21/03/2021	20/03/2025	7	0	

Name	First Appointed	Expiry Dates	Scheduled Board Meetings (8)	Fitness to Practise Meetings (9)	Notes
Niamh Moore	17/04/2024	28/02/2026	4	2	
Noelle Reilly	27/03/2023	30/06/2025	3	4	
Patricia Jordan	26/11/2020	24/02/2027	8	7	Re-appointed 25/02/2023
Paul Arthur Hersee	06/03/2023	10/02/2025	6	7	
Paula O'Shea	04/11/2021	22/10/2025	6	5	
Pauline Wilson	17/12/2024	15/10/2028	0	0	
Róna McLaughlin	04/11/2021	20/07/2025	1	2	
Tadhg Daly	17/12/2024	20/03/2027	0	0	
Treasa Campbell	20/06/2017	20/03/2025	6	4	Re-appointed 21/03/2021

# Appendix 3

## Committees Attendance

### Key:

- \* term expired
- 1 attended meeting
- † appointed by Council
- ‡ resigned
- § Non Council Member

In cases where a member is on extended leave, this is noted as an absence.

### Audit Risk and Governance Committee

Name	28 Feb	24 Apr	25 Jul	25 Sept	07 Nov
Margaret Boland (Chair) †	1	1	1	1	1
John F. Scott †			1	1	1
Ray Dolan §	1	1			
Elaine Sheridan §	1	1		1	1
Martina Ní Chulain †	1		1	1	
John Hennessy †		1	1	1	1
Aisling Timoney †					
Sinéad O'Connor §	1	1		1	1

### Finance, Performance and Resources Committee

Name	07 Feb	01 May	31 Jul	28 Aug	03 Dec
Michael O'Keeffe (Chair) †	1	1	1	1	1
John F Scott †	1	1	1	1	1
Mary Ann Therese Flynn †	1		1	1	1
Dara Purcell †					1
Deirdre Saul ‡					

\* Dara Purcell appointed on 05 September 2024

\* Deirdre Saul resigned on February 2024

## Registration and Recognition Committee

Name	07 Feb	12 Jun	23 Jul	25 Sept	21 Nov
Fred Powell (Chair) †	1	1	1	1	1
Gabrielle Fitzpatrick §		1	1	1	1
Patricia Jordan †	1	1	1	1	1
Caroline Byrne †	1	1	1	1	1
Adrienne Byrne §					1
Rona McLaughlin †	1				
Ladislav Timulak †		1	1		1
Noelle Reilly †	1	1	1	1	1

\* Ladislav Timulak appointed on 21 March 2024

## Education Committee

Name	29 Feb	20 Jun	22 Aug	06 Nov
Irene Regan †		1		1
Treasa Campbell (Chair) †	1	1	1	1
Paul Arthur Hersee †	1	1	1	
Marcella Finnerty †	1	1		1
Rena Young §			1	1
Stephen Swanton §	1	1	1	
Kenneth Freeman §	1	1	1	1

## Nominations Committee

Name	01 Mar	30 May	22 Aug	14 Nov
Emma Gonoud (Chair) †	1	1	1	1
Margaret Boland †	1	1	1	1
Miriam O'Callaghan §	1	1	1	
Catriona Sweeney ‡	1			
Niamh Moore †			1	1

\* Niamh Moore appointed on 27 June 2024

## Professional Practice Advisory Committee

Name	25 Jan	04 April	16 Aug	14 Nov
Stephanie Manahan †	1	1	1	1
Maureen Carolan †	1	1	1	1
Denis Murphy †			1	1
Declan Hovenden †				
Adrienne Byrne §				1

\* Denis Murphy and Declan Hovenden appointed on 27 June 2024

\* Adrienne Byrne appointed on 05 September 2024

# Report and Financial Statements

for the year ended 31 December 2024

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# Information

## Members of the Council 2024 to 04/12/2025

Mo Flynn	<i>Chairperson (reappointed 01/12/2024)</i>
Denis Murphy	<i>Deputy Chairperson</i>
Stephanie Manahan	<i>Deputy Chairperson (term ended 20/03/2025)</i>
Treasa Campbell	<i>(term ended 20/03/2025)</i>
Fred Powell	<i>(term ended 20/03/2025)</i>
John F Scott	<i>Deputy Chairperson to 22/02/2024 (term ended 20/03/2025)</i>
Irene Regan	<i>(term ended 08/11/2024)</i>
Julia Shaw	<i>(term ended 15/10/2024)</i>
Margaret Boland	<i>(term ended 20/03/2025)</i>
Mary Tumelty	<i>(resigned 20/02/2025)</i>
Mary Ann Therese Flynn	<i>(term ended 13/02/2025)</i>
Maureen Carolan	<i>(reappointed 19/11/2024)</i>
Patricia Jordan	
Aisling Timoney	<i>(term ended 18/11/2024)</i>
Michael O'Keeffe	<i>(term ended 20/03/2025) (reappointed 06/05/2025)</i>
Emma Gonoud	
Caroline Byrne	<i>(term ended 22/10/2025)</i>
Paula O'Shea	<i>(reappointed 23/10/2025)</i>
Róna McLaughlin	<i>(reappointed 27/08/2025)</i>
Caitriona Sweeney	<i>(resigned 09/05/2024)</i>
John Hennessy	<i>(reappointed 06/05/2025)</i>
Martina Ni Chulain	
Geraldine O'Hare	<i>(resigned 08 May 2025)</i>
Adrienne Byrne	<i>(term ended 04/08/2024)</i>
Marcella Finnerty	<i>(term ended 24/02/2025)</i>
Paul Hersee	<i>(term ended 10/02/2025)</i>
Deirdre Saul	<i>(resigned 21/03/2024)</i>
Emma Benton	
Dara Purcell	
Noelle Reilly	<i>(resigned 20/02/2025)</i>
Denis Murphy	
Ladislav Timulak	<i>(reappointed 27/08/2025)</i>
Niamh Moore	<i>(appointed 17/04/2024)</i>
Declan John Hovenden	<i>(appointed 17/04/2024)</i>
Katie Robinson	<i>(appointed 26/08/2024) (term ended 30/06/2025)</i>
Martina Ring	<i>(appointed 09/11/2024)</i>
Julie O'Donnell	<i>(appointed 20/02/2025)</i>
Tadhg Daly	<i>(appointed 17/12/2024)</i>
Pauline Wilson	<i>(appointed 17/12/2024)</i>
Jillian Flaherty	<i>(appointed 11/02/2025)</i>
Cathy Doyle	<i>(appointed 20/02/2025)</i>
Andrew Conlan-Trant	<i>(appointed 21/03/2025)</i>
Ruairí McKiernan	<i>(appointed 21/03/2025)</i>
Joe Dowling	<i>(appointed 21/03/2025)</i>
Lucia Crimin	<i>(appointed 06/03/2025)</i>
Jackie Bonfield	<i>(appointed 21/03/2025)</i>
Nigel McKelvey	<i>(appointed 09/04/2025)</i>
Annemarie Bennett	<i>(appointed 16/04/2025)</i>
Hugh O'Donoghue	<i>(appointed 16/05/2025)</i>
Michelle Darcy	<i>(appointed 23/10/2025)</i>
Kendal Hinds	<i>(appointed 23/10/2025)</i>

## Senior Management Team

Chief Executive Officer	<b>Margaret Hynds O'Flanagan</b> ( <i>Interim until 08/04/2024</i> ) <b>Sheila McClelland</b> ( <i>from 08/04/2024 to 06/09/2024</i> ) <b>Claire O'Cleary</b> ( <i>acting from 09/09/2024</i> ) ( <i>appointed 10/12/2024</i> )
Head of Corporate Services	<b>Kenneth Daly</b> ( <i>resigned 10/06/2024</i> ) <b>Sara Leonard</b> ( <i>acting from 14/06/2024</i> ) ( <i>appointed 30/08/2024</i> ) ( <i>resigned 28/03/2025</i> ) <b>Clare Quille</b> ( <i>appointed 07/04/2025</i> )
Head of Legal and Fitness to Practise	<b>Erica Champ</b> ( <i>appointed 07/04/2025</i> ) <b>William Slattery</b> ( <i>acting from 24/04/2024</i> ) <b>Katie Quinn</b> ( <i>acting 24/04/2024 to 30/08/2024</i> )
Head of Registration	<b>Melika Khandanian</b> ( <i>acting 09/10/2023 – 05/01/2024</i> ) <b>Anne Marie Bennett</b> ( <i>appointed 08/01/2024</i> ) <b>Christina Rafferty</b> ( <i>appointed 31/03/2025</i> )
Head of Education Quality Assurance	<b>Claire O'Cleary</b> ( <i>to 08/09/2024</i> ) <b>Lee McLoughlin</b> ( <i>acting 09/09/2024 to 29/11/2024</i> ) <b>Garrett Duffy</b> ( <i>acting 18/11/2024</i> ) ( <i>appointed 24/03/2025</i> )
Head of Strategy and Policy	<b>Catherine Byrne</b>
Head of Recognition	<b>Ian Nash</b> ( <i>acting 31/05/2023 to 05/04/2024</i> ) <b>Margaret Hynds O'Flanagan</b> ( <i>23/04/2024 to 21/06/2024</i> ) <b>Anne Marie Bennett</b> ( <i>appointed 18/03/2025</i> )
Head of Sustainable Regulation	<b>Lee McLoughlin</b> ( <i>acting 24/05/2023 to 09/09/2024</i> )
Head of Digital Strategy	<b>Melika Khandanian</b> ( <i>acting 24/06/2024</i> ) ( <i>appointed 04/03/2025</i> )

### Headquarters

CORU - Health and Social Care Professionals Council  
George's Court, Infinity Building,  
George's Lane,  
Smithfield,  
Dublin 7, D07 E98Y.

### Auditor

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

### Accountants

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

# Governance Statement and Council Members' Report

## Governance

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

## Council Responsibilities

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

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

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

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

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

## Governance Statement and Council Members' Report *cont'd*

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

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

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

The Council considers that the financial statements of the Health and Social Care Professionals Council give a true and fair view of the financial performance and the financial position of Health and Social Care Professionals Council at 31 December 2024, except for non-compliance with the requirement of FRS 102 in relation to retirement benefits entitlements, as directed by the Minister for Health.

## Governance Statement and Council Members' Report *cont'd*

### Council Structure

The Council consists of a Chairperson, Deputy Chairperson and thirty-one ordinary members, all of whom are appointed by the Minister for Health. There are currently two vacancies. The members of the Council were appointed for a period of up to four years and meet on a monthly basis. The table below details the appointment period for current members:

Council Member	Role	Date Appointed
Mo Flynn	Chairperson	01/12/2020
Denis Murphy	Deputy Chairperson	12/07/2023
Maureen Carolan		26/11/2020
Patricia Jordan		26/11/2020
Michael O'Keeffe		21/03/2021
Emma Gonoud		31/03/2021
Paula O'Shea		04/11/2021
Róna McLaughlin		04/11/2021
John Hennessy		05/12/2022
Martina Ní Chúlain		05/12/2022
Dara Purcell		21/03/2023
Emma Benton		21/03/2023
Ladislav Timulak		20/12/2023
Niamh Moore		17/04/2024
Declan John Hovenden		17/04/2024
Martina Ring		09/11/2024
Pauline Wilson		17/12/2024
Tadhg Daly		17/12/2024
Jillian Flaherty		11/02/2025
Cathy Doyle		20/02/2025
Julie O'Donnell		20/02/2025
Andrew Conlan-Trant		21/03/2025
Ruairí McKiernan		21/03/2025
Joe Dowling		21/03/2025
Lucia Crimin		06/03/2025
Jackie Bonfield		21/03/2025
Nigel McKelvey		09/04/2025
Annemarie Bennett		16/04/2025
Hugh O'Donoghue		16/05/2025
Michelle Darcy		23/10/2025
Kendal Hinds		23/10/2025

## Governance Statement and Council Members' Report *cont'd*

The following members of Council were appointed (A) reappointed (R); Mo Flynn (A) 01 December 2020 (R) 01 December 2024, Maureen Carolan (A) 26 November 2020 (R) 19 November 2024, Emma Gonoud (A) 31 March 2021 (R) 23 September 2022, Patricia Jordan (A) 26 November 2020 (R) 25 February 2023, Michael O'Keeffe (A) 21 March 2021 (R) 06 May 2025, Martina Ní Chúlain (A) 05 December 2022 (R) 21 March 2023, John Hennessy (A) 05 December 2022 (R) 06 May 2025, Róna McLaughlin (A) 04 November 2021 (R) 27 August 2025, Ladislav Timulak (A) 20 December 2023 (R) 27 August 2025, Paula O'Shea (A) 04 November 2021 (R) 23 October 2025.

The Council conducted an Annual Governance Appraisal in December 2024.

### Registration Boards

Registration Boards are established to protect the public by promoting high standards of professional conduct and professional education, training and competence among registrants of the designated professions. The following Registration Boards are operating in 2024 in the Health and Social Care Professionals Council:

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

\* registering professionals in 2024

The Council has established six committees, as follows:

### 1. Audit, Risk and Governance Committee:

comprises seven members of which four are members of Council. The role of the Audit, Risk and Governance Committee (ARGC) is to support the Council in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARGC is independent from the financial management of the organisation. In particular the Committee ensures that the internal control systems, including audit activities, are monitored actively and independently. The ARGC reports in writing to the Council after each meeting, and formally in writing annually. The members of the Audit, Risk and Governance Committee are: John Hennessy (Chairperson), Martina Ni Chulain, Martina Ring, and Tadhg Daly (Council) and Sara McAvoy, Lorraine Halpin and Sinead O'Connor (External members). There were five meetings of the ARGC in 2024.

### 2. Finance, Performance and Resources Committee (FPRC):

comprises four members of Council. The role of this committee is to provide an independent appraisal structure within CORU to measure and evaluate its financial performance, and the allocation of resources and budgets. The members of this committee are Michael O'Keeffe (Chairperson), Dara Purcell, Joe Dowling and Jackie Bonfield. There were five meetings of the FPRC in 2024.

## Governance Statement and Council Members' Report *cont'd*

### **3. Registration and Recognition Committee (RC):**

comprises seven members, of which five are members of Council. The role of this committee is to advise Council on policies and procedures in relation to registration and qualifications recognition (as Competent Authority). The members of this committee are: Róna McLaughlin (Chairperson), Patricia Jordan, Ladislav Timulak, Pauline Wilson, and Nigel McKelvey (Council) and Gabrielle Fitzpatrick and Adrienne Byrne (External members). There were five meetings of the RC in 2024.

### **4. Education Committee (EC):**

comprises six members, of which four are members of Council. The role of this committee is to advise Council on policies and procedures in relation to education, training and continuing professional development. The members of this committee are: Andrew Conlan-Trant (Chairperson), Cathy Doyle, Ruairí McKiernan, and Annemarie Bennett (Council) and Kenneth Freeman and Stephen Swanton (External members). There were four meetings of the EC in 2024.

### **5. Professional Performance Advisory Committee (PPAC):**

comprises five members of which four are members of Council. The role of this committee is to assist and advise Council in a number of key areas including fitness to practise. The members of this committee are Maureen Carolan (Chairperson), Denis Murphy, Lucia Crimin, and Jillian Flaherty (Council) and Adrienne Byrne (External member). There were four meetings of the PPAC in 2024.

### **6. Nomination Committee (NC):**

comprises five members of which four are members of Council. The role of this committee is to lead the process for Committee appointments and make recommendations to Council. The members of this committee are: Emma Gonoud (Chairperson), Niamh Moore, Declan Hovenden, Julie O'Donnell (Council) and Miriam O'Callaghan (External member). There were four meetings of the NC in 2024.

## Governance Statement and Council Members' Report cont'd

### Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Council and Committee meetings for 2024 is set out below including the fees and expenses received by each member:

Different types of individual leave in 2024 may have had an impact on some member's Council and Committee attendance.

Number of meetings	Council 8	ARGC 5	FPRC 5	RC 5	EC 4	PPAC 4	NC 4	Fees 2024 €	Expenses 2024 €
Mo Flynn	8							11,143	297
John F Scott	5	3	5					-	-
Treasa Campbell	6				4			-	-
Fred Powell	6			5				-	-
Stephanie Manahan	6					4		-	147
Irene Regan	3/6				2			-	-
Julia Shaw	3/5							-	515
Patricia Jordan	8			5				-	1,225
Rona McLaughlin	1			1				-	-
Marcella Finnerty	7				3			-	-
Margaret Boland	6	5					4	-	-
Denis Murphy	6					2/2		-	-
Mary Tumelty	0/1							-	-
Mary Ann Flynn	7		4					-	30
Michael O'Keeffe	7		5					-	258
Maureen Carolan	6					4		-	270
Deirdre Saul	0/1	0						-	-
Caitriona Sweeney	1/4						1/1	-	-
Emma Benton	8							-	46
Emma Gonoud	4						4	-	-
Aisling Timoney	0/1	1/1						-	-
Paul Hersee	6				3			-	-
Martina Ni Chulain	4	3						-	308
John Hennessy	7	4						-	1,242
Dara Purcell	6		1/1					-	-
Geraldine O'Hare	5							-	758
Caroline Byrne	6			5				-	-
Adrienne Byrne	1/4			1/1		1/1		-	-
Noelle Reilly	3			5				-	288
Paula O'Shea	6							-	-
Ladislav Timulak	6			3/4				-	-
Niamh Moore	4/6						2/2	-	109
Declan John Hovenden	6/6				0			-	-
Katie Robinson	0/4							-	-
Martina Ring	0/2							-	-
Pauline Wilson	0/0							-	-
Tadhg Daly	0/0							-	-
Sheelagh McNeill*	2/2							-	-
								11,143	5,493

As per the Health and Social Care Professionals Act 2005, Council members do not receive any fees. The Chairperson, Mo Flynn, received a stipend during 2024.

\*Sheelagh McNeill was temporarily co-opted to Council in November 2024 to cover member on leave as non-voting observer.

## Governance Statement and Council Members' Report *cont'd*

### Key Personnel Changes

Six members of the Council's serving terms ended during the year and three members resigned. In accordance with the Health and Social Care Professionals Act 2005 the Minister appointed seven new members. There were also several new appointments and temporary appointments to the senior management team during the year – Margaret Hynds O'Flanagan Interim CEO returned to her role as Head of Recognition and Deputy Registrar when Sheila McClelland was appointed as CEO and Claire O'Cleary was appointed CEO when Sheila McClelland resigned. Sara Leonard was appointed as Head of Corporate Services, replacing Kenneth Daly who resigned. Anne Marie Bennett was appointed as Head of Registration. Ian Nash was Acting Head of Recognition when Margaret Hynds O'Flanagan was Interim CEO. Melika Khandanian was appointed as Acting Head of Digital Strategy. William Slattery and Katie Quinn jointly headed the Legal and Fitness to Practise Department when Erica Champ went on leave, and subsequently William Slattery was promoted to Acting Head. Garrett Duffy succeeded Lee McLoughlin as Acting Head of Education Quality Assurance.

### Disclosures Required by Code of Practice for the Governance of State Bodies (2016)

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

### Consultancy Costs

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

	2024	2023
	€	€
Legal Fees – General and Enforcement	92,477	125,170
Strategic Procurement Services	25,875	41,981
Organisation Development	32,322	774
Internal Audit	32,024	19,803
Health and Safety Management	2,824	15,221
Public Affairs and Communications	30,961	100,592
Human Resources	73,350	2,103
<b>Total consultancy costs</b>	<b>289,833</b>	<b>305,644</b>
Consultancy costs capitalised	-	-
Consultancy costs charged to the Income and Expenditure and Retained	289,833	305,644
Revenue Reserves	-	-
<b>Total</b>	<b>289,833</b>	<b>305,644</b>

## Governance Statement and Council Members' Report *cont'd*

### Legal Costs and Settlements

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

### Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2024	2023
	€	€
<b>Domestic</b>		
- Council	14,312	21,609
- Committees	16,303	10,338
- Registration Board	23,857	25,792
- Employees	26,263	14,684
<b>International</b>		
- Council	-	-
- Committees	-	-
- Registration Board	-	-
- Employees	12,191	24,952
<b>Total</b>	<b>92,926</b>	<b>97,375</b>

### Hospitality Expenditure

The Statement of Income and Expenditure Account includes the following hospitality expenditure:

	2024	2023
	€	€
Staff and Council hospitality	22,974	13,393
<b>Total</b>	<b>22,974</b>	<b>13,393</b>

## Governance Statement and Council Members' Report *cont'd*

### Statement of Compliance

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

There are currently 12 individual Registration Boards for Health and Social Care Professionals in Ireland. These are independent decision-making bodies established under Part 3 of the Act with their own prescribed powers and functions. The overall thrust of the Act is directed to allowing a fairly substantial degree of autonomy to Registration Boards. The Health and Social Care Professionals Act 2005 Part 2 Section 8 specifies the “functions and powers of Council.” Council is the recognised governing body within CORU and has full and complete responsibility for all financial matters. The Boards are not given separate or independent budgets. Part 3 Section 27 of the Act specifies the “object, functions and powers of registration boards.” In accordance with Part 3 section 27, Registration Boards have statutory responsibility for matters relating to registration, recognition, approval of education programmes and sanctions.

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

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

There is a mechanism in place whereby any deviations by a Registration Board from Council guidelines and templates is reported to Council. A member of each Registration Board also sits on Council and can report to Council on any matters of concern.



Mo Flynn  
Chairperson

Date: 04 December 2025



Claire O'Cleary  
Chief Executive Officer

Date: 04 December 2025

# Statement on Internal Control

## Scope of Responsibility

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

## Purpose of the System of Internal Control

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

## Capacity to Handle Risk

The Audit, Risk and Governance Committee was established in 2009. The Committee met five times in 2024.

Mechanisms for ensuring the adequacy of the security of the Information and Communication Technology (ICT) systems are in place that include the implementation of appropriate policies and control procedures.

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

## Risk and Control Framework

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

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

The executive of the Council is responsible for the development and maintenance of the financial controls framework. In line with Council's Protected Disclosures policy, the Protected Disclosures Officer confirmed that no disclosures were made in the financial year 2024. We further confirm that there have been no financial irregularities identified during the review of the effectiveness of the system of internal control. Risk is a standing item on the agenda of Council and risk registers are reviewed monthly by Senior Management and Council and quarterly by the Audit, Risk and Governance Committee.

## Statement on Internal Control *cont'd*

### Ongoing Monitoring and Review

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

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

### Procurement

The Health and Social Care Professionals Council has procedures in place to ensure compliance with current procurement rules and guidelines established by the Office of Government Procurement and during 2024, the Council complied with these procedures.



Mo Flynn  
Chairperson

Date: 04 December 2025

### Review of Effectiveness

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

The work of the ARGC was informed by a number of audits, as part of the 2024 Internal Audit plan, performed by the Internal Auditor. A financial controls review was performed on Purchase to Pay and Tendering Procedures for the period March to July 2024 and the audit report of 17 September 2024 was presented to ARGC on 25 September 2024. A Payroll Review was performed by the Internal Auditor for the period January to October 2024 and the audit report of 26 February 2025 was presented to ARGC on 05 March 2025.

The Council continuously reviewed the effectiveness of the internal controls for 2024 throughout the year and was informed by the work of the ARGC and Internal Audit. The Council is reasonably assured that the systems of internal control instituted and implemented in Health and Social Care Professionals Council for the financial year ended 31st December 2024 are effective.

### Internal Control Issues

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



Claire O' Cleary  
Chief Executive Officer

Date: 04 December 2025

# Report of the Comptroller and Auditor General



## Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

### Report for presentation to the Houses of the Oireachtas

### Health and Social Care Professionals Council

#### Qualified opinion on the financial statements

I have audited the financial statements of the Health and Social Care Professionals Council for the year ended 31 December 2024 as required under the provisions of section 21 of the Health and Social Care Professionals Act 2005. The financial statements have been prepared in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland* and comprise

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

In my opinion, except for the non-compliance with the requirements of FRS 102 in relation to retirement benefit entitlements referred to below, the financial statements give a true and fair view of the assets, liabilities and financial position of the Health and Social Care Professionals Council at 31 December 2024 and of its income and expenditure for 2024 in accordance with FRS 102.

#### Basis for qualified opinion on financial statements

In compliance with the directions of the Minister for Health, the Health and Social Care Professionals Council accounts for the costs of retirement benefit entitlements only as they become payable. This does not comply with FRS 102 which requires that the financial statements recognise the full cost of retirement benefit entitlements earned in the period and the accrued liability at the reporting date. The effect of the non-compliance on the Health and Social Care Professionals Council's financial statements for 2024 has not been quantified.

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

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

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

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

I have nothing to report in that regard.

Seamus McCarthy  
Comptroller and Auditor General

8 December 2025

# Report of the Comptroller and Auditor General for presentation to the Houses of the Oireachtas cont'd

## Appendix to the report

### Responsibilities of Council members

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

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

### Responsibilities of the Comptroller and Auditor General

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

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

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

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

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

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

I report by exception if, in my opinion,

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

### Information other than the financial statements

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

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

### Reporting on other matters

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

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

# Statement of Income and Expenditure and Retained Revenue Reserves

for the year ended 31 December 2024

	Notes	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
<b>Income</b>			
Exchequer Grant	2	6,575,396	5,828,156
Fee Income	3	4,136,273	3,590,477
Employment Superannuation Deductions		25,570	23,230
		<b>10,737,239</b>	<b>9,441,863</b>
<b>Expenditure</b>			
Salaries	8	5,229,782	4,521,390
Staff Travel and Expenses	5	49,517	50,089
Establishment and Accommodation Costs	4	964,876	1,024,191
Office Administration	6	2,128,711	1,652,901
Registration and Recognition of International Qualifications	7	1,033,200	387,019
Legal and Professional Fees	9	2,254,957	2,503,110
Education/CPD		136,981	213,929
Audit Fees		12,700	12,650
Depreciation	10,11	136,512	127,714
		<b>11,947,235</b>	<b>10,492,993</b>
<b>(Deficit)/Surplus for the year before appropriations</b>		<b>(1,209,996)</b>	<b>(1,051,130)</b>
Transfer (to) / from Capital Account	14	25,843	35,525
<b>(Deficit)/Surplus for the year after appropriations</b>		<b>(1,184,153)</b>	<b>(1,015,605)</b>
Balance at the beginning of the year		(1,371,556)	(355,951)
Balance at the end of the year		<b>(2,555,707)</b>	<b>(1,371,556)</b>

The Statement of Cash Flows and Notes 1 to 19 form part of these Financial Statements.



Mo Flynn  
Chairperson

Date: 04 December 2025



Claire O' Cleary  
Chief Executive Officer

Date: 04 December 2025

# Statement of Financial Position

as at 31 December 2024

	Notes	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
<b>Fixed Assets</b>			
Intangible Assets	10	-	-
Property, Plant and Equipment	11	885,196	911,039
		885,196	911,039
<b>Current Assets</b>			
Cash and Cash Equivalents		32,058	454,409
Receivables and Prepayments	12	65,139	349,924
		97,197	804,333
<b>Current Liabilities (amounts falling due within one year)</b>			
Payables	13	2,652,904	2,175,888
		2,652,904	2,175,888
<b>Net Current Assets</b>			
		(2,555,707)	(1,371,555)
<b>Total Net (Liabilities) / Assets</b>		<b>(1,670,511)</b>	<b>(460,516)</b>
<b>Represented by</b>			
Capital Account	14	885,196	911,040
Retained Revenue Reserves		(2,555,707)	(1,371,556)
		<b>(1,670,511)</b>	<b>(460,516)</b>

The Statement of Cash Flows and Notes 1 to 20 form part of these Financial Statements.



Mo Flynn  
Chairperson

Date: 04 December 2025



Claire O' Cleary  
Chief Executive Officer

Date: 04 December 2025

# Statement of Cash Flows

for the year ended 31 December 2024

	Notes	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
<b>Net Cash flows from Operating Activities</b>			
(Deficit) / Surplus for the year		(1,184,153)	(1,015,603)
Amortisation charge	10	-	-
Depreciation charge	11	136,512	127,714
Decrease / (Increase) in receivables		284,785	41,352
Increase in payables		477,017	411,466
Loss on disposal		-	-
Capital account movement		(25,843)	(35,525)
Net Cash (Outflow) / Inflow from Operating Activities		<b>(311,681)</b>	<b>(470,596)</b>
<b>Cash flows from Investing Activities</b>			
Capital Expenditure		(110,670)	(92,189)
Disposal of Assets	11	-	-
<b>(Decrease) / Increase in cash and cash equivalents</b>		<b>(422,351)</b>	<b>(562,785)</b>
Cash and cash equivalents at the beginning of the year		454,409	1,017,194
Cash and cash equivalents at the end of the year		<b>32,058</b>	<b>454,409</b>

Notes 1 to 20 form part of these Financial Statements.



Mo Flynn  
Chairperson

Date: 04 December 2025



Claire O' Cleary  
Chief Executive Officer

Date: 04 December 2025

# Notes

(forming part of the financial statements)

## 1. Accounting policies

### a) General

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

### b) Compliance with FRS 102

The financial statements of the Health and Social Care Professionals Council (CORU) for the year ended 31 December 2024 have been prepared in compliance with the applicable legislation, and with FRS 102, the financial reporting standard applicable in the UK and the Republic of Ireland issued by the Financial Reporting Council in the UK, with the exception of superannuation. By the direction of the Minister for Health, the provisions of FRS 102 in relation to retirement benefits are not being complied with. In all other respects the financial statements comply with FRS 102.

### c) Basis of Preparation

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

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

### d) Critical Accounting Judgements and Estimates

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

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

#### (i) Going concern

There is no material uncertainty regarding the Council’s ability to meet its liabilities as they fall due, and to continue as a going concern. CORU will continue to require and receive Exchequer funding until it becomes self-financing through registration and other fees. The Department of Health will continue to work closely with CORU in relation to its funding requirements. On this basis, the Council considers it appropriate to prepare financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the Council was unable to continue as a going concern. Note 20 contains further information on going concern.

## Notes (forming part of the financial statements) cont'd

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

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

### e) Exchequer Grant

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

### f) Fee Income

Renewal fees are recognised in the period in which the renewal relates. Income received in the year in respect of following year fees is recognised as income for the following year. It is shown as deferred income on the statement of financial position and will be booked as income in the subsequent year. All other income is accounted for on a cash receipts basis.

### g) Fixed Assets and Depreciation

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

Furniture & Fittings	20.00%
IT/Office equipment	33.33%
Leasehold Improvements	5.00%

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

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

## Notes (forming part of the financial statements) cont'd

### **h) Intangible Assets - Software Development**

Software development costs on major systems are treated as capital items and are written off over the period of their expected useful life from the date of their implementation. Expenditure on software hosted on the cloud licencing is expensed in the statement of income and expenditure.

### **i) Capital Account**

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

### **j) Employee Benefits**

#### **Short-term Benefits**

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

#### **Retirement Benefits**

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

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

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

### **k) Cash and Cash Equivalents**

Cash consists of cash on hand and in bank.

### **l) Foreign Currencies**

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

### **m) Provisions**

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

## Notes (forming part of the financial statements) cont'd

### 2. Exchequer Grant

	2024 €	2023 €
Department of Health Vote 38 Subhead E1	6,200,000	5,500,000
Department of Health Vote 38 Subhead M1 (capital)	375,395	328,156
	<u>6,575,395</u>	<u>5,828,156</u>

### 3. Fee Income\*

	2024 €	2023 €
Social Workers Fees	704,867	649,749
Physiotherapists Fees	950,420	826,305
Radiographers Fees	646,259	546,625
Occupational Therapists Fees	433,583	428,400
Speech and Language Therapists Fees	274,338	268,598
Medical Scientists Fees	404,773	415,155
Dietitians Fees	230,233	208,970
Optometrists and Dispensing Opticians Fees	181,094	172,330
Assessment of Professional Competence Fees	42,716	18,200
Podiatrists Fees	38,120	47,845
Social Care Workers Fees	229,870	8,300
	<u>4,136,273</u>	<u>3,590,477</u>

The following registers are fully operational:

- Social Workers,
- Speech and Language Therapists,
- Radiographers and Radiation Therapists,
- Dietitians,
- Occupational Therapists,
- Optometrists and Dispensing Opticians,
- Physiotherapists,
- Medical Scientists,
- Podiatrists,
- Social Care Workers

The Podiatrists Register opened on 31 March 2021. The grand parenting/transition process application for Podiatrists was 31 March 2021 to 31 March 2023.

The Social Care Workers register opened on 30 November 2023. The grand parenting/transition process application for Social Care Workers is 30 November 2023 to 30 November 2025.

\*Fee income includes registration, renewal and recognition of international qualifications related fees. Some changes have been made to the presentation of items in the Financial Statements and the comparative figures have been reclassified where necessary on a basis consistent with the current year presentation.

## Notes (forming part of the financial statements) cont'd

4. Establishment and Accommodation Costs	2024 €	2023 €
Accommodation	857,759	927,013
Repairs and Maintenance	17,438	19,930
Light and Heat	55,600	45,965
Cleaning	22,310	17,513
Security	11,769	13,770
	<b>964,876</b>	<b>1,024,191</b>

5. Staff Travel and Expenses	2024 €	2023 €
Domestic Travel	26,263	14,684
International Travel	12,191	24,952
Staff Expenses (including Work from Home)	11,063	10,453
	<b>49,517</b>	<b>50,089</b>

6. Office Administration	2024 €	2023 €
IT Support and Hosting	271,433	509,182
IT Development and Strategic Planning	283,125	167,807
Staff Training and Conferences	137,532	141,041
IT Licences and Maintenance	638,266	426,218
Stationery and Office Expenses	74,794	62,043
Council and Registration Boards Expenses	85,352	89,329
Telephone	60,186	35,574
Recruitment Charges and Agency Staff	384,509	74,426
Office Maintenance and Service Contracts	25,982	23,804
Bank Charges	37,917	30,354
Printing and Publications	58,336	26,227
Insurance	59,486	44,603
Chairpersons Stipend	11,143	8,978
Subscriptions	-	8,977
Members Training	650	4,338
	<b>2,128,711</b>	<b>1,652,901</b>

## Notes (forming part of the financial statements) cont'd

### 6 (a) Council and Registration Boards Expenses Breakdown

	2024 €	2023 €
Registration Board Meetings – Travel	23,857	25,792
Council Meetings – Travel	14,312	21,774
Sub-committee – Travel	16,303	10,173
Council Meetings – Meeting Costs	7,119	20,347
Sub-committee – Meeting Costs	23,311	11,243
Registration Board Meetings – Meeting Costs	450	-
	<hr/> 85,352	<hr/> 89,329

### 7. Registration and Recognition of International Qualifications

	2024 €	2023 €
Applications Assessment and Processing	846,786	294,433
Public Consultation and Announcement	6,694	-
Recognition of International Qualifications	58,765	59,807
Process Mapping and Quality Improvement	120,955	32,779
	<hr/> 1,033,200	<hr/> 387,019

### 8. Salaries

#### (a) Aggregate Employee Benefits

	2024 €	2023 €
Staff short-term benefits	4,515,862	3,696,234
Employers PRSI	483,494	397,980
Retirement benefit costs	186,640	268,213
Outsourced Support	43,786	158,963
	<hr/> 5,229,782	<hr/> 4,521,390

The total number of WTE employed by the Council at the end of the year was 101 in addition to the CEO (2023 - 96).

## Notes (forming part of the financial statements) cont'd

### (b) Staff Short-Term Benefits

	2024 €	2023 €
Basic pay	4,494,137	3,695,285
Employers PRSI	483,494	397,980
Overtime	10,740	949
Allowances	10,985	-
<b>Total</b>	<b>4,999,356</b>	<b>4,094,214</b>

€43,912 (2023: €43,706) of Additional Superannuation Contributions (ASC) has been deducted from salaries and was paid over to the Department of Health. €186,645 (2023: €157,350) was paid to DPENDPR re employee contributions under the Single Public Service Pension Scheme.

### (c) Employee Short-Term Benefits Breakdown

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

Range	Number of Employees			
	From	To	2024	2023
€60,000 - €69,999			5	9
€70,000 - €79,999			8	2
€80,000 - €89,999			1	5
€90,000 - €99,999			-	1
€100,000 - €109,999			2	-
€110,000 - €119,999			-	-

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

### (d) Key Management Personnel

Key management personnel in the Council consists of the Chief Executive Officer, the Chairperson, Head of Corporate Services, Head of Education Quality Assurance, Head of Registration, Deputy Registrar, Head of Recognition, Head of Legal Affairs & Fitness to Practise, Head of Strategy and Policy and Head of Sustainable Regulation.

	2024 €	2023 €
Basic pay	628,279	596,323
<b>Total</b>	<b>628,279</b>	<b>596,323</b>

Pension entitlements of key management personnel do not extend beyond the model public sector superannuation scheme.

## Notes (forming part of the financial statements) cont'd

### (e) Chief Executive Officer's Remuneration

CEO remuneration package for the financial period was as follows:

	2024 €	2023 €
Outgoing CEO Basic pay – to 30/05/23	-	50,200
Interim CEO Basic pay – from 22/05/2023 to 08/04/2024	26,547	69,275
Outgoing CEO from 22/05/2023 to 06/09/2024	58,676	-
Incoming CEO – from 09/09/2024	41,141	-
<b>Total</b>	<b>126,364</b>	<b>119,475</b>

The Outgoing CEO's pension entitlement did not extend beyond the standard entitlements in the model public sector defined benefit superannuation scheme. The value of retirement benefits earned in the period is not included above. The CEO was reappointed for a five year term in December 2024 following a recruitment process.

### (f) Chairperson and Council members fees

	Period	2024 Stipend €	2024 Expenses €	2023 Stipend €	2023 Expenses €
Mo Flynn	(01/01/2024 – 31/12/2024)	11,143	297	8,978	-
		<b>11,143</b>	<b>297</b>	<b>8,978</b>	<b>-</b>

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

<b>9. Legal and Professional Fees</b>	2024 €	2023 €
Legal Fees – Fitness to Practise	1,645,866	1,837,041
Stakeholders' Management and Communications	88,840	134,117
Legal Fees – General and Enforcement	96,371	141,651
Organisation Development	73,350	2,113
Internal Audit	32,024	19,803
Preliminary Proceedings Committee*	93,888	208,477
Strategic Development	89,857	57,413
Accountancy Fees	81,982	40,268
Strategic Procurement Services	25,875	41,981
Legal Fees – Regulatory	24,080	-
Pension Advisor	-	5,025
Health and Safety Management	2,824	15,221
	<b>2,254,957</b>	<b>2,503,110</b>

## Notes (forming part of the financial statements) cont'd

\* The number of Section 60 cases increased significantly in 2023. These complaints about registrants are of such a serious level of concern, they need an immediate action/consideration, to protect public safety. The procedures are expensive and complex, involving the Preliminary Proceeding Committee, Council and potentially the High Court.

### 10. Intangible Fixed Assets

	€
<b>Cost</b>	
Cost as at 1 January 2024	254,049
Additions in year	-
Accumulated Depreciation at 1 January 2024	(254,409)
Depreciation	-
<b>At 31 December 2024</b>	<hr/> <hr/> <hr/> <hr/>

The HSCPC Registration/Education/Case Management system became operational during 2015. The cost of developing the system was €254,049 and this amount was capitalised and then amortised to the Income and Expenditure account by equal instalments over the expected life span of the system.

During 2023, CORU incurred €192,366 in developing and upgrading the system and during 2024, CORU incurred a further €268,472 in developing and upgrading the system. This development work was ongoing at 31st December 2024.

In light of developments in approaches to accounting for Intangible Assets relating to ICT software hosting contracts, CORU has decided that previously capitalised amounts should now be classified as service contracts and accounted for accordingly. This change in accounting policy has no impact on the previously reported retained revenue reserves as at 31 December 2023. Impact of the change is explained in Note 19.

**Notes (forming part of the financial statements) cont'd****11. Tangible Fixed Assets**

	Fixtures and Fittings €	IT/Office Equipment €	IT/Office Equipment €	Total €
<b>Cost</b>				
Cost as at 1 January 2024	339,640	464,573	1,144,107	1,948,320
Additions in year	3,536	107,133	-	110,669
Disposals in year	-	-	-	-
At 31 December 2024	<b>343,176</b>	<b>571,706</b>	<b>1,144,107</b>	<b>2,058,989</b>
<b>Depreciation</b>				
Accumulated Depreciation at 1 January 2024	325,127	368,927	343,227	1,037,281
Depreciation in year	5,962	73,346	57,204	136,512
Disposals in year	-	-	-	-
Accumulated Depreciation at 31 December 2024	<b>331,089</b>	<b>442,273</b>	<b>400,431</b>	<b>1,173,793</b>
<b>Net Book Value</b>				
At 31 December 2024	<b>12,087</b>	<b>129,433</b>	<b>743,676</b>	<b>885,196</b>
At 31 December 2023	<b>14,513</b>	<b>95,646</b>	<b>800,880</b>	<b>911,039</b>

## Notes (forming part of the financial statements) cont'd

12. Receivables and Prepayments	2024	2023
	€	€
Prepayments	44,723	265,551
Accrued Capital and Project Income due from Department of Health	6,888	84,373
Other Debtors	13,528	-
	<b>65,139</b>	<b>349,924</b>

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

13. Payables (amounts falling due within one year)	2024	2023
	€	€
Deferred Income	1,538,038	1,431,209
Accruals	923,520	539,207
PAYE	114,975	118,963
Professional Services Withholding Tax	38,785	45,140
Credit Card	(478)	339
Value Added Tax	29,424	34,357
Trade Payables	8,640	6,672
	<b>2,652,904</b>	<b>2,175,887</b>

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

14. Capital Account	2024	2023
	€	€
Balance at start of period	911,040	946,565
<b>Transfer (to) / from Statement of Income &amp; Expenditure</b>		
Funding to acquire fixed assets (Note 10/11)	110,669	92,189
Funding to acquire intangible assets (Note 10)	-	-
Less: Amount released on disposal of assets		
Less: Amortisation in line with depreciation	(136,512)	(127,714)
	(25,843)	(32,525)
Balance at period end	<b>885,196</b>	<b>911,040</b>

## Notes (forming part of the financial statements) cont'd

### 15. Office Accommodation

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

#### Lease Commitments

At 31 December 2024 CORU had the following future minimum lease payments:

	As at 31 December 2024 €	As at 31 December 2023 €
Payable within 1 year	708,694	708,694
Payable within 2 – 5 years	2,834,778	2,834,778
Payable after 5 years	5,060,876	5,769,570
	<u>8,604,348</u>	<u>9,313,042</u>

### 16. Council Capital Commitments

CORU has commitments in respect of an ICT expenditure project that relates to the updating of the HSCPC Registration/Education/Case Management System. At the balance sheet date, CORU had outstanding commitments for future payments on the project, which is estimated to be €486,262 (inc VAT).

### 17. Related Party Transactions

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

### 18. Contingent Liabilities

At 31 December 2024 the Council was party to a number of legal matters (mainly 'fitness to practise cases'), the outcome of which are uncertain. The Council is unable to reliably estimate the potential financial impact of these cases.

## Notes (forming part of the financial statements) cont'd

### 19. Prior Period Adjustment

In light of developments in approaches to accounting for Intangible Assets relating to ICT software hosting contracts, CORU has decided that previously capitalised amounts should now be classified as service contracts and accounted for accordingly. This change in accounting policy has no impact on the previously reported retained revenue reserves as at 31 December 2023. The expenditure on software hosted on the cloud licencing is now classified separately on the statement of income and expenditure within Office Administration costs.

As the accounting policy requires such items to be expensed and not capitalised, the adjustment has resulted in a reduction to the net book value of Intangible Assets at 1 January 2024 of €192,366 and a reduction of Capital Account of €192,366 at the year end.

### 20. Going Concern

The financial statements have been prepared on a going concern basis. In assessing whether the going concern basis is appropriate, the Council has considered financial forecasts and projections, taking account of reasonably possible changes in income received. These forecasts indicate that CORU will have sufficient resources to meet its liabilities as they fall due for at least twelve months from the date of approval of these financial statements.

CORU benefits from a stable and recurring revenue stream derived from annual retention fees and grant funding from the Department of Health, which provides a strong foundation for future cash flows. CORU will continue to require and receive Exchequer funding until it becomes self-financing through registration and other fees. Specifically, in 2025 the actual financial performance is positive with a projected year-end surplus in excess of €500,000 for 2025 and an improvement in total net liability to under €1m. This mainly arose from significantly higher fee income being received, particularly from the new social care workers register. Due to staff changes in 2025 and a number of vacant posts, several budgeted projects did not progress as planned. As a result, the full budget allocation was not utilised. These projects are expected to advance in 2026. The Department of Health will continue to work closely with CORU in relation to its funding requirements.

Based on this review, the Council have concluded that CORU has adequate resources to continue in operational existence for the foreseeable future and to meet its liabilities as they fall due. Accordingly, the financial statements have been prepared on a going concern basis.

### 21. Approval of Financial Statements

The Financial Statements were approved by the Council on 04 December 2025.

## Notes



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