

Impact REPORT

ImpactReport

Welcome to the CSP's Impact Report

The CSP is the professional and educational body and trade union for members working to deliver physiotherapy services from when you are students right through to retirement and beyond.

This Impact Report describes some of the work we undertook in 2018 to move our strategy on to deliver our mission for the organisation and vision for the physiotherapy profession. The CSP staff have worked collaboratively with you on this work because together we deliver the very best outcome and make the greatest impact.

In 2018, the membership continued to grow and we saw more of you becoming more active in the work we are doing. This makes us more visible and influential locally which is where the CSP staff have less reach – you know your own area better than anyone.

Last year, we saw a significant shift in where physiotherapy is positioned in terms of primary and community care right across the UK. There was significant additional work to secure a better pay deal for our members and we saw more success in promoting additional training places and different access routes for students in order to increase the size and skill mix of the future workforce. We also saw success in the impact of our biggest ever campaign #LoveActivity, clearly positioning physiotherapy as critical to delivering a more active nation, whatever people's limitations might be.

This is, of course, on top of the professional and employment support which is so vital to your ability to deliver excellence to patients and the public.

One of the highlights of my job is to spend time with you, the members, wherever you study or work. Your passion and pride in what you do makes my job and that of my staff, all the more compelling. Our collective role is to support people to live long and to live well and to do that we need the individual effort of every single one of you.

Karen Middleton
Chief executive



How did we do in 2018?

How we're leading physiotherapy in transforming primary care

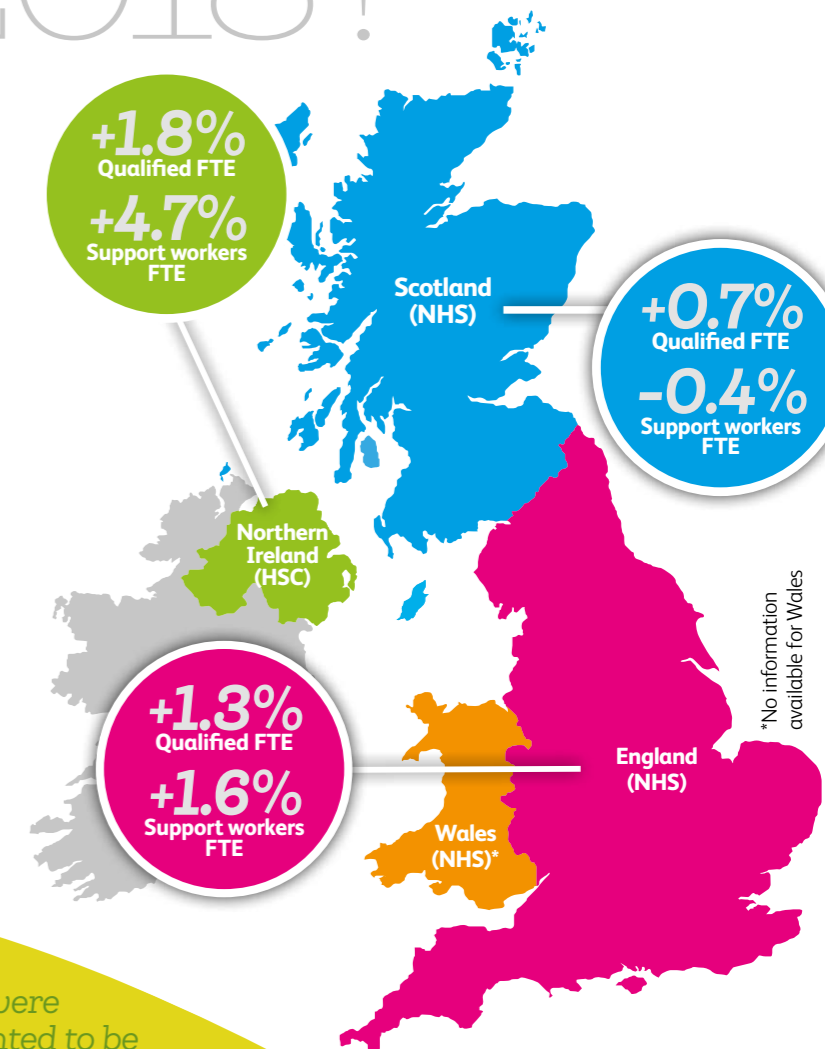
Physiotherapy workforce

One of our main focuses in 2018 was on influencing workforce planning and development. This led to an expansion of the physiotherapy workforce across the UK.

Staff numbers are at record levels but we also have staff shortages in all four countries. Demand is growing and so our work on this will continue.

Our lobbying and promotion of the demand and value of physiotherapy education contributed to the creation of more than 300 additional first year physiotherapy student places for 2018/19.

www.csp.org.uk/workforce



First contact physiotherapy

Throughout 2018, we supported FCP pilot schemes, gathering insight and experience to contribute to our continuing development, implementation and evaluation of these services.

We developed new guidance and practical advice for GPs and commissioners in England and Wales – along with the British Medical Association and the Royal College of General Practitioners – setting out the benefits, the funding options and the practical considerations of implementing and evaluating general practice physiotherapy roles.

www.csp.org.uk/fcp

'We were delighted to be involved in the development of this important framework. It provides an opportunity for clinicians to take up emerging first contact practitioner roles with confidence, by providing a clear framework that sets expectations in support of patient care.'

Sarah Withers, CSP head of first contact physiotherapy implementation

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How did we do in 2018?

How we're championing the evidence for physiotherapy

Hip fracture rehab

We launched our new standards for physiotherapy hip fracture rehabilitation during 2018, showing how good hip fracture physiotherapy rehab should look.

Our standards, which we developed in collaboration with the Royal College of Physicians, are shaped by insight about existing care pathways gathered from the Hip Sprint audit.

They're the first of their kind for hip fracture, making recommendations to improve patient care and quality, and they demonstrate how we're leading the way on evidence-based practice.

www.csp.org.uk/hipsprint



Physiotherapy UK
CSP CONFERENCE & TRADE EXHIBITION 2018

1,200+ people attended **350+** speakers

Physiotherapy UK

Our 2018 national conference Physiotherapy UK was one of the most successful in recent years with more than 1,200 people attending – the highest delegate number ever.

We presented a varied programme of presentations and events and hosted more than 350 speakers.

'Amazing, thought-provoking, friendly and unifying'

How we're representing members' rights and interests at work

Public sector pay

Our continuing work to press government for fair pay for NHS workers led to breakthrough pay deals in England, Scotland and Wales, after seven years of pay restraint.

We agreed – along with other unions – an overall increase of at least 6.5 per cent.

These increases are funded from new money so they are not stretching existing budgets.

Members and other NHS staff in Northern Ireland get a backdated pay rise similar to England, and we're continuing our efforts to close the pay gap with the rest of the UK and implement the full reform to the pay structure.

www.csp.org.uk/nhspay

'These agreements give NHS staff long overdue recognition of the enormous contribution they have made in recent years under huge pressure. There is still work to do to recover the loss from a decade of pay restraint, but for now we thank members for engaging with us and having their say in this extensive consultation.'

Claire Sullivan, CSP director of employment relations and union services



Pinpoint the pressure

Our Pinpoint the Pressure campaign aimed at targeting stress and workload pressures saw further positive results.

We supported workplace reps and members in their work to address local issues.

Working together we achieved some great results across the year, including: more staff, increased support and supervision, better rest breaks and facilities, and improved access to training and development.

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How did we do in 2018?

How we're helping people live longer healthier lives

In 2018, we launched Love activity, Hate exercise?, our biggest public campaign.

It's aimed at helping people – especially those with long-term conditions – get moving and overcome their barriers to physical activities.

We produced materials and information to help members support their patients to become physically active.

www.csp.org.uk/activity



The initial campaign video attracted

80,000+

views on Facebook

More than

2,000

members signed up to run local activities

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

Membership

More and more physiotherapists and support workers are choosing to join the CSP.

We had 58,000 members at the end of 2018 – nine out of ten registered physiotherapists choose to be part of the CSP.

Our annual members' survey showed increases in member satisfaction and value for money.

And you told us that you're largely happy with the way we communicate with you (including *Frontline*) – but there's always room for improvement.

www.csp.org.uk/frontline

We reached a figure of

58,000

members

CSP council

Our new CSP council came together during 2018, after the 2017 member-led governance review.

There are 12 members and three committees, focusing on the most important strategic issues, and bringing in specialist expertise when it's needed.

It's a more flexible, focused approach.

The new council has

12

members

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

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

The Yorkshire & Humber regional network team promoted the Love activity, Hate exercise? campaign as part of a unique collaboration between physios and Hull Kingston Rovers Rugby League Club, Hull CCG and the city council's public health team. During a fixture at the KCOM stadium in Kingston upon Hull, our campaign logos and messages were displayed on giant screens and leaflets were distributed to nearly 18,000 fans in the stands.



CSP ACCOUNTS

2018

Income and expenditure account

for the year ended 31 December

	2018 £000	2017 £000
Income for services and products	18,328	17,131
Investment income	165	143
Operating expenses	(16,280)	(15,337)
Pension finance charge	(519)	(525)
Payments to associated charities	(380)	(362)
Operating surplus	1,314	1,050

Income

where has it all come from?

	2018 £000	2017 £000
Subscriptions	16,935	15,904
Income from journals	559	521
Income for educational purposes ³	57	365
Events	233	219
Miscellaneous including grants	544	122
Total income	18,328	17,131

Expenditure

what has it all cost?

Area of activity	2018 £000	2017 £000
Practice and Development	4,046	3,757
Employment Relations & Union Services	2,559	2,334
Journals	1,728	1,478
Marketing and Communications	2,643	2,612
Events	286	266
Administration and Finance ⁴	5,537	5,415
Total expenditure	16,799	15,862

In 2018 the CSP had considerable success in driving the first contact physiotherapy agenda, influencing the NHS long-term plan with its heavy focus on primary care and rehabilitation, and delivering the three-year NHS pay deal. Without the support of our members, both financially and through their active involvement, none of this would have been possible. Thank you.

In recent years we have delivered our services and advocated for the profession without increasing our organisational headcount. At the end of 2018 our total membership hit 58,000 for the first time having risen by around two per cent per annum over recent years, translating into a £1.2m increase in income in the year. It will be necessary to invest this increase to ensure we build on the success we have achieved, and are able to grow our influence and services in line with demand.

In 2018 we generated a £1.3m surplus and this will form part of the first instalment of a recovery plan to meet our statutory funding obligations.

We received the triennial valuation of the CSP staff

pension scheme in the year identifying a significant funding gap that it is the society's obligation to pay down. The pension scheme liability has arisen as a result of poor fund performance, reduced expectation for future market returns, and greater life expectancy that has impacted all defined benefit schemes. The CSP scheme benefits were changed in 2017 when the scheme was in actuarial surplus, and are again under review as we aim to provide CSP staff with a valued retirement benefit that is both affordable and sustainable.

The net asset position of the CSP at year end stood at £4.7m. This was up on the 2017 figure of £1m*, primarily as a result of an increase in the market value of CSP property and the surplus generated in the year. BDO were appointed as the CSP's new auditors in the year and signed off the CSP's accounts, financial and operational controls with a clear opinion.

*Note, this figure is restated from the 2017 accounts where it was included at £3.8m following a change in deferred tax rules.

Balance sheet

as at 31 December

	2018 £000	2017 ¹ £000
Fixed assets		
Tangible and intangible assets ²	14,042	12,965
Investments	5,969	6,133
Current assets		
Debtors and prepayments	2,035	1,887
Cash at bank and in hand	5,688	3,094
Creditors: amounts falling due within one year	(2,210)	(2,307)
Net current assets	5,513	2,674
Total assets less current liabilities	25,524	21,772
Provisions for liabilities	(380)	(418)
Net assets excluding pension liability	25,144	21,354
Defined benefit pension scheme liability	(20,489)	(20,319)
Net assets including pension liability	4,655	1,035

¹ Certain 2017 figures have been restated due to a review of the CSP's deferred tax assets and liabilities and changes in deferred tax legislation.

² Includes the CSP's owned office buildings with a market value of £12.8m at 31 December 2018.

³ One grant previously included as income for educational purposes has been presented as miscellaneous income in 2018.

⁴ Also includes HR, governance, business rates, insurance, depreciation and costs associated with the pension scheme.

⁵ 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.

⁶ The financial statements were approved by Council on 22 May 2019 and were subsequently signed off with a clear audit opinion by the CSP's auditors, BDO LLP.