



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

An Chomhairle um Ghairmithe Sláinte agus Cúraim Shóisialaigh
The Health and Social Care Professionals Council

Annual Report 2010

including

Report of the Health and Social Care Professionals Council

and

Report of the Social Workers Registration Board

CLINICAL BIOCHEMISTS ● DIETITIANS ● MEDICAL SCIENTISTS
OCCUPATIONAL THERAPISTS ● PODIATRISTS ● PSYCHOLOGISTS
PHYSIOTHERAPISTS ● ORTHOPISTS ● RADIOGRAPHERS
SOCIAL CARE WORKERS ● SOCIAL WORKERS ● SPEECH & LANGUAGE THERAPISTS

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Abbreviations and definitions

ACESA	Association of Chief Executives of State Agencies
Act	Health and Social Care Professionals Act, 2005
CLEAR	Council on Licensure, Enforcement and Regulation
Committees	Advisory committees of Council (see below), each chaired by a member of Council, which make recommendations for decision by Council
CORU	Umbrella body responsible for regulating health and social care professionals, including the Health and Social Care Professionals Council and the 12 registration boards to be established under the Health and Social Care Professionals Act, 2005
Council	Health and Social Care Professionals Council
Department, DOHC	Department of Health and Children
HIQA	Health Information and Quality Authority
HSE	Health Services Executive
HR	Human resources
HSCP Act	Health and Social Care Professionals Act, 2005
HSCRF	Health and Social Care Regulatory Forum
ICT	Information and communication technology
IT	Information technology
Minister	Minister for Health and Children
NSWQB	National Social Work Qualifications Board
PHECC	Pre-Hospital Emergency Care Council
Registrar	Chief Executive Officer when exercising her duties as Registrar to the registration boards
Registration board	An individual registration board for one of the professions covered by the Act
SWRB	Social Workers Registration Board.

What is CORU?

Deriving its name from the Irish word “cóir”, meaning “fair, just and proper”, CORU is the umbrella body responsible for protecting the public by promoting high standards of professional conduct, and professional education, training and competence, in designated health and social care professions. It is responsible to the Minister for Health and Children.

CORU comprises the Health and Social Care Professionals Council (the Council), established in 2007, and the 12 registration boards to be established under the Health and Social Care Professionals Act, 2005 (the Act), relating to the following professions:

Clinical Biochemists	Physiotherapists
Dietitians	Psychologists
Medical Scientists	Radiographers
Occupational Therapists	Social Care Workers
Orthoptists	Social Workers
Podiatrists	Speech and Language Therapists

When the 12 registers named in the Act are fully operational, CORU as a whole will be responsible for the registration of more than 20,000 professionals. Some 15 other professions are also interested in achieving statutory registration with CORU.

Two other organisations, the Opticians Board, which registers optometrists and dispensing opticians, and the Pre-hospital Emergency Care Council, which regulates emergency medical technicians, paramedics and advanced paramedics, have begun the process of merging into CORU. Legislative changes are needed to complete this process.

CORU 2010 at a glance

- Appointment of Social Workers Registration Board
- Completion of Council guidelines for registration boards on:
 - code of professional conduct and ethics
 - requirements for approval and monitoring of education and training programmes
 - requirements for application for registration
 - requirements regarding assessing professional competence under transition arrangements
 - recognition of qualifications gained outside the State
 - requirements regarding language competence
- Review of legislation, seeking amendments in relation to:
 - appointment of Council members
 - transitional arrangements for existing practitioners
 - technical matters
- Completion and approval of fee analysis study, setting out proposed fee structure
- Completion and approval of:
 - corporate governance framework and standing orders
 - internal financial control procedures
 - communications strategy
- Website launched
- Establishment of a risk register and monitoring system
- Securing of corporate HQ in Sandyford
- Significant progress on issues related to staff complement

The Health and Social Care Professionals Council

In 2010, the membership of the Health and Social Care Professionals Council comprised:

Chairperson:

- Margaret Hayes (completed term of office in March 2010)
- Tom Jordan (appointed March 2010 for six-year term).

One member from each of the 12 professions to be regulated:

- Six full members:

- Margaret Doyle (dietitians)
- Jacqui Barry-O’Crowley (medical scientists)
- Patricia Godwin (podiatrists)
- Mitchel J Fleming (psychologists)
- Mark McEntee (radiographers)
- Monica Egan (social workers).

- Six nominees with observer status (who will achieve full membership status on amendment of the Act):

- Jill Long (physiotherapists)
- Odhrán Allen (occupational therapists)
- Libby Delap (orthoptists)
- David Power (social care workers)
- Maeve Murphy (speech and language therapists)
- John O Mullane (clinical biochemists).

One person who “is representative of the management of the public health sector, the public social care sector or both sectors”:

- Jackie Reed.

One person who “is representative of the management of a voluntary or private sector organisation concerned with health or social care”:

- Tony Darmody.

One person who “is representative of third level educational establishments involved in the education and training of persons with respect to the practice of the designated professions and is nominated by the Minister for Education and Science”:

- Ann Taylor.

Six people who are “representative of the interest of the general public and are appointed with the consent of the Minister for Enterprise, Trade and Employment”:

- Pat Quinlan
- Bernie Eustace
- Sharon Foley
- Michael Ronayne
- Stephen McMahon
- Julie Ling.

Three people who have “qualifications, interests and experience” which the Minister for Health and Children considers to “be of value to Council in performing its functions”:

- Dorothy Donovan (appointed November 2010)
- Fionnuala Cook
- Patricia O’Connor.

All quotations above are from the Act.

During the year the Council sought legislative amendments to enable Council nominees who currently have observer status to become full members. This work is on-going.

1. Report of the Health and Social Care Professionals Council

1.1 Chairperson's Foreword

On behalf of the Health and Social Care Professionals Council at CORU, it gives me great pleasure to present our 2010 annual report, the third since we were established in 2007. I am delighted to be able to report significant achievements towards realising our goals of protecting the public by establishing statutory registration of health and social care professionals.

It is a particular pleasure for me to present this, my first annual report as chairperson of the Council at CORU. The term of office of our first chairperson, Margaret Hayes, expired in March 2010. I would like to take this opportunity to thank her for her tenacious leadership. I am honoured to have been chosen to continue her sterling efforts to lay the foundations for a fair and robust system of regulation.

These efforts are now bearing fruit. In August 2010, the appointment of the Social Workers Registration Board (SWRB) was a major milestone for CORU. The first Registration Board of the professions designated under the Act, it marks the start of a new phase in CORU's work. With Suzanne Quin as a most able chairperson, the Council and the SWRB are working together to prepare for the opening of the Social Workers Register in 2011.

One of the Council's functions is to oversee and co-ordinate the work of the registration boards at CORU. In 2010, in order to prepare for a coherent regulatory future, the Council developed a comprehensive range of frameworks as guidance for the registration boards, including:

- a Code of Professional Conduct and Ethics
- criteria for the approval and monitoring of education and training programmes for the purpose of registration, including standards of proficiency expected of new graduates
- requirements for application for registration.

The SWRB has adopted these, and other guidance and framework documents produced by the Council and, as required by the Act, has already started to tailor them to reflect the specific requirements of the social work profession.

The Council supplemented this significant groundwork by drawing up a Statement of Strategy for 2010-12. This summarises our priorities and sets out a series of objectives, actions, targets and key performance indicators that we believe will help to strengthen standards of care for service users in the health and social care sector.

Another of Council's key roles at this important stage in the organisation's life is to put in place robust and appropriate corporate structures and support systems. During 2010, we finalised corporate strategies, policies and procedures in vital areas such as communications, finances, IT and HR. Establishing robust financial management systems enables CORU to meet the highest standards of

corporate governance and transparency, and to deliver value for money for the registrants and taxpayer. When all the registration boards are operational, we will progress to become self-financing.

The Opticians Board and the Pre-Hospital Emergency Care Council (PHECC) are also due to merge with CORU. In 2010, the three organisations started a joint planning process in order to ensure a smooth transition as soon as possible.

CORU's unique identity as a multi-profession regulator is reflected in its location and offices. During 2010, the organisation secured modern offices in Sandyford, and CORU's executive will move there early in 2011. I would like to take this opportunity to offer sincere thanks to the NSWQB for its kindness in accommodating us in its Baggot Street offices for so long, and to its staff for their assistance, co-operation and courtesy.

The new location will allow for the addition of extra staff to support our vital work. It was frustrating in 2010 that our expected staff allocation did not materialise, as this compromises our ambitious work plan. We hope for an improvement in CORU's staffing situation next year.

None of our achievements in CORU would be possible without the dedication and hard work of the Council members whose voluntary service on committees and working groups has given the organisation such a solid foundation. Everything that the Council does is supported by the Chief Executive Officer and her team of committed staff, whose efficiency and effectiveness enable us to achieve so much. I would like to record the Council's gratitude and appreciation of the encouragement and support afforded throughout 2010 by the Minister for Health and Children, Mary Harney, and the officials of her Department's Professional Regulation Unit.

I am pleased to report that during 2010 the Council met all requirements under the Ethics in Public Office Act, 1995 and 2001. The Council was also fully tax compliant, and in compliance with the Code of Practice for the Governance of State Bodies.

I offer this annual report, with pride. I look forward with great optimism, and a renewed sense of hope, to another eventful year for CORU in 2011.



Tom Jordan
Chairperson

1.2 Background

The Health and Social Care Professionals Act was passed in 2005. The Act provides for the establishment of a regulatory system for 12 named health and social care professions. The aim is to protect the public by promoting high standards of professional conduct, and professional education, training and competence, among registrants of the designated health and social care professions.

These are:

Clinical Biochemists	Physiotherapists
Dietitians	Psychologists
Medical Scientists	Radiographers
Occupational Therapists	Social Care Workers
Orthoptists	Social Workers
Podiatrists	Speech and Language Therapists

The Act allows for the Minister for Health and Children to add more professions to CORU's remit.

The Minister for Health and Children will appoint a registration board to carry out registration and education functions for each of the professions to be regulated. Registration boards will be independent bodies corporate with perpetual succession and their own seal.

In order to facilitate the establishment and smooth operation of the proposed regulatory system, the Act provides for the establishment of an independent Council as a body corporate. Ultimately, when the registers are up and running, the Council will be self-funding. The Council is unique in Ireland's statutory regulation system for the health and social care professions, in that it is the only regulator to cover more than one profession.

The Council comprises one representative from each of the professions to be regulated, and a corresponding lay person. To ensure the maintenance of a lay majority the chairperson is also a lay member.

One of the Council's main functions is to oversee and co-ordinate the activities of registration boards to ensure consistency in the regulatory system. The Council has developed a series of frameworks and guidelines for registration boards that will enable them to begin registration of their professions as soon as is practicable after appointment.

The Act also requires the Council to provide necessary administrative support to registration boards. Setting up corporate structures and governance arrangements that will support registration boards in their work was one of the Council's main activities in 2010.

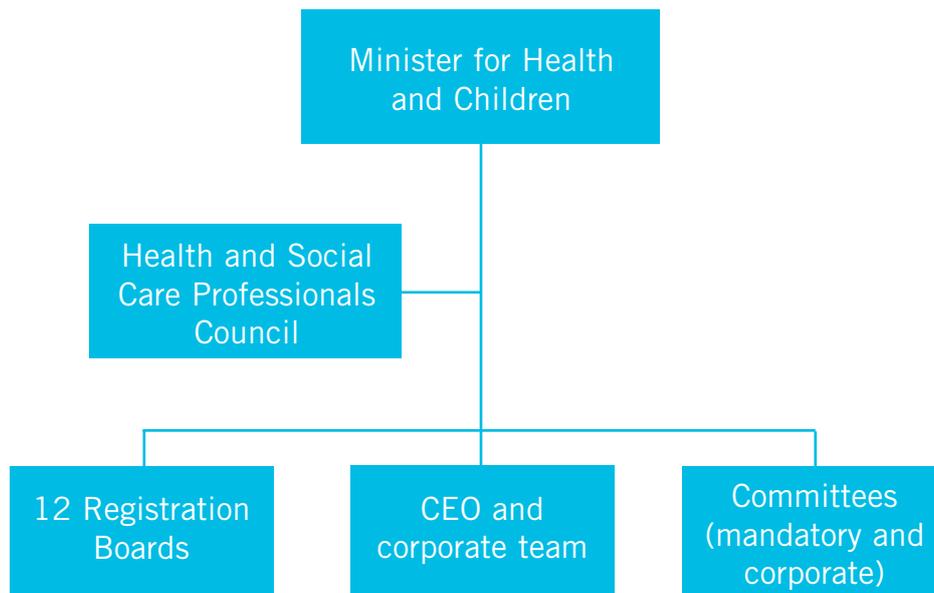
Mission

The mission of CORU describes the general purpose of the organisation. Section 7 of the HSCP Act 2005 states the objective of CORU as being: “to protect the public by promoting high standards of professional conduct and professional education, training and competence among registrants of the designated professions”.

The mission of the organisation is underpinned by its primary function to establish the statutory registration of the 12 professions named in the 2005 Act, through:

- establishment of registers for each of the 12 professions
- establishing standards in education and codes of conduct, performance and ethics
- ensuring that all registrants are “fit and proper” as described in the Act
- adding further health and social care professions on approval by the Minister for Health and Children
- exercising its powers of enforcement through fitness to practise processes and protection of professional titles.

Organisation structure



1.3 Preparing for registration

Appointment of registration boards

The Act gives each registration board responsibility for carrying out registration and education functions related to the profession it regulates. As the Minister appoints each registration board, the Council does not have direct responsibility for these functions, and instead has overall oversight and coordination roles. In 2010, the Council's work included developing corporate support systems and frameworks that will guide the registration boards in carrying out their responsibilities.

The Minister appointed the first of the boards, the Social Workers Registration Board, in August 2010. At its first meeting, in September, Suzanne Quin was elected as chairperson. The register of social workers is expected to open in the first half of 2011. The Social Workers Registration Board's annual report appears in section 2 of this document.

At the end of the year, the Department began to seek nominees for the Radiographers Registration Board. The board is expected to be appointed in 2011 by the Minister.

Frameworks and guidelines for registration boards

As previously noted, the Council aims to develop solid foundations that will assist the registration boards, once appointed, to become operational as quickly as possible. The Council's oversight role enables it to issue guidelines to registration boards on making the bye-laws that underpin the requirements for registration. The input gained through consultation in 2010 relating to these structures provided valuable insight and gave the Council a strong basis on which to develop a modern system of regulation.

Requirements for registration

Guided by its Registration Committee, the Council gave great consideration to the registration application process for applicants, and the level of information they are required to offer. This information must be sufficient, relevant and accurate in order to enable registration boards to determine if applicants meet the requirements for registration set out in Section 38 and Section 91 of the Act. The resulting guidance covers requirements relating to:

- personal and contact information
- qualifications
- career history
- proof of practice in their profession where applicable

and also details the documentation that candidates must provide in support of their application.

The Council gave lengthy consideration to defining "fit and proper" and to determining criteria to establish an applicant's fitness and propriety. This was deemed to include health and character declarations, a statutory declaration and Garda vetting.

In 2010, the Council approved comprehensive guidance notes intended to assist applicants to complete application forms.

Grandparenting

The Council gave consideration to the transitional period required to enable existing practitioners to apply for registration. This transitional period is known as “grandparenting”.

The Act provides that the grandparenting period will run for two years from the date of opening of each register. After this period, only those who hold a qualification approved by bye-law will be eligible to apply for registration.

The grandparenting period will allow individuals who have been practising at any time in the five years prior to the opening of registers, and who meet certain criteria, to apply for registration. The Council developed guidance for registration boards on assessing applications for existing practitioners who seek to gain admission to the register but who do not have the required qualifications. Only people registered with the relevant Registration Board at CORU will be lawfully permitted to use the professional titles listed in the Act.

Code of professional conduct and ethics

Guided by the Fitness to Practise Committee, the Council developed a generic code of conduct and ethics that includes standards of performance for the 12 professions named in the Act. Seen as central to the Council’s object, the Code of Professional Conduct and Ethics (the Code) sets out the behaviour and standards of performance expected of registrants in areas such as respecting the rights and dignities of service users, demonstrating professional accountability, acting in the best interests of service users and keeping accurate records. The generic Code is intended to offer guidance to registration boards, informing the development of bye-laws when adding profession-specific conditions to the generic provisions it contains. Applicants for registration must declare that they have read and understood the profession-specific Code and agree to be bound by it.

As with all Council work of this kind, consultation was a priority. The final consultation workshop took place in January 2010, and involved Council members, representatives from the 12 designated professions and nominees from the PHECC and the Opticians Board, as well as the Competition Authority (the Act requires the Competition Authority to have an input in CORU processes, to monitor any possible impact on competition issues). Participants considered the ethics, performance and conduct sections of the draft code, and identified priorities. The Council’s Fitness to Practise Committee reviewed the consultation feedback and agreed a final text, which Council approved in February 2010. In November 2010, the generic Code became the basis of the SWRB bye-law process which will next year finalise the Code of Professional Conduct and Ethics for Social Workers.

Recognition of qualifications gained outside the State

The Act provides for the designation of registration boards as competent authorities to implement EU Directive 2005/36/EC, giving them responsibility for the recognition of professional qualifications gained outside the State. Guided by its Registration Committee, the Council developed a framework to guide the recognition process for all 12 professions named in the Act.

In 2010, CORU worked with the Department, the Health Services Executive (HSE), the Irish Association of Social Care Workers, Irish Association of Social Care Educators and the Resident Managers' Association to develop a system of review of non-national qualifications for social care workers. This work is due for completion in 2011.

Legislative amendments

During 2010, the Council sought legislative amendments relating to:

- registration requirements for applicants seeking to return to practice
- practice requirements for existing practitioners applying during the two-year transitional period
- requirements relating to knowledge of the language necessary for practising the profession in the State.

Fee structure analysis

The Health and Social Care Professionals Act 2005 determines that CORU must become a self-funding organisation, so as not to be a burden on the exchequer. In 2010, the Council approved a fee structure analysis, setting out the proposed fee structure for the organisation. CORU's decisions were based on the research of independent economists into the fee structures and costs of other national and international regulators.

Involvement in development of professions preparing for registration

In 2010, CORU developed its outreach to the professionals who are to be regulated by making presentations on CORU's work at appropriate professional conferences.

1.4 Education

Approval and monitoring of education and training programmes

The Council oversaw the development of a framework for registration boards which sets out requirements for the approval and monitoring of education and training programmes. These requirements are intended to ensure that any person who completes an approved programme meets agreed standards of proficiency, and is eligible to apply for registration.

In developing the framework, the Council aimed to develop an effective process that fitted with work being undertaken by education providers, so as to avoid unnecessary duplication of work. To inform the development of this collaborative approach, the Council received input from over 50 stakeholders, including professional bodies, other regulators, education providers, government agencies and employers.

The requirements for the approval and monitoring of education and training programmes cover criteria, with indicators, relating to:

- the level of qualification for entry to the register
- programme admissions
- programme management and resources
- curriculum
- practice placements
- assessment.

The framework document also sets out the standards of proficiency required for registration under six domains. These are threshold standards for safe and effective practice that all graduates must be able to meet on successfully completing an education programme. The framework standards issued by the Council to the registration boards are generic and must be met by all professions. Each registration board will then include additional standards, specific to the profession, categorised under the six domains.

The standards are central to the registration of graduates who obtain their qualification in the State, and also form the basis for the assessment of equivalence for the recognition of qualifications gained outside the State. In the future, the Council will also prepare guidance for education providers to assist them in preparing for approval and monitoring of education and training programmes.

1.5 Other activities

Transfer of other organisations to CORU

The Act requires the National Social Work Qualifications Board (NSWQB) to be subsumed into CORU as soon as the necessary legal framework is put in place. Transfer, due in May 2010, was rescheduled for 31 March 2011.

The Pre-Hospital Emergency Care Council (PHECC), which regulates emergency medical technicians, paramedics and advanced paramedics, and the Opticians Board, which regulates optometrists and dispensing opticians, are also scheduled to merge with CORU.

Corporate

Statement of Strategy 2010-2012

During the year, the Council adopted its Statement of Strategy for the period 2010 to 2012. Strengthened through a consultative process, the Statement outlines the Council's strategic direction by identifying the organisation's vision for the future and the strategic priorities that will inform its activities over the coming three years.

The Statement of Strategy covers seven strategic priority areas related to CORU's core business of protecting the public, applying recognised standards in the practice and education of the professions governed by the Act and building organisational effectiveness. The development of key performance indicators used a balanced scorecard approach that will serve to measure the effectiveness of CORU in implementing the strategy.

Code of Corporate Governance

In accordance with Part 2 of the Health and Social Care Professionals Act 2005, the Council developed and approved a Code of Corporate Governance in 2010. The Code encompasses the processes and procedures required to ensure that:

- the organisation's purpose and the outcomes it intends to achieve are clear
- there is clear delineation of roles and functions and clear allocation of accountability
- the governing body takes steps to develop capacity and capability for effectiveness
- all decisions are informed and transparent, with appropriate attention to the management of risk
- reporting requirements are set out and met.

The Council is committed to operating to the highest standards of efficient and effective corporate governance in meeting the requirements of its governing legislation. It understands that best practice in the area of governance is evolutionary in nature and that governance standards need to be responsive to the changing environment in which the Council works. The Code will be kept under continuous review and updated as necessary in accordance with the development of the organisation and any additional new public sector requirements.

Relationship between Registration Boards and Council

CORU is unique in that the Council has an overseeing and co-ordinating role over registration boards which are bodies corporate in their own right. It is therefore essential to document clearly how this relationship will work in practice. In 2010, the Council developed and approved an additional corporate governance document detailing the relationship between the Council and the Registration Boards. CORU's Audit, Risk and Governance Committee will review this document each year within the context of the Council's overall corporate governance policy.

Human Resources

Staffing and development issues

A substantial part of CORU's remit is to develop robust and comprehensive systems, and to ensure they are in place before registration boards are appointed. Completing these tasks will minimise the requirement for each registration board to invent its own processes, and will also provide savings through economies of scale once all the registration boards are up and running.

Challenges in the national economy impacted on CORU's pace of development in 2010. The organisation started the year with five permanent posts. Delays in the implementation of the Public Service Agreement 2010-2014 (Croke Park Agreement) prevented CORU from gaining an additional four permanent posts through public service redeployment. The delay in the merger with the NSWQB, and thus a delay in the transfer of its staff, added to CORU's resourcing challenges.

Communications

Communications Strategy 2010–2012

The Council approved a communications strategy which sets out how CORU will interact with all stakeholders.

Website

CORU's website www.coru.ie went live in 2010. It has a simple, bright and modern visual appearance and an efficient structure that is accessible and easy to use. In keeping with CORU's key values of openness and accountability, and in line with its communications strategy, as much information as possible will be easily available online. Information is presented in language which is straightforward and easy to understand. The website allows CORU to communicate efficiently with its audiences, while also providing an important information resource for health and social care professionals. In 2010, about 800 individuals visited the site each month, more than half being new visitors.

Plain English communications

In 2010, CORU worked with the National Adult Literacy Agency to make sure that its public-facing communications appear in plain English.

“Patient Safety First”

In autumn 2010, the Department of Health and Children launched its “Patient Safety First” campaign, in line with the recommendations of the Madden Report of the Commission on Patient Safety and Quality Assurance. CORU is a partner in this awareness-raising initiative, through which healthcare

organisations declare their on-going commitment to patient safety. Through participation in the initiative, CORU demonstrates its commitment to prioritising patient safety, and is actively participating in the implementation of patient safety initiatives.

ICT

Modern regulation systems rely on sound investment in technology. In 2010, the Council undertook a major process of research and development in order to identify ICT requirements appropriate for the complexity of future needs. Online registration will be available for each of the 12 registers and members of the public will be able to check the register online to see if their health and social care professional is registered. Procurement and purchase are expected to take place early in the new year, with the system becoming fully operational in late 2011.

Accommodation

In December 2010, the Council agreed to move CORU's offices to a bright and spacious modern office building in Sandyford, at no extra cost to the exchequer. CORU is taking over from the Health Information and Quality Authority (HIQA) which left the building early in 2009. CORU plans to move to Sandyford in early 2011.

Collaboration with other health and social care regulators

During 2010, CORU strengthened its links with the other health and social care regulators through its involvement in the Health and Social Care Regulatory Forum (HSCRF). The HSCRF, which organised its first inter-agency regulatory forum in October 2010, is also exploring how regulators can work together to achieve better value for money in the area of public protection.

In 2010, CORU continued strong links with the Health Professionals Council UK, which regulates 10 of the 12 professions designated in the Act, and with the Northern Ireland Social Care Council, which is responsible for the registration of social workers and social care workers in Northern Ireland. CORU also became involved with the Health Professionals Crossing Borders, an EU-wide group working to improve the movement of professionals throughout Europe. CORU developed links with the Council on Licensure, Enforcement and Regulation (CLEAR). CLEAR promotes regulatory excellence by encouraging the sharing of best practices and supports the international regulatory community and its vital contribution to public protection by providing conferences, educational programs, networking opportunities, publications, and research services for those involved with, or affected by, professional and occupational regulation.

CORU's CEO is a member of the Association of Chief Executives of State Agencies (ACESA).

CORU's involvement in all these bodies gives the organisation access to wide-ranging and relevant support, knowledge, information and expertise in developing regulation of the health and social care professionals under its remit.

1.6 Council committees 2010

CORU's Council met on six occasions in 2010, with most members also serving on Council Committees (see below). For attendance at Council meetings, see appendix 1. John O'Mullane served as the organisation's nominee to the Medical Council.

At year end, there were five functioning Council Committees concerned with:

- Finance and Remuneration
- Audit, Risk and Governance
- Registration
- Education and Training
- Fitness to Practise.

The Committees' work focussed primarily on progressing issues relating to registration, education and corporate support as detailed in sections 3,4 and 5 of the annual report.

Key to meeting attendance

✓ : attended x : apologies or absent N : not on committee

Finance and Remuneration Committee

Role: To oversee the financial management and staffing of CORU.

Membership: Pat Quinlan (chair), Tony Darmody, Mitchel Fleming, Jacqui Barry O'Crowley.

Key activities:

- Developed the annual business plan and budget. Council based its annual plan on an allocated Oireachtas Grant of €0.962m in 2010. However, the funding received from the Oireachtas Grant for 2010 was €0.719m.
- Oversaw the system of budgeting and reporting of management accounts.
- Developed financial management procedures and controls.
- Recommended the appropriate fee structure.
- Made recommendations on the CEO's remuneration for the Chief Executive Officer in line with public service changes.
- Monitored the payment of the Chairperson's fee.

Attendance:

Name / date	2 Feb	24 Feb*	27 Apr*	18 Jun*	30 Sept	19 Nov
Pat Quinlan (Chair)	✓	✓	✓	✓	✓	✓
Tony Darmody	✓	✓	✓	X	✓	X
Mitchel Fleming	✓	✓	✓	✓	✓	✓
Jacqui Barry O'Crowley	✓	X	✓	X	✓	X

* via teleconference

Audit, Risk and Governance Committee

Role: To review the reliability and integrity of financial systems, internal control and operational information, review of corporate governance processes and review of systems of risk management.

Membership: Sharon Foley (chair), Tim Dalton, Vincent McCabe, Stephen McMahon.

Key activities:

- Finalised the risk register and system for identification and risk monitoring, the Code of Corporate Governance and system for review and monitoring.
- Devised the process for internal audit, end of year accounts and external audit.
- Reviewed the work completed on the registration boards' relationship with the Council.

Attendance:

Name / date	18 Feb	14 Apr	24 May	4 Oct
Sharon Foley (Chair)	✓	✓	✓	✓
Tim Dalton	X	✓	✓	✓
Vincent McCabe	✓	✓	✓	✓
Stephen McMahon	X	✓	X	✓*

* via teleconference

Registration Committee

Role: To develop the framework that will inform the registration processes and support the registration boards to establish the registers; to advise on the development of policy relating to registration and recognition of qualifications.

Membership: Mark McEntee (chair), Margaret Doyle, Mitchel Fleming, Jill Long, Jacqui Barry O'Crowley, David Power.

Key activities:

- Made recommendations to Council on Garda vetting, criteria on "fit and proper", including health and character declarations, grandparenting procedures, policy on linguistic knowledge and recognition of qualifications acquired outside the State.
- Issued recommendations on proof of practice, matters relating to application forms, statutory declarations, return to practice issues and issues relating to data protection.

Attendance:

Name / date	1 Feb	25 Mar	18 Jun	16 Sept
Mark McEntee (Chair)	✓	✓	✓	✓
Margaret Doyle	X	X	✓	✓
Mitchel Fleming	✓	✓	✓	✓
Jill Long	✓	✓	X	✓
Jacqui Barry O'Crowley	✓	X	X	✓
David Power	✓	✓	X	✓

Education and Training Committee

Role: To recommend policies, advise on the making of rules and guidelines and identify issues in relation to education for the purpose of registration, including education approval and review processes, standards in education and training, and standards of proficiency.

Membership: Ann Taylor (chair), Odhrán Allen (from December), Margaret Doyle, Monica Egan, Bernie Eustace (from May), Mark McEntee, Jackie Reed.

Key activities: Finalised the framework on monitoring and approval for education and training courses including standards of proficiency and review of qualifications acquired outside the State.

Attendance:

Name / date	4 Mar	29 Jun	28 Sept	4 Nov
Ann Taylor (Chair)	✓	✓	✓	✓
Odhrán Allen**	N	N	N	✓
Margaret Doyle	✓	X	✓	✓
Monica Egan	✓	✓	X	X
Bernie Eustace*	N	X	✓	✓
Mark McEntee	X	✓	✓	X
Jackie Reed	✓	X	✓	X

* Bernie Eustace joined the Committee on 13 May.

** Odhrán Allen's nomination to the Committee was approved on 2 December.

Fitness to Practise Committee

Role: To develop the Fitness to Practise framework, including issuing guidance on the Code of Professional Conduct and Ethics, advising on the development of policy, and identifying issues in matters relating to fitness to practise.

Membership: Monica Egan (chair), Patricia Godwin, Jill Long, Patricia O'Connor (from May), David Power.

Key activities: Development of the Code of Professional Conduct and Ethics framework.

Attendance:

Name / date	29 Jan
Monica Egan (Chair)	✓
Patricia Godwin	✓
Jill Long	✓
Patricia O'Connor*	N
David Power	✓

* Patricia O'Connor joined the Committee on 13 May.

1.7 Council Working Groups 2010

During 2010, two Council working groups disbanded on completion of their work. They were:

- Strategy Development Working Group: disbanded in March 2010 on completion of CORU's Statement of Strategy and Communications Strategy.
- Corporate Governance Working Group: disbanded in October 2010 on determining the governance arrangements to be put in place between the registration boards and Council.

Strategy Development Working Group

Role: To advise on the strategic development process.

Membership: Fionnuala Cook (chair), Sinéad Boyle, Sharon Foley (resigned March), Mary Griffin, Ginny Hanrahan, Julie Ling, Maeve Murphy, Michael Ronayne (from May).

Key activities: Guided the strategic development process.

Attendance:

Name / date	25 Mar	14 Apr	11 Jun***
Fionnuala Cook (Chair)	✓	✓	✓
Monica Egan	✓	X	X
Libby Delap	✓	X	X
Sharon Foley**	✓	N	N
Julie Ling	X	X	X
Maeve Murphy	✓	✓	✓
Michael Ronayne*	N	N	✓

*Michael Ronayne joined on 13 May.

***via teleconference

**Sharon Foley resigned on 25 March.

Corporate Governance Working Group

Role: To advise on the governance arrangements needed to oversee and coordinate the workings of registration boards, and to recommend appropriate communications between Council and the boards.

Membership: Mitchel Fleming (chair), Fionnuala Cook, Jackie Reed, Margaret Doyle.

Key activities: Prepared the corporate governance document on the relationship between the registration boards and the Council for adoption by Council.

Attendance:

Name / date	19 July	8 Sept
Mitchel Fleming (Chair)	✓	✓
Fionnuala Cook	✓	✓
Margaret Doyle	✓	✓
Jackie Reed*	✓	✓

* via teleconference

2. Report of the Social Workers Registration Board

2.1 Chairperson's Foreword

As the chairperson of the first registration board to be appointed under the Health and Social Care Professionals Act 2005 (the Act), it gives me great pleasure to present the first annual report of the Social Workers Registration Board (SWRB). This report covers our activities from our appointment in August 2010 until the end of the year.

CORU's remit is to protect the public by ensuring that health and social care professionals adhere to high standards of professional conduct, professional education, training and competence. The SWRB has the role of ensuring that social workers as a profession comply with these standards as part of their statutory duty.

In keeping with the Act, the Minister appointed thirteen members to the SWRB this year. The majority are "lay" members, meaning members who are not social workers, while six are nominees from the profession, representing educators, managers and social workers delivering frontline services. I was proud to be elected chairperson at our first meeting in September.

Since then, the Board has focused on progressing towards ensuring that the correct standards are set, and that practitioners become informed about what registration will mean to them. CORU's work in establishing corporate and governance structures, as well as its preparation of the framework documents covering many of the areas required for registration, helped the Social Workers Registration Board to make swift progress towards ensuring that the specific requirements of the profession are addressed.

Under the Act, the NSWQB will be dissolved and all assets and liabilities will transfer to CORU. I want to thank the NSWQB most sincerely for their work in the accreditation of social work qualifications prior to statutory registration, all of which has helped the profession to progress quickly to this new and exciting stage of development and recognition. In particular, the SWRB would like to record its grateful appreciation of Máirtín Ó Fathaigh, Chairperson, and Eilís Walsh, Director, and the staff, all of whom have made great efforts to ensure that the transition of functions will be as seamless as possible.

I want to take this opportunity to thank the members of the Board for working together diligently in our first few months together in order to be able to open the register for social workers in 2011. I would also like to thank the chairperson of the Council, Tom Jordan, the CEO, Ginny Hanrahan, and all the team, for their patience and unremitting support to the fledgling Board. I look forward to an exciting and achieving year in 2011.

Suzanne Quin

Chairperson

2.2 Background

The Health and Social Care Professionals Act was passed in 2005. The Act provides for the establishment of a regulatory system for 12 named health and social care professions, including social workers. The aim is to protect the public by promoting high standards of professional conduct, and professional education, training and competence, in the designated health and social care professions.

Social Workers Registration Board

The Minister for Health and Children will appoint a registration board to carry out registration and education functions for each of the professions to be regulated. Registration boards are independent bodies corporate with perpetual succession and their own seal. Each board consists of 13 members:

- six from the profession to be registered (one educator, two managers and three practitioners)
- seven lay members (representatives from management of the public health/social care sector; management of voluntary/private sector health or social care; a third-level representative and four people who are to represent the general public).

The board elects the chairperson.

In August 2010, the Minister for Health and Children, Mary Harney, appointed the Social Workers Registration Board as the first of the twelve boards. This annual report outlines the SWRB's work up to the end of 2010.

2.3 Board activities in 2010

Meetings

The Board met on three occasions in 2010:

- 13 September: Induction, and election of the Chairperson
- 2 November 2010
- 9 December 2010.

See appendix 3, for details of attendance at board meetings.

Induction training

Board members received formal induction and training prior to the SWRB's first meeting on 13 September. Topics included introduction to the Council and the approach CORU takes to implementing the Act. Legal issues, corporate governance, the process of registration, approval of educational courses and the relationship between registration boards and the Council were also discussed. Each member received an induction pack containing various applicable codes of conduct, and information on administrative matters.

First meeting decisions

At its first meeting, the Board elected its chairperson and drew lots to determine the terms of office of the other members. Suzanne Quin was elected as Chairperson. Under the Act, the Board is appointed for a four year period. The legislation requires half of the first Board to change after two years, to allow for a rolling membership system. The following Board members will sit for two years, until 5 August 2012:

Professional nominees

Monica Egan
Fiona Geraghty
Mary Hargaden

Lay nominees

Chris Curtin
Damien Courtney
Denis Gallagher

The other members of the Board will sit for four years, until 5 August 2014:

Professional nominees

Ursula Fernée
Cormac Quinlan
Suzanne Quin

Lay nominees

Pat Dunne
Val Collier
Ned Kelly
Valentine O'Kelly

When the register opens, the nominees for the professional positions on the Board will be subject to election by the registrants. This will be before 5 August 2012.

At its first meeting, the Board also agreed a timetable of work aimed at opening the Social Workers Register in 2011.

Working towards registration

During its start-up phase, the Board considered the guidelines and frameworks issued by the Council as the basis of board processes leading to the registration of social workers. A key part of preparing for registration is making bye-laws to support the process. In 2010, the Board started the process of making its first two bye-laws, relating to:

- approved qualifications for social workers, listing nine approved qualifications that are considered to meet the standard of proficiency required for registration
- application for registration, listing the information that applicants are required to submit.

The Board put the documents out for public consultation in November 2010, resulting in 60 valid submissions. The SWRB will consider these and seek Council approval before making the bye-laws in 2011.

Code of professional conduct and ethics

The Board accepted in principle the framework document on professional conduct and ethics devised by the Fitness to Practise Committee and approved by the Council. The SWRB will review this document under the guidance of a working group of the Board, which will also include outside expertise drawn from a wide range of social work contexts. This will advise the Board on the incorporation of specific requirements for social workers, through reference to international codes of conduct and ethics used by other social work regulators. The Board will then proceed with public consultation and the making of the bye-law.

In 2010, the Board adopted the registration application form and guidance notes devised by the Council, and adopted the requirements for registration and registration process that the Council put forward in the form of guidance to the Board.

The Board began work to devise procedures, specific to the practice of social work, dealing with transitional arrangements aimed at allowing for the registration of existing professionals, including assessing applicants who are practising as social workers but may not have the qualifications defined in the Act.

Recognition of qualifications obtained outside the State

The Board will become the competent authority in recognising qualifications gained outside the State. The Board decided to set up a committee to deal with these applications, chaired by a Board member, to include external members with relevant experience, as well as other members of the SWRB.

Education

The Board approved the Council's framework document on the approval and monitoring of education and training. It decided to commission an academic in the field of social work to review the document and to incorporate specific requirements for social workers. A working group of the Board will manage a wide consultation process in early 2011.

The Board agreed to appoint a panel of assessors to assist with the review of courses. This will be chaired by a member of the SWRB, and will comprise academics, practitioners, services users and employers.

Corporate governance

The SWRB reviewed and approved the Code of Conduct for Board Members, standing orders and a document delineating registration boards' relationship with the Council.

Appendix 1

Attendance at Council Meetings in 2010

Name		Dates					
First name	Last name	11 Feb	25 Mar	13 May	8 July	14 Oct	2 Dec
Odhran	Allen*	-	-	-	-	✓	✓
Mary	Barrett*	X	-	-	-	-	-
Jacqui	Barry-O'Crowley	X	✓	X	X	✓	X
Fionnuala	Cook	✓	✓	✓	✓	X	✓
Tony	Darmody	✓	X	✓	✓	✓	✓
Libby	Delap*	X	✓	X	✓	✓	✓
Margaret	Doyle	✓	X	✓	✓	✓	✓
Monica	Egan	✓	✓	X	✓	✓	✓
Bernie	Eustace	X	X	✓	✓	✓	X
Mitchel	Fleming	✓	✓	✓	✓	✓	✓
Sharon	Foley	✓	✓	X	X	✓	✓
Patricia	Godwin	✓	✓	X	X	✓	X
Margaret	Hayes**	✓	N	N	N	N	N
Tom	Jordan**	✓	✓	✓	✓	✓	✓
Julie	Ling	✓	✓	✓	✓	X	X
Jill	Long*	✓	✓	✓	X	✓	✓
Mark	McEntee	✓	✓	X	✓	✓	✓
Stephen	McMahon	✓	X	X	X	X	✓
Maeve	Murphy*	✓	✓	✓	X	✓	✓
Patricia	O'Connor	X	X	✓	X	✓	X
John	O'Mullane*	✓	X	X	X	X	X
David	Power*	✓	✓	✓	X	✓	✓
Pat	Quinlan	✓	✓	X	✓	✓	✓
Jackie	Reed	✓	✓	✓	✓	✓	X
Michael	Ronayne	✓	X	✓	X	X	X
Ann	Taylor	✓	✓	✓	✓	✓	X

Key:

✓ : attended

N: not on Council

** : Chairperson

X : apologies or absent

* : observer status

-- : without observer status

Appendix 2

Object and duties of the Council

According to the Act, “the object of Council is to protect the public by fostering high standards of professional conduct and professional education, training and competence among registrants of the designated professions”.

Duties of the Council

The Council’s functions, as set out in the Act, are to:

- oversee and co-ordinate the activities of registration boards
- provide administrative support and secretarial assistance to registration boards and their committees
- receive applications and make decisions under Part 4 concerning the refusal of registration boards to grant or restore registration
- enforce standards of practice for registrants of the designated professions, including the codes of professional conduct and ethics adopted by their registration boards
- establish committees of inquiry into complaints, inquiries and discipline, as outlined in Part 6 of the Act, against registrants of the designated professions
- make decisions and give directions under Part 6 relating to the imposition of disciplinary sanctions on registrants of the designated professions
- advise the Minister, either on its own initiative or at the Minister’s request, on all matters relating to the Council’s functions under the Act
- encourage registration boards to collaborate with each other, where practicable, including in the professional education and training of registrants
- issue assessment guidelines for the purposes of section 91 (pertaining to initial registration of existing professionals within the designated professions for the opening of the registers and during the transitional period)
- perform any function that may be assigned by the Minister to the Council and that relates to:
 - the registrants of any designated profession, their education and training and the practice of the profession
 - the implementation of any directive or regulation of the Council of the European Union concerning the practice of, and person engaged in, health care or social care.

The Council “has power to do anything that appears to it to be requisite, advantageous or incidental to, or to facilitate, the performance of its functions under this Act”.

Appendix 3

Attendance at Social Workers Registration Board meetings in 2010

Name		Dates		
First name	Last name	13 Sept	2 Nov	9 Dec
Val	Collier	✓	✓	✓
Damien	Courtney	✓	✓	✓
Chris	Curtin	X	X	X
Pat	Dunne	✓	X	✓
Monica	Egan	✓	✓	✓
Ursula	Fernée	✓	✓	✓
Denis	Gallagher	✓	✓	✓
Fiona	Geraghty	X	✓	✓
Mary	Hargaden	✓	✓	✓
Ned	Kelly	✓	✓	X
Valentine	O'Kelly	✓	✓	✓
Suzanne	Quin*	✓	✓	✓
Cormac	Quinlan	✓	X	✓

Key:

*: Chairperson

✓ : attended

x : apologies or absent

Appendix 4

Object and duties of registration boards

The object of the registration board of a designated profession is “to protect the public by fostering high standards of professional conduct and professional education, training and competence among registrants of that profession”.

Duties of a registration board

A registration board’s functions, as set out in the Act, are to:

- establish and maintain a register of members of the designated profession
- issue certificates of registration
- give guidance to registrants concerning ethical conduct and give guidance and support to them concerning the practice of the designated profession and continuing professional development
- monitor, in accordance with the Act, the continuing suitability of programmes approved by the board for the education and training of applicants for registration
- make recommendations concerning sanctions to be imposed on registrants of the designated profession.

With the approval of the Council a registration board may:

- engage in research into education and training relating to the practice of the designated profession, including the formulation of experimental curricula and the evaluation of existing programmes and examination and assessment procedures
- maintain statistical records and make those records available for research and planning.

3. Financial Statements for the Year Ended 31 December 2010

Comptroller and Auditor General Report for Presentation to the Houses of the Oireachtas

Health and Social Care Professionals Council

I have audited the financial statements of the Health and Social Care Professionals Council for the year ended 31 December 2010 under the Health and Social Care Professionals Act 2005. The financial statements, which have been prepared under the accounting policies set out therein, comprise the Statement of Accounting Policies, the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and Generally Accepted Accounting Practice in Ireland as modified by the directions of the Minister for Health in relation to accounting for superannuation costs.

Responsibilities of the Council

The Council is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view of the state of the Health and Social Care Professionals Council's affairs and of its income and expenditure, and for ensuring the regularity of transactions.

Responsibilities of the Comptroller and Auditor General

My responsibility is to audit the financial statements and report on them in accordance with applicable law.

My audit is conducted by reference to the special considerations which attach to State bodies in relation to their management and operation.

My audit is carried out in accordance with the International Standards on Auditing (UK and Ireland) and in compliance with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements, sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of

- whether the accounting policies are appropriate to the Council's circumstances, and have been consistently applied and adequately disclosed
- the reasonableness of significant accounting estimates made in the preparation of the financial statements, and
- the overall presentation of the financial statements.

I also seek to obtain evidence about the regularity of financial transactions in the course of audit.

In addition, I read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Opinion on the Financial Statements

In compliance with the directions of the Minister for Health, the Council recognises the costs of superannuation entitlements only as they become payable. This basis of accounting does not comply with Financial Reporting Standard 17 which requires such costs to be recognised in the year the entitlements are earned.

Except for non-recognition of the Council's superannuation costs and liabilities in accordance with Financial Reporting Standard 17, in my opinion, the financial statements, which have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland, give a true and fair view of the state of the Council's affairs at 31 December 2010 and of its income and expenditure for the year then ended.

In my opinion, proper books of account have been kept by the Authority. The financial statements are in agreement with the books of account.

Matters on which I report by Exception

I report by exception if

- I have not received all the information and explanations I required for my audit, or
- my audit noted any material instance where moneys have not been applied for the purposes intended or where the transactions did not conform to the authorities governing them, or
- the information given in the Annual Report for the year for which the financial statements are prepared is not consistent with the financial statements, or
- the Statement on Internal Financial Control does not reflect the Council's compliance with the Code of Practice for the Governance of State Bodies, or
- I find there are other material matters relating to the manner in which public business has been conducted.

I have nothing to report in regard to those matters upon which reporting is by exception.



Andrew Harkness

For and on behalf of the Comptroller and Auditor General
21 July 2011

Statement on the System of Internal Financial Control

1. On behalf of the members of the Council of the Health and Social Care Professionals Council, I acknowledge our responsibility for ensuring that an effective system of internal financial controls is maintained and operated. The system of internal financial 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.

2. Key Control Procedures

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* 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 financial control.
- Establishing formal procedures to monitor the activities and safeguard the assets of the organisation.

The system of internal financial 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.

An Audit Committee was established in 2010.

The Council's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of an external firm of accountants, the executive of the Council which has responsibility for the development and maintenance of the financial controls framework, and comments made by the Comptroller and Auditor General in his report, as applicable.

3. Annual review of controls

I confirm that, for the period ended 31 December 2010, the Council reviewed and finalised policy and procedures to ensure the effectiveness of the system of internal financial control.



Chairperson of the HSCPC

18/7/2011

Date

Statement of Council's Responsibilities

The Health and Social Care Professionals Council was established on the 20 March 2007 under the Health and Social Care Professionals Act 2005.

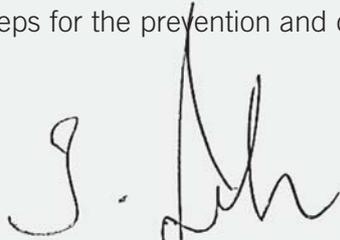
It is a statutory body charged with ensuring that health and social care professionals practise in a regulated, controlled and safe environment in a manner which will ensure the provision of high-quality health and social care services to the public.

The Health and Social Care Professionals Act 2005, Part 1, Section 21 requires the Council to keep all proper and usual accounts of all moneys received or expended by it including an income and expenditure account and balance sheet. In preparing those financial statements, the Council is required to:-

- select suitable accounting policies and then 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 the Council will continue in operation.
- disclose and explain any material departures from applicable Accounting Standards.

The Council confirm that they have complied with the above requirements in preparing the financial statements. The Council is responsible for keeping proper books of account, which disclose with reasonable accuracy at any time the financial position of the Council and which enable it to ensure that the financial statements comply with Part 1, Section 21 of the Health and Social Care Professionals Act 2005. 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.

Chairperson _____



CEO _____



Date _____

18/1/2011

Statement of Accounting Policies

General

The Health and Social Care Professionals Council was established on 20 March 2007 under the Health and Social Care Professionals Act 2005 to regulate designated health and social care professions. The Act also provides for the transfer of the staff, assets and liabilities of the National Social Work Qualifications Board which will be implemented on a future date determined by the Minister for Health and Children.

1. Basis of Accounting

The financial statements are prepared under the accruals method of accounting, except as indicated below, in accordance with generally accepted accounting principles under the historical cost convention. Financial Reporting Standards recommended by the accountancy bodies are adopted as they become operative. The unit of currency is the Euro.

2. Oireachtas Grant

Income shown in the accounts under Oireachtas Grants is accounted for on a cash receipts basis.

3. Fixed Assets and Depreciation

- (i) Fixed assets are stated at cost less accumulated depreciation.
- (ii) Fixed Assets are depreciated at annual rates on a straight-line basis estimated to write off the assets over their useful lives. A full year's depreciation is charged in the year of purchase and disposal. Depreciation is at the following rates:-

Furniture & Fittings	20%
IT/Office equipment	33.3%

4. Capital Account

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

5. Superannuation

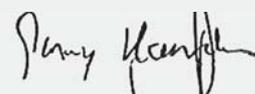
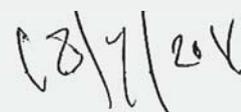
Section 13 of the Health and Social Care Professionals Act 2005 provides for the establishment of superannuation scheme(s) by the Council. The scheme is a defined benefit scheme for the purposes of the Pension Act 1990. The scheme is being operated on an administrative basis pending the approval by the Minister for Health and Children with the consent of the Minister for Finance.

The Council has been in discussions with the Department of Health and Children (DoHC) with a view to agreeing an arrangement whereby the Council would pay to the DoHC pension contributions deducted from employees and with regard to the payment of employer's pension contributions. In 2011, the Department, in line with the funding and accounting practice adopted for bodies funded by it, directed that pension costs should be expensed when the pension is due for payment and that employee pension contributions should be retained by the Council. This gave rise to a pension transfer to the Income and Expenditure Account.

Income and Expenditure Account for the Year Ended 31 December 2010

	NOTES	YEAR ENDED 2010 €	YEAR ENDED 2009 €
INCOME			
Oireachtas Grant	1	719,117	605,142
Miscellaneous Income		-	736
Employee Superannuation Deductions		12,435	-
		<u>731,552</u>	<u>605,878</u>
Transfer from/(to) Capital Account	8	2,186	(24)
		<u>733,738</u>	<u>605,854</u>
EXPENDITURE			
Salaries	4	372,199	275,244
Travel		6,240	7,567
Establishment Costs	2	68,523	48,445
Office Administration	3	183,298	160,688
Office Supplies		4,427	828
Printing & Publications		8,989	5,689
Legal & Professional Fees		93,948	55,373
Audit Fee		3,290	3,290
Accountancy Fees		24,482	11,215
Agency Establishment		5,229	17,439
Pension services		4,555	1,613
Payroll services		1,500	1,500
Depreciation		11,202	8,320
		<u>787,882</u>	<u>597,211</u>
(Deficit) / Surplus for the year		(54,144)	8,643
Pension Transfer	9	31,968	-
Surplus at beginning of year		38,103	29,460
		<u>15,927</u>	<u>38,103</u>

All losses and gains are recognised in the Income and Expenditure account.
The Statement of Accounting Policies and Notes 1 to 12 form part of these Financial Statements.

Chairperson

CEO

Date

Balance Sheet as at 31 December 2010

	NOTES	2010 €	2009 €
Fixed Assets	5	11,615	13,801
Current Assets			
Cash at Bank		31,379	128,737
Debtors and Prepayments	6	6,509	8,634
		<u>37,888</u>	<u>137,371</u>
Creditors (Amounts falling due within one year)			
Creditors and Accruals	7	21,961	99,268
Net Current Assets		<u>15,927</u>	<u>38,103</u>
Total Assets		<u><u>27,542</u></u>	<u><u>51,904</u></u>
Represented by:			
Capital Account	8	11,615	13,801
Income and Expenditure Account		15,927	38,103
		<u>27,542</u>	<u>51,904</u>

The Statement of Accounting Policies and Notes 1 to 12 form part of these Financial Statements.

Chairperson 

CEO 

Date 18 | 7 | 2011

Notes to the Financial Statements for the Year Ended 31 December 2010

	2010	2009
	€	€
1. OIREACHTAS GRANT		
Department of Health & Children	719,117	605,142
	<u>719,117</u>	<u>605,142</u>

Grant income in 2010 was drawn down directly by the Council from the Department of Health and Children. Capital Grants of €6,093 (2009: €9,917) is included in the above figures.

	2010	2009
	€	€
2. ESTABLISHMENT COSTS		
Establishment Costs	68,523	48,445
	<u>68,523</u>	<u>48,445</u>

Establishment Costs include rents, rates, insurance and service charges incurred in relation to office space which the Council shares with the National Social Work Qualifications Board.

	2010	2009
	€	€
3. OFFICE ADMINISTRATION		
Telephone	7,279	5,656
IT Development	18,055	101,541
IT Hardware/Software	21,985	5,728
Stationery & Office Expenses	15,590	5,556
Recruitment Charges & Agency Staff	65,192	8,666
Staff Training & Conferences	14,102	1,678
Sub-committee expenses	2,009	1,053
Council Meetings - Room Hire & Refreshments	5,627	7,807
Council Meetings - Travel & Subsistence	9,093	2,965
Chairpersons Fees	8,857	15,925
Chairpersons Expenses	533	-
Registration Boards	3,865	544
Office Furniture / photocopier	-	1,120
IT Support	7,637	2,076
Subscriptions	2,971	-
Petty Cash	-	111
Bank Charges	503	262
	<u>183,298</u>	<u>160,688</u>

Notes to the Financial Statements for the Year Ended 31 December 2010

4. SALARIES	2010	2009
	€	€
Salaries	372,199	248,467
Pension Costs	-	26,777
	<u>372,199</u>	<u>275,244</u>

The total number of staff employed by the Council in the year was 4 (2009 - 3)

Beaumont Hospital recharge the Council for the CEO's salary costs. The total amount reimbursed to Beaumont Hospital in respect of the CEO's salary in 2010 was €105,207, pension €21,055 and an administration charge of €750. These amounts are reflected in Salaries Costs above.

The CEO was not in receipt of any performance related pay or BIK allowance. The CEO's pension entitlement does not extend beyond the standard entitlements in the model public sector defined benefit superannuation scheme.

€14,320 (2009: €6,521) of pension levy has been deducted from salaries and will be paid over to the Department of Health and Children in 2011.

The Chairperson of the Board received the following fees:	2010	2009
	€	€
Tom Jordan	6,878	-
Margaret Hayes	1,979	15,925
	<u>8,857</u>	<u>15,925</u>

5. FIXED ASSETS	Fixtures and Fittings	IT/Office Equipment	Total
Cost	€	€	€
Cost at 1 January 2010	8,523	19,846	28,369
Additions in year	-	9,016	9,016
	<u>8,523</u>	<u>28,862</u>	<u>37,385</u>
Depreciation:			
Accumulated Depreciation at 1 January 2010	2,237	12,331	14,568
Depreciation in Year	1,705	9,497	11,202
	<u>3,942</u>	<u>21,828</u>	<u>25,770</u>
Accumulated Depreciation at 31 December 2010	<u>3,942</u>	<u>21,828</u>	<u>25,770</u>
Net book value at 31 December 2010	<u>4,581</u>	<u>7,034</u>	<u>11,615</u>
Net book value at 31 December 2009	<u>6,286</u>	<u>7,515</u>	<u>13,801</u>

Notes to the Financial Statements for the Year Ended 31 December 2010

6. DEBTORS & PREPAYMENTS	2010	2009
	€	€
Prepayments	6,509	8,634
	<u>6,509</u>	<u>8,634</u>

All debtor balances are deemed recoverable within one year.

7. CREDITORS (amounts falling due within one year)	2010	2009
	€	€
PAYE Payable	-	7,331
PRSI Payable	-	7,909
Payroll Accrual	1,221	29,678
Superannuation Accrual	-	31,968
Other Accruals	20,740	22,382
	<u>21,961</u>	<u>99,268</u>

8. CAPITAL ACCOUNT	2010	2009
	€	€
Balance at 1st January	13,801	13,777
Transfer to Income & Expenditure account: Funding to acquire fixed assets	9,016	8,344
Less: Amortisation in line with depreciation	<u>(11,202)</u>	<u>(8,320)</u>
	(2,186)	24
Balance at 31st December	<u>11,615</u>	<u>13,801</u>

9. Pension Transfer

In line with directions received from the Department after the year end a transfer to the Income and Expenditure arises in respect of the write back of employee and employer pension contributions which had been held pending transfer to the Department.

10. Council Members - Disclosure of Interests

The Council has complied with guidelines issued by the Department of Finance 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.

Notes to the Financial Statements for the Year Ended 31 December 2010

11. Office Accommodation

The Council occupied premises at Baggot Street, Dublin 2, which it sublet from the National Social Work Qualifications Board (NSWQB) until March 2011. The Council paid a contribution to the NSWQB in respect of rent & services for these premises of €54,535 in 2010. From September 2010 until April 9, 2011, the Council occupied additional office accommodation in serviced offices in Ely Place, Dublin 2 by way of licence agreement. The rental charge for 2010 was €13,988. From March 2011, the Council occupies premises in Beacon Court, Sandyford, Dublin 18, which it has licenced from the Health Information and Quality Authority (HIQA) until 2016.

12. Approval of Financial Statements

The Financial Statements were approved by the Council on 14th July 2011.

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





**Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh**

**Regulating Health +
Social Care Professionals**

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