

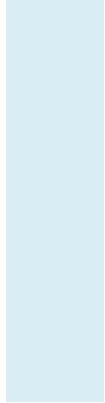


Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh
Regulating Health +
Social Care Professionals

Health and Social Care Professionals Council

A blue-tinted photograph of two people, likely a caregiver and a patient, smiling and looking down together. The image is partially obscured by a dark blue circular graphic in the bottom right corner.

Annual Report
2017



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 accordance with Part 2, Section 25 of the Health and Social Care Professionals Act 2005, I am pleased to submit the Health and Social Care Professionals Council and Registration Boards of CORU Annual Report for 2017 with details of the work and achievements of CORU during that time.



This is my second year as Chairperson of the Health and Social Care Professionals Council and I am delighted to be serving CORU at such an important time for the organisation's continued development.

2017 marked the tenth anniversary of the first meeting of the Health and Social Care Professionals Council, in March 2007. Its inception marked a significant milestone in Irish health and social care and over time many significant achievements have been recorded. The task of introducing a regulatory regime for professions, some of which were being introduced to regulation for the first time, was not insignificant. It is a testament to the professions and to the Council, committees of Council, registration boards and the efforts of the executive at CORU that we now have established registration boards and registers for the following professions: dietitian, occupational therapist, optometrist and dispensing optician, physiotherapist, radiographer and radiation therapist, social worker and speech and language therapist.

Registration boards have been appointed for the professions of social care worker, medical scientist and psychologist. Each of these boards will open its register when the required detailed preparation has been completed. There are three other designated professions, podiatrist, clinical biochemist and orthoptist which do not yet have either a registration board nor a register in place, and we will work towards implementing those.

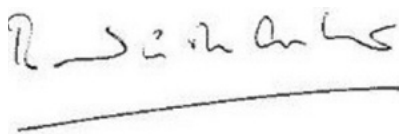
Other achievements delivered in our first decade have been the creation of a system of continuing professional development for each registered profession, and the commencement of a fitness to practise regime. At the end of 2017, 12,574 professionals were registered with CORU, and this number is set to near double in the years ahead.

The launch of our 2017-2021 Statement of Strategy was a highlight for 2017. It was an honour to be joined by Minister for Health, Simon Harris TD for this important occasion. My priority as Chairperson is now to oversee the successful implementation of this strategy. Within this, we have identified five key strategic objectives. These are:

- › Deliver on our current legislative requirements
- › Deliver on our targeted regulatory outcomes through a sustainable regulatory model
- › Deliver greater clarity in our communications
- › Maintain our focus on good governance practices
- › Attract, retain and grow our talent pool and knowledge.

I would like personally to thank the many colleagues who work to support me and the work of CORU with tremendous commitment. This includes our members of Council and registration boards, members of our committees, education providers, employers and patient advocate groups as well as professional bodies and unions. The enthusiasm shown by the registrants themselves is heartening and demonstrates an outstanding commitment to their patients and service users. CORU enjoys tremendous support from the Department of Health, in particular from the Professional Regulatory Unit and Minister Simon Harris TD. CORU has a talented and dedicated executive team, led by Ginny Hanrahan as CEO, and it is my pleasure to work with all of them.

CORU's mission is to protect the public by promoting high standards of professional conduct, education, training and competence through the statutory registration of health and social care professionals. The public must have confidence that the professional providing the service to them is properly qualified, competent and of good standing. This motivation is at the heart of everything we do and I look forward to continuing this work in 2018.



Professor Bernard McCartan

*Chairperson
Health and Social Care Professionals Council*

Chief Executive Officer Foreword

I am pleased to present the 2017 Annual Report for the Health and Social Care Professionals Council and the Registration Boards after what was another extremely successful year. This Annual Report outlines the extent of our activities and the progress that continues to be made in pursuit of our key strategic objectives. I am pleased to report that 2017 was a year in which many positive milestones were achieved. Each of which advances our goal of protecting the public through the regulation of health and social care professionals.



A key milestone for CORU's ongoing development and achievement for 2017 was the launch of our five-year Statement of Strategy by Minister Simon Harris T.D. in January. This strategy is the blueprint for our organisation as we develop over the coming years. It informs our programme of work, our priorities and our ambitions as we strive to provide enhanced protection to the public.

During the year, the title 'Occupational Therapist' became protected with the closing of the transition period in March. The protection of this title, as with all others, sends a powerful message to patients and service users, about the quality and consistency of care they can expect. A number of other professions including social care workers, psychologists and medical scientists have also taken steps to advance their regulation. By the end of 2017, we had reached a milestone figure of 12,574 registered professionals with CORU.

An important amendment to the Health and Social Care Professionals Act 2017, was enacted in December. This permits certain existing practitioners of physical therapy and those holding certain qualifications in physical therapy, to now apply for registration with the Physiotherapists Registration Board, until the 20 December 2018. This means that the title "Physiotherapist" will become a protected title by the 30 September 2018 and the title "Physical Therapist" by the 20 December 2018.

We continued to demonstrate our protection of the public in many ways. In July, CORU's Enforcement Unit secured their first ever conviction. A Dublin company pleaded guilty in the Dublin District Court to offences relating to the mis-selling of novelty contact lenses. This was an important conviction in terms of protecting the public, and shows that we will never hesitate to use our powers to ensure public safety. This conviction was followed by a public safety campaign in national media at Halloween time, warning the public to only wear contact lenses dispensed by a CORU registered optometrist or dispensing optician or a medical practitioner, where our message reached 1.2 million people, particularly aimed at the under 25 years old people.

In May, the Social Care Workers Registration Board launched the Criteria and Standards of Proficiency for Social Care Workers. This is a very important development for this profession, as the courses preparing students to graduate with a qualification that will allow them to apply for registration as a social care worker, will have to meet these standards. It is the first time that they have been put in place for social care workers. The Colleges, who run courses for social care workers have two years to meet these new standards.

Demonstrating to the public the importance and value of statutory registration is a key part of our mission. To support this we have implemented a widespread public information campaign, which has included the distribution of an information leaflet in over 1,300 GP surgeries nationwide, radio adverts on national and regional radio, and placing articles in regional newspapers. During the Autumn, we ran “Meet CORU” events around the country, where members of the CORU executive met over 800 professionals registered with CORU to inform them of our role, information in relation to continuing professional development, the upcoming changes to the Code of Professional Conduct and Ethics and to accept feedback on general regulation issues.

CORU’s success each year is supported by the hard work of many people who deserve our thanks and gratitude. This includes our growing number of registrants, the voluntary members of our Council, our Registration Boards and our Committees; our assessors, the educational bodies and institutions, employers and patient advocate groups as well as professional bodies and unions. Our Chairperson Bernard McCartan deserves very special thanks for all his dedication and driving forward the positive work of CORU. I must also thank the Department of Health, in particular Ms. Deirdre Walsh and her team, from the Professional Regulatory Unit and Minister Simon Harris T.D. for their continued support. Above all else, I must thank the tremendous team in CORU whose commitment and dedication is always inspirational.



Ginny Hanrahan

Chief Executive Officer and Registrar CORU

About CORU

Our Mission, Vision and Values

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

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

CORU is responsible for the regulation, under the 2005 Act (as amended), of 15 designated health and social care professions, which between them have an estimated 25,000-30,000 members. Additional professions may be added by the Minister for Health in the future. For the first time, these designated professions will now be regulated on a statutory basis.

CORU is responsible for the regulation, under the 2005 Act (as amended), of 15 designated health and social care professions, which between them have an estimated 25,000-30,000 members.

The designated professions are:

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

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

To date the Minister has established the Social Workers Registration Board, the Radiographers Registration Board, the Dietitians Registration Board, the Speech & Language Therapists Registration Board, the Occupational Therapists Registration Board, the Optical Registration Board, the Physiotherapists Registration Board, the Social Care Workers Registration Board, the Medical Scientists Registration Board and the Psychologists Registration Board.

The remaining Boards will be established on a phased basis.

Figure 1 | December 2017 – Registration Boards Status



Our Mission

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

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

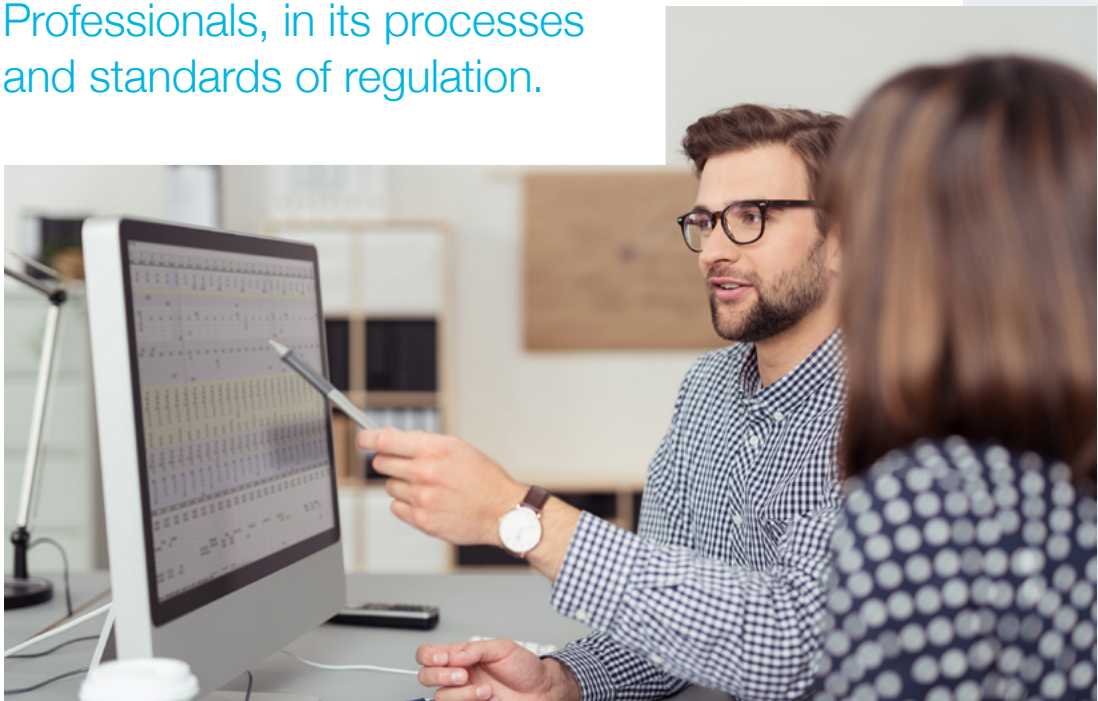


To protect the public by promoting high standards of professional education, conduct, training and competence among registrants of the designated professions.



Our Vision

CORU has the confidence and recognition of both the Public and the Health and Social Care Professionals, in its processes and standards of regulation.





Our Values

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

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

Role of the Health and Social Care Professionals Council

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

The role of the Council is to:

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

The Council is comprised of 29 members – 1 member nominated from each of the 15 regulated professions and 15 lay members. The lay members (non-members of the professions being regulated by CORU) are drawn from the education sector, patient advocacy groups, the voluntary sector and representatives of public and private sector employers within the health and social care sector.

The Chairperson is appointed by the Minister for Health and must be a lay member of Council. All Council and Registration Board Members are voluntary and not in receipt of any fees. The Chairman of the Council is paid a stipend and travel expenses during the year. No other member of the Council, Advisory Committee or Registration Boards receives payment of fees in respect of their membership.

Five committees of Council provide specific expertise and advice to the Council and the Executive in the following areas:

- › Audit, Risk and Governance
- › Finance and General Purposes
- › Registration
- › Education
- › Fitness to Practise

Preliminary Proceedings Committee

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

Role of the Registration Boards

The current ten Registration Boards are/will be responsible for the registration of members of their respective profession – two of the Registration Boards regulate two professions – Radiographers Registration Board – regulates radiographers and radiation therapists and the Optical Registration Board regulates optometrists and dispensing opticians.

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

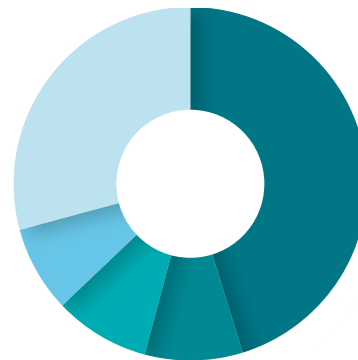
Each Registration Board is responsible for:

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

Each of the Boards is comprised of 13 voluntary members, 7 are lay members of the Board (non-members of the professions being regulated); with 1 member coming from each of the following areas - the education sector, public employers and private/voluntary agencies and 4 from the general public including patient advocacy groups; as well as 6 members from the respective professions representing educators, managers and providers of services.

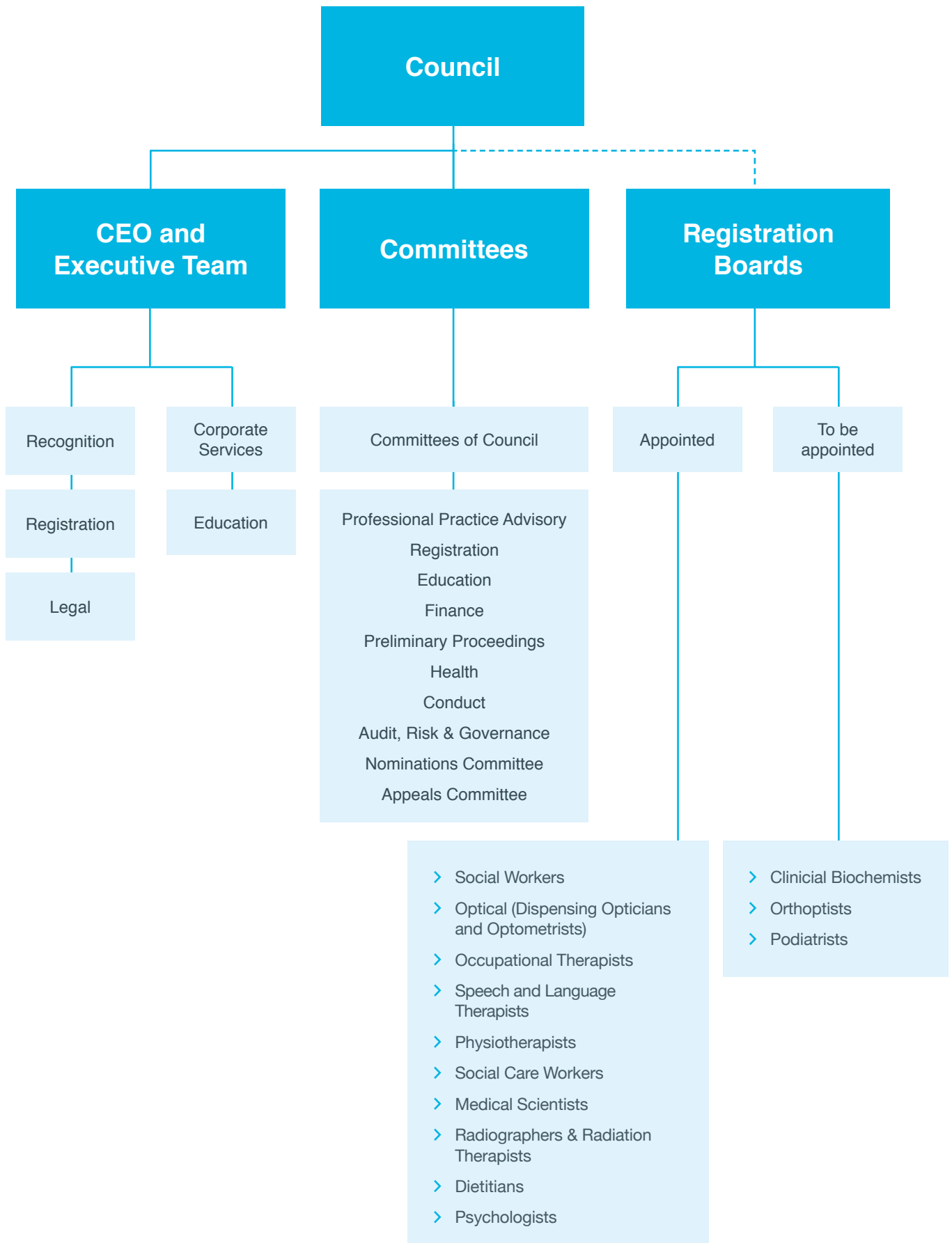
When all vacancies are filled, there will be 159 people serving on Council and Registration Boards at CORU. Council and each Board are required to meet at least four times per year, but each one will typically meet 10 times a year, to ensure the delivery of the Annual Business Plan and subsequently the organisations overall Strategic Plan.

Figure 2 | Composition of a Registration Board

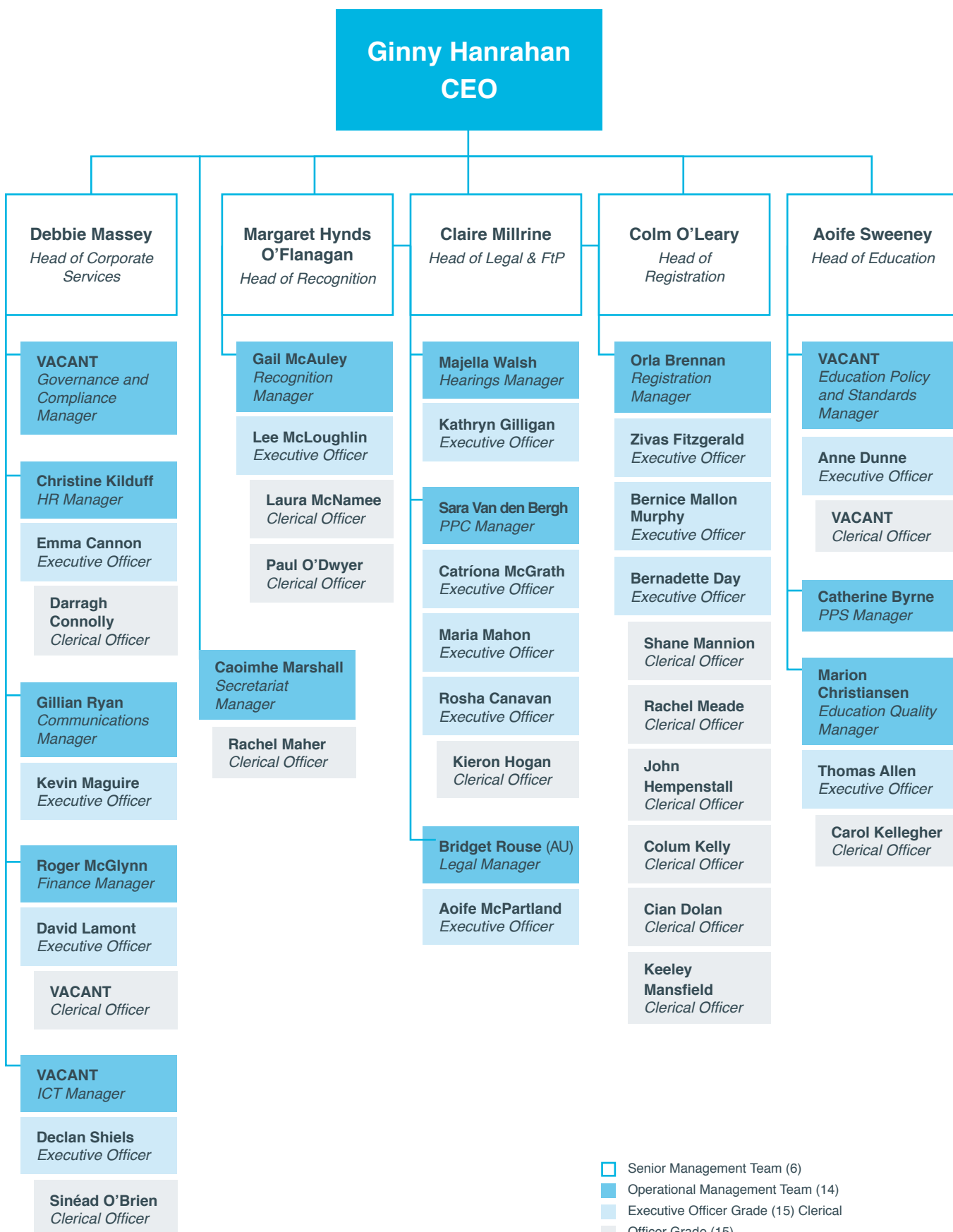


- Professional Representatives
- Lay - Representative of the Education Sector
- Lay - Representative of Public Employers
- Lay - Representative of Private/Voluntary Agencies
- Lay - Representative of the interests of the general public

Organisational Structure

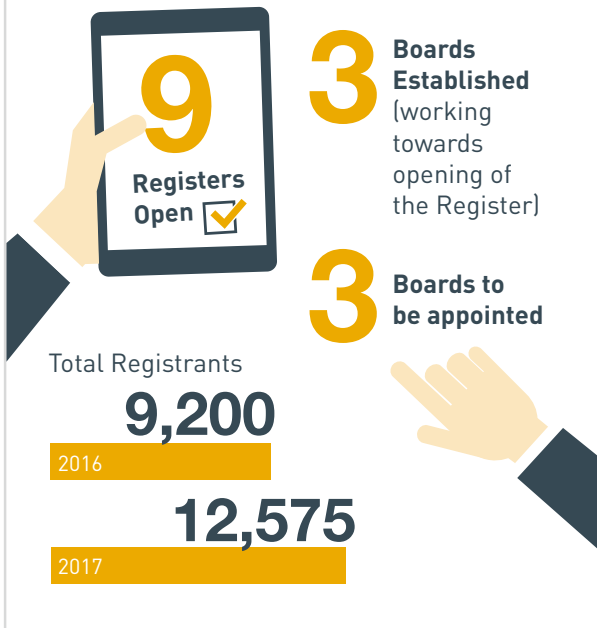


CORU Executive

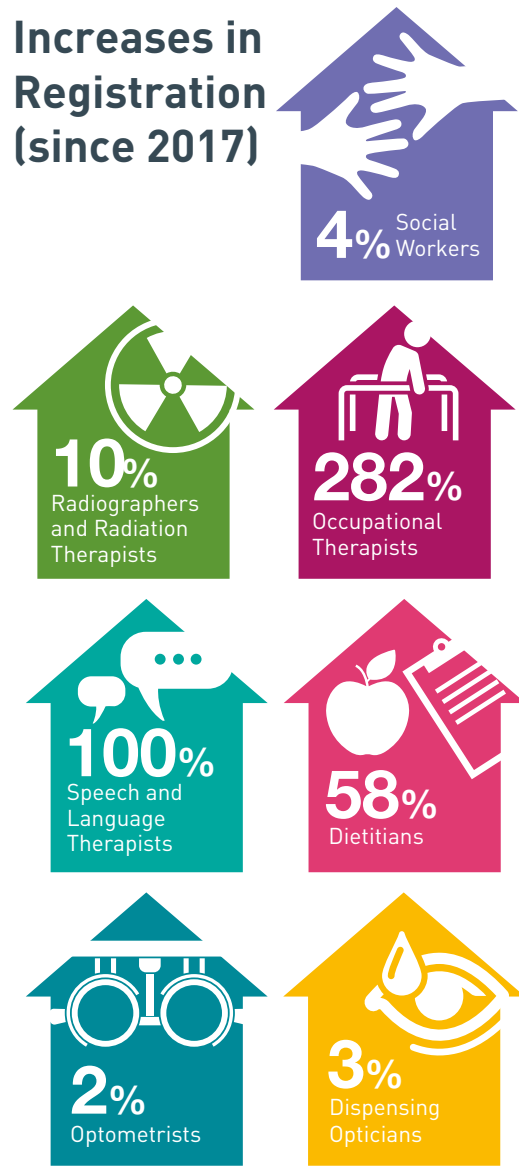


CORU Year in Review

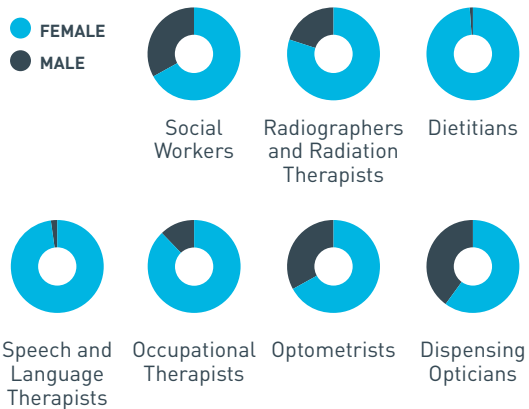
CORU Year in Review



Increases in Registration (since 2017)



Gender Breakdown by Profession



Gender Balance across all Health Professionals registered with CORU

86% Female
14% Male



Recognition

589

Applications for Recognition of International Qualifications

69

Compensation Measures offered to International Applicants

Council and Boards



Education



Communications



Legal



Human Resources



Strategic Highlights and Key Activities 2017

Measurement against the Statement of Strategy 2017-2021

During 2017, the Council worked to attain the strategic objectives set out in the third Statement of Strategy.

The 2017-2021 strategy built on the foundations which were put in place in the first two strategies for the organisation for the periods 2010-2012 and 2013-2016. This five-year strategy aims to build on the achievements of our earlier strategy statements. We have mapped out five key strategic objectives for the next five years. If there is a theme to the strategy it is “to finish what we started”, delivering on our current legislative requirements and continuing to build a sustainable model of regulation to deliver on our remit.

The five year period will continue to deliver “firsts”, but it will primarily be characterised by a new scale of activity where our remaining registration boards will be put in place and registers opened for the remaining professions.

In this Annual Report publication we are reporting for the first time against the 2017-2021 Statement of Strategy.



Strategic Objective 1

Deliver on our current legislative requirements

Entry to the Register with CORU allows health and social care professionals to practise in Ireland meeting their statutory regulation requirements. CORU is responsible for the registration of health and social care professionals and this is the foundation of all of our work to regulate the professions in order to protect the public.

Registration means that service users can have confidence in knowing that a professional's standing and qualifications have been independently verified. Professionals benefit from protection of their professional title, and are supported through a Code of Professional Conduct and Ethics.

The number of professionals registered with CORU continued to grow throughout 2017. The following table sets out the number of registrants in each profession at the end of December 2017 compared with the same period for 2015 and 2016.

The number of professionals registered with CORU continued to grow throughout 2017.

Figure 3 | Registrants 2015, 2016, 2017

Profession	2015 Registrants	2016 Registrants	2017 Registrants
Social Workers	3,928	4,069	4,237
Radiographers/Radiation Therapists	1,589	2,184	2,413
Dietitians	126	546	865
Speech and Language Therapists	140	844	1,684
Occupational Therapists	128	586	2,237
Optometrists	787	793*	805*
Dispensing Opticians	188	179	185
Physiotherapists	n/a	n/a	148
Total	6,886	9,201*	12,575

*Includes one visiting EEA Optometrist

Each year, every registrant must renew their registration and pay an annual retention fee. During the year, the Council directed the Registration Boards to remove 83 individuals from the Register for failing to renew their registration within the time required having been notified on more than one occasion. 159 individuals voluntarily removed themselves from the Register.

In 2017, the two-year transition period for the Occupational Therapists Registration Board closed and the legal protection of the professional title commenced.

The Psychologists Registration Board was appointed by the Minister for Health. The Board has begun its work to prepare for the opening of the Register for Psychologists, with a particular focus on preparing the Bye-Laws that will allow for the opening of the Register.

2017 also marked significant progress on the approval by Registration Boards and Council of several Bye-Laws. Please see page 19 which outlines the progress of the Bye-Laws.

During the course of 2017, CORU approved 5 Education Programmes and monitoring activities took place for 8 programmes. Details of the progress made in 2017 in the approval and monitoring of the various education courses for the regulated professions can be found in each of the Registration Boards' reports.

As each Registration Board opens its Register, in accordance with the governing legislation, it becomes the Competent Authority for the profession. Each Board must consider applications for recognition of international qualifications. Recognition is a pre-requisite to registration for holders of international qualifications. The work of each Competent Authority is facilitated by the Recognition Unit at CORU. In 2017 there was a marked increase in the number of applications for recognition of international qualifications. 589 applications were received and a decision was made by the respective Registration Board on 551 of these.

Figure 4 | Recognition Statistics as of 31 December 2017

Number of applications received and decisions made by Registration Boards (Competent Authorities) on applications for the recognition of international qualifications.

Applications

Profession	SW	Rad	RT	Diet	OT	SLT	Opt	D Opt	PH	Total
Applications received	78	176	13	39	90	32	20	17	124	589

Decisions

Profession	SW	Rad	RT	Diet	OT	SLT	Opt	D Opt	PH	Total
Number recognised	50	148	9	41	83	16	17	14	63	441
Recognised post compensation measure	5	4	0	0	0	10	0	0	2	21
Number of Compensation Measures	18	9	1	3	2	18	4	2	13	70
Number refused	0	2	0	0	0	1	0	0	16	19

(Note, decisions and compensation measure periods can cross from one year to another)

Figure 5 | Bye Laws for 2017

BYE LAWS FOR 2017					
Council/ Registration Board and Bye-Law	Bye-Law approved for consultation by Board	Bye-Law Consultation Process	Bye-Law approved following Consultation	Bye-Law Approved by Council	Bye-Law Made by Boardt
COUNCIL					
Health and Social Care Professionals Council Superannuation Scheme 2017 (S.I. No. 83 of 2017)	n/a	n/a	n/a	n/a	Made by Council
SPEECH AND LANGUAGE THERAPISTS REGISTRATION BOARD					
Criteria for Restoration to the Register following Cancellation of Registration Bye-Law 2017 (S.I. No. 84 of 2017)	✓	✓	✓	✓	✓
Criteria for Restoration to the Register following Removal on Request Bye-Law 2017 (S.I. No. 85 of 2017)	✓	✓	✓	✓	✓
SOCIAL WORKERS REGISTRATION BOARD					
Criteria for Restoration to the Register following Cancellation of Registration Bye-Law 2017 (S.I. No. 103 of 2017)	✓	✓	✓	✓	✓
Criteria for Restoration to the Register following Removal on Request Bye-Law 2017 (S.I. No. 104 of 2017)	✓	✓	✓	✓	✓
OPTICAL REGISTRATION BOARD					
Criteria for Restoration to the Register following Removal on Request Bye-Law 2017 (S.I. No. 105 of 2017)	✓	✓	✓	✓	✓
Criteria for Restoration to the Register following Cancellation of Registration Bye-Law 2017 (S.I. No. 106 of 2017)	✓	✓	✓	✓	✓
Election of Members for Appointment to the Optical Registration Board Bye-law 2017 (S.I. No. 438 of 2017)	✓	✓	✓	✓	✓
RADIOGRAPHERS REGISTRATION BOARD					
Criteria for Restoration to the Register following Removal on Request Bye-Law 2017 (S.I. No. 132 of 2017)	✓	✓	✓	✓	✓
Criteria for Restoration to the Register following Cancellation of Registration Bye-Law 2017 (S.I. No. 133 of 2017)	✓	✓	✓	✓	✓
DIETITIANS REGISTRATION BOARD					
Criteria for Restoration to the Register following Removal on Request Bye-Law 2017 (S.I. No. 137 of 2017)	✓	✓	✓	✓	✓
Criteria for Restoration to the Register following Cancellation of Registration Bye-Law 2017 (S.I. No. 138 of 2017)	✓	✓	✓	✓	✓
Approved Qualifications Bye-Law 2017 (S.I. No. 552 of 2017)	✓	✓	✓	✓	✓
OCCUPATIONAL THERAPISTS REGISTRATION BOARD					
Criteria for Restoration to the Register following Removal on Request Bye-Law 2017 (S.I. No. 152 of 2017)	✓	✓	✓	✓	✓
Criteria for Restoration to the Register following Cancellation of Registration Bye-Law 2017 (S.I. No. 153 of 2017)	✓	✓	✓	✓	✓
PHYSIOTHERAPISTS REGISTRATION BOARD					
Criteria for Restoration to the Register following Removal on Request Bye-Law 2017 (S.I. No. 183 of 2017)	✓	✓	✓	✓	✓
Criteria for Restoration to the Register following Cancellation of Registration Bye-Law 2017 (S.I. No. 184 of 2017)	✓	✓	✓	✓	✓

Strategic Objective 2**Deliver on our targeted regulatory outcomes through a sustainable Regulatory Model**

Council included this strategic objective in the five year strategy at the request of the Minister for Health, who has now provided specific instructions to Council to consider the current structure as set out in the Health and Social Care Professionals Act 2005 (as amended), and to provide a report and recommendations setting out its view of a sustainable regulatory model for the future. This is a substantial project and throughout 2017 it has been led by the Chair of Council, working with a sub-committee of Council members. It is expected that the next phase of this work will take place during 2018.



2017 saw a substantial increase in communications related activity at CORU.

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

2017 saw a substantial increase in communications related activity at CORU. As undertaken in the new Strategy we have begun the process of raising public awareness of CORU and of firmly establishing the visibility of CORU on the Regulatory landscape in Ireland.

During September and October, 11 very successful Information meetings were arranged and delivered for registrants for all professions in Cork, Limerick, Galway, Sligo and Dublin, with capacity attendances registered in advance, for most meetings.

CORU conducted a Halloween Novelty Contact Lenses Public Information Campaign during September and October and reached a verified audience of 980,000 through online and print media.

We conducted year 1 of the CORU Public Information Campaign with the production and distribution of an information leaflet to over 2,000 GP's and 1,100 Practise Nurses. The estimated potential reach of the leaflets is 1.2 million people per month. This first phase will continue until April 2018.

During 2017 Over 16 regional newspapers and radio stations covered news/ information segments on the role of CORU and how to contact CORU. Total audience reach of 100,000 for radio and print media.

Finally, in early December 2017, we produced a public information radio advertising campaign on both national and regional radio stations and we completed the procurement and tendering process for the new CORU Website.

Strategic Objective 4

Maintain our focus on good governance practices

During 2017 a concerted effort was made to ensure CORU is on target for full compliance with (a) The Code of Practice for the Governance of State Bodies (2016) and (b) the General Data Protection Regulations (GDPR), (EU regulations coming into effect on 25th May 2018).

We conducted a Corporate Governance Gap Analysis with regard to the new requirements of the Code of Practice for the Governance of State Bodies and identified a number of new requirements which require compliance as well as a number of areas requiring improvement.

Council and the Audit Risk and Governance Committee initiated a full review of the CORU Code of Corporate Governance and the Internal Auditor has provided a report outlining areas which require Council review. It is planned to bring the revised and updated Code of Corporate Governance to the first Council meeting of 2018 for review and approval.

We enlisted external specialist expertise to identifying where CORU was positioned in the context of compliance with the EU General Data Protection Regulations which will come into full effect on 25th May 2018. From the gap analysis report produced, we developed a comprehensive work plan to be executed by CORU in advance of the Regulations coming into effect. This implementation work is ongoing and on target.

The Audit Risk and Governance Committee also conducted a review of the Risk Management Process and arising from this work CORU will revise and update the Risk Management Policy to comply with the Code of Practice and will also implement an automated Risk Register and Risk Management System from early 2018.

The internal audits conducted under the instruction of the Audit Risk and Governance Committee in 2017 were as follows:

- > Gap Analysis – Code of Practice for the Governance of State Bodies (2016).
- > Review of the Risk Management Process.
- > Review of the Complaints Process.
- > Review of the Approval and Monitoring of the Educational Programmes.
- > Financial Controls Review.

Follow up review of the findings and recommendations of internal audit reports (2015 and 2016)

In addition, a monthly internal audit review on payroll and accounts payable took place for the period March 2017 – July 2017.

Council approved the publication of Council Minutes which will begin in 2018.

Strategic Objective 5

Attract, retain and grow our talent pool and knowledge

The representatives on CORU's Council and Registration Boards come from a diverse range of backgrounds and disciplines. This brings a unique diversity to our decisions, actions and priorities as we work in the public interest. Both the Council and the Registration Boards have a lay member majority who come from the education sector, patient advocacy groups, the voluntary sector and representatives from public and private organisations who are concerned with health and social care.

In order to assist and facilitate the important work of these volunteers, we continued to invest in providing training for all Council and Registration Board members throughout 2017 as follows:

Topic	Target Audience	Date
LEGAL/FTP		
Appeals Committee	Registration Boards	January
Immediate Suspension	Council	March
Chairperson training	Chairpersons of Council/Registration Boards/Committees	May
Induction Day	New members of Council/Registration Boards/Committees	July
Committee of Inquiry	Committee of Inquiry	July
PPC	Preliminary Proceedings Committee	July
Sanctions Training	Council/Registration Boards/Committees of Inquiry	July
Appeals Committee	Appeals Committee	July
Sanctions Training	Council/Registration Boards/Committees of Inquiry	September
Appeals Committee	Appeals Committee and Registration Boards	November
Council Members	Diploma in Professional Regulation	throughout
EDUCATION		
Focus Group Event	Public Interest Representatives	25 May 2017
Training	Public Interest Representatives	20 May 2017
Training for Education Reviewers	Review Team Members	12 July 2017
Review Team Chair Training	Chairs (Review Teams)	July - August 2017
Approval and Monitoring Processes for Registration Boards	Registration Boards (SWRB, DRB, ORB)	25 October 2017
Approval and Monitoring Process - Social Worker Registration Board	Social Work Registration Board	11 December 2017
RECOGNITION		
Recognition and the role of the Competent Authority	Medical Scientists Registration Board	30 November
Assessor Training	Recognition Assessors for all Boards	4 December
SECRETARIAT		
Governance Training	Physiotherapists Registration Board	22 Nov
Induction	Psychologists Registration Board	19 September
Individual Inductions for Newly appointed Council and Board Members	Council and various Registration Boards	Approximately 12 separate inductions throughout the year

With a depleted team and in the absence of a HR Manager for four months, the Human resources team managed the roll out of the organisational learning and development programme across the organisation. This is an important contributor to improving organisational performance.

The Human Resources team worked with internal stakeholders to identify and deliver core learning and development programmes in strategic areas and subsequently training was provided for staff members in the following areas: Leadership, minute taking, intermediate and advanced Microsoft applications training, fire safety, manual handling, Human Resource Management, Professional Regulation, Communications, Customer Service, Procurement.

The Wellbeing Group which was established in September 2016 continued its excellent work with the following initiatives:

- › Introducing honesty-based Fruit Boxes in the office in January;
- › Health Checks for all staff with the Irish Heart Foundation in March;
- › 10,000 steps-per-day challenge in which staff were placed into teams of four and completed for the most steps taken over the month of May;
- › The Bray to Greystones cliff walk in June;
- › Compilation of a “CORU Cookbook” containing some of our staff members very favourite healthy recipes;
- › Arranging Flu vaccinations for all interested staff.
- › CORU staff also raised a total of €362 for charity and donated to St Vincent de Paul’s “Giving Tree” appeal.

At the end of 2017 CORU had 45 staff members. The staff attrition rate in 2017 was considerable, albeit consistent with levels of movement across the public sector, particularly in the second half of the year.

The CORU team is very committed and has delivered what has been asked of them, throughout the year and particularly during periods while we were under resourced. We consistently strive to improve our business processes to increase efficiencies and we see ongoing quality improvement as our standard approach.

The representatives on CORU’s Council and Registration Boards come from a diverse range of backgrounds and disciplines. This brings a unique diversity to our decisions, actions and priorities as we work in the public interest.



Corporate Services

During 2017, Corporate Services has continued to manage the key areas of Finance, Human Resources, ICT, Communications, Corporate Governance and Internal Audit in order to support Council and the Registration Boards and in particular the work of our colleagues in the key functional areas of Registration, Recognition, Education, and Legal Affairs and Fitness to Practise. These functional areas in turn work with the Registration Boards to an agreed annual work plan, to assist them in fulfilling their legislative mandate.

Office Move

Throughout 2017 an extensive work programme in preparation for the office move was delivered. We worked closely with the Office of Public Works on the details of the fit-out for the new modern CORU offices, which happily will house us for a minimum of 25 years. All requirements were met by CORU on time which enabled the steady progress of the fit-out of the 2nd and 5th floors at the Infinity Building in Smithfield. This also means that there were no additional costs incurred and we remain on target to deliver the project within budget.

Finance

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

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

Details of the Internal Audits conducted during the year in review are contained under our report against strategic objectives on page 16.

CORU's annual accounts for 2016 will be submitted to the Comptroller and Auditor General in accordance with the timescales set out in the Health and Social Care Professionals Act 2005. The C&AG signed off on these accounts, with no matters for noting in December. CORU can now publish the 2016 Financial Statements.

Financial Statements 2017 - Highlights

CORU's 2017 accounts are prepared under the accounting standards for Ireland and the United Kingdom, FRS 102. Under FRS 102, CORU is defined as a public benefit entity as CORU provides services to the public without providing a financial return to the equity provider. (ie the Minister for Health). CORU 2017 Accounts will be submitted to the Comptroller and Auditor General for Audit and will be published on completion of that process. In the meantime it is possible to provide some broad financial information.

Income

Income from Exchequer grants and registrants increased in 2017 by 21% and 48% respectively. Overall income for the year is up by €1m (approximately) from 2016 levels due to both increased Exchequer funding and increased registrant income (including recognition).

Expenditure

Overall expenditure has increased in 2017 by 24% compared to 2016 levels. The primary factors for the increase in expenditure in 2017 are: staff salaries due to an increase in staff sanction and pay restoration, accommodation costs, legal costs, IT costs and additional Board and Committee meeting expenses.

Human Resources

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

Some details of HR activities during 2017 can be found on page 23.

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

At the end of 2017, CORU had 45 full time employees, with 2 vacancies to be filled.

Legal Services

In 2017, the Legal Affairs Unit continued to provide advice and assistance to other functional units within CORU, as well as to Registration Boards and Council as required.

Council approved the making of 17 Bye-Laws in 2017.

Appeals

The Appeals Committee heard two Registration appeals and eight recognition appeals during 2017.

Complaints

In 2017, 33 new complaints were received by CORU in relation to Fitness to Practise matters. Of the complaints received by CORU in 2016, 13 continued into 2017.

Enforcement

The Health and Social Care Professionals Council successfully prosecuted one company in relation to breaches of Section 81B of the Health and Social Care Act 2005 in 2017. Convictions were recorded and a fine imposed.

In a second case, a prosecution was commenced but later withdrawn on the basis of written undertakings received from the defendant.

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

Health and Safety

In 2017 CORU complied with the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work Act (General Applications) Regulations 2007. We adhered to health and safety policies and procedures and we provided appropriate training, safety awareness programmes and personal protective equipment.

Freedom of Information

The Freedom of Information Acts 1997 and 2003 permit access to information that is held by CORU, which is not routinely available through other sources. The requests that we received in 2017 were responded to appropriately and were managed in accordance with the Freedom of Information Acts 2007 and 2013. In 2017, we received 6 Freedom of Information requests where some were granted, part-granted or refused based on the requested information.

Data Protection

CORU is registered as a Data Controller in compliance with the Data Protection Act 1988 and the Data Protection (Amendment) Act 2003. Following a gap analysis of our status regarding compliance with the General Data Protection Regulations which will come into force at EU level on May 25th 2018, CORU began to deliver on an implementation plan to ensure compliance with the Regulations.

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.

Seven enforcement referrals received by CORU during 2017 were treated as protected disclosures within the meaning of the Protected Disclosures Act 2014. In all cases, an investigation took place in accordance with Council's Enforcement Process. In the case of two further protected disclosures relating to potential enforcement matters, no specific offence was disclosed and no further action was taken.

Information relating to three fitness to practise cases received by CORU during 2017 were treated as protected disclosures. At the time of writing an investigation is on-going before the Preliminary Proceedings Committee in respect of all three.

Press and Media Relations

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

During 2017, over 16 regional newspapers and radio stations have covered news/ information segments on the role of CORU and how to contact CORU. Total audience reach of 100,000 for radio and print media.

Internal communications

During 2017 we initiated the CORU Intranet. This is now the focal point for all CORU staff to ensure everyone is up to date on latest developments and has access to all relevant policies and procedures to assist them in their work.

Online Communications/ Website

We continued to make improvements to our current website and 334,011 unique visitors visited the website during 2017. This is a 14.5% increase on visitor numbers from 2016. Of this, 63% were new visitors to our website and 37% were returning visitors. The majority of our visitors – 76% were from within Ireland however, 24% of visitors were from international countries. One of the most popular content topics was the recognition of international qualifications. With regards to content, the other most popular pages related to registration, with a focus on steps towards registration and completion of online renewal. From 1 January 2017 to 31 December 2017, the "Search the Register" function was accessed 81,736 times.

We completed the procurement and tendering process for the new CORU Website.

Parliamentary Affairs

During the course of the year, CORU was requested to submit information in relation to CORU and its Registration Boards by replying to Parliamentary Questions requested by the Department of Health and the Minister for Health. At all times CORU was proactive to answer all questions asked in an accurate and timely manner.

External Communications Stakeholder Engagement and Consultation

During 2017, we implemented year 1 of the CORU Public Information Campaign with the production and distribution of an information leaflet to over 2,000 GP's and 1,100 Practise Nurses. The estimated potential reach of the leaflets is 1.2 million people per month. This first phase will continue until April 2018.

CORU engaged in a total of sixteen public consultations in relation to Restoration to the Register Bye-Laws, Election Bye-Laws and Approved Qualifications Bye-Laws.

A broad consultation was also conducted on the revised Code of Professional Conduct and Ethics Bye-Law and it is expected that each Registration Board will proceed to make this bye-law during 2018.

In addition to this stakeholder engagement, CORU hosted 11 information meetings for registrants in Cork, Limerick, Galway, Sligo and Dublin during September and October.

CORU conducted a Halloween Novelty Contact Lenses Public Information Campaign during September and October and reached a verified audience of 980,000 through online and print media.

During 2017 Over 16 regional newspapers and radio stations covered news/ information segments on the role of CORU and how to contact CORU. Total audience reach of 100,000 for radio and print media.

In early December 2017, we produced a public information radio advertising campaign on both national and regional radio stations.

Under Section 22 of the Protected Disclosures Act 2014, CORU is obliged to prepare and publish, not 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.

The Health and Social Care Professionals Council

Number of Council meetings during 2017: 10

Members and attendance at council meetings in 2017: See Appendix 1

In 2017, six committees undertook specific pieces of work on behalf of Council:

- > Audit, Risk and Governance
- > Finance and General Purposes
- > Registration
- > Education
- > Fitness to Practise
- > Preliminary Proceedings

Audit, Risk and Governance Committee

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

Membership:

In line with guidance from the Code of Practice for the Governance of State Bodies and ARG Committee’s Terms of Reference, the composition of the 2017 Committee consisted of seven non-executive members. Three of the seven Committee members are external to CORU.

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

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

All new members to the Committee were provided with induction training.

Members of the 2017 Audit, Risk and Governance Committee as appointed by the Council were as follows: Tony McAleer – Chairperson, Maeve Murphy, Carmel Smith (resigned during 2017), (Council members); Harry McGearry, Martin O’Sullivan, Declan Purcell, (Independent members).

Number of meetings during 2017: 6

Attendance: Appendix 2

Terms of Reference:

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

The Committee members shall be appointed by the Council and shall consist of not less than three independent non-executive members, at least one external. At least one member shall have recent and relevant financial experience. No members of the Executive can be appointed to sit on the ARG Committee.

The Council shall appoint the Chairperson of the Audit, Risk and Governance Committee.

The ARG Committee shall meet at least 4 times a year and all members are expected to attend each meeting to the best of their abilities. The attendance of 40% of committee members shall constitute a quorum.

The role of the ARG Committee is primarily one of oversight. Specifically under Section 23 (1) of the Health and Social Care Professionals Act 2005 (the Act), the Committee will carry out the following functions:

1. To advise Council and the CEO (as Accounting Officer) on the appointment of internal auditors, to approve internal audit plans and fees, to receive reports on the internal audit work plan and to consider appropriate action arising from them.
2. To represent Council, without prejudice, in its relationship with the Comptroller & Auditor General, as the external auditor of CORU, and to review the C&AG's management letters and any other reports and to report on these to Council, as appropriate.
3. To review the first draft of CORU's annual statutory financial statements before the C&AG commences its audit.
4. In advance of Council signing the Financial Statements and furnished with an audit report from the C&AG (including their draft Management Letter where applicable) and the internal auditor's report on the effectiveness of the internal controls, for the year, the Committee shall consider and report to Council on whether :-
 - a. There is a robust process in place in preparing the financial statements;
 - b. The accounting policies adopted comply with relevant requirements;
 - c. The financial statements present fairly the financial position of the Council for the financial year;
 - d. The Letter of Representation for issue to the auditors is accurate.
5. To review Council's Annual Report from a governance and financial control perspective and to make recommendations to Council and the CEO (as Accounting Officer), as appropriate.
6. To consider whether risk management processes are adequate for all risks to which Council is exposed and to approve, or, where the Committee considers that significant policy issues are involved, to recommend that Council approve, measures to eliminate or mitigate against them. This includes :-

- a. Ongoing monitoring of the implementation and review of CORU's Risk Management Policy;
 - b. Considering the adequacy of resources to action risk management activities and processes;
 - c. Ongoing reviews of the risk register.
7. To advise on CORU's internal financial control system, consider whether the Statement on Internal Financial Control is sufficient and consider whether the system of internal financial reporting gives early warning of control failures and emerging risks;
 8. To advise Council on matters of corporate governance (but without prejudice to the Committee's power to make recommendations to the Council, on corporate governance issues arising from the work of the auditors);
 9. To carry out other assigned functions as prescribed by Council from time to time;
 10. To carry out a review of its own effectiveness on a regular basis and to report the results of the review to the Council and to the Council's Accounting Officer;
 11. To prepare and furnish to the Council an annual report reviewing the ARG Committee's operations, to include an assessment of the work of the Committee;
 12. To follow up on any recommendations from the Council following the review of the Committee's annual report;
 13. To provide a formal induction process to all new members appointed to the ARG Committee;
 14. To maintain appropriate records of the work of the ARG Committee.
 15. To review risk(s) pertaining to the safeguarding of CORU's capital assets, and making recommendations to Council where necessary and appropriate.

Authority

1. The Committee is authorised to seek any information it requires from any staff member of CORU;
2. The Committee is authorised to investigate any activity within its Terms of Reference and may obtain outside legal or other independent professional advice for same.

Key activities in 2017:

The internal audits conducted under the instruction of the Audit Risk and Governance Committee in 2017 were as follows:

1. Gap Analysis – Code of Practice for the Governance of State Bodies (2016).
2. Review of the Risk Management Process.
3. Review of the Complaints Process.
4. Review of the Approval and Monitoring of the Educational Programmes.
5. Financial Controls Review.
6. Follow up review of the findings and recommendations of internal audit reports (2015 and 2016)

In addition, a monthly internal audit review on payroll and accounts payable took place for the period March 2017 – July 2017.

The Committee monitored and reported to Council on the CORU Risk Register quarterly throughout 2017.

The Committee also conducted the following tasks on behalf of Council:

- > Financial Statements – approved draft annual statutory financial statements
- > External Audit by the Comptroller and Auditor General - reviewed details of audit.
- > Conducted a Risk assessment of a decision of a Registration Board to deviate from Council guidelines and reported to Council.

Finance and General Purposes Committee

Role: The mission of the Finance and General Purposes Committee is to provide an independent appraisal structure within CORU to measure and evaluate its financial performance, and the allocation of resources and budgets.

Membership:

Joe Martin did not chair Council or any other sub-committee of CORU during his tenure as Chairperson of the Finance and General Purposes Committee.

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

All new members to the Committee were provided with induction training.

Members of the 2017 Finance and General Purposes Committee as appointed by the Council were as follows:

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

Number of meetings during 2017: 6

Attendance: Appendix 2

Terms of Reference:

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

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

- To advise Council on strategic financial and resources management at CORU. Day to day operational decisions and allocation of resources will be decided by the Executive within the parameters of the budget and business plan.

- To advise Council on the collection, investment, borrowing and outlay of all monies received.
- To advise Council on budget income/ expenditure by
 - monitoring approved budget income / expenditure of CORU and reporting to Council on such matters, highlighting and commenting on variances as well as the corrective action taken by the Executive as appropriate;
 - reviewing capital expenditure and making recommendations to Council where necessary and appropriate;
- To advise Council on Budget and Business Plan submissions to the Department of Health by
 - Reviewing budget and business plan proposals from the Executive in a timely manner and making recommendations where necessary and appropriate.
- To advise Council on items/matters of a more general nature which do not fall within the remit of the other Committees of Council.
- To carry out other assigned functions as prescribed by the Council from time to time.

Key activities in 2017:

- Reviewed and analysed CORU's 2017 financial performance through the year.
- Reviewed and recommended CORU's 2018 budget to Council for approval.
- Review of CEO international travel for 2018 to fulfil duties in representing CORU and providing a conduit for monitoring and considering international developments and trends in the regulatory sector.
- Reviewed iPad platform report and recommendations on behalf of Council
- Approved and monitored Key Performance Indicators linked to 2017 Business Plan
- Reviewed Terms of Reference for Nominations Committee of Council.

- › Monitored progress on implementation of new Recognition processes
- › Approved designation of Executive member to perform delegated functions of the CEO
- › Monitored Communications activities and received periodic reports on progress
- › Reviewed draft policy for publishing of Council Minutes
- › Reviewed month on month registration and renewal data
- › Considered multi-regulator registration model as presented by NMBI
- › Reviewed ICT Capital Budget
- › Reviewed and made recommendations to Council on renewal of several contracts for services.
- › Reviewed CORU Website Procurement Report and recommendations
- › Reviewed legal costs

Registration Committee

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

Membership: Marie Culliton (Chairperson), Joe Martin, Maeve Murphy, (Council members), Norma Judge (Optical Registration Board member), James Forbes (Social Care Workers Registration Board member), Ann Horgan (Physiotherapists Registration Board member) Damhnait Gaughan (Independent member).

Number of Meetings during 2017: 5

Attendance: Appendix 2

Terms of Reference:

- › To advise the Council on the development of policy in all matters relating to registration and to keep abreast of developments in that area.
- › To advise the Council on policy relating to recognition of non-national qualifications and Competent Authority status under EU Directive 2005/36/EC and any subsequent relevant Directives.
- › To advise Council on policy for dealing with applicants for registration.
- › To advise the Council on policy of quality assurance of the system of registration.
- › To advise Council on the making of Rules under Section 22 relating to the following matters:-
 - The proper and effective maintenance of Registers including procedures
 - The details relating to registrants that in addition to their names are to be entered in Registers
 - The division of Registers into specified divisions for different categories of registrants.
- › To advise Council as appropriate on approval of Bye-Laws for:-

- Applications for registration
- Applications for restoration to the Register
- Conditions for registration in a division of the Register if authorised by Council
- Criteria for restoration to the Register.
- > To advise Council on implementation of Part 4 of the Health and Social Care Professionals Act (as amended) 2005.
- > To advise Council on regulation of professions named in the Act and such other professions as may be added.
- > To consider and review risks and the mitigating measures to be taken. Where registration risks are identified to set out a plan as to how to address, reduce or eliminate these risks where possible and advise the Audit, Risk and Governance committee accordingly.
- > To review the Terms of Reference of the Committee on an annual basis and make such recommendations to Council in relation thereto as may be deemed appropriate.
- > To report to Council on a regular basis on the Committee's activities.
- > Approval of a 'CORU Registered' Logo and guidelines for the use of the registration number and the use of the 'CORU Registered' Logo for registrants
- > Consideration and approval of changes to the Fit and Proper Framework Policy for decision making by Registration Boards.
- > Consideration of the issues and procedures involved where applicants disclose relevant medical disabilities and the imposition of Registration Conditions under section 40(A) of the Act.
- > Approval of technical amendments to the CORU Recognition Policy
- > Approval of amendments to the Fit and Proper Questionnaire
- > Consideration of a Revised Language Policy for applicants
- > Consideration of the issues involved where applicants submit qualifications recognition letters that do not meet the requirements of the standard registration route (Section 38). Consideration of the issues on the uptake of the European Professional Card and effects for prospective registrants.

Key Activities in 2017:

- > Review of the Terms of Reference of Registration Committee
- > Consideration of the implications of the Revised Qualifications Directive
- > Revision of the Return to Practice Form providing greater guidance to registration applicants and supervisors, ensuring greater alignment with Bye-Laws
- > Further Review and Streamlining of the Annual Renewals Process
- > Consideration of the Registration Risk Register
- > Approval of amendments to policy requirements for foreign police clearance documentation

Education Committee

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

Membership: Council Members: David Irwin (Chairperson until 20 January 2018); Caroline McIntosh; John O’Mullane; Peter Davison*; Marion O’Rourke; Carmel Kearns; Ann Kearney; Odhran Allen**; Carmel Smith***

*Appointed 19 January 2017

** Appointed 21 March 2017

***Appointed 29 June 2017

Number of Meetings during 2017: 5

Attendance: Appendix 2

Terms of Reference:

- › To assist Council in the development and review of policy and processes for the approval and monitoring of education and training programmes under Part 5 of the Act
- › To advise Council on the development and review of the criteria for approval and monitoring of education and training programmes under Part 5 of the Act
- › To advise Council on the development and review of the framework standards of proficiency for professions under the Act
- › To advise Council on the development and review of policy in relation to Continuing Professional Development (CPD)
- › To advise Council on any guidelines it may issue to Registration Boards regarding the education, training and Continuing Professional Development of registrants
- › To advise Council on possible risks arising from the policies relating to (i) the approval and monitoring of the continuing suitability of education and training programmes and (ii) Continuing Professional Development, and to advise on the management of any risks identified.

Key Activities in 2017:

- › Draft Council guideline for making the Approved Qualifications Bye-Law
- › Criteria for Education and Training Programmes – RRB
- › Fees for Programme Approval and Monitoring
- › Approval and Monitoring Training – Report
- › Research into the approval of new education and training programmes
- › Criteria for Programme Staff - Considerations
- › Education Stakeholder Engagement
- › Communication plan regarding Interim approach to CPD enforcement issue
- › Draft Council guideline for CPD implementation and interim approach on CPD enforcement issue
- › Communication plan following CPD implementation and interim approach on CPD enforcement issue
- › CPD Audit – SWRB
- › CPD Audit – RRB
- › Principals for new CPD Model
- › Outline CPD Model
- › Social Care Project

Professional Practise Advisory Committee

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

Membership: Deirdre Madden, (Chairperson)*, Cormac Quinlan**, David Irwin, Mo Flynn*, Shane McCarthy, (Council Members)

* Term on Committee Expired in December 2017

** Resigned from Committee.

Number of meetings in 2017: 3

Attendance: Appendix 2

Terms of Reference:

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

Approved by Council 27 July 2017.

Key Activities in 2016:

Recommendations made to Council the following issues:

- › Delegation of Decision to issue alerts
- › Approach in relation to membership of the Appeals Committee
- › A fee increase for ordinary members of the Disciplinary Committees
- › Payment of fees to members of the Appeals Committee
- › Amended Appeal Procedures
- › Approach in relation to membership of the Disciplinary Committees
- › Amended guideline relating to the Optical Registration Board (Regulation & Control of Prescribing and Dispensing of Prescriptions and Sale of Spectacles) Bye-Law 2015
- › Updated Framework for the Code of Professional Conduct and Ethics

Preliminary Proceedings Committee

Role: The Preliminary Proceedings Committee is an investigating committee established by CORU and as provided for by legislation, to consider Fitness to Practise complaints about health and social care professionals. The Preliminary Proceedings Committee was established under Part 6 of the Health and Social Care Professionals Act 2005 (as amended), which was commenced on the 31 December 2014.

The Preliminary Proceedings Committee considers each complaint and decides whether:

- › it should be referred onwards for resolution by mediation or
- › it should be referred for hearing to a Committee of Inquiry or
- › no further action should be taken.

The Preliminary Proceedings Committee sits in private and may consider a number of complaints in a single meeting.

Radiographer Registrant Members: Jacqui McGovern, Siobhan Higgins

Radiation Therapist Registrant Members: Derry McCarthy, Laura Mullaney, Ruth Woods

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

Optometrist Registrant Member: Michael Moore, Joan Ryan

Occupational Therapist Registrant Member: Sile Rose Henehan, Philomena Dunne

Dietitian Registrant Member: Sharon Patton

In July 2017, a training event was held for the Preliminary Proceedings Committee. In 2017, the Committee met on 12 occasions to consider complaints received by CORU.

Key Activities in 2017:

In 2017, 33 new complaints were received by CORU in relation to Fitness to Practise matters. Of the complaints received by CORU in 2016, 13 continued into 2017.

Membership:

In 2017, Council appointed the following members to the Preliminary Proceedings Committee:

Non-Registrant Members: Molly Buckley (effective from January 2018)

Speech and Language Therapist Registrant Member: Yvonne Lynch

Social Work Registrant: Pauline Underwood

Radiographer: Anne O'Loughlin (effective from January 2018)

Existing members of the Preliminary Proceedings Committee:

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

Appeals Committee

Membership:

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

Professional members of Council: Tony McAleer, Caroline McIntosh, Sinéad Fitzgerald, Ruth Charles.

Non-Council members: Gloria Kirwan (Social Worker), John Leinster (Social Worker), Mary Egan (Social Worker), Paul Hersee (Dispensing Optician), Sinéad Ryan (Optometrist), Fiona Armstrong (Occupational Therapist), Kate Murphy (Occupational Therapist), Michelle Mossop (Radiographer), Niamh Brennan (Radiographer), Maria Broderick (Radiation Therapist), Fiona Coughlan-Young (Radiation Therapist), Caralyn Horne (Speech & Language Therapist), Jill Long (Physiotherapist), Liam O’Connell (Radiographer).

Procedures:

1. The Council makes the following procedures for regulation of the Appeals Committee pursuant to Section 23(6) of the Act (the “Procedures”).
2. The Appeals Committee is established by the Health and Social Care Professionals Council (the “Council”) pursuant to section 23 of the Act to exercise its powers and perform its functions under section 42B and section 43 of the Health and Social Care Professionals Act 2005, as amended (“the Act”).
3. The requirement for confirmation of the acts of the Appeals Committee under section 23(5) is dispensed with.
4. The Appeals Committee shall provide a report to Council as soon as practicable following the hearing of an application under section 42B or section 43 of the Act.
5. The term of office of each member of the Appeals Committee shall be two years from the date of their appointment, save as otherwise determined by the Council.

For the avoidance of doubt, where the member of the Appeals Committee is a Council member, his or her term of office as an Appeals Committee member shall expire when his or her term as a Council member expires, regardless of the duration of his or her appointment as a member of the Appeals Committee. No member of the Appeals Committee may hold office as a member of the Appeals Committee for more than two consecutive terms.

6. The Appeals Committee shall sit in panels of three members when hearing an application under section 42B or section 43 of the Act.
7. Each panel shall consist of:
 - A Council member who was appointed to Council as a representative of the interest of the general public under section 9(3)(b)(iv) and who shall act as Chairperson of the panel;
 - A Council member who was appointed to the Council as a “professional member” within the meaning of section 9 of the Act and is from a profession other than that of the Appellant; and
 - A non-Council member from the same profession as the Appellant.
8. The Appeals Committee shall conduct the hearing of applications under section 42B and section 43 of the Act in accordance with the Council’s Appeals Procedure as amended by the Council from time to time.
9. These Procedures will be reviewed on a two-yearly basis.
10. These Procedures shall not in any way be taken as curbing or limiting the powers of the Council in relation to the performance of its functions or the exercise of its powers under section 42B or section 43 of the Act.

Approved by Council 27 July 2017.

Key Activities in 2017:

Two registration and nine recognition appeal applications were heard by the Appeals Committee during 2017.

Committees of Inquiry (Professional Conduct Committee and Health Committee)

Role: If it is decided, that a complaint relating to a Registrant's Fitness to Practise, requires further action, the complaint may go before a Committee of Inquiry. This may be a Professional Conduct Committee or a Health Committee.

The Committee of Inquiry (the Professional Conduct Committee or the Health Committee, depending on the nature of the complaint) will be made up of three people:

- › one registrant from the same profession as the registrant against whom the complaint is made,
- › one registrant from another profession and
- › one non-registrant (Chairperson).

The hearing will be similar to those before a Court or Tribunal. At a hearing the Professional Conduct Committee or the Health Committee hears evidence from the parties to a complaint and ultimately decides, having considered the evidence, if there is an impairment to practise on the part of the registrant who has been complained about.

Professional Conduct Committee hearings are normally held in public. Health Committee hearings are normally held in private.

Membership:

In 2017, The Professional Conduct Committee consisted of:

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

Optometrist Registrant Member: Mark Daly

Occupational Therapist Registrant Member: Alice Gormley, Christian Garcia

Radiographer Registrant Member: Shane Foley, Vicky Cahalane

Radiation Therapist Registrant Member: Anita O'Donovan, Claire Poole

Social Worker Registrant Members: Cleo Yates, Ruth More O'Ferall

Speech & Language Therapist Registrant Member: Neva Watchorne

Dietitian Member: Siobhan Julian

In 2017, The Health Committee consisted of:

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

Radiographer Registrant Member: Una Murphy

Radiation Therapist Registrant Member: Raymond Power

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

Optometrist Registrant Member: John Weldon

Speech and Language Therapist Member: Rachel Leonard

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

Nominations Committee

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

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

Number of Meetings during 2017: 3

Attendance: Appendix 2

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

The Council shall appoint the Chairperson of the Nominations Committee.

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

The role of the Nominations Committee is:

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

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

Key activities in 2017:

- > Review of the Terms of Reference of Nominations Committee
- > Nominations to Education Committee of Council
- > Nominations to Professional Practise Advisory Committee (PPAC)
- > Nominations to Registration Committee
- > Nominations to Finance and General Purposes Committee
- > External recruitment campaign to Committees of Inquiry
- > Nomination to Medical Council
- > Nominations to Appeals Committee
- > Nomination to HIQA Advisory Committee
- > Nomination to Audit Risk and Governance Committee
- > Nomination of Chairs for reappointment to Committees of Inquiry
- > Nominations to Preliminary Proceedings Committee
- > Called for expressions of interest for PPAC Chair



Members of the Health and Social Care Professionals Council with Minister for Health, Simon Harris T.D. on the 26 January 2017 at the official launch of CORU's Statement of Strategy 2017-2021.



Dietitians Registration Board

This report is an account of the activities of the Dietitians Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Dietitians Registration Board in 2017. Since the protection of the title "Dietitian" from 31 October 2016, the Board has continued in its role in protecting the public and ensuring that all registrants adhere to the highest standards of professional conduct, education, training and competence.



As of 31 December 2017, there were 865 CORU registered dietitians. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

With 2017 marking the first full year of the protection of the title of 'Dietitian', the Board continued to engage with the public, employers and members of the profession through various public consultations. These public consultations assisted in the development of a number of bye-laws, policies and standards being approved including: Restoration to the Register following Voluntary Removal Bye-Law and Restoration to the Register following Cancellation Bye-Law.

The Board also approved two policies during the year, which included the delegation of functions with respect to routine applications from the Board to the Registrar and the delegation of functions to the Registrar with respect to the Internal Market Information System (IMI) alerts when required in respect of competent authority applications.

The Board approved the educational programme, the Masters of Science in Clinical Dietetics in University College Dublin, following a public consultation in July this year. Following the consultation, the Board submitted the ByeLaw for approval by Council. The Board also approved a review team to conduct a programme approval of the Bachelor of Science in Human Nutrition and Dietetics in Dublin Institute of Technology and Trinity College Dublin.

During the year, a number of our Board members' terms of office ended and we would like to thank those members; David Cunningham, Clíodhna McDonough and the Chair, Elizabeth Barnes. The Board also welcomed appointed members Mary A. T. Flynn, representative in the management of public health and social care, and Geraldine Murray, involved in voluntary private/health social care management.

We acknowledge all of our current and previous Board members' tremendous work and commitment during the formative years of the Registration Board and we thank them for their ongoing commitment and valued contribution.

We look forward to working and engaging with the profession and our stakeholders again in 2018 as we continue our important work to protect the public by promoting professional standards.

Halóg Mellett

*Chairperson
Dietitians
Registration Board*

Ginny Hanrahan

*Registrar
Dietitians
Registration Board*



Background

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

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

The Board consists of seven lay members, with the remaining six being professional nominees, representing:

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

In 2017, the Dietitians Registration Board met eight times.

At the close of 2017, there were two vacancies on the Dietitians Registration Board.



Role

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

The Dietitians Registration Board at CORU has responsibility for:

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



Bye-Laws

After public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws. These were for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation.

Section 31 of the Act permits the Dietitians Registration Board to make Bye-Laws relating to the process for restoration to the register. The Act has the necessary provisions to deal with the occasion where a registrant is removed from the register for non-payment of retention fees and subsequently seeks to be restored to the register. Bye-Laws are therefore not required for this process.

The Bye-Laws permitted under Section 31 cater for circumstances where a registrant seeks removal from the register on his/her request or where a registrant has his/her registration cancelled (struck off) by Council and subsequently seeks to be restored to the register.

In order to ensure clarity and consistency of approach, and to ensure that the restoration process is robust, it was appropriate that the Dietitians Registration Board would utilise the legal provisions in the Act and make Bye-Laws governing restoration to the register. Separate Bye-Laws are required for two different circumstances:

- > Restoration to the Register following Removal on Request Bye-Law
- > Restoration to the Register following Cancellation Bye-Law.

Following the approved consultation process and after considering all the survey responses and other communications from stakeholders, the Dietitians Registration Board made the Bye-Laws above.



Appointments

Mary A. T. Flynn was appointed to the Board as a representative engaged in the management of public health and social care. The Board welcomed Ruth Charles back following her re-appointment as a representative engaged in the management of the profession. Geraldine Murray was appointed to the Board as a public interest representative and was welcomed to her first meeting in June.



Registration

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

A total of 865 dietitians have been registered by the Dietitians Registration Board as of 31 December 2017.

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

Applicants:

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

In the case of those availing of the transitional arrangements, applicants must:

- > Hold a required qualification listed in the Act or have successfully completed an assessment of professional competence
- > Have been practising in the State during the five years prior to the opening of the Register.

In the case of new entrants, applicants must:

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

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

By December 2017:

- > 4 dietitians voluntarily left the Register
- > 2 dietitians were removed from the Register for non-payment of fees.

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



Competent Authority

As Competent Authority, the Board considers international qualifications for recognition prior to registration. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

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

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

During 2017, 41 applications for recognition of international qualifications were granted by the Dietitians Registration Board and 3 applicants were requested to engage in compensation measures.





Policy Activities

Delegation of functions to the Registrar – routine applications

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

- › Reducing the average processing time for all routine applications by at least one month
- › Allowing the Registrar to process registration applications all year round and be in a position to register graduates promptly
- › Allowing a Registration Board to focus on policy issues and registration applications with exceptions
- › Saving of at least 100 boxes of paper each year and on photocopying charges.



Delegation of functions to the Registrar – IMI alerts

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

Education activities

The Board approved one education programme for stakeholder consultation in July - the Masters of Science in Clinical Dietetics in University College Dublin. After a public consultation report, the Board approved the Dietitians Registration Board Approved Qualification Bye-Law for submission to Council for its approval. The Board approved a review team to conduct programme approval of the Bachelor of Science in Human Nutrition and Dietetics in Dublin Institute of Technology and Trinity College Dublin. The approval visit was due to take place in October 2017. However, due to Storm Ophelia, the visit has been deferred until 2018.

Membership

Elizabeth Barnes*

Service Management Representative
Attended 1 of 1 meetings of the Board



Halóg Mellett

Chairperson
Practising Professional Representative
Attended 8 of 8 meetings of the Board



Teresa Bruen

Public Interest Representative
Attended 5 of 8 meetings of the Board



Tony Morris

Public Health/Social Care
Management Representative
Attended 6 of 8 meetings of the Board



Ruth Charles

Service Management Representative
Attended 5 of 7 meetings of the Board



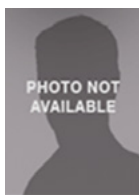
Anthony Smith

Public Interest Representative
Attended 5 of 8 meetings of the Board



David Cunningham

Private Health/Social Care
Management Representative
Attended 0 of 1 meetings of the Board



Suzanne Doyle

Education & Training Representative
Attended 8 of 8 meetings of the Board



John Hanily

Public Interest Representative
Attended 7 of 8 meetings of the Board



Mary A. T. Flynn

Service Management Representative
Attended 3 of 7 meetings of the Board



Nick Kennedy

Third Level Representative
Attended 4 of 8 meetings of the Board



Geraldine Murray

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



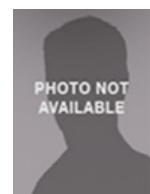
Clíodhna McDonough

Practising Professional Representative
Attended 0 of 1 meetings of the Board



Fiona Ward

Practising Professional Representative
Attended 0 of 1 meetings of the Board



Denise McGrath

Public Interest Representative
Attended 5 of 8 meetings of the Board



Dietitians Registration Board Attendance 2017

Name	02 Feb	09 Mar	06 Apr	09 May	15 Jun	13 Jul	05 Oct	05 Dec
Halóg Mellett	✓	✓*	✓*	✓*	✓*	✓*	✓*	✓*
Elizabeth Barnes	✓*	N	N	N	N	N	N	N
John Hanily	✓	✓	✓	✓	✓	✗	✓	✓
Nick Kennedy	✗	✓	✓	✗	✓	✗	✓	✗
Tony Morris	✓	✓	✗	✓	✓	✗	✓	✓
Anthony Smith	✓	✓	✓	✗	✓	✓	✗	✗
Denise McGrath	✓	✗	✗	✗	✓	✓	✓	✓
Teresa Bruen	✓	✓	✓	✓	✗	✗	✗	✓
Suzanne Doyle	✓	✓	✓	✓	✓	✓	✓	✓
Ruth Charles	N	✓	✓	✗	✗	✓	✓	✓
Clíodhna McDonough	✗	N	N	N	N	N	N	N
David Cunningham	✗	N	N	N	N	N	N	N
Mary A. T. Flynn	N	✗	✓	✗	✓	✗	✓	✗
Geraldine Murray	N	N	N	N	✓	✓	✓	✓
Fiona Ward	N	N	N	N	N	N	N	✗

Key to meeting attendance:

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

2

Medical Scientists Registration Board

This report is an account of the activities of the Medical Scientist Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are very pleased to present the work of the Medical Scientists Registration Board in 2017. This year was a very important year for the Registration Board in terms of progressing the preparatory work required before the opening of the register.

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

In 2017, the Registration Board progressed its work in a number of important areas, which will form the foundation for the regulation of the profession. Several policies were approved by the Board and are detailed later in this report.

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

Pauline Treanor

*Chairperson
Medical Scientists
Registration
Board*

Ginny Hanrahan

*Registrar
Medical Scientists
Registration Board*



Role

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

The Medical Scientists Registration Board at CORU has responsibility for:

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



Background

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

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

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

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



Summary of Activities 2017

The Board met seven times in 2017.



Policy activities

The Board approved several policies this year:

- Code of Conduct for Board members
- Relationship between Board and Council
- Approved Qualifications Bye-Law
- Council resolution on details to be entered on the Register
- Approved Certificate of Registration
- Consultation model and Registration related Bye-Laws.

Membership of the Board

Marie Culliton

Engaged in the management
Attended 5 of 6 meetings



Helen Lambkin

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



Clíodhna Foley-Nolan

Involved in public health/ social care management
Attended 4 of 6 meetings



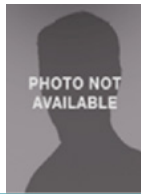
Muiris O’Ceidigh

Public Interest representative
Attended 5 of 6 meetings



Clodagh Geraghty

Public interest representative
Attended 2 of 3 meetings



John O’Loughlin

Engaged in the management
Attended 6 of 6 meetings



Mary Hunt

Involved in the education of health/social care
Attended 6 of 6 meetings



Brendan O’Reilly

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



Vincent Hunt

Public interest representative
Attended 5 of 6 meetings



Irene Regan

Engaged in the practice
Attended 4 of 6 meetings



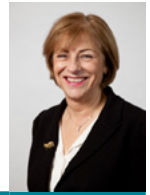
Bernadette Jackson

Engaged in the practice
Attended 6 of 6 meetings



Pauline Treanor*

Chairperson
Involved in voluntary/private, Health/Social care management
Attended 6 of 6 meetings



Wendy Kennedy

Public interest representative
Attended 4 of 6 meetings



Medical Scientists Registration Board Attendance 2017

Name	16 Feb	11 Apr	11 May	12 Jul	27 Sep	30 Nov
Pauline Treanor	✓*	✓*	✓*	✓*	✓*	✓*
Marie Culliton	✓	✓	✗	✓	✓	✓
Mary Hunt	✓	✓	✓	✓	✓	✓
Vincent Hunt	✗	✓	✓	✓	✓	✓
Bernadette Jackson	✓	✓	✓	✓	✓	✓
Muiris O’Ceidigh	✓	✓	✓	✗	✗	✓
Wendy Kennedy	✓	✓	✗	✗	✓	✓
Helen Lambkin	✓	✓	✓	✓	✓	✓
Clíodhna Foley-Nolan	✓	✗	✗	✓	✓	✓
John O’Loughlin	✓	✓	✓	✓	✓	✓
Brendan O’Reilly	✓	✓	✗	✓	✓	✗
Irene Regan	✓	✓	✓	✗	✓	✗
Clodagh Geraghty	N	N	N	✓	✗	✓

Key to meeting attendance:

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

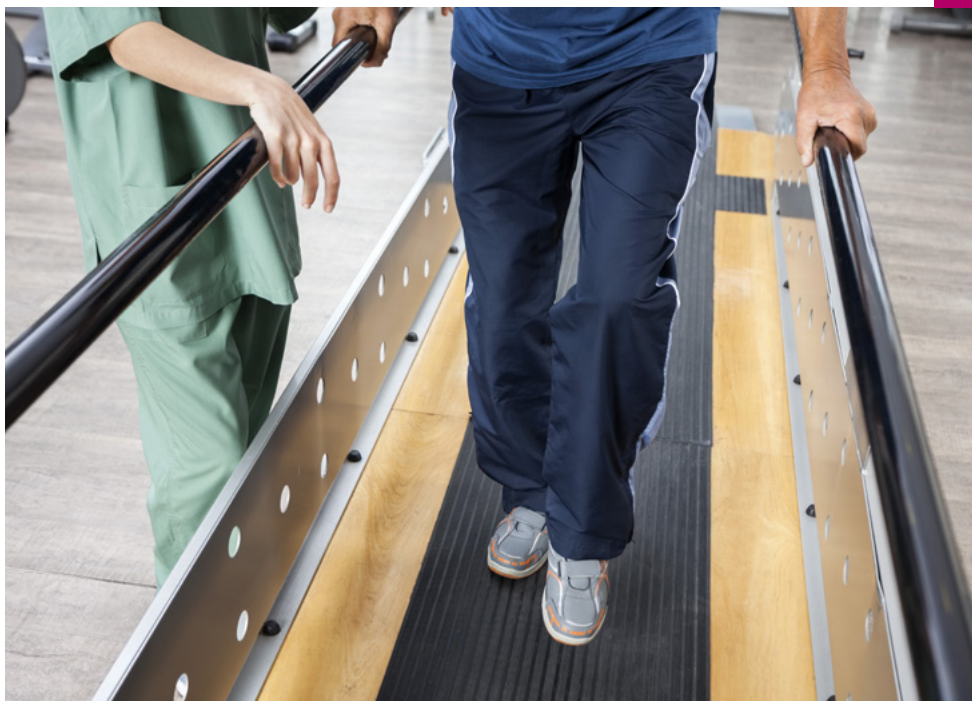
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Occupational Therapists Registration Board

This report is an account of the activities of the Occupational Therapists Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

2017 Foreword

We are pleased to present this account of the activities of the Occupational Therapists Registration Board during 2017. The Board is responsible for setting and promoting high standards of professional education, conduct, training and competence among occupational therapists.



From 31 March 2017, the title ‘occupational therapist’ became a legally protected title in Ireland. Only those who have applied (existing practitioners) or registered with CORU are entitled to practise using the title. The protection of the title is provided for in the Health and Social Care Professionals Act 2005 (as amended).

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

At the end of 2017, there were 2,237 occupational therapists on the register. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

Following public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws during 2017, which are as follows:

- › Restoration to the Register following Voluntary Removal Bye-Law
- › Restoration to the Register following Cancellation Bye-Law.

During 2017, the Board approved the delegation of functions with respect to routine applications from Occupational Therapists Registration Board to the Registrar. The Board also approved the delegation of functions to the Registrar with respect to IMI (Internal Market Information System) Alerts.

We would like to thank the members of the Board for their collaborative effort and contribution during the year. Five new members were appointed to the Board in 2017. They were Gerard Walshe, Jagdish Prasad Yadav, Ann Sheehan, Clodagh Nolan, and Tina McGrath. We would like to welcome all our new members and we look forward to working closely with them.

We look forward to working with the profession and engaging with our stakeholders again in 2018 as advancements continue to be made in the regulation of occupational therapists.

Richard Hammond

*Chairperson
Occupational
Therapists Registration
Board*

Ginny Hanrahan

*Registrar
Occupational
Therapists Registration
Board*



Background

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

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

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

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

Richard Hammond is the current Chairperson of the Occupational Therapists Registration Board.

The Occupational Therapists Registration Board met nine times in 2017.

At the close of 2017, there were three vacancies on the Occupational Therapists Registration Board.



Role

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

The Occupational Therapists Registration Board at CORU has responsibility for:

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

Bye-Laws

After public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation.

Section 31 of the Act permits the Occupational Therapists Registration Board to make Bye-Laws relating to the process for restoration to the register. The Act has the necessary provisions to deal with the occasion where a registrant is removed from the register for non-payment of retention fees and subsequently seeks to be restored to the register. Bye-Laws are therefore not required for this process.

The Bye-Laws permitted under section 31 cater for circumstances where a registrant seeks removal from the register on his/her request or where a registrant has his/her registration cancelled (struck off) by Council and subsequently seeks to be restored to the register.

In order to ensure clarity and consistency of approach, and to ensure that the restoration process is robust, it was appropriate that the Occupational Therapists Registration Board would utilise the legal provisions in the Act and make Bye-Laws governing restoration to the register. Separate Bye-Laws are required for two different circumstances:

- > Restoration to the Register following Removal on Request Bye-Law
- > Restoration to the Register following Cancellation Bye-Law.

Following the approved consultation process and after considering all the survey responses and other communications from stakeholders, the Occupational Therapists Registration Board approved the Bye-Laws.

Appointments

The Occupational Therapists Registration Board nominated Richard Hammond as Chairperson in February. The Board welcomed five new members this year. Gerard Walshe was appointed to the Board as a representative engaged in the management of the profession. Jagdish Prasad Yadav was appointed as a representative engaged in the practice of the profession while Ann Sheehan was appointed to the Board as a representative of public interest. Clodagh Nolan and Tina McGrath were re-appointed by the Minister and were welcomed back to the Board at the October meeting. Clodagh Nolan is engaged in the education of occupational therapy and Tina McGrath is a practising occupational therapist. The Board wishes to thank the following former members for all their hard work and contributions during the year; Odhrán Allen, Ailish Kelly and Máire O’Leary.





Registration

The Register for occupational therapists opened on 31 March 2015. The opening of the Register is followed by a two-year transitional period for occupational therapists already practising to apply for registration. This period is necessary to give individuals an opportunity to apply for registration and satisfy the Board that they meet the requirements. It also affords practitioners that do not hold currently approved qualifications a once-off opportunity to apply for registration. This transitional period ended on 31 March 2017.

A total of 2,237 occupational therapists have been registered by the Occupational Therapists Registration Board as of 31 December 2017.

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

Applicants:

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

In the case of those availing of the transitional arrangements must:

- > Hold a required qualification listed in the Act or have successfully completed an assessment of professional competence
- > Have been practising in the State during the five years prior to the opening of the Register.

In the case of new entrants must:

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

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

By December 2017:

- > 8 occupational therapists voluntarily left the Register
- > 5 were removed from the Register for non-payment of fees.

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



Competent Authority

As the Competent Authority for the profession, the Board considered 90 applications for recognition of international qualifications during 2017.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 83 qualifications and required 2 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the competent authority, then the holder of the qualification is eligible to apply for registration.



Policy Activities

Delegation of functions to the Registrar – routine applications

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

- › Reducing the average processing time for all routine applications by at least one month
- › Allowing the Registrar to process registration applications all year round and be in a position to register graduates promptly
- › Allowing a Registration Board to focus on policy issues and registration applications with exceptions
- › Saving at least 100 boxes of paper each year and on photocopying charges.

Delegation of functions to the Registrar – IMI alerts

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



Education Activities

The Occupational Therapists Registration Board approved draft Profession Specific Criteria for Education and Training Programmes and draft Standards of Proficiency for Occupational Therapists for consultation on 30 May 2017. These documents were drafted based on the updated Council approved framework documents which were approved for use in December 2015. A stakeholder consultation was conducted from 6 June 2017 to 14 July 2017. The feedback was presented to the Board for consideration after which, the Board adopted the Council Guideline on making the Approved Qualifications Bye-Law in July.

The Board also approved the profession specific guidelines document. This document will be merged with the core criteria guidelines and will then be issued to Education Providers. This document provides guidelines for providers on meeting the profession specific criteria for education and training programmes which are set out in two sections:

1. Level of qualifications for entry to the register
2. Practice placements

Membership of the Board

Odhrán Allen

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



Tina McGrath

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



Patrick Benson

Public interest representative
Attended 8 of 9 meetings



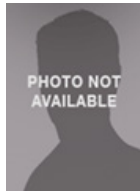
Clodagh Nolan

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



June Boulger

Involved in public health/ social care management
Attended 0 of 9 meetings



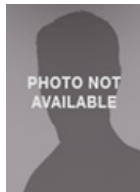
Maire O'Leary

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



Aisling Culhane

Public Interest Representative
Attended 6 of 9 meetings



Ann Sheehan

Public interest representative
Attended 2 of 4 meetings



Richard Hammond*

Chairperson
Public interest representative
Attended 9 of 9 meetings



Gerard Walshe

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



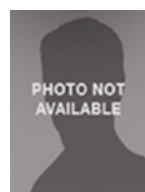
Ailish Kelly

Engaged in the management of the profession
Attended 1 of 2 meetings



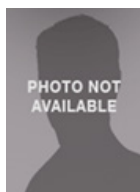
Jagdish Prasad Yadav

Engaged in the practice of the profession
Attended 4 of 5 meetings



Catherine McCabe

Involved in the education of health and social care
Attended 7 of 9 meetings



Occupational Therapists Registration Board Attendance 2017

Name	12 Jan	09 Feb	21 Mar	12 Apr	30 May	04 Jul	05 Sep	17 Oct	21 Nov
Richard Hammond	✓	✓	✓*	✓*	✓*	✓*	✓*	✓*	✓*
June Boulger	✗	✗	✗	✗	✗	✗	✗	✗	✗
Máire O’Leary	✓	✓	✗	✓	✗	✗	R	R	R
Patrick Benson	✓	✓	✓	✓	✓	✓	✓	✗	✓
Aisling Culhane	✓	✓	✓	✓	✗	✗	✓	✓	✗
Catherine McCabe	✓	✗	✓	✓	✓	✓	✓	✗	✓
Odhrán Allen	✓	✓	N	N	N	N	N	N	N
Ailish Kelly	✓	✗	N	N	N	N	N	N	N
Gerard Walshe	N	N	N	N	✓	✓	✓	✓	✓
Jagdish Prasad Yadav	N	N	N	N	✓	✓	✓	✗	✓
Ann Sheehan	N	N	N	N	N	✗	✓	✗	✓
Tina McGrath	N	N	N	N	N	N	N	✓	✓
Clodagh Nolan	✓*	✓*	N	N	N	N	N	✓	✓

Key to meeting attendance:

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

4

Optical Registration Board

This report is an account of the activities of the Optical Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended) (The Act).

Foreword

We are pleased to present this account of the activities of the Optical Registration Board during 2017. The Board is responsible for setting and promoting high standards of professional education, conduct, training and competence amongst dispensing opticians and optometrists.



At the end of December 2017, there were 184 dispensing opticians and 805 optometrists registered with the Optical Registration Board. The Register, which can be viewed at www.coru.ie, allows members of the public check to see if a dispensing optician or optometrist is registered and be reassured that the individual is part of a profession with required standards of conduct and performance.

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

CORU conducted a Halloween Public Information Campaign in October. The purpose of this campaign was to raise awareness amongst the public on the possible health risks of wearing novelty cosmetic lenses that are not sold by a CORU registered optometrist or dispensing optician. The campaign, spread over the print media and online channels, had a total audience reach of over 960,000. As a result of the campaign, enquiries to CORU's Enforcement Unit increased significantly.

Three positions on the Board will become vacant in February 2018 following the completion of the members' designated terms. Elections of candidates nominated to these positions will take place early in 2018. We look forward to welcoming the newly elected members to the Board.

We would like to thank the current members of the Board for their ongoing commitment throughout the year. We look forward to working and engaging with the professions and our stakeholders again in 2018 as we continue our important work to protect the public by promoting professional standards.

Peter McGrath

*Chairperson
Optical Registration
Board*

Ginny Hanrahan

*Registrar
Optical Registration
Board*



Background

The Minister for Health appointed the Interim Optical Registration Board on the 09 April 2014. The first meeting was held on 20 May 2014 and the Board met six times during 2014 and on two occasions in 2015 prior to the making of the Ministerial Order to establish the Optical Registration Board, which was made in February 2015.

The Optical Registration Board held its first statutory meeting on 24 March 2015.

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

Seven are lay members, with the remaining six being professional nominees, four optometrists and two dispensing opticians, representing:

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

At the end of 2017 there was one vacancy on the Board.



Role

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

The Optical Registration Board at CORU has responsibility for:

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

Bye-Laws

After public consultation in 2016 and subsequent Council approval, the Optical Registration Board approved two Bye-Laws for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation.

Section 31 of the Act permits the Optical Registration Board to make Bye-Laws relating to the process for restoration to the register. The Act has all the necessary provisions to deal with the occasion where a registrant is removed from the register for non-payment of retention fees and subsequently seeks to be restored to the register. Bye-Laws are therefore not required for this process.

The Bye-Laws permitted under section 31 cater for circumstances where a registrant seeks removal from the register on his/her request or where a registrant has his/her registration cancelled (struck off) by Council and subsequently seeks to be restored to the register.

In order to ensure clarity and consistency of approach, and to ensure that the restoration process is robust, it was appropriate that the Optical Registration Board would utilise the legal provisions in the Act and make Bye-laws governing restoration to the register. Separate Bye-Laws are required for two different circumstances:

- Restoration to the Register following Removal on Request Bye-Law
- Restoration to the Register following Cancellation Bye-Law.

Following the approved consultation process and after considering all the survey responses and other communications from stakeholders, the Optical Registration Board made the Bye-Laws above.

Education

In February 2017, the Optical Registration Board approved the timeline of the Programme Approval Process for the BSc Ophthalmic Dispensing Programme.

Appointment

Richard Brennan was appointed to the Optical Registration Board in June 2017 as a representative of public interest and attended his first meeting in September 2017.

Registration

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

In the case of new entrants, they must:

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

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

At the end of 2017, there were 805 optometrists registered. There were also 185 dispensing opticians registered of which 111 were registered in the general division and 74 registered in the contact lenses division.

By December 2017:

- 20 registrants voluntarily left the Register
- 9 registrants were removed from the Register for non-payment of fees

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

Delegation of functions to the Registrar – routine applications

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

- › Reducing the average processing time for all routine applications by at least one month
- › Allowing the Registrar to process registration applications all year round and be in a position to register graduates promptly
- › Allowing a Registration Board to focus on policy issues and registration applications with exceptions
- › Saving at least 100 boxes of paper each year and on photocopying charges.



Competent Authority

As Competent Authority, the Board considers international qualifications for recognition prior to registration. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

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

During 2017, 31 applications for recognition of international qualifications were granted by the Board. Of these, 17 were optometrists and 14 were dispensing opticians. A further 6 applicants were required to engage in compensation measures. Of these, 4 were optometrists and 2 were dispensing opticians.

Delegation of functions to the Registrar – IMI alerts

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

Validity length of a Contact Lens Prescription

The Board has responsibility for the regulation and control of prescribing and dispensing of prescriptions and sales of spectacles. It currently regulates those matters through the Optical Registration Board (Regulation and Control of Prescribing and Dispensing of Prescriptions and Sale of Spectacles) Bye-Law 2015. One feature of that bye-law is that prescriptions for spectacles have a validity period of one year. Having considered best practice in the area, and following numerous discussions, the Board has decided that prescriptions for spectacles should have a validity period of up to two years. Accordingly, the Board intends to make a new bye-law to reflect the revised period.

The revised validity period of a prescription for spectacles is the only change which the proposed Optical Registration Board (Regulation and Control of Prescribing and Dispensing of Prescriptions and Sale of Spectacles) Bye-Law 2018 will introduce.



Membership of the Board

Owen Blee

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



John Doran

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



Seamus Boland

Involved in voluntary private/health social care management
Attended 5 of 7 meetings



Charles Irwin

Public Interest Representative
Attended 5 of 7 meetings



Richard Brennan

Public interest representative
Attended 3 of 3 meetings



Norma Judge

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



Martin Coyne

Public interest representative
Attended 2 of 7 meetings



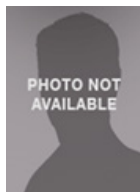
Peter McGrath *

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



Majella Daly

Involved public Health/ Social Care management
Attended 3 of 3 meetings



Ann Sheehan

Public interest representative
Attended 5 of 7 meetings



Peter Davison

Involved in the education of health/social care
Attended 6 of 7 meetings



Vivienne Starr

Engaged in the practice of the profession
Attended 6 of 7 meetings



Eilis Dolan English

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



Optical Registration Board Attendance 2017

Name	08 Feb	06 Mar	28 Mar	21 Jun	01 Sep	11 Oct	15 Nov
Peter McGrath	✓*	✓*	✓*	✓*	✓*	✓*	✓*
Norma Judge	✓	✗	✓	✓	✓	✓	✗
Vivienne Starr	✓	✓	✓	✓	✗	✓	✓
Owen Blee	✓	✓	✓	✓	✓	✓	✓
Éilis Dolan-English	✗	✓	✗	✓	✗	✗	✓
Seamus Boland	✓	✓	✓	✗	✓	✓	✗
Peter Davison	✓	✓	✓	✓	✓	✗	✓
Martin Coyne	✗	✗	✗	✗	✓	✓	✗
Charles Irwin	✓	✓	✗	✓	✓	✗	✓
Ann Sheehan	✓	✓	✗	✓	✓	✗	✓
John Doran	✓	✓	✓	✓	✓	✓	✓
Majella Daly	✗	✗	✗	R	R	R	R
Richard Brennan	N	N	N	N	✓	✓	✓

Key to meeting attendance:

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

5

Physiotherapists Registration Board

This report is an account of the activities of the Physiotherapists Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the working of the Physiotherapists Registration Board for 2017. Considerable progress was made during the year and we look forward to building on this in 2018, which will be another significant step in the journey to statutory regulation.



On 30 September 2016, the Board opened the Register for Physiotherapists to apply for statutory registration. Existing practitioners are now in the last year of the two-year transition period by which time they must apply for registration before the title ‘physiotherapist’ becomes legally protected.

Following a decision by the former Minister for Health, Minister Leo Varadkar T.D., at the beginning of 2016 and in agreement with the current Minister for Health, Simon Harris T.D., qualified users of the title ‘physical therapist’ will also be regulated and admitted to the Register. Significant progress was made on this during 2017. On the 20 December the Health and Social Care Professionals (Amendment) Act 2017 was commenced. This now means that certain existing practitioners of physical therapy, and those holding certain qualifications in physical therapy, can now apply for registration with the Physiotherapists Registration Board.

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

We would like to thank all members of the Board for their collaborative effort and contribution during the year. We look forward to working together in 2018 as we continue on the path to statutory regulation.

Anne Horgan

*Chairperson
Physiotherapists
Registration Board*

Ginny Hanrahan

*Registrar
Physiotherapists
Registration Board*



Background

The Minister for Health appointed the Physiotherapists Registration Board on 20 May 2015 following a public appointment notice. The Board met seven times during 2017.

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

The Board consists of seven lay members, with the remaining six being professional nominees, representing:

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

At the end of 2017, there were four vacancies on the Board.



Appointments

The following members completed their terms in May of 2017; John Kerrane, Aileen Sheehan, Martina Ryan, Guiseppe De Vito and Ruth Whelan. The Board welcomed two appointed public interest representatives this year; Fearghal Grimes attended his first meeting in June and Ruth Maher attended her first meeting in July.





Bye-Laws

After public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws. These were for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation.

Section 31 of the Act permits the Physiotherapists Registration Board to make Bye-Laws relating to the process for restoration to the register. The Act has the necessary provisions to deal with the occasion where a registrant is removed from the register for non-payment of retention fees and subsequently seeks to be restored to the register. Bye-Laws are therefore not required for this process.

The Bye-Laws permitted under section 31 cater for circumstances where a registrant seeks removal from the register at his/her own request or where a registrant has his/her registration cancelled (struck off) by Council and subsequently seeks to be restored to the register.

In order to ensure clarity and consistency of approach, and to ensure that the restoration process is robust, it was appropriate that the Physiotherapists Registration Board would utilise the legal provisions in the Act and make Bye-Laws governing restoration to the register. Separate Bye-Laws are required for two different circumstances:

- Restoration to the Register following Removal on Request Bye-Law
- Restoration to the Register following Cancellation Bye-Law.

Following the approved consultation process and after considering all the survey responses and other communications from stakeholders, the Physiotherapists Registration Board made the Bye-Laws as listed above.



Protection of Title – Legislation Amendment

The amendments in the Health and Social Care Professionals Act 2005, to allow for the registration of physical therapists, to address the issues in relation to the appointment of professional members onto the Boards and Council and to address the delayed entry to practice issue, has been completed by the Attorney General's Office. It then went on the eCabinet site that provides for consultation with other Government departments, to allow the legislation to proceed to the next stage.



Registration

The Register for physiotherapists opened on 30 September 2016. The opening of the Register is followed by a two-year transitional period for professionals already practising to apply for registration. This period is necessary to give individuals an opportunity to apply for registration and satisfy the Board that they meet the requirements.

It also affords practitioners that do not hold currently approved qualifications a once-off opportunity to apply for registration. This transitional period for physiotherapists will end on 30 September 2018. The Irish Society of Chartered Physiotherapists (ISCP) had advised their members not to register until the legislation was completed to address the requirements for physical therapists to apply to the register. We hope that the over 4000 physiotherapists in Ireland will commence applications for registration as soon as possible in 2018, as we have concerns about the impact this delay will have on the work of the registration team.

The opening of the Register was a difficult decision for the Board and followed lengthy consideration and complex discussion on many issues. The Board recognises that a number of stakeholders still have concerns and the Board is committed to working with all stakeholders towards a resolution.

A total of 148 Physiotherapists have been registered by the Physiotherapists Registration Board as of 31 December 2017.

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

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

In the case of those applicants availing of the transitional arrangements must:

- › Hold a required qualification listed in the Act or have successfully completed an assessment of professional competence.
- › Have been practising in the State during the five years prior to the opening of the Register.

In the case of new entrants:

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

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

By December 2017:

- › 0 registrants voluntarily left the Register
- › 0 registrants were removed from the Register for non-payment of fees

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

Delegation of functions to the Registrar – Routine Applications

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

- › Reducing the average processing time for all routine applications by at least one month
- › Allowing the Registrar to process registration applications all year round and be in a position to register graduates promptly
- › Allowing a Registration Board to focus on policy issues and registration applications with exceptions.



Competent Authority

As the Competent Authority for the profession, the Board considered 124 applications for recognition of international qualifications during 2017.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 63 qualifications and required 13 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, the holder of the qualification is then eligible to apply for registration.

Delegation of functions to the Registrar – IMI alerts

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



Education

Approved qualifications for registration

The Board approved the following education programmes in 2017:

- › Bsc in Physiotherapy, University of Limerick
- › MSc in Physiotherapy, University College of Dublin
- › BSc in Physiotherapy, Royal College of Surgeons Ireland.

Criteria and Standards of Proficiency

The Board approved the draft Physiotherapists Registration Board Criteria and Standards of Proficiency for Education and Training programmes for stakeholder consultation in April.

The Board also approved CPD standards and requirements for registrants. Requirements for Private Practice were specified and approved by the Board.



Other Policy Decisions

The Board approved the Fit and Proper Framework policies. The Board will consider all applications which are not straight-forward, on a case-by-case basis, including applications where a declaration is made as part of the “fit and proper” declaration or in cases where a report has been received following the Garda Vetting process. The Fit and Proper framework assists the Board in considering such applications.

Membership of the Board

Roy Brennan

Public interest representative
Attended 6 of 7 meetings



Anne Horgan

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



Jane Carolan

Engaged in the management of a voluntary/private health/social care organisation
Attended 4 of 7 meetings



John Kerrane

Public interest representative
Attended 3 of 3 meetings



David Cross

Physical Therapist Observer
Attended 5 of 7 meetings



Ruth Magee

Engaged in the practice
Attended 6 of 7 meetings



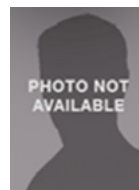
Giuseppe DeVito

Involved in the education of health and social care
Attended 0 of 3 meetings



Ruth Maher

Public interest representative
Attended 1 of 3 meetings



Catherine Doody

Engaged in the management of a voluntary/private health/social care organisation
Attended 5 of 6 meetings



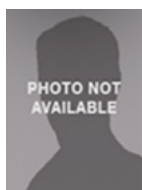
Martina Ryan

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



Fearghal Grimes

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



Aileen Sheehan

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



Padraig Heverin

Public interest representative
Attended 6 of 7 meetings



Ruth Whelan

Engaged in the management of the profession
Attended 2 of 3 meetings



Physiotherapists Registration Board Attendance 2017

Name	01 Feb	08 Mar	26 Apr	14 Jun	19 Jul	29 Sep	22 Nov
Anne Horgan	✓*	✓*	✓*	✓*	✓*	✓*	✓*
Ruth Magee	✓	✓	✓	✓	✓	✓	✗
Aileen Sheehan	✓	✓	✓	N	N	N	N
Martina Ryan	✓	✓	✓	N	N	N	N
Ruth Whelan	✓	✓	✗	N	N	N	N
Jane Carolan	✗	✓	✓	✓	✗	✓	✗
Giuseppe De Vito	✗	✗	✗	N	N	N	N
John Kerrane	✓	✓	✓	N	N	N	N
Padraig Heverin	✗	✓	✓	✓	✓	✓	✓
Roy Brennan	✗	✓	✓	✓	✓	✓	✓
David Cross	✓O	✗O	✓O	✓O	✗O	✓O	✓O
Catherine Doody	N	✗	✓	✓	✓	✓	✓
Fearghal Grimes	N	N	N	✓	✓	✓	✓
Ruth Maher	N	N	N	N	✓	✗	✗

Key to meeting attendance:

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



Psychologists Registration Board

This report is an account of the activities of the Psychologists Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

The Minister for Health, Simon Harris T.D. confirmed on the 21 July 2017 the establishment and appointment of members of the Psychologists Registration Board, under the Health and Social Care Professionals Act 2005 (as amended). The first meeting of the Registration Board took place on the 19 September 2017.

The Psychologists Registration Board has statutory responsibility for:

- › establishing and maintaining a register of members of the profession
- › assessing, approving and monitoring educational courses for the profession
- › establishing the code of professional conduct and ethics and standards of performance to which Psychologists must adhere.

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

In 2018, the Registration Board will progress work in a number of important areas, which will form the foundation for regulation of the profession. We would like to thank the Board members for committing to this role during the formative years of the Registration Board.

Public Consultations on core elements of the new regulatory regime will form a significant part of our activity in 2018 and we look forward to working with the profession and engaging with our stakeholders as we begin our work on statutory regulation of psychologists.

Ann Ellis

*Chairperson
Psychologists
Registration Board*

Ginny Hanrahan

*Registrar
Psychologists
Registration Board*



Background

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

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

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

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



Role

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

The Psychologists Registration Board at CORU has responsibility for:

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

At the close of 2017, there were no vacancies on the Psychologists Registration Board.

The Psychologists Registration Board had its first meeting on 19 September 2017. Ann Ellis was nominated as Chairperson. The Board also drew lots for the remaining member's terms of office.

Membership of the Board

Niall Byrne

Public Interest Representative
Attended 2 of 2 meetings



John T Malone

Public Interest Representative
Attended 2 of 2 meetings



Ann Ellis

Chairperson
Public/Social care management
Attended 2 of 2 meetings



Edel Moloney

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



Joan Fitzgerald

Public Interest Representative
Attended 2 of 2 meetings



Una Doyle O'Sullivan

Public Interest Representative
Attended 2 of 2 meetings



Sinead Fitzgerald

Engaged in the management of the profession
Attended 2 of 2 meetings



Eimear Spain

Involved in the education
Attended 1 of 2 meetings



Natalie Hession

Engaged in the management of the profession
Attended 2 of 2 meetings



Fiona Weldon

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



Gráinne Kirwan

Engaged in the education of the profession
Attended 2 of 2 meetings



Kieran Woods

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



Paul Longmore

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



Psychologists Registration Board Attendance 2017

Name	19 Sep	29 Nov
Ann Ellis	✓*	✓*
Niall Byrne	✓	✓
Joan Fitzgerald	✓	✓
Sinead Fitzgerald	✓	✓
Natalie Hession	✓	✓
Grainne Kirwan	✓	✓
Paul Longmore	✓	✓
John T Malone	✓	✓
Edel Moloney	✓	✓
Una Doyle O’Sullivan	✓	✓
Eimear Spain	✓	✗
Fiona Weldon	✓	✓
Kieran Woods	✓	✓

Key to meeting attendance:

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

7

Radiographers Registration Board

This report is an account of the activities of the Radiographers Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Radiographers Registration Board in 2017. The Board was established over five years ago, meeting for the first time in January 2012. Since then we have worked with our stakeholders to ensure that radiographers and radiation therapists adhere to the highest standards of professional conduct, education, training and competence.



The number of professionals registered with the Radiographers Registration Board continues to grow and as of the 21 December 2017 there were 2,413 radiographers and radiation therapists on the Register. That is a 10 % increase on the 2016 figures. Interesting statistics are also available now on the breakdown of the Register by gender with 20% of registrants being male and 80% female.

The Register, which can be viewed at www.coru.ie, allows members of the public to check if a radiographer or radiation therapist is registered and can be assured that this individual is part of a profession with the required standards of conduct and performance.

As the Competent Authority under the European Directive relating to Recognition of Qualifications for the profession, any individual seeking to work in Ireland as a radiographer or radiation therapist who gained their qualifications outside the State, must apply to the Board to have their qualification recognised before they can apply to register.

After Council approval earlier this year, the Board approved two Bye-Laws. These were for Restoration to the Register following Removal and Restoration to the Register following Cancellation. Further details of which are contained in Bye Law section of this report.

The importance of Continuing Professional Development (CPD) in contributing to the Boards objective to protect the public is reflected in the Radiographers Registration Board Code of Professional Conduct and Ethics Bye Law 2013 (S.I. No 392). In October, the Board wrote to its registrants regarding the audit of a sample of radiographers and radiation therapists CPD portfolios from the cycle of 1 November 2015 to 31 October 2017. The outcome of the audit will help inform the Board in its function to develop guidance and support for registrants on CPD into the future.

A special word of thanks to all members of the Board, both current members and those whose terms are set to expire in 2018. All Board members participate on a voluntary basis and their ongoing commitment and valued contribution

Richard Bruton

*Chairperson
Radiographers
Registration Board*

Ginny Hanrahan

*Registrar
Radiographers
Registration Board*



Background

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

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

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

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

Richard Bruton is the current Chairperson of the Radiographers Registration Board.

In 2017, the Radiographers Registration Board met nine times.

At the close of 2017, there were two vacancies on the Radiographers Registration Board.



Role

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

The Radiographers Registration Board has the following functions:

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



Bye-Laws

After public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws. These were for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation.

Section 31 of the Act permits the Radiographers Registration Board to make Bye-Laws relating to the process for restoration to the register. The Act has the necessary provisions to deal with the occasion where a registrant is removed from the register for non-payment of retention fees and subsequently seeks to be restored to the register. Bye-Laws are therefore not required for this process.

The Bye-Laws permitted under Section 31 cater for circumstances where a registrant seeks removal from the register on his/her request or where a registrant has his/her registration cancelled (struck off) by Council and subsequently seeks to be restored to the register.

In order to ensure clarity and consistency of approach, and to ensure that the restoration process is robust, it was appropriate that the Radiographers Registration Board would utilise the legal provisions in the Act and make Bye-Laws governing restoration to the register. Separate Bye-Laws are required for two different circumstances:

- Restoration to the Register following Removal on Request Bye-Law
- Restoration to the Register following Cancellation Bye-Law.

Following the approved consultation process and after considering all the survey responses and other communications from stakeholders, the Radiographers Registration Board made the Bye-Laws as listed above.



Registration

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

A total of 2,030 radiographers and 383 radiation therapists have been registered by the Radiographers Registration Board as of 31 December 2017.

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

Applicants:

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

In the case of those applicants, availing of the transitional arrangements must:

- Hold a required qualification listed in the Act or have successfully completed an assessment of professional competence
- Have been practising in the State during the five years prior to the opening of the Register.

New entrants must:

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

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

By December 2017:

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

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

Delegation of functions to the Registrar – routine applications

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

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



Competent Authority

As Competent Authority, the Board considers international qualifications for recognition prior to registration. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

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

As of 31 December 2017, 176 applications for recognition of international qualifications had been granted by the Board. 148 of these applications were from radiographers and the remaining 9 were from radiation therapists. 9 radiographer applicants were requested to engage in compensation measures, and 1 radiation therapist was requested to engage in compensation measures.

Delegation of functions to the Registrar – IMI alerts

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



Education

The first 24 month CPD cycle for radiographers and radiation therapists came to an end on the 31st October 2017. The Radiographers Registration Board had given significant time to consideration of CPD in 2017 and conducting the first audit of their registrants CPD Portfolio's. The Board considers CPD to be integral to quality practice and service delivery, as well as being required under the Code of Ethics and Conduct for radiographers and radiation therapists. The Board will conduct a CPD audit in 2018. This audit will call a random selection of 10% of registrants who were registered for the full twenty four month period between the 31st October 2015 and the 1st November 2017. .



Membership of the Board

Cathy Booth

Practising Professional Representative
Attended 9 of 9 meetings of the Board



Michele Monahan

Practising Professional Representative
Attended 9 of 9 meetings of the Board



Richard Bruton (Chair)

Management of public health and social care
Attended 9 of 9 meetings of the Board



Mary O'Connor

Public Interest Representative
Attended 7 of 9 meetings of the Board



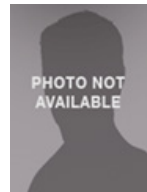
Mary Pat Corridan

Practising Professional Representative
Attended 8 of 9 meetings of the Board



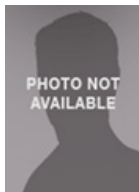
Bill O'Neill*

Public Interest Representative
Attended 6 of 9 meetings of the Board



Alice Dorris

Public Interest Representative
Attended 8 of 9 meetings of the Board



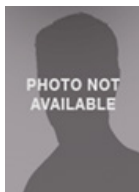
Louise Rainford

Education & Training Representative
Attended 8 of 9 meetings of the Board



Cliona McGovern

Third Level Representative
Attended 8 of 9 meetings of the Board



John Tuffy

Practising Professional Representative
Attended 6 of 9 meetings of the Board



Catherine McKenna

Engaged in the management of services provided by the profession
Attended 8 of 9 meetings of the Board



Dympna Watson

Public Interest Representative
Attended 7 of 9 meetings of the Board



Radiographers Registration Board Attendance 2017

Name	31 Jan	07 Mar	05 Apr	16 May	20 Jun	25 Jul	12 Sep	24 Oct	28 Nov
Richard Bruton*	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michele Monahan	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mary O'Connor	✓	✗	✓	✓	✓	✓	✓	✗	✓
Louise Rainford	✓	✓	✗	✓	✓	✓	✓	✓	✓
Dympna Watson	✓	✓	✓	✓	✓	✗	✗	✓	✓
Bill O'Neill	✓	✓	✓	✓	✗	✗	✓	✓	R
Cathy Booth	✓	✓	✓	✓	✓	✓	✓	✓	✓
John Tuffy	✓	✓	✓	✓	✗	✗	✗	✓	✓
Catherine McKenna	✓	✓	✓	✓	✓	✓	✓	✗	✓
Alice Dorris	✓	✓	✓	✓	✗	✓	✓	✓	✓
Cliona McGovern	✓	✓	✓	✓	✓	✗	✓	✓	✓
Mary Pat Corridan	✓	✓	✓	✓	✓	✗	✓	✓	✓

Key to meeting attendance:

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



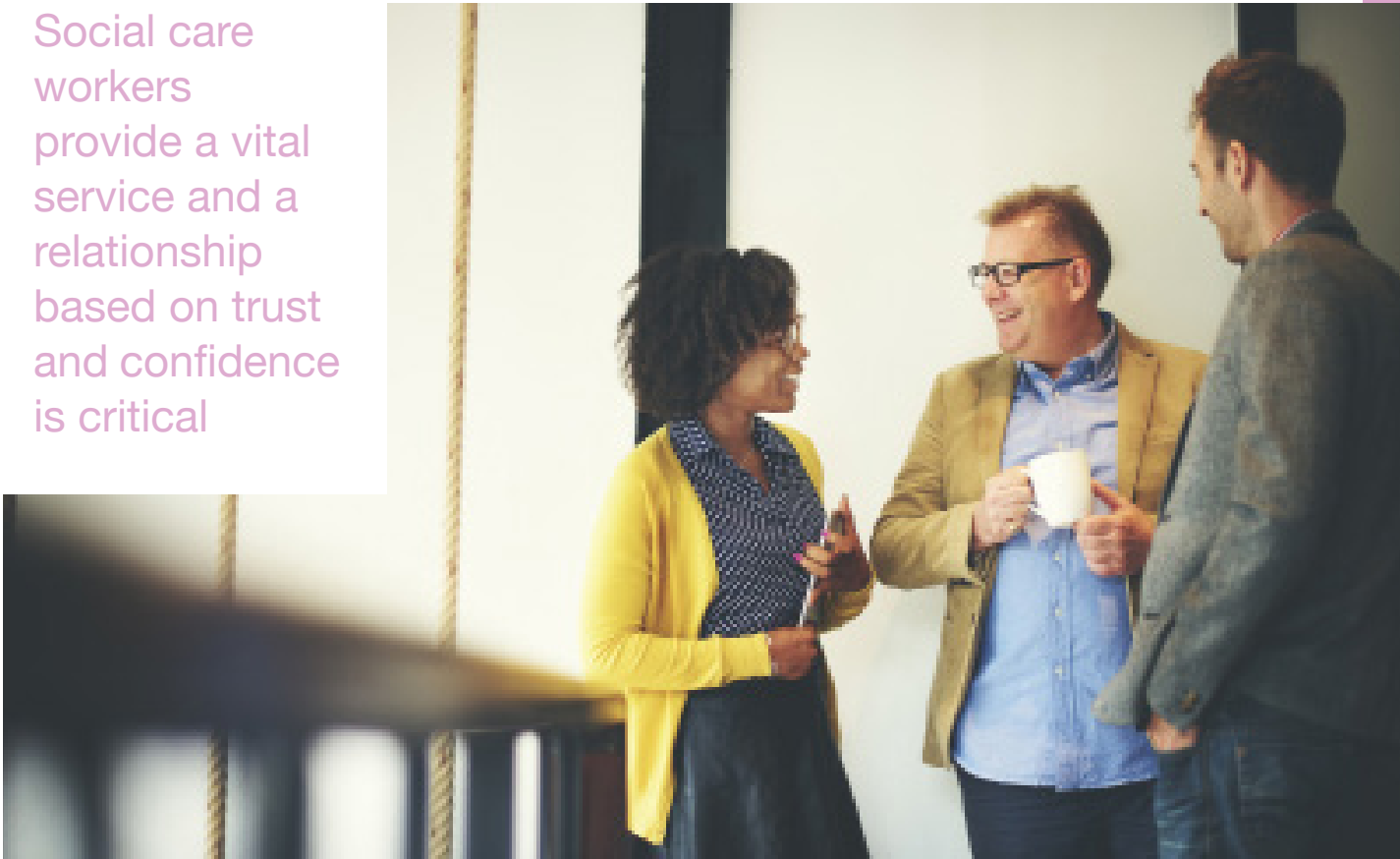
Social Care Workers Registration Board

This report is an account of the activities of the Social Care Workers Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

During 2017, the Social Care Workers Registration Board continued its work in contributing to the development and delivery of its regulatory role in Irish social care work and we are pleased to present this report on the work of the Social Care Workers Registration Board in 2017.

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



The Board was first established two years ago, meeting for the first time on 25 May 2015.

Social Care Workers provide a vital service, and a relationship based on trust and confidence is critical. The move to statutory regulation is a positive development that will enhance the profession's standing and more importantly will give reassurance to members of the public that registered social care workers meet specified approved standards.

In 2017, the Board continued the extensive preparatory work required to ensure that the correct standards are set. This work, which included the ongoing development of the Code of Professional Conduct and Ethics, setting the Criteria and Standards of Proficiency, approving the Criteria for Education and Training Programmes – Guidelines for Programme Providers, and completing other research into the nuanced field of this profession, is hugely important in setting the standards of safe practice that will be required of registrants.

Public consultations on core elements of the new regulatory regime are crucially important and we welcome all professionals, employers, service users and members of the public to engage with the Board via the various feedback channels. We would like to thank the Board members, all of whom participate on a voluntary basis, for their ongoing commitment, collaborative effort and involvement in policy and decision-making.

We look forward to continuing this important work in 2018 as we work towards the opening of the Register.

Dunia Hutchinson

*Chairperson
Social Care Workers
Registration Board*

Ginny Hanrahan

*Registrar
Social Care Workers
Registration Board*



Background

The Minister for Health appointed the Social Care Workers Registration Board in March 2015.

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

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

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



Role

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

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

- > establishing and maintaining a Register of members of the profession;
- > assessing and recognising qualifications gained outside the State;
- > approving and monitoring education and training programmes;
- > setting the requirements for return to practice;
- > setting the Code of Professional Conduct and Ethics; and
- > setting the requirements for Continuing Professional Development (CPD).

At the close of 2017, there were no vacancies on the Social Care Workers Registration Board



Appointments

The Board noted the resignation of Pat Doyle in January 2017. Brian Hogan was appointed to the Board in June as a public interest representative.



Education

The Social Care Workers Registration Board launched the Standards of Proficiency for Social Care Workers and Criteria for Education and Training Programmes on the 31 May, 2017. In attendance at this launch, were representatives of a broad range of social care work agencies and included social care work workers, managers, and educators. The launch of the Board's requirements signals a lead-in period for education providers to prepare for the programme approval process.

The Board have also begun extensive engagement with social care education providers and key stakeholders to advise on CORU's programme approval processes. In addition to this, during 2017 the Board approved the Criteria for education and Training Programmes – Guidelines for Programme Providers.



Planning for Registration of Social Care Workers

The Board have done significant work in 2017 in the planning for registration of Social Care Workers including;

- > Extensive research, discussion and consultation on process to open the register for social care workers;
- > Developing guidance on 'engaged in the practice' of social care work as part of a self-declaration on application to register (once the register opens);
- > Developing a non-standard employment title form for those not practising under the title 'social care worker' but who can demonstrate having been engaged in practice of social care work for two out the five years prior to the register opening.



Membership

Catherine Carty

Engaged in the Education
Attended 6 of 6 meetings



Brian Hogan

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



Damien Courtney

Public Interest Representative
Attended 5 of 6 meetings



Karen Kiernan

Public Interest Representative
Attended 4 of 6 meetings



Paddy Duggan

Public/Social care management
Attended 5 of 6 meetings



Ado Mckenna

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



Maurice Fenton

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



Des Mooney

Engaged in the practice of the profession
Attended 4 of 6 meetings



Imelda Finerty

Public Interest Representative
Attended 6 of 6 meetings



Tim Murphy

Public Interest Representative
Attended 6 of 6 meetings



James Forbes

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



Jim Walsh

Involved in education
Attended 6 of 6 meetings



Dunia Hutchinson

Chairperson
Engaged in the practice of the profession
Attended 5 of 6 meetings



Social Care Workers Registration Board Attendance 2017

Name	02 Mar	23 May	27 Jun	28 Sep	25 Oct	16 Nov
Dunia Hutchinson	✓*	✗*	✓*	✓*	✓*	✓*
Ado McKenna	✓	✓	✗	✓	✓	✓
Des Mooney	✓	✗	✓	✓	✗	✓
James Forbes	✓	✓	✗	✓	✓	✓
Maurice Fenton	✓	✓	✓	✓	✓	✓
Paddy Duggan	✓	✓	✓	✓	✓	✗
Jim Walsh	✓	✓	✓	✓	✓	✓
Damien Courtney	✓	✗	✓	✓	✓	✓
Karen Kiernan	✓	✗	✓	✗	✓	✓
Imelda Finnerty	✓	✓	✓	✓	✓	✓
Tim Murphy	✓	✓	✓	✓	✓	✓
Catherine Carty	✓	✓	✓	✓	✓	✓
Brian Hogan	N	N	✓	✓	✗	✓

Key to meeting attendance:

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

9

Social Workers Registration Board

This report is an account of the activities of the Social Workers Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report on the work of the Social Workers Registration Board in 2017. The Social Workers Registration Board was first established over eight years ago, meeting for the first time in August 2010. Since then, we have worked closely with our stakeholders to ensure that Social Workers adhere to the highest standards of professional conduct, education, training and competence.



The numbers registered with the Social Workers Registration Board continue to grow and as of 31 December 2017, there were 4,237 Social Workers on the Register. This is a 4% increase on 2016's figures. This indicates a broad awareness of the obligation to register and the importance of regulation generally.

The Register, which can be viewed at www.coru.ie, allows members of the public to check if a social worker is registered and be reassured that this individual is part of a profession with required standards of conduct and performance.

The Board met ten times in 2017 in order to assess and approve applications for registration, recognition and education programme approval.

Following extensive preparatory work and public consultation in 2016, and subsequent Council approval, the Board approved two Bye-Laws. These include for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation. In 2017, the Board also approved the delegation of functions to the Registrar with respect to routine applications and the delegation of functions to the Registrar with respect to IMI (Internal Market Information System) alerts.

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

We look forward to working with the profession and engaging with our stakeholders again in 2018 as greater advancements are made in the regulation of social workers in the interests of public safety.

Donal Gill

*Chairperson
Social Workers
Registration Board*

Ginny Hanrahan

*Registrar
Social Workers
Registration Board*



Background

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

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

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

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

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

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



Role

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

The Social Workers Registration Board at CORU has responsibility for:

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



Appointments

Marian Quinn and Damien Courtney were appointed by the Minister for Health in June 2017, as representatives of the public interest and attended their first meeting in July. The Board nominated Perry Share as Chairperson at its meeting in December 2017.

At the close of 2017, there were no vacancies on the Social Workers Registration Board.



Bye-Laws

After public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws. These include for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation.

Section 31 of the Act permits the Social Workers Registration Board to make Bye-Laws relating to the process for restoration to the register. The Act has the necessary provisions to deal with the occasion where a registrant is removed from the register for non-payment of retention fees and subsequently seeks to be restored to the register. Bye-Laws are therefore not required for this process.

The Bye-Laws permitted under section 31 cater for circumstances where a registrant seeks removal from the register at his/her request or where a registrant has his/her registration cancelled (struck off) by Council and subsequently seeks to be restored to the register.

In order to ensure clarity and consistency of approach, and to ensure that the restoration process is robust, it was appropriate that the Social Workers Registration Board would utilise the legal provisions in the Act and make Bye-Laws governing restoration to the register. Separate bye laws are required for two different circumstances:

- › Restoration to the Register following Removal on Request Bye-Law
- › Restoration to the Register following Cancellation Bye-Law.

Following the approved consultation process and after considering all the survey responses and other communications from stakeholders, the Social Workers Registration Board made the Bye-Laws.



Registration

A total of 4237 social workers have been registered by the Social Workers Registration Board as of 31 December 2017.

Work continues to process new applicants for registration. The Board is also finalising a small number of the remaining applications where complications have been identified and the Board will liaise with those social workers involved. The Board must be satisfied that applicants meet the requirements for registration. Applicants:

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

In the case of those applicants availing of the transitional arrangements must:

- › Hold a required qualification listed in the Act or have successfully completed an assessment of professional competence; and
- › Have been practising in the State during the five years prior to the opening of the Register.

New entrants must:

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

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

By December 2017:

- › 72 social workers voluntarily left the Register
- › 50 were removed from the Register for non-payment of fees.

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



Competent Authority

As Competent Authority, the Board considers international qualifications for recognition prior to registration. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

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

During 2017, 50 applications for recognition of international qualifications were granted by the Board with a further 18 applicants being requested to engage in compensation measures.



Policy Activities

Delegation of functions to the Registrar – routine applications

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

- › Reducing the average processing time for all routine applications by at least one month
- › Allowing the Registrar to process registration applications all year round and be in a position to register graduates promptly
- › Allowing a Registration Board to focus on policy issues and registration applications with exceptions
- › Saving at least 100 boxes of paper each year and on photocopying charges.

Delegation of functions to the Registrar – IMI alerts

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



Education Activities

Continuing Professional Development (CPD)

The Board was scheduled to undertake a mandatory audit following the close of a two year CPD cycle in May 2017. The Board sought consultation with its registrants in late 2016 and early 2017 and received feedback in relation to their experience of the CPD process. This feedback was highly valuable and assisted the Board in recognising the significant time and resources being focused on CPD by registrants. Taking this into consideration, the Board offered registrants a voluntary audit in recognition of the work and dedication of registrants. A random sample of 10% of the social work register was selected for audit, although all registrants were also given the opportunity to voluntarily submit their portfolio and to receive feedback on attainment of CPD requirements and standards of recording, if they so wished. The Social Workers Registration Board received 138 portfolios and are currently reviewing findings from a trend report on the outcomes of this voluntary audit. The learning provided has been invaluable and it will inform the review of CORU's CPD Model and monitoring process planned in 2018.

Membership of the Board

Frankie Barrett

*Private Health/Social Care
Management Representative*
Attended 2 of 10 meetings



Roberta Mulligan

Practising Professional Representative
Attended 9 of 10 meetings



Damien Courtney

Public Interest Representative
Attended 4 of 4 meetings



Val O'Kelly

Service Management Representative
Attended 7 of 10 meetings



Donal Gill

Practising Professional Representative
Attended 8 of 10 meetings



Peter O'Neill

Practising Professional Representative
Attended 7 of 10 meetings



Carmel Halton

Education Representative
Attended 5 of 10 meetings



Cormac Quinlan

Service Management Representative
Attended 6 of 10 meetings



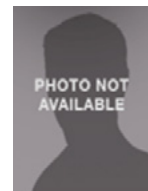
John Hanily

*Public Health/Social Care
Management Representative*
Attended 6 of 10 meetings



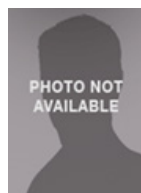
Marian Quinn

Service Management Representative
Attended 4 of 4 meetings



Ned Kelly

Public Interest Representative
Attended 8 of 10 meetings



Perry Share

*3rd level Education &
Training Representative*
Attended 6 of 10 meetings



Colette McLoughlin

Service Management Representative
Attended 7 of 10 meetings



Social Workers Registration Board Attendance 2017

Name	24 Jan	14 Mar	23 Mar	20 Apr	08 May	01 Jun	20 Jul	03 Oct	07 Nov	11 Dec
Donal Gill	✓*	✗*	✓*	✗*	✓*	✓*	✓*	✓*	✓*	✓*
Peter O'Neill	✓	✗	✓	✓	✓	✗	✓	✓	✓	✗
Colette McLoughlin	✓	✗	✓	✓	✗	✓	✗	✓	✓	✓
Cormac Quinlan	✗	✗	✓	✓	✗	✓	✗	✓	✓	✓
Ned Kelly	✓	✓	✗	✓	✓	✗	✓	✓	✓	✓
Perry Share	✓	✓	✗	✗	✓	✗	✗	✓	✓	✓*
Roberta Mulligan	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓
Carmel Halton	✓	✓	✗	✗	✓	✗	✗	✓	✓	✗
Val O'Kelly	✓	✓	✓	✗	✓	✓	✗	✓	✓	✗
Frankie Barrett	✗	✗	✗	✗	✗	✓	✗	✓	✗	✗
John Hanily	✓	✓	✓	✗	✗	✗	✗	✓	✓	✓
Marian Quinn	N	✗	N	N	N	N	✓	✓	✓	✓
Damien Courtney	N	✗	N	N	N	N	✓	✓	✓	✓

Key to meeting attendance:

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

10

Speech and Language Therapists Registration Board

This report is an account of the activities of the Speech and Language Therapists Registration Board during 2017, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2017, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended)

Foreword

We are pleased to present this account of the activities of the Speech and Language Therapists Board during 2017. The Board is responsible for setting and promoting high standards of professional conduct, education, training and competence amongst speech and language therapists.

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



We are pleased to present this account of the activities of the Speech and Language Therapists Board during 2017. The Board is responsible for setting and promoting high standards of professional conduct, education, training and competence amongst speech and language therapists.

2017 was a significant year for speech and language therapists as it marked the first year of registration being open for professionals. The register for the profession opened in 2014 and was subject to a two-year transition period, which ended on 31 October 2016. From that date on, the title of 'speech and language therapist' became legally protected in Ireland.

At the end of 2017 there were 1,684 speech and language therapists registered by the Board. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

Following a public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws with respect to 'Restoration to the Register following Voluntary Removal' and 'Restoration to the Register following Cancellation'.

The election of members to the Speech and Language Therapists Registration Board took place in 2017. Elections were held to fill two public interest representative positions on the Board. We welcomed the two elected representatives, Catherine O'Neill and Bernard Hegarty, to the Board following their election. In addition, the Board welcomed back Celia Nichol who was re-appointed as a representative engaged in the management of the speech and language therapy profession.

During 2017, the Speech and Language Therapists Registration Board conducted public consultations for Standards of Proficiency and Profession-specific Criteria. The Board also approved the delegation of functions to the Registrar with respect to routine applications and the delegation of functions to the Registrar with respect to IMI alerts.

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

Judi Pettigrew

*Chairperson
Speech and
Language Therapists
Registration Board*

Ginny Hanrahan

*Registrar
Speech and Language
Therapists
Registration Board*



Background

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

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

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



Role

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

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

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



Bye-Laws

After public consultation in 2016 and subsequent Council approval, the Board approved two Bye-Laws for Restoration to the Register following Voluntary Removal and Restoration to the Register following Cancellation.

Section 31 of the Act permits the Speech and Language Therapists Registration Board to make Bye-Laws relating to the process for restoration to the register. The Act has the necessary provisions to deal with the occasion where a registrant is removed from the register for non-payment of retention fees and subsequently seeks to be restored to the register. Bye-Laws are therefore not required for this process.

The Bye-Laws permitted under Section 31 cater for circumstances where a registrant seeks removal from the register on his/her request or where an registrant has his/her registration cancelled (struck off) by Council and subsequently seeks to be restored to the register.

In order to ensure clarity and consistency of approach, and to ensure that the restoration process is robust, it was appropriate that the Speech and Language Therapists Registration Board would utilise the legal provisions in the Act and make Bye-Laws governing restoration to the register. Separate Bye-Laws are required for two different circumstances:

- Restoration to the Register following Removal on Request Bye-Law
- Restoration to the Register following Cancellation Bye-Law

Following the approved consultation process and after considering all the survey responses and other communications from stakeholders, the Speech and Language Therapists Registration Board made the above Bye-Laws.



Elections

The Board nominated Judi Pettigrew as Chairperson of the Board in May 2017. The election of members to the Speech and Language Therapists Registration Board took place in 2017. The elections were held to fill two public interest representatives on the Board. Catherine O'Neill and Bernard Hegarty were elected in June and attended their first meeting in July and September respectively. Celia Nichol was re-appointed to the Board as a representative engaged in the management of speech and language therapy profession.

At the close of 2017, there were three vacancies on the Speech and Language Therapists Registration Board.



Registration

A total of 1,684 speech and language therapists have been registered by the Speech and Language Therapist Registration Board as of 31 December 2017.

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

Applicants:

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

In the case of those availing of the transitional arrangements:

- Hold a required qualification listed in the Act or have successfully completed an assessment of professional competence, and
- Have been practising in the State during the five years prior to the opening of the Register.

In the case of new entrants:

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

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

By December 2017:

- > 18 speech and language therapists voluntarily left the Register
- > Nil were removed from the Register for non-payment of fees

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



Competent Authority

As the Competent Authority for the profession the Board considered 18 applications for recognition of international qualifications during 2016.

As the Competent Authority for the profession the Board considered 32 applications for recognition of international qualifications during 2017.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 16 qualifications and required 18 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.



Education

The Board conducted public consultations for Standards of Proficiency and Profession Specific Criteria in 2017.

Continuing Professional Development (CPD)

In preparation for the first series of mandatory audits due to commence in 2017, a legal review of the CPD process was sought. Since the CPD framework was developed, there have been significant changes in the regulatory landscape arising from new legal judgements.

In light of this, and to ensure a robust and fair process, CORU decided to review, in consultation with registrants and other stakeholders, the current CPD model, including the processes for auditing registrant's engagement in CPD.

The Speech and Language Therapists Registration Board determined that mandatory audits linked to fitness to practice would be deferred until this review was complete. The Board advised their registrants of this deferral in May 2017 and issued updated guidance to registrants, that they should complete 30 CPD credits over a 12-month period.

CPD continues to be a requirement under the Speech and Language Therapists Code of Professional Conduct and Ethics. The Board recognises the significant professional value that engaging in life-long learning provides allowing registrants to improve their practice and continue to deliver effective services to their service users.



Policy Activities

Delegation of functions to the Registrar – routine applications

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

- › Reduce the average processing time for all routine applications by at least one month
- › Allow the Registrar to process registration applications all year round and be in a position to register graduates promptly
- › Allow a Registration Board to focus on policy issues and registration applications with exceptions
- › Save at least 100 boxes of paper each year and on photocopying charges.

Delegation of functions to the Registrar – IMI alerts

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

Membership of the Board

Chinwe Rose Anago

Public Interest Representative

Attended 0 of 1 meeting of the Board



Judi Pettigrew

Involved in the Education

Attended 3 of 6 meetings of the Board



Irene Gunning

Public Interest Representative

Attended 5 of 6 meetings of the Board



Fintan Reddy

Public Interest Representative

Attended 4 of 6 meetings of the Board



Bernard Hegarty

Public Interest Representative

Attended 2 of 3 meetings of the Board



Martine Smith

Practising Professional Representative

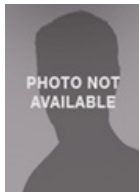
Attended 6 of 6 meetings of the Board



Suzanne Keenan

*Private Health/Social Care
Management Representative*

Attended 2 of 6 meetings of the Board



Helen Shortt

Chairperson

*Public Health/Social Care
Management Representative*

Attended 3 of 6 meetings of the Board



Maeve Murphy

Service Management Representative

Attended 5 of 6 meetings of the Board



Celia Nichol

Service Management Representative

Attended 1 of 1 meetings of the Board



Catherine O'Neill

Public Interest Representative

Attended 2 of 3 meetings of the Board



Speech and Language Therapists Registration Board Attendance 2017

Name	18 Jan	15 Mar	09 May	06 Jul	07 Sep	09 Nov
Judith Pettigrew	✗	✓	✓	✗*	✓*	✗*
Helen Shortt	✓*	✓*	✗*	✗	✗	✓
Irene Gunning	✓	✓	✓	✓	✓	✗
Suzanne Keenan	✓	✓	✗	✗	✗	✗
Fintan Reddy	✓	✓	✓	✓	✗	✗
Martine Smith	✓	✓	✓	✓	✓	✓
Maeve Murphy	✓	✓	✓	✗	✓	✓
Chinwe Rose Anago	✗	N	N	N	N	N
Bernard Hegarty	N	N	N	✗	✓	✓
Catherine O'Neill	N	N	N	✓	✗	✓
Celia Nichol	N	N	N	N	N	✓

Key to meeting attendance:

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

Appendix 1: Council Attendance 2017

Name	19 Jan	23 Feb	30 Mar	24 Apr	04 May	29 Jun	27 Jul	21 Sep	26 Oct	07 Dec
Bernard McCartan*	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Anne Horgan	✓O	✓O	N	N	N	N	N	✓	✗	✓
Brian Lee	N	N	N	N	N	✓	✓	✗	✓	✓
Carmel Smith	✓	✗	✓	✗	✓	✗	✓	✓	✗	✓
Caroline McIntosh	✓	✗	✗	✗	✗	✗	✗	✗	✗	✓
Catherine McKenna	✓O	✓O	✓	✓	✗	✓	✓	✗	✗	✓
Cormac Quinlan	✓	✓	✗	✗	✗	✓	✗	✗	✗	N
David Irwin	✓	✓	✗	✓	✓	✓	✓	✓	✗	✓
Deirdre Madden	✗	✓	✗	✗	✗	✓	✗	✓	✗	✓
Dermott Jewell	✓	✓	N	N	N	N	N	N	N	N
Fergal O'Sullivan	N	N	N	N	N	✓	✓	✓	✓	✗
Gerard Walshe	N	N	N	N	N	N	✓	✓	✓	✓
Halóg Mellett	✗	N	N	N	N	N	N	N	N	N
Inez Bailey	✗	✗	N	N	N	N	N	N	N	N
Jackie Reed	✓	✓	N	N	N	N	N	N	N	N
James Forbes	✗O	✓O	✓O	✗O	✓	✗	✗	✓	✓	✓
Joe Martin	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓
John O'Mullane	✓	✓	N	N	N	N	✓	✓	✓	✓
Laura Phelan	✓	✗	✓	✓	✗	✓	✓	✓	✓	✓
Maeve Murphy	✓	✗	N	✓	✓	✓	✓	✓	✗	✓
Marie Culliton	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Marie Kinsella	✓	✓	✗	✗	✓	✓	✗	✗	✓	✓
Mo Flynn	✓	✗	✓	✗	✗	✓	✗	✓	✓	✓
Odhrán Allen	✓	✓	N	N	N	N	N	N	N	N
Paul Lyng	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Peter Davison	✓O	✗O	✓O	✗O	✗O	✓O	✗O	✗O	✓O	✓O
Ruth Charles	N	N	N	N	N	✓	✓	✓	✓	✓
Shane McCarthy	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓
Sinead Fitzgerald	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓
Stephen McMahon	✓	✓	N	N	N	N	N	N	N	N
Tony McAleer	✓	✓	✓	✗	✓	✓	✓	✗	✓	✓
Treasa Campbell	N	N	N	N	N	✓	✗	✗	✓	✓
Vivienne Starr	✓O	✓O	✓O	✗O	✓O	✓O	✓O	✓O	✓O	✓O

Appendix 2: Committees Attendance

Audit Risk and Governance Committee

Name	6 Feb	20 Mar	26 Jun	18 Jul	25 Sep	29 Nov
Tony McAleer*	✓	✓	✓	✓	✓	✓
Odhran Allen	✓	N	N	N	N	N
Harry McGeary	✗	✓	✗	✗	✗	✓
Maeve Murphy	✓	✗	✗	✓	✓	✓
Martin O’Sullivan	✓	✗	✓	✓	✓	✓
Declan Purcell	✓	✓	✓	✓	✓	✗
Carmel Smith	✓	✗	✗	✓	N	N

Finance and General Purposes Committee

Name	14 Mar	23 May	18 Jul	26 Sep	26 Oct	23 Nov
Joe Martin*	✓	✓	✓	✓	✓	✓
Marie Culliton	✓	✓	✗	✓	✓	✓
Paul Lyng	✓	✓	✓	✓	✓	✓
Bernard McCartan	✓	✓	✓	✓	✓	✓

Registration Committee

Name	1 Feb	28 Mar	03 Jul	29 Aug	15 Nov
Marie Culliton*	✓	✓	✓	✓	✓
Damhnait Gaughan	✗	✗	✗	✓	✓
Norma Judge	✓	✓	✓	✓	✗
Joe Martin	✓	✓	✓	✓	✓
Ann Horgan	✓	✗	✗	✗	✓
Maeve Murphy	✓	✗	✗	✓	✗
James Forbes	✓	✗	✓	✓	✗
Catherine McKenna	✓	✓	✗	✗	✗
Halog Mellett	✗	N	N	N	N

Education Committee

Name	5 Jan	7 Feb	14 Mar	13 Jun	23 Nov
David Irwin*	✓	✓	✓	✓	✓
John O'Mullane	✓	✓	✗	✓ ^O	✗
Ann Kearney	✗	✓	✓	✓	✓
Odhrán Allen	✗	✓	✓	✓	✗
Caroline McIntosh	✓	✓	✗	✗	✗
Peter Davison	N	✗	✓	✗	✓
Marian O'Rourke	✓	✓	✓	✓	✓
Carmel Kearns	✓	✗	✓	✓	✓
Halóg Mellett	✓	N	N	N	N
Carmel Smith	N	N	N	✓ ^O	✓

Professional Practise Advisory Committee

Name	2 Mar	25 May	28 Sep
Mo Flynn	✓	✓	✗
David Irwin	✗	✓	✗
Deirdre Madden*	✓	✓	✓
Shane McCarthy	✓	✓	✓
Cormac Quinlan	✗	✗	✓

Nominations Committee

Name	23 May	18 Sep	27 Nov
Shane McCarthy*	✓	✓	✓
Joe Martin	✓	✓	✓
Laura Phelan	✓	✓	✓
Tom Jordan	✓	✓	✓

Key to meeting attendance:

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

Abbreviations and Definitions

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

CORU Council Members



Bernard McCartan
Chairperson



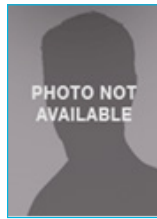
Marie Culliton
Deputy Chairperson



Odhran **Allen**



Inez **Bailey**



Treasa **Campbell**



Ruth **Charles**



Peter **Davison**



Sinead **Fitzgerald**



Mo **Flynn**



James **Forbes**



Anne **Horgan**



David **Irwin**



Marie **Kinsella**



Dermott **Jewell**



Brian **Lee**



Paul **Lyng**



Deirdre **Madden**



Halog **Mellett**



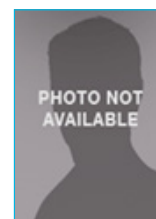
Joe **Martin**



Tony **McAleer**



Shane **McCarthy**



Stephen **McMahon**



Caroline **McIntosh**



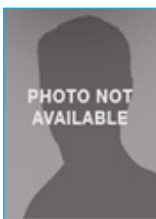
Catherine **McKenna**



Maeve **Murphy**



John **O'Mullane**



Fergal **O'Sullivan**



Laura **Phelan**



Cormac **Quinlan**



Jackie **Reed**



Carmel **Smith**



Vivienne **Starr**



Gerard **Walshe**