

**Príomhoifigeach Daoine**

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**To:**

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- Head of HR, PCRS**
- Director National Ambulance Service**

**From:** Anne Marie Hoey, Chief People Officer

**Date:** 24<sup>th</sup> November 2025

**Subject:** HR Circular 018/2025 – CORU Registration for Social Care Workers/ Leaders/Managers

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Dear Colleagues,

I refer to [HSE HR Circular 006/2025](#) which sets out the requirement for existing **Social Care Workers, Social Care Leaders and Social Care Managers**<sup>1</sup> to be able to show that they have applied for registration with CORU. As you will be aware, the transitional period for social care workers will close on the **30 November 2025**. This will mean that from the 1 December 2025 the title of social care worker will become protected. Please find attached a copy of the *CORU Memo for Employers on the use of Social Care Worker Title from 01 December 2025* and an Information Booklet for employees.

The following arrangements will apply from 1 December 2025:

**Section 91, Existing practitioners** – Applicants may continue to use the protected title of Social Care Worker if they have a pending application with CORU. To avail of

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<sup>1</sup> The term Social Care Worker will be used throughout this Circular and will include Social Care Leaders and Social Care Managers.

this, they must apply ahead of the 30 November 2025 deadline. The application must be fully submitted to avail of this. The CORU Memo contains a step-by-step guide on how applicants and registrants can provide their employers with evidence of the submission of their application or their registration.

**Section 38, Irish graduates** – Applicants are not permitted to use the protected title of Social Care Worker until they are fully registered.

In the HSE, the eligibility criteria for Social Care Workers has been updated to reflect the fact that CORU registration is mandatory for applicants for Social Care Worker posts [here](#). Section 38 employers are required to adopt processes which are consistent with this approach.

Any employee who does not comply with the application process for registration may be put off duty without pay and may be subject to the process of terminating their employment under the Disciplinary Procedure<sup>2</sup>. Failure to achieve mandatory registration in accordance with the CORU registration process and timeframes as outlined in this Circular, HSE Circular 006/2025, the supporting CORU guidance documents and website information will constitute grounds for termination of employment as a social care worker/leader/manager.

As outlined in HSE HR Circular 006/2025, Social Care Worker applicants fall under two categories for registration purposes:

#### Section 91 applicants

Social care workers can apply to register as a Section 91 applicant under the grandparenting route if they have been practicing in the Republic of Ireland for at least 2 years in the previous 5 years on the date of application.

*Please note, all practising professionals must have applied for registration before the end of the transitional period i.e. 30 November 2025.  
All applications made after the transitional period closes are treated as Section 38 applications.*

Further details are available [here](#).

#### Section 38 applicants

Social care workers who commenced the practice of their profession at such a time whereby they will not be able to evidence a total of 2 years' engagement in practice by the end of the grandparenting period on 30 November 2025 are deemed ineligible to apply under section 91. Such an applicant may seek to register under Section 38 which does not require evidence of engagement in practice, rather this pathway requires evidence of an Approved Qualification from the list found [here](#).

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<sup>2</sup> Under Section 6(4)(d) of the Unfair Dismissals Act, 1977 – 2016, the dismissal of an employee shall be deemed not to be unfair if it results wholly or mainly from the employee being unable to work or continue to work in the position they held without contravention (by them or by their employer) of a duty or restriction imposed by or under any statute or instrument made under statute.

Employees who received their qualifications outside the Republic of Ireland will need to supply additional qualification documentation. Please see [recognition of international qualifications application details at this link](#).

## Existing employees

Existing social care workers do not need to be registered by 30th November 2025 but they must be able to show that they have applied for registration as a **Section 91 candidate**. As outlined above, Section 91 candidates are individuals who qualified before 30 November 2023 and have been engaged in the practice of the profession in the Republic of Ireland for a minimum of 2 years' fulltime service (or an aggregate of 2 years' fulltime service) between 30 November 2018 and 30 November 2025.

The transitional arrangement in place for CORU registration recognises that existing practitioners who do not hold a schedule 3 or sufficiently relevant qualification can apply providing an employer's opinion of competence or complete an assessment of professional competence. If successful, the Social Care Workers Registration Board will grant registration to the applicant. Further information is outlined [here](#).

Employers may wish to check application status / progress regularly with their employees to ensure that their employees are entitled to use the title. Please find attached a copy of the ***CORU Memo for Employers on the use of Social Care Worker Title from 01 December 2025***. This memo contains a step by step guide on how applicants and registrants can provide their employers with evidence of the submission of their application or their registration.

Employers are asked to accept the certificate of application as evidence that an existing practitioner has submitted their application ahead of the deadline and is permitted to continue to use the title. Employers can check these certificates to see the route the applicant has applied under (Section 91 or Section 38) and check if they are permitted to continue to use the title. These certificates will also display if a person has been refused and no longer has the right to use the title.

Employers should put arrangements in place to ensure that the application status/progress of their employees is checked. Managers should engage with relevant staff so that they are made aware of the consequences for their continued employment as a social worker/leader/manager if they do not comply.

## Queries

General information on registration for Social Care Workers is available on the CORU website at <https://coru.ie/social-care-workers/>

Queries relating to registration as a Social Care Worker with CORU should be sent to CORU; [registration@coru.ie](mailto:registration@coru.ie). Queries on international qualifications: [recognition@coru.ie](mailto:recognition@coru.ie)

Queries from individual employees or managers should be referred to local HR Departments/Employee Relations Departments. The National HR Help Desk is also available to take general queries on 1800 444 925 or email: [ask.hr@hse.ie](mailto:ask.hr@hse.ie)

Queries from HR/Employee Relations Departments in relation to professional matters related to this circular should be referred to Jackie Reed, National Lead, National Health & Social Care Professions Office, Clinical & Administration Block A (2nd Floor, Green Corridor), HSE Merlin Park, Galway. Tel: 087 415 8758, E-mail: [jackie.reed@hse](mailto:jackie.reed@hse)

Yours sincerely



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**Anne Marie Hoey**  
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