



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

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CORU Newsletter

Issue 4. Spring 2013.

Welcome

Welcome to the Spring 2013 edition of CORU's newsletter. With May 31 fast approaching, this edition has some helpful information for social workers who have yet to [apply for registration](#). It is very important that every social worker submits a completed application before May 31 2013 and our team is here to help. If you have any questions check www.coru.ie or contact us on 01 2933160 for assistance.

We are continuing with our work to prepare for the regulation of the remaining 11 professions under CORU's remit. If you are a member of one of these professions and would like to find out more about regulation, you can contact us by emailing info@coru.ie. **Ginny Hanrahan, Chief Executive Officer and Registrar.**

Road to regulation

CORU is Ireland's first multi profession regulator, established to protect the public. CORU is a statutory body and the gatekeeper to a new era in Irish healthcare history.

Our role is to:

- set the standards that health and social care professionals must meet
- maintain and publish a Register of health and social care professionals who meet these standards
- run Fitness to Practise hearings into the conduct and competence of those who don't.

CORU also ensures that the relevant educational bodies deliver qualifications that prepare professionals to provide safe and appropriate care and that registered professionals keep their skills up to date.

When you [register](#) with CORU:

- you can legally use the title of your profession
- your professional standing and qualifications have been independently verified
- you will be supported in your work through a code of professional conduct and ethics
- by having a formal disciplinary procedure for dealing with professionals who do not meet the standards expected of them, your reputation is protected.

CORU recognises that the road to regulation has been long and there has been uncertainty for many of the professions involved.

In 2013, through face to face meetings, on-going dialogue with professional associations and public [consultations](#), CORU will continue to provide a clear roadmap as we transition to this new era of statutory registration.

CORU launches a Guide to Registration

CORU has launched the first in a series of guides, a [Guide to Registration](#).

To download a copy please visit www.coru.ie.



Changes to our legislation

On 1 February 2013, the [Health and Social Care Professionals \(Amendment\) Act](#) came into operation.

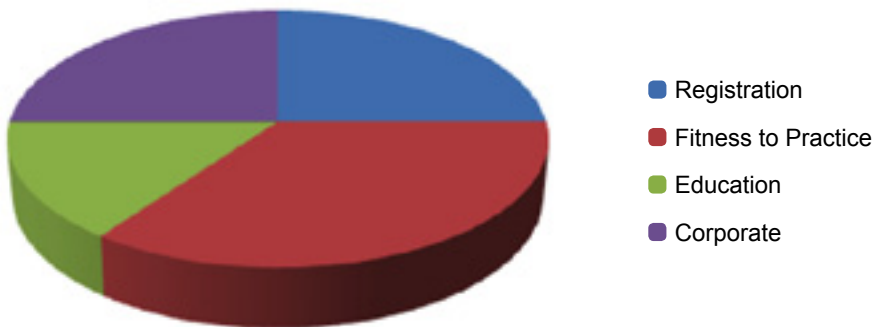
The principal amendments introduced by the Act relate to:

- the appointment of professional nominees to the [Council](#)
- changes in registration criteria, including the power to allow [Registration Boards](#) to put in place a scheme for returners to practice and setting criteria for qualifying as an existing practitioner
- further implementing the EU Directive for recognition of professional qualifications.

To view the new legislation visit www.coru.ie.

CORU's fee explained

How is your registration fee used?



CPD model development

CORU will be launching a public [consultation](#) on its CPD model shortly. The consultation will be open for a period of 6 weeks. The model will be published on the CORU [website](#) and individuals and interested parties will have the opportunity to provide feedback and comment.

The final model will go to [Council](#) for approval and subsequent adoption and adaptation by the [Registration Boards](#) this summer.

Once a practitioner registers, there is a duty on them to engage in CPD. It is important to note however that during grandparenting (two year period after a register first opens), a Registration Board does not specify what or how much CPD a practitioner must do. It is up to the registrant to decide how much is relevant to keep their knowledge and skills up to date.

Once the grand parenting period is over and all eligible practitioners are on the register the Registration Board will introduce a CPD scheme which will set out its specific Board requirements.

Registration Boards appointed

The Minister for Health has appointed a number of members to the Occupational Therapists Registration Board; the Speech & Language Therapists Registration Board and the Dietitians Registration Board.

This brings to five the number of Boards established by the Minister.

Approved qualifications

The special provisions applying to practising social workers who hold either NQSW, CQSW or no relevant social work qualifications will expire on 31 May 2013.

After this date, only people who hold the **approved qualifications** or have had their **international qualification** recognised by CORU will be able to **apply** for registration using the standard application route.

For further information visit www.coru.ie.

Social workers on career break

Employers – are any of your social workers on career break, secondment or extended leave?

Make sure they know about the requirements for registration.

They may need to avail of grandparenting before 31 May 2013.

Social workers – registration timelines

Once CORU receives an **application** from a social worker, the process of assessing, verifying and reviewing the information provided to check that the applicant meets the criteria for registration begins. This takes approximately 16 weeks.

Applicants will receive an acknowledgement from CORU when their valid application is received.

Once registered, all registrants receive a certificate of registration which is valid until their renewal date, which is 31 May annually.

If a social worker does not register, the consequences are serious.

If they continue to work using the protected title they may be prosecuted and if convicted can be fined up to €5,000, imprisoned for up to 6 months or both. There may also be implications for professional indemnity insurance.

The public will be able to check the **Register** online to see if an individual social worker has registered.

Police clearance

If you have worked or lived abroad since the age of 18, you need to provide police clearance for each country you have been resident in for a period of 6 months or more.

A certified copy of the original will be accepted.

Check out www.coru.ie for guidelines on obtaining police clearance or contact our registration team by emailing registration@coru.ie.

Social workers – reminder

Apply before 31 May 2013 if.... you have been engaged in the practice of social work at any time from 31 May 2006 to 31 May 2011.

Be registered by 31 May 2013 if.... you are currently practising but were not practising between 31 May 2006 and 31 May 2011.

If neither of these situations apply to you, contact registration@coru.ie.

Want to meet CORU?

CORU's team is travelling the country meeting teams of health and social care professionals.

If you would like us to come visit you and your colleagues, then please email communications@coru.ie.

How Fitness to Practise will differ from an employer's disciplinary procedure

CORU, in preparing for the introduction of Fitness to Practise, is often asked what is the difference between a formal disciplinary procedure undertaken by an employer and Fitness to Practise.

Firstly, they are and will remain two separate processes. Fitness to Practise is about finding out if a registrant is unfit to practise and, if he or she is unfit, taking the appropriate steps to remedy the situation.

At its simplest, Fitness to Practise is concerned with those issues that affect a person's ability to practise in their profession, not just in their current job. This includes professional misconduct and poor professional performance.

Sanctions that may be imposed range from admonishment up to removal from the Register – thereby preventing a person from using their professional title.

The Code of Professional Conduct and Ethics sets out the standards of conduct, performance and ethics which a professional must apply during the course of their work and it is against these standards that an individual will be measured against in any Fitness to Practise hearing.

Following an initial review of a complaint to see if there is a case to answer, a Conduct hearing under Fitness to Practise will be held in public. An employer's disciplinary procedure would be held in private.

Members of the public, other registrants, an Garda Síochána and employers will all be able to contact us directly and raise a concern.

Members of the public and employers will also be able to check the Register (www.coru.ie) to see if an adverse finding has been made against a particular registrant.

Contact us

CORU, 13 -15 The Mall, Beacon Court, Bracken Road, Sandyford, Dublin 18.

T: 01 2933160 E: info@coru.ie

www.coru.ie

Taking your views on board

As we continue on our journey towards the registration of 12 health and social care professions, CORU is reaching out to make sure the views of the public, professions and other interested parties, including employers are taken into consideration.

In 2012, we carried out three public [consultations](#) and more are planned for 2013.

Details on how to participate can be found on www.coru.ie.

CORU guarantees confidentiality for registrants

CORU wishes to reassure applicants for [registration](#) that their personal information and documentation will remain strictly confidential.

CORU is registered with the Data Protection Commissioner and must abide by the Commissioner's rules.

Personal details are securely stored and access is strictly limited.

Sign up for updates on www.coru.ie