



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

Annual Report and Financial Statements 2015

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

Contents

1.	About CORU	3
2.	Chairperson's Statement	7
3.	Foreword by the Chief Executive Officer	9
4.	Strategic Highlights and Key Activities 2015	11
5.	Corporate Services	19
6.	Councils Committee Reports	25

Registration Board Annual Reports

6.1	Dietitians Registration Board	35
6.2	Occupational Therapists Registration Board	41
6.3	Optical Registration Board	49
6.4	Physiotherapists Registration Board	57
6.5	Radiographers Registrations Board	65
6.6	Social Care Workers Registration Board	73
6.7	Social Workers Registration Board	81
6.8	Speech and Language Therapists Registration Board	89
7.	Financial Statements 2015	97

Appendices

Appendix 1: Council Attendance	124
Appendix 2: Council Committee Attendance	128
Appendix 3: Organisational Structure	130

Abbreviations and Definitions

Act	Health and Social Care Professionals Act 2005 (as amended)
Board	Registration Board
CEO	Chief Executive Officer
Committee	Advisory committee of Council/Board, chaired by a member of Council/Board, which makes recommendations for decision by Council/Board
CORU	Collective Brand name for the Health and Social Care Professionals Council and the 12 Registration Boards to be established under the Health and Social Care Professionals Act 2005 (as amended)
Council	Health and Social Care Professionals Council
Designated Professionals	Clinical Biochemists, Dietitians, Dispensing Opticians, Medical Scientists, Occupational Therapists, Optometrists, Orthoptists, Physiotherapists, Podiatrists, Psychologists, Radiographers, Radiation Therapists, Social Care Workers, Speech and Language Therapists and Social Workers.
DRB	Dietitians Registration Board
Independent Members	Members of Committees of Council who are not on Council or a CORU Registration Board
Lay Member	A member of Council, Registration Boards or Committees who is not a member of the professions regulated or to be regulated by CORU
ORB	Optical Registration Board
Minister	Minister for Health
ORB	Optical Registration Board
OTRB	Occupational Therapists Registration Board
PRB	Physiotherapists Registration Board
Registration Board	An individual Registration Board for one of the professions covered by the Act
Registrar	The Registrar of the Registration Boards
RRB	Radiographers Registration Board
SCRWB	Social Care Workers Registration Board
SLTRB	Speech & Language Therapist Registration Board
SWRB	Social Workers Registration Board

About CORU

CORU is Ireland’s multi-profession health and social care regulator. Working in the public interest, our role is to protect the public by promoting high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

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

CORU is responsible for the regulation, under the 2005 Act (as amended), of 14 designated health and social care professions, which between them have an estimated 25,000-30,000 members. Additional professions may be added by the Minister for Health in the future. For the first time, these designated professions will now be regulated on a statutory basis. They are:

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

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

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

The remaining Boards will be established on a phased basis.

Our Mission

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

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

Our Vision

“Public confidence and protection is secured by CORU’s promotion of high standards through fair and effective regulation of Health and Social Care professionals.”



Our Values

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

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

Role of the Health and Social Care Professionals Council

The Health and Social Care Professionals Council is a statutory body established by Government to protect the public by promoting the highest standards of professional conduct among the designated health and social care professions.

The Council:

- › Oversees and co-ordinates the work of the Registration Boards.
- › Enforces standards of practice for registered professionals including codes of professional conduct and ethics.
- › Operates Fitness to Practise.
- › Makes decisions and give directions relating to disciplinary sanctions on registrants.
- › Is responsible for allocating resources in an efficient and effective way.

Council has 29 members - one nominated from each of the 14 regulated profession and 15 lay members. The lay members (non-members of the professions being regulated by CORU) are drawn from the education sector, patient advocacy groups, the voluntary sector and representatives of public and private sector employers within the health and social care sector. The Chairperson is appointed by the Minister for Health and must be a lay member of Council. All Council and Registration Board Members are voluntary and not in receipt of any fees. The Chairman of the Council is paid a stipend and travel expenses during the year. No other member of the Council, Advisory Committee or Registration Boards receives payment of fees in respect of their membership.

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

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

Preliminary Proceedings Committee

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

Role of the Registration Boards

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

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

Each Registration Board is responsible for:

- › establishing and maintaining the Register of members of that profession;
- › assessing and recognising qualifications gained outside the State;
- › approving and monitoring education and training programmes relevant for entry to the Register;
- › setting the code of professional conduct and ethics;
- › setting the requirements for continuing professional development; and
- › with Council approval, establishing Bye-Laws in respect of their registration and education functions.

Each of the Boards will consist of 13 voluntary members, seven are lay members of the Board (non-members of the professions being regulated); with one each coming from the education sector, public employers and private/voluntary agencies and four from the general public including patient advocacy groups; as well as six members from the respective professions representing educators, managers and providers of services.

133 members are currently appointed to serve on Council and Registration Boards at CORU. Each Board is required to meet at least four times per year, but typically meet 10 times a year, to ensure the progression of the registration of its profession.

Chairperson's Statement

My final term of office comes to an end in March 2016 and this marks my final annual report as Chairperson of the Health and Social Care Professionals Council. It has been an enormous pleasure to have been involved in the establishment and development of such a dynamic, diverse and important agency.



I am pleased to be able to report that 2015 was a very significant year for CORU.

In line with a government decision and following legislative amendments, 31 October saw the transfer of the regulation of optometrists and dispensing opticians from the Opticians Board/Bord na Radharcmhastóirí to the Optical Registration Board at CORU. I want to thank Mairead Shields, President, Mary O'Donnell, Registrar and the members, for their co-operation and hard work throughout the transfer process. We welcome all the optometrists and dispensing opticians to CORU.

The vast majority of health and social care professionals in Ireland are providing care to the public which is based on sound knowledge, professional dedication and commitment. Every profession has members who do not perform as they should and for the public to have confidence there is now a mechanism for the appropriate handling of these situations. Fitness to Practise is the mechanism under which CORU investigates complaints made relating to the conduct and competence of registered practitioners. Fitness to Practise was launched in December 2014, and throughout the year CORU received a number of complaints, each of which were considered under the new regime.

The Minister for Health appointed the members of the Social Care Workers Registration Board in March, beginning the journey to regulation for that profession.

Eight Registration Boards are now established and work continues in the preparation for the registration of the remaining professions designated in the legislation. The challenge now is to manage the increased complexity of the organisation's work with a constant focus on the overall objective which is to promote high standards of professional conduct and professional education, training and competence among registrants of the designated professions.

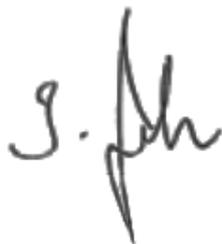
I am very grateful for the support I've received from my colleagues on Council and each of the Registration Boards and I am humbled by the commitment they have shown in working together on a voluntary basis to establish a system of regulation for health and social care professionals which aims to protect the public.

I would like to express my thanks to the Deputy Chairperson, Marie Culliton, to each Council Member and the Chairs of the Council Committees for their contribution to the development of our work as regulator. I also wish to thank the Chairs and members of the Social Workers, Radiographers, Dietitians, Occupational Therapists, Speech & Language Therapists, Physiotherapists, Social Care Workers and Optical Registrations Boards for their on-going personal and professional commitment and to their employers for facilitating them to participate fully in their roles in CORU.

I also want to express my appreciation to our Chief Executive, Ginny Hanrahan and her management team Mary Griffin, Aoife Sweeney, Colm O’ Leary, Mary O’Donnell and the staff at CORU. They have shown great dedication and have worked very well with the Council and Registration Boards over my time as Chairperson.

I would also like to thank all the board members who completed their terms of office this year, Muiris FitzGerald, Martin Higgins, Kirstin Quinn, Jenny Bulbulia, David Power and Richard Booth. I want to thank each of them for their hard work in helping CORU to progress its important work.

I would also like to express my gratitude to the Minister for Health and the officials at this Department for their ongoing commitment to supporting the work of CORU, especially Deirdre Walsh and Kieran Duffy. I am sure that this positive working relationship will continue for many years to come.



Tom Jordan

Chairperson

*Health and Social Care
Professionals Council*

Foreword by the Chief Executive Officer

I am pleased to report that 2015 was a very significant year in the regulation of health and social care professionals, with a number of important steps taken in the advancement of our agenda to protect the public. We are also entering the final stage of our Statement of Strategy 2013-2016 and this year's Annual Report highlights the work achieved on meeting the challenges and working effectively towards the organisation's strategic objectives.



2015 was a significant year for registration and CORU welcomed three professions to our regulation regime. Registration opened for occupational therapists this year and the two year transition period for radiographers and radiation therapists closed, marking the introduction of mandatory registration for the members of those two professions. The smooth transfer of the regulation of optometrists and dispensing opticians from the Opticians Board/Bord na Radharcmhastóirí to the Optical Registration Board at CORU was a very significant step for the profession, and a major achievement for the organisation. I want to thank everyone who was involved in the transition, and I would like to welcome Mary O'Donnell, former Registrar at the Opticians Board and Bernice Mallon Murphy to the CORU team.

We remain focused on continuing to improve the process of applying for and renewing registration. This was highlighted by the introduction of PIN based facilities to apply and renew online through the CORU website. We have engaged in a system of reviewing our business process and we are focused on improving our online systems to reflect CORU's drive towards greater efficiency.

Fitness to Practise commenced on 31 December 2014 and is gradually being rolled out across the designated professions. The new regime will ensure that CORU can receive and deal with complaints fairly about conduct or competence of registrants.

The Continuous Professional Development (CPD) audit cycle for social workers launched in May of this year and for radiographers and radiation therapists in October. CPD is an integral component in the continuing provision of safe and effective services for the benefit of service users. CPD requires engagement by the health and social care professional in a range of learning activities on an on-going basis.

The strategic governance and leadership of CORU is an ongoing focus for Council. We continue to review our corporate governance and support structures which are an essential element to the ongoing work of Council and the structure of our multiple professional Registration Boards. We have continued to build efficient and effective organisational structures to deliver our mandate by maximising shared services where possible.

I was very pleased to have had the opportunity to meet many health and social care professionals throughout the year. In particular, I was delighted to meet so many optometrists and dispensing opticians at a series of information evenings we held around the country.

Engagement with the professions is very important to us, and we will continue to listen to feedback received.

Tom Jordan's tenure as Chairperson of the Health and Social Care Professionals Council will come to an end in March 2016. Over the past nine years – three as an ordinary member and six as Chairperson, Tom has played a vital role in steering CORU through its establishment. I want to thank Tom for his strategic support and guidance. His work has had a very big impact on CORU's formation and the regulation of health and social care professionals. I wish him well in his future endeavours.

I also want to thank the members of the Health and Social Care Professionals Council, and the Chairs and members of each of the Registration Boards for their support and guidance throughout the year. This year has continued to be an exceptionally busy year and I want to thank the staff at CORU for their energy, commitment and diligence in their work. Thanks also to the Department of Health, in particular the Professional Regulation Unit, for their ongoing help and support.

It is with sadness that we must remember our colleague John Conroy, Communications Manager who died suddenly on the 24 May 2015. John had become the public face of CORU, as he had attended many of our outreach meetings with our professions to prepare for registration. John was a lifelong public servant and brought this experience to CORU; having previously worked as a private secretary to a number of government ministers. He joined CORU from the Student Universal Support Ireland (SUSI). Our sympathies go to his parents and brother as we remember his contribution to the development of CORU's work.

The principle at the core of the regulation of health and social care professionals is the protection of the public, to be achieved through promoting high standards of professional conduct, professional education, training and competence among those registered. I look forward to working with the members of the Health and Social Care Professionals Council and the Registration Boards as we continue this important work in 2016.



Ginny Hanrahan

Chief Executive Officer

*Health and Social Care
Professionals Council*

Strategic Highlights & Key Activities 2015

Measurement against the Statement of Strategy 2013-2016

During 2015, the Council made significant advances towards reaching the strategic objectives set out in the 2013-2016 Statement of Strategy. The strategy is intended to convey our clarity of purpose, our shared understanding of the challenges facing our organisation, how we intend to meet those challenges and our relative priorities in doing so. Implementation of this strategy is supported by annual business and operation plans.

Strategic Objective 1:

To achieve complete roll-out of the regulatory regime across all professions under our remit, including registration, education review and fitness to practise

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

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

The number of professionals registered with CORU continued to grow throughout 2015. The following table sets out the number of registrants in each profession at the end of December 2015.

Profession	No. of Registrants
Social Workers	3,928
Radiographers	1,589
Dietitians	126
Speech and Language Therapists	140
Occupational Therapists	128
Optometrists	787
Dispensing Opticians	188
Total	6,886

Each year, every registrant must renew their registration and pay an annual retention fee. During the year, the Council directed the Registration Boards to remove 45 individuals from the Register for failing to renew their registration within the time required having being notified on more than one occasion. 64 individuals voluntarily removed themselves from the Register.

In 2015, registration opened for occupational therapists and the two year transition period for radiographers and radiation therapists closed.

The Social Care Workers Registration Board was appointed by the Minister for Health. The Board has begun its work to prepare for the opening of the Register for social care workers, with a particular focus on preparing the Bye-Laws that will allow for the opening of the Register. The Physiotherapists Registration Board also continued its work to prepare for the registration of the members of that profession.

The Council approved Return to Practice Bye-Laws for dietitians, speech and language therapists and occupational therapists. These Bye-Laws set out the steps that must be taken by members of these professions if they wish to have their registration restored after a period of absence from the Register. The Registration Committee set out the framework for Council and guidelines for Registration Boards on making conditions for registration in a division of a Register and approved external providers to conduct Aptitude Tests and Assessments of Professional Competence.

A close-out process was approved for registration applications that were not concluded by the applicant in a timely manner, so too was a revised approach with regard to the issue of hard copy certificates on initial registration and subsequent issue of electronic certificates on registration renewal.

During the course of 2015, there were 24 educational courses approved by CORU. Details of the progress made in 2015 in the approval and monitoring of the various education courses for the regulated professions can be found in each of the Registration Boards' reports.

As each Registration Board, opened its Register, it has also become the Competent Authority under EU legislation. The work of each Competent Authority is facilitated by the Recognition Department at CORU who deal with applicants with international qualifications. 246 applications for recognition were received in 2015 and a decision was made on 138 of these.

In 2015, CORU became the Competent Authority for occupational therapists and optometrists/dispensing opticians.

Strategic Objective 2:

To complete the transition to include the Opticians Board under our remit

The transfer of the registration of optometrists and dispensing opticians from the Opticians Board / Bord na Radharcmhastóirí to the Optical Registration Board at CORU was completed on 31 October 2015.

In early 2015 a Steering Group was set up to ensure the project management of the transfer was completed in a seamless manner. The role of the group was to oversee the integration process; to incorporate the various aspects of financial responsibilities; to ensure due-diligence was observed and to roll out the appropriate communications plan to all stakeholders. Prior to the transfer date, CORU held a number of town- hall meetings around the country with registrants, educators and professional bodies to ensure that information in relation to CORU and what the transfer would entail was communicated to all.

CORU also engaged with all the registrants by sending them a Welcome Pack in December which contained a number of CORU's guides including the Guide to Registration and the Code of Professional Conduct and Ethics for Optometrists and Dispensing Opticians.

During 2015 the Council authorised the Optical Registration Board to divide the register into a General Division and a Contact Lenses Division and agreed that the annual renewal date for the Optical Registration Board would be 31 March each year. The Council also approved the Board's Bye-Laws dealing with applications for registration and Return to Practice.

Strategic Objective 3:

Rollout the Fitness to Practise framework promptly once the respective professional Registers are opened

Fitness to Practise commenced on 31 December 2014 and is gradually being rolled out across the designated professions.

The Preliminary Proceedings Committee was established, and its members appointed, in January. The Preliminary Proceedings Committee review all complaints received by Council; they consider if there is a case to answer by a registrant or not and make recommendations to Council on these matters. No members of Council or the Registration Boards are on this Committee, in order to protect the decision making of its work. Six of the members are non-registrants and represent the interests of the general public. Ten members represent the social work and radiography professions. Three case officers (CORU staff members) were appointed to the Committee.

During the year, the Committee decided in the case of a number of complaints that there was insufficient cause to warrant further action. 44 complaints in relation to Fitness to Practise were received by CORU in 2015.

Deirdre Madden was appointed as Chairperson of the Fitness to Practise Committee of the Council.

Strategic Objective 4:

To be consistent in our approach and flexible where necessary while ensuring a regulatory framework that delivers our remit

Council frameworks for regulatory requirements have been adopted by the Registration Boards, promoting consistency; with each board incorporating the unique requirements of its profession in their regulatory documents. In 2015 these were used in establishing the Optical Registration Boards Code of Professional Conduct and Ethics, the Framework for Standards for Proficiency and the Criteria for Approving and Monitoring Education Programmes.

The Registration Committee reviewed CORU's registration processes to ensure continuity and to streamline the process of registration. This was enhanced by the roll out of the PIN based application process. It was also achieved by the introduction of the framework for Council and guidelines for Registration Boards on making conditions for registration in a division of a Register.

In 2015, a revised approach was adopted in relation to the issue of hard copy certificates on initial registration and the subsequent use of electronic certificates on registration renewal. This was introduced as part of the ongoing business process review that the Registration Department are engaged with.

The Council approved Return to Practice Bye-Laws for dietitians, speech and language therapists and occupational therapists. These Bye-Laws set out the steps that must be taken by members of these professions if they wish to have their registration restored after a period of absence from the Register.

Strategic Objective 5:

To ensure CORU has the necessary capabilities and systems to successfully implement regulation in a demographically diverse and changing state, noting the changes that will impact on the demands for the services of the health and social care professions

CORU monitors relevant changes in policy, in legislation and how health and social care services are to be delivered in Ireland to deal with our changing population. This is to ensure that the changes are reflected in the requirements for education for registrants and in our Codes of Professional Conduct and Ethics.

Examples include the increase in roles for many therapists in the community, who previously worked in hospitals – education courses have had to adjust to prepare the future registrants for this new way of working.

In 2015 the Education Committees main focus was reviewing the Framework Criteria and Standards of Proficiency for Education and Training Programmes. The Framework Criteria and Standards of Proficiency was originally developed in 2009 to assist Registration Boards in developing a consistent and clear set of education and training standards for registration. The Criteria are the quality assurance standards that a registration board uses to ensure that a programme has a system in place to consistently and safely produce graduates who meet the standards of proficiency for entry to the Register. The Standards of Proficiency are the standards that a graduate from an approved programme must meet in order to apply for registration. The standards are set at the threshold level for public protection.

The Framework was reviewed in 2015 to ensure this regulatory mechanism remains fit for purpose in changing health professional education contexts. The project entailed a review of current research, guidelines and best-practice in curriculum design and assessment in higher education to explore implications for regulation. Extensive stakeholder (both external and internal) feedback and consultation was also undertaken to explore issues around the understanding and use of the current framework. The revised Framework was adopted by Council in December 2015 to be used by the Registration Boards in 2016.

CORU is committed to communicating through its publications using Plain English to explain our role as regulator and our processes. We ensure that all information is user friendly and accessible to all health and social care professionals under our remit.

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

Strategic Objective 6:

Continue to build our national and international networks to facilitate knowledge sharing and feed learning into the regulatory regime

CORU operates in a complex, rapidly changing environment. The role of individual professions, how they carry out their work and how they interact with service users, colleagues and other professionals continues to develop.

There are always lessons to be learnt from the experience of regulation of other professions both in Ireland and abroad. CORU has established good sharing and working relationships with national and international regulators.

CORU's executive team is very involved in joint working with national regulators. Ongoing training, development and updating of our members and staff is critical to managing the demands and changes of the regulatory environment. In this regard, CORU has a key role in engaging with academic institutions to encourage provision of quality courses for aspiring registrants that embody best academic practise.

Strategic Objective 7:

To continue to build a high performing organisation that is fit for purpose

In 2015, the human resources function managed organisational learning and development across the organisation. This is an important contributor to improving organisational performance. The human resources team worked with internal stakeholders to identify and deliver core learning and development programmes in strategic areas.

CORU now has 41 staff with a good tone to our work environment. The team is very committed and has delivered what has been asked of them. In 2015, our staff number increased from 26 to 38. We consistently strive to improve our business processes to increase efficiencies and we see ongoing quality improvement as our standard approach.

Strategic Objective 8:

To minimize the cost of regulation while delivering on our mandate

Due to two national pay agreements, a registration and renewal fee of €100 has been set until 2018. This has meant that CORU continues to receive funding from the Department of Health. The opening of the Registers for more professions is a significant component to CORU's work programme in the future. Our funding model is predominantly based on the income we generate from registration fees, while working towards reducing demands on central funding. Planning has commenced to consider funding models after 2018 to ensure that CORU has a sustainable regulatory system for health and social care professions.

CORU met all its financial obligations during 2015. The use of budgeting and ongoing forecasting enabled secure management of expenditure against planned available resources. External and Internal audits in 2015, showed a good standard in our systems. CORU continues to deliver joint working with other fellow regulators where suitable to minimise costs. This includes the use of national tenders where appropriate. We are working with OPW on our accommodation requirements which will come into place next year. We use the Office of Government Procurement guidelines where possible.

Strategic Objective 9

To ensure an ICT infrastructure that is flexible, cost-effective and highly performing

Building and expanding an organisation at a time when public sector organisations are severely restricted is difficult and requires an innovative workforce planning and service delivery. ICT is seen as a core enabler to ensure a high standard of service.

During 2015, we reached an important stage in terms of service user delivery in that all our registration and renewal process are online. Health and social care professionals can apply through the CORU website www.coru.ie. Full payment of application and retention fees are fully facilitated online. This is a significant step for the organisation and streamlines our financial function.

Strategic Objective 10:

To ensure that there is sufficient commitment, involvement and contribution from members and support for their work in order to successfully implement regulation

CORU relies heavily on the active involvement of its Council and Board members, all of whom offer their services voluntarily with the support of their employers. As our work continues to expand and develop, we are more dependent on these members to maintain their commitment and provide leadership to achieve our goals and objectives.

Ongoing review of Council and Registration Boards' performance is helping to guide the executive towards the best methods to support its work. Level of attendance at meetings is generally very good and members are very involved in its work.

The Executive endeavours to prepare the best papers for all Council and Boards, to allow and support best decision making.

Strategic Objectives 11 & 12:

To effectively communicate by ensuring that our communications meet the specific needs of each of our stakeholder constituencies

Promotion of CORU's purpose, vision and operation amongst key stakeholders, especially the public and the designated professions

The effective long-term implementation of the regulatory framework will depend on a number of factors relating to our ability to communicate effectively with our stakeholders.

CORU strives to engage fully with all stakeholders to ensure that awareness and accuracy of information is provided to all concerned including, registrants, employers, professional bodies, educators, advocacy groups and other regulators. Every quarter CORU issues its Newsletter to all stakeholders which provides information on the work of CORU. The CORU Newsletter is sent electronically and also available to view on the CORU website.

During 2015, CORU engaged in over 12 Public Consultations specifically in relation to draft Bye Laws. Public Consultation Notices were advertised in the national media during the course of the year.

In 2015, CORU met with over 3,000 potential registrants throughout the country to inform them of the role of CORU, the registration process and what Continuous Professional Development means for registrants. In 2016, we aim to improve our work in this area with more "listening events" and more engagement with service users.

Strategic Objective 13:

Continue to implement high standards of corporate governance and operational effectiveness

CORU operates in a complex governance structure. Maintaining the highest standards requires clarity of roles and responsibilities, clear decision making and consistency in how we operate. While the Registration Boards are responsible for establishing and maintaining their respective Registers; including approval of education qualifications; Council is responsible for corporate support structures; including finance and the delivery of a Fitness to Practise regime. Thus there is a clear separation of functions, while at the same time Council is responsible for overseeing and co-ordinating the work of the Registration Boards. As a result, striking the right balance in this regard requires ongoing focus on CORU's governance processes.

Clarity in decision making, between Council, Registration Boards and Executive is very important. The separation of the Fitness to Practise process, by using people on the decision making bodies, who are not on Council and Registration Boards is a good example of how CORU implement good corporate governance.

Council approved its policy on the appointment of a Deputy Chairperson at its meeting on 16 July 2015. Marie Culliton was elected to the position of Deputy Chair of Council in November 2015 and was authorised to authenticate the seal of Council in December 2015.

The oversight of the Audit, Risk and Governance Committee with excellent external members helps to ensure standards remain high.

The executive team is always conscious of how it is doing its work and the potential impact on the reputation of CORU.

Corporate Services

It is critical that CORU as an organisation is fit for purpose and sufficiently resourced to enable us to support the Council and Registration Boards in fulfilling their legislative duties. Corporate Services has continued to manage key areas including Finance, Human Resources, ICT, Communications, Corporate Governance and Internal Audit.

Finance

CORU met all its financial obligations during 2015. The use of budgeting and ongoing forecasting enabled secure management of expenditure against planned available resources.

The Finance Team have excellent working relationships with the Officials of the Department of Health. The Department provides CORU with the resources to fulfil its independent mandate. The team also worked closely during the year with the Office of Public Works to manage the organisation's move from Sandymount to Joyce House in Dublin city centre.

The Health Miscellaneous Provisions Act 2014 gave the Minister for Health the power to dissolve the Opticians Board/Bord na Radharcmhastóirí and the dissolution took effect on 30 October 2015. At that date, CORU became responsible for all of the Opticians Board's commitments including the lease of its Fitzwilliam Square offices. The Comptroller and Auditor General will audit its final set of accounts in 2016.

Two independent and external reviews took place during 2015, the 2015 internal audit report and the Comptroller and Auditor General's audit management letter, which had no significant or high rating findings. CORU's annual accounts for 2015 were submitted to the Comptroller and Auditor General in accordance with the timescales set out in the Health Act 2007.

Human Resources

The Human Resources Team supports employee relations, policy development, recruitment, compensation (payroll, pensions and other benefits), support of the performance management system and organisational development.

In 2015 the Human Resources Team managed organisational learning and development across the organisation. This is an important contributor to improving organisational performance. The Human Resources Team worked with internal stakeholders to identify and deliver core learning and development programmes in strategic areas. The Operational Management Team successfully completed a leadership programme which was facilitated throughout the year. Members of Council engaged in practical training in corporate governance. Individual employees were also supported through an academic support programme. This critical resource is maintained and cultivated strategically as investing and recruiting the right people for CORU will enhance our ability to succeed as an effective regulator.

During the year a number of "Lunch & Learn" sessions were organised for all staff covering a range of topics including health and well-being. An Employee Assistance Programme was also launched during the year which is a confidential support service for all CORU employees and their families.

CORU would like to acknowledge the work of Sinead Boyle, former Head of Legal Affairs, who left in December 2015, for establishing the excellent Legal Affairs and Fitness to Practise Department. During 2015, Colm O’Leary joined CORU as the Head of Registration and our colleague Aoife Sweeney was promoted to the Head of Education. We also welcomed Sharon O’Brien, HR Manager, Kevin O’Brien, Finance Manager, Bridget Rouse, Legal Affairs Manager and Gillian Ryan, Communications Manager.

At the end of 2015, CORU had 40 full time employees. This was an increase of 13 people since the same time in 2014, including 2 employees who transferred over to CORU from the dissolved Opticians Board/ Bord na Radharcmhastóirí.

In July, the Council approved CORU’s Protected Disclosure Policy. This policy is intended to ensure a safe and secure mechanism for CORU staff who wish to make a protected disclosure.

Legal Services

In 2015 our Legal Affairs Department continued to provide advice on CORU developments and interpretation of the 2005 Act. Council approved the making of 12 Bye-Laws in 2015. This included the six Optical Registration Board Bye-Laws required for the transfer of the Registers for the Opticians Board.

Appeals

Council held its first registration appeal hearing in March. This was the first appeal from an applicant who had had their application for registration refused by a Registration Board. Later in the year Council agreed in principle to delegate its appeals function to an Appeals Committee. Council also decided to combine the registration and recognition appeals procedures.

Work continued on the preparation of Bye-Laws by Council. Council approved the issuing of a number of guidelines to Registration Boards for the making of Bye-Laws. An updated Framework for the Divisions of Registers was completed in preparation for the transfer of the Optometrists and Dispensing Opticians Registers from the Opticians Board. The Guideline on Conditions for Registration in a Division of the Register was also updated. This was in preparation of the establishment of the Contact Lenses Division of the Register of Dispensing Opticians. Council also issued a guideline to the Optical Registration Board for the making of Bye-Laws for the regulation and control of prescribing, dispensing of prescriptions or sales of spectacles. This work is ongoing in the public interest.

During the year there were amendments made to the Criteria for Restoration to the Register Guideline. The Guideline now provides for two Bye-Laws: one for Restoration to the Register Following Removal on Request, and another for Restoration to the Register Following Cancellation of Registration.

The Guideline for the Election of Members for Appointment to Registration Boards Bye-Law was also amended.

Enforcement

As part of the transfer of powers from the Opticians Board/Bord na Radharcmhastóirí on the 31 October 2015, the Council became responsible for enforcement in the area of prescribing, dispensing and sale of spectacles. This is in addition to the Council's existing enforcement functions under the Act, including in relation to protection of title.

Corporate

Council approved the delegation of a range of functions to the CEO. This was after consideration of legal advice on what functions might be appropriate for delegation and a proposal from the Audit, Risk and Governance Committee.

Health and Safety

In 2015 CORU complied with the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work Act (General Applications) Regulations 2007. We adhered to health and safety policies and procedures and we provided appropriate training, safety awareness programmes and personal protective equipment.

Freedom of Information

The Freedom of Information Acts 1997 and 2003 permit access to information that is held by CORU which is not routinely available through other sources.

The requests that we received in 2015 were responded to appropriately and were managed in accordance with the Freedom of Information Acts 2007 and 2013. CORU increased its complement of Freedom of Information (FOI) decision makers through the provision of appropriate training.

In 2015, we received 1 FOI request which was part-granted.

Data Protection

CORU is registered as a Data Controller in compliance with the Data Protection Act 1988 and the Data Protection (Amendment) Act 2003.

Preparation for 2016 Office Moves

The second half of 2015 saw much activity and planning in preparing CORU for its January 2016 office move. CORU will move to temporary offices at Joyce House, Lombard Street East in February 2016 as the lease at Beacon Court expires. CORU is expected to move to permanent offices during 2016.

Communications

As we continue to open Registration Boards it is important that the public and other key stakeholders are aware of and understand CORU's role. In 2015 the Communications Department at CORU made considerable effort to engage with members of the professions and their professional bodies, using the channels considered most effective.

Press and Media Relations

In January 2015, CORU held a press conference with the Minister for Primary and Social Care, Ms Kathleen Lynch TD, who officially launched the start of Fitness to Practise investigations at CORU. For the first time CORU, can enact our legal and investigative powers to examine complaints from members of the public, on any event that took place after the 31 December 2014, about the professional conduct of a health and social care professional, ultimately determining whether a registered professional is fit to practise or not. Full details on the Fitness to Practise complaints process is available on the public information section of www.coru.ie.

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

Publishing and Publications Management

CORU ensures that its publications are easily accessible. Reports and publications are published promptly and are available to download from our website www.coru.ie. All our publications strive to follow the principles of Plain English. In 2015, we published our first Guide to Continuing Professional Development and the Code of Professional Conduct and Ethics for Optometrists and Dispensing Opticians. Updates were made to the Guide to CORU, Guide to Registration and Guide to Fitness to Practise to reflect the changes to the information on registered professions.

Internal communications

The staff at CORU receive quarterly updates from Ginny Hanrahan, Chief Executive. This creates a great opportunity for all staff to understand the range of work carried out by all the departments in CORU. In 2015 a series of very successful "Lunch & Learn" sessions were also arranged in an effort to promote the well-being of all staff.

Online Communications/Website

Some new features were added to the CORU website including the online registration format and a total of 212,000 unique visitors visited the website during 2015.

Parliamentary Affairs

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

Stakeholder Engagement and Consultation

CORU strives to engage fully with all stakeholders to ensure that awareness and accuracy of information is provided to all concerned including, registrants, employers, professional bodies, educators, advocacy groups and other regulators. Every quarter CORU issues its Newsletter to all stakeholders which provides information on the work of CORU. The CORU Newsletter is sent electronically and also available to view on the CORU website.

During 2015, CORU engaged in over 12 Public Consultations specifically in relation to draft Bye Laws. Public Consultation Notices were advertised in the national media during the course of the year.

In 2015, CORU met with over 3,000 potential registrants throughout the country to inform them of the role of CORU, the registration process and what Continuing Professional Development means for registrants. In 2016, we aim to improve our work in this area with more “listening events” and more engagement with service users.

Next year we will endeavour to improve our links with service user advocates. We continue to support the www.healthcomplaints.ie website which will be handed over to the Ombudsman’s Office in 2016.

IPL Conference 2015

The Health and Social Care Interprofessional Learning Conference took place on the 6 October 2015. The inaugural conference was jointly hosted by the main Irish health and social care regulators including CORU, the Pharmaceutical Society of Ireland (PSI), the Medical Council, the Nursing and Midwifery Board of Ireland (NMBI) and supported by the Dental Council and the Department of Health. The regulators acknowledge the importance of collaboration and interprofessional learning and continuing to work together in the best interest of patient safety and public protection. The event brought together 250 delegates from 15 various health and social care professions to focus on how to improve long-term patient outcomes and safety through collaborative interprofessional learning and education.

Keynote speakers at the conference included Dr. John HV Gilbert, a Professor Emeritus at University of British Columbia and WHO Scholar. Addressing the opening of the conference, he highlighted the need to move away from insular approaches to practice and training and for more focus on interprofessional learning opportunities.

The conference also heard that for interprofessional learning and its ensuing benefits to occur, there needs to be a greater alignment of the education of the health and social care professions with service delivery from a funding and planning perspective.



Pictured from left to right: Pat O'Mahony, Dept. of Health, Maura Pidgeon, Nursing and Midwifery Board, Marita Kinsella, PSI, Bill Prasifka, Medical Council, John H V Gilbert, Univ. of Columbia, WHO Collaborative Centre, Ginny Hanrahan, CEO CORU, Professor James Buchan, WHO Collaborative Centre

Council's Committee Reports

The Health and Social Care Professionals Council

Number of full Council meetings during 2015: 10

Members and attendance at council meetings in 2015: See Appendix 1

In 2015, five committees undertook specific pieces of work on behalf of Council, they included the following:

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

Audit, Risk and Governance Committee

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

Membership

In line with guidance from the Code of Practice for the Governance of State Bodies and ARG Committee's Terms of Reference, the composition of the 2015 Committee consisted of seven non-executive members. Three of the seven Committee members are external to CORU.

The Chairpersons of the Committee Martin Higgins (Term of Office ended November 2015) and Tony McAleer were appointed by the Council. Martin Higgins and Tony McAleer did not chair Council or any other sub-committee of CORU during their tenure as Chairperson of the Audit, Risk and Governance Committee.

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

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

Members of the 2015 Audit, Risk and Governance Committee as appointed by the Council were as follows:

- > Tony McAleer – Chairperson;
- > Bernard McCartan,
- > Odhran Allen,
- > Maeve Murphy (Council members);
- > Harry McGeary,
- > Martin O'Sullivan,
- > Declan Purcell (Independent members);
- > Martin Higgins (Term of Office ended November 2015)

Number of meetings during 2015: 4

Attendance: See Appendix 2

Terms of Reference

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

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

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

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

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

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

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

15. To review risk(s) pertaining to the safeguarding of CORU's capital assets, and making recommendations to Council where necessary and appropriate.

Authority

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

Key Activities in 2015

- > Risk Management – conducted review of CORU's risk assessment.
- > Financial Statements – approved draft annual statutory financial statements.
- > External Audit by the Comptroller and Auditor General-reviewed details of audit and implementation of recommendations.
- > Internal Audit – approved CORU's Internal Audit Plan.
- > Review of Internal Financial Systems – approved revisions to financial policies and procedures, budgeting and expenditure.

Registration Committee

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

Membership

- > Marie Culliton (Chairperson),
- > Halóg Mellett,
- > Joe Martin,
- > Maeve Murphy, (Council members),
- > Norma Judge (Optical Registration Board member),
- > Damhnait Gaughan (Independent member).

Number of meetings during 2015: 5

Attendance: See Appendix 2

Terms of Reference

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

To advise Council on policy relating to the registration process;

To advise the Council on policy relating to recognition of non-national qualifications and competent authority status under EU Directive 2005/36/EC;

1. To advise Council on policy for dealing with applicants (a) wishing to return to practise; (b) with historical qualifications and (c) who wish to voluntarily withdraw from the Register;
2. To advise Council on policy for assessing applications under Section 91 of the Act
3. To advise Council on policy on the maintenance of Registers;
4. To advise Council on the making of Rules under Section 22 relating to the following matters:
 5. The form and manner in which Registration Boards are to maintain Registers
 6. The details relating to registrants that in addition to their names are to be entered in Registers
 7. The division of Registers into specified divisions for different categories of registrants

Key Activities in 2015

- › Set out the framework for Council and guidelines for Registration Boards on making conditions for registration in a division of a Register.
- › Approved external providers to conduct Aptitude Tests and Assessments of Professional Competence.
- › Continued with the ongoing review of the registration process.
- › Approved a close-out process for registration applications that were not concluded by the applicant in a timely manner
- › Approved a revised approach with regard to the issue of hard copy certificates on initial registration and subsequent issue of electronic certificates on registration renewal.
- › Considered the delegation of authority from Registration Boards to application panels to consider applications and streamline the registration process.
- › Considered legal matters regarding return to practice and advised the Council accordingly.
- › Considered the implications of the new EU Directive on the recognition of qualifications – 2013/55/ EU and other areas with regard to the implementation of the Directive.
- › Reviewed the Terms of Reference set for the Committee.

Education Committee

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

Membership:

- › Jackie Reed, (Chairperson);
- › Muiris Fitzgerald*,
- › Halóg Mellet,
- › Odhran Allen,
- › Peter Davison (Council members);
- › Lorraine Horgan
- › Ann Taylor (Independent members).

* *Term on Committee expired in November 2015.*

Number of meetings during 2015: 6

Attendance: See Appendix 2

Key Activities in 2015

- › The main focus for the Committee in 2015 was reviewing the Framework Criteria and Standards of Proficiency for Education and Training Programmes.
- › The Framework Criteria and Standards of Proficiency was developed in 2009 to assist Registration Boards in developing a consistent and clear set of education and training standards for registration. The Criteria are the quality assurance standards that a Registration Board uses to ensure that a programme has a system in place to consistently and safely produce graduates who meet the standards of proficiency for entry to the Register. The Standards of Proficiency are the standards that a graduate from an approved programme must meet in order to apply for registration. The standards are set at the threshold level for public protection.
- › The Framework was reviewed in 2015 to ensure this regulatory mechanism remains fit for purpose in changing health professional education contexts. The project entailed a review of current research, guidelines and best-practice in curriculum design and assessment in higher education to explore implications for regulation. Extensive stakeholder (both external and internal) feedback and consultation was also undertaken to explore issues around the understanding and use of the current framework.
- › Council adopted the revised Framework in December 2015 ready for use with Registration Boards in 2016. The Committee also consider policy matters in relation to Continuing Professional Development and the use of education and training reviewers for the approval and monitoring of education and training programmes.

Fitness to Practise Committee

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

Membership:

- > Kristin Quinn*, (Chairperson);
- > Jenny Bulbulia*,
- > Marie Culliton,
- > Deirdre Madden,
- > Mo Flynn, (Council members);
- > Mary O’Donnell* (Registrar, Opticians Board).

* *Term on Committee expired in October/ November 2015.*

Number of meetings during 2015: 3
Attendance: See Appendix 2

Terms of Reference

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

1. To advise the Council on the development of a framework that will inform the development of the procedures and processes for dealing with Complaints, Inquiries and Discipline under Part 6 of the Act on behalf of the Council.
2. To advise the Council on the development of policy in all matters relating to Complaints, Inquiries and Discipline.

3. To advise Council on the determination and application of criteria for dealing with Complaints, Inquiries and Discipline under the Act.
4. To advise on the development and review of the framework for the Common Code of Professional Conduct and Ethics on behalf of Council.
5. To advise on the establishment and review of processes and procedures to deal with applicants for registration or recognition who appeal decisions in relation to registration or recognition.
6. To advise on the establishment and review of policies, processes and procedures arising from Council’s legislative power to bring and prosecute summary proceedings for any offence under the Act.
7. To advise on guidelines for the making of Bye-Laws relating to the sale and prescription of Spectacles.

Key Activities in 2015

- > Reviewed the operational updates provided by the Executive on the operation of Fitness to Practise by CORU in its first year.
- > Approved a Child Protection Policy to ensure that CORU complies with its reporting requirements in this area.
- > Approved other policies for the Executive to follow in the processing of complaints.
- > Advised on requirements for legislative amendments.
- > Recommended the issuing of a guideline to the Optical Registration Board regarding the sale and prescription of spectacles.

Preliminary Proceedings Committee

Role: Council established the Preliminary Proceedings Committee at its meeting on 21 January 2015

Membership:

Non-Registrant Members:

- > Katharine Bulbulia (Chairperson),
- > Mark Kane (Alternate Chairperson),
- > Ailis Ni Riain,
- > Eamon Naughton,
- > Fionnuala Cook,
- > Sean O'Meara.

Radiographer Registrant Members:

- > Edel Doyle*,
- > Jacqui McGovern,
- > Siobhan Higgins

Radiation Therapist Registrant Members:

- > Derry McCarthy,
- > Laura Mullaney,
- > Ruth Woods

Social Worker Registrant Members:

- > Freda McKittrick,
- > Gloria Kirwan,
- > Mary Fennessy,
- > Shane Donnelly

* Edel Doyle resigned from this Committee in October 2015.

At its meeting on 10 December 2015 Council appointed to the Preliminary Proceedings Committee:

Optometrist Registrant Member:

- > Michael Moore

Occupational Therapist Registrant Member:

- > Sheila Rose Henehan.

The Preliminary Proceedings Committee adopted its procedures in February 2015. A two day training session was held for the Committee on the 11 and 12 February 2015. A further halfday training and information session was held on 2 September 2015. The Committee met to consider complaints received by CORU on 9 occasions in 2015.

Number of meetings during 2015: 9

Attendance: See Appendix 2

Key Activities in 2015

- > 44 complaints in relation to Fitness to Practise were received by CORU in 2015.



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

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Dietitians Registration Board

Annual Report

6.1 Annual Report 2015
Dietitians Registration Board

This report is an account of the activities of the Dietitians Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2015, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

2015 saw considerable progress in the journey to regulation for dietitians, and we are pleased to present this account of the activities of the Dietitians Registration Board.

The deadline for existing practitioners to register is 31 October 2016. At the end of 2015, over 120 dietitians were registered, with a further 61 applications being assessed.

The Board made the Return to Practice Bye-Law in March, setting out the requirements to be met for applicants who have not been engaged in the practice of the profession for two years or more and who wish to return to the Register.

The Board commenced the programme approval process for the Bachelor of Science in Human Nutrition and Dietetics, Dublin Institute of Technology and the University of Dublin.

At the close of 2015, there was one vacancy on the Dietitians Registration Board awaiting appointment by the Minister.

We look forward to advancing this important work in 2016, and we will continue to engage with the profession as we move closer to the deadline date for dietitians to register.

Elizabeth Barnes

Chairperson

Dietitians Registration Board

Ginny Hanrahan

Registrar

Dietitians Registration Board

Summary of Board Activities 2015

Background

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

In 2015, the Dietitians Registration Board met seven times.

At the close of 2015, there was one vacancy on the Dietitians Registration Board awaiting appointment by the Minister.

Role

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

The Dietitians Registration Board at CORU has responsibility for:

- > establishing and maintaining a Register of members of the profession;
- > assessing and recognising qualifications gained outside the State;
- > approving and monitoring education and training programmes;
- > devising the code of professional conduct and ethics; and
- > setting the requirements for Continuing Professional Development.

In the first quarter of the year, the Dietitians Registration Board re-appointed Elizabeth Barnes as Chairperson for a further two-year period.

Registration

The Board agreed on the policy for Voluntary Removal from the Register, thus providing a mechanism whereby registrants can apply to have themselves removed from the Register in an orderly way, in instances such as working abroad or taking a sabbatical.

At the end of the year, 126 dietitians were registered, with 61 applications being progressed.

Bye-Laws

The Board made the Return to Practice Bye-Law on 30 March 2015. This Bye-Law sets out the requirements to be met for applicants who have not been engaged in the practice of the profession for two years or more.

Competent Authority

As the Competent Authority for the profession, during 2015 the Board considered 39 applications for recognition of international qualifications.

In accordance with the EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 30 qualifications. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Education

One of the functions of a Registration Board is to satisfy itself that education and training programmes provided by institutions in the State meet the criteria and standards required for practice.

During 2015, the Board commenced the programme approval process for the following programme:

- › Bachelor of Science in Human Nutrition and Dietetics, Dublin Institute of Technology and the University of Dublin.

Attendance at Dietitians Registration Board Meetings in 2015

Name	30/01	30/03	12/05	18/06	23/07	30/09	03/11	03/12
Elizabeth Barnes*	✓	✓	✓	✓	✓	✓	✓	✓
Ruth Charles	✗	+	✗	✓	✓	✓	✓	✓
Clare Corish	✓	?	✓	✓	✗	✗	✓	✗
David Cunningham	N	N	N	N	N	N	N	✗
Gráinne Denning	✗	R	R	R	R	R	R	R
John Hanily	✓	+	✓	✓	✓	✓	✓	✓
Nick Kennedy	✗	✓	✗	✗	✓	✓	✓	X
Clíodhna McDonough	✓	✗	✓	✓	✗	✓	✓	✓
Denise McGrath	N	N	N	N	N	✗	✓	✓
Halóg Mellett	M	M	M	M	M	M	M	✓
Tony Morris	✗	+	✓	✓	✓	✓	✗	✓
Anthony Smith	✓	✓	✓	✓	✗	✓	✗	✓
Fiona Ward	N	N	✗	✓	✓	✓	✓	✓

Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- * Chairperson
- ✓_T via teleconference
- R Resigned
- M Maternity Leave
- N Not on Board

(+) – *The 2 year term of office holders were absent from the meeting on 30 March 2015 due to the absence of clarity regarding a change in legislation which saw their terms extended from 2 years to 3 years.*



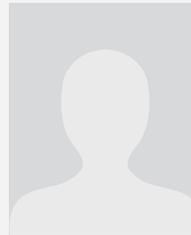
Elizabeth Barnes*
Representative enin the management of services provided by the profession



Ruth Charles
Representative engaged in the management of services provided by the profession



Clare Corish
Representative third level educational establishments



David Cunningham
Representative of the management of the public health/social care sector



Gráinne Denning
Representative of the interest of the general public



John Hanily
Representative of the interest of the general public



Nick Kennedy
Representative of third level educational establishments



Clíodhna McDonough
Representative practising in the profession



Denise McGrath
Representative of the interest of the general public



Halóg Mellett
Representative practising in the profession



Tony Morris
Representative of management of the public health/social care sector



Anthony Smith
Representative of the interest of the general public



Fiona Ward
Representative practising in the profession



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Occupational Therapists Registration Board

Annual Report

6.2 Annual Report 2015

Occupational Therapists Registration Board

This report is an account of the activities of the Occupational Therapists Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2015, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

We are pleased to present this report of the activity of the Occupational Therapists Registration Board in 2015. The Board met seven times during the year to advance our programme of work to protect the public by fostering high professional standards in occupational therapy.

The Register for occupational therapists opened on 31 March 2015. In advance of the opening, the Board prepared a number of enabling Bye-Laws and communicated with members of the profession about the applications process.

A total of 128 occupational therapists were registered by the Board in 2015 with 157 applications being considered currently.

During the year, the Board approved the Review Teams for a number of programmes. Each programme will be reviewed and measured against the Occupational Therapists Registration Board Criteria and Standards of Proficiency for Education Programmes.

The Board approved a number of Bye-Laws and policies during the year, putting in place the foundation for the regulation of the profession. These include a Bye-Law providing for Return to Practice, and policies on a registration application close-out process and voluntary removal from the Register.

We look forward to continuing this important work in 2016, in co-operation with the members of the Health and Social Care Professionals Council and the other Registration Boards.

Clodagh Nolan

Chairperson

*Occupational Therapists
Registration Board*

Ginny Hanrahan

Registrar

*Occupational Therapists
Registration Board*

Summary of Board Activities 2015

Background

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

Clodagh Nolan (professional member) is currently Chairperson of the Occupational Therapists Registration Board. The members of the Board are June Boulger, Richard Hammond, Máire O Leary, Elena Secas, Lana O’Gorman (lay members); Odhrán Allen, Gaynor Beyer, Ailish Kelly, Tina McGrath and Anne-Maree Quinn (professional members).

In 2015, the Occupational Therapists Registration Board met seven times. At the close of 2015, there were two vacancies on the Occupational Therapists Registration Board.

Role

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

The Occupational Therapists Registration Board at CORU has responsibility for:

- > establishing and maintaining a Register of members of the profession;
- > assessing and recognising qualifications gained outside the State;
- > approving and monitoring education and training programmes;
- > devising the code of professional conduct and ethics; and
- > setting the requirements for Continuing Professional Development.

Preparation for Opening of the Register

In early 2015 the Occupational Therapists Registration Board made available all of the information and guidelines necessary for applications of registration. Press releases and presentations were also conducted to relevant organisations in preparation for the opening of the Register on 31 March 2015. The Board continued work on the Occupational Therapists Registration Board Approved Qualifications Bye-Law 2015 which was the final bye-law required before the opening of the Register. The Occupational Therapists Register opened on 31 March 2015.

Bye-Laws

On 24 March 2015 the Registration Board made the Occupational Therapists Registration Board Approved Qualifications Bye-Law 2015.

The Occupational Therapists Registration Board Return to Practice Bye-Law was made on 14 July 2015.

Registration

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

On 14 July the first registrants were placed on the Occupational Therapists Register. The Board continued to register applicants throughout 2015. A total of 128 occupational therapists were registered by the Board in 2015 with 157 applications being considered currently

The Board agreed on the policy for voluntary removals from the Register, thus providing a mechanism whereby registrants can apply to have themselves removed from the Register in an orderly way, in instances such as working abroad or taking a career sabbatical.

Competent Authority

As the Competent Authority for the profession the Board considered 28 applications for recognition of international qualifications during 2015.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 8 qualifications and required one applicant to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

Education

One of the functions of a Registration Board is to satisfy itself that education and training programmes provided by institutions in the State meet the criteria and standards required for practice.

During 2015, the Board approved the following programmes:

- › Master of Science in Occupational Therapy (Professional Qualification) from University of Limerick.

The Board commenced the programme approval process for the following programmes:

- › Bachelor in Science in Occupational Therapy from the University of Dublin awarded to graduates on successful completion of the four year pathway/ programme to this award
- › Bachelor of Science (Occupational Therapy) from University College Cork
- › Bachelor of Science (Occupational Therapy) from National University of Ireland, Galway

Bye-Law

In March, the Occupational Therapists Registration Board Approved Qualifications Bye-Law 2015 was made. This Bye-Law was subject to a public consultation prior to being made.

Policy Activities

During the year the Board also reviewed and approved polices for its profession on the following:

- › revised applicant requirements,
- › registration application close-out process, and
- › voluntary removal from the Register process and requirements.

Attendance at Occupational Therapists Registration Board Meetings in 2015

Name	10/02	24/03	06/05	14/07	08/09	13/10	24/11
Odhrán Allen	×	✓	✓	×	×	✓	✓
Gaynor Beyer	✓	+	✓	✓	×	✓	✓
June Boulger	✓	✓	✓	×	✓	✓	✓
Richard Hammond	N	N	N	N	✓	×	✓
Ailish Kelly	✓	✓	×	✓	✓	✓	✓
Orla McDonnell	×	+	R	R	R	R	R
Tina McGrath	✓	+	×	✓	✓	✓	×
Clodagh Nolan*	✓	✓	×	✓	✓	✓	✓
Lana O’Gorman	×	+	×	×	×	×	×
Máire O’Leary	×	✓	✓	✓	✓	✓	✓
Anne-Maree Quinn	✓	+	✓	✓	✓	✓	✓
Elena Secas	×	+	×	✓	×	×	×

Key to meeting attendance:

- ✓ attended
- ×
- apologies or absent
- * Chairperson
- ✓_T via teleconference
- R Resigned
- S Sick Leave
- N Not on Board

(+) – *The 2 year term of office holders were absent from the meeting on 24 March 2015 due to the absence of clarity regarding a change in legislation which saw their terms extended from 2 years to 3 years.*



Odhrán Allen

Representative practising in the profession



Gaynor Beyer

Representative engaged in the management of services provided by the profession



June Boulger

Representative engaged in the management of services provided by the profession



Richard Hammond

Representative of the interest of the general public



Ailish Kelly

Representative engaged in the management of services provided by the profession



Orla McDonnell

Representative of third level educational establishments



Tina McGrath

Representative practising in the profession



Clodagh Nolan*

Representative of third level educational establishments



Lana O’Gorman

Representative of the interest of the general public



Máire O’Leary

Representative of the management of the public health/social care sector



Anne-Maree Quinn

Representative practising in the profession



Elena Secas

Representative of the interest of the general public



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agus Cúraim Shóisialaigh

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Optical Registration Board

Annual Report

6.3 Annual Report 2015 –
Optical Registration Board

This report is an account of the activities of the Optical Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2015, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended)

Foreword

2015 was a very significant year for optometrists and dispensing opticians, with the transfer of their regulation from the Opticians Board to the Optical Registration Board in October. We are very pleased to present this overview of the work undertaken in 2015 to prepare for the transfer.

The Optical Registration Board held its first statutory meeting in March and since then, the Board has been involved in a range of activities preparing for the transition.

During the year, the Board approved a number of policies, including the Guidelines on making the Spectacles Bye-Law; the Return to Practice Framework Policy; and, the Guidelines on Linguistic Knowledge.

Following expert advice, consultation and detailed consideration, the Board approved the Standards of Proficiency and the Criteria for Practice Placements for Optometrists, Dispensing Opticians and Dispensing Opticians with entitlement to fit contact lenses for assessing qualifications gained outside of the State.

The Board also sought expert advice and examined international research before drafting a Code of Professional Conduct and Ethics for Optometrists, Dispensing Opticians and Dispensing Opticians with entitlement to fit contact lenses. The Board conducted a public consultation over a six-week period and considered all submissions made in detail before producing the final Codes of Professional Conduct and Ethics for each profession.

The Board made several other Bye-Laws in order to be in the position to take responsibility for the Registers and to become the sole regulatory and competent authority for the professions of optometrists, dispensing opticians and dispensing opticians with entitlement to fit contact lenses.

We travelled the country to meet optometrists and dispensing opticians during 2015, and the reaction to the transfer was very positive. We will continue to engage with members of the profession during 2016 as we continue our important work to protect the public by upholding professional standards.

Peter McGrath

Chairperson

Interim Optical Registration Board

Ginny Hanrahan

Registrar

Interim Optical Registration Board

Summary of Board Activities 2015

Background

The Minister for Health appointed the Interim Optical Registration Board on 9 April 2014, to commence preparatory work for the transfer of the registration of optometrists and dispensing opticians from the Opticians Board. The first meeting was held on 20 May 2014 and the Board met six times during 2014 and on two occasions in 2015 prior to the making of the Ministerial Order to establish the Optical Registration Board, which was made in February.

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

At the Board's first meeting, Peter McGrath was elected chairperson.

The members of the Board are: Peter McGrath (Chairperson) Vivienne Starr, Peter Davison, Owen Blee, Norma Judge, Eilis Dolan- English, Seamus Boland, Majella Daly, Charles Irwin, Martin Coyne, Patricia Logan, Anne Sheehan and John Doran.

Role

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

Preparing for the transfer of Registers from the Opticians Board

Optometrists and dispensing opticians were regulated by the Opticians Board since 1956. In 2008 a Government decision to subsume Bord na Radharcmhastóirí (Opticians Board) into the Health & Social Care Professionals Council (CORU), as part of a rationalisation programme, was announced. This decision was reconfirmed in 2011.

Legislation to dissolve the Opticians Board and transfer its regulatory responsibilities to CORU was included in the Miscellaneous Health Provisions Act 2014 and the Commencement Order was executed during 2015.

The first statutory meeting of the Optical Registration Board dealt mainly with corporate governance business.

- > The Board elected Peter McGrath for a two-year term.
- > Members drew lots for their terms of office (either 3 or 4 years).
- > The Board adopted the CORU name and the policy on the use of the CORU name.
- > The Board approved of the use of the Optical Registration Board Seal.
- > The Board nominated Peter Davison and Vivienne Starr to be appointed to Council.

The Board continued its preparation work for the transfer of the Opticians Register for most of the year. In order to prepare for the required structures in the Optical Registration Board register of Dispensing Opticians, the Board determined that the Register would need to be subdivided to differentiate those certified to fit contact lenses. Council granted a formal request to authorise the division of the Register of Dispensing Opticians.

The Board approved a number of Council frameworks and guidelines. Frameworks and guidelines are provided by Council to all Registration Boards in order to maintain a level of consistency across the professions. Each Registration Board may amend guidelines and framework to ensure that they are profession specific as required.

The Board approved the following during 2015.

- > Guidelines on making the Spectacles Bye-Law
- > Return to Practice Framework Policy
- > Panel of Assessors Guideline Policy on recruitment, selection, roles and responsibilities and Code of Conduct
- > Guidelines on decision making on Fit and Proper under Section 38.1. (c) of the Act
- > Guidelines on Linguistic Knowledge

The Optical Registration Board determined what the requirements will be for knowledge of language to be demonstrated by applicants for registration:

- > If English or Irish is not the first language of the applicant, they will be asked to provide one of the following:
 - i. A copy of a qualification acquired in the English or Irish language.
 - ii. A copy of a qualification attesting knowledge in the English or Irish language.
 - iii. Evidence of previous professional experience in Ireland or another English speaking country.
- > If an applicant cannot provide any of items (i) to (iii) above, then they will be required to take a test of English language proficiency.

The International English Language Testing System (IELTS) and the Test of English as a Foreign Language (TOEFL) are both widely used international English language testing systems.

The standards approved by the Optical Registration Board as a baseline criteria are as follows:

Language Centre	Minimum Score Required
International English Language Testing System (IELTS)	7.0 with no element below 6.5
Test of English as a Foreign Language (TOEFL) Internet Based Test (IBT)	Minimum score of 100/120

Education

Standards of Proficiency and Criteria for Practice Placements

The Standards of Proficiency are the standards required of graduates for the safe and effective practice of the profession. They are the minimum standards necessary to protect the public.

During 2015, following expert advice, consultation and detailed consideration, the Board approved the Standards of Proficiency and the Criteria for Practice Placements for Optometrists, Dispensing Opticians and Dispensing Opticians with entitlement to fit contact lenses for assessing qualifications gained outside of the state.

Code of Professional Conduct and Ethics

During the year in review, the Board sought expert advice and international research in order to develop a draft Code of Professional Conduct and Ethics for Optometrists, Dispensing Opticians and Dispensing Opticians with entitlement to fit contact lenses. The Board conducted a public consultation over a six-week period and considered all submissions made in detail before producing the Final Code of Professional Conduct and Ethics Bye-Laws for each profession.

The Code of Professional Conduct and Ethics sets out the standards of ethics, conduct and performance expected of registrants. It is a principles based document, not a complete clinical and technical guideline.

Registration

On the 31 October 2015, the Register for optometrists and dispensing opticians was transferred to CORU. On the 31 December there were 785 optometrists and 188 dispensing opticians on their respective Registers.

Competent Authority

When a Registration Board establishes its Register, it becomes the Competent Authority for its profession for the purposes of recognition of professional qualifications under EU Directive 2005/36/EC.

The Optical Registration Board (ORB) established its Registers for optometrists and dispensing opticians on 31 October 2015 and assumed the function of Competent Authority on the same date, for the recognition of professional qualifications in the context of EU Directive 2005/36/EC.

The Board adopted the Recognition of International Qualifications – Policy and Criteria – Council Guideline during the year. This policy document assists the Board and the Panel of Assessors who have been appointed to assist the Board, in assessing applications for recognition of international qualifications.

Bye-Laws

In addition to the Bye-Law for the Codes of Professional Conduct and Ethics, the Board made several other Bye-Laws in order to be in the position to take responsibility for the Registers and to become the sole regulatory and Competent Authority for the professions of optometrists, dispensing opticians and dispensing opticians with entitlement to fit contact lenses.

The following Bye-Laws were made during 2015.

- › The Optical Registration Board (Regulation and Control of Prescribing and Dispensing of Prescriptions and Sale of Spectacles) Bye-Law
- › Application for Registration Bye-Law
- › Divisions of the Register Bye-Law
- › Return to Practice Bye-Law

Other Policy Preparations

The Board formally established the Register for optometrists and dispensing opticians with effect from 31 October 2015.

The Board approved that the Minister of Health be requested to commence the relevant Section of the Act to enable the transfer of the Opticians Board Register to the Optical Registration Board.

The Board approved 31 March as the annual renewal/retention date for the registrants on the Optical Registration Board Register.

The Board requested the Minister for Health to protect the title “optician” and “ophthalmic optician”. The Minister has agreed to protect the title “optician” for optometrists only, to join the protected title of “optometrist” and dispensing optician” and has commenced its journey through the Oireachtas. He did not agree to the protection of the title “ophthalmic optician”.

Attendance at Optical Registration Board Meetings in 2015

Name	22/01	05/02	04/03	13/04	07/05	23/06	28/07	07/09	28/09	21/10	02/12
Owen Blee	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓
Seamus Boland	✓	✗	✓	✓	✓	✗	✓	✓	✗	✓	✓
Martin Coyne	✓	✓	✗	✓	✗	✓	✓	✓	✓	✗	✓
Majella Daly	✗	✓	✓	✗	✓	✗	✓	✗	✓	✗	✗
Peter Davison	✓	✓	✓	✗	✓	✓	✗	✓	✓	✗	✓
Éilis Dolan-English	✓	✗	✓	✓	✗	✓	✗	✓	✓	✗	✓
John Doran	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓
Charles Irwin	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓
Norma Judge	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
Patricia Logan	✓	✗	✓	✓	✗	✗	✓	✓	✓	✗	✗
Peter McGrath*	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗
Ann Sheehan	✓	✗	✓	✗	✓	✓	✓	✓	✓	✓	✓
Vivienne Starr	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

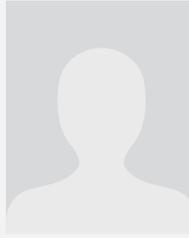
Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- * Chairperson
- ✓_T via teleconference
- R Resigned
- S Sick Leave
- N Not on Board



Owen Blee

Representative practising in the profession



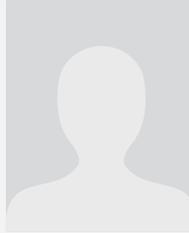
Seamus Boland

Representative of the management of the public health/social care sector



Martin Coyne

Representative of the interest of the general public



Majella Day

Representative of the management of the public health/social care sector



Peter Davison

Representative of third level educational establishments



Éilis Dolan-Englisht

Representative engaged in the management of services provided by the profession



John Doran

Representative of third level educational establishments



Charles Irwin

Representative of the interest of the general public



Norma Judge

Representative practising in the profession



Patricia Logan

Representative of the interest of the general public



Peter McGrath*

Representative engaged in the management of services provided by the profession



Ann Sheehan

Representative of the interest of the general public



Vivienne Starr

Representative practising in the profession



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Physiotherapists Registration Board

Annual Report

6.4 Annual Report 2015 -
Physiotherapists Registration Board

This report is an account of the activities of the Physiotherapists Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2015, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended)

Foreword

We are pleased to present this account of the activities of the Physiotherapists Registration Board during 2015. The Board, which met six times during the year, is responsible for setting and promoting high standards of professional conduct in the profession of physiotherapy. We want to thank the members of the Board for their commitment in helping to deliver this mandate.

The Board responded during the year to a request from the Minister for Health for a recommendation in relation to the protection of the title “physical therapist.” At the end of the year, the Board was awaiting the outcome of the Minister’s decision.

The Board completed its consideration of the draft Code of Professional Conduct and Ethics during the year. A public consultation will be undertaken once the Minister has made a decision in respect of the title of “physical therapist.”

Draft Bye-Laws were approved for consultation by the Board on registration applications, Return to Practice and the Draft Code of Professional Conduct and Ethics.

In March, the Board agreed, under Section 38 2(D) of the Health and Social Care Professionals Act, to allow applicants to apply for registration if they hold a qualification that has been awarded in the State that renders them eligible to be appointed as an employee of the Health Service Executive to perform the functions of a member of that profession.

The Board looks forward to continuing its important work to protect the public during 2016.

Anne Horgan

Chairperson

Physiotherapists Registration Board

Ginny Hanrahan

Registrar

Physiotherapists Registration Board

Summary of Board Activities 2015

Background

The Minister for Health appointed the Physiotherapists Registration Board on 20 May 2014 following a public appointment notice. The Board met six times during 2015.

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

The members of the Board are Anne Horgan (Chairperson & professional member), Roy Brennan, Jane Carolan, Mark Delargy, Giuseppe Devito, John Dolan, Pádraig Heverin, John Kerrane (lay members), Ruth Magee, Martina Ryan, Aileen Sheehan, Emma Stokes and Ruth Whelan (professional members).

Role

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

The Physiotherapists Registration Board at CORU has responsibility for:

- › establishing and maintaining a Register of members of the profession;
- › assessing and recognising qualifications gained outside the State;
- › approving and monitoring education and training programmes;
- › devising the code of professional conduct and ethics; and
- › setting the requirements for continuing professional development.

Building the Foundations for Regulation

Protection of Title

Under the Act, provision is made for the use and protection of specified titles of designated professions, including the title of “physiotherapist”. The Act provides that additional titles may be designated by the Minister following consultation with the Registration Board. The Minister may also consult with any other organisation(s) that he considers appropriate. The consultation process with the Board was initiated by the Minister in late 2014.

Internationally, the titles “physiotherapist” and “physical therapist” are used by the same profession. However, in Ireland, there is a separate group who uses the title “physical therapists”. This group has operated separately to physiotherapists since the early 1990s.

Following a request for the Registration Board’s recommendations by the Minister, the Board considered the presentations made by a delegation from each of the professional bodies – The Irish Society of Chartered Physiotherapists (ISCP) and the Irish Association of Physical Therapists (IAPT) - in relation to this matter.

In February 2015, the Board formally submitted its report to the Minister for Health, outlining its main recommendation to address this issue, as follows:

“Protect the title “physical therapist” subject to a minimum five-year lead in, allowing adequate time for practicing physical therapists and educational courses in physical therapy to be upgraded and approved to the standard qualifications of physiotherapy. Again, this would have the effect, after 5 years of bringing an end to courses of study leading to a qualification in physical therapy and it would also prohibit in law the use of title “physical therapist” by those who opt not to up-skill and register in the 5 years’ period allowed.”

The Board is hopeful that a decision will be received from the Minister in early 2016.

Registration

In preparation for the activation of the Physiotherapists Registration Board Panel of Assessors, the Board approved the framework Panel of Assessors Guideline and the selection process for the Physiotherapists Registration Board Panel of Assessors.

As required under the Health and Social Care Professionals Act 2005 (as amended), agreement was reached regarding the Physiotherapists Registration Board's requirements for the definitions of "Engaged in the Practice of Physiotherapists Profession".

A period of 2 years of practice, during a 5 year period, prior to opening of the Register, will be required by the Board for the purpose of Health and Social Care Professionals Act 2005 (as amended) (the Act) Section 91.

The Board approved the Certificate of Registration and details of registrants to be held on the Register.

The Board also considered the linguistic requirements for the purposes of registration and agreed criteria for same.

Bye-Laws

During the year the Board approved draft Bye-Laws for public consultation in preparation for the opening of the Register.

- > Application for Registration Bye-Law
- > Return to Practice Bye-Law
- > Code of Professional Conduct and Ethics Bye-Law

Competent Authority

When the Register opens, the Board will become the Competent Authority for the profession. The Board will be responsible for the assessment of international qualifications under the EU Directive. In preparation for this role, the Board considered and approved the framework Competent Authority Policies and Procedures CORU document.

This Board will also be responsible for issuing the European Professional Card (EPC) to visiting Physiotherapists who meet the required criteria.

Education

Approved Qualifications for Registration

The Board agreed in March to utilise Section 38 2(D) of the Health and Social Care Professionals Act as the mechanism to specify qualifications for entry to the Register until such time as all programmes are approved by the Board and the Approved Qualifications Bye-Law is made. This means that applicants can seek registration if they hold a qualification that has been awarded in the State that renders them eligible to be appointed as an employee of the Health Service Executive to perform, as such employee, the functions of a member of that profession.

The Board agreed and published the Physiotherapists Registration Board Criteria and Standards of Proficiency for Education and Training programmes. The Board also agreed to provide education providers with a timeframe of 12 months to implement the Criteria and Standards of Proficiency for Education and Training Programmes. This policy came into effect from the 1 April 2015. Following this 12 month period, education providers of existing qualifications will be invited to have the programme and associated qualification considered as one of the entry criteria for registration. As there is significant preparation work required by an education provider to complete the programme approval process, communications between the Executive Team and the education providers commenced at the end of 2015.

Code of Professional Conduct and Ethics

The Board completed its consideration of the draft Code of Professional Conduct and Ethics during 2015. The Board was awaiting a response on the “physical therapist” title issue before proceeding to public consultation as the decision of the Minister may have implications for the Code.

Attendance at Physiotherapists Registration Board Meetings in 2015

Name	04/02	11/03	15/04	29/07	28/10	25/11
Roy Brennan	✓	✗	✓	✓	✗	✗
Jane Carolan	✓	✓	✓	✓	✓	✓
Mark Delargy	✓	✓	✓	✓	✗	✓
Giuseppe DeVito	✗	✗	✗	✓	✗	✗
John Dolan	✓	✓	✓	✓	✗	✗
Padraig Heverin	✓	✓	✓	✓	✓	✓
Anne Horgan*	✓	✓	✓	✓	✓	✓
John Kerrane	✓	✓	✓	✗	✓	✓
Ruth Magee	✓	✓	✓	✓	✓	✓
Martina Ryan	✓	✓	✓	✓	✓	
Aileen Sheehan	✓	✓	✓	✓	✓	✓
Emma Stokes	✓	✗	✓	✓	✓	✓
Ruth Whelan	✓	✓	✓	✓	✓	✗

Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- * Chairperson
- ✓_T via teleconference
- R Resigned
- S Sick Leave
- N Not on Board



Roy Brennan
Representative of the interest of the general public



Jane Carolan
Representative of the management of the public health/social care sector



Mark Delargy
Representative of the interest of the general public



Giuseppe DeVito
Representative of third level educational establishments



John Dolan
Representative of the management of the public health/social care sector



Pdraig Heverin
Representative of the interest of the general public



Anne Horgan*
Representative engaged in the management of services provided by the profession



John Kerrane
Representative of the interest of the general public



Ruth Magee
Representative practising in the profession



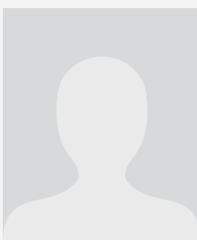
Martina Ryan
Representative practising in the profession



Aileen Sheehan
Representative practising in the profession



Emma Stokes
Representative of third level educational establishments



Ruth Whelan
Representative engaged in the management of services



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Radiographers Registration Board

Annual Report

6.5 Annual Report 2015 -
Radiographers Registration Board

This report is an account of the activities of the Radiographers Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2015, as required under Section 25(1) of the Health and Social Care Professionals Act, 2005 (as amended).

Foreword

2015 was an important year for radiographers and radiation therapists, with the end of the grandparenting period, and the introduction of compulsory CPD. We are pleased to present this overview of the work of the Board during the year.

31 October marked the end of the grandparenting period for the profession. At the end of December, almost 2,500 applications for registration had been received.

The Board requested that the Minister prescribe the title “radiation therapist” and it reviewed the Approved Qualifications Bye-Law to ensure the explicit inclusion of the Bachelor of Science in Radiation Therapy from the University of Dublin.

The Board approved NUI’s Bachelor of Science (Hons) (Radiography) and the Bachelor in Science in Radiation Therapy from the University of Dublin.

During the year, the Board made preparations for the introduction of mandatory Continuous Professional Development in October. The Board approved the CPD Standards and Requirements for Radiographers and Radiation Therapists.

The end of the year saw elections to the Board. Thank you to all registrants who voted and congratulations to those who were successful in the election. We look forward to working with you as we continue our important work to protect the public by promoting professional standards in radiography.

Jason Last

Chairperson

*Radiographers
Registration Board*

Ginny Hanrahan

Registrar

*Radiographers
Registration Board*

Summary of Board Activities 2015

Background

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates. The Radiographers Registration Board regulates radiographers and radiation therapists.

Seven are lay members, with the remaining six being members of the profession, representing:

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

Dr. Jason Last is currently Chairperson of the Radiographers Registration Board.

In 2015, the Radiographers Registration Board met nine times.

At the close of 2015, there were three vacancies on the Radiographers Registration Board.

Role

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

The Radiographers Registration Board has accordingly the following functions:

- › establishing and maintaining a Register of members of the profession;
- › assessing and recognising qualifications gained outside the State;
- › approving and monitoring education and training programmes;
- › devising the code of professional conduct and ethics; and
- › setting the requirements for continuing professional development.

Registration

On 31 October 2013 statutory registration of radiographers and radiation therapists began. This milestone represented the culmination of many months of consultation and policy development on the part of the Radiographers Registration Board. The statutory transition period of two years to allow existing practitioners to register through Section 91 of the Health and Social Care Professionals Act 2005 (as amended) began on this date and concluded on 31 October 2015.

As of December 2015, 2,462 applications for registration had been received, of which 1,855 were on the Registers. Individuals are required to complete the online application system which comprises of a two-part process whereby supporting documentations are submitted for verification and a Garda Vetting Form is also required.

The Board agreed to request the Minister to prescribe the title “radiation therapist” as a protected title as of 31 October 2015 for use by that category of registrants who are registered in the Radiation Therapists Division of the Register of the Radiographers Registration Board.

Following the completion of the Health Miscellaneous Provisions Act 2014, there are now powers, which the Board will be able to use to change from the current regulatory system of two divisions of the Radiographers Register, to two separate registers for radiographers and radiation therapists.

Competent Authority

Before applying for registration, holders of qualifications obtained outside the State must apply to the Board for recognition of their qualifications. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

From 31 October 2013, the Radiographers Registration Board was designated as the Competent Authority for the profession under Directive 2005/36/EC. The Board assesses all applications for the recognition of qualifications from outside the Republic of Ireland.

In 2015 the qualifications of 59 radiographers and of 9 radiation therapists were recognised by the Board and they became eligible to apply for registration. Compensation measures were applied to 4 radiographers and 2 radiation therapists with the option of undertaking either an aptitude test or a period of adaptation.

As part of its function as Competent Authority, the Board is required to make provision for an aptitude test as a compensation measure option to be offered to applicants where a deficit exists in an international qualification when compared to the Approved Qualifications for the profession in Ireland. During the year, the Board researched options for the provision of such a test should it be required, and requested and received the assistance of Council in the performance of its function under EU Directive 2005/36/EC for the outsourcing of the aptitude test to UCD and TCD.

Education

Approval and Monitoring of Education Programmes

One of the functions of a Registration Board is to satisfy itself that education and training programmes provided by institutions in the State meet the criteria and standards required for practice.

During 2015, the Board approved the following programmes.

- › Bachelor of Science (Hons) (Radiography) from the National University of Ireland
- › Bachelor in Science in Radiation Therapy from the University of Dublin awarded to graduates on successful completion of the four-year pathway/programme to this award.

Continuous Professional Development

During the year the Board made preparations for the introduction of mandatory Continuous Professional Development (CPD). As part of the process the Board reviewed and approved the CPD Framework for use in stakeholder consultation. The Board approved the Radiographers Registration Board profession specific CPD Standards and Requirements. CPD was introduced for registrants of the Radiographers Registration Board on 31 October 2015 and will run in 24 monthly cycles from this date.

Bye Laws

The Board conducted a revision of the Approved Qualifications Bye-Law to ensure the explicit inclusion of the Bachelor of Science in Radiation Therapy from the University of Dublin, four year programme. A public consultation was conducted and the revised Bye-Law was made.

Elections of Members to the Radiographers Registration Board

As provided for in the Election of Members for Appointment to the Radiographers Registration Board Bye-Law 2014, registered radiographers were invited to vote in each of the following election categories:

Category 1: Three vacancies for registrants who are engaged in the practice of the profession of radiographer or radiation therapist.

Category 2: Two vacancies for registrants who are engaged in the management of services provided by the profession of radiographer or radiation therapist.

Category 3: One vacancy for a registrant who is engaged in the education and training of members of the professions of radiographer or radiation therapist.

The election system used was the proportional representation system by single transfer vote.

The Board approved the following timeline for the Elections:

Event	Date
Notice of election and nominations invited	30 September 2015
Electoral Register established	16 November 2015
Closing date for receiving of nominations	16 November 2015
Ballot Papers issued	1 December 2015
Election Date - Final date for receipt of votes	15 December 2015
Counting of the votes and declaration of result	16 December 2015

The following members were elected to the Radiographers Registration Board on 16 December 2015.

Elected members

Category 1: Registrants who are engaged in the practice of the profession

- > Catherine Booth
- > Mary Pat Corridan
- > John Tuffy

Category 2: Registrants who are engaged in the management of services provided by the profession

- > Catherine McKenna
- > Michele Monahan

Category 3: Registrant of the profession, engaged in education and training of the profession

- > Louise Rainford

Attendance at Radiographers Registration Board Meetings in 2015

Name	27/01	10/03	29/04	10/06	15/07	02/09	06/10	10/11	15/12
Richard Bruton	N	✓	✓	✓	✓	✓	✓	✓	✓
Mary Pat Corridan	✓	✓	✓	✓	✓	✗	✓	✓	✓
Jason Last*	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michele Monahan	✓	✓	✓	✓	✓	✓	✗	✓	✓
Mary O'Connor	✓	✓	✓	✗	✓	✓	✓	✓	✓
William O'Neill	N	N	N	N	N	✗	✓	✓	✓
Louise Rainford	✓	✓	✓	✓	✓	✓	✓	✓	✓
Olwyn Ryan	✓	✓	✓	✓	✓	✓	✓	✓	✓
Tom Ryan	✓	✓	✓	✗	✓	✓	✗	✓	✗
Dympna Watson	✓	✓	✓	✗	✓	✓	✓	✓	✓

Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- * Chairperson
- N Not on Board



Richard Bruton
Representative of the management of the public health/social care sector



Mary Pat Corridan
Representative practising in the profession



Jason Last*
Representative of third level educational establishments



Michele Monahan
Representative practising in the profession



Mary O'Connor
Representative of the interest of the general public



William O'Neill
Representative of the interest of the general public



Louise Rainford
Representative of third level educational establishments



Olwyn Ryan
Representative of the management of the public health/social care sector



Tom Ryan
Representative of the interest of the general public



Dymphna Watson
Representative of the interest of the general public



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Social Care Workers Registration Board

Annual Report

6.6 Annual Report 2015 -
Social Care Workers Registration Board

This report is an account of the activities of the Social Care Workers Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2015, as required under Section 25 (1) of the Health and Social Care Professionals Act, 2005 (as amended).

Foreword

The Social Care Workers Registration Board met for the first time in May 2015, following its establishment by the Minister for Health.

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

In keeping with the Act, the Minister appointed thirteen members to the Social Care Workers Registration Board this year. The majority are "lay" members, meaning members who are not social care workers, while six are nominees from the profession, representing educators, managers and social care workers delivering frontline services. Dunia Hutchinson was elected Chairperson at the first meeting in May.

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

We look forward to continuing this important work in 2016. We will be engaging with all our stakeholders including social care workers as we build a model of regulation. Statutory regulation is a welcome development as it provides greater openness and accountability for the public, while reinforcing a culture of competence and Continuing Professional Development for professionals.

Dunia Hutchinson

Chairperson

*Social Care Workers
Registration Board*

Ginny Hanrahan

Registrar

*Social Care Workers
Registration Board*

Summary of Board Activities 2015

Background

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

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

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

Role

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

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

- › establishing and maintaining a Register of members of the profession;
- › assessing and recognising qualifications gained outside the State;
- › approving and monitoring education and training programmes;

- › setting the requirements for return to practice;
- › setting the code of professional conduct and ethics; and
- › setting the requirements for continuing professional development.

Board Membership

At the Board's first meeting on 25 May 2015 six members were drawn by lot and established to serve a three-year term. The remaining members will serve a four-year term.

Dunia Hutchinson was elected Chairperson and will hold office for a term of two years. She will serve on the Board for a term of four years.

The Board met a total of four times in the year since appointment.

At the close of 2015, there were no vacancies on the Social Care Workers Registration Board.

In May and June 2015, the Board undertook induction training, delivered by the Executive, to facilitate the transition to their new role as Board members. This training included sessions on corporate governance and ethics in public office as well as delivering a greater understanding of the role of CORU and its core function in protecting the public.

Building the Foundations for Regulation

Registration

The Social Care Workers Registration Board considered several Council framework/guideline policies during the year, in preparation for registration. These included:

- › Code of Conduct for Board Members;
- › Relationship between Council and Registration Board
- › Standing Orders for Registration Boards
- › Adoption of CORU as umbrella name
- › Policy on the use of the CORU name
- › Use of the Social Care Workers Registration Board Seal
- › Registrant Details on the Register
- › Council Guidelines on Linguistic Knowledge

Section 91 of the Health and Social Care Professionals Act 2005 (as amended)

Under Section 91 of the Act there is direct provision for the Social Care Workers Registration Board to grant registration to a person who has at any time during the period of 5 years prior to registration been engaged in continuous practice as a social care worker for a period of not less than 2 years immediately preceding the date of application. This provision in the Act is unique to the Social Care Workers Registration Board. The Board will consider this provision very carefully during 2016 and will develop its own assessment guidelines and standardised form for completion by employers as it prepares to implement this section of the legislation.

Education

Approved Qualifications for Registration

The Board approved the collection of research in order to scope out the educational requirements for the profession in the State and to identify the social care work qualifications currently on offer in Ireland. This work commenced during 2015 and it is expected that the Board will consider a comprehensive report during 2016. This will inform the Board in setting the Bye-Law detailing the approved qualifications required for registration in the State.

Code of Professional Conduct and Ethics

The Social Care Workers Registration Board is required to adopt a Code of Professional Conduct and Ethics for registrants before the Register is opened. The code will set out the standards of conduct, performance and ethics which registered members of the profession must adhere to throughout the course of their work. When applying for registration, applicants will be required to sign a statutory declaration stating that they have read, understood and agree to abide by the Code.

The Council at CORU has adopted a Framework for a Common Code of Professional Conduct and Ethics (the Council Code) which will be implemented by the 14 professions regulated by CORU, following consultation.

The Social Care Workers Registration Board must ensure that the unique requirements of the profession are addressed when developing its Code of Professional Conduct and Ethics and will tailor the Common Framework Code to reflect these.

The Board will complete its consideration of the draft Code of Professional Conduct and Ethics during 2016. The draft will then proceed to public consultation and the Competition Authority for comment, observations and submissions. These will be considered carefully by the Board before the final Code is approved and made into a Bye-Law.

Attendance at Social Care Workers Registration Board Meetings in 2015

Name	25/05	25/06	16/09	07/10	26/11
Catherine Carty	✓	✓	✓	✓	✓
Damien Courtney	✗	✓	✓	✓	✗
Patrick Doyle	✓	✗	✗	✗	✗
Paddy Duggan	✓	✓	✓	✓	✓
Maurice Fenton	✓	✓	✓	✓	✓
Imelda Finerty	✓	✗	✓	✓	✓
James Forbes	✓	✓	✓	✓	✓
Dunia Hutchinson*	✓	✓	✓	✓	✓
Karen Kiernan	✗	✓	✓	✓	✓
Ado McKenna	✓	✗	✗	✗	✓
Des Mooney	✓	✗	✓	✓	✓
Tim Murphy	✓	✓	✓	✓	✓
Jim Walsh	✓	✓	✓	✓	✓

Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- * Chairperson
- N Not on Board



Catherine Carty

Representative of third level educational establishments



Damien Courtney

Representative of the interest of the general public



Patrick Doyle

Representative of the management of the public health/social care sector



Paddy Duggan

Representative of the management of the public health/social care sector



Maurice Fenton

Representative engaged in the management of services



Imelda Finerty

Representative of the interest of the general public



James Forbes

Representative engaged in the management of services



Dunia Hutchinson*

Representative practising in the profession



Karen Kiernan

Representative of the interest of the general public



Ado McKenna

Representative practising in the profession



Des Mooney

Representative practising in the profession



Tim Murphy

Representative of the interest of the general public



Jim Walsh

Representative of third level educational establishments



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Social Workers Registration Board

Annual Report

6.7 Annual Report 2015 -
Social Workers Registration Board

This report is an account of the activities of the Social Workers Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report 2015, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

The Social Workers Registration Board was the first Board to be set up in May 2011, following its establishment by the Minister for Health.

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

A total of 3928 social workers have successfully been registered by the Social Workers Registration Board as of the 31 December 2015. This is a greater number than original anticipated and indicates a broad awareness of the obligation to register and the importance of regulation generally. A significant number of these applications were submitted via CORU's online registration system which provides an efficient and easy to use means by which to engage in the registration process. This year the registration close-out process was approved by the Social Workers Registration Board. This is a process whereby incomplete applications to the Register are dealt with administratively.

In 2015, the Social Workers Registration Board approved the final Continuing Professional Development (CPD) Requirements. CPD was introduced for registrants on 31 May 2015 and will run in 24 month cycles from this date.

We look forward to working with the profession and engaging with our stakeholders again in 2016 as greater advancements are made in the regulation of social workers, all in the interests of public safety. We look forward to working with the Health and Social Care Professionals Council on Protection of Title and Fitness to Practise which are issues at the centre of our remit to protect the public.

Cormac Quinlan

Chairperson

*Social Workers
Registration Board*

Ginny Hanrahan

Registrar

*Social Workers
Registration Board*

Summary of Board Activities 2015

Background

The Minister for Health appointed the Social Workers Registration Board, originally in August 2010. There has been a number of changeovers in members due to elections for the professional members of the Board and replacement of lay members.

The Health and Social Care Professionals Act, 2005 (as amended) provides for 13 voluntary members to be appointed to the Board. No remuneration is paid to members serving on the Board, except standard public service travel and subsistence rates.

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

- › the education and training of the profession,
- › the management of services provided by the profession, and
- › the practice of the profession.
- › Cormac Quinlan is the Chairperson of the Social Workers Registration Board.
- › The Board met a total of 8 times in the year.
- › At the close of 2015, there were no vacancies on the Social Workers Registration Board.

Role

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

The Social Workers Registration Board at CORU has responsibility for:

- › establishing and maintaining a Register of members of the profession;
- › assessing and recognising qualifications gained outside the State;
- › approving and monitoring education and training programmes;
- › setting the requirements for Return to Practice;
- › setting the Code of Professional Conduct and Ethics ; and
- › setting the requirements for Continuing Professional Development.

Registration

The Register for social workers opened on 31 May 2011. The opening of the Register was followed by a two-year transitional period to allow for social workers already practising to apply for registration. This period was necessary to give individuals an opportunity to apply for registration and satisfy the Board that they met the requirements. It also afforded practitioners that did not hold currently approved qualifications, a once-off opportunity to apply for registration. This transitional period ended on 31 May 2013.

A total of 3928 social workers have been registered by the Social Workers Registration Board as of 31 December 2015.

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

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

In the case of those availing of the transitional arrangements:

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

In the case of new entrants:

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

All applicants for registration must also undergo Garda Vetting as part of the registration process. By December 2015 there were:

- › 3664 registrants on the Social Workers Register
- › 379 registered during 2015
- › 2 social worker Applications were refused.
- › 61 social worker registrants voluntarily left the Register
- › 45 social worker registrants were removed from the Register for non-payment of fees

The Register is available to view on-line at www.coru.ie.

Competent Authority for Recognition of Qualifications gained outside the State

Before applying for registration, holders of qualifications obtained outside the State must apply to the Board for recognition of their qualifications. These qualifications are assessed against the standards of proficiency required of graduates within the Republic of Ireland.

If substantial differences (deficits) exist between a professional qualification, any additional education and training and/or additional relevant work experience, against the Standards of Proficiency, an applicant may be offered the choice of a compensation measure. This will be the choice of a Period of Adaptation (period of supervised practice) to address any deficits identified or to take an Aptitude Test.

During 2015, 41 applications for recognition of international qualifications were granted by the Board. 6 applicants were required to complete a compensation measure, and two applicants were granted recognition after successfully completing a Period of Adaptation.

Education

In 2015, the Social Workers Registration Board approved the final Social Workers Registration Board Continuing Professional Development (CPD) Requirements. CPD was introduced for registrants on 31 May 2015 and will run in 24 month cycles from this date.

Approved Policies

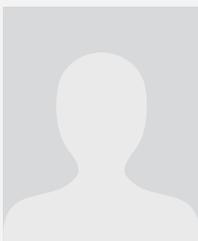
The Social Workers Registration Board also approved the registration close-out process in 2015. This is a process whereby incomplete applications to the Register are dealt with administratively.

Attendance at Social Workers Registration Board Meetings in 2015

Name	20/01	06/03	21/04	14/05	21/07	15/09	22/10	08/12
Frankie Barrett	N	N	N	N	N	×	✓	✓
Ado Byrne	✓	✓	✓	✓	×	✓	✓	✓
Declan Carey	✓	✓	✓	✓	✓	✓	×	×
Donal Gill	✓	×	✓	✓	✓	×	✓	✓
Carmel Halton	✓	✓	✓	×	×	✓	×	✓
John Hanily	N	N	N	N	N	✓	✓	✓
Valerie Judge	N	N	N	N	N	✓	×	✓
Ned Kelly	N	✓	✓	×	✓	✓	×	✓
Anthony McCashin	✓	×	✓	×	×	×	✓	✓
Carol Moore	✓	×	×	✓	✓	✓	✓	✓
Val O’Kelly	N	✓	✓	✓	✓	✓	✓	✓
Peter O’Neill	×	×	✓	×	✓	✓	×	✓
Cormac Quinlan*	✓	✓	✓	✓	✓	✓	×	✓

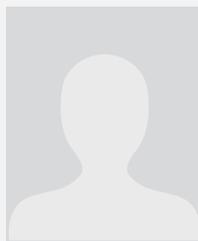
Key to meeting attendance:

- ✓ attended
- × apologies or absent
- * Chairperson
- N Not on Board



Frankie Barrett

Representative of the management of the public health/social care sector



Ado Byrne

Representative engaged in the management of services



Declan Carey

Representative practising in the profession



Donal Gill

Representative practising in the profession



Carmel Halton

Representative of third level educational establishments



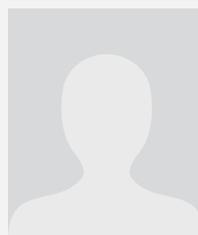
John Hanily

Representative of the management of the public health/social care sector



Valerie Judge

Representative of the interest of the general public



Ned Kelly

Representative of the interest of the general public



Anthony McCashin

Representative of third level educational establishments



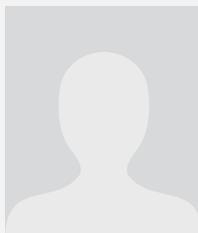
Carol Moore

Representative of the interest of the general public



Val O'Kelly

Representative engaged in the management of services



Peter O'Neill

Representative practising in the profession



Cormac Quinlan*

Representative engaged in the management of services



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Speech and Language Therapists Registration Board

Annual Report

6.8 Annual Report 2015 –
Speech and Language Therapists Registration Board

This report is an account of the activities of the Speech and Language Therapists Registration Board during 2015, presented to the Health and Social Care Professionals Council for inclusion in the Council's Annual Report, as required under Section 25(1) of the Health and Social Care Professionals Act 2005 (as amended).

Foreword

It was very heartening to continue the work of the Speech and Language Therapists Registration Board during 2015. The following report shows the extent of the commitment of the Board to achieving the opening of the Register and to the many other activities associated with the work of a statutory Registration Board.

Throughout the year the Board was very well supported by Council and by the corporate team of CORU. The Board members look forward to reaching the key milestone of completion of the transition period at the end of October 2016.

The year saw an increase in the number of speech and language therapists registered. The deadline for existing practitioners to register is 31 October 2016 and we will continue to engage with the profession as the deadline approaches.

The Board is responsible for ensuring that the education and training programmes available in the State meet the criteria and standards required for practice. During the year, the Board approved the programmes offered by the University of Dublin and the University of Limerick, and commenced the approval process for a further two programmes.

The Board also decided that three historical qualifications awarded by the University of Dublin are sufficiently relevant to the profession. This decision means that graduates of those three programmes are eligible to apply for registration with the Board.

In April, the Board approved a Bye-Law which sets out the requirements to be met by applicants who have not been in practice for two or more years prior to the opening of the Register.

2016 will bring some further important developments in the regulation of speech and language therapists, and we look forward to continuing to work with the members of the Board as we progress our efforts to regulate the profession in the interests of public safety.

Helen Shortt

Chairperson

*Speech and Language Therapists
Registration Board*

Ginny Hanrahan

Registrar

*Speech and Language Therapists
Registration Board*

Summary of Board Activities 2015

Background

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

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

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

In April, Helen Shortt (lay member) was re-elected as Chairperson of the Speech and Language Therapists Registration Board and will serve an additional two year term as Chairperson. The members of the Board are Chinwe Rosa Anago, Aileen Barrett, Irene Gunning, Suzanne Keenan, Fintan Redy, Agnes Shiel (lay members); Fiona Gibbon, Sinead Kennedy, Maeve Murphy, Celia Nichol, Martine Smith (professional members)

Role

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

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

- > establishing and maintaining a Register of members of the profession;
- > assessing and recognising qualifications gained outside the State;
- > approving and monitoring education and training programmes;
- > devising the code of professional conduct and ethics; and
- > setting the requirements for Continuing Professional Development.

Registration

The Register for speech and language therapists opened on 31 October 2014. The opening of the Register is followed by a two year transitional period for speech and language therapists already practising, to apply for registration. This transition period was necessary to give individuals an opportunity to apply for registration and satisfy the Board that they met the requirements. It also afforded practitioners that do not hold currently approved qualifications, a once off opportunity to apply for registration. This transitional period will end on 31 October 2016.

A total of 140 speech and language therapist applications were considered and registered by the Speech and Language Therapists Registration Board as of 31 December 2015. All speech and language therapists must have applied for registration by the 31 October 2016, to be able to continue to use the title “speech and language therapist”.

In 2015 the Speech and Language Therapists Registration Board made a decision to accept qualifications which are currently and historically recognised by HCPC for applicants applying for registration under Section 91 of the Health and Social Care Professionals Act 2005 (as amended). These qualifications are only accepted for transitional applicants (applying under Section 91) who have carried out 24 months of practice (within the State) in the 5 years prior to the opening of the Register.

Education

Schedule 3 of the Health and Social Care Professionals Act 2005 (as amended) specifies a list of qualifications required by existing practitioners and provides a route for existing practitioners to apply for registration during the transition period. Transitional applicants apply for registration under Section 91 of the Health and Social Care Professionals Act 2005 (as amended).

In 2015 the Board decided the following historical qualifications, awarded by the University of Dublin, are sufficiently relevant to the profession and attest to a standard of proficiency corresponding to a qualification listed opposite the profession in the third column of that Schedule:

- > Dip.CST and B.A. Rem Ling (awarded before 1986)
- > B.Sc Remedial Linguistics (awarded in 1986, 1987 and 1988)
- > B.Sc (Clin. Lang) (awarded since 1989)

One of the functions of a Registration Board is to satisfy itself that education and training programmes provided by institutions in the State meet the criteria and standards required for practice.

During 2015, the Board approved the following programmes:

- > Master of Science in Speech and Language Therapy (Professional Qualification), University of Limerick
- > Bachelor of Science (Speech and Language Therapy), University College Cork

The Board commenced the programme approval process for the following programmes:

- > Bachelor in Science in Clinical Speech and Language Studies, University of Dublin, Trinity College Dublin
- > Master of Science in Speech and Language Therapy (Professional Qualification), University of Limerick

Competent Authority

As the Competent Authority for the profession the Board considered 5 applications for recognition of international qualifications during 2015.

In accordance with EU Directive 2005/36/EC of the European Parliament and of the European Council, the Board recognised 2 qualifications and required 3 applicants to complete a compensation measure in order to address deficits identified in their qualification. Once an international qualification is recognised by the Competent Authority, then the holder of the qualification is eligible to apply for registration.

In 2015 the Board approved the Applicant and Assessors Guidance on FEDS (Feeding, Eating, Drinking and Swallowing) Deficits. These guidance notes set out compensation measures for recognition applicants with deficits in the areas of Feeding, Eating, Drinking and Swallowing. FEDS requirements are profession specific and are set out in the standards of proficiency for applicants applying for recognition from the Speech and Language Therapists Registration Board.

Bye-Laws

In April, the Speech and Language Therapists Registration Board Return to Practice Bye-Law 2015 was made. This Bye-Law sets out the requirements to be met by applicants who have not been in the practice of the profession for 2 years or more.

Policy Activities

During the year the Board reviewed and approved policies for its profession on the following:

- > revised applicant requirements,
- > registration application close-out process, and
- > voluntary removals from the Register.

Attendance at Speech and Language Therapists Registration Board Meetings in 2015

Name	28/01	01/04	19/05	09/07	09/09	29/10	18/11
Chinwe Rose Anago	✓	✗	✓	✗	✗	✗	✗
Aileen Barrett	✓	✓	✓	✓	✓	✓	✗
Paula Bradley	✗	R	R	R	R	R	R
Fiona Gibbon	+	✓	✓	✗	✓	✗	✓
Irene Gunning	✓	✓	✓	✗	✗	✓	✓
Suzanne Keenan	+	✓	✓	✗	✓	✗	✗
Sinead Kennedy	✓	✓	✗	✓	✓	✓	✓
Maeve Murphy	✓	✓	✓	✓	✓	✓	S
Celia Nichol	✓	✓	✗	✓	✗	✓	✓
Fintan Reddy	✓	✗	✓	✓	✗	✓	✗
Agnes Shiel	✓	R	R	R	R	R	R
Helen Shortt*	✓	✓	✓	✓	✓	✓	✓
Martine Smith	✗	✓	✓	✗	✓	✗	✗

Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- * Chairperson
- ✓_T via teleconference
- R Resigned
- S Sick Leave
- N Not on Board

(+) – The 2 year term of office holders were absent from the meeting on 24 March 2015 due to the absence of clarity regarding a change in legislation which saw their terms extended from 2 years to 3 years.



Chinwe Rose Anago

Representative of the interest of the general public



Aileen Barrett

Representative of the interest of the general public



Paula Bradley

Representative practising in the profession



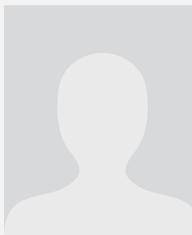
Fiona Gibbon

Representative practising in the profession



Irene Gunning

Representative of the interest of the general public



Suzanne Keenan

Representative of the management of the public health/social care sector



Sinead Kennedy

Representative practising in the profession



Maeve Murphy

Representative engaged in the management of services



Celia Nichol

Representative engaged in the management of services



Fintan Reddy

Representative of the interest of the general public



Agnes Shiel

Representative of third level educational establishments



Helen Shortt*

Representative of the management of the public health/social care sector



Martine Smith

Representative practising in the profession



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Report and Financial Statements for the year ended 31 December 2015

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

Contents

Information	99
Report of the Comptroller and Auditor General	100
Statement of the System of Internal Financial Control	102
Statement of the Council's Responsibilities	104
Statement of Income and Expenditure and Retained Revenue Reserves	105
Statement of Financial Position	106
Statement of Cash Flows	107
Notes to the Financial Statements	108

Information

MEMBERS OF THE COUNCIL

Bernard McCartan, Chairperson
 John O'Mullane
 Halóg Mellett
 Marie Culliton
 Odhrán Allen
 Tony McAleer
 Emma Stokes (resigned 09/06/2016)
 Caroline McIntosh
 Richard Booth (term ended 20/03/2015)
 Michele Monahan (term ended 23/01/2016)
 David Power (resigned 20/03/2015)
 Declan Carey (resigned 31/03/2016)
 Maeve Murphy
 Jackie Reed
 Martin Higgins (term ended 23/11/2015)
 Kristin Quinn (term ended 23/11/2015)
 Deirdre Madden
 Joe Martin
 Jenny Bulbulia (term ended 23/11/2015)
 Muiris Fitzgerald (term ended 23/11/2015)
 Mo Flynn
 Tom Jordan (term ended 25/03/2016)
 Cormac Quinlan (appointed 25/10/2016)
 Laura Phelan (appointed 15/02/2016)
 Paul Lyng (appointed 15/02/2016)
 Carmel Smith (appointed 19/01/2016)
 Marie Kinsella (appointed 19/01/2016)
 Sinead FitzGerald (appointed 14/11/2016)
 Stephen McMahon (appointed 27/01/2015)
 Inez Bailey (appointed 27/01/2015)
 Dermott Jewell (appointed 27/01/2015)
 Shane McCarthy (appointed 12/11/2015)
 David Irwin (appointed 12/11/2015)

SENIOR MANAGEMENT TEAM

Chief Executive Officer Ginny Hanrahan
 Head of Corporate Services Mary Griffin
 Head of Legal Affairs Vacant
 Head of Registration Colm O'Leary
 Head of Education Aoife Sweeney
 Head of Recognition Mary O'Donnell

HEADQUARTERS

CORU - Health and Social Care Professionals
 Council
 13-15 The Mall
 Bracken Road
 Sandyford
 Dublin 18

AUDITOR

Comptroller and Auditor General
 3A Mayor Street Upper
 Dublin 1

ACCOUNTANTS

Crowleys DFK
 Chartered Accountants
 16/17 College Green
 Dublin 2



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

Health and Social Care Professionals Council

I have audited the financial statements of the Health and Social Care Professionals Council for the year ended 31 December 2015 under the Health and Social Care Professionals Act 2005. The financial statements 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. The financial statements have been prepared in the form prescribed under Section 21 of the Act, and in accordance with generally accepted accounting practice in Ireland as modified by the directions of the Minister for Health in relation to accounting for superannuation costs.

Responsibilities of the Council

The Council is responsible for the preparation of the financial statements, for ensuring that they give a true and fair view and for ensuring the regularity of transactions.

Responsibilities of the Comptroller and Auditor General

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

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

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

Scope of audit of the financial statements

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

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

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

In addition, I read the Council's annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Opinion on the financial statements

In compliance with the directions of the Minister for Health, the Authority accounts for the costs of superannuation entitlements only as they become payable. This basis of accounting does not comply with Financial Reporting Standard 102 which requires such costs to be recognised in the year the entitlements are earned.

In my opinion, except for the accounting treatment of the Council's superannuation costs and liabilities, the financial statements have been properly prepared in accordance with generally accepted accounting practice in Ireland and give a true and fair view of the state of the Council's affairs at 31 December 2015 and of its income and expenditure for 2015.

In my opinion, the accounting records of the Council were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

Matters on which I report by exception

I report by exception if I have not received all the information and explanations I required for my audit, or if I find

- › any material instance where money has not been applied for the purposes intended
- › or where the transactions did not conform to the authorities governing them, or
- › the information given in the Council's annual report is not consistent with the related financial statements, or with the knowledge acquired by me in the course of performing the audit, or
- › the statement on internal financial control does not reflect the Council's compliance with the Code of Practice for the Governance of State Bodies, or
- › there are other material matters relating to the manner in which public business has been conducted.

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

Mark Brady

For and on behalf of the Comptroller and Auditor General

15 December 2016

Statement on the System of Internal Financial Control

On behalf of the members of the Council of the Health and Social Care Professionals Council, I acknowledge our responsibility for ensuring that an effective system of internal financial controls is maintained and operated. The system of internal financial controls can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely period.

Key Control Procedures

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

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

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

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

The Audit, Risk and Governance Committee was established in 2009. The Committee met 4 times in 2015.

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

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

The executive of the Council is responsible for the development and maintenance of the financial controls framework.

In line with CORU's whistleblowing policy, the whistleblowing officer confirmed that no whistleblowing disclosures were made in the financial year 2015. We further confirm that there have been no financial irregularities identified during the review of the effectiveness of the system of internal financial control.

Annual Review of Controls

I confirm that the Council conducted an external review of the effectiveness of the system of internal financial control in respect of the year ended 31 December 2015.



Bernard McCartan

Chairperson

8th December 2016

Statement of the Council’s Responsibilities

The Health and Social Care Professionals Council was established on the 20 March 2007 under the Health and Social Care Professionals Act 2005 (as amended) (“Act”)

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

The Act, Part 1, Section 21 requires the Council to keep all proper and usual accounts of all moneys received or expended by it including an income and expenditure and retained revenue reserves and statement of financial position. In preparing those financial statements, the Council is required to:-

- › select suitable accounting policies and then apply them consistently
- › make judgements and estimates that are reasonable and prudent
- › disclose and explain any material departures from applicable Accounting Standards.
- › prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Council will continue in operation

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



Bernard McCartan
Chairperson
8th December 2016



Ginny Hanrahan
Chief Executive Officer
8th December 2016

Statement of Income and Expenditure and Retained Revenue Reserves

for the year ended 31 December 2015

	Notes	Year Ended 31 December 2015 €	Year Ended 31 December 2014 €
Income			
Exchequer Grant	3	2,290,462	2,193,614
Fee Income	4	762,451	321,452
Secondment Income	5	117,537	102,780
Opticians Board Merger Income		649,388	-
Employment Superannuation Deductions		99,824	41,239
		3,919,662	2,659,085
Transfer to Capital Account	15	30,057	(12,732)
		3,949,719	2,646,353
Expenditure			
Salaries	9	1,787,322	1,473,294
Staff Travel		32,363	25,820
Establishment and Accommodation Costs	6	170,450	42,298
Office Administration	7	642,958	524,992
Registration	8	138,218	196,645
Legal and Professional Fees	10	474,966	340,775
Education/CPD		169,997	59,322
Audit Fees		8,300	5,000
Depreciation	11/12	113,585	37,521
		3,538,159	2,705,667
Surplus / (Deficit) for the year		411,560	(59,314)
Retained Revenue Reserves			
Balance at the beginning of the year	21	(33,380)	25,934
Surplus / (Deficit) for the year		411,560	(59,314)
Balance at the end of the year		378,180	(33,380)

All losses and gains are recognised in the Statement of Income and Expenditure and Retained Reserves account. The Notes 1 to 22 form part of these Financial Statements.



Bernard McCartan

Chairperson

8th December 2016



Ginny Hanrahan

Chief Executive Officer

8th December 2016

Statement of Financial Position

as at 31 December 2015

	Notes	31 December 2015 €	31 December 2014 €
Fixed Assets			
Intangible Assets	11	138,302	194,309
Property, Plant and Equipment	12	58,233	31,385
		196,535	225,694
Current Assets			
Cash and Cash Equivalents		725,731	212,181
Receivables	13	69,989	34,689
		795,720	246,870
Current Liabilities			
Payables	14	(367,437)	(280,249)
Provision	16	(51,000)	-
		(418,437)	(280,249)
Net Current Assets		377,283	(33,379)
Total Assets		573,818	192,315
Represented by			
Capital Account	15	195,638	225,695
Income and Expenditure Reserve		378,180	(33,380)
		573,818	192,315

The Notes 1 to 22 form part of these Financial Statements.



Bernard McCartan
Chairperson
8th December 2016



Ginny Hanrahan
Chief Executive Officer
8th December 2016

Statement of Cash Flows

for the year ended 31 December 2015

	Notes	Year Ended 31 December 2015 €	Year Ended 31 December 2014 €
Reconciliation of Surplus / (Deficit) to net cash inflow from operating activities			
Surplus / (Deficit) for the year		411,560	(59,314)
Depreciation charge	11/12	113,585	37,521
(Increase) in debtors		(35,300)	(8,701)
Increase in creditors		138,188	105,505
Loss on disposal of fixed assets		50	21
Capital account movement		(30,057)	12,732
Net Cash Inflow from Operating Activities		598,026	87,764
<u>Statement of Cash Flows</u>			
Net Cash Inflow from Operating Activities		598,026	87,764
Cash Flows from Investing Activities			
Capital Expenditure	11/12	(83,580)	(50,273)
Capital Transferred from The Opticians Board		(896)	-
Increase in cash and cash equivalents		513,550	37,491
Cash and cash equivalents at the beginning of the year		212,181	174,690
Cash and cash equivalents at the end of the year		725,731	212,181

The Notes 1 to 22 form part of these Financial Statements.



Bernard McCartan
Chairperson
8th December 2016



Ginny Hanrahan
Chief Executive Officer
8th December 2016

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 (HSCPC) for the year ended 31 December 2015 have been prepared in accordance with FRS 102, the financial reporting framework applicable in the UK and Ireland, 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. These are the first set of financial statements prepared in accordance with FRS 102. The date of transition to FRS 102 is 1 January 2014. The prior year financial statements were restated for material adjustments on adoption of FRS 102. The result of this adoption can be seen in note 21.

(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 above.

The Financial Statements are in the form approved by the Minister for Health with the concurrence of the Minister for Public Expenditure and Reform. 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. 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 going concern.

Notes

(forming part of the financial statements)

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

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

- (iii) Provision for doubtful debts

The Council makes an estimate of the recoverable value of trade debtors and other debtors. The Council uses estimates based on historical experience in determining the level of debts, which may not be collected. These estimates include such factors as the current rating of the debtor, the ageing profile of debtors and historical experience. The level of provision required is reviewed on an on-going basis.

(e) Exchequer Grant

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

(f) Fee Income

Renewal fees are recognised in the period in which the renewal relates and 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 Income and Expenditure and Retained Revenue Reserves 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%
IT/Office equipment	33.3%

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.

(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 asset

Notes

(forming part of the financial statements)

(j) Superannuation

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

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

In 2015 as a result of the combination of the Opticians Board and the HSCPC, superannuation deductions from Opticians Board staff are transferred to the Health and Social Care Professionals Council at the date of dissolution of the Opticians Board.

(k) Cash and Cash Equivalents

Cash consists of cash on hand and demand deposits.

(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 statement of financial position date or at forward purchase contract rates where such contracts exist.

(m) Other Financial Assets

Other financial assets including trade debtors are initially measured at the undiscounted amount of cash receivable from that customer, which is normally the invoice price, and are subsequently measured at amortised cost less impairment, where there is objective evidence of impairment.

(n) Other Financial Liabilities

Trade creditors are measured at invoice price, unless payment is deferred beyond normal business terms or is financed at a rate of interest that is not market rate. In this case the arrangement constitutes a financing transaction, and the financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

(o) 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)

2. Assets and Liabilities transferred from Bord na Radharcmhastóirí

The terms of part 9A of the Health and Social Care Professionals Act 2005 (as amended) provided for the dissolution of Bord na Radharcmhastóirí. Under the act all functions, operations, assets and liabilities of the Board were transferred to the Health and Social Care Professionals Council. The following is a summary of the assets and liabilities that transferred to the Health and Social Care Professionals Council upon the dissolution of the Opticians Board on 31 October 2015:

	€
Fixed Assets	898
Receivables	26
Cash and Cash Equivalents	825,316
Subscriptions received in advance	(250)
Payables	(176,602)
Value of net assets transferred to HSCPC	649,388

3. Exchequer Grant

	2015 €	2014 €
Department of Health Vote 38 Subhead E1	2,085,000	2,050,342
Department of Health Vote 38 Subhead L1 (capital)	205,462	143,272
	2,290,462	2,193,614

4. Fee Income

	2015 €	2014 €
		As restated
Social Workers Fees	416,847	223,962
Speech and Language Therapists Fees	27,480	3,410
Radiographers Fees	202,458	84,780
Dietitians Fees	32,529	3,300
Occupational Therapists Fees	38,350	-
Optometrists and Dispensing Opticians Fees	38,166	
Assessment of Professional Competence Fees	6,621	6,000
	762,451	321,452

Notes

(forming part of the financial statements)

The application deadline for all existing social workers was 31 May 2013. The Register opened for radiographers on 31 October 2013 (commencing the two-year transitional period) and the Registers for dietitians and speech language therapists opened on 31 October 2014, the Register opened for occupational therapists on 31 March 2015.

5. Secondment Income

	2015	2014
	€	€
Health Information Quality Authority (HIQA)	-	65,583
Houses of the Oireachtas	84,418	30,458
Department of Social Protection	33,119	6,739
	117,537	102,780

Included in Secondment Income in 2014 are fees in relation to 2 members of the National Social Work Qualifications Board staff who were permanently redeployed through secondment arrangement to HIQA on the dissolution of the NSWQB on the 31 March 2011. This secondment arrangement ceased in August 2014. Also included in Secondment Income are fees in relation to a staff member seconded to the Department of Social Protection since October 2014 and a staff member seconded to The Houses of the Oireachtas services since August 2014.

6. Establishment and Accommodation Costs

	2015	2014
	€	€
Lease Obligations	51,000	-
Repairs and Maintenance	-	210
Light and Heat	29,078	26,216
Cleaning	16,711	8,202
Insurance	1,432	2,787
Security	4,944	4,883
Office Relocation Costs	67,285	-
	170,450	42,298

Notes

(forming part of the financial statements)

7. Office Administration

	2015	2014
	€	€
Telephone	19,425	15,784
IT Development and Strategic Planning	23,146	59,844
IT Licences and Maintenance	50,675	16,129
IT Support and Hosting	152,500	139,480
IT Security Audits	3,952	16,259
Insurance	19,447	10,290
Stationary and Office Expenses	61,894	45,582
Recruitment Charges and Agency Staff	21,026	23,215
Staff Training and Conferences	67,389	60,134
Chairpersons Stipend	8,978	8,978
Members Training	31,094	14,926
Board Expenses	137,690	82,984
Subscriptions	10,820	5,265
Bank Charges	5,299	3,877
Office Maintenance and Service Contracts	17,514	9,841
Printing and Publications	12,109	12,404
	642,958	524,992

7 (a) Council and Board Meeting Expenses Breakdown

	2015	2014
	€	€
Council Meetings - Meeting Costs	14,178	11,212
Council Meetings - Travel *	27,525	10,878
Election Costs	22,051	18,238
Sub-committee - Meeting Costs	2,357	842
Sub-committee - Travel	10,445	1,521
Registration Board Meetings (7 Boards) - Meeting Costs	3,875	13,767
Registration Board Meetings (7 Boards) - Travel	57,259	26,526
	137,690	82,984

* This includes €5,187 in relation to foreign travel in 2015 (2014: €3,356).

Notes

(forming part of the financial statements)

7. Registration

	2015	2014
	€	€
Applications Assessment and Processing	111,556	151,475
Public Consultation and Announcement	10,744	5,810
Process Mapping and Quality Improvement	15,918	39,360
	<u>138,218</u>	<u>196,645</u>

8. Salaries

	2015	2014
	€	As restated €
Salaries	1,709,555	1,378,699
Pension Costs	31,012	31,012
Outsourced Support	46,755	63,583
	<u>1,787,322</u>	<u>1,473,294</u>

The total number of WTE employed by the Council at the end of the year was 38 in addition to the CEO (2014 – 26.5). The charge includes costs relating to staff members who were seconded during the year but are not included in WTE.

	2015	2014
	€	As restated €
Total salaries paid	1,709,555	1,378,699
Costs of seconded staff (not included in WTE)	(117,537)	(102,780)
Costs of staff	<u>1,592,018</u>	<u>1,275,919</u>

€69,264 (2014: €55,212) of pension levy has been deducted from salaries and was paid over to the Department of Health.

Employee Benefits Breakdown	2015	2014
From		
€60,000 - € 70,000	2	2
€70,000 - € 80,000	2	3
€80,000 - € 90,000	1	-
€90,000 - € 100,000	1	1

9. Chief Executive Officer's Remuneration

Beaumont Hospital recharged the Council for the CEO's salary costs up until 31 December 2014. The total amount reimbursed to Beaumont Hospital in respect of the CEO's salary in 2014 was €98,460 pension €19,870 and an administration charge of €750. On 1 January 2015 the CEO transferred to CORU's payroll. The CEO's salary in 2015 was €98,223, with a pension of €13,269. These amounts are reflected in Salary Costs above.

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

The CEO had vouched expenses in respect of Travel and Subsistence totalling €6,402 in 2015 (2014: €8,020) which includes foreign travel amounted to €2,674 in 2015 (€6,312 in 2014).

The Chairperson of the Council was paid the following stipend and travel expenses during the year:

	2015 Stipend	2015 Expenses	2014 Stipend	2014 Expenses
	€	€	€	€
Tom Jordan	8,978	5,316	8,978	2,497
	8,978	5,316	8,978	2,497

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

Notes

(forming part of the financial statements)

10. Legal and Professional Fees

	2015	2014
	€	€
Legal Fees - General	21,981	17,592
Legal Fess - Regulatory	66,821	43,798
Legal Fees - Fitness to Practise	167,135	71,013
Accountancy Fees	85,429	99,520
Procurement	5,374	21,868
Risk Management	17,026	6,981
Stakeholders' Management and Communications	37,950	48,066
Organisation Development and Internal Audit	19,898	18,964
Health and Safety Management	2,799	3,983
Strategy Development	-	8,990
Opticians Board Merger Costs	50,553	-
	474,966	340,775

Notes

(forming part of the financial statements)

11. Intangible Fixed Assets

	Assets Under Development	HSCPC Registration / Education / Case Management Systemt	Total
Cost	€	€	€
Cost as at 1 January 2015	194,309	-	194,309
Other movement	(194,309)	194,309	-
Additions in year	-	13,144	13,144
At 31 December 2015	<u>-</u>	<u>207,453</u>	<u>207,453</u>
Depreciation			
Accumulated Depreciation at 1 January 2015	-	-	-
Depreciation in year	-	69,151	69,151
Accumulated Depreciation at 31 December 2015	<u>-</u>	<u>69,151</u>	<u>69,151</u>
Net Book Value			
At 31 December 2015	<u>-</u>	<u>138,302</u>	<u>138,302</u>
At 31 December 2014	<u>194,309</u>	<u>-</u>	<u>194,309</u>

The HSCPC Registration/Education/Case Management system became operational during 2015. These costs are considered to meet the criteria laid out in FRS 102 to allow them to be capitalised and accordingly, development costs are being amortised to the Statement of Income and Expenditure and Retained Reserves by equal instalments over three years which is the expected production life span of the HSCPC Registration/Education/Case Management system.

Notes

(forming part of the financial statements)

12. Tangible Fixed Assets

	Fixtures and Fittings	IT/Office Equipment	Total
Cost	€	€	€
Cost as at 1 January 2015	27,144	166,622	193,766
Transferred from the Opticians Board	-	20,894	20,894
Additions in year	1,469	68,967	70,436
Disposals in year	-	(40,116)	(40,116)
At 31 December 2015	28,613	216,367	244,980
Depreciation			
Accumulated Depreciation at 1 January 2015	19,757	142,624	162,381
Transferred from the Opticians Board	-	19,996	19,996
Depreciation in year	3,450	40,986	44,436
Disposals in year	-	(40,066)	(40,066)
Accumulated Depreciation at 31 December 2015	23,207	163,540	186,747
Net Book Value			
At 31 December 2015	5,406	52,827	58,233
At 31 December 2014	7,387	23,998	31,385

13. Receivables

	2015	2014
	€	€
Other Debtors	-	6,739
Prepayments	36,457	27,950
Accrued Income	33,532	-
	<u>69,989</u>	<u>34,689</u>

The fair values of debtors and prepayments approximate to their carrying amounts. All debtors are due within one year. Debtors are shown net of impairment in respect of doubtful debts.

14. Payables (amounts falling due within one year)

	2015	2014
	€	As restated €
Trade Creditors	(34)	3,039
Value Added Tax	6,791	8,522
PAYE	45,603	30,783
Credit Card	1,062	1,118
Accruals	101,326	70,473
Deferred Income	165,402	128,929
Professional Services Withholding Tax	26,734	37,385
Other Creditors	20,553	-
	<u>367,437</u>	<u>280,249</u>

Tax and social insurance are subject to the terms of the relevant legislation. Interest 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 creditors not covered by specific note disclosures are unsecured, interest free and repayable on demand.

Notes

(forming part of the financial statements)

15. Capital Account

	2015	2014
	€	€
Balance at start of period	225,695	212,963
Transfer to Income & Expenditure account:		
Funding to acquire fixed assets	83,580	50,273
Less: Amount required on disposal of assets	(50)	(20)
Less: Amortisation in line with depreciation	(113,587)	(37,521)
	<u>(30,057)</u>	<u>12,732</u>
Balance at period end	<u><u>195,638</u></u>	<u><u>225,695</u></u>

16. Adjusting event after the end of the reporting period

The Council became responsible for the lease on Bord na Radharcmhastóirí former offices at Fitzwilliam Square following the transfer of the Bord's assets and liabilities (as set out in note 2). In 2016, the Council negotiated an agreement to exit the lease at a total cost of €51,000, with effect from 30 September 2016. The financial statements include a provision in this amount. These costs are included in note 6, establishment and accommodation costs.

17. Operating Lease

The Council inherited a lease from Bord na Radharcmhastóirí upon its dissolution. The lease agreement with the landlord is for a period of 35 years which will expire in 10 years on 30 April 2026 at a current annual rent of €26,250. In 2016, the Council negotiated an agreement to exit the lease at a total cost of €51,000, with effect from 30 September 2016.

The annual cost of the lease including service charges is as follows:

Lease Commitments	€
Under 1 year	26,250

Notes

(forming part of the financial statements)

18. Office Accommodation

The Council occupies premises in Beacon Court, Sandyford, Dublin 18, which it has licenced from the Health Information and Quality Authority (HIQA) until 2016. The value of this benefit equates to an estimated €380,000 annually.

19. CORU Capital Commitments

CORU has commitments in respect of an ICT expenditure project that relates to the creation of a HSCPC Registration/Education/Case Management System. The project and expenditure is spread over a 5 year phase. At the statement of financial position date, CORU had outstanding commitments for future payments on the project, which is estimated to be €103,673.

20. Council Members - Disclosure of Interests

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

21. Transition to FRS 102

	As at 1 Jan 2014 €	As at 31 Dec 2014 €
Reconciliation of Reserves		
Reserves (as previously stated)	35,693	108,334
Holiday pay accrual	(9,759)	(12,785)
Deferred revenue adjustment		(128,929)
Reserves (as restated)	<u>25,934</u>	<u>(33,380)</u>
Reconciliation of surplus for the year		
		2014
Surplus for the year (as previously stated)		72,641
Movement in holiday pay accrual		(3,026)
Movement in deferred revenue		(128,929)
Deficit for the year (as re-stated)		<u><u>(59,314)</u></u>

Notes

(forming part of the financial statements)

Adjusting items

(a) Holiday pay accrual

Irish GAAP: Under Irish GAAP provisions for holiday pay accruals were not recognised and holiday pay was charged to the income and expenditure and retained revenue reserves as it was paid.

FRS 102: FRS 102 requires short-term employee benefits to be charged to the income and expenditure and retained revenue reserves as the employee service is received.

Impact: This has resulted in the Council recognising a liability for holiday pay of €9,759 on transition to FRS 102. In the year to 31 December 2014, an additional charge of €3,026 was recognised in the statement of income and expenditure and retained revenue reserves and the liability at 31 December 2014 was €12,785.

(b) Renewal Fees adjustment

Irish GAAP: In the financial statements prepared under Irish GAAP, income in respect of renewal fees was recognised on a cash receipts basis.

FRS 102: In the financial statements prepared under FRS 102, this income has been recognised on an accruals basis in order for the income to be recognised in the period to which the renewal relates to.

Impact: This has resulted in the Council deferring €128,929 of renewal fees income received in 2014 and recognising a deferred income liability as at 31 December 2014.

22. Approval of Financial Statements

The Financial Statements were approved by the Council on the 8 December 2016.

A decorative graphic consisting of several overlapping, wavy, teal-colored shapes that create a sense of movement and depth, positioned horizontally across the upper middle of the page.

Appendices - Council Meetings and Committees

Appendix 1 - Council Attendance

Members and Attendance at Council meetings in 2015

Name	21/01	26/02	19/03	23/04	28/05	16/07	10/09	15/10	05/11	10/12
Odhrán Allen	×	×	✓	✓	✓	✓	×	✓	✓	×
Inez Bailey	N	✓	×	✓	×	×	✓	✓	✓	✓
Richard Booth	✓	✓	R	R	R	R	R	R	R	R
Jenny Bulbulia	✓	✓	✓	✓	×	✓	✓	×	✓	N
Declan Carey	✓	✓	✓	✓	✓	✓	✓	×	✓	✓
Marie Culliton	×	✓	✓	✓	✓	✓	✓	✓	✓	✓
Peter Davison	×○	×○	✓○	✓○	✓	×	✓	✓	✓	✓
Muiris FitzGerald	✓	✓	✓	✓	✓	×	✓	✓	✓	N
Mo Flynn	✓	×	×	×	✓	✓	✓	×	×	✓
James Forbes	N	N	N	N	N	N	N	N	N	✓○
Martin Higgins	✓	✓	✓	✓	X	✓	✓	✓	✓	✓
David Irwin	N	N	N	N	N	N	N	N	N	✓
Dermott Jewell	N	×	✓	×	×	✓	✓	✓	×	✓
Tom Jordan*	✓	✓	✓	✓	×	✓	✓	✓	✓	✓
Deirdre Madden	×	✓	✓	✓	×	✓	✓	✓	×	×
Joe Martin	✓	✓	×	×	✓	✓	✓	✓	✓	✓
Tony McAleer	✓	✓	✓	✓	✓	✓	×	✓	✓	✓
Bernard McCartan	✓	✓	✓	✓	×	✓	✓	✓	✓	✓
Shane McCarthy	N	N	N	N	N	N	N	N	N	×
Caroline McIntosh	×	×	×	×	×	M	M	✓	✓	✓
Stephen McMahon	N	×	×	×	×	×	✓	×	✓	×
Halóg Mellett	M	M	M	M	M	M	M	M	✓	✓
Michele Monahan	✓	✓	✓	×	✓	✓	✓	✓	✓	×
Maeve Murphy	×	✓	✓	✓	✓	✓	✓	✓	✓	×
John O'Mullane	✓	✓	✓	✓	×	✓	✓	✓	✓	✓
David Power	×	×	✓	×	×	R	R	R	R	R
Kristin Quinn	✓	✓	✓	×	✓	✓	×	✓	✓	N
Jackie Reed	×	✓	×	✓	×	×	✓	✓	✓	✓
Vivienne Starr	✓○	✓○	✓○	✓○	✓	✓	✓	✓	✓	✓
Emma Stokes	×	✓	×	×	✓	×	×	✓	✓	×

The Health and Social Care Professionals Council

Number of full Council meetings during 2015: 10

Key to meeting attendance:

- ✓ attended
 - ×
 - M
 - R
 - *
 - N
 -
- * Chairperson
 N Not on Council at this date
 ○ Observer status



Odhrán Allen
Representative of a designated profession - occupational therapists



Inez Bailey
Representative of the interest of the general public



Richard Booth
Representative of a designated profession - psychologists



Jenny Bulbulia
Representative who has qualifications, interest and experience of value to the Council



Declan Carey
Representative of a designated profession - social workers



Marie Culliton
Representative of a designated profession - medical scientists



Peter Davison
Observer



Muiris FitzGerald
Representative who has qualifications, interest and experience of value to the Council



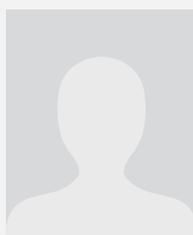
Mo Flynn
Representative of the management of a voluntary or private sector organisation concerned with health or social care



James Forbes
Observer



Martin Higgins
Representative of the interest of the general public



David Irwin
Representative of the interest of the general public



Dermott Jewell

Representative of the interest of the general public



Tom Jordan*

Chairperson



Deirdre Madden

Representative who has qualifications, interest and experience of value to the Council



Joe Martin

Representative of the interest of the general public



Tony McAleer

Representative of a designated profession - orthoptists



Bernard McCartan

Representative of third level educational establishments



Shane McCarthy

Representative of the interest of the general public



Caroline McIntosh

Representative of a designated profession - podiatrists



Stephen McMahon

Representative of the interest of the general public



Halóg Mellett

Representative of a designated profession - dietitians



Michele Monahan

Representative of a designated profession - radiographers



Maeve Murphy

Representative of a designated profession - speech and language therapists



John O'Mullane

Representative of a designated profession - clinical biochemists



David Power

Representative of a designated profession - social care workers



Kristin Quinn

Representative of the interest of the general public



Jackie Reed

Representative of the management of the public health sector, the public social care sector or both sectors.



Vivienne Starr

Observer



Emma Stokes

Representative of a designated profession - physiotherapists

Appendix 2 - Council Committee Attendance

Attendance at Registration Committee in 2015

Name	26/01	02/03	13/04	19/06	23/10
Marie Culliton*	✗	✓	✓	✓	✓
Damhnait Gaughan	✓	✓	✓	✗	✓
Norma Judge	✓	✓	✓	✓	✓
Joe Martin	✓	✓	✗	✓	✗
Halóg Mellett	M	M	M	M	M
Maeve Murphy	✓	✓	✓	✓	✗

Attendance at Education Committee in 2015

Name	03/02	13/05	01/07	20/08	13/10	19/11
Odhrán Allen	N	✗	✓	✓	✗	✓
Peter Davison	✗	✓	✓	✓	✗	✓
Muiris FitzGerald	✓	✓	✓	✓	✗	R
Lorraine Horgan	✓	✓	✗	✓	✓	✓
Halóg Mellett	M	M	M	M	M	✗
Jackie Reed*	✓	✓	✓	✓	✓	✓
Ann Taylor	✓	✓	✓	✓	✓	✓

Attendance at Audit, Risk and Governance in 2015

Name	09/03	01/07	30/09	25/11
Odhrán Allen	✓	✓	✓	✓
Martin Higgins	✓	✓	✓	✗
Tony McAleer *	✓	✓	✓	✓
Bernard McCartan	✓	✓	✓	✓
Harry McGeary	✗	✗	✓	✓
Maeve Murphy	✓	✓	✗	✗
Martin O'Sullivan	✗	✓	✓	✓
Declan Purcell	✓	✓	✓	✓

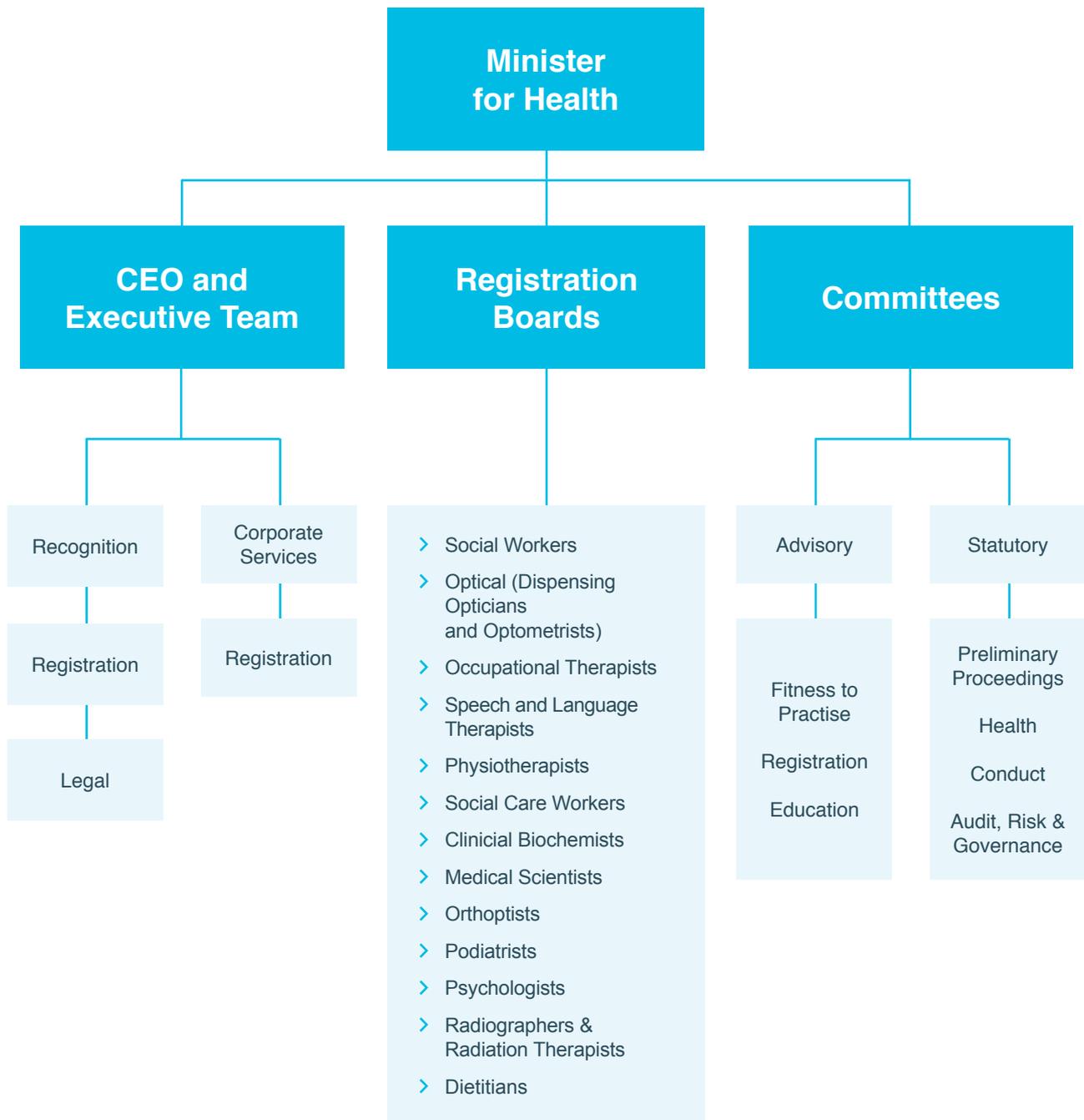
Attendance at Preliminary Proceedings Committee in 2015

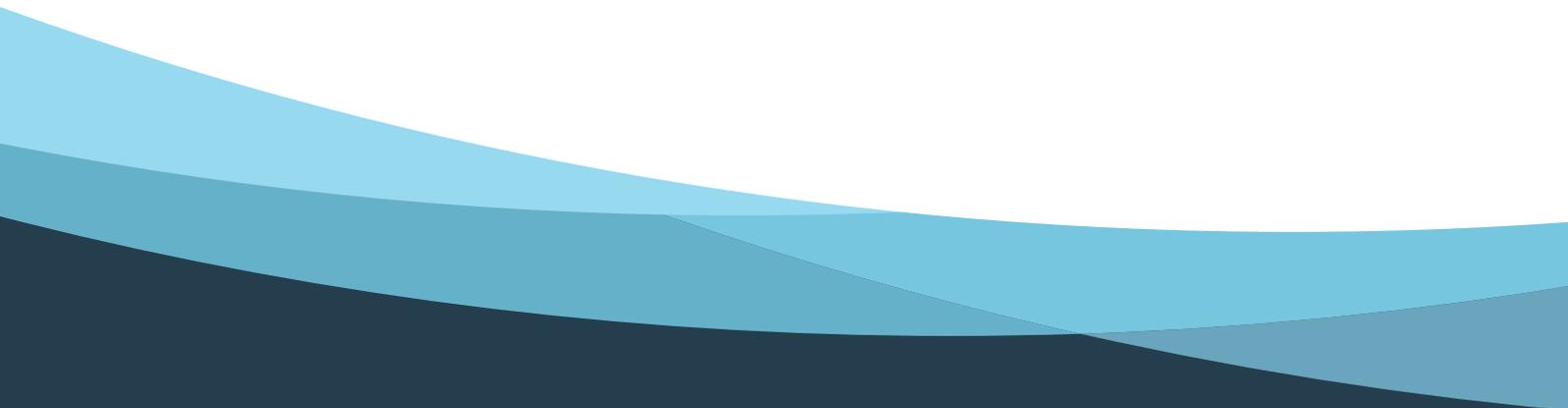
Name	27/02	09/04	22/05	02/06	02/07	03/09	16/10	09/12	11/12
Katharine Bulbulia *	✓	✓	✓	✗	✗	✓	✓	✓	✗
Fionnuala Cook	✗	✗	✗	✓	✗	✓	✗	✗	✓
Shane Donnelly	✓	✓	✗	✗	✗	✓	✓	✓	✓
Mary Fennessy	✓	✓	✓	✗	✓	✓	✓	✓	✗
Siobhan Higgins	✗	✓	✓	✓	✓	✗	✓	✗	✗
Mark Kane	✓	✓	✓	✓	✓	✓	✓	✗	✓
Gloria Kirwan	✓	✗	✓	✓	✓	✗	✗	✗	✗
Derry McCarthy	✗	✗	✗	✓	✗	✗	✓	✗	✓
Jacqui McGovern	✓	✓	✗	✓	✗	✓	✗	✓	✗
Freda McKittrick	✗	✗	✗	✗	✗	✓	✓	✓	✓
Laura Mullaney	✗	✗	✗	✗	✗	✗	✗	✓	✓
Eamon Naughton	✗	✗	✗	✓	✓	✗	✓	✗	✓
Ailis Ni Riain	✓	✓	✓	✗	✓	✗	✓	✓	✗
Sean O'Meara	✗	✗	✗	✗	✗	✓	✗	✓	✗
Ruth Woods	✗	✗	✓	✗	✓	✓	✗	✗	✗

Key to meeting attendance:

- ✓ attended
- ✗ apologies or absent
- * Chairperson
- ✓_T via teleconference
- R Resigned
- S Sick Leave
- N Not on Board

Appendix 3 - Organisational Structure





E: info@coru.ie

www.coru.ie