

Minutes

CSP ANNUAL GENERAL MEETING 2023

Held virtually at 6pm on Wednesday 13 December 2023

1. WELCOME

- 1.1. The CSP Vice President, Alexandra Mackenzie welcomed all to the virtual CSP Annual General Meeting (AGM) and thanked members for attending.
- 1.2. The Vice President expressed her sincere thanks to all physiotherapists and support workers for all their continued commitment to the profession.

2. CSP PATRONAGE

- 2.1. The CSP President Baroness Ilora Finlay of Llandaff, highlighted that His Majesty the King had sent his best wishes for the AGM whilst the outcome of the review of the late Queen Elizabeth II patronages was awaited.

3. INTRODUCTIONS

- 3.1. The CSP President introduced the CSP Leadership Team (LT) and members of CSP Council.
- 3.2. The overall purpose of the AGM was explained, and members were told that the agenda, explanatory notes and supporting documents had been shared prior to the meeting.

4. QUORUM

- 4.1. The Chair confirmed that the meeting was quorate and that this would be monitored throughout to ensure the virtual audience remained quorate at the point of voting. The Chair then ran through a voting exercise to ensure members were able to use the online voting platform.

5. ORDER OF BUSINESS

5.1. The Chair outlined the agenda for the rest of the AGM and members were invited to ask questions.

6. 2022 IMPACT REPORT & FINANCIAL STATEMENTS:

6.1. The CEO, Karen Middleton presented the Impact Report for 2022 and accounts for the year ended 31 December 2022.

6.2. The CEO noted the challenges members faced in 2022 a result of the lasting effects of the pandemic and the cost of living crisis.

6.3. The CEO highlighted key areas in each of the strategic aims where progress had been made including:

Build a thriving Physiotherapy Community

6.4. In 2022 CSP membership had grown to 63,800 by the end of the year. Diversity of the membership in terms of ethnicity and sexual orientation had also continued to increase.

6.5. A new affiliate membership had been introduced to extend support to displaced practitioners and students that were seeking asylum in the UK. extended our community to include displaced practitioners and students that were seeking asylum in the UK access to specific CSP benefits.

6.6. The CEO acknowledged the work of CSP activists, stewards and safety reps, regional network and country board members and the professional networks for helping to build a sense of belonging for the physiotherapy community.

6.7. The influencers network continued to grow and advocate physiotherapy across all four countries and to build members confidence influencing training was provided.

Champion Physiotherapy

6.8. The CEO acknowledged the external influencing and strengthening of the profession's reputation. This included using our relationships with partners and broader alliances on a range of issues related to rehabilitation, growing the physiotherapy workforce and gaining support for physiotherapy as a workforce solution.

6.9. The CSP advocated for the profession to key stakeholders receiving positive coverage of the profession across a range of media.

6.10. The launch of the CSP 'Stronger my way' campaign was distributed by Sports England in 2022 providing training and resources to healthcare providers and enabled the population living with a health condition to have greater access to strength training on a more regular basis.

6.11. The CSP, alongside the community rehabilitation alliance, and equivalent alliances across the devolved nations, co-developed the 'Community

rehabilitation best practice standards' for the UK that AHP leaders and others helped drive service improvements at a service and system level.

Support members in their professional and working lives

- 6.12. The CEO highlighted the range of support offered to members included digital training for stewards and safety reps, national uplift of the reimbursement of mileage rate for Welsh members, influencing guidance around Christmas working, equalities work, workforce planning and a digital strategy for NHS Scotland and improved disciplinary and grievance policies in Northern Ireland.
- 6.13. The CEO highlighted the work of the CSP and other health unions to secure fair pay in the NHS with the first pay related strike action taking place in 2022.

Maintain an effective and sustainable organisation

- 6.14. The CEO noted that increase in subscription fees in 2022 that meant CSP could continue to support, protect and represent members.

Equity, Diversity and Belonging (EDB)

- 6.15. The CEO noted work continued to offer tangible support and enhance belonging for members.
- 6.16. Workplace equality reps were introduced in 2022 with the scheme aiming to demonstrate allyship and challenge discrimination and offer support on EDB policies.
- 6.17. The CEO highlighted the micro-aggression campaign developed to enable members with different needs, identities and backgrounds to feel like they belong and ensure that physiotherapy was seen as inclusive.

Annual Accounts For 2022

- 6.18. The CEO formally presented the annual accounts ended 31 December 2022 to members.
- 6.19. BDO – the auditors had signed off the accounts with no significant financial concerns and a clear audit opinion. A copy was available on the CSP website.
- 6.20. Total income in 2022 was £21.485m - £1.65m more than in 2021.
- 6.21. The CSP made a surplus of £2.4m in 2022. Council had committed to generating a surplus of at least £1m each year and to retaining any surplus in excess of that to improve the balance sheet position.
- 6.22. In 2022 the balance sheet position had improved from 2021. As at 31st December 2022 CSP showed a net liability of 0.8m, meaning its combined assets (building and investments) was worth £0.8m less than its liabilities. The position had improved by the end of 2022. This was largely due to the pension

liability decreasing from £22m (2021) to £7.7m (2022) as a result of changes to corporate bond yields.

- 6.23. The value of Bedford Row decreased by £1.8m to £7.6m in 202 in the context of uncertainty around commercial property values caused by the pandemic.
- 6.24. Membership income totalled £20.2m, which was a £1.3m uplift on 2021, making up 94% of the income as a whole.
- 6.25. The March 2022 Triennial Valuation had been finalised and the pension scheme valuation showed a £26m deficit (compared to £7.7m shown in the accounts under the accounting guidance – FRS102)
- 6.26. The CSP, like all organisations, was facing an increase in costs. PLI has increased by 15-20% for 3 years and other costs related to inflation at a 40 year record of 10%. This placed additional financial pressures on the CSP.
- 6.27. The CEO highlighted she was retiring at the end of the year and expressed her thanks to the CSP Council, Leadership team, staff and members for supporting all the changes and challenges in the previous few years.

7. RESOLUTIONS

- 7.1. The Chair outlined the resolution 1-5 and ensured member questions posted in the Q&A were responded to before voting commenced.
- 7.2. The Resolutions were voted on as follows:

Resolution 1: To approve the minutes of the AGM held on the 16 November 2022 - Passed

Questions: none

Number of votes for: 55, against: 0, abstain: 8

Resolution 2: To receive the Annual (Impact) Report for 2022 - Passed

Questions: none

Number of votes for: 61, against: 1, abstain: 3

Resolution 3: To consider and receive the Balance Sheet and the Accounts for the year ended 31 December 2022 - Passed

Questions: none

Number of votes for: 59, against: 0, abstain: 6

Resolution 4: To appoint Haysmacintyre as Auditors for the 2023 Annual Accounts - Passed

Questions: none

Number of votes for: 58, against: 1, abstain: 3

Resolution 5: To confirm Haysmacintyre as the Assurer for the 2023 Membership Audit Certificate - Passed

Questions: none

Number of votes for: 52, against: 1, abstain: 3

7.3. The Chair confirmed that each of the resolutions had been carried.

8. ELECTED COUNCIL MEMBERS AND APPOINTED COMMITTEE MEMBERS

8.1. The Vice President thanked committee members whose term has now finished.

8.2. Newly appointed and Committee members that had joined during 2023 were introduced:

Professional Awards Panel:

Karen Barker

Professional Committee

Matthew Carr
Sanchez Davis
Carolyn Mason

ARC Agenda Committee

Ross Armstrong
Julia Prince
Michael Mander

Employment Committee

Josh Meadows
Julia Prince
Luke Tobin

Finance, Risk and Audit Committee

Donnall Curtin

9. FELLOWSHIP

9.1 The Chair awarded CSP Professional Awards:

Fellowship

Fiona Beckerlegge
Dr Doreen McClurg
Dr Carol McCrum
Catherine Pope

Distinguished Service Awards

Catherine Jenkins
Dr Jenny Tinkler

9.2 The Chair shared and congratulated members who had received national honours in 2023 – Roma Bhopal MBE, Professor Beverley Harden MBE and Sally Orange MBE.

9.3 The Chair introduced three new CSP awards, network of the year, volunteer of the year and influencer of the year to recognise the efforts of those who champion physiotherapy and support the profession.

Volunteer of the Year

Iona Bateman

Influencer of the Year

Karen Poole

Network of the Year

North East Regional Network

9.4 A number of members nominated for these categories were also highly honoured or honoured for their work to champion physiotherapy and support the profession.

10. CHAIR OF COUNCIL ADDRESS

10.1 The Chair of Council reflected on 2023 including the work that the CSP has done to support members. In particular, influencing and media coverage on MSK related issues, Stronger My Way campaign, health inequalities and NHS pay.

10.2 The Chair of Council noted late 2022 and 2023 was dominated by NHS agenda for pay awards with members taking part in industrial action and receiving a refreshed pay award. However, members in Northern Ireland continued to be the lowest paid across the profession.

10.3 The Chair of Council welcomed the news that the CSP had been commissioned by NHS England's Digital Academy for Health and Care to develop an online, interactive learning resource which introduced allied health professionals across the UK to health informatics, and how technology can support their work.

10.4 The Chair of Council reiterated the CSP's commitment to equity, diversity and belonging (EDB) highlighting the EDB strategy had been incorporated in the corporate strategy so that it was considered throughout all areas of work.

10.5 The Chair of Council ended his address by thanking the retiring CEO, Karen Middleton, for her work leading the profession.

11. QUESTIONS ASKED BY MEMBERS

11.1. Three questions were asked by members during the meeting:

Question: Who is the pension for and why is there such a significant deficit? Every year the CSP increases its membership price!

Answer: The CSP operated a defined benefit pension for staff like that in the NHS. This scheme was closed in 2020 in acknowledgement of the growing liability and the risk this presents to the CSP. The liability is being managed actively through recovery plan payments.

Question: Given the lack of visible action from the CSP on climate change in 2023, what are the CSP’s plans in 2024 to fulfil commitments on sustainability?

Answer: In 2024 we will be consulting members on, and we hope launching, a greener physio network to enable members to actively champion sustainability and position physio as a sustainable healthcare solution and we will be engaged with the NHSE greener AHP programme.

Question: With reference to the new organisational policy which opts for the CSP to adopt a position of neutrality with regards to issues concerning human rights, we ask council how this aligns with its EDB strategy particularly with regards to being an antiracist organisation.

Response: The Chair of Council highlighted Council’s thoughts were with those all directly and indirectly affected by the conflicts in the middle east and across the world. Council through engaging with members had considered the CSPs position on conflicts and highlighted the contradicting views and concerns that had been raised and acknowledged this was a complex and challenging situation. Council had agreed to take a position of neutrality, with the focus on respecting human rights and protecting peoples access to healthcare. Equity, Diversity and Belonging (EDB) were considered when deciding on the best position for the CSP as an organisation resulting in the endorsement of a statement supporting a call for immediate cessation of any acts that risk the lives of civilians of health workers. However, the Chair of Council acknowledged that this did not go far enough or went too far for some members.

12. CLOSURE OF MEETING

12.1 The Chair thanked members for their attendance and for contributing to the AGM and expressed her thanks to all those who were involved.

.....
Signed as a true record of the Meeting
CSP President Baroness Finlay of Llandaff

.....
Date