



CHARTERED  
SOCIETY  
OF  
PHYSIOTHERAPY

*impact report*

**2015**

**Progress** *against our* **corporate**  
**objectives** *and* **financial statement**



## Improving members' pay and conditions

Pressure from the CSP and other unions led to BMI Healthcare improving its offer on changes to overtime and unsocial hours payments and agreeing to a full consultation process. Without these negotiations, approximately 700 physiotherapists across 66 hospital sites would have been worse off.

[www.csp.org.uk/payandconditions](http://www.csp.org.uk/payandconditions)

## Influencing seven-day services

We influenced discussions on seven-day working by submitting evidence to the NHS Pay Review Body (PRB). In July's report, the PRB accepted our arguments that staff must be fully consulted on proposals for seven-day services and that weekend working requires sufficient numbers of staff who are properly rewarded. NHS

England also told the PRB that physiotherapy was among the services that would deliver the greatest clinical benefits if extended to every day of the week.

[www.csp.org.uk/7dayservices](http://www.csp.org.uk/7dayservices)



## Preventing falls in older people

Over 400 physiotherapy events took place on Older People's Day on 1 October. We partnered with Saga and Public Health England to launch the Get up and go guide, offering advice on how older people can prevent falls and stay steady. The accompanying Timed up and go video helped identify people who are most at risk of falling. We followed up strong national and local media coverage with a distribution of over 250,000 guides to members and GP practices.

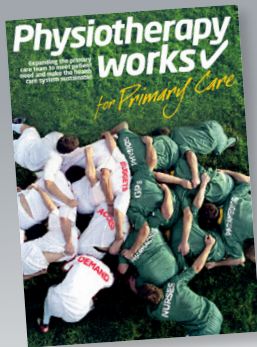
[www.csp.org.uk/getupandgo](http://www.csp.org.uk/getupandgo)



## Encouraging people to stay fit at work

Almost 1,000 members took part in the CSP's biggest ever Workout at Work Day, resulting in widespread positive social media and local press coverage. Members organised events to show the impact physiotherapy can have on the wellbeing of employees. They rallied deskbound colleagues to combat workplace absence through motivating activities, such as a duathlon challenge on static bikes and running machines, fitness classes and yoga sessions.

[www.csp.org.uk/workoutatwork](http://www.csp.org.uk/workoutatwork)



## Showing the benefits of physiotherapy in primary care

CSP chief executive Karen Middleton highlighted the growing evidence on the benefits of physiotherapy in primary care to an

All Party Parliamentary inquiry in November. She said physios as the first point of contact could potentially cut GPs' workloads by 30 per cent, save the NHS money and lead to better outcomes for patients. The evidence, set out in our primary care and self-referral Physiotherapy Works briefings, demonstrates how physios working in primary care can reverse conditions, improve quality of life, keep people out of hospital and reduce disability.

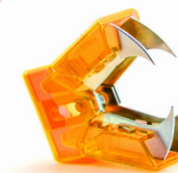
[www.csp.org.uk/primarycare](http://www.csp.org.uk/primarycare) and [www.csp.org.uk/selfreferral](http://www.csp.org.uk/selfreferral)

## Spreading good practice

CSP's representation at the WCPT 2015 Singapore Congress was recognised as its strongest ever. Staff and members shared ideas and innovation, while building networks with fellow professionals from around the world. Director of practice and development Natalie Beswetherick's paper on independent prescribing brought home the prize for best European Platform Presentation.

A new style programme at Physiotherapy UK 2015, the CSP's flagship event, drew almost 1,000 delegates to Liverpool to debate and share knowledge.

[www.physiotherapyuk.org.uk](http://www.physiotherapyuk.org.uk)





## Equipping members to influence locally



We published four new Physiotherapy Works briefings to help members demonstrate the effectiveness of physiotherapy, both clinically and economically. The reports on obesity, self-referral, seven-day services, and primary care joined a suite of more than twenty existing evidence briefings for members to support their case when engaging decision-makers.

[www.csp.org.uk/evidence](http://www.csp.org.uk/evidence)

## Increasing union recognition outside the NHS



As part of our goal to support members in the changing physiotherapy environment, we signed four new recognition agreements with major non-NHS physio providers: Connect Physiotherapy, Healthshare, the Percy Hedley Foundation and the Royal Hospital for Neuro-Disability. This means that even more members working outside of the NHS can benefit from strengthened employment relations and practices.

[www.csp.org.uk/workplacesupport](http://www.csp.org.uk/workplacesupport)

## Providing the evidence for workforce planning

The CSP's new workforce data model helped to influence an All Party Parliamentary Health Group meeting on workforce planning in November. Director of practice and development Natalie Beswetherick used the resource to show that if current trends continue, demand for physiotherapists will outpace supply by 500 practitioners each year.

[www.csp.org.uk/workforce](http://www.csp.org.uk/workforce)

## Positioning physiotherapy in the national view



The Society ensured that a 12-page physiotherapy supplement in *the Guardian* newspaper and online featured clear messages about physiotherapy's role in transforming people's health and wellbeing. The publication included articles about physiotherapy as a career and positive pieces on different areas of practice including older people, paediatrics, women's health and rehabilitation. Sports, self-referral and falls prevention were also featured.

[www.csp.org.uk/press](http://www.csp.org.uk/press)

## Representing the profession



CSP membership reached an all-time high figure of 54,579 at the end of 2015, up almost three per cent on the previous year. Student membership peaked at 88 per cent of the potential 2014/2015 cohort, substantially above the target of 80 per cent.

[www.csp.org.uk/membership](http://www.csp.org.uk/membership)



## Celebrating 21 years of associate membership

Members celebrated the 21st anniversary of CSP associate membership in November with an event at the National Assembly for Wales in Cardiff. The evening was also the official launch of the diploma in physiotherapy support, which went live in October. As part of the anniversary celebrations 21 associate members shared their stories on a 'talking wall' on the CSP website.

[www.csp.org.uk/associates](http://www.csp.org.uk/associates)

## Increasing our digital reach

The CSP website topped a league table of 50 TUC-affiliated trade union websites, including those of the much larger Unison and Unite. The ranking by digital consultancy Infobo is based on how influential Google and other major search engines assess each union's website to be.

The CSP site's visibility and improvements to make it easier to use on mobile devices both helped to secure the top spot.

[www.csp.org.uk](http://www.csp.org.uk)



## Objective

# 1

**Provide services to support members in their working lives in a changing physiotherapy environment**

### Measure 1:

✓ **76%** of members satisfied with the level of service that the CSP currently provides for its members. (Target figure: 75%)

### Measure 2:

✓ **76%** of members agree that the CSP is effective at providing members with employment support (69%) and professional support (82%). (Target figure 70%)

### Measure 3:

✓ **82%** of members satisfied with the response from the CSP when they have contacted us. (Target figure: 70%)

### Measure 4:

✓ **80%** of members rate the usefulness of the CSP's website and online communications as high. (Target figure: 70%)

## Objective

# 2

**Enact the CSP vision for physiotherapy practice and its effective delivery in the future**

### Measure 1:

✓ **71%** of members feel that the CSP is effective at leading the future development of the profession. (Target figure: 70%)

### Measure 2:

✓ **83%** of members feel that the CSP is effective at supporting them with evidence informed tools and briefings to aid them in service development. (Target figure: 60%)

### Measure 3:

✓ **66%** of members use patient outcome and experience measures in their practice. (Target figure: 60%)

### Measure 4:

✓ **92%** of members aware of CSP recommended models of best practice. (Target figure: 50%)

## Objective



### Expand opportunities for members to provide quality patient services across the UK

#### Measure 1:

✓ **6.6 % increase in CSP membership** in the employed categories. *(Target figure: 3.0%. Baseline: 2012)*

#### Measure 2:

✗ **45% of members involved in activity** aimed at raising the profile of physiotherapy locally or nationally in the last 12 months. *(Target figure: 55%)*

#### Measure 3a:

✓ **76% increase in public awareness** that physiotherapy can help people stay healthy. *(Target figure: 75%. Baseline: 2012)*

#### Measure 3b:

✓ **33% increase in public awareness** that physiotherapy can help prevent falls. *(Target figure: 29%. Baseline: 2012)*

#### Measure 3c:

✓ **59% increase in public awareness** that physiotherapy can help with work-related issues. *(Target figure: 59%. Baseline: 2012)*

#### Measure 4a:

✗ **81% increase in GP awareness** that physiotherapy can help with rehabilitation and recovery. *(Target figure: 86%. Baseline: 2012)*

#### Measure 4b:

✗ **76% increase in GP awareness** that physiotherapy can help prevent falls. *(Target figure: 83%. Baseline: 2012)*

#### Measure 4c:

✗ **76% increase in GP awareness** that physiotherapy can help with work-related issues. *(Target figure: 84%. Baseline: 2012)*

\* The public awareness targets were predicated on the Physiotherapy Works programme funding a high profile public marketing campaign, but the programme approach was changed during the year so no campaign was run.

Objective

# 4

## Influence effectively, in the context of the wider health, social and political environment

Measure 1:

✓ **75%** of members agree that the CSP is effective at influencing decision makers. (Target figure: 70%)

Measure 2:

✓ **79%** of members agree that the CSP enables them to be motivated and confident to stand up for patients and themselves. (Target figure: 50%)

Measure 3:

✗ **59%** of members agree that the CSP is quick at responding to external influences. (Target figure: 65%)

Objective

# 5

## Enhance relationships with members and nurture dynamic member networks

Measure 1:

— **74%** of members agree that the CSP is effective at connecting with members. (Target figure: 75%)

Measure 2:

✓ **72%** of CSP Regional Networks, Boards, Branches, Professional Networks and Safety Representatives agree that the CSP is effective in supporting them in their role. (Target figure: 60%)

Measure 3:

✓ **63%** of members agree that the CSP provides members with the opportunity to influence the work of the CSP. (Target figure: 60%)

Measure 4:

✓ **61%** of members from minority groups agree that the CSP provides members with the opportunity to influence the work of the CSP. (Target figure: 60%\*)

\* A small sample size means this figure has a 12% margin of error, compared to 3% for the other results.

Objective

# 6

## Develop the CSP for financial and organisational success

Measure 1:

— **1.3%** annual surplus of turnover, as part of the delivery of budget financial outcomes. (Target figure: 1.5%\*)

Measure 2:

✓ **52%** of members feel that the CSP provides good value for money. (Target figure: 50%)

The following CSP staff-related measurements have been deferred until 2016, while the society runs a culture review programme

Measure 3:

**80%** staff engagement score.

Measure 4:

**80%** of staff are proud to say that they work at the CSP.

Measure 5:

**75%** of staff feel supported in their learning and development to deliver effective services.

\* See the accompanying financial statement for more details.



## CSP accounts 2015

# Financial statement

Despite quite a lot of changes to the CSP's financial statements in 2015, the Society's statutory accounts for 2015 continue to reflect an improving financial position. In 2015 the CSP generated a surplus of £207k. The number of CSP members increased by 1,425 and ended the year at 54,579. This was the highest level of increase for several years. The Society was also able to make a substantial Gift Aid payment to the CSP Charitable Trust, which will be used to support future physiotherapy research and innovation projects.

From a financial perspective, one of the main themes of the year was the impact of the transition to the new accounting standard: FRS102. As part of this process, we have had to recreate the accounts as if we had always been on FRS102. This has involved restating the accounts for 2013 and 2014 using the new reporting standard. The Society is now reporting a surplus of £416k for 2014. This compares to £640k originally declared under the old rules.

The other significant factors were the increase in the market value of the office buildings and a small fall in the value of the investment portfolio. However the value of the deficit on the pension scheme rose by just over £1.1m. Combining all these movements, along with the changes brought about by the transition to FRS102, gives an overall increase in the Society's net worth of just under £1.5m.

The latest triennial actuarial valuation calculated the CSP staff pension scheme to be in surplus, by nearly £1.4m as at 31 March 2015. The actuarial valuation is much more important than the FRS102 valuation in the operation of the pension scheme, as it determines the employees' and employer's contribution levels for the three years following the valuation date.

### Stuart deBoos

*CSP director of finance*

**Sue England** *CSP treasurer*





## CSP accounts 2015

### Notes:

I) The accounts were approved by Council on 23 March 2016.

II) In the published accounts the CSP reports its freehold office land and buildings at market value. In December 2015 the properties were professionally valued at £9,200,000.

III) The market value of the CSP investment portfolio, at 31 December 2015, was £5,142,000.

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) This page contains summary information extracted from the full statutory accounts of the Chartered Society of Physiotherapy for the year ended 31 December 2015. The auditors, RSM UK Audit LLP (formerly Baker Tilly UK Audit LLP), have given these accounts an unqualified audit report.

### Income and expenditure account for the year ended 31 December 2015

	2015 £'000	2014 £'000
<b>Income</b>	16,023	15,613
Operating expenses	(14,722)	(14,490)
Pension finance income	(292)	(189)
Gift aid payment	(922)	(666)
<b>OPERATING SURPLUS</b>	<b>87</b>	<b>268</b>
Investment income	120	148
Taxation	-	-
<b>Surplus after taxation transferred to general fund</b>	<b>207</b>	<b>416</b>

### Balance sheet as at 31 December 2015

	2015 £'000		2014 £'000	
<b>FIXED ASSETS</b>				
Tangible and intangible assets		10,576		8,749
Investments		5,142		5,208
		<b>15,718</b>		<b>13,957</b>
<b>CURRENT ASSETS</b>				
Debtors and prepayments	1,286		1,599	
Cash at bank and in hand	1,505		159	
	2,791		1,758	
<b>CREDITORS: amounts falling due within one year</b>	<b>2,359</b>		<b>2,408</b>	
<b>NET CURRENT (LIABILITIES)</b>		<b>432</b>		<b>(650)</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>16,150</b>		<b>13,307</b>
Provisions for liabilities		(1,107)		(1,340)
<b>NET ASSETS EXCLUDING PENSION LIABILITY</b>		<b>17,257</b>		<b>14,647</b>
Defined benefit pension scheme liability		(9,233)		(8,115)
<b>NET ASSETS INCLUDING PENSION LIABILITY</b>		<b>8,024</b>		<b>6,532</b>
Represented by: General and other funds as at 31 December 2015		<b>8,024</b>		<b>6,532</b>

### Income - where has it all come from?

	2015 £'000	2014 £'000
Subscriptions	14,779	14,135
Income from journals	461	495
Income for educational purposes	370	368
Events	249	266
Miscellaneous	164	349
<b>Total Income</b>	<b>16,023</b>	<b>15,613</b>

### Expenditure - what has it all cost?

	2015 £'000	2014 £'000
Area of activity:		
Practice & Development	3,712	3,394
Employment Relations and Union Services	2,305	2,385
Journals	1,371	1,331
Marketing and Communications	2,293	1,753
Events	271	256
Administration and Finance	4,770	5,371
<b>Total Operating Expenses</b>	<b>14,722</b>	<b>14,490</b>



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**2015**

**Professional Networks**  
For further information on our Professional Networks go to  
[www.csp.org.uk/professional-networks](http://www.csp.org.uk/professional-networks)



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