



Ag Rialáil Gairmithe Sláinte  
agus Cúraim Shóisialaigh

Regulating Health +  
Social Care Professionals

# Health and Social Care Professionals Council

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# Annual Report and Financial Statements 2022

## **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

It is my pleasure to present the 2022 Annual Report for the Health and Social Care Professionals Council (CORU). As I reflect on the past year, I am proud of the progress made in protecting the public by delivering our duty of ensuring that health and social care professionals meet the necessary standards of conduct, education and training.

I am honoured to have the opportunity to lead the vital work that CORU undertakes and I anticipate another significant year in 2023.

2022 saw the acute pressures brought about by the COVID pandemic ease. While this was welcome, health and social care in Ireland now faces many new and renewed challenges. We must now meet the needs of an ageing population and the increasing numbers of children and adults with disabilities living in the community and their changing care demands. The pandemic has highlighted the imperative need to adapt how health and social care services are delivered in Ireland.

CORU, as the regulator, has a vital role to play in facilitating these changes and the scale of this task should not be underestimated. 2022 saw the adoption of a new statement of strategy which will guide CORU, over a pivotal five years, as we tackle these challenges, always in support of public safety.

Over this period, we anticipate growing to 35,000 registrants, introducing regulation to six additional professions. In delivering this we will maintain our focus on protecting the public, but doing so effectively will require moving towards a more sustainable model of regulation.

Our new strategy commits us to five strategic priorities to be delivered by 2026. First and foremost, we will ensure regulation protects the public and supports the 25,000 health and social care professionals we now regulate and those we will regulate in the years ahead.

We will deliver on our legislative mandate, which will see significant progress towards opening the registers for the remaining designated professions. 2023 will see the opening of the Social Care Workers Register. This will be CORU's largest profession and considerable resources have been required to prepare for this milestone, particularly in assessing and approving the broad spectrum of education courses.

We will continue to empower the public that we protect by increasing awareness of CORU's role. For it is only when the public understands how we can help them that we are truly effective as a regulator.

To achieve what is required of CORU as our mandate continues to grow we must strive for more sustainable regulation. The current model of regulation is too complex; this will only become more acute in future with each new register that opens. A new governance and legislative structure is required to ensure the efficient delivery of appropriate regulation. We are committed to working with the Department of Health to achieve this and deliver 'right touch' regulation.

Similarly, to meet the societal need for a greater number of health and social care professionals we must reduce the timeframe required for registration and recognition of international applicants. But this cannot compromise the process for the safe recognition of international qualifications. The current process is cumbersome and time consuming even when streamlined as far as possible. We must work now to design and develop alternatives to support necessary recruitment levels to ensure patient safety while employers ensure there are comprehensive induction programmes in healthcare settings to support new professionals.

CORU has made considerable progress this past year towards delivering upon these requirements and anticipate further advancements will be made in the year ahead. However, all of these developments have significant resource requirements, both financial and personnel, without which it will be impossible to deliver on our strategic reform agenda.

All of CORU's work is only possible because of the effort and support of many people. Each of these supports our ultimate goal of protecting the public, and I wish to thank all those who have supported CORU in the past year.

Particular thanks are due to my colleagues on Council and the members of Registration Boards and Committees for their voluntary service as the time commitment is considerable. Minister for Health Stephen Donnelly TD and his colleagues in the Department of Health have again been active and invaluable supporters of CORU, for which I am extremely grateful.

Finally, the executive team at CORU has once again been a tremendous asset to our mission. Led by CEO Ginny Hanrahan, each member of this growing team has been steadfast in their commitment to CORU and the safety of those who require health and social care professionals' care.

I look forward with optimism to 2023, which will be a similarly significant year for CORU.

I wish to pay tribute to our 25,000 health and social care registrants for their dedication to providing excellent care. Each of these through their professional approach is making a powerful statement about their commitment to providing the highest quality care. The people of Ireland are better off for this.



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



# Chief Executive Officer Foreword

2022 has been a year in which Ireland's health and social care professionals have again performed admirably. While the pressures of COVID-19 have dissipated, new challenges emerged and these were handled with the same levels of dedication and commitment to care that we have become accustomed to. I thank each of them on behalf of CORU for that commitment.

I am pleased to report that 2022 was a very productive year in which CORU delivered several significant achievements. With each of these positive steps, we advance our goal of protecting the public and enhancing our role of regulating health and social care professionals in Ireland.

This year we reached over 25,000 registrants from our 12 regulated professions. This will continue to grow as we increase the number of professions to be registered. The continuing increase in the numbers we regulate brings new pressures as we strive to protect the public while applying regulation in an efficient manner. Resolving these financial and personnel pressures will be an important priority in the years ahead.

Among the significant milestones for CORU in 2022 was the confirmation by the Social Care Workers Registration Board that a register for this profession will open on 30 November 2023. This will be the largest profession to be regulated by CORU and among the most complex. Reaching this point has taken much careful planning and effort, over the past eight years, that will significantly benefit the profession and its service users in the years ahead.

We have also continued our work to support the opening of registers for the psychology, psychotherapy and counselling professions. The regulation of each profession has only one opportunity to get this work done correctly. We are using our wealth of experience to progress work on very complex professions in a diligent and considered manner, getting this right will ultimately be to the benefit of both the professionals and the service users.

The grandparenting period of the podiatrist/chiropodist professions continued through 2022 and will conclude on 31 March 2023. At that point, the titles of podiatrist and chiropodist will become legally protected, to be only used by those on the register or those who have applied until a decision is made on their registration or not.

Protecting the public is a solemn responsibility that CORU takes very seriously. While the vast majority of our registrants provide excellent and high-quality care, we must take action where a deficiency is detected. CORU received 55 fitness to practise complaints in 2022 taking definitive action against a small number of individuals when poor standards of care were identified.

Continuing Professional Development (CPD) is essential in modern health and social care to ensure safe and effective services for the public. Throughout 2022 we continued to promote CPD so that registered professionals kept their skills up to date. CORU completed CPD audits for four professions over the past twelve months.

Communicating efficiently and effectively to the public continues to be a key priority for CORU. We believe for the public to be protected, they must know where to turn when things go wrong, as they sometimes will.

To enhance public awareness of CORU and to build upon previous progress, we undertook our most extensive ever public information campaign last spring. This four-week campaign included national and local radio advertising, outdoor advertising, and on-line advertising across Ireland’s top news websites. The campaign has received widespread recognition and has been viewed numerous times. We will continue this vital work into 2023.

Undoubtedly the critical development for CORU in 2022 has been the adoption of a new five-year statement of strategy, which was launched in May. CORU recognises the rapidly evolving health and social care needs, the increasing pressures being placed on our registrants and the need to increase the number of registered professions to support the growing demands on the services.

CORU has a role to play in supporting the workforce requirements of our health and social care services. We have a duty to ensure that suitably qualified personnel with international qualifications can be registered in a timely fashion and we are dedicated to reducing the time this process takes.

CORU has also introduced our first “IT Strategy 2022 – 2026 Digital Enabled Regulation”. This is helping us to work in a more efficient and effective manner. By the end of the year, great improvements have already been seen, with our recognition department moving onto an entirely digitalised platform and a new registration system is due to be introduced in 2023.

We will continue to examine our practices to ensure that we maximise efficiency. However, there is also an urgent need to deliver a more sustainable framework of regulation. We are committed to working with the Department of Health to deliver this.

I am indebted to the many people and organisations contributing to CORU’s success. We cannot succeed without the support of many dedicated groups who all assist us in protecting the public. I extend warm thanks to every single partner for that unwavering support which we can rely upon. I would also like to extend my gratitude to the members of our Council, Registration Boards and Committees.

I also want to thank Rachel Kenna, Assistant Secretary responsible for Regulation and Chief Nursing Officer, Alessandra Fantini and the team at the Professional Regulation Unit in the Department of Health, our colleagues in the Department of Further and Higher Education, Research, Innovation and Science, the Department of Children, Equality, Disability, Integration and Youth. We also want to acknowledge our work with QQI, the employers, the educators, the representative bodies and the unions.

I also want to express my thanks to all of the executive of CORU, who have worked tirelessly to deliver our mandate and to continually improve our work. I particularly want to thank my senior management colleagues, Kenneth Daly, Margaret Hynds O Flanagan, Claire O Cleary, Paul Byrne, Catherine Byrne and Erica Champ.

With great fondness, I remember our dear colleague and friend Majella Walsh, who died in October. Majella had worked with us for over a decade, most recently leading our Compliance and Governance Unit. We will remember her for her intelligence, integrity, meticulousness and dedication to CORU. Above all else, she will be remembered for her warm sense of humour, which is and will always be missed by everyone in CORU.

I thank our Chairperson Ms. Mo Flynn who is tireless in her dedication to the role and a guiding light to the entire organisation. I must thank the CORU team once again. I am honoured to work with such an incredible team full of passion and drive.

Finally, this will be my last annual report as CEO, as I am retiring on 30 May 2023, after 15 years establishing CORU. It has been a great honour to have been the inaugural CEO of CORU working with such committed people; being given the privilege of bringing legislation to life and actively working to regulate health and social care professions for the first time, always working towards protecting the public. I wish CORU all the best in the future.



**Ginny Hanrahan**

CEO, Health and Social Care Professionals Council



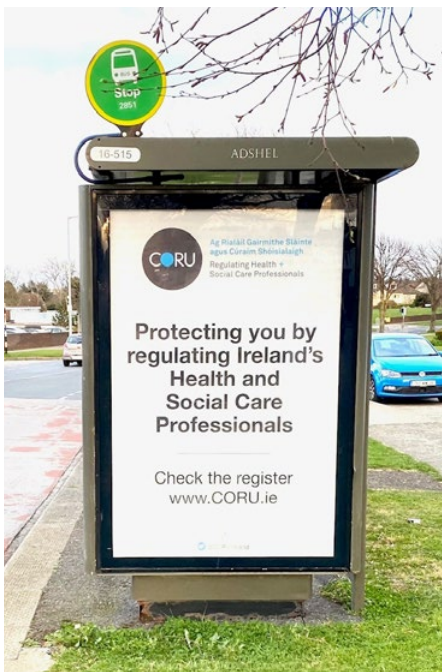
# About CORU

## Our Mission, Vision and Values

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

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

CORU is responsible for the regulation, under the 2005 Act (as amended), of 17 designated health and social care professions, which between them have an estimated 35,000 members. Additional professions may be added by the Minister for Health in the future.



*One of the many outdoor advertising posters used as part of CORU’s public awareness campaign.*

The designated professions are:

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

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

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

The remaining Boards will be established on a phased basis.

December 2022 – Registration Boards Status



# Our Mission

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

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

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

# Our Vision

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



# Our Values

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

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



# Role of the Health and Social Care Professionals Council

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

## The role of the Council is to:

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

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

## Advisory Committees

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

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

## Appeals Committee

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

## Part 6 Committees

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

## Preliminary Proceedings Committee

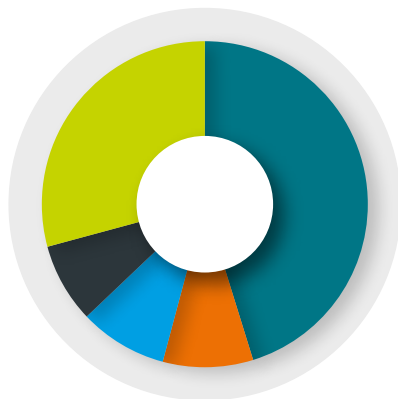
In January 2015, Council established the Preliminary Proceedings Committee. This is a statutory committee established under Part 6 of the Act. All complaints received by Council in relation to Fitness to Practise of registrants are reviewed and considered by this committee.

## Committees of Inquiry

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

## Role of the Registration Boards

The 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 profession’s registration and educational standards thus ensuring input from specific professional expertise.



- Professional Representatives

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- Lay - Representative of the Education Sector

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- Lay - Representative of Public Employers

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- Lay - Representative of Private/Voluntary Agencies

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- Lay - Representative of the interests of the general public

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

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

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

When all vacancies are filled, there will be 187 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 organisation’s overall strategic plan.

# 2022 CORU Year in Review

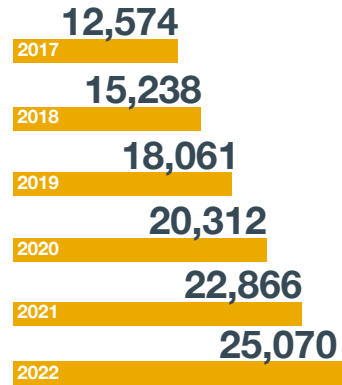
## CORU Year in Review

**9** Registers Open

**2** Boards to be appointed

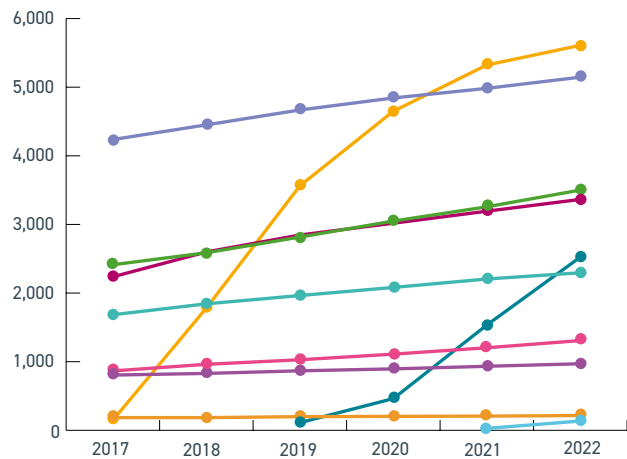
**3** Registers to be established

## Total Registrants



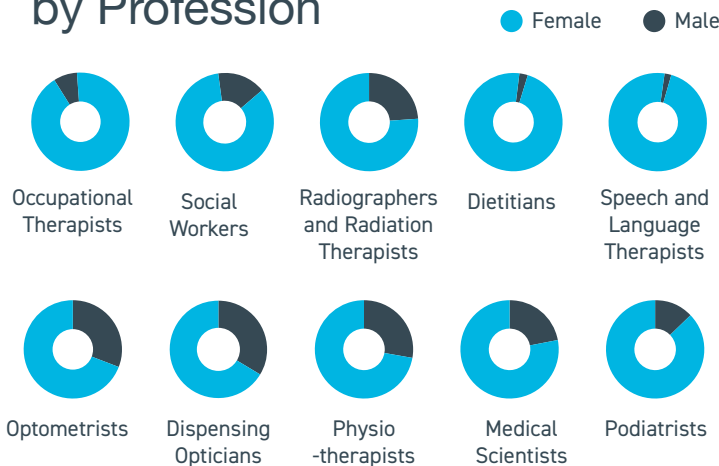
## Total Registrants (2017 – 2022) by Profession

- Podiatrists
- Medical Scientists\*
- Physiotherapists\*
- Dispensing Opticians
- Optometrists
- Occupational Therapist
- Speech And Language Therapist
- Dietitians
- Radiographers/Radiation Therapist
- Social Workers



\*end of grandparenting period

## Gender Breakdown by Profession



### Gender Balance across all CORU Registered Health Professionals:

82% Female  
18% Male



## 2,169

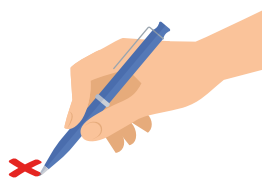
registration applications received

+10%  
increase since 2021

Increase since 2021 in the following registers:


+65%  
Medical Scientist

+5%  
Physiotherapists



## 55%

increase in the removal of registrants for their non-payment of renewal fees



From a total of 73 countries



## 2,188

International Registrants

including:

- the United Kingdom
- Australia
- India
- Nigeria
- the United States
- South Africa
- Zimbabwe

**NALA approved guidance documents**

## Recognition

# 1,307

Applications for Recognition of International Qualifications

# 950


Number of decisions

# 69

Average time required for a recognition decision to be made


days

## Education




14

Approved Programmes



# 5

approved programmes monitored



# 57

education and training programmes are currently subject to ongoing monitoring by Registration Boards.

**Registration Boards made Approved Qualifications 4 bye-laws for:**


- ✓ Radiographers
- ✓ Medical Scientists
- ✓ Dietitians
- ✓ Social Workers

**Conducted audit of CPD for:**

- ✓ Physiotherapists
- ✓ Medical Scientists
- ✓ Radiographers/ Radiation Therapists
- ✓ Speech and Language Therapists
- ✓ Dietitians

# 5%

of registrants who have been on the register for the entirety of the audit period selected for CPD Audit





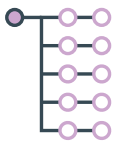
## Council and Boards



**3**  
Cycles of Election

Including the following Boards:

- Radiographers
- Occupational Therapists
- Physiotherapists
- Social Workers
- Speech and Language Therapists
- Medical Scientists



**10**

Committees of Council

**460+**

representatives on Council, Boards, Committees and Assessor Panels



## Legal



**6**  
Bye-Laws Approved by Council



Enforcement Files processed

**55**

Complaints in relation to Fitness to Practise

**12**

Fitness to Practise cases treated as protected disclosures

## ICT



5-Year Strategy 2022-2027 implemented

## Finance



**+€0.9m**

Overall income growth



**+19%**  
Overall expenditure



Comptroller and Auditor General approved annual accounts

## Governance and Compliance



Revised  
CORU's Code  
of Corporate  
Governance

**16** Freedom of  
Information  
requests  
received

Cybersecurity  
Awareness  
Programme  
training  
for CORU  
Executive



## Wellbeing



**20+**

events  
organised by staff  
wellbeing group

## Human Resources



Staff of

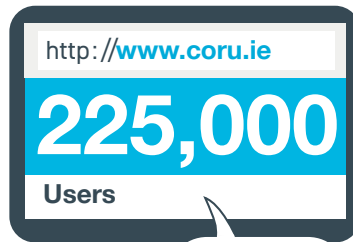
**77**

Recruitment for

**20+**

posts

## Communications



**65%**  
from Ireland

**35%**  
international

Search the  
Register  
section  
accessed  
**230,517** times



Twitters  
followers  
**3,420**



LinkedIn  
**4,429**



YouTube  
**600+**

**5**  
Public  
Consultations

External  
Quarterly  
Newsletter  
**18,597**  
subscribers

# Strategic Priorities 2022

2022 saw the adoption of a new five-year statement of strategy for CORU. This provides a roadmap and detailed action plan to guide us through a pivotal period both for the organisation and for Irish society.

For CORU, it is anticipated that by the end of this five years the number of regulated health and social care professionals will have grown to at least 35,000. Six new professions are scheduled for the introduction of regulation, including the most complex professions that CORU have regulated to date.

This represents a major expansion of CORU's remit, meaning that the regulations will enhance the care and influence the careers of an ever increasing number of people. Therefore, it is essential that this expansion is conducted in a sustainable manner. CORU has a responsibility to examine and enhance the sustainability of its operations, ensuring it is delivering right touch regulation in the right way.

CORU must constantly strive for efficiencies and excellence in everything it does to best serve health and social care professionals, the wider health system and above all, the public whom it protects. The five-year strategy sets out the blueprint to deliver this.

In addition to the organisational changes within CORU, the strategy must also account for wider societal shifts. An ageing population brings with it changing care needs as does a widespread desire to provide greater levels of care in communities.

CORU has a responsibility to support this shift in health and social care. There is also a requirement to support the continued need of our health and social care services to recruit new professionals. As a regulator, we have an absolute responsibility to ensure the fitness to practise of all who register, but this must be administered in a way that does not act as a bottleneck within the services.

This five-year strategy outlines five strategic priorities around which CORU is working to deliver this change. CORU, its Council and Registration Boards are united behind this plan and the common goal of protecting the public. Significant progress has been made in the first year of its adoption.

*Mo Flynn, Chair of Council and Ginny Hanrahan, CEO at the Launch of CORU's Statement of Strategy, May 2022.*





## Strategic Priority 1:

We will progress regulation of the six remaining designated professions

CORU’s key priority remains the opening of registers for professions designated under the Health and Social Care Professionals Act 2005 (as amended).

We have opened registers for eleven of the seventeen professions designated in our legislation. Our organisation exists to protect the public and this achievement means that every day the service users of our 25,000 registrants can enjoy the peace of mind of knowing they can expect a high standard of care.

We are committed, over the lifetime of the current Statement of Strategy 2022-2026, to progress opening registers for the six remaining professions. Progress has been delivered by all appointed Registration Boards in 2022.

### Counsellors and Psychotherapists

The Counsellors and Psychotherapists Registration Board (CPRB) has completed the significant task of scoping of historical and existing qualifications. Subsequently it has recommended to the Minister for Health which qualifications are suitable for grand parenting existing practitioners to its registers.

The Board has progressed its work on the drafting of the Standards of Proficiency which will continue into 2023, alongside work on the setting of the Criteria for Education and Training Providers relating to how education programmes are managed and delivered.

As we advance towards statutory regulation, we are committed to consultation with the professions and all stakeholders to ensure they are prepared for this positive development.

### Psychologists

The Psychologists Registration Board (PSRB) was established in 2017. Since then, it has worked to introduce statutory regulation to the psychology profession in Ireland, consistently guided by the principle of delivering public protection.

Following consultation with the Minister for Health, the Board and Council are now considering a dual stream and phased approach to regulating the profession. This will involve consideration of the regulation of specific psychology specialisms, prioritising those which present the greatest risk to public safety while simultaneously continuing to work towards the objective of protection of the title psychologist.

The Board and Council remain fully committed to protecting the title of “psychologist” for the protection of the public and for the benefit of the many professional psychologists working in Ireland.

### Social Care Workers

The Social Care Workers Registration Board has made significant progress in 2022. As a result, the Social Care Workers Register will open on 30 November 2023. This will not only be a significant and positive milestone for the profession but for CORU as well, with Social Care Workers expected to be the largest profession regulated to date.

### Podiatrists

The grandparenting period ends for Podiatrists on the 31 March 2023 at which point ‘podiatrist’ and ‘chiropodist’ will become legally protected titles. Extensive engagement with the profession as well as a widespread communications campaign has been undertaken to prepare for this important date. These efforts will continue until the grandparenting period concludes.



## Strategic Priority 2:

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

Our second strategic priority is to ensure regulation protects the public and supports health and social care professionals.

We have committed to and are delivering an increased shift in our focus towards an upstream model of regulation. A growing body of evidence highlights that encouraging and supporting registrants in their practice has the greatest impact on public protection.

We will always deal with complaints, but these are exceedingly rare, and so it is appropriate that we focus our resources on prevention of problems wherever possible. To ensure protection to the public we are focused that our work will also support health and social care professionals.

During 2022, a number of initiatives were developed in line with this strategic priority, including delivery of an efficient and leaner registration system. This is of paramount importance for CORU as we currently maintain the registration of over 25,000 CORU registered professionals and expect to see future first time registration of an estimated 10,000 professionals within the next few years. With this in mind, CORU prioritised the need to improve the digitisation of the service we offer in 2022.

Work on a number of legislative amendments were progressed during 2022. These included changes to the renewals portal where registrants renew their registration at specific times during the year and the updated police clearance policy. Also included was the publication on the CORU website of a list of registrants that were removed from the register due to non-payment of fees. These registrants were removed from the relevant register when the renewal period passed and the fees were unpaid.

In late 2022, an introductory meeting was held with University College Dublin to support the objective of developing an assessment of professional competence examination for registration applicants who have not met the registration requirements as a section

91 applicant and will require an examination to progress their application. This work will continue in 2023.

In 2022 we reduced the average time required for a recognition decision to be made to 69.1 days in Quarter 4. The reduction in the average time for a decision involved a number of system innovations and structural changes, including the conclusion of the rollout programme for a new online application management system. The system includes an applicant portal and assessment module. Improving speed and efficiency while maintaining the quality of decision making is critical to ensuring eligible professionals can access the profession whilst protecting colleagues and service users alike.

We recognise our role in supporting the health and social care systems by ensuring professionals who have suitable qualifications and experience obtained abroad are facilitated when they want to work in Ireland. To that end a number of efforts have been deployed.

As the humanitarian crisis developed as a result of the war in Ukraine, CORU produced translated versions in Ukrainian of the registration and recognition application processes to help assist refugees with health and social care qualifications arriving in Ireland. All translated publications are available on the website and this service has been expanded to include translation of documents in Irish, Arabic, Dari, Filipino, French and Russian.

Work to support professionals educated abroad and seeking to work in Ireland continued with a focus on mechanisms to provide support for those required to undertake compensation measures to reach the required standard for practice. These measures included statistical research on patterns of deficits identified, a survey of all stakeholders and the start of the development of new guidance and support materials for applicants, supervisors and assessors.

Direct engagement with key agencies including the HSE and Tusla, the child and family agency, to identify potential supports for applicants and future recruitment needs has also been successfully undertaken in 2022.

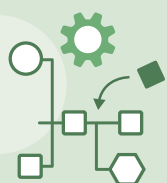
A key focus has also been undertaking research into new approaches to the recognition of international qualifications to ensure effective processes which can be moved along more quickly and cost effectively. This included significant research and the operation of a pilot programme for qualifications regularly presented to the Registration Boards. This work will be ongoing into 2023 and will support the entry of suitably qualified professionals to the workforce in a more timely manner.

As CORU is a public sector body under the aegis of the Department of Health, it is obliged to progress work on the public sector duty in accordance with the current Statement of Strategy.

The duty requires public bodies to: eliminate discrimination; promote equality of opportunity and treatment of its staff and the persons to whom it provides services; and protect the human rights of its members, staff and the persons to whom it provides services.

By the end of 2022, a working group formed during the year, developed a draft assessment and a values statement. Initial duty related work undertaken to address immediate issues included:

- ▶ Updating the process for recruiting Council and Board members to promote greater inclusion and diversity on CORU’s decision making bodies. This action necessitated engagement with the Department of Health, Public Appointments Service and community, specific interest and social justice groups.
- ▶ Updating the CORU internal dignity at work policy.
- ▶ Addressing the simplification and/or translation of guidance materials to support applicants whose first language is not English.



### Strategic Priority 3:

**We will build organisational capacity while evolving a more sustainable regulatory model**

Our third strategic priority is to build our organisational capacity while evolving a more sustainable regulatory model. In 2012, with only two Registration Boards established, it was recognised that the current governance of CORU was unsustainable. This has only become more apparent over the last 10 years as we have continued to grow and expand.

Our current model of regulation is too complex. This poses some challenges and is not in the best interest of patients and service users or the professions we regulate.

There are currently over 120 statutory meetings managed each year by CORU. This requires a large amount of executive support which consumes time and resources that could be more effectively deployed elsewhere.

Due to the large number of people who give voluntarily of their time as members of Registration Boards, Committees and Council, this leads to a turnover of members as terms of office expire. This creates risks as CORU loses regulatory knowledge and expertise.

Establishing a new governance structure will take time. However, CORU is committed to progressing this work to design and test a new model. This will involve further engagement and consultation with all our stakeholders in the years ahead.

In 2022, work on sustainable regulation was initiated and a detailed project plan was prepared and submitted to the Department of Health on how CORU proposes to design, test and consult on a sustainable governance model. This included detailed costings to deliver on this project and resources to engage in significant consultation with CORU’s stakeholders. This would ensure the delivery of an optimal model that provides for enhanced agility to respond to a rapidly changing environment in which health and social care professionals practise and in which health and social care services are delivered. The Department of Health is committed to CORU’s sustainability in terms of efficiency, agility and future regulation to progress on this work in 2023.

However our commitment to sustainable regulation is not limited solely to enhancing our governance model. We recognise that we have a responsibility to deliver our current model of regulation as efficiently and sustainably as possible. To that end a number of initiatives have been commenced and progressed in 2022.

Following approval by the Department of Public Expenditure and Reform for a new registrant management system, CORU engaged in a tender process for the delivery of the system in the third quarter of 2022. A suitable provider was selected and it is anticipated that the new registration system will go-live in the fourth quarter of 2023 in time for the opening of the register for social care workers. This new registration system will significantly improve the current service offering to new applicants and will further deliver on the priority of improved digitisation of our systems, a fundamental indicator of a successful sustainable regulation model.

As CORU evolves to become more agile in its processes, changes will be required to our governing legislation. During 2022, CORU worked with the Department of Health on a number of key changes including the inclusion of the title “chiroprapist” for regulation as recommended by the Podiatrists Registration Board. It is envisaged that the title will become a protected title by the 01 April 2023 alongside the title of “podiatrist”.

In 2022, in an effort to streamline the dual processes for internationally qualified applicants, we have enabled applicants to apply for registration once they have submitted all documentation for the verification of their qualifications. This has significantly reduced the timelines for applicants seeking registration with CORU.

As part of the streamlining of our processes, the CEO as Registrar has the delegated power to approve registration applications that are straightforward in nature and this continues to offer a reduced time frame for applicants and affords the Registration Boards more time as they continue with their decision making process on more complex applications.

All departments in CORU are embracing the need for agility and there are a number of projects that are due to be launched in 2023. These include: a new platform for the provision of documentation to Council and Registration Boards and a new solution for the auditing of continuing professional development audit reports for registrants. The CORU ICT team continue to innovate in how we deliver our statutory meetings through the provision of virtual meeting systems.



## Strategic Priority 4:

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

Our fourth strategic priority is to increase awareness of our organisation and role to the public we protect and the professions we regulate. In order to protect the public, it is essential that they know when things go amiss, they have an awareness of whom they should turn to for help.

We have made significant strides over the last five years to enhance the public's understanding, not only of the role of CORU, but also of the professionals we regulate. We continue to encourage registrants to identify as CORU registered professionals.

Raising awareness of CORU is a key priority and we are continuing the process of raising public awareness of the role of CORU and firmly establishing the visibility of our organisation on the regulatory landscape in Ireland.

Throughout 2022 we continued to build on our communications at CORU. We undertook our largest ever public information campaign in Q2 featuring a four-week awareness campaign. This included advertising on national and local radio, outdoor advertising and digital advertising on Ireland's top news websites. In total, this campaign was viewed more than 40 million times.

The CORU website is the focal point for communications to all of our registrants, educational institutions, stakeholders and members of the public. Work is ongoing on the CORU website to ensure it is as accessible, user friendly and up-to-date as possible for all those who visit. From 01 January 2022 – 31 December 2022 the CORU website had 183,000 visitors to the site; 64.7% of these were new visitors while 35.3% were returning visitors. Across the year, CORU's website had amassed 1.8 million page visits.

During 2022, we continued to engage with all of our stakeholders through the CORU newsletter which reaches an audience of approximately 18,000+ stakeholders and subscribers every quarter.

To further increase awareness of our role with the professions we regulate, a number of initiatives were developed and implemented during 2022, they include the development of a Continuing Professional Development (CPD) pre-registration video resource for use with students on CORU-approved training courses. This work was advanced following suggestions from Registration Board members and the Education Quality Assurance Department. It stemmed from their experience of Approval and Monitoring processes to promote awareness of CORU's CPD processes and the importance of CPD for our registrants.

During 2022, CORU engaged with stakeholders in the Higher Education Institutes, to develop video resources to support students understand the importance of continuing professional development throughout their careers and the importance of statutory regulation for their future professions.

Significant work was progressed this year in relation to engagement and communication with Higher Education Institutes in particular for the delivery of social care work programmes including on-site engagement. Work was also developed in the areas of practice placements with Higher Education Institutes, Government Departments and the HSE as the importance of the availability of such practise placements are essential as CORU works to help support the workforce requirements as outlined in Sláintecare.





## Strategic Priority 5:

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

Regulation is ever evolving as is health and social care service delivery and professional practice. To ensure that our regulatory pillars remain appropriate and relevant to protect the public, we will anchor our regulatory interventions in evidence based research and insights



In 2022, we undertook a project to review the Framework Standards of Proficiency. CORU's Standards of Proficiency are the threshold standards of practise set by a Registration Board for safe and effective practise. These standards provide detail on the knowledge and skills that all registrants must have to practise safely. The objective of the review project was to ensure alignment of our efforts to respond to research, data and risk analysis and stakeholder feedback and to ensure the standards of proficiency framework is fit for purpose, responsive to change and continuing to protect the public.

The project undertaken takes account of changes in higher education practices and is in keeping with the principle of right touch regulation. The output of this project will seek a move from the model that we currently have in our framework standards of proficiency, which is hybrid between rules based regulation and principles based regulation, to a principles based standards of proficiency.

A draft principles based Standards of Proficiency framework has been approved by the Education Committee. Council have approved the commencement of consultation on a principles based approach to the standards of proficiency and this work will continue in 2023.

In tandem with the review, research was carried out to inform a review of the Framework Criteria for Education and Training Programmes. The criteria describe how an education provider ensures the achievement of the standards of proficiency. They are used for programme approval and monitoring and to ensure that all graduates, attain the standards of proficiency required for public protection. The research included a scoping exercise on international and national best practice in education quality assurance standards.

In preparation for the opening of the register for social care workers in late 2023, the Recognition Department conducted research to help profile the profession internationally. The closest alignment of the Irish practice of the profession is with the profession in the UK, whereas in the rest of Europe and worldwide there are vast differences in scope of practice and titles used. This research will help inform the resources required and the role of the department in recognising international qualifications.

During 2022, the Registration Department completed the implementation of a quality management system aligned to ISO: 9001. This system provides a framework for improving quality across our service in a consistent and reliable manner and further building on our sustainable regulation model.

It is also envisaged the all data from the registration system will be collected and used to help build a picture of current and future trends in health and social care professions. These insights will help CORU resource its core functions effectively and also help inform the wider health sector of evidence-informed research for key areas of focus such as employment in the future.

# The Health and Social Care Professionals Council

## Number of Council meetings during 2022:

23

## Members and attendance at Council meetings in 2022:

See Appendix 1

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

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

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

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



# Council Committees

## Audit, Risk and Governance Committee

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

### Membership:

In line with guidance from the Code of Practice for the Governance of State Bodies and ARG Committee’s Terms of Reference, the composition of the 2022 Committee consisted of six non-executive members. Three of the six Committee members are external to CORU.

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

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

Members of the 2022 Audit, Risk and Governance Committee as appointed by the Council were as follows: Margaret Boland – Chairperson (reappointed Chair 22 February 2022), Paul Lyng (re-appointed ordinary member 05 May 2022), John F. Scott (appointed 17 June 2021) (Council members) Ray Dolan, Elaine Sheridan, Laura Brien (appointed 17 June 2021) (Independent members).

### Departing Committee Chair

The Committee acknowledged the outstanding contribution of outgoing Chair Paul Lyng and expressed the Committee’s sincere thanks to Paul for his service over the past three years as a Committee member.

### New Committee Chair

The Committee welcomed Margaret Boland to the role of Chair. The Committee thanked Margaret for her role as a Committee member to date and their best wishes for her in this new role.

### Number of Meetings during 2022:

5

### Attendance:

Appendix 2

### Terms of Reference:

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

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

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

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

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

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

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

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

- ▶ the strategic processes for risk, internal control and governance;
- ▶ the accounting policies, the financial statements, and the annual report of CORU, including the process for review of the financial statements prior to submission for audit, levels of error identified, and management's letter of representation to the external auditors;
- ▶ the planned activity and results of both internal and external audit;

- ▶ adequacy of management response to issues identified by audit activity, including external audit's management letter of representation;
- ▶ assurances relating to the management of risk and corporate governance requirements for CORU;
- ▶ (where appropriate) proposals for tendering for either internal or external audit services or for purchase of non-audit services from contractors who provide audit services;
- ▶ anti-fraud policies, protected disclosure processes, and arrangements for special investigations.

The Audit, Risk and Governance Committee will also:

- ▶ review the Protected Disclosure Procedures on an annual basis; and
- ▶ periodically review its own effectiveness and report the results of that review to Council.

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

- ▶ proposals for the terms of reference of internal audit / the internal audit charter;
- ▶ the internal audit strategy;
- ▶ the Head of Internal Audit's annual opinion and report;
- ▶ quality assurance reports on the Internal Audit Unit;
- ▶ the draft financial statements of the organisation;
- ▶ the draft governance statement;
- ▶ a report on any changes to accounting policies;
- ▶ external audit's management letter;
- ▶ a report on any proposals to tender for audit functions, where appropriate;
- ▶ a report on co-operation between internal and external audit; and
- ▶ CORU's risk management strategy.

### Key activities in 2022:

The internal audits conducted under the instruction of the Audit, Risk and Governance Committee in 2022 were as follows:

Financial Controls Review (2021)

Follow-up review of:

- ▶ Registration
- ▶ Education
- ▶ Panel of Assessors
- ▶ Business Continuity Management (BCM)
- ▶ GDPR
- ▶ HR Sharepoint

Qualification Recognition Process Review

Risk Management Review

Fee Income Review

Information Security Gap Analysis Review

The Committee instructed the commencement of the Financial Controls Review (2022).

The Committee members attended ARG Committee training with the Institute of Public Administration.

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.
- ▶ Undertook an ARG Committee Self-Assessment in respect of 2020 and 2021 and reported the findings of same to Council.
- ▶ Monitored the progress of the Business Continuity Policy and Plan.
- ▶ Monitored and reported to Council on the CORU Corporate Risk Register.
- ▶ Reviewed Departmental Risk presentations from the Heads of Department.
- ▶ Updated the Strategic Internal Audit Plan 2021-2023.

- ▶ Monitored the implementation of all recommendations made by the Internal Auditor.
- ▶ Granted approval to the Executive to go out for tender for a new Internal Audit Supplier.
- ▶ Monitored progress on CORU's Sustainable Regulation Project.
- ▶ Concluded a review of CORU's Anti-Fraud Policy and recommended a revised Policy to Council for approval.
- ▶ Monitored the establishment and progress of CORU's Public Sector Duty Working Group.
- ▶ Approved the 2023 Work plan for the Audit, Risk, and Governance Committee.
- ▶ Reviewed CORU's Protected Disclosures Report.
- ▶ Noted updates on Data Protection.
- ▶ Noted updates on Freedom of Information.
- ▶ Concluded a review of the Freedom of Information Disclosure Logs and recommended that they be published on CORU's website.
- ▶ Reviewed and approved the C&AG Audited 2021 HSCPC Financial Statements and provided to Council for approval.
- ▶ Approved risk awareness training to be delivered to members of the Executive.

# 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:

Members of the 2022 Finance and General Purposes Committee as appointed by the Council were as follows:

Michael O’Keeffe – Chairperson; John F Scott; Owen Blee; Mary Therese Flynn and Michael Redmond was appointed during the year.

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

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

All new members of the Committee were offered induction training.

## Number of Meetings during 2022:

6

## Attendance:

Appendix 2

## Terms of reference:

The Committee reviewed its Terms of reference during 2022 in the context of proposed revisions by the Audit, Risk and Governance Committee to ensure consistency in corporate governance. In October 2022, it was proposed the Committee change its name to the ‘Finance, Performance and Resources Committee’, pending approval from Council.

**The Finance and General Purposes Committee has been established by Council to provide oversight and to provide advice on the following:**

- ▶ strategic financial and resources management at CORU including;
  - Organisational performance against plan and capacity to deliver results,
  - Organisational development requirements (people, process, technology),
  - Resource optimisation and deployment including HR and ICT,
  - Procurement;
- ▶ collection, investment, borrowing and outlay of all monies receive;

- ▶ 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;
- ▶ Funding for the annual budget and Business Plan submissions to the Department of Health by:
  - reviewing budget and business plan proposals from the Executive and making recommendations where necessary and appropriate;
  - developing a work plan for each year for presentation to Council;
- ▶ any delegations from Council that are not made to the Chief Executive Officer (CEO);
- ▶ matters of a more general nature referred by the Chair of Council.

This Committee will advise the Council at a strategic level in relation to the delivery of Corporate Strategy objectives and on related developments, pertaining to the performance and resourcing of CORU.

### Key activities in 2022:

- ▶ Reviewed and analysed CORU's final 2021 financial performance including Key Performance Indicators.
- ▶ Reviewed Council Annual Report 2021.
- ▶ Reviewed 2022 Expenditure Budget and Business Plan.
- ▶ Reviewed ICT Strategy 2022 - 2026.
- ▶ Reviewed CEO Travel expenditure for 2022.
- ▶ Reviewed and analysed CORU's 2022 financial performance throughout the year.
- ▶ Reviewed reports on various topics throughout the year including: Contracts List, Procurement Contracts Approval Process, Bank Mandate, Performance Delivery Agreement with Department of Health for 2022 and Committee's Terms of Reference.
- ▶ Reviewed 2022 Procurement Reports and procurement activities during the year.
- ▶ Reviewed and made recommendations to Council on awarding or renewal of several (15) contracts for services.
- ▶ Reviewed 2023 Business Plan.

# Registration and Recognition Committee

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

## Membership:

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

The following members term ended on the Registration and Recognition Committee in 2022:

- ▶ Damhnait Gaughan (final meeting 28.09.2022);
- ▶ Marie Culliton (final meeting 28.09.2022);
- ▶ Norma Judge (final meeting 28.09.2022);
- ▶ Genevieve O’Halloran (final meeting 09.03.2022)

## Number of Meetings during 2022:

4

## Attendance:

Appendix 2

## Terms of reference:

The terms of reference of the Registration and Recognition Committee should be read in conjunction with Standing Orders and general rules applying to Council Committees.

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

- ▶ To advise Council on the development of policy in all matters relating to registration and to keep abreast of developments in that area.
- ▶ To advise Council on policy relating to recognition of non-national qualifications and competent authority status under EU Directive 2005/36/EC and any subsequent relevant Directives.
- ▶ To advise Council on policy for dealing with applicants (a) wishing to return to practice, (b) with historical qualifications and (c) who wish to voluntarily withdraw from the register.
- ▶ To advise Council on policy for assessing applications under Section 91 of the Act.
- ▶ To advise Council on policy of quality assurance of the system of registration.
- ▶ To advise Council on the making of Rules under Section 22 relating to the following matters:
  - The proper and effective maintenance of registers including procedures
  - The details relating to registrants that in addition to their names are to be entered in registers
  - The division of registers into specified divisions for different categories of registrants.



- ▶ To advise Council on approval of byelaws for:
  - Applications for registration
  - Applications for restoration to the register
  - Conditions for registration in a division of the register if authorised by Council
  - Criteria for restoration to the register.
- ▶ To advise Council on implementation of Part 4 of the Health and Social Care Professionals Act (as amended) 2005.
- ▶ To advise Council on regulation of professions named in the Act and such other professions as may be added.
- ▶ To consider and review risks and the mitigating measures to be taken. To identify risks that may arise and set out a plan as to how to address, reduce or eliminate these risks where possible and advise the Audit, Risk and Governance committee accordingly.
- ▶ Jointly with the Executive the committee will develop an annual work programme for the committee including formal meetings as appropriate.
- ▶ To review the Terms of Reference of the Committee on an annual basis and make such recommendations to Council in relation thereto as may be deemed appropriate.
- ▶ To report to Council on a regular basis on the Committee's activities

### Key activities in 2022:

- ▶ Recognition data – statistical reporting to Registration Boards
- ▶ Alternative approaches to recognition of international qualifications
- ▶ Frequently Seen Qualifications Pilot
- ▶ Compensation Measures – data, approaches, survey, applicant supports
- ▶ Reduction in decision timeframes for recognition and registration
- ▶ Partial Access to register
- ▶ Temporary & Occasional Regime Qualifications checks
- ▶ Universal application of EU procedures for all internationally qualified applicants
- ▶ Recognition Assessor Guidance
- ▶ Ukrainian and refugee policy
- ▶ Registrant CMS System
- ▶ Digital Registration Certificates
- ▶ Police clearance for foreign applicants' policy
- ▶ Letter of good standing for foreign applicants' policy
- ▶ Gender Policy
- ▶ Preparations for opening of Social Care Workers Register
- ▶ Resources and Recruitment

# Education Committee

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

## Membership:

Council Members: David Irwin (Chairperson until February 2022); Treasa Campbell (Chairperson since April 2022); Carmel Smith, Fred Powell (until April 2022); Irene Regan.

External Members: Ann Kearney; Marian O'Rourke (until August 2022); Odhrán Allen; Rena Young (appointed July 2022); Stephen Swanton (appointed July 2022); Kenneth Freeman (appointed July 2022).

## Number of Meetings during 2022:

4

## Attendance:

Appendix 2

## Terms of reference:

- ▶ To assist Council in the development and review of policy and processes for the approval and monitoring of education and training programmes under Part 5 of the Act
- ▶ To advise Council on the development and review of the criteria for approval and monitoring of education and training programmes under Part 5 of the Act
- ▶ To advise Council on the development and review of the framework standards of proficiency for professions under the Act
- ▶ To advise Council on the development and review of policy in relation to continuing professional development (CPD)
- ▶ To advise Council on any guidelines it may issue to registration boards regarding the education, training and continuing professional development of registrants

- ▶ To advise Council on possible risks arising from the policies relating to (i) the approval and monitoring of the continuing suitability of education and training programmes and (ii) continuing professional development, and to advise on the management of any risks identified.

## Key activities in 2022:

The Education Committee reviewed, discussed and provided guidance to the Executive on the following items in 2022:

### Education Quality Assurance:

- ▶ Review of Information for Education Providers on Practice Placement during the ongoing COVID-19 pandemic
- ▶ Review of research in Relation to Education Programmes Delivered and Awarded in Different States
- ▶ Review of Criteria for Education and Training Programmes - research and learnings to inform project approach
- ▶ Consideration of accommodations for CPD Audits project, Public Sector Equality and Human Rights Duty

### Strategy and Policy:

- ▶ Review of Framework Standard of Proficiency Project
- ▶ Review of Principles Based Standards of Proficiency
- ▶ Consultation on Draft Standards of Proficiency reports
- ▶ CPD Pre-Registration Video Resource - Survey Results Report

# Nominations Committee

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

## Membership:

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

## Number of meetings during 2022:

4

## Attendance:

Appendix 2

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

## Terms of reference:

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

- ▶ to lead the process for appointments to all Committees of Council by initiating calls for Expressions of Interest, which may be done by the Chairperson of this Committee and making recommendations to Council.
- ▶ This Committee will, if appropriate, consult with the Chairperson of the respective Committees prior to:
  - evaluating the balance of skills, knowledge and experience required for a vacancy; and
  - Preparing a description of the role and capabilities required for a particular appointment. In formulating the required skill set, knowledge and experience required, taking due account of the need for effective succession planning and continuity within the Committees and where appropriate, use open advertising to facilitate the search.
  - Where appropriate, request the executive to produce a first screen scoring system and submit same to the Committee for approval.
  - Consider candidates on merit and against objective criteria and, with due regard for the benefits of diversity, taking care that nominees are aware of the time demands for the role and have enough time to devote to the position.
  - Ensure that, on appointment, appropriate induction and training is provided in a timely fashion to members of Council, Committees and Advisory Groups.
- ▶ to evaluate the structure, size and composition (including the balance of skills, knowledge, experience, gender balance, inclusion and diversity) of Advisory Committees and, following consultation with the Chairperson of the respective Committee, make recommendations to Council with regard to any changes that may be considered necessary;
- ▶ to review the non-executive leadership needs of CORU, with a view to ensuring the continued ability of CORU to operate effectively to deliver on its mission to protect the public.

### Key activities in 2022:

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- ▶ Review of Expressions of Interest received from Council members for Committee roles.
- ▶ Review of Expressions of interest received from Council members in Chairperson vacancies across a number of Committees and recommending appointments.
- ▶ Reappointment of Nominations Committee Chairperson and other members.
- ▶ Reappointments to the Audit, Risk and Governance Committee (ARG).
- ▶ External recruitment campaign for external members to the Education Committee and the Registration and Recognition Committee.
- ▶ Review expressions received for the NMBI Council role and making recommendations to Council.
- ▶ Nominations to Committees of Council including; Audit, Risk and Governance Committee; Nominations Committee; Registration and Recognition Committee; Finance and General Purposes Committee; Education Committee; and Professional Practise Advisory Committee (PPAC).
- ▶ The Committee also reviewed and recommended nominations to: the Committee of Inquiry (Conduct/Health), Appeals Committee and the Preliminary Proceedings Committee (PPC).
- ▶ Ongoing external recruitment campaign for professional members to Preliminary Proceedings Committee.
- ▶ Ongoing external recruitment campaign for professional members to the Appeals Committee.

# Professional Practise Advisory Committee

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

## Membership:

Stephanie Manahan (Chairperson); David Irwin (part – membership ended in May 2022); Mary Tumelty; Sara Van den Bergh; Aisling Timoney; Maureen Carolan.

## Number of meetings in 2022:

4

## Attendance:

Appendix 2

## Terms of reference:

- ▶ To assist Council in overseeing and reporting on any or all amendments to the Disciplinary Committee procedures and processes for dealing with Complaints, Inquiries and Discipline under Part 6 of the Act on behalf of the Council,
- ▶ To advise the Council on the review and development of policy relating to Fitness to Practise under Part 6 of the Act,
- ▶ To advise Council on matters of governance arising from Part 6 of the Act,
- ▶ To assist Council in analysing the operational information arising from the processes of the Preliminary Proceedings Committee and the Committees of Inquiry,

- ▶ To assist Council in its communications on Fitness to Practise,
- ▶ To advise on the development and review of the framework for the Common Code of Professional Conduct and Ethics on behalf of Council,
- ▶ To advise on the establishment and review of processes and procedures to deal with applicants for registration or recognition who appeal decisions in relation to registration or recognition,
- ▶ To advise on the establishment and review of policies, processes and procedures arising from Council’s legislative power to bring and prosecute summary proceedings for any offence under the Act,
- ▶ To advise on guidelines for the making of bye-laws relating to the sale and prescription of spectacles.

## Key activities in 2022:

- ▶ Legal and operational review of FTP procedures.
- ▶ Implementing provisions of regulated professions (Health and Social Care) (Amendment) Act 2020 and amending FTP procedures.
- ▶ Produced a training schedule for statutory decision makers.

## Preliminary Proceedings Committee

**Role:** The Preliminary Proceedings Committee is a screening committee established by CORU and as provided for by legislation to consider Fitness to Practise complaints about health and social care professionals. The Preliminary Proceedings Committee was established under Part 6 of the Health and Social Care Professionals Act, 2005 (as amended).

The Preliminary Proceedings Committee considers each complaint and forms an opinion whether:

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

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

### Membership:

In 2022, the Preliminary Proceedings Committee consisted of:

**Non-Registrant Members:** Ailís ní Riain (Chairperson), Anne Marie Taylor (Deputy Chair, until June 2022) Leonora Doyle (Deputy Chairperson) Mark Kane, Frank Martin, Molly Buckley, Avril Sheridan, Clodagh Geraghty

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

**Speech and Language Therapist Member:** Yvonne Lynch, David O’Shea, Marijke Morris

**Dietitian Members:** Sharon Patton, Sinéad Matthews

**Radiographer Members:** Lorna Comiskey, Ashling O’Brien, Diana Duggan, Sean Scott (appointed by Council in December 2022)

**Radiation Therapist Members:** Ruth Woods, Laura Mullaney, Meave Kearney

**Optometrist Member:** Joan Ryan

**Dispensing Optician Member:** John Elliot

**Occupational Therapist Members:** Síle Rose Henehan, Kate Murphy, Sarah Murtagh, Fiona Armstrong, Mukesh Gandhi (appointed by Council in December 2022)

**Medical Scientists Members:** Joanne O’Shaughnessy, Laura Clifford

**Physiotherapist Members:** Marie Guidon, Jill Long, Marie Moore, Anne O’Connor, Fran Theron

### Number of meetings in 2022:

The Committee met on 21 occasions to consider complaints received by CORU.

### Training:

Three training events were organised for the Committee in 2022 which all took place virtually.

### Key activities in 2022:

55 complaints were opened by CORU in 2022 in relation to Fitness to Practise matters.

# Appeals Committee

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

## Membership:

### Council members:

**Council members appointed to represent public interest:** David Irwin, Barry O'Brien (resigned May 2022), Maureen Carolan.

**Professional Members of Council:** Julia Shaw, James Forbes, Patricia Jordan (appointed by Council on Dec 2022).

### Council members as appointed by the Minister:

Mary Tumelty, Margaret Boland (appointed by Council in Dec 2022).

### Non-Council members:

**Non Council Members appointed to represent public interest:** Cian Crosby, Karen Kelly, Cian O'Sullivan, Sinead Drinan, Aoife McPartland, Sara van Den Bergh (all appointed by Council on Sept 2022), Matthew Holmes, Avril Sheridan, Jack Sreenan (all appointed by Council on Oct 2022), Samuel O'Connor (appointed by Council on Dec 2022).

**Occupational Therapist Registrant Member:** Emma Shinton

**Optometrist Registrant Members:** Sinead Ryan, Lisa Farrell

**Physiotherapist Registrant Members:** Marie O'Donnell, Nicola Bolger, Aileen Sheehan (appointed by Council on Nov 2022)

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

**Speech & Language Therapist Registrant Member:** Caralyn Horne

**Social Worker Registrant Members:** Anne Holden, Mary Egan

**Dietitian Registrant Member:** Lorraine Moran

## Medical Scientist Registrant Members:

Mark Neville, Joanne O'Shaughnessy (appointed by Council on Sept 2022)

## Procedure:

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

- ▶ The Appeals Committee shall conduct the hearing of applications under section 42B and section 43 of the Act in accordance with the Council’s Appeals Procedure as amended by the Council from time to time.

### Training:

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

### Key activities in 2022:

The Appeals Committee made decisions in respect of 22 of the 90 appeals received in 2022. A further eight appeals have held a paper-based consideration and are awaiting an oral hearing to be convened.





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

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

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

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

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

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

## Membership:

### Professional Conduct Committee:

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

**Social Worker Registrant Members:** Ruth More O’Ferrall, Cleo Yates, Brian Melaugh, Ann Holden, Monica Hynds O’Flanagan (appointed by Council in September 2022).

**Optometrist Registrant Member:** Lisa Farrell.

**Dispensing Optician Registrant Member:** Jillian Flaherty.

**Occupational Therapists Registrant Members:** Christian Garcia, Stephanie Curran (appointed by Council in October 2022).

**Radiation Therapist Registrant Members:** Anita O’Donovan and Claire Poole, Laura Barry (appointed by Council in September 2022).

**Radiographer Registrant Members:** Shane Foley, Michel Monahan, Vicky Cahalane and Roseanna Santagata, David Tighe (appointed by Council in October 2022).

**Physiotherapist Registrant Members:** Cian Doyle and Isibéal McCoy, Aileen Sheehan (appointed by Council in October 2022).

**Speech and Language Therapist Member:** Caroline Howorth.

**Medical Scientists:** Esther Purcell, Kieran Harvey (both appointed by Council in September 2022).

**Podiatrists:** Andreea Mahon (appointed by Council in September 2022), Conor Cahill (appointed by Council in December 2022)

### Health Committee:

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

**Social Worker Registrant Members:** Aine McGuirk, Karen Burke.

**Radiographer Registrant Members:** Una Murphy, Foster Mariza (appointed by Council in December 2022).

**Physiotherapist Registrant Member:** Darren Doyle.

**Occupational Therapist Registrant Member:** Emma Shinton,

**Medical Scientist Registrant Member:** John Gibbons (appointed by Council in September 2022).

### Training:

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

# Registration Boards **Annual Reports**



# 1

## Counsellors and Psychotherapists Registration Board

This report is an account of the activities of the Counsellors and Psychotherapists Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Over the course of 2022, the Counsellors and Psychotherapists Registration Board continued to meet on a hybrid basis, combining in-person meetings with virtual sessions.

We are pleased to note that engagement increased significantly with all stakeholders within the last year, in order to provide updates on the variety and nature of the Board's work.

To create a complete resource for all stakeholders, the Board has made updates of their ongoing work available on the CORU website. From frequently asked questions to biographies of Board members and much more, it is hoped that this will prove to be a useful information resource for all.

We take this opportunity to thank all Board members wholeheartedly for the work, commitment, and dedication during the formative years of the Registration Board and we look forward to another busy year in 2023.

**Brian Gillen***Chairperson**Counsellors & Psychotherapists Registration Board***Ginny Hanrahan***Registrar**Counsellors & Psychotherapists Registration Board***Background**

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

No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates. Seven members of the Registration Board are lay members, with the remaining six being professional nominees representing:

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

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

In 2022, the Counsellors and Psychotherapists Registration Board met six times.

**Role**

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

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

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

**Appointments to the Board**

In February 2022, the Board acknowledged the re-appointments of Marcella Finnerty, Colin O'Driscoll, Jennifer Griffin, Ann Delany, Carole Glynn and Oliver A Kelly.

At the end of 2022 the Counsellors and Psychotherapists Registration Board had one vacancy on the Board in the public interest category.

## Strategy and Policy

The Board considered submissions from education providers and professional associations in relation to qualifications appropriate for the grandparenting of existing practitioners once the registers open. Assessment of the identified qualifications was carried out and this work was reviewed by the Board in early 2022.

The Board and the CORU executive continue to work with the Professional Regulation Unit within the Department of Health in relation to the titles to be protected once the registers open.

The Board progressed its work on the drafting of the Standards of Proficiency for Counsellors and the Standards of Proficiency for Psychotherapists. This work will continue into 2023, alongside work on setting the Criteria for Education and Training Providers relating to how education programmes are managed and delivered. There will be an opportunity for stakeholders to provide feedback on the draft Standards of Proficiency and Criteria for Education and Training Programmes before these are set by the Board and rolled out to education providers.

A virtual town hall event for education providers, professional associations and other interested stakeholders was held in December 2022 to provide an update on the work of the Board to date and to address queries ahead of the work planned for 2023.



## Membership of the Board

Brian Gillen

Chairperson

Service Management  
Representative

Attended 6 of 6 meetings



Oliver A Kelly

Public Interest Representative

Attended 5 of 6 meetings



Patrick Benson

Public Interest Representative

Attended 5 of 6 meetings



Rachel Mooney

Practising Professional  
Representative

Attended 3 of 6 meetings



Ann Delany

Public Interest Representative

Attended 6 of 6 meetings



Gillian O'Brien

Public Interest Representative

Attended 4 of 6 meetings



Marcella Finnerty

Practising Professional  
Representative

Attended 6 of 6 meetings



Colin O'Driscoll

Service Management  
Representative

Attended 6 of 6 meetings



Jennifer Griffin

Education Representative

Attended 5 of 6 meetings



Catriona Bradley

Public Interest Representative

Attended 6 of 6 meetings



Patricia Jordan

Practising Professional  
Representative

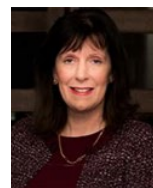
Attended 6 of 6 meetings



Carole Glynn

Education Representative

Attended 5 of 6 meetings



## Counsellors and Psychotherapists Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Meetings (6)	Notes
Brian Gillen	24/02/2023	6	Chairperson
Patrick Benson	24/02/2023	5	
Ann Delany	24/02/2025	6	Term Expired 24/02/2022 Re-appointed 25/02/2022
Marcella Finnerty	24/02/2025	6	Term Expired 24/02/2022 Re-appointed 25/02/2022
Patricia Jordan	24/02/2023	6	
Jennifer Griffin	24/02/2025	5	
Colin O'Driscoll	24/02/2025	6	Term Expired 24/02/2022 Re-appointed 25/02/2022
Gillian O'Brien	24/02/2023	4	
Rachel Mooney	24/02/2023	3	
Oliver A Kelly	24/02/2025	5	Term Expired 24/02/2022 Re-appointed 25/02/2022
Catriona Bradley	24/02/2023	6	
Carole Glynn	24/02/2025	5	Term Expired 24/02/2022 Re-appointed 25/02/2022





# 2

## Dietitians Registration Board

This report is an account of the activities of the Dietitians Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

We are pleased to present this report on the work of the Dietitians Registration Board (the Board) in 2022. The Board has continued in its role of protecting the public and ensuring that all registrants adhere to the highest standards of professional conduct, education, training and competence.

With the pandemic requiring only virtual meetings to be held in previous years, society opened up somewhat once more in 2022. This allowed the Board to combine virtual and in-person meetings through a hybrid model, continuing in its role to assess and approve applications for registration, recognition, and education approval.

An increase in the awareness of the importance of dietary health and wellbeing across the country ensures the work of dietitians grows in stature every year. This was reflected in our registration figures on 31 December 2022, with 1,308 CORU registered dietitians recorded, an increase of 8% from the previous year.

We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2023 as we continue our important work in regulating the profession in the interest of public safety.

### **Geraldine Murray**

*Chairperson*

*Dietitians  
Registration  
Board*

### **Ginny Hanrahan**

*Registrar*

*Dietitians  
Registration  
Board*

## **Background**

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates. Seven are lay members, with the remaining six being professional nominees, representing:

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

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

In 2022, the Dietitians Registration Board met eight times.

## **Role**

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

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

## **Appointments / Elections**

In April 2022, the Board noted the resignation of Colm Scott Byrne from the Board and thanked him for his contributions. In May, the Board acknowledged the resignation of John Byrne and thanked him for his time on the Board.

At the close of 2022, there were three vacancies on the Dietitians Registration Board. Two in the public interest category, and one in the engaged in the practice of the profession category.

## **Legal**

In 2022, the Dietitians Registration Board made one bye-law as follows:

S.I. No. 347 of 2022

Dietitians Registration  
Board Approved  
Qualifications Bye-Law

## Registration

A total of 1,308 dietitians have been registered by the Dietitians Registration Board as of 31 December 2022.

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

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

### In the case of new entrants:

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

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

### By December 2022:

- ▶ 115 applications to join the Register received.
- ▶ 10 Dietitians voluntarily left the Register.
- ▶ 9 Dietitians were removed from the Register for non-payment of renewal fees.

### Dietitians:

#### Summary Registration Statistics 2022

Dietitians: Summary Registration Statistics 2022	
Applications received 2022	115
Decisions Made 2022	116
YoY Change in N Applications 2021 to 2022	-17
YoY Change in N Decisions 2021 to 2022	+1
Dietitians Registry (31.12.2022)	1,308

The Dietitians Register is available to view online at [www.coru.ie](http://www.coru.ie).

## Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 53 applications for recognition of international qualifications during 2022.

The Registration Board recognised 48 qualifications and required 5 applicants to complete a compensation measure in order to address deficits identified in their qualification.

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

## Dietitians: Summary Recognition Statistics 2022

Dietitian	
Applications received 2022	86
Decisions Made 2022	53
YoY Change in N Applications 2021 to 2022	32
YoY Change in N Decisions 2021 to 2022	-5
<b>Outcomes in 2022</b>	<b>53</b>
Recognised (all)	48
Compensation Measures Applied	5
Other	0

## Education

### Bye Laws

The Dietitians Registration Board issued the draft Dietitians Registration Board Approved Qualifications Register Bye-Law 2022 for public consultation on 03 March 2022 listing an additional qualification, Master of Science in Human Nutrition and Dietetics, University College Cork, National University of Ireland, Cork as attesting to the standard of proficiency required for registration in the Dietitians Division of the Register. The Board made the Approved Qualifications Bye-Law (S.I. No. 347 of 2022) on 07 July 2022.

### Programme approvals and monitoring

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

- ▶ Masters of Science Nutrition and Dietetics in University College Cork.

### CPD

- ▶ The Board commenced its CPD audit of registrants for the period 01 November 2020 until 31 October 2022.



## Membership of the Board

Geraldine Murray

Chairperson

Voluntary/Private. Health/Social  
Care Management Representative

Attended 7 of 8 meetings



Christopher O'Hara

Public Interest Representative

Attended 4 of 8 meetings



Claire Browne

Service Management  
Representative

Attended 6 of 8 meetings



Fiona Dunlevy

Service Management  
Representative

Attended 3 of 7 meetings



Mary Ann Flynn

Service Management  
Representative

Attended 7 of 8 meetings



Jan Guerin

Education Representative

Attended 7 of 8 meetings



Anne Griffin

Practising Professional  
Representative

Attended 6 of 8 meetings



Kathleen Walsh

Public Interest Representative

Attended 7 of 8 meetings



Annemarie Bennett

Education Representative

Attended 7 of 8 meetings



Colm Scott Byrne

Public Interest Representative

Attended 0 of 3 meetings



Eamonn Dunne

Public Health/Social Care  
Management Representative

Attended 5 of 8 meetings



John Byrne

Public Interest Representative

Attended 1 of 4 meetings



## Dietitians Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Meetings (8)	Notes
Geraldine Murray	13/02/2025	7	Chairperson
Jan Guerin	01/06/2025	7	
Claire Browne	13/02/2024	6	
Kathleen Walsh	13/02/2025	7	
Christopher O'Hara	13/02/2024	4	
Fiona Dunlevy	13/02/2025	3	
Mary Ann Therese Flynn	13/02/2025	7	
Anne Griffin	13/02/2023	6	
Annemarie Bennett	13/02/2024	7	
Eamon Dunne	13/02/2024	5	
Colm Scott Byrne	20/06/2025	0	Resigned 13/04/2022
John Byrne	13/02/2024	1	Resigned 26/05/2022



# 3

## Medical Scientists Registration Board

This report is an account of the activities of the Medical Scientist Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Throughout 2022, the Medical Scientists Registration Board (the Board) met on nine occasions to continue their work concerning the administration, management, and development in fostering high professional standards within the medical science field.

As of 31 December 2022, there were 2,524 CORU registered Medical Scientists, which shows a 48% increase on 2021's figures. The Register, which can be viewed at [www.coru.ie](http://www.coru.ie) allows members of the public check to see if a Medical Scientist is registered and be reassured that the individual is part of a profession with required standards of conduct and performance. The Board looks forward to working with all registrants to ensure the highest standards of patient care are consistently delivered.

Continuing Professional Development plays an integral role in the safe and effective delivery of services for the benefit of service users. The scheduled CPD audit for registrants for the period 01 April 2021 until 31 March 2022 was completed as required.

2022 was a particularly busy year for the profession and CORU would like to thank all Board members for their work over the past year and for their continued dedication to regulating the profession of Medical Scientist, in the interest of public safety.

**N.A**

*Chairperson*

*Medical Scientists  
Registration Board*

**Ginny Hanrahan**

*Registrar*

*Medical Scientists  
Registration Board*

## Background

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

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

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

In 2022, the Medical Scientists Registration Board met nine times.

## Role

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

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

## Appointments / Elections

In November 2022, the Board noted many changes. The Board welcomed the re-appointment of Eamonn Grennan and Karen Watret as public interest representatives. The Board also acknowledged the expiration of the terms of office of Brendan O'Reilly, John O'Loughlin and Clodagh Geraghty and thanked all of the members for their contributions. Finally, the Board noted the expiration of the appointment of Marie Culliton as Chairperson of the Medical Scientists Registration Board. The Board will elect a new Chairperson in 2023.

At the close of 2022, there were four vacancies on the Board; one in the public interest category, one in the engaged in the management category, one in the engaged in the practice of the profession category, and one in the engaged in the education of the profession category.



## Legal

In 2022, the Medical Scientists Registration Board made two bye-laws as follows;

S.I. No. 305 of 2022	Medical Scientists Registration Board Approved Qualifications Bye-Law
S.I. No. 468 of 2022	Election of Members for Appointment to the Medical Scientists Registration Board Bye-Law

## Registration

A total of 2,524 Medical Scientists have been registered by the Medical Scientists Registration Board as of 31 December 2022. This represents an increase of 48% since 2021.

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

### Applicants:

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

### In the case of new entrants:

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

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

### By December 2022:

- ▶ 285 applications to join the Register received
- ▶ 30 Medical Scientists voluntarily left the Register.
- ▶ 18 Medical Scientists were removed from the Register for non-payment of renewal fees.

## Medical Scientists: Summary Registration Statistics 2022

Medical Scientists: Summary Registration Statistics 2022	
Applications received 2022	285
Decisions Made 2022	1023
YoY Change in N Applications 2021 to 2022	-1109
YoY Change in N Decisions 2021 to 2022	+251
Medical Scientists Registry (31.12.2022)	2,524

The Medical Scientists Register is available to view online at [www.coru.ie](http://www.coru.ie).

## Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 160 applications for recognition of international qualifications during 2022.

The Registration Board recognised 121 qualifications and 36 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

## Medical Scientist: Summary Recognition Statistics 2022

Medical Scientist: Summary Recognition Statistics 2022	
Applications received 2022	250
Decisions Made 2022	160
YoY Change in N Applications 2021 to 2022	132
YoY Change in N Decisions 2021 to 2022	99
<b>Outcomes in 2022</b>	<b>160</b>
Recognised (all)	121
Compensation Measures Applied	36
Other	3

## Education

### Bye Laws

The Medical Scientists Registration Board issued the draft Medical Scientists Registration Board Approved Qualifications Bye-Law 2022 for public consultation on 06 April 2022 listing the following programmes as attesting to the standard of proficiency required for registration in the Medical Scientists Register.

- ▶ Bachelor of Science (Honours) in Medical Science, Galway Mayo Institute of Technology
- ▶ Bachelor of Science (Honours) in Medical Science, Atlantic Technological University
- ▶ Bachelor of Science (Honours) in Biomedical Science, Technological University Dublin
- ▶ Bachelor of Science (Honours) in Medical Science, Technological University Dublin
- ▶ Bachelor of Science (Honours) Biomedical Science (Cork Institute of Technology and University College Cork - National University of Ireland, Cork) AND Diploma in Clinical Laboratory Practice (Cork Institute of Technology)

- ▶ Bachelor of Science (Honours) Biomedical Science (Cork Institute of Technology and University College Cork - National University of Ireland, Cork) AND Diploma in Clinical Laboratory Practice (Munster Technological University)
- ▶ Bachelor of Science (Honours) Biomedical Science (Munster Technological University and University College Cork - National University of Ireland, Cork) AND Diploma in Clinical Laboratory Practice (Munster Technological University)

The Board made the Approved Qualifications Bye-Law (S.I. No. 305 of 2022) on 28 June 2022.

### Programme approvals and monitoring

The Medical Scientists Registration Board approved the following education and training programmes:

- ▶ Bachelor of Science (Hons) in Medical Science, Atlantic Technological University Galway (Formally Galway-Mayo Institute of Technology)
- ▶ Bachelor of Science in Medical Science, Technological University Dublin
- ▶ Bachelor of Science (Honours) Biomedical Science (Cork Institute of Technology and University College Cork - National University of Ireland, Cork) AND Diploma in Clinical Laboratory Practice (Munster Technological University)

### CPD

The Board undertook a CPD audit of registrants for the period 01 April 2021 to 31 March 2022. 18 registrants were selected for audit, 1 request for deferral was declined by the Board, and 18 audit records were deemed compliant by the Board.

## Membership of the Board

Marie Culliton  
Service Management  
Representative  
Attended 8 of 9 meetings



John O’Loughlin  
Service Management  
Representative  
Attended 6 of 8 meetings



Clodagh Geraghty  
Public interest Representative  
Attended 5 of 8 meetings



Brendan O’Reilly  
Practising Professional  
Representative  
Attended 5 of 8 meetings



Carole Glynn  
Public/Social Care  
Management Representative  
Attended 7 of 9 meetings



Irene Regan  
Practising Professional  
Representative  
Attended 6 of 9 meetings



Eamon Grennan  
Public Interest Representative  
Attended 4 of 9 meetings



Pauline Treanor  
Voluntary/Private Health/Social  
Care Management Representative  
Attended 9 of 9 meetings



Mary Hunt  
Education Representative  
Attended 8 of 9 meetings



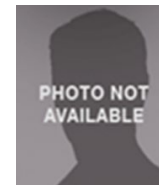
Colm O’Leary  
Public Interest Representative  
Attended 8 of 9 meetings



Bernadette Jackson  
Practising Professional  
Representative  
Attended 8 of 9 meetings



Karen Watret  
Public Interest Representative  
Attended 8 of 9 meetings



## Medical Scientists Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Meetings (9)	Notes
Marie Culliton	08/11/2024	8	
Eamonn Grennan	08/11/2026	4	Term Expired 08/11/2022 Re-appointed 09/11/2022
John O'Loughlin	08/11/2022	6	Term Expired 08/11/2022
Brendan O'Reilly	08/11/2022	5	Term Expired 08/11/2022
Clodagh Geraghty	08/11/2022	5	Term Expired 08/11/2022
Karen Watret	08/11/2026	8	Term Expired 08/11/2022 Re-appointed 09/11/2022
Mary Hunt	08/11/2024	8	
Colm O'Leary	08/11/2024	8	
Bernadette Jackson	08/11/2024	8	
Irene Regan	08/11/2024	6	
Pauline Treanor	08/11/2024	9	
Carole Glynn	08/11/2024	7	



# 4

## Occupational Therapists Registration Board

This report is an account of the activities of the Occupational Therapists Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Following the pandemic years, the Occupational Therapists Registration Board (the Board) was pleased to reconvene again through more in-person meetings. However, a phased transition to in-person meetings was advisable and a hybrid model was put in place for 2022, combining virtual meetings and these in-person sessions.

In total, the Board met eight times throughout the year and covered a range of issues concerning the profession. The numbers registered with the Occupational Therapists Registration Board continues to grow and as of 31 December 2022, 3,365 Occupational Therapists have been registered by the Board, indicating a significant increase on 2021's figure of 3,193 CORU registrants.

CORU would like to take this opportunity to express thanks and gratitude to all current and past members of the Board. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2023, continuing to develop and enhance the profession to the highest standards in the interest of public safety.

### **Ann Sheehan**

*Chairperson  
Occupational  
Therapists  
Registration Board*

### **Ginny Hanrahan**

*Registrar  
Occupational  
Therapists  
Registration Board*

## **Background**

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

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

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

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

The Occupational Therapists Registration Board met eight times in 2022.

## **Role**

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

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

## **Elections / Appointments**

In June 2022, the Board acknowledged the expiration of the term of office of Genevieve O'Halloran and thanked her for her contribution.

At the close of 2022, there was one vacancy on the Occupational Therapists Registration Board in the engaged in the management of the profession category.

## **Registration**

A total of 3,365 Occupational Therapists have been registered by the Occupational Therapists Registration Board as of 31 December 2022.

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

**Applicants:**

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

**In the case of new entrants:**

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU.
- ▶ 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 2022:**

- ▶ 226 applications to join the Register received.
- ▶ 43 Occupational Therapists voluntarily left the Register.
- ▶ 13 were removed from the Register for non-payment of renewal fees.

**Occupational Therapists:  
Summary Registration Statistics 2022**

<b>Occupational Therapists: Summary Registration Statistics 2022</b>	
Applications received 2022	226
Decisions Made 2022	219
YoY Change in N Applications 2021 to 2022	-18
YoY Change in N Decisions 2021 to 2022	-10
Occupational Therapists Registry (31.12.2022)	3,365

The Occupational Therapists Register is available to view online at [www.coru.ie](http://www.coru.ie).

**Competent Authority**

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

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

As the Competent Authority for the profession, the Board considered 84 applications for recognition of international qualifications during 2022.

The Registration Board recognised 80 qualifications and required 4 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

**Occupational Therapists:  
Summary Recognition Statistics 2022**

<b>Occupational Therapist</b>	
Applications received 2022	108
Decisions Made 2022	84
YoY Change in N Applications 2021 to 2022	8
YoY Change in N Decisions 2021 to 2022	-22
<b>Outcomes in 2022</b>	<b>84</b>
Recognised (all)	80
Compensation Measures Applied	4
Other	0

## Membership of the Board

Ann Sheehan

Chairperson  
Public Interest Representative  
Attended 5 of 8 meetings



Rosemary Smyth

Public/Social Care Management  
Representative  
Attended 7 of 8 meetings



Aisling Davis

Practising Professional  
Representative  
Attended 7 of 8 meetings



Catriona Sweeney

Practising Professional  
Representative  
Attended 7 of 8 meetings



Aisling Culhane

Public Interest Representative  
Attended 6 of 8 meetings



Michael Bergin

Education Representative  
Attended 6 of 8 meetings



Dawn Johnston

Public Interest Representative  
Attended 6 of 8 meetings



Hassan Duggow

Service Management  
Representative  
Attended 4 of 8 meetings



John Hanily

Public Interest Representative  
Attended 7 of 8 meetings



Katie Robinson

Education Representative  
Attended 7 of 8 meetings



Eilish Macklin

Voluntary/Private Health/  
Social Care Management  
Representative  
Attended 5 of 8 meetings



Genevieve O'Halloran

Service Management  
Representative  
Attended 3 of 3 meetings



Niamh Doyle

Practising Professional  
Representative  
Attended 6 of 8 meetings





## Occupational Therapists Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Meetings (8)	Notes
Ann Sheehan*	13/02/2024	5	Chairperson
Niamh Doyle	13/02/2024	6	
Aisling Davis	05/01/2023	7	
Catriona Sweeney	30/06/2025	7	
Hassan Duggow	30/06/2025	4	
Katie Robinson	20/07/2025	7	
Rosemary Smyth	13/02/2025	7	
Eilish Macklin	13/02/2025	5	
Michael Bergin	13/02/2023	6	
Aisling Culhane	13/02/2024	6	
Dawn Johnson	13/02/2025	6	
Genevieve O'Halloran	08/05/2022	3	Term Expired 08/05/2022
John Hanily	13/02/2025	7	



# 5

## Optical Registration Board

This report is an account of the activities of the Optical Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

We are pleased to present this report on the work of the Optical Registration Board (the Board) in 2022. The Board is responsible for setting and promoting high standards of professional conduct, education, training and competence among Dispensing Opticians and Optometrists.

Over the course of 2022, the Board met six times. A hybrid meeting model was adopted, combining both in-person sessions and virtual meetings. The Board focused on continuing to deliver on their statutory functions, including the management of services, education and training, and practice issues relating to their profession.

As of 31 December 2022, 970 Optometrists and 215 Dispensing Opticians were registered with the Optical Registration Board, showing an increase on last year's figure. The Register, which can be viewed at [www.coru.ie](http://www.coru.ie), allows members of the public to check to see if a Dispensing Optician or Optometrist is registered and be reassured that the individual is part of a profession with required standards of conduct and performance.

We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contributions are much appreciated. We look forward to working together in 2023, as we continue our important work in regulating the professions in the interest of public safety.

#### **Seamus Boland**

*Chairperson*

*Optical*

*Registration Board*

#### **Ginny Hanrahan**

*Registrar*

*Optical*

*Registration Board*

### **Background**

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

The first meeting was held on 20 May 2014 and the Board met six times during 2014 and on two occasions in 2015 prior to the making of the Ministerial Order to establish the Optical Registration Board, which was made in February 2015. The Optical Registration Board held its first statutory meeting on 24 March 2015. The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates. Seven members of the Registration Board are lay members, with the remaining six being professional nominees, four Optometrists and two Dispensing Opticians, representing:

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

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

In 2022, the Optical Registration Board met six times

### **Role**

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

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

### **Appointments / Elections**

During 2022, the Board noted the resignations of Fionnuala McGee and Patrick McAteer from the Board and thanked them both for their contributions to the Board.

## Registration

A total of 970 Optometrists have been registered by the Optical Registration Board as of 31 December 2022. There were also 215 Dispensing Opticians registered of which 149 were registered in the General Division and 66 registered in the Contact Lenses division.

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

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,
- ▶ 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.

### By December 2022:

- ▶ 96 Optometrist and 16 Dispensing Optician applications to join the Register received.
- ▶ 19 Registrants voluntarily left the Register.
- ▶ 10 Registrants were removed from the Register for non-payment of renewal fees.

## Optometrists and Dispensing Opticians: Summary Registration Statistics 2022

Optometrists and Dispensing Opticians: Summary Registration Statistics 2022	
Applications received 2022	96 Optometrists and 16 Dispensing Opticians
Decisions Made 2022	74
YoY Change in N Applications 2021 to 2022	+57
YoY Change in N Decisions 2021 to 2022	+15
Optometrists and Dispensing Opticians Registry (31.12.2022)	1,185

The Optometrists Register and the Dispensing Opticians Register are available to view online at [www.coru.ie](http://www.coru.ie).

## Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 90 applications for recognition of international qualifications during 2022.

The Registration Board recognised 34 qualifications and required 56 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

#### Dispensing Optician: Summary Recognition Statistics 2022

Opticians	
Applications received 2022	16
Decisions Made 2022	7
YoY Change in N Applications 2021 to 2022	9
YoY Change in N Decisions 2021 to 2022	2
<b>Outcomes in 2022</b>	<b>7</b>
Recognised (all)	7
Compensation Measures Applied	0
Other	0

#### Optometrists: Summary Recognition Statistics 2022

Optometrists:	
Applications received 2022	122
Decisions Made 2022	83
YoY Change in N Applications 2021 to 2022	80
YoY Change in N Decisions 2021 to 2022	33
<b>Outcomes in 2022</b>	<b>83</b>
Recognised (all)	27
Compensation Measures Applied	56
Other	0

#### Education

##### Programme approvals and monitoring

The Optical Registration Board continues the programme monitoring activity in respect of the following programme:

- ▶ Bachelor of Science in Ophthalmic Dispensing, Technological University Dublin.

## Membership of the Board

Seamus Boland

Chairperson  
Voluntary/Private Health/Social  
Care Management Representative  
Attended 4 of 6 meetings



Vincent Roche

Public Interest Representative  
Attended 4 of 6 meetings



Owen Blee

Practising Professional  
Representative  
Attended 6 of 6 meetings



Michael Moore

Practising Professional  
Representative (opt)  
Attended 6 of 6 meetings



Richard Brennan

Public interest representative  
Attended 4 of 6 meetings



Gordon Chambers

Education Representative  
Attended 5 of 6 meetings



Martin Crowe

Service Management  
Representative  
Attended 5 of 6 meetings



Ursula Byrne

Public Interest Representative  
Attended meetings 5 of 6  
meetings



Paul Arthur Hersee

Practising Professional  
Representative  
Attended 6 of 6 meetings



Patrick McAteer

Public Interest Representative  
Attended 3 of 5 meetings



Declan John Hovenden

Education Representative  
Attended 5 of 6 meetings



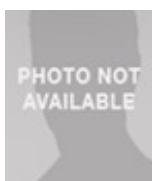
Fionnuala McGee

Public/Social Care Management  
Representative  
Attended 3 of 3 meetings



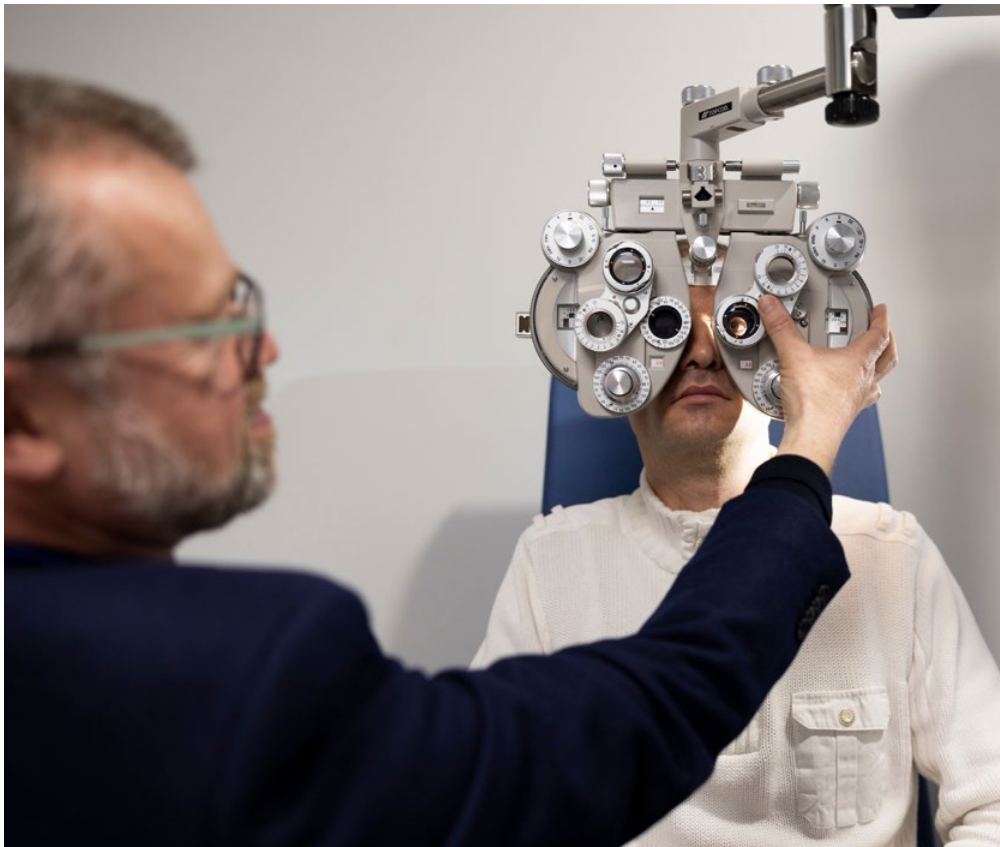
Derville Pitcher

Service Management  
Representative  
Attended 3 of 6 meetings



## Optical Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (6)	Notes
Seamus Boland*	03/02/2023	4	Chairperson
Derville Pitcher	20/07/2025	3	
Gordon Chambers	19/08/2025	5	
Vincent Roche	20/06/2025	4	
Paul Arthur Hersee	10/02/2025	6	
Richard Brennan	03/02/2023	4	
Patrick McAteer	03/02/2023	3	Resigned 04/10/2022
Martin Crowe	10/02/2023	5	
Owen Blee	10/02/2023	6	
Declan John Hovenden	10/02/2023	5	
Fionnuala McGee	10/02/2025	3	
Michael Moore	20/07/2025	6	Resigned 02/06/2022
Ursula Byrne	19/08/2025	5	





# 6

## Physiotherapists Registration Board

This report is an account of the activities of the Physiotherapists Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Throughout 2022, the Physiotherapists Registration Board met on nine occasions to continue their work concerning the administration, management, and development of their profession.

Public safety and protection of service users is a fundamental aspect of our role and in order to protect the public, we need to serve the professions we regulate by ensuring that we safeguard their educational qualifications. The Physiotherapists Registration Board continues to monitor and approve courses from a wide range of education providers. We look forward to welcoming future graduates from these courses at CORU and working with all registrants to ensure the highest standards are consistently delivered to service users in Ireland.



We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated.

### **Róisín O’Hanlon**

*Chairperson*

*Physiotherapists  
Registration Board*

### **Ginny Hanrahan**

*Registrar*

*Physiotherapists  
Registration Board*

## **Background**

The Minister for Health appointed the Physiotherapists Registration Board on 20 May 2014 following a public appointment notice.

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

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

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

Róisín O’Hanlon is the current Chairperson of the Physiotherapists Registration Board.

In 2022, the Physiotherapists Registration Board met nine times.

## **Role**

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

The Physiotherapists Registration Board at CORU has responsibility for:

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

## **Appointments / Elections**

In May 2022, the Board noted many changes including, the re-appointments of Miriam O’Callaghan and Eamonn Grennan. The Board also acknowledged the expiration of the terms of office of Gillian Walker, Anne Horgan, Catherine Doody, Jane Carolan and Pdraig Heverin. The Board thanked all of the members with expired terms for their time and contributions to the Board.

In August 2022, the Board welcomed the appointments of Joanne Dowds and Sheelagh MacNeill as representatives practising in the profession. The Board also welcomed the appointment of Róisín O’Hanlon to the Board as a service management representative. In August, the Board noted the resignation of Fearghal Grimes and thanked him for his time on the Board.

In September 2022, the Board elected Róisín O’Hanlon as the Chairperson of the Board.

At the end of 2022, the Physiotherapists Registration Board had two vacancies.

## Registration

A total of 5,610 Physiotherapists have been registered by the Physiotherapists Registration Board as of 31 December 2022.

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

The Registration Department has regularly reviewed its data to ensure applicants are dealt with in a timely manner.

### Applicants:

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

### In the case of new entrants:

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

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

### By December 2022:

- ▶ 438 applications to join the Register received.
- ▶ 106 registrants voluntarily left the Register.
- ▶ 49 registrants were removed from the Register for non-payment of renewal fees.

## Physiotherapists: Summary Registration Statistics 2022

Physiotherapists:	
Applications received 2022	438
Decisions Made 2022	401
YoY Change in N Applications 2021 to 2022	+73
YoY Change in N Decisions 2021 to 2022	-325
Physiotherapists Registry (31.12.2022)	5,610

The Physiotherapists Register is available to view online at [www.coru.ie](http://www.coru.ie).

## Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 209 applications for recognition of international qualifications during 2022.

The Registration Board recognised 133 qualifications and required 76 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

## Physiotherapists: Summary Recognition Statistics 2022

Physiotherapist	
Applications received 2022	276
Decisions Made 2022	209
YoY Change in N Applications 2021 to 2022	106
YoY Change in N Decisions 2021 to 2022	47
<b>Outcomes in 2022</b>	<b>209</b>
Recognised (all)	133
Compensation Measures Applied	76
Other	0

## Education

### Programme Approvals & monitoring

The Physiotherapists Registration Board was satisfied as to the continuing suitability of the following programme in 2022:

- ▶ Master of Science in Physiotherapy, University of Limerick

The Physiotherapists Registration Board is continuing its programme monitoring activity in respect of the following programme:

- ▶ Bachelor of Science in Physiotherapy, Trinity College Dublin



## Membership of the Board

Róisín O’Hanlon

Chairperson  
Service Management  
Representative  
Attended 3 of 3 meetings



Miriam O’Callaghan

Public Interest Representative  
Attended 9 of 9 meetings



Gillian Walker

Practising Professional  
Representative  
Attended 4 of 4 meetings



Joanne Dowds

Practising Professional  
Representative  
Attended 3 of 3 meetings



Jane Carolan

Voluntary/Private.  
Health/Social Care Management  
Representative  
Attended 2 of 4 meetings



Sheelagh McNeill

Practising Professional  
Representative  
Attended 3 of 3 meetings



Catherine Doody

Voluntary/Private.  
Health/Social Care Management  
Representative  
Attended 1 of 4 meetings



Corinne Evans

Practising Professional  
Representative  
Attended 7 of 9 meetings



Eamonn Grennan

Public Interest Representative  
Attended 5 of 9 meetings



Fearghal Grimes

Voluntary/Private. Health/Social  
Care Management  
Attended 3 of 3 meetings



Róna McLoughlin

Service Management  
Representative  
Attended 7 of 9 meetings



Padraig Heverin

Public interest representative  
Attended 2 of 4 meetings



May Cleary

Education Representative  
Attended 5 of 9 meetings



Anne Horgan

Service Management  
Representative  
Attended 3 of 4 meetings



John Biggins

Public Interest Representative  
Attended 6 of 9 meetings



## Physiotherapists Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (9)	Notes
Róisín O'Hanlon*	04/08/2026	3	Appointed 31/08/2022 Chairperson
Sheelagh MacNeill	04/08/2026	3	Appointed 31/08/2022
Corinne Evans	20/07/2025	7	
Rona McLaughlin	20/07/2025	7	
Joanne Dowds	04/08/2026	3	Appointed 31/08/2022
May Cleary	19/05/2024	5	
John Biggins	19/05/2024	6	
Miriam O'Callaghan	19/05/2026	9	Term Expired 19/05/2022 Re-appointed 20/05/2022
Eamonn Grennan	19/05/2026	5	Term Expired 19/05/2022 Re-appointed 20/05/2022
Gillian Walker	19/05/2022	4	Term Expired 19/05/2022
Anne Horgan	19/05/2022	3	Term Expired 19/05/2022
Catherine Doody	19/05/2022	1	Term Expired 19/05/2022
Jane Carolan	19/05/2022	2	Term Expired 19/05/2022
Padraig Heverin	19/05/2022	2	Term Expired 19/05/2022
Fearghal Grimes	19/05/2024	2	Resigned 04/08/2022



# 7

## Podiatrists Registration Board

This report is an account of the activities of the Podiatrists Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Over the course of 2022, the Podiatrists Registration Board met six times on a hybrid basis, combining in-person meetings with virtual sessions. The Register for Podiatrists opened on 31 March 2021 and since this date the Board has been working on safeguarding educational qualifications and approving applications for registration to the Register.

In 2022, the Department of Health informed the Board that 'Chiropodists' would become a protected title. The move to statutory registration for both Podiatrists and Chiropodists affords greater protection to the public by setting standards of conduct, ethics and performance, education training and competence for those granted registration. Only those practitioners who meet the standards set by the Podiatrists Registration Board will be entitled to practise using the protected title.

As of 31 December 2022, 135 Podiatrists were registered with CORU. The Registration Board anticipates this number to vastly increase in 2023 as practitioners come forward to register as their profession of Podiatrist or Chiropodist. 2023 is an important milestone for this profession as on 31 March 2023, the transitional period for Podiatrists and Chiropodists seeking to register through the grandparenting route comes to an end.

We would like to express special thanks to all members of the Board, both current and past members. We look forward to working together in 2023 as we progress in our important work of regulating the profession in the interest of public safety.

**Catherine Clune Mulvaney**

*Chairperson  
Podiatrists  
Registration Board*

**Ginny Hanrahan**

*Registrar  
Podiatrists  
Registration Board*

## Background

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

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

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

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

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

In 2022, the Podiatrists Registration Board met six times.

## Role

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

The Podiatrists Registration Board at CORU has responsibility for:

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

## Appointments / Elections

In October 2022, the Board acknowledged the expiration of the terms of office of Cheryl O'Neill and Sean Dineen and thanked them for their contributions during their time.

In October, the Board also welcomed the re-appointments of Angela McAnearney, David Watterson, Kieran O'Leary, Aonghus O'Loughlin, and Catherine Clune Mulvaney.

At the close of 2022, there were three vacancies on the Podiatrists Registration Board for two members engaged in the practice of the profession and one member involved in education.

## Registration

A total of 135 Podiatrists have been registered by the Podiatrists Registration Board as of 31 December 2022.

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

### Applicants:

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

### In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU
- ▶ 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 2022:

- ▶ 166 applications to join the Register received.
- ▶ 1 registrant voluntarily left the Register.
- ▶ There has been no renewal period for Podiatrists in 2022.

### Podiatrists:

#### Summary Registration Statistics 2022

Podiatrists: Summary Registration Statistics 2022	
Applications received 2022	166
Decisions Made 2022	105
Podiatrists Registry (31.12.2022)	135

The Podiatrists Register is available to view online at [www.coru.ie](http://www.coru.ie).

## Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 5 applications for recognition of international qualifications during 2022.

The Registration Board recognised 5 qualifications and required 0 applicants to complete a compensation measure in order to address deficits identified in their qualification.

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



## Podiatrists: Summary Recognition Statistics 2022

Podiatrists	
Applications received 2022	18
Decisions Made 2022	5
YoY Change in N Applications 2021 to 2022	12
YoY Change in N Decisions 2021 to 2022	4
<b>Outcomes in 2022</b>	<b>5</b>
Recognised (all)	5
Compensation Measures Applied	0
Other	0

## Education

### Bye Laws

The Podiatrists Registration Board issued the draft Podiatrists Registration Board Approved Qualifications Register Bye-Law 2022 for public consultation on 19 September 2022 listing the Bachelor of Science in Podiatric Medicine, National University of Ireland, Galway, as attesting to the standard of proficiency required for registration in the Podiatrists Division of the Register.

The Board will make its Approved Qualifications Bye-Law in 2023.

### Programme approvals and monitoring

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

- ▶ Bachelor of Science in Podiatric Medicine, National University of Ireland, Galway



## Membership of the Board

Catherine Clune Mulvaney  
Chairperson  
Public Interest Representative  
Attended 4 of 6 meetings



Kieran O’Leary  
Voluntary/Private,  
Health/Social Care Management  
Representative  
Attended 4 of 6 meetings



Noel Beecher  
Public Interest Representative  
Attended 6 of 6 meetings



Aonghus O’Loughlin  
Public Interest Representative  
Attended 5 of 6 meetings



Sean Dinneen  
Education Representative  
Attended 3 of 5 meetings



Cheryl O’Neill  
Practising Professional  
Representative  
Attended 5 of 5 meetings



Angela McAnearney  
Public Interest Representative  
Attended 6 of 6 meetings



Martina Ryan  
Public/Social Care Management  
Representative  
Attended 5 of 6 meetings



Caroline McIntosh  
Education Representative  
Attended 4 of 6 meetings



Julia Shaw  
Service Management  
Representative  
Attended 5 of 6 meetings



Éamonn Kelly  
Public Interest Representative  
Attended 4 of 6 meetings



David Watterson  
Service Management  
Representative  
Attended 3 of 6 meetings



## Podiatrists Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (6)	Notes
Catherine Clune Mulvaney	15/10/2026	4	Chairperson Term Expired 15/10/2022 Re-appointed 16/10/2022
Cheryl O'Neill	15/10/2022	5	Term Expired 15/10/2022
Angela McAnearney	15/10/2026	6	Term Expired 15/10/2022 Re-appointed 16/10/2022
Julia Shaw	15/10/2024	5	
David Watterson	15/10/2026	3	Term Expired 15/10/2022 Re-appointed 16/10/2022
Caroline McIntosh	15/10/2024	4	
Martina Ryan	15/10/2024	5	
Kieran O'Leary	15/10/2026	4	Term Expired 15/10/2022 Re-appointed 16/10/2022
Sean Dineen	15/10/2022	3	Term expired 15/10/2022
Noel Beecher	15/10/2024	6	
Eamonn Kelly	15/10/2024	4	
Aonghus O'Loughlin	15/10/2026	5	Term Expired 15/10/2022 Re-appointed 16/10/2022



# 8

## Psychologists Registration Board

This report is an account of the activities of the Psychologists Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25 (1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

In 2022, the Psychologists Registration Board (the Board) met five times and continued its focus on developing a regulatory framework for the profession in accordance with our legislation, the Health and Social Care Professionals Act, which prescribes much of how the profession is to be regulated.

The work involved in opening a register for a profession like psychology is complex. The Board is considering a dual stream and phased approach to regulating the profession. In order to do this, we are examining which psychology specialisms should be prioritised for regulation in order to make a recommendation to the Minister for Health.

Full updates on the progress of the work of the Psychologists Registration Board will be made available on the CORU website and CORU newsletter to all interested stakeholders and subscribers.

We would like to express special thanks to all members of the Board, both current and past members for committing to this role during the formative years of the Registration Board. We look forward to working together in 2023 and making important progress toward the statutory regulation of psychologists in Ireland.

#### **Paul Longmore**

*Chairperson*

*Psychologists  
Registration Board*

#### **Ginny Hanrahan**

*Registrar*

*Psychologists  
Registration Board*

### **Background**

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

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

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

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

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

In 2022, Psychologists the Registration Board met five times.

### **Role**

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

The Psychologists Registration Board at CORU has responsibility for:

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

### **Appointments / Elections**

During 2022, the Board acknowledged the resignation of Niall Byrne as a public interest representative, Gráinne Kirwan as a representative engaged in the education of the profession and Kathleen Vickers as a representative of the general public interest and special thanks was expressed to them all for their time on the Board.

At the end of 2022 the Psychologists Registration Board had four vacancies including two in the public interest category, one in the engaged in education category, and one in the voluntary/private, health/social care management category.

## Strategy and Policy

The Board continued to explore the options available to progress the regulation of Psychologists following the feedback received to the initial consultation on the draft Standards of Proficiency for the profession and the Criteria for Education and Training Programmes in 2021.

The Board received guidance from the Minister for Health on how best to proceed with the regulation of the profession in August 2022 with a key focus on protection of the public.

The Board are working to implement the direction set by the Minister to progress the regulation of the profession using a phased, dual work-stream approach which will progress the regulation of psychology specialisms in the first instance, while continuing to work towards the longer term objective of the protection of the title ‘Psychologist’.

The Board will continue to progress this work into 2023.



## Membership of the Board

Paul Longmore

Chairperson

Voluntary/Private Health/Social  
Care Management Representative

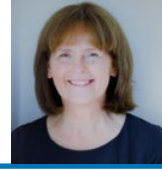
Attended 3 of 5 meetings



Kathleen Vickers

Public Interest Representative

Attended 1 of 4 meetings



Niall Byrne

Public Interest Representative

Attended 0 of 2 meetings



Eimear Spain

Education Representative

Attended 4 of 5 meetings



Joan Fitzgerald

Public Interest Representative

Attended 4 of 5 meetings



Fiona Weldon

Practising Professional  
Representative

Attended 3 of 5 meetings



Sinead Fitzgerald

Service Management  
Representative

Attended 5 of 5 meetings



Kieran Woods

Practising Professional  
Representative

Attended 1 of 5 meetings



Gráinne Kirwan

Education Representative

Attended 2 of 3 meetings



Ian Boyle Harper

Public Interest Representative

Attended 3 of 5 meetings



Edel Moloney

Practising Professional  
Representative

Attended 4 of 5 meetings



Stephen Kealy

Service Management  
Representative

Attended 5 of 5 meetings



## Psychologists Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (5)	Notes
Paul Longmore*	20/07/2023	3	Chairperson
Edel Moloney	20/07/2023	4	
Kieron Woods	20/07/2023	1	
Sinead Fitzgerald	20/07/2025	5	
Stephen Kealy	20/07/2024	5	
Fiona Weldon	20/07/2025	3	
Eimear Spain	20/07/2025	4	
Joan Fitzgerald	20/07/2025	4	
Kathleen Vickers	20/07/2025	1	Resigned 18/10/2022
Ian Boyle Harper	20/07/2023	3	
Niall Byrne	20/07/2023	0	Resigned 07/06/2022
Gráinne Kirwan	20/07/2025	2	Resigned 09/09/2022





# 9

## Radiographers Registration Board

This report is an account of the activities of the Radiographers Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Over the course of 2022, the Radiographers Registration Board (the Board) met nine times. Adopting a hybrid model, there was a mix of in-person sessions and virtual meetings throughout the year.

Continuing Professional Development (CPD) is an integral component in the continuing provision of safe and effective services for the benefit of service users. The Board considers Continuing Professional Development to be a cornerstone for every health and social care professional and has strategic aims in place that reflect this belief. An audit of registrants' CPD records for the period 01 November 2020 until 31 October 2022 was completed to ensure CPD standards and practice met the required levels as set out by the Board.

As of 31 December 2022, a total of 2,987 Radiographers and 514 Radiation Therapists have been registered by the Radiographers Registration Board. The Radiographers Division of the Register and the Radiation Therapists Division of the Register are available to view online at [www.coru.ie](http://www.coru.ie).

We recognise that work at CORU is dependent on the hard work and dedication of our Board members, both past and present. We would like to express our genuine appreciation for each Board member's application, dedication, and commitment to the Radiographers Registration Board and its statutory work throughout 2022.

#### **Niamh Moore**

*Chairperson  
Radiographers  
Registration Board*

#### **Ginny Hanrahan**

*Registrar  
Radiographers  
Registration Board*

## Background

The Minister for Health first appointed the Radiographers Registration Board in January 2012. The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates.

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

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

Niamh Moore is the current Chairperson of the Radiographers Registration Board.

In 2022, the Radiographers Registration Board met nine times.

## Role

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

The Radiographers Registration Board has accordingly the following functions:

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

## Elections / Appointments

In January 2022, the Board noted the expiration of the term of office of Edel Smyth as a public interest representative and thanked her for her contribution. The Board also acknowledged the re-appointments of Deirdre O'Keeffe, David Delaney and Carmel Breaden.

In March, the Board noted many changes including the re-appointment of Claire Hogan and Michelle Leech. The Board also welcomed the appointment of Eddie Conron as a representative engaged in the management of the profession.

Also in March, the Board elected Niamh Moore as the new Chairperson of the Radiographers Registration Board. In April, the Board noted the resignation of Ronan Quirke as a public interest representative and thanked him for his contribution.

At the end of 2022, the Radiographers Registration Board had two vacancies, both in the public interest category.

## Legal

In 2022, the Radiographers Registration Board made one bye-law as follows;

S.I. No. 252 of 2022	Radiographers Registration Board Approved Qualifications and Divisions of the Register (Amendment) Bye-Law
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## Registration

A total of 2,987 Radiographers and 514 Radiation Therapists have been registered by the Radiographers Registration Board as of 31 December 2022.

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

### Applicants:

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

### In the case of new entrants:

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

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

### By December 2022:

- ▶ 369 applications to join the Register received.
- ▶ 61 registrants voluntarily left the Register.
- ▶ 56 registrants were removed from the Register for non-payment of renewal fees.

## Radiographers and Radiation Therapists: Summary Registration Statistics 2022

Radiographers and Radiation Therapists:	
Applications received 2022	321 Radiographers + 48 Radiation Therapists
Decisions Made 2022	337
YoY Change in N Applications 2021 to 2022	+65
YoY Change in N Decisions 2021 to 2022	+58
Radiographers and Radiation Therapists Registry (31.12.2022)	3,501

The Radiographers Division of the Register and the Radiation Therapists Division of the Register are available to view online at [www.coru.ie](http://www.coru.ie).

## Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 239 applications for recognition of international qualifications during 2022.

The Board recognised 166 qualifications and required 73 applicants to complete a compensation measure in order to address deficits identified in their qualification. 145 of these recognised applications were from Radiographers and the remaining 21 were from Radiation Therapists. 67 Radiographer applicants were requested to engage in compensation measures, and 6 Radiation Therapists were requested to engage in compensation measures.

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

### Radiographers: Summary Recognition Statistics 2022

Radiographers	
Applications received 2022	242
Decisions Made 2022	212
YoY Change in N Applications 2021 to 2022	58
YoY Change in N Decisions 2021 to 2022	82
<b>Outcomes in 2022</b>	<b>212</b>
Recognised (all)	145
Compensation Measures Applied	67
Other	0

### Radiation Therapists: Summary Recognition Statistics 2022

Radiation Therapists	
Applications received 2022	15
Decisions Made 2022	27
YoY Change in N Applications 2021 to 2022	-7
YoY Change in N Decisions 2021 to 2022	16
<b>Outcomes in 2022</b>	<b>27</b>
Recognised (all)	21
Compensation Measures Applied	6
Other	0

### Education

#### Bye Laws

On 25 May 2022 the Radiographers Registration Board made the Approved Qualifications and Division of the Register (Amendment) Bye-law 2022 (S.I. No. 252 of 2022).

#### CPD

The Board commenced its audit of registrants CPD records for the period 01 November 2020 until 31 October 2022.

## Membership of the Board

Niamh Moore  
Chairperson  
Education Representative  
Attended 8 of 9 meetings



Michelle Sugrue  
Practising Professional  
Representative  
Attended 9 of 9 meetings



Carmel Breaden  
Public Interest Representative  
Attended 7 of 9 meetings



Ciaran Walsh  
Practising Professional  
Representative  
Attended 6 of 8 meetings



Claire Hogan  
Practising Professional  
Representative  
Attended 5 of 8 meetings



Dermot Manning  
Public Interest Representative  
Attended 6 of 9 meetings



Cliona McGovern  
Education Representative  
Attended 5 of 9 meetings



Ronan Quirke  
Public Interest Representative  
Attended 0 of 3 meetings



Deirdre O’Keeffe  
Public/Social Care Management  
Representative  
Attended 7 of 9 meetings



Michelle Leech  
Service Management  
Representative  
Attended 6 of 8 meetings



Edel Smyth  
Public Interest Representative  
Attended 1 of 1 meetings



Eddie Conron  
Service Management  
Representative  
Attended 6 of 7 meetings



## Radiographers Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (9)	Notes
Niamh Moore*	23/01/2024	8	Chairperson
Michelle Sugrue	23/01/2024	9	
Ciaran Walsh	23/01/2024	6	
Michelle Leech	28/02/2026	6	Term Expired 23/01/2022 Re-appointed 29/03/2022
Eddie Conron	28/02/2026	6	Appointed 29/03/2022
Claire Hogan	28/02/2026	5	Term Expired 23/01/2022 Re-appointed 29/03/2022
Deirdre O'Keeffe	23/01/2026	7	Term Expired 23/01/2022 Re-appointed 24/01/2022
David Delaney	23/01/2026	8	Term Expired 23/01/2022 Re-appointed 24/01/2022
Cliona McGovern	23/01/2024	5	
Carmel Breaden	23/01/2026	7	Term Expired 23/01/2022 Re-appointed 24/01/2022
Ronan Quirke	23/01/2024	0	Resigned 14/04/2022
Dermot Manning	23/01/2024	6	
Edel Smyth	23/01/2022	1	Term expired 23/01/2022



# 10 Social Care Workers Registration Board

This report is an account of the activities of the Social Care Workers Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

## Foreword

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In 2022, the Social Care Workers Registration Board undertook significant work monitoring a high volume of applications for education programme approval and preparing for existing practitioners to enter on to the Register. The Social Care Workers Registration Board met ten times during the year to establish the correct standards of education and training of the profession in order to assure CORU's fundamental role of public protection.

2023 will be a landmark year for Social Care Workers as it will mark the year in which the profession is regulated for the first time in Ireland. From the 30 November 2023, the Register will be opened to accept new applications for prospective members from the Social Care Work profession.

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

CORU would like to thank the Registration Board for its ongoing hard work and commitment to progressing the regulation of social care work and together, we look forward to opening the Register for prospective applicants in 2023.

#### **Tim Murphy**

*Chairperson*

*Social Care Workers  
Registration Board*

#### **Ginny Hanrahan**

*Registrar*

*Social Care Workers  
Registration Board*

## **Background**

The Minister for Health appointed the Social Care Workers Registration Board in March 2015. The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates. Seven members of the Registration Board are lay members, with the remaining six being professional nominees, representing:

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

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

In 2022, the Social Care Workers Registration Board met ten times.

## **Role**

Under the Act, the role of the Registration Boards at CORU is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals. The Social Care Workers Registration Board at CORU has responsibility for:

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

## **Appointments / Elections**

There were no appointments or expiries in 2022. At the close of 2022, there were no vacancies on the Social Care Workers Registration Board.

## **Education**

### **Programme approvals and monitoring**

The Social Care Workers Registration Board is continuing to process a high volume of applications for programme approval. The Registration Board announced the opening of its register on 30 November 2023, and will issue its first Approved Qualifications Bye-Law for public consultation in May 2023.



## Membership of the Board

Tim Murphy  
Chairperson  
Public Interest Representative  
Attended 8 of 10 meetings



Noelle Reilly  
Education Representative  
Attended 9 of 10 meetings



Maurice Fenton  
Service Management  
Representative  
Attended 9 of 10 meetings



Helena Doody  
Practising Professional  
Representative  
Attended 10 of 10 meetings



Imelda Finerty  
Public Interest Representative  
Attended 6 of 10 meetings



Lisa Molloy  
Public Interest Representative  
Attended 9 of 10 meetings



James Forbes  
Service Management  
Representative  
Attended 6 of 10 meetings



Anne Marie Cullen  
Public Interest Representative  
Attended 8 of 10 meetings



Dunia Hutchinson  
Practising Professional  
Representative  
Attended 9 of 10 meetings



Jessica Bartak Healy  
Voluntary/Private, Health/  
Social Care Management  
Representative  
Attended 9 of 10 meetings



Ado Mckenna  
Practising Professional  
Representative  
Attended 8 of 10 meetings



Patrick McGarty  
Public/Social Care Management  
Representative  
Attended 9 of 10 meetings



Jim Walsh  
Education Representative  
Attended 10 of 10 meetings



## Social Care Workers Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (10)	Notes
Tim Murphy	26/03/2023	8	Chairperson
Dunia Hutchinson	26/03/2023	9	
Adrian McKenna	26/03/2023	8	
Maurice Fenton	26/03/2023	9	
James Forbes	26/03/2023	6	
Noelle Reilly	30/06/2025	9	
Patrick McGarty	05/05/2025	9	
Jessica Bartak Healy	05/05/2025	9	
Jim Walsh	26/03/2023	10	
Lisa Molloy	05/05/2025	9	
Anne Marie Cullen	05/05/2025	8	
Imelda Finerty	26/03/2023	6	
Helena Doody	30/06/2025	10	



# 11

## Social Workers Registration Board

This report is an account of the activities of the Social Workers Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Over the course of 2022, the Social Workers Registration Board met on nine occasions to fulfil their statutory responsibilities. This work includes the programme approval and monitoring of various education courses throughout Ireland for the profession. The Board ensures that each designated course meets and satisfies the Board's criteria and that emerging graduates meet the standards of proficiency for the profession.

As of 31 December 2022 a total of 5,146 Social Workers were registered by the Social Workers Registration Board which indicates a 4% increase on 2021's figures. We look forward to working with all registrants to ensure the highest standards of patient care are consistently delivered to all service users.

We would like to express special thanks to all members of the Registration Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contribution is much appreciated. We look forward to working together in 2023 as we continue our important work in regulating the professions in the interest of public safety.

### **Perry Share**

*Chairperson*

*Social Workers*

*Registration Board*

### **Ginny Hanrahan**

*Registrar*

*Social Workers*

*Registration Board*

## **Background**

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

There have been a number of changeovers in members due to elections for the professional members of the Registration Board and replacement of lay members. The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates. Seven members are lay members, with the remaining six being professional nominees, representing:

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

Perry Share is the current Chairperson of the Social Workers Registration Board.

In 2022, the Social Workers Registration Board met nine times.

## **Role**

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

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

## **Appointments / Elections**

In August 2022, the Board noted many changes including the appointment of Áine Davin as a representative engaged in the practice of the profession, and Maria McGloughlin as a representative engaged in the management of the profession. In the same month, the Board also noted the re-appointments of Colm O'Doherty and Pat Bennett.

The Board also noted the resignation of Patricia Sheridan and acknowledged the expiration of the terms of office of Padraig Heverin, John Hanily, Marie Kennedy, Caroline McGregor and Gabrielle Fitzpatrick. The Board thanked all of the members with expired terms and resignations for their time on the Board.

In August, the Board also elected Perry Share as the Chairperson of the Social Workers Registration Board.

At the end of 2022, the Social Workers Registration Board had four vacancies, one in the public interest category, one in the engaged in the practice of the profession category, one in the Public/Social Care Management category and one in the engaged in the education of the profession category.

## Legal

In 2022, the Social Workers Registration Board made one bye-law as follows;

S.I. No. 311 of 2022	Social Workers Registration Board Approved Qualifications Bye-Law
----------------------	---

## Registration

A total of 5,146 Social Workers have been registered by the Social Workers Registration Board as of 31 December 2022.

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

### Applicants:

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

### In the case of new entrants:

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

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

### By December 2022

- ▶ 331 applications to join the Register received.
- ▶ 56 Social Workers voluntarily left the Register.
- ▶ 61 Social Workers were removed from the Register for non-payment of renewal fees.

### Social Workers Summary Registration Statistics 2022

Social Workers	
Applications received 2022	331
Decisions Made 2022	276
YoY Change in Number of Applications 2021 to 2022	+35
YoY Change in Number of Decisions 2021 to 2022	+31
Social Workers Registry (31.12.2022)	5,146

The Social Workers Register is available to view online at [www.coru.ie](http://www.coru.ie).

### Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 92 applications for recognition of international qualifications during 2022.

The Registration Board recognised 74 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.

### Social Workers: Summary Recognition Statistics 2022

Social Workers	
Applications received 2022	144
Decisions Made 2022	92
YoY Change in Number of Applications 2021 to 2022	57
YoY Change in Number of Decisions 2021 to 2022	35
<b>Outcomes in 2022</b>	<b>92</b>
Recognised (all)	74
Compensation Measures Applied	18
Other	0

## Education

### Bye Laws

The Social Workers Registration Board issued its draft Social Workers Registration Board Approved Qualifications and Divisions of the Register Bye-Law 2022 for public consultation on 22 February 2022 listing Master of Arts in Social Work, Atlantic Technological University as attesting to the standard of proficiency required for registration in the Social Workers Division of the Register.

The Board made the Approved Qualifications Bye-Law (S.I. No. 311 of 2022) on 29 June 2022.

### Programme approvals & monitoring

The Social Workers Registration Board completed monitoring of the following programmes in 2022:

- ▶ Master of Arts in Social Work, National University of Ireland, Galway
- ▶ Master of Social Work in Social Work Studies, University College Cork
- ▶ Postgraduate Diploma in Social Work Studies, University College Cork

The Social Workers Registration Board is continuing its programme monitoring activity in respect of the following programmes:

- ▶ Masters and Postgraduate Diploma in Social Work, University of Dublin, Trinity College
- ▶ Bachelor in Social Studies, University of Dublin, Trinity College
- ▶ Masters of Social Science (Social Work) and Graduate Diploma in Social Work, University College Dublin
- ▶ Bachelor of Social Work, University College Cork.

## Membership of the Board

Perry Share  
 Chairperson  
 Education Representative  
 Attended 9 of 9 meetings



Patrick Bennett  
 Voluntary/Private,  
 Health/Social Care  
 Management Representative  
 Attended 7 of 8 meetings



Marie Kennedy  
 Service Management  
 Representative  
 Attended 5 of 5 meetings



Colm O’Doherty  
 Public Interest Representative  
 Attended 8 of 8 meetings



Gabrielle Fitzpatrick  
 Practising Professional  
 Representative  
 Attended 5 of 5 meetings



Adrienne Mary Byrne  
 Service Management  
 Representative  
 Attended 7 of 9 meetings



John Hanily  
 Public Health/Social Care  
 Management Representative  
 Attended 4 of 5 meetings



Yvonne Lennox  
 Practising Professional  
 Representative  
 Attended 6 of 9 meetings



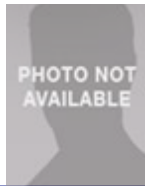
Padraig Heverin  
 Public Interest Representative  
 Attended 2 of 5 meetings



Patricia Sheridan  
 Practising Professional  
 Representative  
 Attended 1 of 6 meetings



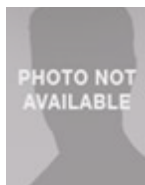
Miriam O’Callaghan  
 Public Interest Representative  
 Attended 9 of 9 meetings.



Maria McGloughlin  
 Service Management  
 Representative  
 Attended 3 of 3 meetings



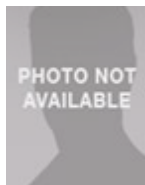
Caroline McGregor  
 Education Representative  
 Attended 4 of 5 meetings



Áine Davin  
 Practising Professional  
 Representative  
 Attended 3 of 3 meetings



Hugh Farrell  
 Public Interest Representative  
 Attended 8 of 9 meetings



## Social Workers Registration Board Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (9)	Notes
Perry Share*	04/08/2024	9	Chairperson
Aine Davin	04/08/2026	3	Appointed 31/08/2022
Adrienne Mary Byrne	04/08/2024	7	
Maria McGloughlin	04/08/2026	3	Appointed 31/08/2022
Pat Bennett	04/08/2026	7	Term Expired 04/08/2022 Re-appointed 31/08/2022
Yvonne Lennox	04/08/2024	6	
Hugh Farrell	20/06/2025	8	
Miriam O'Callaghan	20/06/2025	9	
Colm O'Doherty	04/08/2026	8	Term Expired 04/08/2022 Re-appointed 31/08/2022
Patricia Sheridan	04/08/2024	1	Resigned 09/08/2022
Padraig Heverin	04/08/2022	2	Term expired 04/08/2022
John Hanily	04/08/2022	4	Term expired 04/08/2022
Marie Kennedy	04/08/2022	5	Term expired 04/08/2022
Caroline McGregor	04/08/2022	4	Term expired 04/08/2022
Gabrielle Fitzpatrick	04/08/2022	5	Term expired 04/08/2022





# 12

## Speech and Language Therapists Registration Board

This report is an account of the activities of the Speech and Language Therapists Registration Board during 2022, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2022, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

### Foreword

Throughout 2022, the Speech and Language Therapists Registration Board (the Board) met on six occasions, adopting a hybrid model which combined both in-person sessions and virtual meetings.

The Board continued their core work of the monitoring and approval of education courses relating to the profession. As public safety and protection of service users is a fundamental aspect of CORU's role, we need to serve the professions we regulate by ensuring that we safeguard their educational qualifications.

An integral component in the continuing provision of safe and effective services for the benefit of service users is Continuing Professional Development (CPD). Following random selection of a number of registrants, the Board completed its CPD audit period for the profession in October 2022 and were satisfied that the high standards of proficiency in knowledge, skills, and performance were met as required.

We would like to express special thanks to all members of the Board, both current and past members. All members participate on a voluntary basis and their ongoing commitment and valued contributions is much appreciated. We look forward to working together in 2023 as we continue our important work in regulating the professions in the interest of public safety.

#### **Bernard Hegarty**

*Chairperson  
Speech and  
Language Therapists  
Registration Board*

#### **Ginny Hanrahan**

*Registrar  
Speech and  
Language Therapists  
Registration Board*

### **Background**

The Minister for Health appointed the Speech and Language Therapists Registration Board in February 2013 following a public appointment notice. The Health and Social Care Professionals Act, 2005 (as amended) provides for thirteen voluntary members to be appointed to the Registration Board. No remuneration is paid to members serving on the Registration Board, except standard public service travel and subsistence rates. Seven appointees are lay members, with the remaining six being members of the profession who are engaged in:

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

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

In 2022, the Speech and Language Therapists Board met six times

### **Role**

Under the Act the role of the Registration Boards is to protect the public by fostering high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals. The Speech and Language Therapists Registration Board at CORU has responsibility for:

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

## Appointments / Elections

In May 2022, the Board noted the expiration of the term of office of Geraldine Moran as a representative engaged in the practice of the profession.

In August, the Board noted the re-appointment of Emma Gonoud as a representative engaged in the practice of the profession.

At the end of 2022, the Speech and Language Therapists Registration Board had four vacancies, one in the public interest category, two in the engaged in the practice of the profession category and one in the engaged in the education of the profession category.

## Registration

A total of 2,296 Speech and Language Therapists have been registered by the Speech and Language Therapist Registration Board as of 31 December 2022.

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

### Applicants:

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

### In the case of new entrants:

- ▶ Hold an approved qualification that meets the standards of proficiency set by CORU
- ▶ 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 2022:

- ▶ 127 applications to join the Register received.
- ▶ 44 Speech and Language Therapists voluntarily left the Register.
- ▶ 20 were removed from the Register for non-payment of fees.

### Speech and Language Therapists: Summary Registration Statistics 2022

Speech and Language Therapists: Summary Registration Statistics 2022	
Applications received 2022	127
Decisions Made 2022	140
YoY Change in N Applications 2021 to 2022	-16
YoY Change in N Decisions 2021 to 2022	-17
Speech and Language Therapists Registry (31.12.2022)	2,296

The Speech and Language Therapists Register is available to view online at [www.coru.ie](http://www.coru.ie).

## Competent Authority

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

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

As the Competent Authority for the profession, the Board considered 26 applications for recognition of international qualifications during 2022.

The Board recognised 23 qualifications and required 3 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration

### Speech and Language Therapists: Summary Recognition Statistics 2022

Speech and Language Therapist	
Applications received 2022	30
Decisions Made 2022	26
YoY Change in N Applications 2021 to 2022	8
YoY Change in N Decisions 2021 to 2022	4
<b>Outcomes in 2022</b>	<b>26</b>
Recognised (all)	23
Compensation Measures Applied	3
Other	0

## Education

### Programme approval and monitoring

The Speech and Language Therapy Registration Board commenced programme monitoring activity in respect of the following programme:

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

## Membership of the Board

Bernard Hegarty

Chairperson

Public Interest Representative

Attended 6 of 6 Board meetings



Judi Pettigrew

Education Representative

Attended 3 of 6 Board meetings



Emma Gonoud

Practising Professional Representative

Attended 3 of 4 Board meetings



Evelyn Cawley

Public Interest Representative

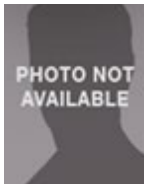
Attended 5 of 6 Board meetings



Anne Healy

Service Management Representative

Attended 4 of 6 Board meetings



Gerard Gray

Public/Social Care Management Representative

Attended 1 of 6 Board meetings



Geraldine Moran

Practising Professional Representative

Attended 2 of 6 Board meetings



Maeve Cleary

Service Management Representative

Attended 2 of 6 meetings



Catherine O'Neill

Public Interest Representative

Attended 3 of 6 Board meetings



Peadar Ward

Voluntary/Private, Health/Social Care Management Representative

Attended 5 of 6 meetings



## Speech and Language Therapists Registration Board Members Attendance 2022

Name	Expiry Dates	Scheduled Board Meetings (6)	Notes
Bernard Hegarty*	13/02/2025	6	Chairperson
Emma Gonoud	04/08/2026	3	Term Expired 09/05/2022 Re-appointed 31/08/2022
Maeve Cleary	13/02/2024	2	
Anne Healy	13/02/2023	4	
Gerard Gray	13/02/2025	1	
Peadar Ward	13/02/2024	5	
Judi Pettigrew	13/02/2023	3	
Evelyn Cawley	13/02/2025	5	
Geraldine Moran	08/05/2022	2	Term Expired 08/05/2022
Catherine O'Neill	13/02/2025	3	

# Appendices

# Appendix 1:

## Council Attendance 2022

2022 Council Meeting				
	<i>Expiry Date</i>	<i>Scheduled Board Meetings (9)</i>	<i>Fitness to Practise Meetings (14)</i>	<i>Notes</i>
A Timoney	18/11/2024	2	2	Maternity Leave 20/01/2022- 20/10/2022
B O'Brien	20/03/2023	2	1	Resigned 16/06/2022
C Byrne	22/10/2025	7	4	
C Hogan	28/02/2026	3	6	Term expired 23/01/2022 Re-appointed 05/04/2022
C Smith	20/03/2023	5	2	
C Sweeney	30/06/2025	2	0	Appointed 20/10/2022
D Irwin	20/03/2023	6	6	
E Gonoud	04/08/2026	5	3	Term expired 31/03/2022 Re-appointed 23/09/2022
F Powell	20/03/2025	9	12	
G Fitzpatrick	04/08/2022	4	8	Term expired 04/08/2022
G O'Halloran	08/05/2022	3	2	Term expired 08/05/2022
I Regan	08/11/2024	7	3	
J Forbes	26/03/2023	7	7	
J F. Scott	20/03/2025	9	9	
J Shaw	15/10/2024	9	10	
M Boland	20/03/2025	8	9	
M Carolan	18/11/2024	9	2	
M Flynn	13/02/2025	8	6	
Mo Flynn	01/12/2024	9	12	Chairperson
M O'Keeffe	20/03/2025	7	4	
M Redmond	20/03/2023	7	9	
M Tumelty	20/03/2023	9	7	
O Blee	10/02/2023	9	12	
P Jordan	24/02/2023	9	11	
P O'Shea	22/10/2025	8	11	
P Lyng	20/03/2023	9	11	
R McLaughlin	20/07/2025	6	10	
R Mooney	24/02/2023	5	5	
S Manahan	20/03/2025	7	4	
T Campbell	20/03/2025	5	3	Leave from 20/10/2022
T Rooney	20/03/2023	0	0	Resigned 16/06/2022



## Members of Council

Mo Flynn  
Chairperson



Emma Gonoud  
Speech and Language Therapists  
Representative



John F Scott  
Deputy Chairperson  
Public Interest Representative



Fred Powell  
Representative involved in the  
education and training of persons  
with respect to the practice of the  
designated professions



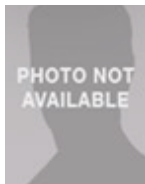
Aisling Timoney  
Public Interest Representative



Gabrielle Fitzpatrick  
Social Workers Representative



Barry O'Brien  
Public Interest Representative



Genevieve O'Halloran  
Occupational Therapists  
Representative



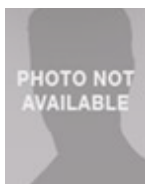
Carmel Smith  
Representative with interest of value  
to the Council



Irene Regan  
Medical Scientists Representative



Catriona Sweeney  
Occupational Therapists  
Representative



James Forbes  
Social Care Workers Representative



Claire Hogan  
Radiographers Representative



Julia Shaw  
Podiatrists Representative



David Irwin  
Public Interest Representative



Margaret Boland  
Representative with qualifications of  
value to the Council



Mary A.T. Flynn  
Dietitians Representative



Paul Lyng  
Public Interest Representative



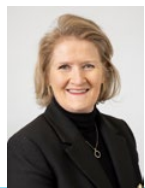
Mary Tumelty  
Representative with experience of value to the Council



Paula O'Shea  
Clinical Biochemists Representative



Maureen Carolan  
Public Interest Representative



Rachel Mooney  
Counsellors Representative



Michael Francis Redmond  
Representative of the management of a voluntary/private sector organisation concerned with health or social care



Róna McLaughlin  
Physiotherapists Representative



Michael O'Keefe  
Public Interest Representative



Stephanie Manahan  
Public Interest Representative



Owen Blee  
Dispensing Opticians Representative



Treasa Campbell  
Public Interest Representative



Patricia Jordan  
Psychotherapists Representative



Tom Rooney  
Public Interest Representative



# Appendix 2:

## Committees Attendance

### Audit Risk and Governance Committee

Name	08 March	25 Apr	31 May	20 Sep	22 Nov
Margaret Boland (Chair)	1	1	1	1	1
Paul Lyng	1	1	1	1	1
John F. Scott	1	1	0	1	1
Ray Dolan	1	1	0	1	1
Elaine Sheridan	1	1	1	1	0
Laura Brien	1	1	1	1	1

### Finance and General Purposes Committee

Name	12 Jan	14 Feb	13 April	23 Aug	27 Oct	21 Nov
Michael O’Keeffe (Chair)	1	1	1	1	1	1
John F Scott	1	1	1	1	1	1
Owen Blee	1	1	1	1	1	1
Mary Ann Therese Flynn	1	0*	0	1	1	1
Michael Redmond	n/a	n/a	1	0	1	1

### Registration and Recognition Committee

	09 March	01 June	28 Sept	23 Nov
Fred Powell	1	1	1	1
Gabrielle Fitzpatrick	1	1	1	0
Damnait Gaughan	0	0	1	
Marie Culliton	1	1	1	
James Forbes	1	1	1	0
Patricia Jordan	1	1	1	1
Genevieve O’Halloran	1			
Norma Judge	1	0	1	

### Education Committee

	03 Feb	28 April	25 Aug	01 Dec
David Irwin	1	n/a	n/a	n/a
Carmel Smith	0	1	1	0
Fred Powell	0	0	n/a	n/a
Treasa Campbell	1	1	1	0
Ann Kearney	1	1	1	0
Marian O'Rourke	1	1	1	n/a
Odhrán Allen	0	1	1	1
Irene Regan	1	1	0	1
Rena Young	n/a	n/a	1	1
Stephen Swanton	n/a	n/a	1	1
Kenneth Freeman	n/a	n/a	1	1

### Nominations Committee

Name	08 Feb	28 May	24 Sept	12 Nov
James Forbes	1	1	1	1
Barry O'Brien	1	n/a	n/a	n/a
Margaret Boland	1	0	0	1
Miriam O'Callaghan (external member)	1	0	1	1
Emma Gonoud	1	0	0	1
Rachel Mooney	1	n/a	0	1

### Professional Practise Advisory Committee

Name	11 Apr	07 June	23 Aug	09 Nov
Stephanie Manahan	1	1	1	1
David Irwin	1	n/a	n/a	n/a
Mary Tumelty	1	0	0	1
Sara Van den Bergh	1	1	1	0
Aisling Timoney	n/a	n/a	n/a	1
Maureen Carolan	1	1	1	1
Maureen Carolan (Appointed June 2021)			1	1

# Report and Financial Statements for the year ended 31 December 2022

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# Information

## Members of the Council

<b>Mo Flynn</b>	<i>Chairperson</i>
<b>John F Scott</b>	<i>Deputy Chairperson</i>
David Irwin	<i>(term ended 20/03/2023)</i>
Paul Lyng	<i>(term ended 20/03/2023)</i>
James Forbes	<i>(term ended 26/03/2023)</i>
Carmel Smith	<i>(term ended 20/03/2023)</i>
Treasa Campbell	
Fred Powell	
Stephanie Manahan	
Owen Blee	<i>(term ended 10/02/2023)</i>
Irene Regan	
Julia Shaw	
Margaret Boland	
Mary Tumelty	
Tom Rooney	<i>(resigned 16/06/2022)</i>
Mary Ann Therese Flynn	
Gabrielle Fitzpatrick	<i>(term ended 04/08/2022)</i>
Claire Hogan	
Barry O'Brien	<i>(resigned 16/06/2022)</i>
Maureen Carolan	
Patricia Jordan	
Rachel Mooney	<i>(term ended 24/02/2023)</i>
Aisling Timoney	
Genevieve O'Halloran	<i>(term ended 08/05/2022)</i>
Michael O'Keeffe	
Emma Gonoud	
Michael Redmond	<i>(term ended 20/03/2023)</i>
Caroline Byrne	
Paula O'Shea	
Rona McLaughlin	
Caitriona Sweeney	<i>(appointed 26/10/2022)</i>
John Hennessy	<i>(appointed 05/12/2022)</i>
Martina Ni Chulain	<i>(appointed 05/12/2022)</i>
Geraldine O'Hare	<i>(appointed 05/12/2022)</i>
Adrienne Byrne	<i>(appointed 05/12/2022)</i>
Marcella Finnerty	<i>appointed 25/02/2023)</i>
Paul Hersee	<i>(appointed 06/03/2023)</i>
Deirdre Saul	<i>(appointed 21/03/2023)</i>
Emma Benton	<i>(appointed 21/03/2023)</i>
Dara Purcell	<i>(appointed 21/03/2023)</i>
Noelle Reilly	<i>(appointed 27/03/2023)</i>
Denis Murphy	<i>(appointed 12/07/2023)</i>

## Senior Management Team

Chief Executive Officer	<b>Ginny Hanrahan</b> <i>(retired 30/05/2023)</i>
Interim Chief Executive Officer	<b>Margaret Hynds O’Flanagan</b> <i>(appointed Deputy Registrar 22/06/2022)</i> <i>(Interim CEO 30/05/2023)</i>
Deputy Registrar and Head of Strategy and Policy	<b>Aoife Sweeney</b> <i>(resigned 01/04/2022)</i>
Head of Corporate Services	<b>Kenneth Daly</b>
Head of Legal Affairs and Fitness to Practise	<b>Claire Millrine</b> <i>(resigned 25/02/2022)</i> <b>Erica Champ</b> <i>(appointed 22/08/2022)</i>
Head of Registration	<b>Paul Byrne</b>
Head of Education Quality Assurance	<b>Claire O’Cleary</b>
Head of Strategy and Policy	<b>Catherine Byrne</b> <i>(appointed 23/08/2022)</i>
Head of Recognition (Acting)	<b>Ian Nash</b> <i>(appointed (31/05/2023)</i>
Head of Sustainable Regulation (Acting)	<b>Lee McLoughlin</b> <i>(appointed 24/05/2023)</i>

## Headquarters

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

## Auditor

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

## Accountants

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



# Governance Statement and Council Members' Report

## Governance

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

## Council Responsibilities

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

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

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

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

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

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

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

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

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

The Council considers that the financial statements of Health and Social Care Professionals Council give a true and fair view of the financial performance and the financial position of Health and Social Care Professionals Council at 31 December 2022, except for non-compliance with the requirement of FRS 102 in relation to retirement benefits entitlements, as directed by the Minister for Health.

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

### Council Structure

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

Council Member	Role	Date Appointed
Mo Flynn	Chairperson	01/12/2020
John F Scott	Deputy Chairperson	21/03/2021
Treasa Campbell		21/03/2021
Fred Powell		21/03/2021
Stephanie Manahan		21/03/2021
Irene Regan		06/01/2021
Julia Shaw		16/10/2021
Margaret Boland		21/03/2021
Mary Tumelty		24/11/2019
Mary Ann Therese Flynn		14/02/2021
Claire Hogan		18/12/2020
Maureen Carolan		26/11/2020
Patricia Jordan		26/11/2020
Aisling Timoney		26/11/2020
Michael O'Keeffe		21/03/2021
Emma Gonoud		31/03/2021
Caroline Byrne		04/11/2021
Paula O'Shea		04/11/2021
Rona McLaughlin		04/11/2021
Caitriona Sweeney		26/10/2022
John Hennessy		05/12/2022
Martina Ni Chulain		05/12/2022
Geraldine O'Hare		05/12/2022
Adrienne Byrne		05/12/2022
Marcella Finnerty		25/02/2023
Paul Hersee		06/03/2023
Deirdre Saul		21/03/2023
Dara Purcell		21/03/2023
Emma Benton		21/03/2023
Noelle Reilly		27/03/2023
Denis Murphy		12/07/2023

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

The following members of Council were appointed (A) reappointed (R); Emma Gonoud (A) 31 March 2021 (R) 23 September 2022, Claire Hogan (A) 18 December 2020 (R) 05 April 2022, Patricia Jordan (A) 26 November 2020 (R) 25 February 2023, Mary Tumelty (A) 24 November 2019 (R) 21 March 2023, Martina Ni Chulain (A) 05 December 2022 (R) 21 March 2023 and Geraldine O'Hare (A) 05 December 2022 (R) 21 March 2023.

The Council conducted an Annual Governance Appraisal in December 2022.

### Registration Boards

Registration Boards are established to protect the public by promoting high standards of professional conduct and professional education, training and competence among registrants of the designated professions. The following Registration Boards are operating in 2022 in the Health and Social Care Professionals Council:

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

\* registering professionals in 2022

The Council has established six committees, as follows:

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

comprises of seven members of which five are Council members. The role of the Audit, Risk and Governance Committee (ARGC) is to support the Council in relation to its responsibilities for issues of risk, control and governance and associated assurance. The ARGC is independent from the financial management of the organisation. In particular the Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARGC reports in writing to the Council after each meeting, and formally in writing annually. The members of the Audit, Risk and Governance Committee are: Margaret Boland (Chairperson), John F Scott, Aisling Timoney, John Hennessy and Martina Ni Chulain (Council Members), Ray Dolan and Elaine Sheridan (External members). There were five meetings of the ARGC in 2022.

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

comprises of four Council members. The role of this committee is to provide an independent appraisal structure within CORU to measure and evaluate its financial performance, and the allocation of resources and budgets. The members of this committee are Michael O'Keeffe (Chairperson) John F. Scott, Mary Ann Therese Flynn and Deirdre Saul. There were six meetings of the FGPC in 2022.

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

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

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

### 4. Education Committee (EC):

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comprises of seven members, of which four are Council members. The role of this committee is to advise Council on policies and procedures in relation to education, training and continuing professional development. The members of this committee are: Irene Regan (Chairperson), Treasa Campbell, Marcella Finnerty, Paul Hersee (Council members), Kenneth Freeman, Rena Young and Stephen Swanton (External members). There were four meetings of the EC in 2022.

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

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comprises of five members of which four are Council members. The role of this committee is to assist and advise Council in a number of key areas including fitness to practise. The members of this committee are Stephanie Manahan (Chairperson), Mary Tumelty, Maureen Carolan, Aisling Timoney (Council members), and Sara Van den Bergh (External member). There were four meetings of the PPAC in 2022.

### 6. Nomination Committee (NC):

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comprises of four members of which three are Council members. The role of this committee is to lead the process for Committee appointments and make recommendations to Council. The members of this committee are: Emma Gonoud (Chairperson), Margaret Boland, Caitriona Sweeney (Council members) and Miriam O'Callaghan (External member). There were four meetings of the NC in 2022.

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

### Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Council and Committee meetings for 2022 is set out below including the fees and expenses received by each member:

Number of meetings	Council 9	ARGC 5	FC 6	RC 4	EC 4	PPAC 4	NC 4	Fees 2022 €	Expenses 2022 €
Mo Flynn	9							8,978	-
John F Scott	9	5	6					-	-
David Irwin	6				1/1	1/1		-	-
Paul Lyng	9	5						-	-
James Forbes	7			3			4	-	-
Carmel Smith	5				2			-	-
Treasa Campbell	5				3			-	-
Paula O'Shea	8							-	-
Fred Powell	9			4	0/2			-	-
Stephanie Manahan	7					4		-	-
Owen Blee	9		6					-	-
Irene Regan	7				3			-	62
Julia Shaw	9							-	190
Patricia Jordan	9			4				-	-
Rona McLaughlin	6							-	-
Margaret Boland	8	5					2	-	-
Mary Tumelty	9					2		-	1,233
Michael Redmond	7		3/4					-	-
Genevieve O'Halloran	3/4			1/1				-	160
Tom Rooney	0/4							-	-
Mary Ann Flynn	8		4					-	-
Barry O'Brien	2/4						1/1	-	-
Gabrielle Fitzpatrick	4/5			3				-	66
Claire Hogan	3/7							-	-
Michael O'Keeffe	7		6					-	-
Maureen Carolan	9							-	-
Rachel Mooney	5						2/3	-	-
Catherine Byrne	7							-	-
Caitriona Sweeney	2/2							-	-
Emma Gonoud	5/7						2	-	-
Aisling Timoney	2/3					1/1		-	-
								<b>8,978</b>	<b>1,711</b>

As per the Health and Social Care Professionals Act 2005, Council members do not receive any fees. The Chairperson, Mo Flynn, received a stipend during 2022.

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

### Key Personnel Changes

Five members of the Council's serving terms ended during the year. In accordance with the Health and Social Care Professionals Act 2005 the Minister appointed five new members. There were also three new appointments to the senior management team during the year – Margaret Hynds O'Flanagan, Head of Recognition, replacing Aoife Sweeney as Deputy Registrar, Erica Champ, Head of Legal Affairs and Fitness to Practise replacing Claire Millrine and Catherine Byrne appointed as Head of Strategy and Policy.

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

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

### Consultancy Costs

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

	2022	2021
	€	€
Legal Fees – General and Enforcement	163,623	75,588
Strategic Procurement Services	29,625	20,000
Organisation Development	7,197	3,770
Internal Audit	75,645	99,252
Health and Safety Management	4,359	165
Public Affairs and Communications	39,494	36,671
Human Resources	22,051	6,197
<b>Total consultancy costs</b>	<b>341,994</b>	<b>241,643</b>
Consultancy costs capitalised		-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	341,994	241,643
<b>Total</b>	<b>341,994</b>	<b>241,643</b>

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

### Legal Costs and Settlements

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

### Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows

	2022 €	2021 €
<b>Domestic</b>		
- Council*	1,779	-
- Committees*	148	426
- Registration Board	7,325	780
- Employees	1,780	2,201
<b>International</b>		
- Council*	848	-
- Committees*	-	-
- Registration Board	-	-
- Employees	24,037	6,197
<b>Total</b>	<b>35,917</b>	<b>3,407</b>

\* includes travel and subsistence of €1,711 paid directly to Council members in 2022. The balance of €1,064 relates to expenditure paid by the Health and Social Care Professionals Council on behalf of the Council members. Also includes €nil in respect of election costs.

### Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2022 €	2021 €
Staff and Council hospitality	4,599	5,980
<b>Total</b>	<b>4,599</b>	<b>5,980</b>



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

### Statement of Compliance

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

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

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

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

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



Mo Flynn  
Chairperson

Date: 07 September 2023



Margaret Hynds O'Flanagan  
Chief Executive Officer (Interim)

Date: 07 September 2023

# Statement on Internal Control

## Scope of Responsibility

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

## Purpose of the System of Internal Control

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

## Capacity to Handle Risk

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The Audit, Risk and Governance Committee was established in 2009. The Committee met five times in 2022.

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

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

## Impact of Covid-19 pandemic to the Control Environment

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The onset of the COVID-19 pandemic in early 2020, and the resulting public health advice and safety measures, rapidly and fundamentally changed the working practices of CORU with remote and virtual working becoming the norm for all CORU staff. CORU has monitored the developments closely, looking to mitigate the risks that may affect the CORU's business operations, staff and stakeholders. Actions taken by CORU includes: -

- Transition CORU's business operations to a remote working environment where business processes can continue as normal.
- Continual assessment of significant risks pertaining to the Covid-19 pandemic and the agility of CORU to respond effectively through the establishment and constant monitoring of a COVID-19 Risk Register for each functional area.
- Ensuring robust segregation of duties remains and adequate cover is in place should specific approving authorities be unavailable.
- Ensuring all existing data protection and records management policies and procedures continue to apply in the remote working environment and are monitored and reported on as normal.
- Ensuring that staff members access CORU's network using CORU's approved ICT equipment and that all staff members working remotely have been equipped with the necessary ICT equipment.
- Assessed potential for weaknesses in internal controls resulting from COVID-19 and took measures to monitor and update internal controls where necessary.

## Statement on Internal Control *cont'd*

### Risk and Control Framework

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

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

The executive of the Council is responsible for the development and maintenance of the financial controls framework. In line with Council's Protected Disclosures policy, the Protected Disclosures Officer confirmed that no disclosures were made in the financial year 2022. We further confirm that there have been no financial irregularities identified during the review of the effectiveness of the system of internal control. Risk is a standing item on the agenda of Council and risk registers are reviewed monthly by Senior Management and Council and quarterly by the Audit, Risk and Governance Committee.

### Ongoing Monitoring and Review

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

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

### Procurement

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The Health and Social Care Professionals Council has procedures in place to ensure compliance with current procurement rules and guidelines established by the Office of Government Procurement and during 2022, the Council complied with these procedures.

## Statement on Internal Control *cont'd*

### Review of Effectiveness

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

A review of internal controls in 2022 was carried out by an external firm and were signed off by the Council on 23 March 2023.

The Council continuously reviewed the effectiveness of the internal controls for 2022 throughout 2022 and was informed by the work of the ARGC and Internal Audit. The Council is reasonably assured that the systems of internal control instituted and implemented in Health and Social Care Professionals Council for the financial year ended 31st December 2022 are effective.

### Internal Control Issues

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No weaknesses in internal control were identified in relation to 2022 that require disclosure in the financial statements.

The Health and Social Care Professionals Council continues to monitor the effectiveness of controls.



Mo Flynn  
*Chairperson*

Date: 07 September 2023



Margaret Hynds O'Flanagan  
*Chief Executive Officer (Interim)*

Date: 07 September 2023

# Report of the Comptroller and Auditor General

## Report for presentation to the Houses of the Oireachtas

### Health and Social Care Professionals Council

#### Qualified opinion on the financial statements

I have audited the financial statements of the Health and Social Care Professionals Council for the year ended 31 December 2022 as required under the provisions of section 21 of the Health and Social Care Professionals Act 2005. The financial statements have been prepared in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland* and comprise

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

In my opinion, except for the non-compliance with the requirements of FRS 102 in relation to retirement benefit entitlements referred to below, the financial statements give a true and fair view of the assets, liabilities and financial position of the Health and Social Care Professionals Council at 31 December 2022 and of its income and expenditure for 2022 in accordance with FRS 102.

#### *Basis for qualified opinion on financial statements*

In compliance with the directions of the Minister for Health, the Health and Social Care Professionals Council accounts for the costs of retirement benefit entitlements only as they become payable. This does not comply with FRS 102 which requires that the financial statements recognise the full cost of retirement benefit entitlements earned in the period and the accrued liability at the reporting date. The effect of the non-compliance on the Health and Social Care Professionals Council's financial statements for 2022 has not been quantified.

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

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

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

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

I have nothing to report in that regard.



**John Crean**  
For and on behalf of the  
Comptroller and Auditor General

12 September 2023

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

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

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

### Responsibilities of the Comptroller and Auditor General

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

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

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

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

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

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

I report by exception if, in my opinion,

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

### Information other than the financial statements

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

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

### Reporting on other matters

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

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

# Statement of Income and Expenditure and Retained Revenue Reserves

for the year ended 31 December 2022

	Notes	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
<b>Income</b>			
Exchequer Grant	2	5,098,993	4,476,989
Fee Income	3	3,002,841	2,610,677
Employment Superannuation Deductions		24,004	34,244
		<b>8,125,838</b>	<b>7,121,910</b>
<b>Expenditure</b>			
Salaries	8	3,872,287	3,198,295
Staff Travel and Expenses	5	41,397	10,289
Establishment and Accommodation Costs	4	756,851	789,030
Office Administration	6	799,202	701,596
Registration and Recognition of International Qualifications	7	401,507	255,518
Legal and Professional Fees	9	1,975,200	1,513,088
Education/CPD		170,386	221,930
Audit Fees		16,250	14,150
Depreciation	10,11	184,467	188,941
		<b>8,217,547</b>	<b>6,892,837</b>
<b>(Deficit)/Surplus for the year</b>		<b>(91,709)</b>	<b>229,073</b>
Transfer from / (to) Capital Account	14	117,671	176,588
<b>Surplus for the year after appropriations</b>		<b>25,962</b>	<b>405,661</b>
Balance at the beginning of the year		(381,913)	(787,574)
Balance at the end of the year		<b>(355,951)</b>	<b>(381,913)</b>

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



Mo Flynn  
Chairperson

Date: 07 September 2023



Margaret Hynds O'Flanagan  
Chief Executive Officer (Interim)

Date: 07 September 2023

# Statement of Financial Position

as at 31 December 2022

	Notes	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
<b>Fixed Assets</b>			
Intangible Assets	10	-	-
Property, Plant and Equipment	11	946,565	1,064,236
		<u>946,565</u>	<u>1,064,236</u>
<b>Current Assets</b>			
Cash and Cash Equivalents		1,017,194	796,730
Receivables and Prepayments	12	391,276	387,701
		<u>1,408,470</u>	<u>1,184,431</u>
<b>Current Liabilities (amounts falling due within one year)</b>			
Payables	13	1,764,421	1,566,344
		<u>1,764,421</u>	<u>1,566,344</u>
<b>Net Current Assets</b>		(355,951)	(381,913)
<b>Total Net Assets</b>		<u><b>590,614</b></u>	<u><b>682,323</b></u>
<b>Represented by</b>			
Capital Account	14	946,565	1,064,236
Retained Revenue Reserves		(355,951)	(381,913)
		<u><b>590,614</b></u>	<u><b>682,323</b></u>

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



Mo Flynn  
Chairperson

Date: 07 September 2023



Margaret Hynds O'Flanagan  
Chief Executive Officer (Interim)

Date: 07 September 2023



# Statement of Cash Flows

for the year ended 31 December 2022

	Notes	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
<b>Net Cash flows from Operating Activities</b>			
Surplus for the year		25,962	405,661
Amortisation charge	10	-	-
Depreciation charge	11	184,467	188,941
(Increase)/Decrease in receivables		(3,576)	61,228
Increase in payables		198,078	77,170
Loss on disposal		-	-
Capital account movement		(117,671)	(176,588)
Net Cash Inflow from Operating Activities		<b>287,260</b>	<b>556,412</b>
<b>Cash flows from Investing Activities</b>			
Capital Expenditure	11	(66,796)	(12,353)
<b>Increase/(Decrease) in cash and cash equivalents</b>		<b>220,464</b>	<b>544,059</b>
Cash and cash equivalents at the beginning of the year		796,730	252,671
Cash and cash equivalents at the end of the year		<b>1,017,194</b>	<b>796,730</b>

Notes 1 to 19 form part of these Financial Statements.



Mo Flynn  
Chairperson

Date: 07 September 2023



Margaret Hynds O'Flanagan  
Chief Executive Officer (Interim)

Date: 07 September 2023

# Notes

(forming part of the financial statements)

## 1. Accounting policies

### a) General

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

### b) Compliance with FRS 102

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The financial statements of the Health and Social Care Professionals Council (CORU) for the year ended 31 December 2022 have been prepared in compliance with the applicable legislation, and with FRS 102, the financial reporting standard applicable in the UK and the Republic of Ireland issued by the Financial Reporting Council in the UK, with the exception of superannuation. By the direction of the Minister for Health, the provisions of FRS 102 in relation to retirement benefits are not being complied with. In all other respects the financial statements comply with FRS 102.

### c) Basis of Preparation

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

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

### d) Critical Accounting Judgements and Estimates

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

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

#### (i) Going concern

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

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

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

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

### e) Exchequer Grant

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

### f) Fee Income

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

### g) Fixed Assets and Depreciation

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

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

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

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

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

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

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

### **i) Capital Account**

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

### **j) Employee Benefits**

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

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

#### **Retirement Benefits**

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

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

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

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

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Cash consists of cash on hand and in bank.

### **l) Foreign Currencies**

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

### **m) Provisions**

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

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

<b>2. Exchequer Grant</b>	2022 €	2021 €
Department of Health Vote 38 Subhead E1	5,000,000	4,470,000
Department of Health Vote 38 Subhead M1 (capital)	98,993	6,989
	<b>5,098,993</b>	<b>4,476,989</b>

<b>3. Fee Income*</b>	2022 €	2021 €
Social Workers Fees	583,039	540,223
Physiotherapists Fees	684,456	549,635
Radiographers Fees	464,477	398,873
Occupational Therapists Fees	377,600	351,355
Speech and Language Therapists Fees	240,067	228,660
Medical Scientists Fees	<b>262,800</b>	<b>204,688</b>
Dietitians Fees	166,620	141,630
Optometrists and Dispensing Opticians Fees	177,498	135,295
Assessment of Professional Competence Fees	22,330	43,348
Podiatrists Fees	23,954	16,970
	<b>3,002,841</b>	<b>2,610,677</b>

The following registers are fully operational:

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

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

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

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

<b>4. Establishment and Accommodation Costs</b>	2022 €	2021 €
Accommodation	689,120	736,221
Repairs and Maintenance	20,620	3,378
Light and Heat	17,468	20,589
Cleaning	14,947	16,348
Security	14,696	12,494
	<b>756,851</b>	<b>789,030</b>

<b>5. Staff Travel and Expenses</b>	2022 €	2021 €
Domestic Travel	1,779	2,201
International Travel	24,037	-
Staff Expenses (including Work from Home)	15,581	8,088
	<b>41,397</b>	<b>10,289</b>

<b>6. Office Administration</b>	2022 €	2021 €
IT Support and Hosting	211,743	171,543
IT Development and Strategic Planning	53,750	64,364
Staff Training and Conferences	166,147	160,208
IT Licences and Maintenance	122,039	87,773
Stationery and Office Expenses	46,445	26,547
Council and Registration Boards Expenses	17,447	1,306
Telephone	41,148	41,343
Recruitment Charges and Agency Staff	32,597	31,803
Office Maintenance and Service Contracts	7,461	12,329
Bank Charges	24,648	16,798
Printing and Publications	18,788	12,193
Insurance	28,487	26,867
Chairpersons Stipend	8,978	9,726
Subscriptions	10,552	17,784
Members Training	4,413	15,032
Hospitality Expenses	4,559	5,980
	<b>799,202</b>	<b>701,596</b>

**Notes** (forming part of the financial statements) cont'd**6 (a) Council and Registration Boards Expenses Breakdown**

	2022 €	2021 €
Registration Board Meetings – Travel	7,326	780
Council Meetings – Travel	2,627	-
Sub-committee – Travel	148	426
Council Meetings – Meeting Costs	7,336	-
Sub-committee – Meeting Costs	10	-
Registration Board Meetings – Meeting Costs	-	100
	<u>17,447</u>	<u>1,306</u>

**7. Registration and Recognition of International Qualifications**

	2022 €	2021 €
Applications Assessment and Processing	268,107	175,242
Recognition of International Qualifications	104,292	44,652
Process Mapping and Quality Improvement	29,108	34,855
Public Consultation and Announcement	-	769
	<u>401,507</u>	<u>255,518</u>

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

	2022 €	2021 €
Staff short-term benefits	3,652,419	3,151,438
Retirement benefit costs	49,891	46,157
Outsourced Support	169,977	700
	<u>3,872,287</u>	<u>3,198,295</u>

The total number of WTE employed by the Council at the end of the year was 79 in addition to the CEO (2021 - 78). The charge includes costs relating to a staff member who was seconded during the year but not included in WTE.

**Notes** (forming part of the financial statements) cont'd**(b) Staff Short-Term Benefits**

	2022 €	2021 €
Basic pay	3,652,419	3,151,438
Overtime	-	-
Allowances	-	-
<b>Total</b>	<b>3,652,419</b>	<b>3,151,438</b>

€45,242 (2021: €42,346) of Additional Superannuation Contributions (ASC) has been deducted from salaries and was paid over to the Department of Health. €140,493 (2021: €119,361) was paid to DPER re employee contributions under the Single Public Service Pension Scheme.

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

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

Range			Number of Employees	
From	To		2022	2021
€60,000	-	€69,999	5	2
€70,000	-	€79,999	1	5
€80,000	-	€89,999	2	1
€90,000	-	€99,999	-	-
€100,000	-	€109,999	-	-
€110,000	-	€119,999	1	1

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

**(d) Key Management Personnel**

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

	2022 €	2021 €
Basic pay	625,971	621,841
<b>Total</b>	<b>625,971</b>	<b>621,841</b>

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



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

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

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

	2022 €	2021 €
Basic pay	118,874	112,992
<b>Total</b>	<b>118,874</b>	<b>112,992</b>

The CEO's pension entitlement did not extend beyond the standard entitlements in the model public sector defined benefit superannuation scheme. The value of retirement benefits earned in the period is not included above. The CEO was reappointed for a five year term in June 2018 following a recruitment process and retired on 30 May 2023.

### (f) Chairperson and Council Members Fees

	Period	2022 Stipend €	2022 Expenses €	2021 Stipend €	2021 Expenses €
Mo Flynn	01/01/2022 – 31/12/2022	8,978	-	9,726	-
		<b>8,978</b>	<b>-</b>	<b>9,726</b>	<b>-</b>

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

## 9. Legal and Professional Fees

	2022 €	2021 €
Legal Fees – Fitness to Practise	962,038	798,384
Stakeholders' Management and Communications	211,130	189,370
Legal Fees – General and Enforcement	163,623	75,588
Organisation Development	98,274	9,967
Internal Audit	75,645	99,252
Preliminary Proceedings Committee*	244,921	109,724
Strategic Development	118,303	134,865
Accountancy Fees	62,398	67,865
Strategic Procurement Services	29,625	20,000
Legal Fees – Regulatory	4,884	7,908
Health and Safety Management	4,359	165
	<b>1,975,200</b>	<b>1,513,088</b>

\* The number of Section 60 cases increased significantly in 2022. These complaints about registrants are of such a serious level of concern, they need an immediate action/consideration, to protect public safety. The procedures are expensive and complex, involving the Preliminary Proceeding Committee, Council and potentially the High Court.

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

### 10. Intangible Fixed Assets

The HSCPC Registration/Education/Case Management system became operational during 2015. The cost of developing the system was €254,049 and this amount was capitalised and then amortised to the Income and Expenditure account by equal instalments over the expected life span of the system. Although the system is still in use, at 31st December 2022 the net book value of the asset was nil (2021: nil)

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

### 11. Tangible Fixed Assets

	Fixtures and Fittings €	IT/Office Equipment €	IT/Office Equipment €	Total €
<b>Cost</b>				
Cost as at 1 January 2022	351,290	748,307	1,144,108	2,243,705
Additions in year	10,705	56,091	-	66,796
Disposals in year	-	-	-	-
At 31 December 2022	<b>361,996</b>	<b>804,398</b>	<b>1,144,108</b>	<b>2,310,501</b>
<b>Depreciation</b>				
Accumulated Depreciation at 1 January 2022	280,413	670,239	228,817	1,179,469
Depreciation in year	65,520	61,743	57,204	184,467
Accumulated Depreciation at 31 December 2022	<b>345,933</b>	<b>731,982</b>	<b>286,021</b>	<b>1,363,936</b>
<b>Net Book Value</b>				
At 31 December 2022	<b>16,063</b>	<b>72,416</b>	<b>858,087</b>	<b>946,565</b>
At 31 December 2021	<b>70,877</b>	<b>78,068</b>	<b>915,291</b>	<b>1,064,236</b>

**Notes** (forming part of the financial statements) cont'd**12. Receivables and Prepayments**

	2022 €	2021 €
Prepayments	292,283	387,701
Accrued Capital and Project Income due from Department of Health	98,993	-
	<u>391,276</u>	<u>387,701</u>

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

**13. Payables (amounts falling due within one year)**

	2022 €	2021 €
Deferred Income	1,334,046	1,227,017
Accruals	262,844	160,504
PAYE	92,479	78,749
Professional Services Withholding Tax	78,818	95,957
Credit Card	81	74
Value Added Tax	2,115	1,140
Trade Payables	(5,962)	2,903
	<u>1,764,421</u>	<u>1,566,344</u>

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

**14. Capital Account**

	2022 €	2021 €
Balance at start of period	1,064,236	1,240,824
<b>Transfer (to) / from Statement of Income &amp; Expenditure</b>		
Funding to acquire fixed assets (Note 10/11)	66,796	12,353
Less: Amount released on disposal of assets	-	-
Less: Amortisation in line with depreciation	(184,467)	(188,941)
	<u>(117,671)</u>	<u>(176,588)</u>
Balance at period end	<u>946,565</u>	<u>1,064,236</u>

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

### 15. Office Accommodation

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

#### Lease Commitments

At 31 December 2022 CORU had the following future minimum lease payments:

	As at 31 December 2022 €	As at 31 December 2021 €
Payable within 1 year	630,296	630,296
Payable within 2 – 5 years	2,521,184	2,521,184
Payable after 5 years	6,870,256	7,500,552
	<b><u>10,021,736</u></b>	<b><u>10,652,032</u></b>

### 16. Council Capital Commitments

There were no capital commitments for 2022 (2021: nil)

### 17. Related Party Transactions

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

### 18. Contingent Liabilities

At 31 December 2022 the Council was party to a number of legal matters (mainly 'fitness to practise cases'), the outcome of which are uncertain. The Council is unable to reliably estimate the potential financial impact of these cases.

### 19. Approval of Financial Statements

The Financial Statements were approved by the Council on 07 September 2023.



Ag Rialáil Gairmithe Sláinte  
agus Cúraim Shóisialaigh

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Social Care Professionals

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