

impact report **2013**

Leading change
for **patients**

Our Vision:

CSP – The voice of physiotherapy in the UK, supporting our members in transforming people's health and wellbeing.

Our Mission:

Leading, promoting and representing the profession by driving excellence in physiotherapy practice and employment, and influencing health and social care policy across the UK.

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Physiotherapy works!

Ilora Finlay

Professor the Baroness
Finlay of Llandaff, FRCP,
FRGP, FCSP (hon),
CSP president



Physiotherapy staff across the UK continue to put their patients first, and to deliver safe, high quality services, despite the current challenges and financial pressures facing so many health professionals.

With a rapidly ageing population, physiotherapy is increasingly important in keeping people independent and healthy; avoiding long-term costs in social care as well as health care. Physiotherapy plays a key role in helping people live longer and live well; getting people out of hospital and back home quickly; helping older people stay independent; and getting people back to work quickly after illness or injury.

I have been delighted by the innovative ways in which physiotherapists have helped patients recover and get on with their lives over the last year. From TV presenter

and stroke survivor Andrew Marr to a prison inmate with serious respiratory problems, so many patients have sung the praises of the physios who got them back on their feet.

The recent far-reaching report by Robert Francis QC set a challenge for all health professionals to speak up when things may be going wrong, and to redouble efforts to keep patients safe.

Physiotherapists often lead the way in enabling patients to recover quickly and safely, so regaining their dignity and independence.

The society has worked hard to prove the value of physiotherapy by putting hard evidence in front of decision-makers across the UK and by keeping the media profile high.

I am honoured to work alongside the committed members of this great profession who make such a vital difference to patients.



...a word from the chair and CEO

Physiotherapy staff are facing challenging times across the UK and I am really proud that we continue to rise to meet these challenges with the support of the CSP. Over the last year members and fellows have continued to deliver high quality services for patients, despite considerable changes across all sectors of healthcare delivery. In addition, members and fellows have achieved success in the field of research, setting the direction of clinical care, as well as in education, developing the physiotherapists of the future.

Phil Gray recently retired after 15 years of service as our CEO. The achievements of the society under his stewardship were considerable. During this period CSP membership grew from 29,000 to more than 52,000. Phil's leadership ensured that CSP members were always well supported both in their professional practice and their employment, enabling them to deliver the best possible care for patients. So the society is in a robust position; ready and able to face the challenges of the future.

We know that quality

Sue Rees

Chair of CSP council

employment is important to the delivery of quality care. Local CSP stewards and CSP senior negotiating staff have worked tirelessly with other health unions to challenge threats to patient services and to members' pay and conditions.

The society continues to try to increase trades union representation for members in the private and independent sectors. To our great pride, Lesley Mercer, our director of employment relations and union services, completed a year as president of the TUC.

Never has it been more important to make a robust business case for physiotherapy-led services, and the CSP enabled members to do just that, with new briefings in the *Physiotherapy Works* series. These set out the clinical and cost effectiveness evidence for a wide range of conditions, aimed at health and social care decision-makers.

Our long-term goal is that more people should benefit from quality physiotherapy services. We'll be promoting the role of physiotherapy in prevention, in rehabilitation and reablement, in long-term conditions, in getting people back to work quickly, and also in keeping older people healthy, independent and out of hospital.

As you read this report, I hope that, like me, you will feel really proud of our profession. With so much skill, expertise and commitment to patient care, we can aim to be even more innovative and productive as we meet the needs of patients and deliver cost-effective quality services. >



...a word from
the chair and CEO

2013 saw the healthcare system in England working through the transition from the old structures to the new, but structures are easy to focus attention on – less so behaviours. The Francis report into events at Mid-Staffordshire and the subsequent government response, the Keogh and Berwick reviews, drew our attention – and that of the UK and health systems across the world – to culture, leadership and behaviours and their impact on safe and effective healthcare that is a good experience for the patient.

The CSP – its members, representatives and staff – is committed to ensuring physiotherapists are at the centre of improving the quality of services delivered and we will value the full diversity of members to ensure we are creative and innovative in the way forward. This is vital in the most testing of contexts healthcare has ever seen. We intend to be constructive and proactive in our approach.

It is clear from the highlights in this report that we have a strong basis from which to grow. We need to build upon the benefits of being a professional body and a trade union to highlight that the health and wellbeing of staff who feel valued directly relates to improving outcomes for patients, in the same way that excellent



education, research and practice do too.

But we must never forget that, as we build on last year's achievements, we are at our strongest as a profession when we are advocating on behalf of patients and the public.

This is why I am so excited to be taking over as CEO just as we launch our Physiotherapy Works programme. For me, this illustrates exactly what our profession is about – its unique selling point. No matter what care setting, in what sector or for which group of patients, physiotherapists enable people to live longer and, crucially, to live well. We all have a responsibility to spread this message because it is in the best interests of the communities we serve and because we can really show the very best physiotherapy has to offer.

I look forward to working with you as we take Physiotherapy Works to every commissioner and planner across the UK!

Karen Middleton

Chief executive, CSP

2013 highlights

Changes at the top

The CSP was sad to say goodbye to retiring chief executive Phil Gray, who during his 15 years in post steered the society through some challenging times for the profession to its present strength. At the same time, members welcomed the appointment of Karen Middleton as the first physiotherapist to head the society. Karen comes from a highly successful period as England's chief allied health professions officer.

Professionalism

The Francis report on the failings at Mid-Staffordshire NHS Trust put the spotlight on professionalism. In anticipation, the CSP updated and relaunched the *professionalism* section of its website and the work goes on to raise members' awareness of key post-Francis developments about the delivery of high quality, compassionate patient care. Professionalism was the subject of a key debate at the annual Physiotherapy UK conference, and among students at their reps' development weekend.

What we
achieved
in numbers

Over
2 million
visits to the CSP website

91%
of practising
physiotherapists
are CSP members

1,465
downloads of EQ5D
material, the health
outcomes measure.

CSP Awards

The society recognised inspirational physiotherapists and physiotherapy teams at its 2013 *award ceremony* in London in November. The honours included fellowships, honorary fellowships and distinguished service awards, along with prizes for service excellence, leadership and the redesign of patient pathways.



NHS pay and conditions

The CSP and other health unions won two major victories on pensions. Now staff transferred out of the NHS because of competition will continue to have access to the NHS pension scheme. So too will directly recruited staff who are delivering NHS services but not employed by the NHS. In all, 3,000 members responded to the NHS joint unions survey, feeding in to our submission to the Pay Review

Body for 2014-15. The society also canvassed members' views for its evidence to the NHS Working Longer

Review Group whose recommendations have now been published. Members in the NHS in England voted to accept changes to the Agenda for Change agreement, as recommended by health unions, following months of complex negotiations. >



The Bradford team leading the way in home-based rehab for older people. Back row from left: Linda Wood and Phil Wright, therapy coordinators; Suzanne Smith, therapy assistant; Lisa Holdsworth, occupational therapy practitioner; Andrew Goldman, trainee therapy assistant; Becky Leedale, occupational therapy practitioner and Lucy Kirke, physiotherapist. Front row: Janet Hardy-Ogden, therapy assistant; Sue Oxley, therapy coordinator and Vicky Harding, assistant practitioner



Lesley Mercer



2013 highlights

'I'd been to the gym before but we were just left to do our own thing; there wasn't anyone to tell us what we were supposed to be doing'

Patient James Mitchell, on the benefits of physiotherapist Jordan Hepburn's exercise class for younger people who have had a stroke

What we **achieved** in **numbers**

Influence at the TUC

CSP director Lesley Mercer made a huge impact as this year's president of the TUC, raising the profile of healthcare and equality and defending the NHS. The Society made its voice heard at the TUC Congress, with members speaking on issues such as economic policy, **fair pay**, zero hours contracts and clinical placements. Members also spoke at the TUC women's conference.

Annual Representative Conference

Discussions proved as lively and thought-provoking as ever at this year's **Annual Representative Conference** in Manchester. Two hundred delegates debated 33 motions on subjects as wide-ranging as rotational posts, cuts, attacks on employment rights, performance targets and tackling obesity among NHS staff. Outstanding CSP stewards and safety and student reps received Rep of the Year awards at a special ceremony.

Physiotherapy UK

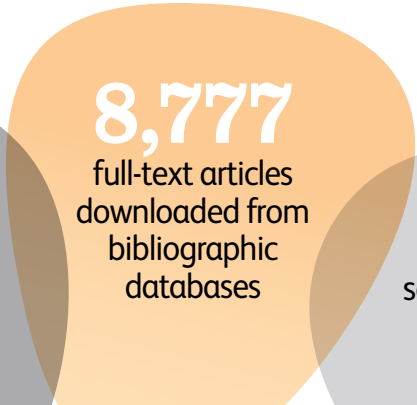
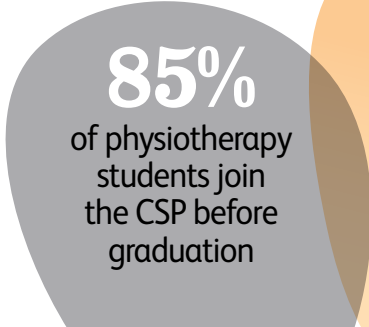
The CSP's **annual conference** was a major event, with over 1,000 people attending, significantly up on last year. Exhibition space was sold out and some excellent sponsors took part. Karen Middleton, then England's chief allied health professions officer, now CSP chief executive, was among the speakers. These included academics, leading clinicians, service providers and policymakers.

Workout at Work Day

Yoga, cycling challenges, spinning classes and a body combat session were among the hundreds of events sparked by this year's **WOWD**, now a regular, high-profile initiative. Thousands of people got active in workplaces across the UK as members put the spotlight on the benefits of exercise for employees.

The new NHS in England

On 1 April the **reorganised health service** in England came into being after a bitter battle, with opposition from the medical colleges, health unions and professions including the CSP, patients' organisations and charities. We now wait to see how the changes will play out in terms of patient services and the core values of the NHS. More than 2,000 members lobbied a Lord about opening the NHS to competition.



Leading change for patients



Yoga, cycling challenges, spinning classes and a body combat session were among the hundreds of events sparked by this year's WOWD

Improving patients' lives



The darts player

Darts player 'Mighty Mike', otherwise known as Michael van Gerwen, thanked physiotherapist Nick Dawes during a TV interview for helping him reach the final of the World Darts Championship. Nick, head physiotherapist at Leyton Orient football club, was approached when the Dutch player was troubled by an Achilles problem. 'What you tend to forget is that darts players are on their feet for three to four hours a day,' Nick said.

Left: Darts player 'Mighty Mike', otherwise known as Michael van Gerwen



The prisoner

'The worst day of my life led to the best days of my life. Thanks Helen'. The words of an inmate at Maidstone prison after attending a health promotion and exercise course for chronic obstructive pulmonary disease patients, designed and run by physiotherapist Helen Jefford and the prison's healthcare nurse. The 'worst day of his life' was the start of the sessions, which he was dreading, but which led to real improvements in his quality of life. >

Left: An inmate at Maidstone prison attending a health promotion and exercise course for COPD patients



Photos: Charlie Milligan

What
patients
said



www.entertainmentwise.com



Broadcaster
and writer
Andrew Marr

The TV star

Broadcaster and writer Andrew Marr had a stroke in January 2013. After an initial poor prognosis, he has made a good recovery and is now working again. Speaking to TV presenter Jonathan Ross he attributed his excellent progress after discharge from hospital to daily physiotherapy. 'I am really lucky; I had enough money to pay for it,' he said. 'We are brilliant in this country at saving lives after stroke ... but very, very bad at helping people get back to normal health and strength after stroke.' Referring to the numbers of young people who are unable to work following stroke, he said they were going to be dependant on the state for 50 or 60 years rather than enjoying a full life and paying tax. 'We could turn that around but we have to give people physiotherapy after stroke,' he added.



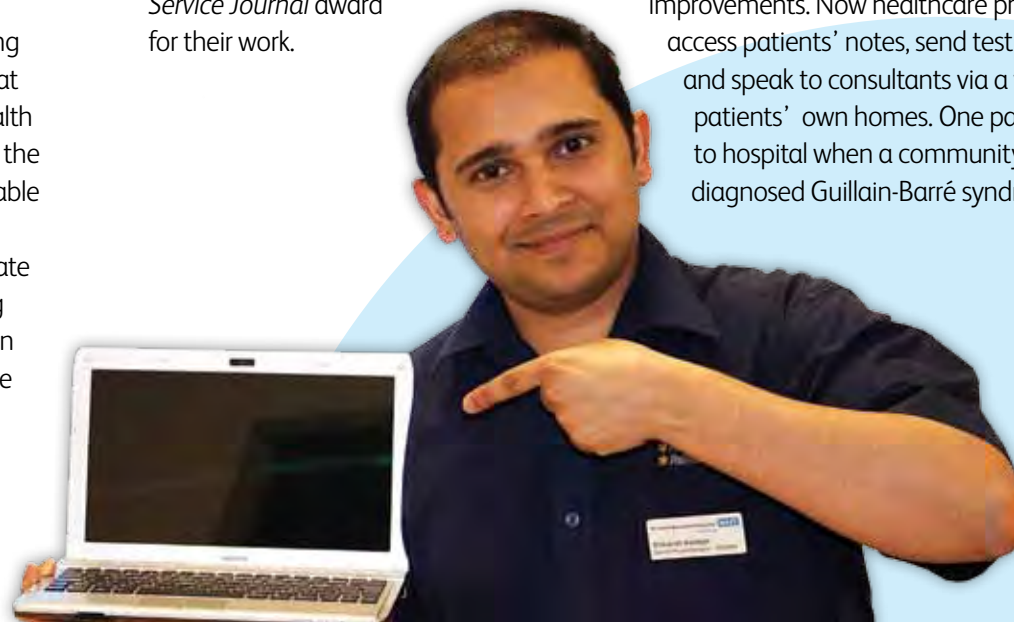
The stroke patient

Stroke patients at North Devon District Hospital experienced a 28 per cent increase in walking speed and a 24 per cent improvement in physical wellbeing after taking part in a physio-led programme. There was also an overall six-day reduction in length of hospital stay. The physiotherapy team behind the early supported discharge package and 12-week exercise and self-management programme won a *Health Service Journal* award for their work.



The innovator

Vulnerable patients have a faster, improved service, thanks to physiotherapist Srikanth Kalaga's new electronic notes system. Srikanth, a member of North West London Hospitals NHS Trust's rapid response team, worked with the IT department to make the improvements. Now healthcare professionals can access patients' notes, send test results to consultants and speak to consultants via a web-cam, all from patients' own homes. One patient was taken to hospital when a community physiotherapist diagnosed Guillain-Barré syndrome by video.



Left: Srikanth Kalaga's
new electronic
notes system

Workplace & professional support for members

As austerity continued to bite, the CSP responded. Local stewards and reps, supported by senior negotiating officers, worked with other health unions to challenge threats to patient services and members' **pay and conditions**, both in the NHS and in the private sector. In particular, we were quick to respond where cuts, downbandings and reorganisation were felt to have a detrimental impact on patient care.

- North Tees and Hartlepool NHS Foundation Trust proposed dismissing 5,000 staff and re-engaging them under poorer terms and conditions. Local members and officers successfully fought the move.

What we achieved in numbers

- Losses of 300 to 500 posts and downbanding of others at Rotherham NHS Foundation Trust were significantly reduced after a strong campaign.
- The threat of nearly 400 compulsory redundancies at Cardiff and Vale University Health Board, including physiotherapy staff, was seen off.
- 20 NHS organisations in South West England abandoned a move to break away from national agreements on pay and conditions after a tireless campaign.
- High levels of weekend and overnight on-call work were reduced at West Hertfordshire Hospitals NHS Trust after the CSP steward and senior negotiating officer took part in a review with the management. Outside the NHS, the situation was also tough:

- In Newcastle we supported members working for a charity in fighting an incremental pay freeze.
- At Broadmoor Hospital the CSP helped physiotherapy staff fight off the proposed loss of thousands of pounds in allowances. Governments in all four countries implemented the Pay Review Body recommendations for a 1 per cent pay increase. As part of our evidence for the 2014-2015 pay award, we surveyed members in the NHS. Ninety eight per cent of respondents said they worked more than their contracted hours and 86 per cent >

80% of stewards gave the CSP induction course top rating

£82,896 secured in personal injury compensation

1,144 enquiries dealt with by the Library Information Service

95% of all queries to the Professional Advice Service answered within five working days (two-week sample)

26,723 email enquiries answered by the Enquiry Handling Unit in the last quarter of 2013

127

new stewards and 71 new safety reps inducted

34,560

phone call enquiries answered by the Enquiry Handling Unit in the last quarter of 2013

1,800

members used our e-resources on the Scottish referendum

53

training days run for stewards

22

training days for safety reps

reported staff shortages. We secured an important victory on **pensions** for those employees transferred out of the NHS as a result of competition. These staff will now continue to have access to the NHS pension scheme. Members in the NHS in England voted to accept changes to the Agenda for Change agreement, which we believe were the best that could be achieved.

127 new stewards and 71 safety reps went through induction training. We also ran two advanced courses for stewards, and 22 training days for safety reps and 53 for stewards. An action plan is now in place to recruit more reps in Northern Ireland, while the CSP Scottish Board funded a stewards' briefing on workforce planning. Briefing papers on a wide range of employment issues such as chaperoning, Health and Care Professions Council (HCPC) investigations, incremental pay, sexual orientation legislation and sickness payments were updated and excellent progress made on delivering the three-year equality and diversity strategy. Work has now begun on the 2014-16 strategy.

Professional support

As part of the CSP response to the Francis report on Mid-Staffordshire, we updated and expanded our online **professionalism** resources. We pulled together key information and advice to help members ensure and promote high quality patient-centred care. Alongside this we developed a web resource that enables members to check whether an activity is within the profession's, and within their own, **scope of practice**. We also updated the information papers for advisers on medicines and prescribing.

The CSP increased its support to members' **continuing professional development (CPD)** during the year. New resources were added to the CSP ePortfolio, linked to the CPD series in *Frontline* magazine and members' use of the tool increased again – standing at almost 18,000 active accounts. We increased member contact through the Union Learning Fund **Championing CPD** project, with the learning champion role integrated into English regional networks' constitution. We also took forward our strategic approach to embedding e-learning within service

delivery through a CSP Charitable Trust-funded project. All these initiatives helped to support members in key areas including health informatics, service redesign and demonstrating quality, helping to prepare them for the Health and Care Professions Council CPD audit in 2014.

We were involved in the re-accreditation of 12 **higher education institution (HEI) programmes** and the accreditation of one new programme. The society also supported several HEIs through internal change and helped those HEIs developing the first **independent prescribing** courses open to physiotherapists.

Along with other allied health professions, we launched a flagship report on helping people back to work after sickness or injury, and produced guides on 'Delivering quality services in difficult times' and 'Establishing the cost of a service'.

Demonstrating the clinical & cost-effectiveness of physiotherapy

With health, wellbeing and rehabilitation high up the political agenda, the society continued to take every opportunity to show decision-makers that physiotherapy works. An essential part of this drive is providing members with the resources they need to go out and make the case with those commissioning and planning local services.

The highly effective *Physiotherapy Works* series of briefings was expanded, with new leaflets on vestibular rehabilitation and cystic fibrosis and an updated stroke leaflet. We launched a new

skill mix resource to support members, focusing on making the case for staffing requirements in specific service design and delivery models, and for optimising patient outcomes. The *Physiotherapy Works* message went out to GPs, with a CSP stand at the Royal College of General Practitioners' annual conference.

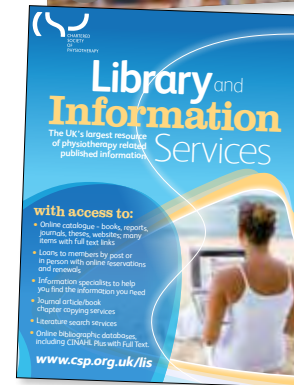
The *research* section of the CSP website underwent a major review. Members now have direct links to the latest and most relevant resources, both those on the society's own website and on all relevant third-party sites. We continued to implement the CSP's

2012-2016 research strategy, and *Frontline* published a series of articles promoting its key messages.

There were productive talks with the National Institute for Health Research and Arthritis Research UK about the future funding of research. Good progress was made on creating the new Council for Allied Health Professionals (AHP) Research, to be launched in 2014 and building on the achievements of the AHP research network and forum.

The Charitable Trust announced a special research award of £300,000, bringing its annual funding up to £500,000, and took over the administration of the £1.6 million Nancy Finnie research fund, previously run by a paediatric neurology research organisation.

The trust also introduced awards of £500 to help members publish their research and teamed up with the >



What we achieved in numbers

4,000 copies of 'Physiotherapy Works' briefings sent out from Bedford Row

9,742 downloaded

270 attendees at CSP's 13 'Survival Event' workshops across England and Wales, with 90% being CSP members

Leading change for patients



Physiotherapy works✓

Cystic Fibrosis

Physiotherapy is key to lifelong management of adults and children with cystic fibrosis

What's new in research?
 A study of 17 UK NHS trusts...
 • **Long-term management of cough**...
 • **Individualised treatment**...
 • **Education and training**...
 • **Assessment and audit**...

Size of the problem!
 • One of the UK's most common...
 • **2 million people**...
 • **200 per cent**...
 • **Each week**...
 • **At least**...

Why have I been doing my physiotherapy wrong?

Physiotherapy works✓

Parkinson's

Physiotherapy delivered as part of a multidisciplinary approach provides physical and psycho-social benefits for people with Parkinson's.

What is Parkinson's?
 Parkinson is a degenerative...
 • **12,000 people**...
 • **1 in 100**...
 • **1 in 100**...
 • **1 in 100**...
 • **1 in 100**...

Best practice isn't only people with Parkinson's is included.

Right: More than 1,000 people attended our Physiotherapy UK 2013 event in Birmingham.

children's charity Action Medical Research (Action) to provide an award of up to £250,000. Action will continue to run its existing response mode project grants round and applications will be considered through its peer review process. Joint funding of up to £250,000 will be available where the principal investigator is a CSP member and the research is in the area of paediatric non-acquired brain injury/paediatric cerebral palsy. For novice researchers, the trust is ring-fencing funds in paediatric non-acquired brain injury and paediatric cerebral palsy; members can apply for funding of up to £20,000 from the Physiotherapy Research Foundation. This is a great opportunity for novice researchers with a burning question that they want to address.

The CSP's official journal, **Physiotherapy**, moved primarily online at the beginning of the year with print copies continuing to be available on request. Working with the journal editor and publisher, we have extended

how members can access high quality research to support their practice and CPD.

Busy members look to **Frontline** magazine to keep them well informed and up-to-date on the key issues. This year articles included interviews with Public Health England lead Duncan Selbie and Professor Sir Michael Marmot, head of the Institute of Health Equity and author of the Marmot review on health inequalities. **Frontline** also ran a regular series on continuing professional development and carried in-depth analysis of topics as wide-ranging as telephone triage, responding to austerity measures and disseminating research results. The magazine is now just as easy to read on the go, with the introduction of a member-only downloadable version.

Physiotherapy UK 2013

More than 1,000 people attended our **flagship event** in Birmingham, 150 up on last year. In an inspirational start Founder's Lecture speaker Dr Emma Stokes, associate professor in physiotherapy at Trinity College Dublin, encouraged members to give themselves the time and place to think creatively and bring about change. Other high-profile speakers included Karen Middleton, then chief allied health professions officer at NHS England, now CSP chief executive. She reminded members that they had a duty to speak out and break the 'blame culture' when they saw poor practice in health and social care. CSP director of employment relations and union services, Lesley Mercer, gave some vital and relevant advice on how to influence the agenda.

Physiotherapy works✓

Vestibular rehabilitation

Vestibular rehabilitation (VR) is effective in reducing dizziness and vertigo and associated falls and improving quality of life in people with disorders involving balance mechanisms

What's new in research?
 A study of 17 UK NHS trusts...
 • **12,000 people**...
 • **1 in 100**...
 • **1 in 100**...
 • **1 in 100**...

Size of the problem!
 • **About 20 per cent**...
 • **Each year**...
 • **At least**...

VR is an effective treatment for people with common balance and dizziness disorders

HEALTH Physios can now write a prescription

BRITAIN today becomes the first country in the world to let physiotherapists and podiatrists prescribe drugs. They will be allowed to give patients painkillers and medicines relevant to their roles after passing a course...

The law shake-up means that physios and foot experts will no longer have to send people back to their GPs for minor medications. Care and Support Minister Norman Lamb said: "I change will not only benefit patients by making it more convenient to get treatment it will..."

The Physiotherapy Council said: "This will lead patients receiving far more effective treatment, good news and an important step forward for the NHS."

Winter can be such a dangerous time for the elderly

Winter can be such a dangerous time for the elderly. Experts warn that the cold weather and shorter days can lead to a rise in falls and other accidents among the over-65s.

Physio Mike nominated for top national award



Physio Mike (left) has been nominated for the top national award. He is pictured with another physiotherapist (right).



Question: Does a chronic injury mean you have to change your lifestyle?
Answer: Working on rehabilitation with a physiotherapist means recovering from a chronic injury doesn't have to limit what you can do.

Getting back to health after a chronic injury

People who think a chronic injury is irreversible, but according to Peter Gladwin, clinical specialist and physiotherapist at North Bristol NHS trust, chronic injuries can be treated and managed. If people work with physiotherapists and other health professionals to set realistic goals and work gradually back to health...



Peter Gladwin, clinical specialist and physiotherapist



Trio working to raise the profile of professionals across Britain

Three major UK organisations currently have elected chairs from Wales. Health Correspondent Julia McWatt spoke to them about their priorities in their roles.



body&soul They now come in roll-ons for men — but be wary of testosterone boosters Dr Mark Porter



QA
I have had an irritating dry cough for the past three months and my doctor thought it might be linked to tablets I take for my blood pressure. I stopped taking them two weeks ago and the cough has better. Should it have improved by now?

Hunt on collision course as he says no to NHS pay rises

- Minister rules out 1% increase
- Time called on automatic awards

Health Secretary Andrew Lansley has said that the government will not give a 1% pay rise to NHS staff. He said that the government would instead focus on productivity and efficiency. He also said that the government would consider automatic awards for staff who go above and beyond their duties.

MAN:MACHINE

THE END OF INJURIES

Our expert guide to not pulling or breaking anything ever again (probably)

RUNNING Emma Dobson, physiotherapist at the University of Liverpool

CYCLING Phil Hunt, head physiotherapist at Northumbria University

FACTURED COLLARBONE This isn't a simple injury, but there's no need to panic. For example, I don't think you need to stop running for weeks, as long as you're careful and you're not doing anything too heavy. It's usually better to check with your GP.

GYM Luke Parfitt, head physiotherapist at Northumbria University

ROTATOR CUFF INJURY The incidence of rotator cuff injury is on the rise, particularly in older people who do a lot of gardening or other manual work.

The Daily Telegraph

Good Health Leg buzzer to help you walk again after a stroke



In the headlines

Physiotherapy's contribution to the nation's health and wellbeing is now increasingly recognised, thanks to the skill and efforts of the CSP's media team. One important way of promoting the profession, particularly to the general public, is through **media coverage**.

National, regional and even international media outlets picked up the CSP message about the benefits of physiotherapy during the year.

We worked with Arthritis UK on an article about why new year resolutions about exercise often fizzle out by the end of

January which was run by a range of print newspapers and also online. Meanwhile, our criticism of proposals to halt the 2014 pay rise for NHS staff secured more than 35 pieces of media coverage.

We worked with the Department of Health in England to promote the landmark introduction of physiotherapists' prescribing rights, secured a regular column in the *People's Friend* magazine, which is aimed at women over 60, and also secured a feature in *All Out Cricket* magazine telling club players how to warm up like professionals.

Chief executive Phil Gray appeared on a Channel 4 *Dispatches* programme to discuss the phasing out of disability living allowance, while his criticisms of changes to the NHS competition rules ran in *The Guardian* and the *Health Service Journal*.

CSP member Sammy Margo was quoted in *The Independent* about the new 'thumb bells', which are designed to reduce the injuries caused by the use of smart phones. Sammy also appeared in the *Daily Mail* explaining how to prevent night-time back pain and leg cramps and explaining why people stretch when they get up in the morning. Another member, Julia Bott, explained to *The New York Times* how singing can help patients with respiratory conditions. The article then appeared on more than 300 websites worldwide.

Phil Gray's speech to the TUC Congress was covered by six radio stations.

What we
achieved
in numbers

200
pieces of media for
Workout at Work Day

1,000
items of media
coverage

Raising physiotherapy's profile



Left: Journalist Andrew Marr spoke about the benefits of physiotherapy on his recovery from stroke

Workout at Work Day

This event has fast established itself as a fun initiative that grabs the public's attention. This year over 800 members ran 327 events in workplaces across the UK, getting thousands of people out from behind their desks and on the move. Yoga, cycling challenges, spinning classes and a body combat session were among the initiatives that resulted in over 200 pieces of media coverage.

Around 200 physiotherapists played a key role in the London Marathon, giving emergency treatment as well as advice at the finishing line on how to recover from the 26-mile run. Members of the Association of Chartered Physiotherapists in Animal Therapy raised

physiotherapy's profile in the animal world, with a stand at the prestigious Crufts dog show.

Working together

Our work with key organisations continued to grow. This included attending a parliamentary workshop with the National Ankylosing Spondylitis Society, ensuring an MS Society report included a call for self-referral to physiotherapy and contributing to the Academy of Royal Medical Colleges' report on delivery of seven-day services. We also attended a meeting with the national clinical director for paediatrics, NHS England, to discuss key areas of our work that deliver against the Paediatric Strategic Charter. >



'I was doing lots of physio. It was very, very hard, but my physio and OT nurses were superb, always optimistic and very cheerful.'

TV presenter Andrew Marr on his recovery from stroke



After lobbying by the CSP, MP Paul Burstow tabled an Early Day Motion in the House of Commons welcoming the introduction of independent prescribing. And again following CSP lobbying, the medical panels being set up to evaluate whiplash claims will now be open to physiotherapists as well as doctors.

In Northern Ireland we met the Royal College of GPs to gain their support for self-referral and also discussed a proposed conference on independent prescribing with the Society of Chiropractors and Podiatrists.

In Wales, we supported an Age Alliance reception on reablement at the Senedd and worked with Arthritis Care on a campaign to support patients with musculoskeletal pain. Members also took part in a successful

e-campaign opposing a relaxation of the smoking ban on TV, film and stage sets.

Making our voice heard

The society took up a seat on the executive board of the Falls and Fractures Alliance, attended the Chronic Pain Policy Coalition and All Party Group on Chronic Pain parliamentary reception and the Academy of Royal Medical Colleges' parliamentary reception on obesity. At the end of the year we launched a targeted advertising campaign promoting physiotherapy services for older people to GPs. This will run into 2014 as part of the Physiotherapy Works programme.

What we achieved in numbers

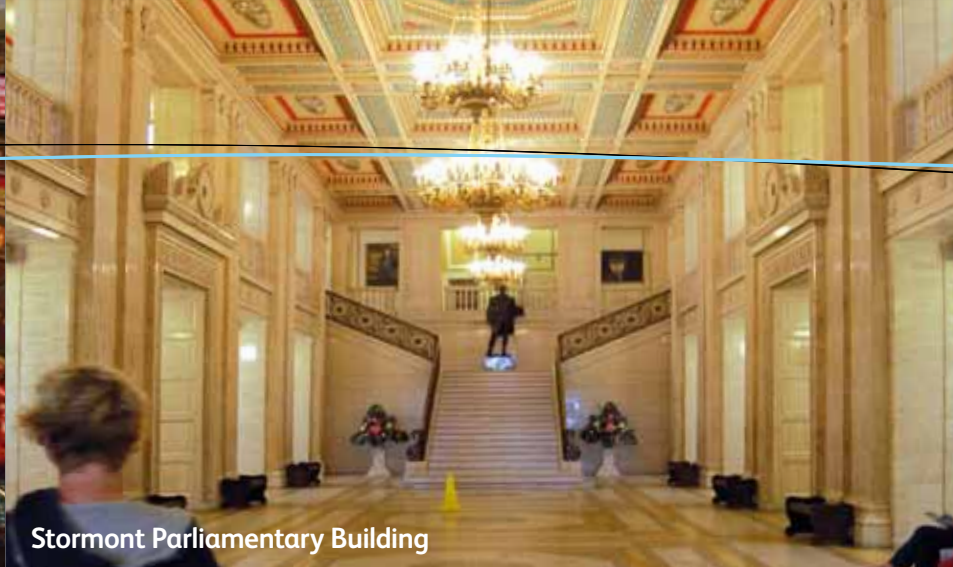
670,000
pages of online
patient content viewed

800
members ran
327 events for
Workout at
Work Day

89,732
pages of Physiotherapy Works
briefings viewed online



House of Parliament, Westminster, London



Stormont Parliamentary Building

Strengthen **OUR** influence

Our hard campaigning on key issues ensured that the profession's voice was heard where it counts when **policy** was formulated and decisions were made.

In England, we met the care and support minister Norman Lamb, responded to the Department of Health's consultation on personal budgets and the Health Select Committee's inquiry into long-term conditions. We also briefed members of the House of

Lords on the Health and Social Care Act.

In Northern Ireland, we discussed self-referral and independent prescribing with the new AHP advisor and presented evidence to members of the Assembly Health Committee on the Transforming Your Care proposals.

In Wales, we worked with other health unions to agree a revised recruitment and retention payment protocol,

as well as an all-Wales employment break policy. The Welsh Government accepted our amendments to the Social Services and Wellbeing (Wales) Bill.

In Scotland, we met the new cabinet secretary for health and wellbeing, as well as Scottish National Party members of the Scottish Parliament Health Committee. We also gave evidence to the parliamentary Health and Sport Committee's budget review, hosted stands at >



Inside The Senedd, National Assembly for Wales,



Scottish Parliament Building - Debating Chamber

the Scotland and International AHP conferences and had a meeting with the minister about the bill to integrate health and social services.

On a wider front, the CSP was actively involved at the TUC Congress, with members addressing delegates on subjects including NHS cuts, pay and sickness absence. We also had a strong presence at the TUC Women's Conference and the conferences for black workers, disabled workers and LGBT workers. At the Scottish TUC, members spoke on international violence against women and the use of defibrillators in public places. We took part in the TUC's anti-austerity rally where TUC president and CSP director of employment relations and union services Lesley Mercer called on people to continue driving home the message that austerity was not working. Members and staff joined more than 50,000 people at a pro-NHS rally in Manchester and took part in the London Pride march.

Party political conferences attended:

UK: Conservative, Liberal Democrat and Labour Party. Useful meetings with politicians and patient organisations and other key bodies. CSP advertising appeared in all three conference publications.

Northern Ireland: DUP, UUP Alliance, Sinn Fein, SDLP

Scotland: Scottish Labour, Scottish Liberal Democrat, Scottish Conservative, SNP

Wales: Welsh Labour, Welsh Liberal Democrats, Welsh Conservative, Plaid Cymru.

Motivating members to influence on behalf of the profession



What members said

'Thanks so much for all of your support. I don't think I could have come through it without your guidance and just knowing you were there for me'

Member to CSP employment relations and union services officers on the resolution of a problem in the workplace

CSP Awards

At *this year's ceremony*, honorary fellowships and distinguished service awards were presented to physiotherapists with an eminent history in areas such as research, leadership and education, while prizes were awarded for excellence in, for example, service provision and raising the profile of the profession.

Annual Representative Conference

The *Annual Representative Conference* in Manchester saw delegates debating issues across the spectrum, including employment conditions, and health and social policy. In view of the changes to the NHS in England, members also discussed their concerns about GP commissioning and downbanding.

Rep of the Year awards

Our local reps are the voice of the CSP in the workplace and the university. At a *ceremony at the Annual Representative Conference*, stewards, safety reps and student reps were honoured for their efforts on behalf of members and the society.

Associate members

Through the Championing CPD project, funded by the Union Learning Fund, we developed online resources to support *associate members* with their continuing professional development. They include practical guidance, tools and examples of practice to support associate members in developing their careers and demonstrating the value of their role. >



The theme of this year's student representatives development weekend was graduate opportunities.

Students

The student representatives development weekend focused on graduate opportunities and delivered some lively advice about how to land that dream job. In the wake of the Francis report, CSP chief executive Phil Gray spelled out the professional duty to report concerns about care.

Our **student** engagement campaign included an updated application pack, while we used direct marketing to reach course applicants and also ran a 'Get chartered!' promotion aimed at graduating students.

Right: Award winners, the Abertawe Bro Morgannwg NHS University Health Board, Lymphoedema team

Retired members

Together with the **CSP Retirement Association** (CSPRA), we launched the 'Working in partnership' campaign to increase CSPRA membership. Work also started on briefing papers for newly retired members and those coming up to retirement.

Diversity networks

The CSP's **diversity networks** – disabled members; lesbian, gay, bisexual and transgender; and black and minority ethnic – continue to grow in strength, with discussions on **iCSP**, the online members' forum, nearly doubling in 2013 compared with the previous year.

English regional networks

The **ERNs** have been working hard to support members in getting to grips with the new health and social care system, identifying key contacts, hosting discussions with the clinical commissioning groups, Health Education England, public health organisations and Healthwatch; and also helping members to raise the profile of physiotherapy in their area.



Financial statement

NOTES

- i) The accounts were approved by Council on 26 March 2014.
- ii) In the published accounts the CSP reports its freehold office land and buildings at market value. In December 2013 the properties were professionally valued at £6,575,000.
- iii) The market value of the CSP investment portfolio, at 31 December 2013, was £5,194,000.
- iv) Full sets of the statutory accounts of the CSP, CSP Charitable Trust and CSP Members' Benevolent Fund can be obtained from the Director of Finance at 14 Bedford Row, London WC1R 4ED.
- v) Pages 26-27 of the Impact Report contain summary information extracted from the full statutory accounts of the Chartered Society of Physiotherapy for the year ended 31 December 2013. The auditors, Baker Tilly UK Audit LLP, have given these accounts an unqualified audit report

The overall message, from the society's 2013 statutory accounts, is a positive one. The society is reporting a modest surplus, of £414,000 which is very similar to the 2012 result. The market values of the office buildings and the investment portfolio both increased. Also the magnitude of the Financial Reporting Standard 17 (FRS17) pension deficit fell, by £67,000. This was despite a considerable increase in the assumption for future inflation, which is a key variable in the calculation of the surplus, or deficit, on the staff pension scheme.

In the accounts we are required to calculate the financial position of the pension scheme using the method prescribed by FRS17. As at the end of 2013, the pension deficit in the accounts was £4.6M. This contrasts very significantly with the much more accurate and useful actuarial valuation method, which we use to run the pension scheme. The latest interim actuarial valuation of the pension scheme, as at 31 March 2013, reports the scheme in surplus, by £400,000.

A Gift Aid payment of £817,000 was made to the CSP Charitable

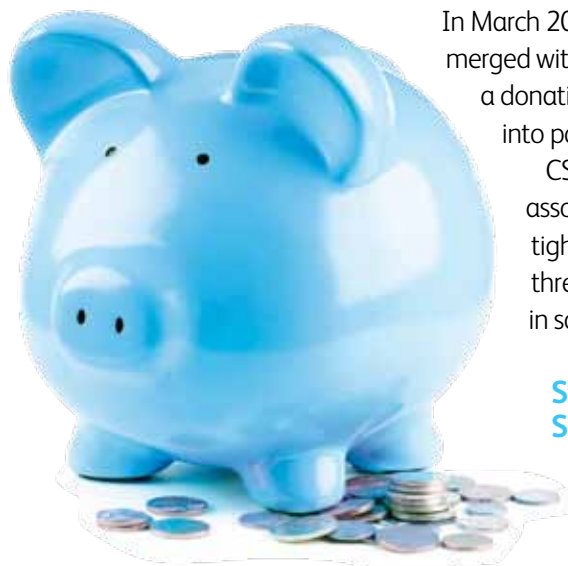
Trust in 2013, a small increase on the previous year. Included in this was a one-off donation, of £600,000, approved by Council in December 2013. Council stipulated that £200,000 of the donation should fund a single research project and £100,000 should be allocated to an investigation into safe staffing levels. The remaining £300,000 should be used to support the 'Physiotherapy Works' programme. A Gift Aid payment, of £40,000, was also made to the CSP Members' Benevolent Fund.

The society's membership continued to grow in 2013. The number of members increased by 721, ending the year at 52,356. Included in this figure was a 418 increase in qualified practising members and a fall of 83 in the number of Associates in membership.

In March 2013 the Nancie Finnie Charitable Trust merged with CSP Charitable Trust. This brought in a donation of £1.7m, to be used to fund research into paediatric non-acquired brain injury.

CSP Council, and the trustees of the two associated charities, continue to exercise tight control of the finances and the three organisations remain in sound financial health. >

Stuart deBoos CSP director of finance
Sue England CSP treasurer



CSP accounts 2013

Income and expenditure account for the year ended 31 December 2013

	2013 £'000	2012 £'000
Income	14,713	14,044
Operating expenses	(13,813)	(13,051)
Pension finance income	226	155
Gift aid payment	(857)	(851)
OPERATING SURPLUS	269	297
Investment income	145	123
Taxation	-	-
Surplus after taxation transferred to general fund	<u>414</u>	<u>420</u>

Balance sheet as at 31 December 2013

	2013 £'000		2012 £'000	
FIXED ASSETS				
Tangible assets		7,390		6,800
Investments		5,194		4,104
		<u>12,584</u>		<u>10,904</u>
CURRENT ASSETS				
Debtors and prepayments	1,402		1,293	
Cash at bank and in hand	952	<u>2,354</u>	2,089	
		<u>2,858</u>	3,382	
CREDITORS: amounts falling due within one year			<u>2,906</u>	
NET CURRENT (LIABILITIES)		(504)		476
Defined benefit pension scheme liability		<u>(4,600)</u>		<u>(4,667)</u>
Net worth of CSP		<u>7,480</u>		<u>6,713</u>
Represented by:				
General & other funds as at 31 December 2013		<u>7,480</u>		<u>6,713</u>

Income – where has it all come from?

	2013 £'000	2012 £'000
Subscriptions	13,524	13,021
Income from journals	570	596
Income for educational purposes	251	163
Events	208	122
Miscellaneous	160	142
Total Income	<u>14,713</u>	<u>14,044</u>

Expenditure – what has it all cost?

	2013 £'000	2012 £'000
Area of activity:		
Practice & development	3,176	2,825
Employment relations and union services	2,343	2,342
Journals	1,444	1,632
Communications and marketing	1,698	1,721
Events	227	167
Administration and Finance	4,925	4,364
Total operating expenses	<u>13,813</u>	<u>13,051</u>



CHARTERED
SOCIETY
OF
PHYSIOTHERAPY

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***‘Thanks to all those
physiotherapists working with
children who have disabilities ...
you really do make a difference to
lives and I will be forever grateful’***

*Allison Jenkins, mother of two boys with SWANs
(Syndrome without a Name) and member
of the CSP’s Enquiry Handling Unit*



Professional Networks

For further information on our Professional Networks go to
www.csp.org.uk/professional-networks

**This document is available in large print
or Braille for people with sight problems:**

Tel: 020 7306 6666