



Appointment of the psychologist professional member on the Health and Social Care Professionals Council

Closing Date: 3pm on 11th August 2016

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Public Appointments Service
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stateboards.ie operates under the auspices of the Public Appointments Service and is committed to a policy of equal opportunity.

The Public Appointments Service (PAS), established under statute in 2004, provides an independent shared service in recruitment, assessment and selection to organisations across the Civil and Public Services. On 30 September 2014, the Government decided that the PAS should also be given responsibility for putting in place an open, accessible, rigorous and transparent system to support Ministers in making appointments to State Boards. Our dedicated website, www.stateboards.ie, is the channel through which the PAS advertises vacancies on State Boards. It is also the means through which accomplished, experienced and qualified people, including people who might not previously have been identified as available for appointment, can then apply to be considered for particular vacancies.

Membership of State Boards

High standards of corporate governance in all State Agencies, whether in the commercial or non-commercial sphere, are critical to ensuring a positive contribution to the State's overall social and economic development.

Members of State Boards are appointed to act on behalf of the citizen to oversee the running of the affairs of state bodies. State bodies must serve the interests of the taxpayer, pursue value for money in their endeavours (including managing risk appropriately), and act transparently as public entities. Members of State Boards, and the relevant management team, are accountable for the proper management of the organisation.

Board members should act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the State body, subject to the objectives set by Government. In that regard and in accordance with 13.2 of the Guidelines on Appointments to State Boards, "it is advisable that no member of a State Board should serve more than two full terms of appointment or should hold appointments to more than two State Boards."

The [Code of Practice for the Governance of State Bodies](#) provides a framework for the application of best practice in corporate governance by both commercial and non-commercial State bodies.

In order to be an effective contributor on a State Board it is recommended that members should:

- bring independent and objective scrutiny to the oversight of the organisation;
- be prepared to be challenging when necessary while being supportive to the delivery of organisational strategy and objectives;
- be equipped to offer considered advice on the basis of sound judgement and experience;
- be prepared to make a time commitment to their work commensurate with their role.

Appointment to the Health and Social Care Professionals Council

Location:	Dublin
Number of Vacancies:	1 vacancy – Professional member for the designated profession of psychologist on the Health and Social Care Professionals Council
Remuneration:	There is no remuneration for this position. However Council members are entitled to claim travel and subsistence allowances which will be paid in respect of journeys undertaken to attend meetings of the Council or to transact its business, in accordance with approved public sector rates.
Time Requirements:	Up to 10 Council meetings per annum – members may also be nominated by the Council to serve on sub-committees of the Council. The preparation for Council and sub-committee meetings may include reading a large volume of paperwork.

1. Background

The Health and Social Care Professionals Council is an independent regulator established to protect the public by promoting high standards of professional conduct and professional education, training and competence amongst registrants of the 14 designated health and social care professions. The Council, its disciplinary committees and the registration boards (known under the umbrella name CORU) were established under the Health and Social Care Professionals Act 2005

The 14 designated professions are

Clinical Biochemist; Dietitian; Dispensing Optician; Medical Scientist; Occupational Therapist; Optometrist; Orthoptist; Physiotherapist; Podiatrist; Psychologist; Radiographer; Social Care Worker; Social Worker; and Speech and Language Therapist.

The Council's role is to establish the corporate requirements for the organisation; to oversee and co-ordinate the registration boards and to deal with complaints against registrants of the professions, through establishing and managing the 'Fitness to Practise' regime. The 'Fitness to Practise' regime being implemented on a phased basis is similar to that applying to medical practitioners and nurses.

Registration boards for 9 and registers for 8 of the designated professions, have so far been established. Members of the designated professions are required to register with the relevant registration board and to comply with its code of professional conduct and ethics. Only registrants, who are subject to the Act's "fitness to practice" regime, are entitled to use the professional titles protected under the Act. It is proposed to establish the boards for the remaining designated professions in 2016 and 2017.

2. Main Functions of the Council

- To oversee and co-ordinate the activities of the registration boards
- Provide administrative support and secretarial assistance to registration boards and their committees
- To receive applications and make decisions concerning applications that have been refused by the registration boards
- To enforce standards of practice for registrants of the designated professions, including the code of professional conduct and ethics adopted by their registration boards
- Establish committees of inquiry into complaints against registrants
- Make decisions and give directions relating to the imposition of disciplinary sanctions on registrants
- Advise the Minister for Health, either on its own initiative or at the Minister's request, on all matters relating to the Council's functions under the Act

The Health and Social Care Professionals Council has collective responsibility to the public in the performance of its duties.

3. Person Specification

The Health and Social Care Professionals Act 2005 states when appointing the professional member for a designated profession, where the registration board of a profession has not been established, the Minister shall appoint a person who is engaged—

- (a) in the practice of that profession,
- (b) in the education or training of persons with respect to the practice of that profession, or
- (c) as a member of that profession, in the management of services provided by that profession.

The applicants should therefore satisfy one or more of the above conditions in relation to the profession of psychologist.

The registration board for the profession of psychologist is scheduled to be established this year.

The Council member will support the 29 member Council in delivering on the requirements of the Act and overseeing and co-ordinating the activities of the registration boards for all the professions. S/he will work in co-operation with the CEO, the executive team, the registration boards, government departments and other stakeholders to put in place the registration, regulation and disciplinary systems for the designated professions.

Essential Experience

The ideal candidate will have extensive knowledge, skills and experience in the profession of Psychology to be able to advise Council on all matters pertaining to the profession.

All candidates must demonstrate proven experience of two or more of the following:

- Executive management
- Corporate governance
- Risk management
- Change management
- Strategic planning
- Sectoral knowledge/ experience
- Experience of regulation/operating in a regulatory environment

The following are also considered desirable:

- Possession of excellent interpersonal skills with proven ability to build key relationships, persuade and build consensus amongst diverse stakeholders
- Previous board experience

In considering applications due regard will be given to Government policy on gender balance on State Boards.

Please note that the time commitment of Council members may be up to 18 days per annum.

4. Term of Appointment

Under the Act, appointments to the Council will be for an initial period of up to four years with an option to extend the term of engagement for a second term of up to four years, subject to:

- The membership of any member of the Council may be terminated by the Minister at any time, on the basis of reasons to be stated by the Minister.
- A member of the Council may resign his or her membership of the Council at any time by giving to the chairperson written notice of resignation signed by that person, and the resignation shall take effect on the date of the Council's meeting next held after receipt of the written notice of resignation.
- Members of the Council/Board shall, subject to the provisions of this Schedule, hold office upon such terms and conditions as the Minister may, with the consent of the Minister for Public Expenditure and Reform, from time to time determine.
- The roles and responsibilities of Council/Board Members are described in the Code of Practice for the Governance of State Bodies 2009 which is available on the website of the Department of Finance [Code of Practice for the Governance of State Bodies](#).
- A Council/board member shall cease to be a member of the Council/board if he or she is nominated as a member of Seanad Éireann, is elected as a member of either House of the Oireachtas or as a representative in the European Parliament, elected to the European Parliament, or becomes a member of a local authority.

5. Submitting your Expression of Interest

Before submitting your expression of interest, please review the self-assessment questionnaire which can be found [here](#). This questionnaire is designed to help you in considering whether to submit an expression of interest - you are not required to submit the questionnaire as part of the application process.

Having considered the general suitability criteria for membership of a State Board, you should consider carefully how your background and experience fits with the specific appointment criteria set out in the Person Specification section in this booklet. Please give careful consideration to the possibility of any potential conflict of interest that may arise if appointed to this board.

Your submission should be made via the following link www.stateboards.ie together with your **Curriculum Vitae** and a **cover letter** (see Appendix 1 of this booklet for help with the online process).

IMPORTANT NOTE

Please take care when submitting your expression of interest. As the Assessment Panel will generally make its recommendation(s) based on consideration of the documentation which you submit, it is most important that you do the following:

1. *Ensure your Cover Letter (and supporting CV) clearly specifies how your particular background and experience meets the requirements of the Board position(s) specified in this booklet, and*
2. *That you fully answer any supplementary questions which are presented to you as part of our online application process.*

This will help ensure that the Assessment Panel is as informed as possible as to the basis for your candidature and why you believe you are a person who could potentially be appointed to this State Board.

If you have any questions regarding the application process please email info@stateboards.ie.

6. Assessment Process

An Assessment Panel (the "Panel") will be convened by PAS to consider and assess the expressions of interest received by PAS. The Panel will:

- review and discuss the expressions of interest received against the specific appointment criteria for the role, as advertised in this Information Booklet;
- assess potential candidates further once they meet the specified appointment criteria by undertaking any or all of the following steps:
 - Consideration of the written applications; and/or
 - Meeting¹/conference call; and/or
 - Referee checks; and/or

¹ The Public Appointments Service will not be responsible for refunding any expenses incurred by candidates.

- Any other selection or verification method deemed appropriate (this may include PAS requiring statutory declarations from shortlisted applicants as to the bona fides of the qualifications and experience contained in their applications).
- arrive at a shortlist of suitable candidates to be sent forward for consideration by the Minister.

Please note that the Public Appointments Service will not be responsible for any expenses incurred by candidates as part of our selection process.

7. Confidentiality

Subject to the provisions of the Freedom of Information Acts, 2014, applications will be treated in strict confidence. All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

8. Data Protection Acts 1988 & 2003

Should your name be forwarded to a Minister for consideration, please note that your cover letter and curriculum vitae will be forwarded to the State Board Liaison Officer in the relevant department and may be retained for up to one year.

For further information on Data Protection please follow the [link](#)

APPENDIX 1

Submitting your expression of interest

In order to submit your application, you should take the following steps:

1. Go to www.stateboards.ie.
2. On the bar at the top of the page click on "Available Appointments".
3. This brings you to a page with all our advertised vacancies. Select whichever position you would like to apply for (you are welcome to apply for more than one position if you wish).
4. On the relevant page please click on the "apply for position" button at the bottom of the page
5. This will bring you to a page on www.publicjobs.ie and, if you already have a publicjobs.ie account, will prompt you for your username and password. If you do not have an account you will be asked to create one.
6. Once you input your details you will be brought to a page where there is a prompt in the middle of the page which says "apply here". Click on the link to the online application form beside it.
7. A form will appear on your screen, some of the text boxes will be populated with information from your publicjobs.ie profile (Name, address etc.). You will need to complete the rest of the fields and enter your name and the date at the bottom of the form. Click on "continue".
8. You will then be brought to a screen where you should upload your CV and Cover Letter. These are required documents and your application cannot be processed without them. Once you have selected these and uploaded them, please click on the "submit" button at the bottom of the page.
9. You will receive an e-mail confirmation (to the address listed in your publicjobs.ie profile) to confirm that your application has been submitted.

You must confirm that you do not have any conflicts of interest or legal impediment which would be likely to interfere with your ability to play a full part on the Board. You must also confirm that you can make yourself available to attend meetings and to carry out the duties of a Board member.