



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

Health and Social Care Professionals Council

Annual Report and Financial Statements 2023

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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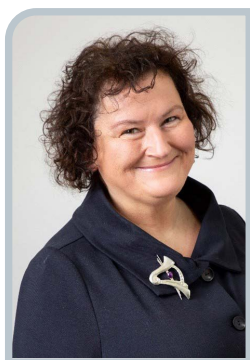
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Council Chairperson Statement

I am pleased to present the Annual Report for the Health and Social Care Professionals Council (CORU) for 2023. This report demonstrates the significant contribution that CORU has made to Ireland's health and social care services over the past year.

Our mission is to protect the public and we do so by ensuring high standards of care amongst the professions we regulate. 2023 saw a significant number of achievements for CORU, all of which contribute to that mission.

I am proud of our continued development and look forward to our ongoing evolution to meet the needs of society in Ireland in 2024 and beyond.

CORU operates within the context of Ireland's health and social care system. This system, as is well recognised, has challenges and must adapt to meet changing needs.

The delivery of Sláintecare requires an increase in community-based health care and increased flexibility from the professionals who deliver it. CORU has a crucial role to play in facilitating these changes. CORU is working closely with the Department of Health and other stakeholders to develop a regulatory framework for advanced practice, which will be a major step in achieving this goal.

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.

There are now twelve professions whose work is regulated by CORU, with five more designated for regulation in the future. We have gained extensive experience introducing statutory regulation to professions, and from this, we know those remaining professions will be among the most complex and challenging to regulate. This may require new approaches to regulation, increased flexibility and enhanced dialogue among stakeholders. We must get this right or confidence in the entire regulatory system will be undermined.

As we progress in our work it is also increasingly clear that maximising the benefits from our work requires a reformed vision for how regulation is delivered. The current model of regulation, which has now been in existence for almost two decades, is too complex and needs a fundamental rethink.

Adapting our regulatory model is a key strategic priority and we are now actively engaged in considering options for this much needed reform. This will require engagement with the professionals involved, the educators, patients, service users and more. The model designed and implemented today must be fit for the purpose not just of tomorrow but for the 2030s, 2040s and even 2050s.

CORU has a responsibility to ensure that we are not a bottleneck that stops or delays people joining our health and social care services. We perform a vital function in validating the qualifications of every single professional who we register, including those who qualify overseas. We are streamlining the process and introducing a frequently seen qualifications system, all to speed up the recognition of international qualifications while maintaining the crucial checks and balances. Progress made in 2023 will help suitably qualified people seeking to work in our health and social care services start new jobs quicker.

As I said at the outset, CORU has made and continues to take huge strides towards delivering upon these requirements and 2024 will be no different. However, to do so will require an ongoing resource commitment to CORU.

CORU's achievements are made possible by an eclectic and dedicated range of stakeholders. Without their support we would be unable to fulfill CORU's primary remit and purpose which is the protection of the public, and I wish to pay tribute to all who have contributed to our mission in this past year.

A special thanks is owed to my colleagues on the Council, Registration Boards and Committees each of whom volunteers their time to support our mission.

The Department of Health is an essential partner and their counsel along with that of the Minister for Health Stephen Donnelly are greatly appreciated.

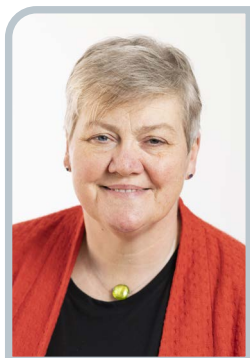
There is a highly dedicated executive team at CORU whose expertise benefits everyone in Ireland who is under the care of health and social care professionals, I thank them once again for their work.

2023 saw the retirement of Ginny Hanrahan as CEO of CORU after an immense fifteen-year tenure. I wish to pay tribute to her for her work, over that time no one in Ireland has been more dedicated to patient safety than she was and for this, we all benefit. I wish to thank Margaret Hynds O'Flanagan for her significant contributions as interim CEO over the past months.

Finally, I must commend every single one of our 26,940 health and social care registrants for their dedication to providing excellent care. Through your work, you make a difference each day. By committing to CORU registration, you make a powerful statement to your patients and service users about the confidence they can have in you.



Mo Flynn
Chairperson
Health and Social Care Professionals Council



CEO Foreword

2023 was a year of change in CORU. Preparing for the challenges ahead, we set out a programme of work that would allow us to progress and balance short, medium and long term requirements. Our focus was to meet our obligations in terms of statutory activity; maintain a process of continuous improvement and ensure ongoing progression of strategic objectives. In a rapidly evolving Health and Social Care sector experiencing increased need and continuous innovation, CORU worked tirelessly to meet expected, and new, demands on our services as they arose.

In May 2023 we said a fond farewell to our inaugural CEO Ginny Hanrahan and entered a transitional phase when I took up the role of Interim CEO while the Council worked to recruit a permanent CEO to lead the next phase of CORU's development.

During the year, our statutory activities continued to grow with our registers growing to include 26,940 registrants. International recruitment by Health and Social Care service providers saw applications go up and the range of 'home countries' change significantly, with increasing numbers of applications from African and Asian countries.

At the same time 17 new Health and Social Care programmes in Ireland were approved for access to our registers and CORU supported the development of a new apprenticeship-based programme in Social Work, ensuring Ireland can continue to evolve our domestic supply of much needed Health and Social Care professionals. There were seven Fitness to Practise inquiries. We also undertook significant work to evolve our approach to managing risk and integrating a risk-based approach to our decision making.

At the same time, innovative projects and pilots were implemented across CORU to establish more agile approaches to our activities and more effective delivery. These included rollout of our ICT strategy and progression of our digitalisation plan including the first phase of the launch of a new registrant system, a pilot programme to streamline the recognition process for frequently seen qualifications and a review of the programme monitoring process among other things.

In terms of strategic development and change, our planned activities extended to include new actions that initiate change in how we regulate. The Social Care Workers register opened as planned on 30 November. We completed the consultation on the Standards of Proficiency and Criteria for Education and Training Programmes for Counsellors and Psychotherapists marking a major milestone in progression towards opening those registers.

We also progressed work on establishing registers for Clinical, Counselling and Educational Psychologists alongside the establishment of an Expert Advisory Group to address the complex challenges of protecting the title Psychologist to enable progression of that register.

Last but by no means least of the planned activities was the initiation of our programme of work to design a more sustainable model of regulation and oversight for CORU. This is a challenging and complex, but fascinating, piece of work that will be a key development in regulatory innovation in this country.

Finally, as part of our efforts to support workforce planning and the rollout of Sláintecare, CORU initiated workstreams to explore the scope for supporting advanced and enhanced practice through regulation.

2023 was a busy year of significant change and innovation in support of our evolving Health and Social Care sector.



Margaret Hynds O'Flanagan
Interim CEO,
Health and Social Care Professionals Council

About CORU

Who we are

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

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

CORU currently has registers established for 12 professions including:

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

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

- ▶ Counsellors
- ▶ Psychotherapists
- ▶ Psychologists
- ▶ Clinical Biochemists
- ▶ Orthoptists

Our Vision

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

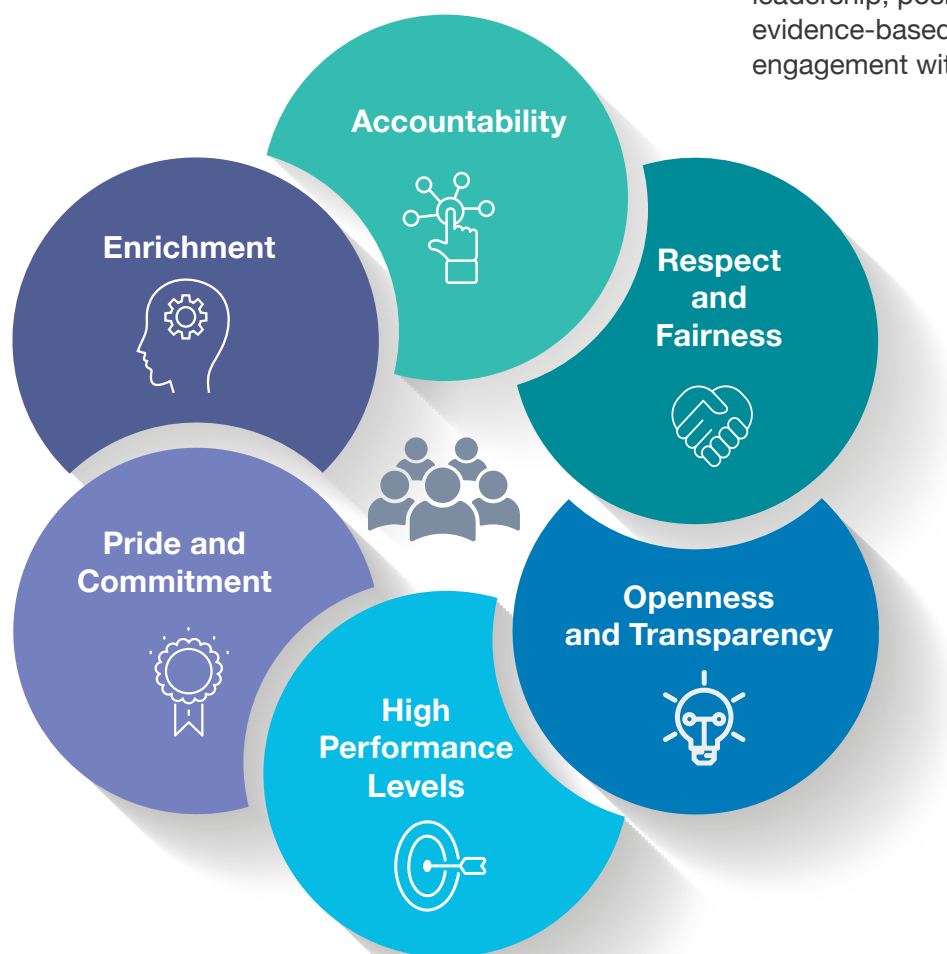
Our Mission

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

Our Values

CORU seeks to reflect a set of values that underpin and support the way it works and interacts with all its stakeholders. Our values are central to the fulfilment of our mission and vision.

- ▶ **Accountability** for our processes, decisions and our professional conduct.
- ▶ **Respect and Fairness** in our interactions with the public, professionals, and other stakeholders.
- ▶ **Openness and Transparency** in our communications and dealings with the public and the professionals.
- ▶ **High Performance Levels** as an organisation in terms of overall effectiveness, value for money, efficiency of operations and governance.
- ▶ **Pride and Commitment** in delivering appropriate outcomes relating to safety and standards for the public and professionals concerned.
- ▶ **Enrichment** of our sector by demonstrating leadership, positivity and a quality and evidence-based orientation to our work and engagement with stakeholders.



What we do

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

The role of the Council is to:

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

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

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



Strategic Priorities 2023

Measurement against the Statement of Strategy 2022-2026

CORU has a requirement to have an agreed statement of strategy to outline its vision to further progress and support the Health and Social Care Professionals Act 2005 (as amended). The current statement of strategy commenced on 1st January 2022 and will end on 31st December 2026.

The five priority themes are:

- 

Strategic Priority 1
We will progress regulation of the six remaining designated professions
- 

Strategic Priority 2
We will ensure regulation protects the public and supports health and social care professionals
- 

Strategic Priority 3
We will build our organisational capabilities while evolving a sustainable regulatory model
- 

Strategic Priority 4
We will increase awareness of our role to the public we protect and the professionals we regulate
- 

Strategic Priority 5
We will anchor our regulatory interventions in evidence informed research and insights

Throughout CORU's existence we have balanced ongoing fundamental change with the constant need to evolve and improve, and this is clearly evident in our current Strategy. The opening of each new register changes CORU in tangible ways. Each profession brings new insights new perspectives, and new people to our decision-making fora. Each profession brings new lessons about how our regulatory model functions and how we might evolve.

In 2023 in particular, this constant learning and change at every level had to be matched with a broader focus on evolution within the professions, as we began to explore regulatory mechanisms to enable and support enhanced and advanced practice. This work, running alongside the formal start of our sustainable regulation programme, had the potential to provide significant insights to support ongoing governance change requirements. A key change to enable sustainability relates not only to our governance model, but also the evolution and changes in how we regulate our professions and enable expansion of registers to protect the public. This work will continue into 2024.

In 2023, we started an exercise to consider the regulatory framework in the context of the expanding sector we serve. An effective professional registration system needs to be easily understood by a public that is aware that key professions are regulated and what that means in terms of public protection. Work was ongoing in 2023 to raise public awareness of CORU’s work through the media, social media and civil society.

While change and innovation are essential, we must also deliver on our core functions – establishing and maintaining registers, setting standards, approving programmes of education, assessing international

applicants, investigating complaints and exercising enforcement powers. All of these activities were underpinned in 2023 by the work of standard setting and review, all of our corporate governance activities, and the significant administrative task of ensuring all of our decision-making entities from Council to Registration Boards to committee’s met regularly and managed their workload effectively.

A review of the activities to progress the following strategic priorities is included and demonstrates the achievements in 2023.



Strategic Priority 1:

We will progress regulation of the six remaining designated professions

CORU’s priority remains the opening of registers for professions designated under the Health and Social Care Professionals Act 2005 (as amended). We have opened registers for twelve professions designated in our legislation and we are committed to the current Statement of Strategy 2022-2026 to progress opening registers for the five remaining professions – counsellors, psychotherapists, psychologists, orthoptists and clinical biochemists. In 2023, we completed the transition to an open register for one profession – the podiatrists, and we were delighted to open the register for social care workers – we expect social care workers to become our biggest register to date.

Podiatrists

In March 2023, the grandparenting period (the two-year period from when a register opens to the start of full legal protection of the title) for Podiatrists closed. The title Podiatrist is now an officially protected title, and the title of Chiropodist is also protected - as a variant title. This was a significant step for the profession, many of whom work in private practice.

In the run up to the end of March 2023, a communications campaign was launched to ensure the profession and members of the public were aware of the significance of statutory regulation for the profession. The nationwide advertising campaign included national newspaper advertising, digital advertising, a social media campaign, and extensive communication with employers, professional bodies and the profession.

Social Care Workers Register Opening

The 30 November 2023 marked the opening of the register for Social Care Workers, following dedicated work by the Social Care Workers Registration Board. Social Care Workers are extremely important social service workers, providing care and protection to vulnerable members of our society. Regulation of the profession will help provide those receiving care, their families and the general public with the reassurance that social care workers are appropriately trained and operating to the highest standards.

The opening of the register also marks the first step in the integrated digitalisation of our registration, international recognition and CPD processes as all Social Care Workers can apply to register through our new integrated system.

Counsellors and Psychotherapists

In the preparatory phases of progressing professions to the target of opening a register, a number of key phases must be worked through and standards agreed. One of the key areas is the agreement of the Standards of Proficiency in a profession and the Criteria for Education and Training Programmes that will allow for students to be educated to the standards when on graduation they can be permitted onto the professional Register. For Counsellors and Psychotherapists, distinct draft Standards of Proficiency and Criteria for Education and Training Programmes were developed by the Counsellors and Psychotherapists Registration Board.

Public consultations opened in September 2023 which invited feedback from stakeholders, including members of the professions, education providers, employers, professional bodies and members of the public. The consultations closed in December 2023.

There was significant engagement from stakeholders across both consultations. The Registration Board will review and analyse all the individual submissions received during the consultation process. Following this extensive review activity, the Board will communicate the next steps in the process towards introducing statutory regulation for Counsellors and Psychotherapists.

Psychologists

CORU has made significant progress in its work to introduce regulation to the psychology profession and protecting the title of “Psychologist.”

The protection of the title “Psychologist” presents a number of unique challenges that require detailed consideration. An expert advisory panel was convened in September 2023 to consider these complexities in full, including:

- ▶ Review of the current context for the education and training of Psychologists in Ireland
- ▶ Review of international regulatory models
- ▶ Analysis of current and future workforce and service delivery requirements

Recommendations arising from this process will be made in 2024. Following this, a detailed timeline for the introduction of regulation to the entire psychology profession will be developed.

Clinical Biochemists and Orthoptists

There were specific considerations given to options to enable the establishment of registers for clinical biochemists and orthoptists, professions designated in the Act to be regulated but for which Registration Boards have yet to be established. Each present specific complexities, such as the small number in the professions and defined threshold education pathways for entry to practise. In 2024, CORU will engage with the Department of Health on an optimal approach to enable the timely establishment of registers for both professions.



Strategic Priority 2:

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

Regulation, at its core, is about protection of the public, and how we support health and social care professionals to deliver high quality, safe and competent care is central to delivery on this mandate. We do this by ensuring education and training programmes deliver graduates who meet the required standards to deliver safe and effective care, and by promoting professionals' ongoing engagement in continuing professional development over the course of their career. We also monitor trends that emerge in complaints received about registrants or fitness to practise cases to ensure we evolve and develop standards and guidance for registrants to prevent harms from occurring in the first instance. We continually look to the future of health and social care service delivery to ensure that our standards and code are enablers of safe and competent care.

Education Quality Assurance

During 2023, seventeen education and training programmes were approved by a Registration Board of CORU. Fourteen programmes were approved by the Social Care Workers Registration Board, allowing the creation of the first Approved Qualification Bye-Law for this profession, and supporting the opening of the register.

The Medical Scientists Registration Board approved three programmes, two of which were developed as part-time programmes to allow students to continue to work in laboratories while gaining a qualification which allows them to register as a Medical Scientist.

Registration Boards reviewed the continued suitability of eight approved education and training programmes across the professions of Social Work, Dietetics, Physiotherapy and Optometry, confirming that they met the requirements of the Registration Board in question and graduates were achieving the Standards of Proficiency for their chosen profession.

Throughout the year the Executive actively engaged with Education Providers, returning to in-person meetings. The Executive also developed new training and information resources to support Education Providers preparing for a Programme Approval or Monitoring process.

Continuing Professional Development Audit

CORU ensures that registered professionals maintain competence in two key ways. There are return to practice requirements for those who have been out of practice for a time, and cyclical Continuing Professional Development requirements for professionals on the register. In 2023, 415 registered professionals were called for CPD audit across four professions - Occupational Therapists, Optometrists, Social Workers and Physiotherapists.

Enforcement and Fitness to Practise

Protection of title is an essential part of CORU's function to protect the public. Registrants are entitled to use the title that is designated for their professions. It is a criminal offence for a non-registered professional to use a protected title and the Enforcement Unit will investigate, and where there is sufficient evidence, prosecute for alleged mis-use of a protected title. In 2023, 19 enforcement referrals were received from members of the public. 17 files were opened. No breach of the Act was detected in relation to two of the referrals.

The Fitness to Practise process begins when CORU receives a complaint about a registered health and social care professional. Forty-six complaints were opened by CORU in 2023 in relation to Fitness to Practise matters.

The Preliminary Proceedings Committee met on fifteen occasions to consider complaints.

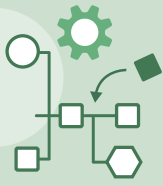
The Committee formed the opinion that no further action was warranted in respect of thirty one complaints and referred seven complaints to a Committee of Inquiry.

Cases opened by the PPC in 2023	46
Cases considered by the PPC in 2023	56
Cases in which the PPC formed an opinion in 2023	38
Cases standing open at beginning of 2023	35
Cases standing open at end of 2023	37

Progressing work on the Public Sector Duty

CORU's Public Sector Duty Working Group developed an initial plan of actions to address progression of the Duty in 2023 and beyond. CORU's assessment of the Duty encompassed the impact of the Duty on our regulatory objectives as well as work in relation to stakeholders who engage directly with CORU. This produced a wide range of areas for action including access, supports and internal procedures, to Standards of Proficiency and Codes of Conduct and how these facilitate implementation of the duty within CORU and through our regulated professionals.





Strategic Priority 3:

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

Sustainable Regulation

CORU's regulatory governance model was set out in legislation in 2005. However, the sustainability of the model in terms of scaling up as new registers open and others expand has come into question over the years.

In 2023, work on sustainable regulation models advanced supported by the Department of Health. This work will review not only CORU's governance arrangements but also how our regulatory model needs to evolve and develop as we regulate new professions and with our existing regulated professions.

In 2023, we conducted research to examine national and international regulatory models, including a series of engagements with international regulators, to understand and establish a baseline against which we could measure CORU. We engaged with our regulatory colleagues in Ireland including the Nursing and Midwifery Board of Ireland, Quality and Qualifications of Ireland, the Pharmaceutical Society of Ireland and the Teaching Council. We also appreciated the time and expertise of regulatory colleagues who shared their experiences from the Northern Ireland Social Care Council, Health and Care Professions Council, Social Work England, the General Medical Council and the Ontario Teachers College.

Council considered the detailed research undertaken and discussed a conceptual model for the oversight and governance of CORU, while retaining the highly expert views of the professions we regulate and the public interest representatives who provide invaluable knowledge and expertise. Further work to identify a regulatory model that will enable CORU to remain an agile and responsive regulator into the future will continue in 2024.

Frequently Seen Qualifications

A pilot to streamline recognition of international qualifications was completed in 2023, and the project will now extend to all professions. This pilot set out to identify required qualifications from international applicants which consistently demonstrate alignment with the standards to practise in Ireland, and to establish a mechanism to accept those qualifications, without a requirement to assess each individual application. The project is intended to reduce the time required to recognise a qualification, reduce the documentary burden on applicants and reduce the time required for Boards to consider applications on a case-by-case basis. Work also began on establishing new pathways for non-EU applicants. The applicants currently use the same pathways as those for EU nationals, but difficulties can arise in terms of visas and documentation.



Strategic Priority 4:

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

We continually strive to enhance the public's understanding, not only of the role of CORU, but also of the professionals we regulate. We encourage registrants to identify as CORU-registered professionals and have implemented public awareness campaigns.

CORU External Communications

In 2023, we focused on raising public awareness of CORU's regulatory role, particularly regarding the regulation of podiatrists and the initiation of regulation for social care workers. An awareness campaign was conducted including advertising in national and regional newspapers, online advertising and a social media campaign in March encouraging awareness of the regulation of podiatrists.

During 2023, the CORU website served as the primary communications hub, attracting 183,000 visitors, with 64.7% being new visitors. The site recorded 1.8 million page visits throughout the year. CORU also expanded its social media presence, notably increasing LinkedIn followers from 3,000 to over 10,000. Additionally, there was greater focus on creating online video resources to clarify our processes and make them more engaging and user friendly.

Specific video guides were produced for graduates to encourage registration and to provide guidance on the requirements for continuing professional development following graduation and registration, and on the importance of the Code of Professional Conduct and Ethics.

CORU presented to prospective Social Care Worker registrants at a preparatory event hosted by FORSA on the 18 October taking questions and engaging directly with future registrants. A webinar to set out the purpose and mechanism for the review of standards in Counselling and Psychotherapy was held on the 1 September to continue to engage these professional groups with the work of CORU.

A meeting with the professional bodies representing regulated professions was held on the 21 November and generated informative debate on expanding registers, supporting applicants and the potential of advanced and enhanced practice to expand the professional services provided by our registrants.



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.

Advanced Practice

In 2023, Council approved the concept of developing mechanisms to ensure that regulation enables advanced practice in the Health and Social Care professions we regulate. CORU is actively engaged with interagency work, led by the Department of Health, to develop a model for Advanced Practice. This work is proceeding in parallel with internal work to ensure CORU's regulatory mechanisms can encompass professionals recognised as Advanced Practitioners in their field.

In addition, the Department requested specific advice relating to podiatrists and optometrists to enable these professions to administer and/or prescribe controlled medicines as appropriate to the profession and, in the case of physiotherapists, advice regarding referral for radiological procedures. This work will be advanced in 2024.

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

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

In the Statement of Strategy, 2022-2026, Council committed to:

- ▶ Strategic Priority 5.2: Review our education standards, codes, and guidance to reflect changing contexts of practice, professional practice and emerging evidence and research; and
- ▶ Strategic Priority 5.3: Review our Criteria for Education and Training Programmes and our processes for approval and monitoring education and training programmes for entry to our registers.

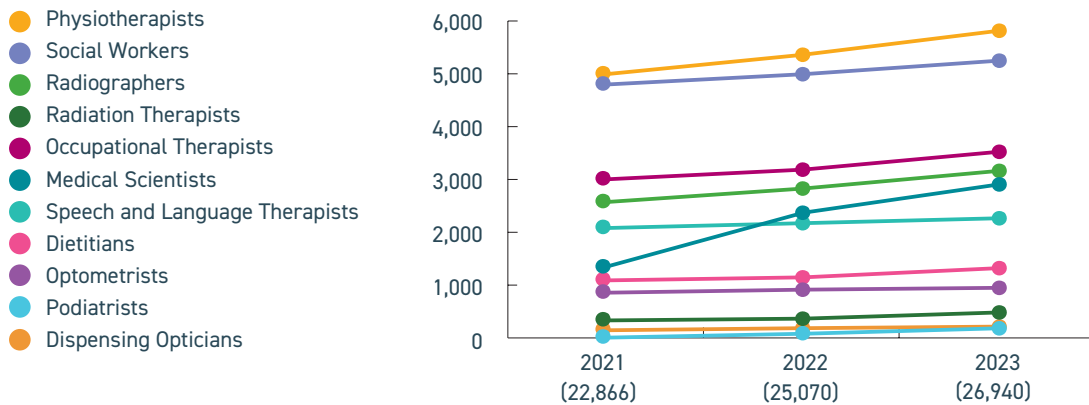
Working towards meeting these strategic priorities, Council undertook an extensive review and revision process during 2022 and 2023 that combined reviewing contemporary evidence-information academic literature with an informed understanding of health and social care practice in Ireland. The review process involved engagement with national and international regulators and education and quality assurance experts. This process included consideration of obligations under the Public Sector Duty.

A public consultation on these frameworks is planned for 2024.

2023 CORU Year in Review

Registration

Total Registrants from 2020-2023



Gender breakdown per profession

Gender Balance across all CORU Registered Health Professionals:

82% Female (21,989)
18% Male (4,951)



The Registers

618 →

Number of removals of registrants from registers

14% ↑
increase

Removal of registrants for non-payment

5% ↓
decrease

Voluntary removals

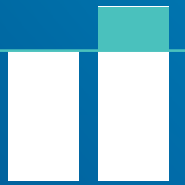
3,274
international registrants
from 88 countries



Over
12%
of registrants listed their
nationality as non-Irish



Between 2020-2023,
33%
increase across Registers



Applications to join registers in 2023,
2,781
increase of 29% on 2022



20% of all registrants are under 30 years of age,
Physiotherapists, Radiographers and Radiation
Therapists make up 42% of the under 30s



Governance and Compliance

21

FOI requests



6

Subject access
requests



Recognition

1,275



Completed/valid applications for Recognition

Completed/ valid applications:

Medical Scientists (233)

Radiographers (233)

Physiotherapists (264)



Figure 1a: Applications for the recognition of International Qualifications (All) by profession 2021-2023

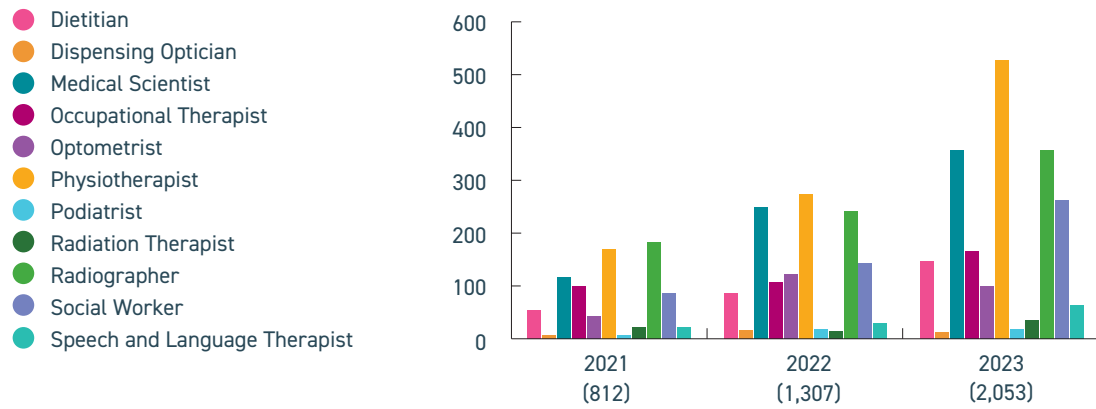
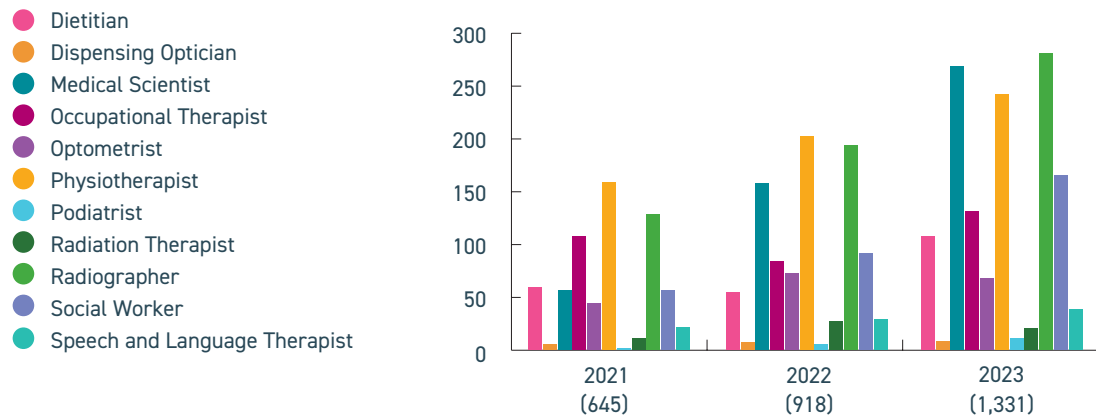


Fig 1b: Applications for the recognition of International Qualifications presented for decision by Board



Education



17 Number of Programme Approvals

3

Number of Approved Qualification Bye-Laws



CONTINUING PROFESSIONAL DEVELOPMENT AUDIT

Occupational Therapists

85
selected for audit

Optometrists and Dispensing Opticians

30
selected for audit

Social Workers

153
selected for audit

Physiotherapists

147
selected for audit

Legal & Fitness To Practise

2023 OVERVIEW

82 Appeals received



64 Recognition



14 Registration



63 Appeals concluded

46 Number of Complaints opened



35 Number of Complaints carried over from previous year



7 Cases were referred to Inquiry in 2023 by the PPC



1 Number of Immediate Suspensions



17 Number of Enforcement actions taken



Committees of Inquiry met on **39** days in 2023 (for Inquiries and Case Management Meetings)



Inquiries were held in respect of **16** complaints (not including Case Management Meetings)



Communications

SOCIAL MEDIA DATA 2023

10,577

followers on LinkedIn – increase of over 7,000 in year



3,898

on X (Twitter) – increase of over 1,000 in year



941

Subscribers on You Tube



CUSTOMER SERVICE

Number of complaints received



Number of appeals received re customer service complaint



1 Number of complaints received from Ombudsman's Office



Resolved no case to answer

PUBLIC AFFAIRS

66 Number of Parliamentary Questions (PQs) received



48 Number of representations from members of the Oireachtas

MEDIA QUERY

16 Number of media queries received



PUBLIC CONSULTATIONS

8 Number of Public Consultations opened during year

WEBSITE



Home page

130,675

views



Check the Register

211,487

page views



Apply for registration

65,098

page views



Apply for Recognition of Qualifications

73,473

page views



Social care workers page

33,675

views

CORU Registers

CORU continues to see a high level of applications for registration. A total of 2,791 applications for registration were received in 2023 which represents an increase of 29% from 2022.

The Podiatrist's transitional period ended on 31 March 2023.

The Social Care Workers register opened on 30 November 2023, becoming CORU's newest register. The transitional period for Social Care Workers, to allow existing practitioners to engage with CORU and have their details registered will run until 30 November 2025.

Concurrently, CORU's new registration system was available for the first time to facilitate and support the opening of the Social Care Workers register. This system enables streamlined, integrated processing of applications, centralised communication and real-time updates for applicants.

The successful implementation of the system for Social Care Workers completes the first phase for the transition of remaining professions onto the new system.

In 2023, the number of professionals on CORU's registers continued to grow with a 7% increase in the overall number of registrants. Most notably, the highest increase in registrants can be found on the Podiatrists register which saw an increase of 111% which is mainly attributable to the completion of the grandparenting phase formally regulating the profession. This was followed by the Medical Scientists register which saw an increase of 19% due to the substantial overseas recruitment to address resourcing requirements in the health care sector in Ireland.

Fig 2: Total Registrants from 2020-2023

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

The gender balance within professions regulated by CORU continued to be female dominated. The gender breakdown has remained consistent, with 18% male and 82% female on the Health and Social Care Professions registers.

As part of CORU’s remit to protect the public and ensure high standards in the professions, a core role is the renewal of registration of Health and Social Care professionals. In 2023 there was a 14% increase in the removal of registrants for non-payment of renewal fees and a decrease of 5% in voluntary removals.

Fig 3: Removals from the Registers 2020-2023

Profession	Removal Non-Payment of Annual Renewal Fees				Voluntary Removal			
	2020	2021	2022	2023	2020	2021	2022	2023
Dietitians	6	4	9	6	4	11	10	6
Medical Scientists	0	1	18	28	0	3	30	51
Occupational Therapists	19	23	13	19	25	34	43	46
Optometrists/ Dispensing Opticians	7	6	10	7	11	17	19	26
Physiotherapists	23	27	49	79	53	42	106	78
Podiatrists	n/a	n/a	0	1	n/a	0	1	0
Radiographers/ Radiation Therapist	26	33	56	50	47	16	61	35
Social Workers	45	52	61	55	41	60	56	80
Speech and Language Therapists	8	6	20	23	18	18	44	28
Total	134	152	236	268	199	201	370	350

Removals from the register can have a significant impact on workforce and in 2023 reached 618. This was offset by new entrants and there was an overall increase in the size of the registers. CORU monitors removals and the age profile of registers as part of our engagement with national workforce planning to ensure that significant changes in workforce availability can be anticipated and addressed.

International Profile

There were 3,274 international registrants from a total of 88 countries on CORU’s registers at the end of 2023. CORU strives to support all applicants in progressing through its systems. The increase in range of applicants’ country of origin, alongside increasing volumes of applications has created new challenges and CORU continued to pilot and develop new mechanisms to support decision making.

Fig 4: Country of Nationality of CORU registrants shown by global region

Breakdown of CORU registrants by region of nationality at the end of 2023											
Profession >> Region of Nationality	Diet	DO	MS	OT	Opt	Phy	Pod	Rad	SLT	SW	Total
Africa	1.8%	0.0%	9.3%	1.0%	4.4%	0.8%	0.4%	7.0%	0.5%	1.2%	2.9%
Asia	0.9%	0.5%	1.6%	1.2%	1.3%	2.4%	0.0%	12.1%	0.4%	0.9%	2.9%
EU/EEC/CH (ex Irl)	0.9%	4.1%	2.0%	0.9%	1.2%	2.4%	1.8%	1.5%	0.8%	2.1%	1.7%
Europe (rest of) ex UK & Irl	0.1%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Ireland	92.9%	93.5%	85.0%	92.5%	89.7%	89.7%	92.6%	73.9%	93.2%	89.6%	87.8%
Middle East	0.3%	0.0%	0.6%	0.0%	0.1%	0.1%	0.0%	0.4%	0.0%	0.0%	0.1%
North America	0.8%	0.0%	0.1%	0.9%	0.5%	0.9%	0.0%	0.2%	1.0%	1.0%	0.7%
Aus/NZ	0.1%	0.0%	0.0%	0.3%	0.4%	0.5%	0.4%	0.7%	0.5%	0.3%	0.4%
Russian Federation	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South & Central America	0.6%	0.0%	0.2%	0.2%	0.5%	0.3%	0.0%	0.3%	0.5%	0.3%	0.3%
UK	1.6%	1.8%	1.3%	2.9%	1.6%	2.9%	4.9%	3.9%	3.1%	3.5%	2.9%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Key

Diet: Dietitians, **DO:** Dispensing Opticians, **MS:** Medical Scientists, **OT:** Occupational Therapists, **Opt:** Optometrists, **Phy:** Physiotherapists, **Pod:** Podiatrists, **Rad:** Radiographers & Radiation Therapists, **SLT:** Speech and Language Therapists, **SW:** Social Workers

The number of applications for recognition of international qualifications continued to grow, reflecting an increased emphasis on international recruitment to support service expansion and evolution to deliver on Sláintecare objectives. CORU's registers have become increasingly international over the years and by the end of 2023 just over 12% of registrants listed their nationality as non-Irish. The same proportion of applicants indicate Asian or African nationalities as those who indicate UK nationality (2.9%)

The number of applications ready to be assessed rose by 13% in 2023 overall but there were very distinct patterns across professions, the number of Social Worker

applications grew by 103% on the previous year followed by Dietitians at 83% growth. Physiotherapists became the largest group with 264 valid applications followed by Radiographers and Medical Scientists at 233 each. Recruitment by Irish employers in the Health and Social Care sector in 2023 was a major factor driving change, other factors include how well standards align.

Fig 5: Complete/valid applications received (ready for assessment by Board) 2020 to 2023

Applications received and confirmed complete/ready for assessment 2020 to 2023						
Profession	2020	2021	2022	2023	% of Apps 2023	% change 2022-2023
Dietitians	41	58	59	108	8%	83%
Dispensing Opticians	7	7	7	6	3%	-14%
Medical Scientist	52	76	197	233	18%	18%
Occupational Therapist	101	103	82	128	10%	56%
Optometrists	49	46	81	58	5%	-28%
Physiotherapist	148	185	200	264	21%	32%
Podiatrist		1	7	9	1%	29%
Radiation Therapist	27	18	16	22	2%	38%
Radiographer	160	164	217	233	18%	7%
Social Worker	60	66	86	175	14%	103%
Speech & Language Therapist	20	25	24	39	3%	63%
Total	665	749	976	1,275	100%	31%

While the number of applications rose year on year, changes also became evident in the range of countries where applicants had qualified reflecting changing recruitment patterns and indicating further diversification in our professions. Alongside an almost doubling of applications overall between 2020 and 2023, applications from African graduates increased from 20% to 31% of the

total, Asian graduates increased from 14% to 24% of the total while at the same time, graduates of UK programmes dropped from 55% to 27% of the total. EU/EEA graduates stayed at 15%, although given that the overall number almost doubled there is an actual increase from 35 to 70, there is clearly still scope for intra-EU mobility to play a part in the evolution of Health and Social Care services in the State.

Fig 6: Increased diversity in region where applicants have qualified

Region	2020	2021	2022	2023	% of Tot 2020	% of Tot 2023
Africa	138	102	241	406	20%	31%
Asia	94	102	208	323	14%	24%
Aus/NZ	12	9	12	24	2%	2%
Central America			1	1		0%
EU_EEA	35	50	54	70	5%	5%
Middle East	4	12	33	77	1%	6%
Non EU_EEA	2	3	2	0	0%	0%
North America	13	21	28	43	2%	3%
South America	7	8	22	25	1%	2%
UK ex NI	331	312	265	305	48%	23%
UK_NI	47	26	51	57	7%	4%
Missing Data			1			
Grand Total	683	645	918	1,331	100%	100%

Compliance

Customer Charter

CORU has a Customer Service Charter in place to provide guidance and information on contacting us and describing the level of service a person can expect when they interact with us across all our departments. Complaints are received and replied to promptly.

During 2023, 28 customer service complaints were received, of which two were appealed. We received 1 complaint that was investigated by the Ombudsman’s Office which was subsequently closed with no case to answer.

Protected Disclosures

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

No enforcement referrals received by CORU during 2023 were treated as protected disclosures within the meaning of the Protected Disclosures Act 2014 as amended. In all cases, an investigation took place in accordance with Council’s Enforcement Process.

Information relating to 14 fitness to practise cases received by CORU during 2023, were treated as protected disclosures. In all cases, a screening process took place in accordance with the Preliminary Proceedings Committee Procedures.

Freedom of Information

The Freedom of Information (FOI) Act 2014 is Irish legislation that permits the public to access official information to the greatest extent possible, balancing the public interest and an individual’s right to privacy.

In 2023, CORU’s FOI unit processed 21 requests, 3 of which were requests for personal information and 18 of which were for non-personal information.

Data Protection Subject Access Requests

Under Article 15 of the General Data Protection Regulation (GDPR), an individual has the right to obtain a copy of any information about them that is stored on a computer, in a structured manual filing system, or intended for such a system by any organisation. Any individual can submit a Subject Access Request (SAR) for a copy of their personal data held by CORU.

Under Articles 17 and 19 of the GDPR an individual has the right to have their data erased, also known as the ‘right to be forgotten’. The right to erasure is not an absolute right, exemptions apply. All requests for erasure are assessed on a case-by-case basis.

Under Articles 16 and 19 of the GDPR, an individual has the right to request rectification of any inaccurate data held by CORU. The right of rectification is restricted in certain situations under Section 60 of the Data Protection Act 2018, which allows for restrictions necessary for significant public interest objectives. Additionally, Section 43 of the Act aims to balance the right of rectification with the right of freedom of expression and information. All requests for rectification are assessed on a case-by-case basis.

In 2023, the Data Protection Unit processed 6 requests in total, 4 of which were Subject Access Requests, and 2 of which were erasure requests.

Prompt Payments

CORU reports quarterly to the Department of Health on prompt payments and these reports are available on the CORU website.

Official Languages Act

In line with the Official Languages (Amendment) Act 2022, CORU publishes its annual reports, financial statements, job vacancies, notice of public consultations and elections in Irish. CORU continues to engage through the Irish language with those who request to do so. The Communications Unit has collated information in relation to advertising spend in preparation for the audit submission on compliance with section 10A of the Act.

Public Sector Duty

The CORU Statement of Strategy provides the starting point and foundation for the ongoing implementation of the Duty. In the lead up to the next Statement of Strategy CORU will review the assessment of equality and human rights issues and prepare a new iteration of this implementation plan for the Duty, making reference to these in the new Statement of Strategy and providing links to where these are publicly available.

The annual preparation of the CORU business plan provides the starting point and foundation for the ongoing implementation of the Duty with specific projects and measures relevant to the Duty being identified and prioritised.

The Duty and its implementation will be built into the Key Performance Indicators for the tagged projects and initiatives. Specific KPIs will be developed and included in relation to the overall implementation of the Duty.

The Public Sector Duty has three steps, - Assess, Address and Report. Key projects and initiatives that will be a focus for implementing the 'address' step of the Duty will be the development or review of:

- ▶ Standards
- ▶ Codes of Professional Conduct and Ethics
- ▶ Standard operating procedures and policies for CORU
- ▶ New operational systems
- ▶ The move to digitalisation
- ▶ Council, Committee, and Registration Boards policies and supports

Key processes for implementing the 'address' step of the Duty in relation to passing the requirements of the Duty on to other entities, include the development or review of:

- ▶ Framework criteria for education providers
- ▶ Procedures for the appointment of members of Council. Committees and Registration Boards.
- ▶ Procurement processes

Additionally, any such projects and initiatives or processes will be selected for review, specifically from the perspective of the Duty, where this is found to be needed to address the equality and human rights issues assessment.

The Health and Social Care Professionals Council

Number of Council meetings during 2023:

9 Governance Meetings and 7 in relation to Fitness to Practise.

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, Performance and Resources
- ▶ 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
- ▶ Committees of Inquiry – Health Committee and Conduct Committee

Audit, Risk and Governance Committee

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

Finance, Performance and Resources Committee

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

Registration and Recognition Committee

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

Education Committee

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

Nominations Committee

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

Professional Practice Advisory Committee

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

Preliminary Proceedings Committee

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

Committees of Inquiry (Professional Conduct Committee and Health Committee)

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

Appeals Committee

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



Registration Boards **Annual Reports**

Annual Report of CORU's Registration Boards

Introduction

The Registration Boards at CORU, the regulator for health and social care professionals in Ireland, play a crucial role in protecting the public by ensuring high standards of professional conduct, education training, and competence amongst the professions they regulate.

Ten of the current Registration Boards have been established for some time and are progressing with their role in approving and monitoring education programmes, maintaining registers of professionals and recognising qualifications of those who have studied outside Ireland and wish to join the health and social care sector here.

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

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

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

Registration with CORU allows health and social care professionals to practise in Ireland while meeting their statutory regulatory requirements. It also means that service users and patients can have confidence in knowing that a professional's standing and qualifications have been independently verified. Professionals themselves also benefit from protection of their professional title and are supported through a Code of Professional Conduct and Ethics.

Continuing Professional Development (CPD) is essential for professional registration, with the Registration Boards setting requirements and conducting compliance audits. In 2023, 415 audits were conducted across three professions. Following a 2022 survey revealing strong interest in CPD, a pre-registration CPD video resource was created for students in CORU-approved programmes. The video, published on the CORU website and YouTube, received positive feedback from education providers and professional bodies, which confirmed its use as a teaching aid.

Following the full implementation of the Assisted Decision-Making (Capacity) Act 2015 in April 2023, the Registration Boards reviewed the changes and their impact on registrants. They conducted a detailed mapping exercise to ensure that their respective Standards of Proficiency and Code of Professional Conduct and Ethics complied with the Act's requirements. All Boards confirmed alignment with the 2015 Act.

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



1

Dietitians Registration Board

Dietitians on Register

1,452



% increase since 2022

11%

2022

2023

New registrants

152



Recognised

89

18 Compensation
measures

6 Dietitians voluntarily
left the Register

6 Dietitians removed from Register
for non payment of renewal fees

Appointments to the Board/ Election of Members

In 2023, the Dietitians Registration Board welcomed several new appointments to the Board:

- ▶ Susan Temple as a public interest member appointed in March 2023.
- ▶ Cara Cunningham as a practising professional member appointed in June 2023.
- ▶ Catriona Fisher as a public interest member appointed in July 2023.

One member completed their term:

- ▶ Anne Griffin's term expired in March 2023.

By the end of 2023, there was one vacancy on the Board for a member engaged in the practice of the profession.

Registration

As of December 31, 2023, there were 1,452 Dietitians registered with the Dietitians Registration Board. The Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Summary Registration Statistics 2023	
Applications received 2023	187
Decisions Made 2023	152
YoY Change in Number of Applications 2022 to 2023	+72
YoY Change in Number of Decisions 2022 to 2023	+36
Dietitians Register (31.12.2023)	1,452

Recognition of International Qualifications

Health professionals with qualifications from outside of Ireland must have their qualifications processed through CORU's recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Dietitians: Summary Recognition Statistics 2023	
Valid Applications received 2023	107
Decisions Made 2023	107
Change in Number of Applications 2022 to 2023	53
Change in Number of Decisions 2022 to 2023	54
Outcomes in 2023	107
Recognised (all)	89
Compensation Measures Applied	18

Education Programme Approvals and Monitoring

The Dietitians Registration Board confirmed the ongoing suitability of the Bachelor of Science (Honours) in Human Nutrition & Dietetics programme offered by Technological University Dublin (TUD) and the University of Dublin (TCD).

Dietitians Registration Board Members Attendance 2023


Name	First Appointed	Expiry Dates	Scheduled Meetings (8)	Notes
Cara Cunningham	01/06/2023	29/05/2027	4	
Caitriona Fisher	19/07/2023	20/06/2025	3	
Mary Ann Therese Flynn	14/02/2017	13/02/2025	6	Re-appointed 14/02/2021
Claire Browne	20/02/2020	13/02/2024	2	On leave
Fiona Dunleavy	14/02/2021	13/02/2025	4	
Annemarie Bennett	20/02/2020	13/02/2024	6	
Eamonn Dunne	05/05/2020	13/02/2024	5	
Geraldine Murray*	22/05/2017	13/02/2025	4	Reappointed 13/02/2021 Chairperson
Jan Geurin	24/06/2021	01/06/2025	6	
Susan Temple	28/03/2023	13/02/2028	4	
Christopher O'Hara	18/11/2020	13/02/2024	8	
Kathleen Walsh	14/02/2021	13/02/2025	6	
Anne Griffin	09/05/2019	13/02/2023	0	Term expired 13/02/2023



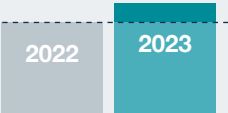
2

Medical Scientists Registration Board

Medical Scientists on Register **3,003**



% increase since 2022 **19%**



Year	Value
2022	2523
2023	3003

New registrants **539**



Recognised **159**

108 Compensation measures

2 Education Programmes Approved

2 Approved Qualification Bye Laws made

51 Medical Scientists voluntarily left the Register

28 Medical Scientists removed from Register for non payment of renewal fees

Appointments to the Board/ Election of Members

In February 2023, Colm O’Leary was appointed as Chairperson of the Medical Scientists Registration Board. In 2023, the Board welcomed several new members to the Board:

- ▶ Anne Clooney as a practising professional member appointed in January 2023.
- ▶ Martina Ring as a practising professional member engaged in the management of services provided by the profession appointed in January 2023.
- ▶ Mary McGrath as a practising professional member, engaged in the education and training of persons in the practice of the professions appointed in January 2023.
- ▶ Sheila McGuinness as a public interest member appointed in March 2023.

Registration

As of December 31, 2023, there were 3,003 Medical Scientists registered with the Medical Scientists Registration Board. Throughout the year, the Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Medical Scientists: Summary Registration Statistics 2023	
Applications received 2023	343
Decisions Made 2023	540
YoY Change in Number of Applications 2022 to 2023	+58
YoY Change in Number of Decisions 2022 to 2023	-483*
Medical Scientists Registry (31.12.2023)	3,003

* The high difference in decision figures between 2022 and 2023 is attributed to the end of the transitional period for Medical Scientists in 2021 and the subsequent processing of transitional period applicants from March 2021 to December 2022. The lower number of decisions in 2023 reflects the stabilisation in the number of transitional applicants as more S91 applicants have progressed through the application process.

Recognition of International Qualifications

Health professionals with qualifications from outside of Ireland must have their qualifications processed through CORU’s recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Medical Scientists: Summary Recognition Statistics 2023	
Valid Applications received 2023	233
Decisions Made 2023	272
Change in Number of Applications 2022 to 2023	36
Change in Number of Decisions 2022 to 2023	110
Outcomes in 2023	267
Recognised (all)	159
Compensation Measures Applied	108

Education Approved Qualification Bye Laws

In 2023, the Medical Scientists Registration Board initiated two public consultations regarding its Approved Qualifications Bye Law to list two approved qualifications; the Bachelor of Science (Honours) in Biomedical Science, Dublin Institute of Technology and the Higher Diploma in Medical Science, Technological University Dublin. These consultations sought feedback from professionals and the public on the proposed listing of the qualifications to the Approved Qualifications Bye Law.

The Approved Qualifications Bye-Laws (S.I. No 334 of 2023. and S.I. No 527 of 2023) were subsequently enacted by the Board in March 2023 allowing graduates of the approved programmes to apply for Registration with the Medical Scientists Registration Board.

Education Programme Approvals and Monitoring

The Medical Scientists Registration Board approved the following education and training programmes in 2023:

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

Medical Scientists Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (13)	Notes
Colm O'Leary*	18/11/2020	08/11/2024	12	Chairperson
Bernadette Jackson	09/11/2016	08/11/2024	13	Re-appointed 09/11/2020
Irene Regan	09/11/2016	08/11/2024	6	Re-appointed 09/11/2020
Anne Clooney	31/01/2023	31/01/2027	8	
Marie Culliton	09/11/2016	08/11/2024	13	Re-appointed 09/11/2020
Martina Ring	31/01/2023	31/01/2027	11	
Mary McGrath	31/01/2023	31/01/2027	10	
Carole Glynn	30/08/2018	08/11/2024	11	Re-appointed 09/11/2020
Pauline Treanor	09/11/2016	08/11/2024	11	Re-appointed 09/11/2020
Mary Hunt	09/11/2016	08/11/2024	10	Re-appointed 04/02/2021
Eamonn Grennan	09/11/2019	08/11/2026	10	Re-appointed 09/11/2022
Sheila McGuinness	28/03/2023	08/11/2026	1	
Karen Watret	24/06/2021	08/11/2026	8	Re-appointed 09/11/2022



3

Occupational Therapists Registration Board

Occupational Therapists on Register

3,554



% increase since 2022

6%

2022

2023

New registrants

244

Recognised

125

5 Compensation measures

46 Occupational Therapists voluntarily left the Register

19 Occupational Therapists removed from Register for non payment of renewal fees

Appointments to the Board/ Election of Members

During 2023, the Occupational Therapists Registration Board welcomed several new members:

- ▶ Michelle Darcy as a member engaged in management of services provided by the professions, appointed in June 2023.
- ▶ Kathryn Holly as a member involved in the management of a voluntary or private sector organisation concerned with health or social care, appointed in July 2023.
- ▶ Amit Bhagwat as a public interest member appointed in November 2023.
- ▶ Michael Begin as a lay member, involved in education and training, reappointed in February 2023.

Three members completed their terms:

- ▶ Aisling Davis's term expired in January 2023.
- ▶ Eilish Macklin resigned in April 2023.
- ▶ Dawn Johnson resigned in October 2023.

By the end of 2023, there was one vacancy on the Board, for a member engaged in the practice of the profession.

Registration

As of December 31, 2023, there were 3,554 Occupational Therapists registered with the Occupational Therapists Registration Board. Throughout the year, the Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Occupational Therapists: Summary Registration Statistics 2023

Applications received 2023	268
Decisions Made 2023	244
YoY Change in Number of Applications 2022 to 2023	+42
YoY Change in Number of Decisions 2022 to 2023	+25
Occupational Therapists Register (31.12.2023)	3,554

Recognition of International Qualifications

Occupational Therapists with qualifications from outside Ireland must have their qualifications processed through CORU's recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Occupational Therapists: Summary Recognition Statistics 2023

Valid Applications received 2023	128
Decisions Made 2023	130
Change in Number of Applications 2022 to 2023	46
Change in Number of Decisions 2022 to 2023	47
Outcomes in 2023	130
Recognised (all)	125
Compensation Measures Applied	5

Continuing Professional Development

The Board conducted an audit of 85 registrants for the period 01 April 2021 to 31 March 2023.


Occupational Therapists Registration Board Members Attendance 2023


Name	First Appointed	Expiry Dates	Scheduled Meetings (8)	Notes
Ann Sheehan*	20/06/2017	13/02/2024	6	Chairperson Re-appointed 19/06/2020
Niamh Doyle	13/09/2020	13/02/2024	6	
Catriona Sweeney	02/07/2021	30/06/2025	4	
Hassan Dugow	02/07/2021	30/06/2025	5	
Michelle Darcy	01/06/2023	29/05/2027	4	Appointed 01/06/2023
Katie Robinson	27/08/2021	20/07/2025	8	
Rosemary Smyth	14/02/2021	13/02/2025	2	
Kathryn Holly	19/07/2023	13/02/2025	2	Appointed 19/07/2023
Michael Bergin	27/08/2021	13/02/2027	4	Re-appointed 14/02/2023
Aisling Culhane	15/07/2016	13/02/2024	4	Re-appointed 05/05/2020
John Hanily	14/02/2021	13/02/2025	6	
Eilish Macklin	21/12/2018	13/02/2025	0	Resigned 18/04/2023
Dawn Johnston	21/03/2021	13/02/2025	1	Resigned 05/10/2023
Aisling Davis	06/01/2020	05/01/2023	0	
Amit Bhagwat	21/11/2023	13/02/2025	0	Appointed 21/11/2023



4

Optical Registration Board


Optometrists on Register
995  **% increase since 2022**
3%

Dispensing Opticians on Register
217  **% increase since 2022**
1%
 (153 General Division, 64 Contact Lenses Division)

New registrants
50 Optometrists

12 Dispensing Opticians

Voluntarily left the Register
20 Optometrists

6 Dispensing Opticians 

Recognised
24 Optometrists

8 Dispensing Opticians

Removed from the Register for non-payment of renewal fees **4** Optometrists | **3** Dispensing Opticians

Compensation measures **42** Optometrists

Appointments to the Board/ Election of Members

In 2023, several appointments were made to the Optical Registration Board:

- ▶ Jillian Flaherty as a practising professional member appointed February 2023.
- ▶ Johnpaul Odigbo as a member engaged in management of services provided by the profession, appointed February 2023.
- ▶ Declan John Hovenden as a member engaged in the education and training of the profession, reappointed in March 2023
- ▶ Linda Fitzharris as a lay member, representative of the management of the public health sector, social care sector or both sectors, appointed in July 2023.
- ▶ Daryl Mahon as a lay member involved in the management of a voluntary or private sector organisation concerned with health or social care, appointed in July 2023.
- ▶ Colin Reid as a public interest member appointed in July 2023.
- ▶ James Buckley as a public interest member appointed in July 2023.
- ▶ Maria Barry as a public interest member appointed in July 2023.

Five members completed their terms:

- ▶ Owen Blee's term expired in February 2023.
- ▶ Martin Crowe's term expired in February 2023
- ▶ Seamus Boland's term expired in February 2023.
- ▶ Richard Brennan's term expired in February 2023.
- ▶ Vincent Roche resigned in April 2023.

At the end of 2023, there were no vacancies on the Optical Registration Board.

Registration

As of December 31, 2023, there were 995 Optometrists and 217 Dispensing Opticians registered with the Optical Registration Board. Throughout the year, the Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Optometrists and Dispensing Opticians: Summary Registration Statistics 2023

Applications received 2023	68 Optometrists and 17 Dispensing Opticians
Decisions Made 2023	62
YoY Change in Number of Applications 2022 to 2023	-27
YoY Change in Number of Decisions 2022 to 2023	-12
Optometrists and Dispensing Opticians Register (31.12.2023)	1,212

Recognition of International Qualifications

Health professionals with qualifications from outside Ireland must have their qualifications processed through CORU's recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Dispensing Opticians: Summary Recognition Statistics 2023

Valid Applications received 2023	8
Decisions Made 2023	8
Change in Number of Applications 2022 to 2023	1
Change in Number of Decisions 2022 to 2023	1
Outcomes in 2023	8
Recognised (all)	8
Compensation Measures Applied	0

Optometrists: Summary Recognition Statistics 2023	
Valid Applications received 2023	58
Decisions Made 2023	67
Change in Number of Applications 2022 to 2023	23
Change in Number of Decisions 2022 to 2023	23
Outcomes in 2023	67
Recognised (all)	24
Compensation Measures Applied	45
Other	1

Education Programme Approvals and Monitoring

The Optical Registration Board confirmed the ongoing suitability of the Bachelor of Science in Optometry programme at Technological University Dublin.

Continuing Professional Development

The Board conducted a CPD audit of 30 registrants for the period 01 April 2021 to 31 March 2023.



Health professionals with qualifications from outside Ireland must have their qualifications processed through CORU’s recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.”



Optical Registration Board Members Attendance 2023

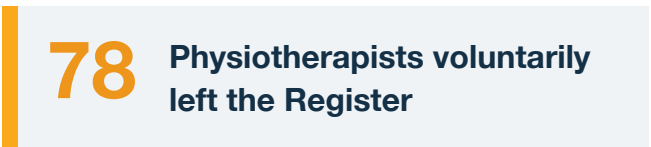
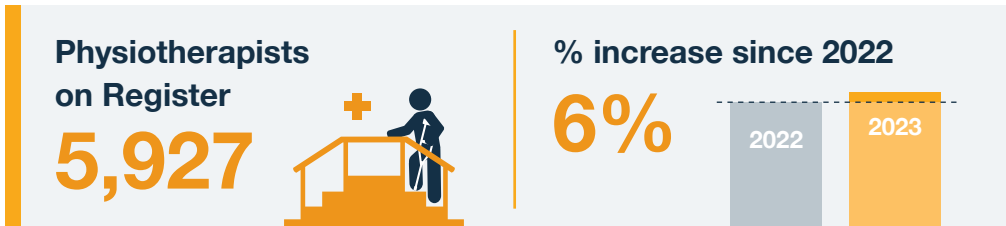
Name	First Appointed	Expiry Dates	Scheduled Meetings (7)	Notes
Derville Pitcher*	11/02/2018	20/07/2025	6	Chairperson Re-appointed 27/08/2021
Paul Arthur Hersee	11/02/2018	10/02/2025	6	Re-appointed 11/02/2021
Jillian Flaherty	16/02/2023	10/02/2027	4	
Michael Moore	27/08/2021	20/07/2025	6	
Johnpaul Odigbo	16/02/2023	10/02/2027	5	
Declan John Hovenden	23/03/2019	10/02/2027	6	Re-appointed 06/03/2023
Linda Fitzharris	12/07/2023	07/03/2025	3	
Daryl Mahon	12/07/2023	10/02/2027	1	
Ursula Byrne	20/08/2021	19/08/2025	6	
Gordon Chambers	20/08/2021	19/08/2025	5	
Colin Reid	12/07/2023	20/06/2025	2	
James Buckley	12/07/2023	10/02/2027	2	
Maria Barry	12/07/2023	10/02/2027	2	
Owen Blee	11/02/2015	10/02/2023	2	Re-appointed 23/03/2019 Term Expired 10/02/2023
Martin Crowe	23/03/2019	10/02/2023	0	Term Expired 10/02/2023
Seamus Boland	11/02/2015	03/02/2023	2	Re-appointed 04/02/2019 Term Expired 03/02/2023
Richard Brennan	20/06/2017	03/02/2023	1	Re-appointed 04/02/2019 Term Expired 03/02/2023
Vincent Roche	21/06/2018	20/06/2025	1	Re-appointed 21/06/2021 Resigned 24/04/2023

(* No board member attended all scheduled meetings in 2023)



5

Physiotherapists Registration Board



Appointments to the Board/ Election of Members

In July 2023, there was one appointment to the Physiotherapists Registration Board:

- ▶ Grace Kivlehan as a lay member, representative of the management of the public health sector, social care sector or both sectors, appointed in July 2023.

At the end of 2023, there was one vacancy on the Physiotherapists Registration Board, for a member engaged in the education and training of the profession.

Registration

As of December 31, 2023, there were 5,927 Physiotherapists registered with the Physiotherapists Registration Board. Throughout the year, the Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Physiotherapists: Summary Registration Statistics 2023	
Applications received 2023	470
Decisions Made 2023	423
YoY Change in Number of Applications 2022 to 2023	+32
YoY Change in Number of Decisions 2022 to 2023	+22
Physiotherapists Register (31.12.2023)	5,927

Recognition of International Qualifications

Health professionals with qualifications from outside Ireland must have their qualifications processed through CORU's recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Physiotherapists: Summary Recognition Statistics 2023

Valid Applications received 2023	264
Decisions Made 2023	247
Change in Number of Applications 2022 to 2023	64
Change in Number of Decisions 2022 to 2023	38
Outcomes in 2023	240
Recognised (all)	156
Compensation Measures Applied	78
Refused	6

Education Programme Approvals and Monitoring

The Physiotherapists Registration Board confirmed the ongoing suitability of the Bachelor of Science in Physiotherapy programme at the University of Dublin (TCD).

Continuing Professional Development

The Board completed a CPD audit for 147 registrants for the period 01 October 2021 to the 30 September 2023.

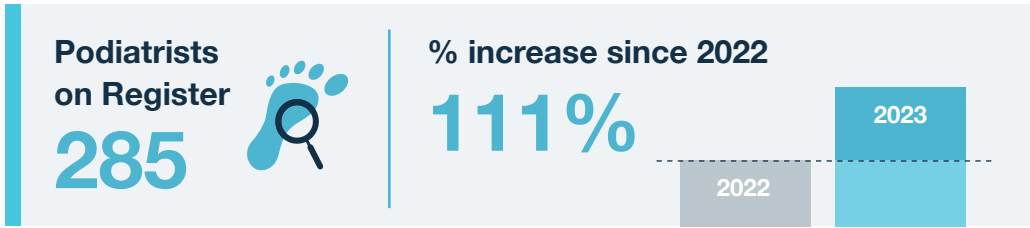
Physiotherapists Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (9)	Notes
Roisin O'Hanlon*	31/08/2022	04/08/2026	9	Chairperson
Joanne O'Dowd	31/08/2022	04/08/2026	8	
Sheelagh McNeill	31/08/2022	04/08/2026	9	
Corinne Evans	27/08/2021	20/07/2025	7	
Rona McLaughlin	27/08/2021	20/07/2025	8	
Grace Kivlehan	19/07/2023	19/05/2026	0	Appointed 19/07/2023
Hugh Farrell	05/12/2022	19/05/2024	7	
May Cleary	14/01/2021	19/05/2024	6	
John Biggins	19/01/2021	19/05/2024	6	
Miriam O'Callaghan	20/05/2018	19/05/2026	7	Re-appointed 20/05/2022
Dennis Joyce	05/12/2022	25/11/2026	5	
Eamonn Grennan	02/10/2018	19/05/2026	8	Re-appointed 20/05/2022



6

Podiatrists Registration Board



Appointments to the Board/ Election of Members

Angela McAnearney was elected as the Chairperson of the Board in March 2023.

In 2023, there was one appointment to the Podiatrists Registration Board:

- ▶ Georgina Gethin as a lay member, involved in education and training, appointed in February 2023.

By the end of 2023, there were two vacancies on the Board for members practicing in the profession.

Registration

As of December 31, 2023, there were 285 Podiatrists registered with the Podiatrists Registration Board. Throughout the year, the Board continued processing applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Podiatrists: Summary Registration Statistics 2023	
Applications received 2023	355
Decisions Made 2023	152
YoY Change in Number of Applications 2022 to 2023	+189
YoY Change in Number of Decisions 2022 to 2023	+47
Podiatrists Register (31.12.2023)	285

Recognition of International Qualifications

Health professionals with qualifications from outside Ireland must have their qualifications processed through CORU's recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Podiatrists: Summary Recognition Statistics 2023	
Valid Applications received 2023	11
Decisions Made 2023	11
Change in Number of Applications 2022 to 2023	6
Change in Number of Decisions 2022 to 2023	6
Outcomes in 2023	11
Recognised (all)	11
Compensation Measures Applied	0

Education Approved Qualification Bye Laws

The Podiatrists Registration Board approved the Bachelor of Science (Podiatric Medicine) programme at the National University of Ireland Galway as meeting the Standards of Proficiency for registration on the Podiatrists register.

Following this approval, the Board released the draft of the Podiatrists Registration Board Approved Qualifications Bye-Law 2023 for public consultation in November 2022 which listed the approved qualification; Bachelor of Science (Podiatric Medicine), National University of Ireland Galway. The consultations sought feedback from professionals and the public on the proposed listing of the qualification on the Bye-Law.

The Approved Qualifications Bye-Law (S.I. No. 120 of 2023) was subsequently enacted by the Board in March 2023 allowing graduates of the approved programme to apply for Registration with the Podiatrists Registration Board.

Podiatrists Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (7)	Notes
Angela McAnearney*	16/10/2018	15/10/2026	6	Chairperson Re-appointed 16/10/2022
Julia Shaw	16/10/2018	15/10/2024	7	Re-appointed 16/10/2021
David Watterson	16/10/2018	15/10/2026	2	Re-appointed 16/10/2022
Caroline McIntosh	16/10/2018	15/10/2024	4	Re-appointed 16/10/2021
Martina Ryan	16/10/2018	15/10/2024	6	Re-appointed 16/10/2021
Kieran O'Leary	16/10/2018	15/10/2026	4	Re-appointed 16/10/2022
Georgina Gethin	07/02/2023	15/10/2026	5	
Noel Beecher	16/10/2018	15/10/2024	7	Re-appointed 16/10/2021
Eamonn Kelly	24/06/2021	15/10/2024	4	Re-appointed 16/10/2021
Aonghus O'Loughlin	16/10/2018	15/10/2026	4	Re-appointed 16/10/2022
Catherine Clune Mulvaney*	16/10/2018	15/10/2026	4	Re-appointed 16/10/2022



7

Radiographers Registration Board

Radiographers/Radiation Therapists on Register

3,782



% increase since 2022

13%

2022

2023

New registrants

319 Radiographers

47 Radiation Therapists

Applications for the recognition of international qualifications

358 Radiographers

35 Radiation Therapists



Compensation measures

44 Radiographers

3 Radiation Therapists

26 Radiographers voluntarily left the Register

9 Radiation Therapists left the Register

33 Radiographers removed from Register for non payment of renewal fees

17 Radiation Therapists removed from Register for non payment of renewal fees

Appointments to the Board/ Election of Members

During 2023, the Radiographers Registration Board welcomed two new members:

- ▶ Margaret Hughes as a public interest member in March 2023.
- ▶ Bernard McCartan as a public interest member in July 2023.

Two members completed their terms:

- ▶ Cliona McGovern resigned in May 2023.
- ▶ Michelle Sugrue resigned in August 2023.

By the end of 2023, there were two vacancies on the Board, one for a practicing member of the profession and one for a lay member involved in education and training.

Registration

As of December 31, 2023, there were 3,962 Radiographers and Radiation Therapists registered with the Radiographers Registration Board. Throughout the year, the Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Radiographers and Radiation Therapists: Summary Registration Statistics 2023	
Applications received 2023	380 Radiographers + 53 Radiation Therapists
Decisions Made 2023	366
YoY Change in Number of Applications 2022 to 2023	+64
YoY Change in Number of Decisions 2022 to 2023	+29
Radiographers and Radiation Therapists Register (31.12.2023)	3,782

Recognition of International Qualifications

Health professionals with qualifications from outside Ireland must have their qualifications processed through CORU's recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Radiographer: Summary Recognition Statistics 2023	
Valid Applications received 2023	233
Decisions Made 2023	279
Change in Number of Applications 2022 to 2023	16
Change in Number of Decisions 2022 to 2023	65
Outcomes in 2023	279
Recognised (all)	235
Compensation Measures Applied	43
Other	1

Radiation Therapists: Summary Recognition Statistics 2023	
Valid Applications received 2023	20
Decisions Made 2023	20
Change in Number of Applications 2022 to 2023	-6
Change in Number of Decisions 2022 to 2023	-7
Outcomes in 2023	20
Recognised (all)	17
Compensation Measures Applied	3

Radiographers Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (9)	Notes
Niamh Moore*	20/02/2020	23/01/2024	8	Chairperson
Ciaran Walsh	20/02/2020	23/01/2024	6	
Michelle Leech	02/07/2021	28/02/2026	7	Re-appointed 29/03/2022
Eddie Conron	29/03/2022	28/02/2026	6	
Deirdre O'Keeffe	08/03/2018	23/01/2026	4	Re-appointed 24/01/2022
David Delaney	24/06/2021	23/01/2026	6	Re-appointed 24/01/2022
Carmel Breaden	17/04/2018	23/01/2026	6	Re-appointed 24/01/2022
Margaret Hughes	28/03/2023	23/01/2026	5	
Dermot Manning	07/05/2020	23/01/2024	5	
Bernard McCartan	19/07/2023	23/01/2024	2	
Claire Hogan	05/02/2018	28/02/2026	7	Re-appointed 29/03/2022
Cliona McGovern	24/08/2016	23/01/2024	4	Re-appointed 07/05/2020 Resigned 24/05/2023
Michelle Sugrue	20/02/2020	23/01/2024	4	Resigned 17/08/2023

(* No board member attended all scheduled meetings in 2023)



8

Social Care Workers Registration Board

By December 30, 2023, the Registration Board had received a total of
80 applications
from social care workers



Including

54 Section 91 applications and

26 Section 38 applications

Appointments to the Board/ Election of Members

Helena Doody was elected as Chairperson of the Board in March 2023.

During 2023, the Social Care Workers Registration Board welcomed several new members:

- ▶ Joseph McVeigh as a lay member, involved in education and training, appointed in March 2023.
- ▶ Seán ÓDubhlaing as a public interest member appointed in March 2023.
- ▶ Mercy Bash as a public interest member appointed in March 2023.
- ▶ Emmett Tuite as a practising professional member appointed in June 2023.
- ▶ Audrey Reddington as a practising professional member appointed in June 2023.
- ▶ Darren Crowe as a member engaged in the management of service provided by the professions, appointed in June 2023.
- ▶ Michelle Long as a member engaged in the management of services provided by the professions, appointed in June 2023.

Seven members completed their terms:

- ▶ Dunia Hutchinson's term expired in March 2023.
- ▶ Adrian McKenna's term expired in March 2023.
- ▶ Maurice Fenton's term expired in March 2023.
- ▶ James Forbes' term expired in March 2023.
- ▶ Jim Walsh' term expired in March 2023.
- ▶ Imelda Finnerty's term expired in March 2023.
- ▶ Tim Murphy's term expired in March 2023.

By the end of 2023, there were no vacancies on the Board.

Registration

In November 2023, the Register for social care workers commenced, marking the beginning of a two-year transitional period until the title becomes legally protected. By 31 December 2023, the Registration Board had received a total of 80 applications from Social Care Workers, of which 54 applied under Section 91 for those applying under transitional arrangements and 26 applied under Section 38 with an approved qualification.

During 2023, the Registration Board initiated a public consultation on several draft Registration Bye-Laws necessary for the opening of the Register for Social Care Workers. These included:

- ▶ Social Care Workers Registration Board Approved Qualifications Draft Bye-Law 2023
- ▶ Social Care Workers Registration Board Application for Registration Draft Bye-Law 2023
- ▶ Social Care Workers Registration Board Criteria for Restoration to the Register Following Removal on Request Draft Bye-Law 2023
- ▶ Social Care Workers Registration Board Criteria for Restoration to the Register Following Cancellation of Registration Draft Bye-Law 2023
- ▶ Social Care Workers Registration Board Return to Practice Draft Bye-Law 2023

Education Approved Qualification Bye Laws

The Social Care Workers Registration Board released the draft of the Social Care Workers Registration Board Approved Qualifications Bye-Law 2023 for public consultation in April 2023. The Bye-Law listed the qualifications approved by the Board as attesting to the Standard of Proficiency required for registration in the Social Care Workers Register. The consultation sought feedback from professionals and the public on the proposed listing of the qualifications on the Approved Qualifications Bye Law.

The Approved Qualifications Bye-Law (S.I. No. 478 of 2023) was subsequently enacted by the Board in September 2023. A list of all approved qualifications listed on the Bye-Law can be found in Appendix 3.

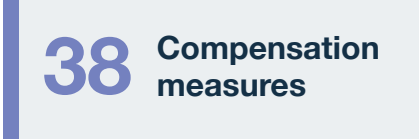
Social Care Workers Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (10)	Notes
Helena Doody*	02/07/2021	30/06/2025	10	Chairperson
Emmett Tuite	01/06/2023	26/03/2027	4	
Audrey Reddington	01/06/2023	26/03/2027	3	
Darren Crowe	01/06/2023	26/03/2027	3	
Michelle Long	01/06/2023	26/03/2027	2	
Noelle Reilly	02/07/2021	30/06/2025	8	
Patrick McGarty	14/06/2021	05/05/2025	10	
Jessica Bartak Healy	14/06/2021	05/05/2025	6	
Joseph McVeigh	27/03/2023	26/03/2027	4	
Lisa Molloy	14/06/2021	05/05/2025	8	
Anne Marie Cullen	14/06/2021	05/05/2025	6	
Sean Ó Dubhlaing	27/03/2023	26/03/2027	6	
Mercy Bash	27/03/2023	26/03/2027	5	
Dunia Hutchinson	27/03/2015	27/03/2023	3	Re-appointed 27/03/2019 Term Expired 26/03/2023
Adrian McKenna	27/03/2015	27/03/2023	1	Re-appointed 27/03/2019 Term Expired 26/03/2023
Maurice Fenton	27/03/2015	27/03/2023	3	Re-appointed 27/03/2019 Term Expired 26/03/2023
James Forbes	27/03/2015	27/03/2023	2	Re-appointed 27/03/2019 Term Expired 26/03/2023
Jim Walsh	27/03/2015	27/03/2023	3	Re-appointed 27/03/2019 Term Expired 26/03/2023
Imelda Finerty	27/03/2015	27/03/2023	2	Re-appointed 27/03/2019 Term Expired 26/03/2023
Tim Murphy	27/03/2015	27/03/2023	3	Re-appointed 27/03/2019 Term Expired 26/03/2023



9

Social Workers Registration Board



Appointments to the Board/ Election of Members

During 2023, the Social Workers Registration Board welcomed several new members:

- ▶ Aoife Kelly Desmond as a public interest member appointed in March 2023.
- ▶ Caoimhe Gleeson as a lay member, in public health or social care management (i.e. in management in the public sector in a health or social care role), appointed in March 2023.
- ▶ Mary Kennedy as a member engaged in the education and training of the profession, appointed in June 2023.

By the end of 2023, the Board had one vacancy for a member engaged in the practice of the profession.

Registration

As of December 31, 2023, there were 5,336 Social Workers registered with the Social Workers Registration Board. Throughout the year, the Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Social Workers Summary Registration Statistics 2023	
Applications received 2023	421
Decisions Made 2023	314
YoY Change in Number of Applications 2022 to 2023	90
YoY Change in Number of Decisions 2022 to 2023	38
Social Workers Register (31.12.2023)	5,336

Recognition of International Qualifications

Social Workers with qualifications from outside Ireland must have their qualifications processed through CORU's recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Social Workers: Summary Recognition Statistics 2023	
Valid Applications received 2023	175
Decisions Made 2023	164
Change in Number of Applications 2022 to 2023	89
Change in Number of Decisions 2022 to 2023	73
Outcomes in 2023	164
Recognised (all)	127
Compensation Measures Applied	36

Continuing Professional Development

The Board completed a CPD audit for 153 registrants for the period 01 June 2021 to 31 May 2023.

Programme Approvals and Monitoring

The Social Workers Registration Board was satisfied as to the continuing suitability of the following programmes in 2023:

- ▶ Professional Master of Social Work & Master's of Science Social Work, University College Dublin
- ▶ Bachelor of Social Work, University College Cork
- ▶ Bachelor of Social Science (Social Work) Trinity College Dublin
- ▶ Master of Social Work & Postgraduate Diploma in Social Work, Trinity College Dublin

Social Workers Registration Board Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (11)	Notes
Yvonne Lennox	10/08/2020	04/08/2024	6	
Aine Davin	31/08/2022	04/08/2026	7	
Adrienne Mary Byrne	10/08/2020	04/08/2024	6	
Maria McGloughlin	31/08/2022	04/08/2026	7	
Mary Kennedy	01/06/2023	04/08/2026	2	
Caoimhe Gleeson	28/03/2023	10/03/2027	5	
Pat Bennett	15/07/2021	04/08/2026	5	
Perry Share*	24/08/2016	04/08/2024	8	Re-appointed 23/02/2021 Chairperson
Hugh Farrell	24/06/2021	20/06/2025	6	
Miriam O'Callaghan	24/06/2021	20/06/2025	10	
Aoife Kelly Desmond	28/03/2023	10/03/2027	5	
Colm O'Doherty	05/08/2018	04/08/2026	10	Re-appointed 31/08/2022



10

Speech and Language Therapists Registration Board

Speech Language Therapists on Register

2,389

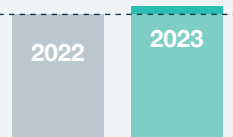


% increase since 2022

4%

2022

2023



New registrants

134



28

Speech and Language Therapists voluntarily left the Register

23

Speech and Language Therapists removed from Register for non payment of renewal fees

Recognised

25



9

Compensation measures

Appointments to the Board/ Election of Members

Bernard Hegarty was re-elected as Chairperson of the Board in January 2023.

During 2023, the Speech and Language Therapists Registration Board welcomed several new members:

- ▶ Muiris ÓLaoire as a lay member, appointed in March 2023.
- ▶ Eibhlin O’Leary as a lay member appointed in July 2023.
- ▶ Sean O’Leary as a public interest member appointed in July 2023.
- ▶ Avril Sheridan as a public interest member appointed in March 2023.
- ▶ Antonia Hussey as a practising professional member appointed in June 2023.
- ▶ Chiara Healy as a practising professional member appointed in June 2023.

Four members completed their terms:

- ▶ Judi Pettigrew’s term expired in February 2023.
- ▶ Anne Healy’s term expired in February 2023.
- ▶ Catherine O’Neill resigned in March 2023.
- ▶ Gerard Gray resigned in March 2023.

By the end of 2023, there were two vacancies on the Board: one for a member engaged in the management of services provided by the profession and one for a member engaged in the education and training of persons in the profession.

Registration

As of December 31, 2023, there were 2,389 Speech and Language Therapists registered with the Speech and Language Therapists Registration Board. Throughout the year, the Board continued processing new applications, ensuring applicants met the necessary requirements: holding an approved qualification, possessing sufficient language proficiency, and being fit to practise.

Speech and Language Therapists: Summary Registration Statistics 2023

Applications received 2023	149
Decisions Made 2023	134
YoY Change in Number of Applications 2022 to 2023	22
YoY Change in Number of Decisions 2022 to 2023	-6
Speech and Language Therapists Register (31.12.2023)	2,389

Recognition of International Qualifications

Health professionals with qualifications from outside Ireland must have their qualifications processed through CORU’s recognition system to ensure their qualification and experience meet the standards set by the Registration Board for a similar Irish graduate.

Speech and Language Therapist: Summary Recognition Statistics 2023

Valid Applications received 2023	39
Decisions Made 2023	38
Change in Number of Applications 2022 to 2023	15
Change in Number of Decisions 2022 to 2023	9
Outcomes in 2023	38
Recognised (all)	29
Compensation Measures Applied	9

Speech and Language Therapists Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (6)	Notes
Antonia Hussey	01/06/2023	04/08/2026	3	
Emma Gonoud	09/05/2019	04/08/2026	6	Re-appointed 31/08/2022
Chiara Healy	01/06/2023	04/08/2026	3	
Maeve Cleary	03/11/2020	13/02/2024	1	
Eibhlin O'Leary	19/07/2023	13/02/2025	0	
Peadar Ward	18/11/2020	13/02/2024	4	
Muiris ÓLaoire	29/03/2023	28/03/2027	3	
Avril Sheridan	28/03/2023	13/02/2028	4	
Evelyn Cawley	14/02/2021	13/02/2025	5	
Bernard Hegarty*	20/06/2017	13/02/2025	6	Re-appointed 14/02/2021 Chairperson
Sean O'Leary	19/07/2023	13/02/2025	2	
Anne Healy	09/05/2019	13/02/2023	1	Term Expired 13/02/2023
Judi Pettigrew	24/08/2016	13/02/2023	1	Re-appointed 24/08/2019 Term Expired 13/02/2023
Gerard Gray	14/02/2021	13/02/2025	0	Resigned 28/03/2023
Catherine O'Neill	20/06/2017	13/02/2025	0	Re-appointed 14/02/2021 Resigned 28/03/2023

Registration Boards Preparing for Regulation

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

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



Counsellors and Psychotherapists Registration Board

Public consultation - responses

689



Appointments to the Board/ Election of Members

Jennifer Griffin was elected as the Chairperson of the Board in May 2023.

During 2023, the Counsellors and Psychotherapists Registration Board welcomed several new members:

- ▶ Patricia Jordan was reappointed as a practising professional member in February 2023.
- ▶ Rachel Mooney was reappointed as a practising professional member in February 2023.
- ▶ Brian Gillen was reappointed as a practising professional member engaged in the management of services provided by the professions in February 2023.



- ▶ Gillian O’Brien was reappointed as a lay member, involved in the management of a voluntary or private sector organisation concerned with health or social care in February 2023.
- ▶ Patrick Benson was reappointed as a public interest member in February 2023.
- ▶ Catriona Bradley was reappointed as a public interest member in February 2023.
- ▶ Kieran Kenny was appointed as a public interest member in July 2023.

By the end of 2023, there were no vacancies on the Board.

Public Consultation

The Counsellors and Psychotherapists Registration Board continued its work to establish two sets of pre-registration education and training requirements – one set for Counsellors and one set for Psychotherapists. Following approval of draft documents for public consultation, the Board launched a 12-week public stakeholder consultation process in September which closed in December 2023. In advance of the consultation launch, an online information webinar was held for all stakeholders in September 2023. All stakeholders were invited to attend this event, with over 130 attending.

Bespoke resources were developed to assist stakeholders in understanding the consultation process, encouraging engagement, and explaining the Board’s rationale for the decisions it has taken in setting its standards and criteria. These resources include an eBook series and a social media video. The consultation process was supported by raising public awareness using CORU’s social media platforms.

At the close of the public consultation, 689 responses were received through completion of an online questionnaire or submission of a written response. In 2024, the Board will review all the consultation submissions received and consider, in detail, the specific issues arising from the consultation and consider the next steps in setting these standards and requirements.



Bespoke resources were developed to assist stakeholders in understanding the consultation process, encouraging engagement, and explaining the Board’s rationale for the decisions it has taken in setting its standards and criteria.”

Counsellors and Psychotherapists Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (6)	Notes
Marcella Finnerty	25/02/2019	24/02/2025	6	Re-appointed 25/02/2022
Patricia Jordan	25/02/2019	24/02/2027	6	Re-appointed 25/02/2023
Rachel Mooney	25/02/2019	24/02/2027	4	Re-appointed 25/02/2023
Colin O'Driscoll	25/02/2019	24/02/2025	6	Re-appointed 25/02/2022
Brian Gillen	25/02/2019	24/02/2027	6	Re-appointed 25/02/2023
Jennifer Griffin*	25/02/2019	24/02/2025	6	Re-appointed 25/02/2022 Chairperson
Ann Delany	25/02/2019	24/02/2025	6	Re-appointed 25/02/2022
Gillian O'Brien	25/02/2019	24/02/2027	4	Re-appointed 25/02/2023
Carole Glynn	14/01/2021	24/02/2025	5	Re-appointed 25/02/2022
Oliver A Kelly	25/02/2019	24/02/2025	5	Re-appointed 25/02/2022
Patrick Benson	25/02/2019	24/02/2027	4	Re-appointed 25/02/2023
Kieran Kenny	19/07/2023	24/02/2027	2	
Catriona Bradley	18/11/2020	24/02/2027	3	Re-appointed 25/02/2023



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Psychologists Registration Board

Appointments to the Board/ Election of Members

Dunia Hutchinson was elected as the Chairperson of the Board in September 2023.

During 2023, the Psychologists Registration Board welcomed several new members:

- ▶ Ladislav Timulak as a practising professional member engaged in the education and training of the profession, appointed in June 2023.
- ▶ Sean O’Connell as a practising professional member appointed in July 2023.
- ▶ Dunia Hutchinson as a lay member involved in the management of a voluntary or private sector organisation concerned with health and social care in July 2023.
- ▶ Ian Boyle Harper was reappointed as a public interest member in July 2023.
- ▶ James Doorley was reappointed as a public interest member in July 2023.

Three members completed their terms:

- ▶ Edel Maloney’s term expired in July 2023.
- ▶ Kieran Woods’ term expired in July 2023.
- ▶ Paul Longmore’s term expired in July 2023

Sam Gower resigned in September 2023.

By the end of 2023, there was one vacancy on the Board for a member practising in the profession.

Steps to Regulation

Following a detailed, risk-based analysis, the Board recommended to the Minister for Health in February 2023 that the specialisms of clinical, counselling and educational psychology should be prioritised for regulation. In parallel, work progressed in 2023 to identify a regulatory model that will facilitate protection of the title psychologist.

The Board made significant progress in 2023 to draft standards of proficiency for the divisions of its register namely clinical, counselling, and educational. This work will continue in 2024.

An independent expert advisory group was established in 2023, including international regulatory experts to examine and recommend a regulatory model that will facilitate protection of the title 'psychologist'. The Expert Advisory Group recommendations on a regulatory model will be presented to the Registration Board and Council in 2024 for decision and recommendation to the Minister for Health.



Psychologists Registration Board Members Attendance 2023

Name	First Appointed	Expiry Dates	Scheduled Meetings (6)	Notes
Dunia Hutchinson*	21/07/2023	20/07/2027	3	Chairperson
Fiona Weldon	21/07/2017	20/07/2025	6	Re-appointed 21/07/2021
Sean O'Connell	21/07/2023	20/07/2027	2	
Sinead Fitzgerald	21/07/2017	20/07/2025	4	Re-appointed 21/07/2021
Stephen Kealy	21/07/2021	20/07/2024	6	
Ladislav Timulak	14/06/2023	20/07/2025	3	
June Stanley	05/12/2022	25/11/2026	5	
Eimear Spain	21/07/2017	20/07/2025	4	Re-appointed 21/07/2021
Joan Fitzgerald	21/07/2017	20/07/2025	4	Re-appointed 21/07/2021
John Hanily	05/12/2022	20/07/2025	4	
Ian Boyle Harper	18/11/2020	20/07/2027	6	Re-appointed 21/07/2023
James Doorley	05/12/2022	20/07/2027	4	Re-appointed 21/07/2023
Edel Moloney	21/07/2017	20/07/2023	1	Re-appointed 03/09/2020 Term Expired 20/07/2023
Kieron Woods	21/07/2017	20/07/2023	1	Re-appointed 03/09/2020 Term Expired 20/07/2023
Paul Longmore	21/07/2017	20/07/2023	3	Re-appointed 03/09/2020 Term Expired 20/07/2023
Sam Gower	21/07/2023	20/07/2027	0	Resigned – 08/09/2023

Appendices

Appendix 1:

Council Attendance 2023

2023 Council Meeting					
	Appointment date	Expiry Date	Scheduled Board Meetings (9)	Fitness to Practise Meetings (7)	Notes
Mo Flynn	01/12/2020	01/12/2024	9	5	Chairperson
Stephanie Manahan	17/04/2018	21/03/2025	8	6	Deputy Chairperson Re-appointed 21/03/2021
Adrienne Byrne	05/12/2022	04/08/2024	7	2	
Aisling Timoney	26/11/2020	18/11/2024	3	1	On Leave from 11/08/2023
Carmel Smith	19/01/2016	20/03/2023	0	0	Re-appointed 24/11/2019 Term Expired 20/03/2023
Caroline Byrne	04/11/2021	22/10/2025	8	2	
Catriona Sweeney	26/10/2022	30/06/2025	5	2	
Claire Hogan	18/12/2020	28/02/2026	1	3	Re-appointed 05/04/2022 Resigned 09/11/2023
Dara Purcell	21/03/2023	20/03/2027	6	2	
David Irwin	12/11/2015	20/03/2023	1	1	Re-appointed 27/03/2019 Term Expired 20/03/2023
Deirdre Saul	21/03/2023	20/03/2027	2	1	
Denis Murphy	12/07/2023	20/04/2027	4	1	
Emma Benton	21/03/2023	20/03/2027	7	4	
Emma Gonoud	31/03/2021	04/08/2026	8	3	Re-appointed 23/09/2022
Fred Powell	11/12/2017	20/03/2025	6	5	Re-appointed 21/03/2021
Geraldine O'Hare	05/12/2022	20/03/2027	4	0	Re-appointed 21/03/2023
Irene Regan	25/04/2019	08/11/2024	4	0	Re-appointed 06/01/2021
James Forbes	27/04/2017	26/03/2023	3	0	Re-appointed 25/04/2019 Term Expired 26/03/2023
John F Scott	17/04/2018	20/03/2025	4	4	Re-appointed 21/03/2021
John Hennessy	05/12/2022	05/05/2025	7	7	
Julia Shaw	23/05/2019	15/10/2024	9	4	Re-appointed 16/10/2021
Ladislav Timulak	20/12/2023	20/07/2025	0	0	
Marcella Finnerty	25/02/2023	24/02/2025	5	4	
Margaret Boland	27/03/2019	20/03/2025	8	3	Re-appointed 21/03/2021
Martina Ní Chulain	05/12/2022	20/03/2027	7	4	Re-appointed 21/03/2023
Mary Flynn	15/05/2020	13/02/2025	7	4	Re-appointed 14/02/2021
Mary Tumelty	24/11/2019	20/03/2027	3	1	Re-appointed 21/03/2023 On Leave from August 2023
Maureen Carolan	26/11/2020	18/11/2024	6	3	
Michael Francis Redmond	15/07/2021	20/03/2023	0	0	Term Expired 20/03/2023

2023 Council Meeting					
	<i>Appointment date</i>	<i>Expiry Date</i>	<i>Scheduled Board Meetings (9)</i>	<i>Fitness to Practise Meetings (7)</i>	<i>Notes</i>
Michael O'Keeffe	21/03/2021	20/03/2025	6	2	
Noelle Reilly	27/03/2023	30/06/2025	6	3	
Owen Blee	12/08/2018	10/02/2023	1	1	Re-appointed 15/06/2019 Term Expired 10/02/2023
Patricia Jordan	26/11/2020	24/02/2027	7	4	Re-appointed 25/02/2023
Paul Hersee	06/03/2023	10/02/2025	6	4	
Paul Lyng	15/02/2016	20/03/2023	1	2	Re-appointed 27/03/2019 Term Expired 20/03/2023
Paula O'Shea	04/11/2021	22/10/2025	7	6	
Rachel Mooney	26/11/2020	24/02/2023	0	0	Term Expired 24/02/2023
Rona McLaughlin	04/11/2021	20/07/2025	6	4	
Treasa Campbell	20/06/2017	20/03/2025	4	0	Re-appointed 21/03/2021 On Leave

Appendix 2:

Committees Attendance

Audit Risk and Governance Committee

Name	08 Mar	31 May	23 Aug	09 Nov
Margaret Boland (Chair)	1		1	1
Paul Lyng*	1			
John F. Scott	1	1		1
Ray Dolan (non-Council)	1	1		1
Elaine Sheridan (non-Council)	1	1	1	
Laura Brien‡ (non-Council)	1	1		
Martina Ní Chulain†			1	1
John Hennessy†		1	1	1
Aisling Timoney†		1		
Sinéad O'Connor§ (non-Council)				1

Key
* term expired
1 attended meeting
† appointed by Council
‡ resigned
§ appointed by Council

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

Finance, Performance and Resources Committee

Name	01 Feb	19 Apr	26 Jul	04 Sept	25 Oct	28 Nov
Michael O'Keeffe (Chair)	1	1	1	1	1	1
John F Scott	1	1	1		1	1
Mary Ann Therese Flynn	1	1		1	1	1
Owen Blee	1					
Michael Redmond	1	1	1	1	1	1
Deirdre Saul			1			1

Registration and Recognition Committee

Name	8 Feb	2 May	12 Jun	30 Aug	22 Nov
Fred Powell (Chair)	1	1	1	1	1
Gabrielle Fitzpatrick	1	1	1	1	1
James Forbes	1	TF	TF	TF	TF
Patricia Jordan	1	1	1	1	1
Caroline Byrne	N/A	1	1	1	1
Adrienne Byrne	N/A	N/A	N/A	1	1
Rona McLaughlin	N/A	N/A	N/A		1
Noelle Reilly	N/A	N/A	N/A	N/A	

Key
(N/A) Not Appointed
(TF) Term Finished

Appointment Date	
Caroline Byrne	23/03/2023
Adrienne Byrne	29/06/2023
Rona McLaughlin	29/06/2023
Noelle Reilly	07/09/2023

Education Committee

Name	28 Apr	01 Jun	24 Aug	09 Nov
Irene Regan	1	1		
Treasa Campbell			1	1
Paul Arthur Hersee			1	1
Marcella Finnerty			1	1
Rena Young	1	1	1	1
Stephen Swanton	1	1		1
Kenneth Freeman	1	1	1	1

Nominations Committee

Name	02 Mar	25 May	27 Jul	21 Sep	22 Nov
Emma Gonoud (Chair)	1		1	1	1
James Forbes*	1				
Maragret Boland	1	1	1	1	1
Miriam O'Callaghan (external)	1	1		1	1
Catriona Sweeney †					1

Key

* term expired 26-Mar

† appointed by Council 29 Jun

Professional Practise Advisory Committee

Name	5 Jan	2 Mar	9 Jun	9 Nov
Stephanie Manahan	1	1	1	1
Maureen Carolan	1	1	1	1
Aisling Timoney	1	1	1	
Sarah Van den Bergh	1			1
Mary Tumelty		1	1	
Róna McLoughlin				1

Appendix 3:

Social Care Workers

Registration Board Approved Qualifications Bye Law

The Social Care Workers Registration Board issued the draft Social Care Workers Registration Board Approved Qualifications and Divisions of the Register Bye-Law 2023 for public consultation on 27th April 2023 listing the following programmes as attesting to the standard of proficiency required for registration in the Social Care Workers Division of the Register.

- ▶ Bachelor of Arts (Honours) in Social Care Practice, Atlantic Technological University
- ▶ Bachelor of Arts (Honours) in Applied Social Care, Atlantic Technological University
- ▶ Bachelor of Arts in Applied Social Care, Atlantic Technological University
- ▶ Bachelor of Arts (Honours) in Social Care Practice, Institute of Technology, Sligo
- ▶ Bachelor of Arts (Honours) in Applied Social Care, Galway-Mayo Institute of Technology
- ▶ Bachelor of Arts in Applied Social Care, Galway-Mayo Institute of Technology
- ▶ Bachelor of Arts (Honours) in Social Care, Dundalk Institute of Technology
- ▶ Bachelor of Arts in Social Care, Munster Technological University
- ▶ Bachelor of Arts in Social Care, Institute of Technology, Tralee
- ▶ Honours Bachelor of Arts (Social Care), National University of Ireland, Galway
- ▶ Bachelor of Arts in Applied Social Studies (Professional Social Care), Quality and Qualifications Ireland, delivered by Carlow College, St. Patrick's
- ▶ Bachelor of Arts in Social Care, Quality and Qualifications Ireland, delivered by The Open Training College
- ▶ Bachelor of Arts (Honours) in Professional Social Care Practice, South East Technological University
- ▶ Bachelor of Arts in Professional Social Care Practice, South East Technological University
- ▶ Bachelor of Arts (Honours) in Applied Social Studies in Professional Social Care, South East Technological University
- ▶ Bachelor of Arts in Applied Social Studies in Professional Social Care, South East Technological University
- ▶ Bachelor of Arts (Honours) in Social Care Practice, South East Technological University
- ▶ Bachelor of Arts in Applied Social Care, South East Technological University
- ▶ Bachelor of Arts (Honours) in Professional Social Care Practice, Institute of Technology, Carlow
- ▶ Bachelor of Arts in Professional Social Care Practice, Institute of Technology, Carlow
- ▶ Bachelor of Arts (Honours) in Applied Social Studies in Professional Social Care, Institute of Technology, Carlow

- ▶ Bachelor of Arts in Applied Social Studies in Professional Social Care, Institute of Technology, Carlow
 - ▶ Bachelor of Arts (Honours) in Social Care Practice, Waterford Institute of Technology
 - ▶ Bachelor of Arts in Applied Social Care, Waterford Institute of Technology
 - ▶ Bachelor of Arts in Applied Social Studies in Social Care, Technological University Dublin
 - ▶ Bachelor of Arts (Honours) in Applied Social Studies in Social Care, Technological University Dublin
 - ▶ Bachelor of Arts (Honours) in Social Care, Technological University Dublin
 - ▶ Bachelor of Arts in Applied Social Care, Technological University Dublin
 - ▶ Bachelor of Arts (Honours) in Applied Social Care, Technological University Dublin
 - ▶ Bachelor of Arts in Applied Social Studies in Social Care, Institute of Technology, Blanchardstown
 - ▶ Bachelor of Arts (Honours) in Applied Social Studies in Social Care, Institute of Technology, Blanchardstown
 - ▶ Bachelor of Arts in Social Care, Dublin Institute of Technology
 - ▶ Bachelor of Arts (Honours) in Social Care Practice, Institute of Technology, Tallaght
 - ▶ Bachelor of Arts in Social Care Practice, Institute of Technology, Tallaght
 - ▶ Bachelor of Arts in Applied Social Care, Technological University of the Shannon: Midlands Midwest
 - ▶ Bachelor of Arts in Applied Social Studies in Social Care, Technological University of the Shannon: Midlands Midwest
 - ▶ Bachelor of Arts (Honours) in Social Care Practice, Technological University of the Shannon: Midlands Midwest
 - ▶ Bachelor of Arts in Social Care Work, Technological University of the Shannon: Midlands Midwest
 - ▶ Bachelor of Arts (Honours) in Social Care Work, Technological University of the Shannon: Midlands Midwest
 - ▶ Bachelor of Arts in Applied Social Care, Athlone Institute of Technology
 - ▶ Bachelor of Arts in Applied Social Studies in Social Care, Athlone Institute of Technology
 - ▶ Bachelor of Arts (Honours) in Social Care Practice, Athlone Institute of Technology
 - ▶ Bachelor of Arts in Social Care Work, Limerick Institute of Technology
 - ▶ Bachelor of Arts (Honours) in Social Care Work, Limerick Institute of Technology
- The draft Bye-Law issued for public consultation on 27th April 2023. The Board made the Approved Qualifications Bye-Law (S.I. NO. 478 of 2023) on the 28th September 2023.

Appendix 4:

Approved Programmes

Reg Board	Provider	Programme	Last RB Decision Date	Decision Type
SWRB	ATU	Master of Science (Social Work)	14/01/2020	Programme Monitoring
	NUIM	Professional Master's in Social Work	26/01/2021	Programme Monitoring
	NUIM	Postgraduate Diploma in Social Work	26/01/2021	Programme Monitoring
	TCD	Bachelor's in social studies	16/05/2023	Programme Monitoring
	TCD	Master's in Social Work	13/12/2023	Programme Monitoring
	TCD	Postgraduate Diploma in Social Work	13/12/2023	Programme Monitoring
	UCC	Bachelor of Social Work	06/04/2023	Programme Monitoring
	UCC	Master of Social Work	01/11/2022	Programme Monitoring
	UCC	Postgraduate Diploma in Social Work Studies	01/11/2022	Programme Monitoring
	UCD	Master's of Social Science (Social Work)	06/04/2023	Programme Monitoring
	UCD	Professional Master's of Social Work	06/04/2023	Programme Monitoring
	UG	Masters' in Social Work	09/08/2022	Programme Monitoring
RRB	TCD	MSc Diagnostic Radiography	11/03/2021	Programme Approval
	TCD	Bachelor of Science in Radiation Therapy	12/09/2019	Programme Monitoring
	UCC	MSc Diagnostic Radiography	21/05/2020	Programme Approval
	UCC	MSc Radiation Therapy	06/12/2021	Programme Approval
	UCD	BS (Hons) Radiography	16/01/2020	Programme Monitoring
	UCD	BSc (Hons) Diagnostic Radiography	20/05/2021	Programme Approval

Reg Board	Provider	Programme	Last RB Decision Date	Decision Type
SLTRB	TCD	Bachelor's in Science in Clinical Speech and Language Studies	25/03/2020	Programme Monitoring
	UCC	Bachelor's in Science Speech and Language Therapy	09/07/2020	Programme Monitoring
	UG	Bachelor of Science (Speech and Language Therapy)	23/09/2020	Programme Monitoring
	UL	Master's in Science Speech and Language Therapy	30/07/2019	Programme Monitoring
OTRB	TCD	Bachelor's in Science in Occupational Therapy	03/06/2020	Programme Monitoring
	UCC	Bachelor of Science (Occupational Therapy)	28/07/2020	Programme Monitoring
	UG	Bachelor of Science (Occupational Therapy)	07/10/2021	Programme Monitoring
	UL	MSc Occupational Therapy (Professional Qualification)	12/06/2019	Programme Monitoring
DRB	TUD/TCD	Bachelor of Science (Honours) in Human Nutrition and Dietetics	02/03/2023	Programme Monitoring
	UCC	MSc Human Nutrition and Dietetics	19/01/2022	Programme Approval
	UCD	MSc in Clinical Nutrition and Dietetics	26/05/2022	Programme Monitoring
	UL	Master of Science Human Nutrition and Dietetics	15/01/2020	Programme Approval
PRB	RCSI	Honours Degree of Bachelor of Science in Physiotherapy	21/09/2021	Programme Monitoring
	TCD	Bachelor's in Science in Physiotherapy (BSc (Physio))	16/02/2023	Programme Monitoring
	UCC	Master of Science in Physiotherapy	25/02/2020	Programme Approval
	UCD	Honours Degree Bachelor of Science (Physiotherapy)	18/11/2021	Programme Monitoring
	UCD	Professional Master of Physiotherapy	21/09/2021	Programme Monitoring
	UL	Bachelor of Science in Physiotherapy	21/09/2021	Programme Monitoring
	UL	Master of Science in Physiotherapy (Professional Qualification)	04/08/2022	Programme Monitoring
ORB	TUD	Bachelor of Science in Ophthalmic Dispensing	02/12/2022	Programme Monitoring
	TUD	BSc Optometry	29/11/2023	Programme Monitoring
PODRB	UG	BSc in Podiatric Medicine	19/07/2022	Programme Approval

Reg Board	Provider	Programme	Last RB Decision Date	Decision Type
MSRB	ATU	Higher Diploma in Medical Science	21/09/2023	Programme Approval
	ATU	BSc (Hons) Medical Science	19/10/2021	Programme Approval
	TUD	BSc Biomedical Science	19/10/2021	Programme Approval
	TUD	Higher Diploma in Medical Science	05/04/2023	Programme Approval
	UCC/MTU	BSc Biomedical Science and Diploma in Clinical Laboratory Practice	19/10/2021	Programme Approval
SCWRB	ATU	Bachelor of Arts (Honours) in Applied Social Care	24/02/2023	Programme Approval
	ATU	Bachelor of Arts in Applied Social Care	24/02/2023	Programme Approval
	ATU	Bachelor of Arts in Applied Social Care (exit award)	24/02/2023	Programme Approval
	ATU	Bachelor of Arts Honours in Social Care Practice	27/03/2020	Programme Approval
	Carlow College	Bachelor of Arts in Applied Social Studies (Professional Social Care)	30/09/2020	Programme Approval
	Dundalk IT	Bachelor of Arts (Honours) in Social Care	25/02/2022	Programme Approval
	MTU	Bachelor of Arts in Social Care	24/03/2023	Programme Approval
	MTU	Bachelor of Arts in Social Care (Embedded)	24/03/2023	Programme Approval
	Open Training College	Bachelor of Arts in Social Care	24/11/2022	Programme Approval
	SETU	Bachelor of Arts in Applied Social Studies in Professional Social Care	25/10/2022	Programme Approval
	SETU	Bachelor of Arts (Honours) in Professional Social Care Practice	24/11/2022	Programme Approval
	SETU	Bachelor of Arts in Professional Social Care Practice	24/11/2022	Programme Approval
	SETU	Bachelor of Arts in Professional Social Care Practice (exit award)	24/11/2022	Programme Approval
	SETU	Bachelor of Arts (Honours) in Social Care Practice	24/02/2023	Programme Approval
	SETU	Bachelor of Arts in Applied Social Care	24/02/2023	Programme Approval
	SETU	Bachelor of Arts (Honours) in Applied Social Studies in Professional Social Care	25/10/2022	Programme Approval

Reg Board	Provider	Programme	Last RB Decision Date	Decision Type
SCWRB (continued)	TU Dublin	Bachelor of Arts (Honours) in Applied Social Care	30/09/2020	Programme Approval
	TU Dublin	Bachelor of Arts in Social Care Honours	22/07/2021	Programme Approval
	TU Dublin	Bachelor of Arts in Applied Social Studies in Social Care	25/02/2022	Programme Approval
	TU Dublin	Bachelor of Arts in Applied Social Studies in Social Care (Exit Award)	24/02/2023	Programme Approval
	TU Dublin	Bachelor of Arts (embedded award) in Applied Social Care	30/09/2020	Programme Approval
	TU Dublin	Bachelor of Arts (Honours) in Applied Social Studies in Social Care	25/02/2022	Programme Approval
	TUS	Bachelor of Arts (Honours) in Social Care Work	24/02/2023	Programme Approval
	TUS	Bachelor of Arts in Social Care Work	24/02/2023	Programme Approval
	TUS	Bachelor of Arts (Honours) in Social Care Work	24/02/2023	Programme Approval
	TUS	Bachelor of Arts (Honours) in Social Care Work	24/02/2023	Programme Approval
	TUS	Bachelor of Arts in Applied Social Care	24/02/2023	Programme Approval
	TUS	Bachelor of Arts in Applied Social Studies in Social Care	24/02/2023	Programme Approval
	TUS	Bachelor of Arts (Honours) in Social Care Practice	24/02/2023	Programme Approval
	UG	Honours Bachelor of Arts (Social Care)	14/01/2021	Programme Approval

Report and Financial Statements

for the year ended 31 December 2023

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Information

Members of the Council

Mo Flynn	<i>Chairperson</i>
Stephanie Manahan	<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	
John F Scott	
Owen Blee	<i>(term ended 10/02/2023)</i>
Irene Regan	
Julia Shaw	
Margaret Boland	
Mary Tumelty	
Mary Ann Therese Flynn	
Claire Hogan	<i>(resigned 08/11/2023)</i>
Maureen Carolan	
Patricia Jordan	
Rachel Mooney	<i>(term ended 24/02/2023)</i>
Aisling Timoney	
Michael O’Keeffe	
Emma Gonoud	
Michael Redmond	<i>(term ended 20/03/2023)</i>
Caroline Byrne	
Paula O’Shea	
Rona McLaughlin	
Caitriona Sweeney	<i>(resigned 09/05/2024)</i>
John Hennessy	
Martina Ni Chulain	
Geraldine O’Hare	
Adrienne Byrne	<i>(term ended 04/08/2024)</i>
Marcella Finnerty	<i>(appointed 25/02/2023)</i>
Paul Hersee	<i>(appointed 06/03/2023)</i>
Deirdre Saul	<i>(appointed 21/03/2023) (resigned 21/03/2024)</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>
Ladislav Timulak	<i>(appointed 20/12/2023)</i>
Niamh Moore	<i>(appointed 17/04/2024)</i>
Declan John Hovenden	<i>(appointed 17/04/2024)</i>
Katie Robinson	<i>(appointed 26/08/2024)</i>

Senior Management Team

Chief Executive Officer	Sheila McClelland <i>(appointed 08/04/2024)</i>
	Ginny Hanrahan <i>(retired 30/05/2023)</i>
Interim Chief Executive Officer	Margaret Hynds O’Flanagan <i>(from 22/05/2023)</i>
Deputy Registrar and Head of Recognition	Margaret Hynds O’Flanagan
Head of Corporate Services	Kenneth Daly <i>(resigned 10/06/2024)</i>
	Sara Leonard <i>(appointed 30/08/2024)</i> <i>(acting from 14/06/2024)</i>
Head of Legal and Fitness to Practise	Erica Champ
Head of Registration	Paul Byrne <i>(Resigned 06/10/2023)</i>
	Melika Khandanian <i>(acting 09/10/2023 – 05/01/2024)</i>
	Anne Marie Bennett <i>(appointed 08/01/2024)</i>
Head of Education Quality Assurance	Claire O’Cleary <i>(leave 11/04/2022 to 24/02/2023)</i>
	Catherine Byrne <i>(11/04/2022 to 24/02/2023)</i>
Head of Strategy and Policy	Fiona McVeigh <i>(acting from 23/08/2022 to 24/02/2023)</i>
	Catherine Byrne <i>(from 25/02/2023)</i>
Head of Recognition (Acting)	Ian Nash <i>(appointed (31/05/2023 – 05/04/2024)</i> <i>(23/04/2024 – 21/06/2024)</i>
Head of Sustainable Regulation (Acting)	Lee McLoughlin <i>(appointed 24/05/2023)</i>
Head of Digital Strategy (Acting)	Melika Khandanian <i>(appointed 24/06/2024)</i>

Headquarters

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

Auditor

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

Accountants

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

Governance Statement and Council Members' Report

Governance

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

Council Responsibilities

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

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

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

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

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

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

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

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

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

The Council considers that the financial statements of the Health and Social Care Professionals Council give a true and fair view of the financial performance and the financial position of Health and Social Care Professionals Council at 31 December 2023, except for non-compliance with the requirement of FRS 102 in relation to retirement benefits entitlements, as directed by the Minister for Health.

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

Council Structure

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

Council Member	Role	Date Appointed
Mo Flynn	Chairperson	01/12/2020
Stephanie Manahan	Deputy Chairperson	17/04/2018
Treasa Campbell		21/03/2021
Fred Powell		21/03/2021
John F Scott		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
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
John Hennessy		05/12/2022
Martina Ni Chulain		05/12/2022
Geraldine O'Hare		05/12/2022
Marcella Finnerty		25/02/2023
Paul Hersee		06/03/2023
Dara Purcell		21/03/2023
Emma Benton		21/03/2023
Noelle Reilly		27/03/2023
Denis Murphy		12/07/2023
Ladislav Timulak		20/12/2023
Niamh Moore		17/04/2024
Declan John Hovenden		17/04/2024
Katie Robinson		26/08/2024

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

The following members of Council were appointed (A) reappointed (R); 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 2023.

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 2023 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 2023

The Council has established six committees, as follows:

1. Audit, Risk and Governance Committee:

comprises of eight 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, Elaine Sheridan and Sinead O'Connor (External members). There were four meetings of the ARGC in 2023.

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

comprises of three 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, and Mary Ann Therese Flynn. There were six meetings of the FPRC in 2023.

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

3. Registration and Recognition Committee (RC):

comprises of six members, of which five are Council members. The role of this committee is to advise Council on policies and procedures in relation to registration and qualifications recognition (as Competent Authority). The members of this committee are: Fred Powell (Chairperson), Patricia Jordan, Caroline Byrne, Rona McLaughlin and Noelle Reilly (Council members) and Gabrielle Fitzpatrick (External Member). There were five meetings of the RC in 2023.

4. Education Committee (EC):

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 2023.

5. Professional Performance Advisory Committee (PPAC):

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 2023.

6. Nomination Committee (NC):

comprises of three members of which two 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, (Council members) and Miriam O'Callaghan (External member). There were five meetings of the NC in 2023.

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 2023 is set out below including the fees and expenses received by each member: Different types of individual leave in 2023 may have had an impact on some member's Council and Committee attendance.

Number of meetings	Council 9	ARGC 4	FPRC 6	RC 5	EC 4	PPAC 4	NC 5	Fees 2023 €	Expenses 2023 €
Mo Flynn	9							8,978	-
John F Scott	4	3	5					-	-
David Irwin	1/2							-	-
James Forbes	3/3			1/1				-	-
Paul Lyng	1/2	1/1						-	286
Carmel Smith	0/2							-	-
Treasa Campbell	4/4				2/2			-	-
Fred Powell	6			5				-	-
Stephanie Manahan	8					4		-	-
Owen Blee	1/1		1/1					-	-
Irene Regan	4				2			-	110
Julia Shaw	9							-	199
Patricia Jordan	7			5				-	-
Rona McLaughlin	6			1/2				-	-
Marcella Finnerty	5/7				2/2			-	-
Margaret Boland	8	4					5	-	-
Denis Murphy	4/4							-	-
Mary Tumelty	3/5					1/3		-	729
Michael Redmond	0/2		0/1					-	-
Mary Ann Flynn	7		5					-	29
Claire Hogan	1/7							-	-
Michael O'Keeffe	6		6					-	179
Maureen Carolan	6					4		-	-
Rachel Mooney	0/2							-	-
Deirdre Saul	2/7		3/5					-	-
Caitriona Sweeney	5						2/3	-	320
Emma Benton	7/7							-	-
Emma Gonoud	8						5	-	-
Aisling Timoney	3/5	1/1				3/3		-	-
Paul Hersee	6/7				2/2			-	-
Martina Ni Chulain	7	2/3						-	1,065
John Hennessy	7	3/3						-	1,063
Dara Purcell	6/6							-	-
Geraldine O'Hare	4							-	569
Caroline Byrne	8			4/4				-	-
Adrienne Byrne	7			2/2				-	-
Noelle Reilly	6/6			0/1				-	-
Paula O'Shea	7							-	-
								8,978	4,549

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 2023.

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

Key Personnel Changes

Eight 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 eight new members. There were also several new appointments and temporary appointments to the senior management team during the year – Margaret Hynds O'Flanagan, Head of Recognition, replaced the retiring CEO, Ginny Hanrahan, as Interim CEO; Ian Nash was appointed as Acting Head of Recognition, Lee McLoughlin was appointed as Head of Sustainable Regulation and Melika Khandanian was appointed as Acting Head of Registration. Catherine Byrne changed from Head of Education Quality Assurance to Head of Strategy and Policy when Claire O'Cleary resumed as Head of Education Quality Assurance and Fiona McVeigh ceased as Acting 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 the Health and Social Care Professionals Council has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016. The following disclosures are required by the Code:

Consultancy Costs

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

	2023	2022
	€	€
Legal Fees – General and Enforcement	125,170	163,623
Strategic Procurement Services	41,981	29,625
Organisation Development	774	7,197
Internal Audit	19,803	75,645
Health and Safety Management	15,221	4,359
Public Affairs and Communications	100,592	39,494
Human Resources	2,103	22,051
Total consultancy costs	305,644	341,994
Consultancy costs capitalised	-	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	305,644	341,994
Total	305,644	341,994

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:

	2023 €	2022 €
Domestic		
- Council*	21,609	1,779
- Committees*	10,338	148
- Registration Board	25,792	7,325
- Employees	14,684	1,780
International		
- Council*	-	848
- Committees*	-	-
- Registration Board	-	-
- Employees	24,952	24,037
Total	97,375	35,917

* includes travel and subsistence of €4,549 paid directly to Council members in 2023. The balance of €27,234 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 Statement of Income and Expenditure Account includes the following hospitality expenditure:

	2023 €	2022 €
Staff and Council hospitality	13,393	4,599
Total	13,393	4,599

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

Statement of Compliance

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

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

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

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

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



Mo Flynn
Chairperson

Date: 05 September 2024



Sheila McClelland
Chief Executive Officer

Date: 05 September 2024

Statement on Internal Control

Scope of Responsibility

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

Purpose of the System of Internal Control

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

Capacity to Handle Risk

The Audit, Risk and Governance Committee was established in 2009. The Committee met four times in 2023.

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

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

Risk and Control Framework

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

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

The executive of the Council is responsible for the development and maintenance of the financial controls framework. In line with Council's Protected Disclosures policy, the Protected Disclosures Officer confirmed that no disclosures were made in the financial year 2023. We further confirm that there have been no financial irregularities identified during the review of the effectiveness of the system of internal control. Risk is a standing item on the agenda of Council and risk registers are reviewed monthly by Senior Management and Council and quarterly by the Audit, Risk and Governance Committee.

Statement on Internal Control *cont'd*

Ongoing Monitoring and Review

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

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

Procurement

The Health and Social Care Professionals Council has procedures in place to ensure compliance with current procurement rules and guidelines established by the Office of Government Procurement and during 2023, the Council complied with these procedures.



Mo Flynn
Chairperson

Date: 05 September 2024



Sheila McClelland
Chief Executive Officer

Date: 05 September 2024

Review of Effectiveness

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 2023 was carried out by an external firm and was signed off by the Council in 2024.

The Council continuously reviewed the effectiveness of the internal controls for 2023 throughout the year and was informed by the work of the ARGC and Internal Audit. The Council is reasonably assured that the systems of internal control instituted and implemented in Health and Social Care Professionals Council for the financial year ended 31st December 2023 are effective.

Internal Control Issues

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

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 2023 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 2023 and of its income and expenditure for 2023 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 2023 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

16 September 2024

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 2023

	Notes	Year Ended 31 December 2023 €	Year Ended 31 December 2022 €
Income			
Exchequer Grant	2	5,828,156	5,098,993
Fee Income	3	3,590,477	3,002,841
Employment Superannuation Deductions		23,230	24,004
		9,441,863	8,125,838
Expenditure			
Salaries	8	4,521,390	3,872,287
Staff Travel and Expenses	5	50,089	41,397
Establishment and Accommodation Costs	4	1,024,191	756,851
Office Administration	6	1,460,535	799,202
Registration and Recognition of International Qualifications	7	387,019	401,507
Legal and Professional Fees	9	2,503,110	1,975,200
Education/CPD		213,929	170,386
Audit Fees		12,650	16,250
Depreciation	10,11	127,714	184,467
		10,300,627	8,217,547
(Deficit)/Surplus for the year before appropriations		(858,764)	(91,709)
Transfer (to) / from Capital Account	14	(156,840)	117,671
(Deficit)/Surplus for the year after appropriations		(1,015,604)	25,962
Balance at the beginning of the year		(355,951)	(381,913)
Balance at the end of the year		(1,371,555)	(355,951)

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



Mo Flynn
Chairperson

Date: 05 September 2024



Sheila McClelland
Chief Executive Officer

Date: 05 September 2024

Statement of Financial Position

as at 31 December 2023

	Notes	Year Ended 31 December 2023 €	Year Ended 31 December 2022 €
Fixed Assets			
Intangible Assets	10	192,366	-
Property, Plant and Equipment	11	911,039	946,565
		<u>1,103,405</u>	<u>946,565</u>
Current Assets			
Cash and Cash Equivalents		454,409	1,017,194
Receivables and Prepayments	12	349,924	391,276
		<u>804,333</u>	<u>1,408,470</u>
Current Liabilities (amounts falling due within one year)			
Payables	13	2,175,888	1,764,421
		<u>2,175,888</u>	<u>1,764,421</u>
Net Current Assets		(1,371,555)	(355,951)
Total Net (Liabilities) / Assets		<u>(268,150)</u>	<u>590,614</u>
Represented by			
Capital Account	14	1,103,405	946,565
Retained Revenue Reserves		(1,371,555)	(355,951)
		<u>(268,150)</u>	<u>590,614</u>

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



Mo Flynn
Chairperson

Date: 05 September 2024



Sheila McClelland
Chief Executive Officer

Date: 05 September 2024

Statement of Cash Flows

for the year ended 31 December 2023

	Notes	Year Ended 31 December 2023 €	Year Ended 31 December 2022 €
Net Cash flows from Operating Activities			
(Deficit) / Surplus for the year		(1,015,603)	25,962
Amortisation charge	10	-	-
Depreciation charge	11	127,714	184,467
Decrease / (Increase) in receivables		41,352	(3,576)
Increase in payables		411,466	198,078
Loss on disposal		-	-
Capital account movement		156,839	(117,671)
Net Cash (Outflow) / Inflow from Operating Activities		(278,232)	287,260
Cash flows from Investing Activities			
Capital Expenditure		(284,554)	(66,796)
Disposal of Assets	11	-	-
(Decrease) / Increase in cash and cash equivalents		(562,786)	220,464
Cash and cash equivalents at the beginning of the year		1,017,194	796,730
Cash and cash equivalents at the end of the year		454,409	1,017,194

Notes 1 to 19 form part of these Financial Statements.



Mo Flynn
Chairperson

Date: 05 September 2024



Sheila McClelland
Chief Executive Officer

Date: 05 September 2024

Notes

(forming part of the financial statements)

1. Accounting policies

a) General

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

b) Compliance with FRS 102

The financial statements of the Health and Social Care Professionals Council (CORU) for the year ended 31 December 2023 have been prepared in compliance with the applicable legislation, and with FRS 102, the financial reporting standard applicable in the UK and the Republic of Ireland issued by the Financial Reporting Council in the UK, with the exception of superannuation. By the direction of the Minister for Health, the provisions of FRS 102 in relation to retirement benefits are not being complied with. In all other respects the financial statements comply with FRS 102.

c) Basis of Preparation

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

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

d) Critical Accounting Judgements and Estimates

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

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

(i) Going concern

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

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

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

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

e) Exchequer Grant

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

f) Fee Income

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

g) Fixed Assets and Depreciation

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

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

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

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

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

h) Intangible Assets - Software Development

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

i) Capital Account

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

j) Employee Benefits

Short-term Benefits

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

Retirement Benefits

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

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

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

k) Cash and Cash Equivalents

Cash consists of cash on hand and in bank.

l) Foreign Currencies

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

m) Provisions

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

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

2. Exchequer Grant	2023 €	2022 €
Department of Health Vote 38 Subhead E1	5,500,000	5,000,000
Department of Health Vote 38 Subhead M1 (capital)	328,156	98,993
	<u>5,828,156</u>	<u>5,098,993</u>

3. Fee Income*	2023 €	2022 €
Social Workers Fees	649,749	583,039
Physiotherapists Fees	826,305	684,456
Radiographers Fees	546,625	464,477
Occupational Therapists Fees	428,400	377,600
Speech and Language Therapists Fees	268,598	240,067
Medical Scientists Fees	415,155	262,800
Dietitians Fees	208,970	166,620
Optometrists and Dispensing Opticians Fees	172,330	177,498
Assessment of Professional Competence Fees	18,200	22,330
Podiatrists Fees	47,845	23,954
Social Care Workers Fees	8,300	-
	<u>3,590,477</u>	<u>3,002,841</u>

The following registers are fully operational:

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

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

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

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

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

4. Establishment and Accommodation Costs	2023 €	2022 €
Accommodation	927,013	689,120
Repairs and Maintenance	19,930	20,620
Light and Heat	45,965	17,468
Cleaning	17,513	14,947
Security	13,770	14,696
	1,024,191	756,851

5. Staff Travel and Expenses	2023 €	2022 €
Domestic Travel	14,684	1,779
International Travel	24,952	24,037
Staff Expenses (including Work from Home)	10,453	15,581
	50,089	41,397

6. Office Administration	2023 €	2022 €
IT Support and Hosting	509,182	211,743
IT Development and Strategic Planning	140,163	53,750
Staff Training and Conferences	141,041	166,147
IT Licences and Maintenance	261,496	122,039
Stationery and Office Expenses	48,651	46,445
Council and Registration Boards Expenses	89,329	17,447
Telephone	35,574	41,148
Recruitment Charges and Agency Staff	74,426	32,597
Office Maintenance and Service Contracts	23,804	7,461
Bank Charges	30,354	24,648
Printing and Publications	26,227	18,788
Insurance	44,603	28,487
Chairpersons Stipend	8,978	8,978
Subscriptions	8,977	10,552
Members Training	4,338	4,413
Hospitality Expenses	13,393	4,559
	1,460,535	799,202

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

	2023 €	2022 €
Registration Board Meetings – Travel	25,792	7,326
Council Meetings – Travel	21,774	2,627
Sub-committee – Travel	10,173	148
Council Meetings – Meeting Costs	20,347	7,336
Sub-committee – Meeting Costs	11,243	10
Registration Board Meetings – Meeting Costs	-	-
	89,329	17,447

7. Registration and Recognition of International Qualifications

	2023 €	2022 €
Applications Assessment and Processing	294,433	268,107
Recognition of International Qualifications	59,807	104,292
Process Mapping and Quality Improvement	32,779	29,108
	387,019	401,507

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

	2023 €	2022 €
Staff short-term benefits	3,696,234	3,310,532
Employers PRSI	397,980	341,887
Retirement benefit costs	268,213	49,891
Outsourced Support	158,963	169,977
	4,521,390	3,872,287

The total number of WTE employed by the Council at the end of the year was 96 in addition to the CEO (2022 - 79).

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

	2023 €	2022 €
Basic pay	3,696,234	3,310,532
Employers PRSI	397,980	341,887
Overtime	-	-
Allowances	-	-
Total	4,094,214	3,652,419

€43,706 (2022: €45,242) of Additional Superannuation Contributions (ASC) has been deducted from salaries and was paid over to the Department of Health. €157,350 (2022: €140,493) was paid to DPENDPR re employee contributions under the Single Public Service Pension Scheme.

(c) Employee Short-Term Benefits Breakdown

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

Range		Number of Employees	
From	To	2023	2022
€60,000	- €69,999	9	5
€70,000	- €79,999	2	1
€80,000	- €89,999	5	2
€90,000	- €99,999	1	-
€100,000	- €109,999	-	-
€110,000	- €119,999	-	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, Head of Strategy and Policy and Head of Sustainable Regulation.

	2023 €	2022 €
Basic pay	596,323	625,971
Total	596,323	625,971

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

Notes (forming part of the financial statements) cont'd**(e) Chief Executive Officer's Remuneration**

CEO remuneration package for the financial period was as follows:

	2023 €	2022 €
Outgoing CEO Basic pay – to 30/05/23	50,200	118,874
Interim CEO Basic pay – from 22/05/2023	69,275	-
Total	119,475	118,874

The Outgoing CEO's pension entitlement did not extend beyond the standard entitlements in the model public sector defined benefit superannuation scheme. The value of retirement benefits earned in the period is not included above. The CEO was reappointed for a five year term in June 2018 following a recruitment process and retired on 30 May 2023.

(f) Chairperson and Council members fees

	Period	2023 Stipend €	2023 Expenses €	2022 Stipend €	2022 Expenses €
Mo Flynn	(01/01/2023 – 31/12/2023)	8,978	-	8,978	-
		8,978	-	8,978	-

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

9. Legal and Professional Fees

	2023 €	2022 €
Legal Fees – Fitness to Practise	1,837,041	962,038
Stakeholders' Management and Communications	134,117	211,130
Legal Fees – General and Enforcement	141,651	163,623
Organisation Development	2,113	98,274
Internal Audit	19,803	75,645
Preliminary Proceedings Committee*	208,477	244,921
Strategic Development	57,413	118,303
Accountancy Fees	40,268	62,398
Strategic Procurement Services	41,981	29,625
Legal Fees – Regulatory	-	4,884
Pension Advisor	5,025	-
Health and Safety Management	15,221	4,359
	2,503,110	1,975,200

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

* The number of Section 60 cases increased significantly in 2023 and 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.

10. Intangible Fixed Assets

	€
Cost	
Cost as at 1 January 2023	254,049
Additions in year	192,366
Accumulated Depreciation at 1 January 2023	(254,049)
Depreciation	-
At 31 December 2023	<u>192,366</u>

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

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

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

	Fixtures and Fittings €	IT/Office Equipment €	IT/Office Equipment €	Total €
Cost				
Cost as at 1 January 2023	361,996	804,398	1,144,108	2,310,501
Additions in year	4,224	87,965	-	92,189
Disposals in year	(26,578)	(427,791)	-	(454,369)
At 31 December 2023	<u>339,641</u>	<u>464,573</u>	<u>1,144,108</u>	<u>1,948,321</u>
Depreciation				
Accumulated Depreciation at 1 January 2023	345,933	731,982	286,022	1,363,937
Depreciation in year	5,772	64,736	57,205	127,714
Disposals in year	(26,578)	(427,791)	-	(454,369)
Accumulated Depreciation at 31 December 2023	<u>325,127</u>	<u>368,927</u>	<u>343,227</u>	<u>1,037,282</u>
Net Book Value				
At 31 December 2023	<u>14,513</u>	<u>95,646</u>	<u>800,880</u>	<u>911,039</u>
At 31 December 2022	<u>16,063</u>	<u>72,416</u>	<u>858,087</u>	<u>946,565</u>

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

12. Receivables and Prepayments	2023 €	2022 €
Prepayments	265,551	292,283
Accrued Capital and Project Income due from Department of Health	84,373	98,993
	349,924	391,276

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)	2023 €	2022 €
Deferred Income	1,431,209	1,334,046
Accruals	539,207	262,844
PAYE	118,963	92,479
Professional Services Withholding Tax	45,140	78,818
Credit Card	339	81
Value Added Tax	34,357	2,115
Trade Payables	6,672	(5,962)
	2,175,887	1,764,421

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	2023 €	2022 €
Balance at start of period	946,565	1,064,236
Transfer (to) / from Statement of Income & Expenditure		
Funding to acquire fixed assets (Note 10/11)	92,188	66,796
Funding to acquire intangible assets (Note 10)	192,366	
Less: Amount released on disposal of assets		
Less: Amortisation in line with depreciation	(127,714)	(184,467)
	156,840	(117,671)
Balance at period end	1,103,405	946,565

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 2023 CORU had the following future minimum lease payments:

	As at 31 December 2023 €	As at 31 December 2022 €
Payable within 1 year	708,694	630,296
Payable within 2 – 5 years	2,834,778	2,521,184
Payable after 5 years	5,769,570	6,870,256
	9,313,042	10,021,736

16. Council Capital Commitments

CORU has commitments in respect of an ICT expenditure project that relates to the updating of the HSCPC Registration/Education/Case Management System. At the balance sheet date, CORU had outstanding commitments for future payments on the project, which is estimated to be €754,734 (inc VAT).

17. Related Party Transactions

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

18. Contingent Liabilities

At 31 December 2023 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 05 September 2024.

Notes



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