

Impact Report

2019

Progress against our corporate
objectives and financial statement





elcome to the
CSP's Impact
Report. The

CSP aims to transform
health and wellbeing by
empowering our members
and exerting our influence.

This Impact Report
describes some of the work
we undertook in 2019 to
advance our three-year
(2017-2020) corporate
strategy and deliver our
mission for the organisation,
and our vision for the
physiotherapy profession.



Here are some of the ways we made an impact in 2019

How we're leading physiotherapy in transforming primary care

First Contact Physiotherapy (FCP)

- During 2019, we've supported the sustained growth of FCP roles in England.
- CSP staff have been collaborating with regional and national member teams to deliver a vibrant programme of local activity, running dozens of network events and local influencing events, and for those who couldn't attend in person, we reached hundreds of members through dedicated webinars.
- In the last quarter of the year, 239 members attended our FCP events.
- Our online FCP network, where physios and other professionals are learning and sharing thinking about FCP, also doubled in size over the year to almost 2,000 participants.
- We have been working to publicise and raise the profile of FCP, and this year the Conservative Party, the Labour Party and the Liberal Democrats all made reference to the importance of multidisciplinary teams in primary care and/or the need for more physiotherapists in primary care and these issues were also raised in the Democratic Unionist Party manifestos.
- We've redoubled our efforts to explain and explore the developments with members, to understand local situations and to capture examples of excellent practice.



Karen Middleton
Chief Executive of The Chartered
Society of Physiotherapy



FCP

First contact physiotherapy featured prominently in the **Long-Term Plan** for the NHS in England

A poll commissioned by CSP shows that **73%** of people in the UK would accept appointments with first contact physios in GP surgeries

CSP's online FCP network doubled in size over the year – reaching to almost **2,000** participants

Pilot schemes involving first contact physiotherapists are currently taking place in **41** of England's **42** health areas

- We've redoubled our efforts to explain and explore the developments with members, to understand local situations and to capture examples of excellent practice.

In Northern Ireland


we now have large FCP pilots in four of the six Trusts, and FCP is the centre piece, and most advanced, of Northern Ireland primary care transformation plans for expanding the GP team.



In Scotland

we've won the case for FCP as in the rest of the UK, but lack of workforce growth remains a barrier. This is now recognised by the Scottish Government and we're waiting for sign off of a three-year commitment to fund a number of pre-registration masters places – more are needed but it marks a great start.



 **In Wales** FCPs are well established with examples in most of the Health Boards, and in 2019 FCP was included in new draft guidance on the MSK pathway as an integral part of this.

Community Rehab

This year, our community rehabilitation manifesto has taken centre stage in our influencing in England with country-specific arrangements in Wales, NI and Scotland.

Although health policy is a devolved issue, we are raising rehab in appropriate ways in each country, but the main focus will be the 2021 elections in these countries.

- **22 national charities and professional bodies** have now signed up to support the CSP's community rehabilitation manifesto, and all of these organisations are lobbying with us to bring about positive change.
- **Our community rehab manifesto** has also been used to lobby political parties and candidates, and three candidates have to date endorsed it.
- And our work to promote and highlight **the importance of access to community rehab** has also influenced NHS Rightcare guidance for commissioners in England.
- **Country specific engagement** has also taken place in Scotland, Wales and Northern Ireland.
- We have also continued to gather case studies throughout 2019, highlighting examples of innovative practice and excellence in rehab, to **inform and inspire our members to develop high-quality services** closer to the patient.

22 professional bodies
and national charities signed up
to a CSP-initiated consensus
statement on community rehab



**CSP continues
to gather
case studies
of excellence in
community rehab**

Physiotherapy workforce

Throughout 2019, we have highlighted the need for all four nations to grow their physiotherapy workforce, in light of need and demand – and this ongoing work remains a priority.

- We have continued to influence national policy makers on this agenda, both directly and by gaining support from stakeholders including the BMA, RCGP, and the Kings Fund.
- As a result, we have seen continued growth of the registered physio workforce across the UK.
- This year the Department of Health in Northern Ireland has promised a **20%** increase in training places.
- Meanwhile, Wales has commissioned an additional **11.6%** training places for 2020.
- And in England there has been a national commitment to grow physio roles in the NHS by **5,000** - specifically for FCPs in primary care, which will be funded through the Additional Roles Reimbursement Scheme for General Practice.
- This rise in the registered physio workforce is not yet evenly distributed across the four nations, and there is a particular need to address the low rate of growth in Scotland, but the overall trend is positive and we continue to work to influence further change.
- Our success in securing commitments on FCP is now acting as a lever to argue for an increase in workforce supply – as well as helping to emphasise the value and importance of the physiotherapy workforce within the wider advanced practice agenda.
- As a result, we are taking every opportunity to promote other areas where an increase in physios with advanced practice capabilities is required, to deliver the transformational changes that all four UK health systems are seeking to achieve.
- Our student numbers data is being used to inform and advise on workforce planning developments across the UK.

- In relation to advanced practice, we have continued to engage with numerous advance practice developments and frameworks across the UK, often in partnership with other professional bodies.
- We are also supporting the development of **five new** providers.

The registered physio workforce continues to grow.

England's Interim NHS People Plan has set out plans for **5,000** more physiotherapists in primary care.

The plan also sets a target of reducing the overall vacancy rate for all staff to **5%** by 2028.

CSP analysis revealed a dramatic growth in the number of places for physiotherapy students in England, up **41%** over the past four academic years.

The Department of Health in Northern Ireland has promised a **20%** increase in training places.

This year physiotherapy student intake grew by over **8%** in England.

It also shows that **90%** of recent physiotherapy graduates moved into roles in the profession **within 6 months** of completing their studies.

And increased funded places have been agreed for 2020: **17% IN NORTHERN IRELAND, 25% IN SCOTLAND, and 12% IN WALES.**



Support workers

This year, we have started to get traction with our messages about the need for investment in a proper career and development framework, to develop more support workers roles operating at higher levels.

- The Health Minister in Wales has agreed to funding of **£200k per Health Board** for multi-professional support workers in the allied health professional workforce, and we are encouraging service leads from all boards to make use of this money.
- We've also created a new webpage and online hub aimed specifically at associate members who are support workers.
- The new hub provides CSP guidance and resources, including signposting to clinical evidence briefings across a range of specialities, information on the networks associate members can join locally and nationally, CPD support and advice on enhancing leadership skills and profile raising.
- We have also hosted a series of successful events for support workers this year, including a networking event at Physio19 and a support worker and manager event for the South East Region.

<https://www.csp.org.uk/networks/associates-support-workers>

How we're championing the evidence for physiotherapy

Evidence into practice

Throughout 2019, the CSP and members of its professional networks have continued to contribute to the development of numerous evidence-based publications.

These have included:

- A new quality standard on suicide prevention, published by the National Institute for Health and Care Excellence (NICE).
- New NICE guidance about the service delivery of end of life care.
- A Digital Framework for Allied Health Professionals, published by NHS England, to help managers identify the education and training requirements of staff.

Innovations database

This year we also launched a new Innovations in Physiotherapy Database – an online platform that provides easy access to peer-reviewed examples of CSP members' successes and creativity in practice.

These examples can be used as an influencing tool, as they provide evidence-based examples and champion the clinical and cost effectiveness of innovative physiotherapy services.

The database provides:

- A searchable collection of quality assured and evidence-based initiatives, which demonstrate the value of our profession and explore different areas of physiotherapy practice across the breadth of the UK.

- Case studies contained within the database cover every area of physiotherapy practice, including clinical, management, education, research and policy.
- There are currently more than 100 projects listed on the database, and all of the innovation submissions have been reviewed against quality assurance criteria.

<https://innovations.csp.org.uk/>

The database enables members to:

Network and collaborate

**Raise the profile
of their work
and service on a
quality-assured
platform**

**Share successes
and learning points
between members,
teams, organisations
and regions**

**Provide the CSP with
valuable examples to
strengthen our ability to
promote the profession and
influence national bodies**

**Inspire others
and inform further
service transformations**

**Gain experience of submitting work through a robust
peer-reviewed process with support from CSP staff**

Physiotherapy UK

- **More than 1,400 delegates** attended this year's conference - the highest since 2006 and the second highest ever.
- **Almost 350 abstracts were submitted** - our greatest number ever as a UK conference.
- The **high-quality content** showcased at the conference has also provided new case studies and examples for our innovations database.

Physiotherapy UK sells out
with more than **1,400**
delegates, making it our busiest
conference in the last 10 years

235
posters

101
platform and rapid
5 presentations

Nearly **350** abstracts were submitted

27
workshops and campfire sessions

18
focused symposia

10 members

were honoured with CSP fellowships and distinguished service awards, which were presented to them on the opening night of the conference

How we're helping to empower individuals and communities to maximise independence and live long and well

Sport England campaign

This year we started a 15-month insight project in collaboration with Sport England and the Centre for Ageing Better.

The project aims to:

- Explore people's understanding and perceptions about the importance of regular strength and balance activities.
- Use this learning to develop and test messages that aim to encourage people to do more muscle strengthening activity in line with official guidelines.
- Build the evidence base for how people with a long-term condition can be influenced to start and maintain a strength training habit.

This work is only possible through a successful bid for **£150,000** of National Lottery funding and it marks a very visible recognition of physiotherapy's essential role in supporting people with a range of conditions.

Staffing is now in place and the research has started.

The CSP starts a **15-month project** with Sport England and the Centre for Ageing Better – made possible due to a successful bid for **£150,000** of National Lottery funding.



Love Activity

- Our 'Love activity, Hate exercise?' campaign continued to grow in both reach and depth of advice in its second year.
- We developed tips for people with long-term conditions to help and encourage them to get started with regular activity, and shared inspirational stories from people who've overcome their fears to become more active.
- A record **2,600** members signed up for campaign packs to aid them to have effective conversations with their patients about activity and to show local decision-makers the benefit that physiotherapy can have in supporting people with long-term conditions or recovering from illness and injury.
- The campaign's strength of message and the potential it shows for physiotherapy has helped to open doors with some major influencing partners.



Sign up for your 2019 resource pack

NEW CAMPAIGN POSTERS

NEW PATIENT PLANNER

NEW PATIENT POSTCARDS

Our physical activity campaign relaunches this summer, with more materials and a fresh new look.

Sign up today! and receive your **FREE RESOURCES** to share with your patients.

Sign up: www.csp.org.uk/activity

A record **2,600** members sign up for 'Love activity, Hate exercise?' campaign packs

Need to advise a patient on their fitness for work?

Download the new AHP Health and Work Report

AHP Health and Work report

This year, the CSP also helped to develop a new AHP Health and Work report that allows physiotherapists to issue independent advice about staff returning to work.

We worked with the Royal College of Occupational Therapists and the College of Podiatry to develop the tool [previously known as the Allied Health Professional Advisory Fitness for Work Report], and the society is now encouraging its members to make use of it.

The new report can be used to provide evidence to employers for statutory sick pay purposes.

www.csp.org.uk/professional-clinical/professional-guidance/fitness-work



How we're representing the rights and interests of our members at work


Northern Ireland pay

- This year we hosted over **21 workplace meetings**, held at five Trusts across Northern Ireland, with over **300 members** attending.
- We also sent an **indicative survey** to all members, asking if they would be prepared to take industrial action in relation to pay.

Visiting workplaces

- CSP has had numerous meetings with Non-NHS employers this year, including Nuffield, Ascenti and BMI Healthcare UK, where we have encouraged and sought to **secure agreement to open discussions** about them signing up to trade union recognition with the CSP.
- Members have reported **increased awareness of how their pay is determined**, and increased feelings of positive engagement with the CSP, following visits from CSP organisers.

Providing evidence to the Scottish health committee

- In September this year, CSP joined fellow allied health professions in giving oral evidence to the health committee of the Scottish Parliament.
 - We gave evidence in favour of the transformative agenda to extend the multidisciplinary approach to provision, through first contact practitioners in GP practices, and also called for greater recognition that a great deal of primary care is delivered outside of the general medical contract.
- 

How we're supporting physiotherapy networks and communities to organise and influence

Member engagement

We have continued to engage and support CSP members in regional networks, country boards, professional networks and local branches in their efforts to influence local and national decision-makers.

- This year, over **200** members attended FCP focused regional events in the East of England, the North West and South West, and the North West also held a CPD and quarterly forum event in partnership with The University of Central Lancashire.
- We also hosted regular regional influencing events, including an introductory one in Wales, numerous Physiotherapy Society visits and, in Northern Ireland, **34 members** attended a Shaping the Future of Physiotherapy FCP event.



Over **200 members** attended **FCP focused regional events** in the East of England, the North West and the South West.

Supporting individual activists

In July this year, we launched a new online ‘influencing toolkit’ and a dedicated network to help CSP members highlight their services and raise the profile of physiotherapy.

- The toolkit provides helpful hints, tips and ideas about how to influence stakeholders, strategic leaders and decision-makers at both a local and national level.
- It also offers practical, easy-to-use advice, requires no prior knowledge or experience – and suggests many actions that take only minutes to achieve.
- **361 members have subscribed** to the new influencers’ network and 10 influencing network bulletins have been issued with five blogs posted by staff and members.
- Additionally, at Physio19, the influencers’ networking and digital influencing sessions attracted over **80** members.

The CSP’s new influencing toolkit can help members:

- **Build** new partnerships
- **Extend** and grow their networks
- **Influence** local and national policy and priorities
- **Create opportunities**, such as for funding or contracts
- **Raise the profile** of physiotherapy services and challenge possible cuts
- **Generate a greater understanding** about the benefits of physiotherapy among decision makers, patients and members of the public

www.csp.org.uk/publications/csp-influencing-toolkit



How we're building life-long relationships with CSP members

Membership

- More and more physiotherapists and support workers are choosing to join the CSP.
- By the end of 2019 we had more than **59,000** members.
- And we continue to take a proactive approach to recruiting new student members, making **more than 3500** calls to physiotherapy students this autumn.

Frontline

- Findings from our annual membership survey showed more than **60%** of members reported satisfaction with CSP member communications.
- But, in response to member feedback, we made some changes to the content, design and frequency of *Frontline*.
- The first new look monthly issue launched in May and the reaction to the change was overwhelmingly positive.
- More than **70 members**, who had previously opted out of receiving the print magazine, chose to receive the new monthly *Frontline*.

www.csp.org.uk/frontline



CSP Accounts 2019

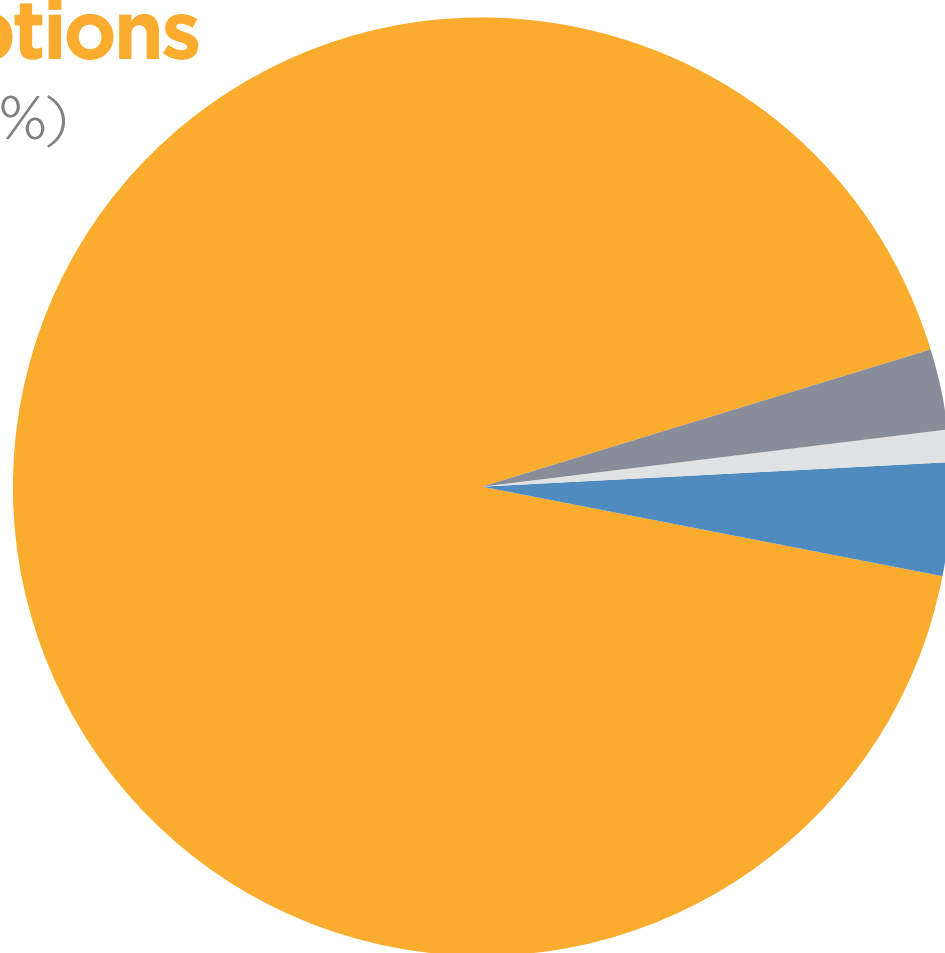
The achievements you read about in this report are only possible through the continued support from our members, both through the time and effort they contribute to the delivery of our strategy, and the financial capacity that their subscriptions provide.

In 2019 the CSP continued to grow its membership with over **59,000** physiotherapists, support workers and students by year-end, an increase of **1,144** on the previous year.

Over **90%** of the CSP's income is generated from subscription fees and it is more important than ever that our members continue to receive value from their membership. The increase in membership led to a **£0.7m** increase in 2019 income and a year-end surplus of **£2.1m**. At the end of 2019 the CSP Council committed to a number of new posts increasing the CSP's overall headcount in order to support our growing membership. These posts have been recruited in 2020, increasing capacity in employment support, professional advice, data and university accreditation.

Subscriptions

£17,517k (92%)



Journals

£539k (3%)

Events

£261k (1%)

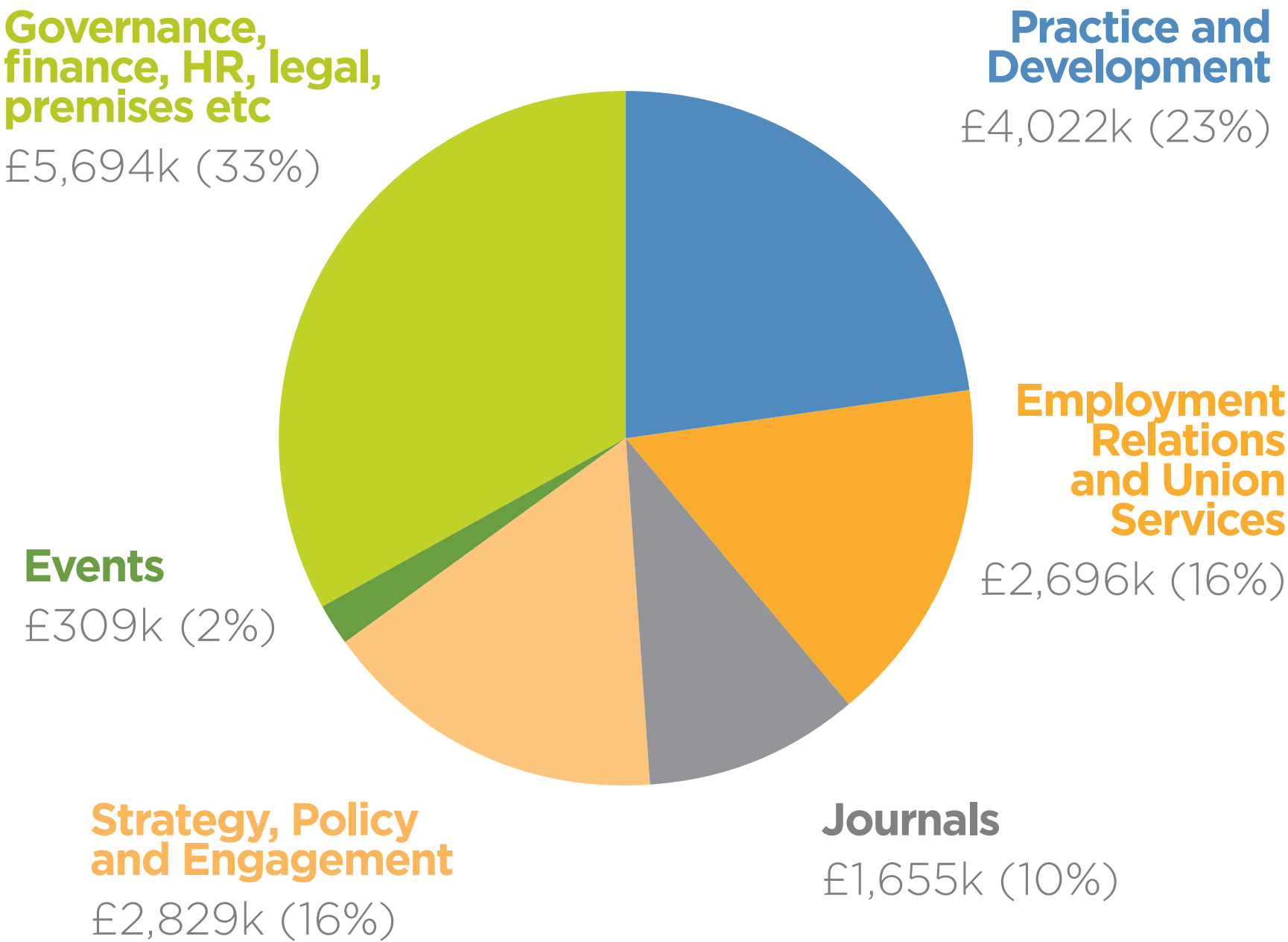
Education, Grants and other income

£716k (4%)

The year-end surplus needs to be viewed in the context of the CSP’s deteriorating net asset position. Despite the surplus and a positive year for investment returns, an increase in the CSP staff pension liability resulted in a net asset position of just **£1.1m** at 31st December 2019, down from **£4.7m** the previous year. Council have subsequently committed to a three year finance strategy to improve the organisations reserves position and overall sustainability.

During 2019 we consulted with CSP staff on changes to the defined benefit pension scheme in an effort to reduce the funding exposure to the CSP to a more manageable level. This consultation was concluded in December 2019 and all staff moved to a new pension scheme in April 2020. 2019 also saw the first instalment of a committed recovery plan to reduce the scheme funding deficit over a 10 year period. This will be reviewed following the next triennial valuation in 2021.

CSP’s independent auditors BDO signed off the CSP’s accounts, financial and operational controls with a clear opinion.



CSP accounts 2019

Income and expenditure account for the year ended 31 December

	2019	2018
	£000	£000
Income for services and products	19,033	18,328
Investment income	279	165
Operating expenses	(16,635)	(16,280)
Pension finance charge	(570)	(519)
Payments to associated charities	-	(380)
Operating surplus	2,107	1,314

Balance sheet as at 31 December

	2019	2018
	£000	£000
Fixed assets		
Tangible and intangible assets (1)	13,032	14,042
Investments	6,539	5,969
Current assets		
Debtors and prepayments	1,864	2,035
Cash at bank and in hand	6,764	5,688
Creditors: amounts falling due within one year	(1,906)	(2,210)
Net current assets	6,722	5,513
Total assets less current liabilities	26,293	25,524
Provisions for liabilities	-	(380)
Net assets excluding pension liability	26,293	25,144
Defined benefit pension scheme liability	(25,177)	(20,489)
Net assets including pension liability	1,116	4,655

Income - where has it all come from?

Subscriptions	17517	16935
Income from journals	539	559
Income for educational purposes	139	57
Events	261	233
Miscellaneous including grants	577	544
Total income	19033	18328

Expenditure - what has it all cost?

Area of activity:		
Practice and Development	4022	4046
Employment Relations and Union Services	2696	2559
Journals	1655	1728
Marketing and Communications	2829	2643
Events	309	286
Administration and Finance (2)	5694	5537
Total expenditure	17205	16799

Notes:

(1) Includes the CSP's owned office buildings with a market value of £12.3m at 31 December 2019.

(2) Also includes HR, Governance, business rates, insurance, depreciation and costs associated with the pension scheme.

(3) The figures presented are extracts from the CSP's audited statutory accounts for the year ended 31 December 2018. Copies of the statutory accounts may be obtained on request from the Head of Finance at the Chartered Society of Physiotherapy, 14 Bedford Row, London, WC1R 4ED.

(4) The financial statements were approved by Council on 24 September 2020 and were subsequently signed off with a clear audit opinion by the CSP's auditors, BDO LLP.



www.csp.org.uk

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

Tel: 020 7306 6666

THE CHARTERED SOCIETY OF PHYSIOTHERAPY

is the professional, educational and trade union body for the United Kingdom's
59,000 chartered physiotherapists, physiotherapy students and support workers.