

Annual Representative Conference 2018

#CSPARC18

Catherine Pope Chair of Council

New Council members:

ARDITTO, Claire

BENSON, James

CAIN, Shona

MACKENZIE, Alex

MORAN, Fidelma

MORTON, Sarah

MOSES, Rachael

PATERSON, Stuart

ROBB, Karen

SHARP, Barbara

WADLEY, Marie-Clare

WILKIE, Katie

Do you want to use your knowledge, skills and experience to make a difference to the profession and contribute to the work of the CSP?

The new CSP Council is looking for members to serve on its three new strategic Committees:

- Employment Committee
- Finance, Risk & Audit Committee
- Professional Committee

For information and to apply visit: www.csp.org/committees

Application deadline: 16 April 2018

#CSPARC18

Report of the ARC Agenda Committee

Patricia McNally
Regional Networks/Country
Boards representative

The Constitution

No amendments have
been made to the
Constitution for 2018
conference

Standing Orders

No amendments have been made to the Standing Orders for 2018 conference

Current Agenda Committee members:

Chair of Council – Catherine Pope

Vice Chair of Council – Philip Hulse

Professional Networks – Claire Worgan

Students – Beth Cowdell

Associate members – vacancy

Regional Networks/Country Boards – Patricia McNally

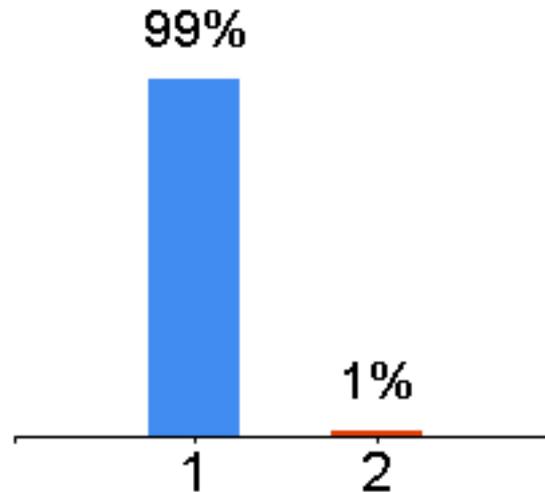
Stewards and Safety Reps – Michelle Slack

VOTE TO ACCEPT THE REPORT OF THE ARC AGENDA COMMITTEE

#CSPARC18

VOTE TO ACCEPT THE REPORT OF THE ARC AGENDA COMMITTEE

- 1. ACCEPT**
- 2. REJECT**



Voted:129

#CSPARC18

STRATEGIC OBJECTIVE 4

**Represent the interest of
members at work**

MOTION 1

NHS PAY

National group of regional stewards

Northern Ireland stewards

***East of England stewards and safety
representatives***

London region safety representatives

While conference welcomes the announcement of a fully funded pay award for staff in the NHS, it remains highly concerned about the strings attached to it.

At the time of writing this motion Northern Ireland (NI) still has no functioning executive and staff have yet to receive the one per cent pay uplift recommended by the pay review body for the 2017/18 pay period.

Jeremy Hunt stated that any pay award to the NHS in England would be dependent on improved productivity. Given that the NHS has increased its productivity by 1.7 per cent compared with that of the UK economy as a whole at 0.2 per cent, with less and less funding each year, this becomes a backdoor route to not giving staff the pay award they deserve.

From a recent statement it is clear Mr Hunt plans to further erode the Agenda for Change pay structure. Conference recognises the need for a modern, seven-day service; however, erosion of our terms and conditions threatens our ability to recruit and retain staff. Anecdotal evidence suggests up to 25 per cent of students are going straight into private work after graduating. As well as this, NHS physiotherapy jobs are being frozen across the country with difficulty in filling them even when out to advert.

However, conference is also concerned by the figures in the news that were published by the Nursing and Midwifery Council (NMC) showing 40,000 vacant nurses' jobs, and that there is an increase in the number of nurses leaving the register, while physiotherapists get no mention.

MOTION 1

The physiotherapy profession is under huge staffing pressures, directly impacted by the ongoing lack of funding, financial cuts, and an income which is neither competitive nor in line with the current rise in inflation, with qualified physiotherapists now earning five to six thousand pounds a year less than they would be if pay had risen in line with inflation.

Conference recognises the high level of work that the CSP has been doing about the pay award for 2018/19 but we urge them not to lose sight of how far behind staff in NI have fallen with regard to pay.

Conference calls on the CSP to campaign with the Trades Union Congress (TUC) and other health service unions for

- a fully funded, genuine pay award for NHS staff
- a pay award that reflects the issues of physiotherapy recruitment and retention in the NHS

and in addition, to continue to work with other health unions to push for an equalisation of pay for staff in NI to bring them in line with the rest of the UK.

MOTION 1

NHS PAY

National group of regional stewards

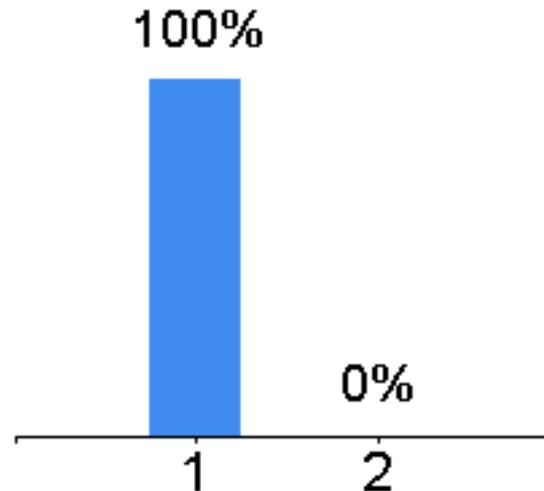
Northern Ireland stewards

East of England stewards and safety representatives

London region safety representatives

1. FOR

2. AGAINST



Voted:134

#CSPARC18

MOTION 2

VALUING OVERSEAS STAFF

*South Central stewards and safety
representatives*

South West South stewards

The UK relies heavily on overseas nationals within the health workforce to maintain safe services. We face estimated physiotherapy vacancy rates of 4,000 across the UK and this could treble with the loss of many experienced and valued colleagues and friends.

Conference regrets that European healthcare staff are leaving the UK, while other colleagues face being told they are ineligible to remain here because they do not earn enough to qualify for a visa.

Conference notes

- The Migration Advisory Committee has removed physiotherapists from the shortage occupation list
- The £35,000 minimum salary required for a visa extension is beyond most band 6s
- Arrangements for Europeans coming to the UK after Brexit are still uncertain.

MOTION 2

Conference calls for the CSP to work through the TUC, Cavendish Coalition and others to lobby the UK government to recognise the value of the roles performed by overseas health and care staff, rather than using their incomes, when setting future immigration rules.

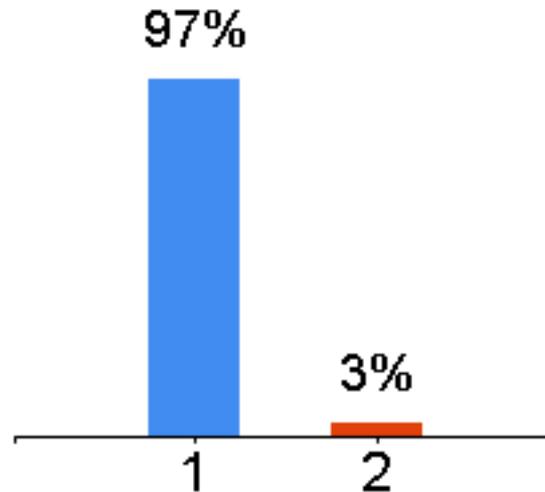
MOTION 2

VALUING OVERSEAS STAFF

*South Central stewards and safety representatives
South West South stewards*

1. FOR

2. AGAINST



Voted:154

EMERGENCY MOTION 2

Rises in health surcharges

West Midlands stewards

Conference raises with concern the DOH plan released 5/2/18 to double the health surcharge for temporary migrants to £400 per year for people outside the European Economic Area (EEA). These charges are applied to migrants applying for tier 2 and 4 visas. These charges are in addition to national insurance and tax they pay as part of their employment in the UK. The charges have been suggested to provide an extra £220 million every year to spend on the NHS.

Whilst additional funding seems incredibly attractive should we not consider the impact on Physiotherapists coming to work/ study in the UK and the wider NHS.

Many trusts have turned to overseas recruitment to ensure sufficient staffing; particularly nurses and medics but also many Physiotherapists practice in the UK who are from outside EEA.

The BMA have already highlighted this as a potential problem for running an already understaffed NHS and are calling for exemptions to this increase.

Conference calls on the CSP to:

- Join BMA and other health unions to lobby for an exemption for staff working in the NHS

#CSPARC18

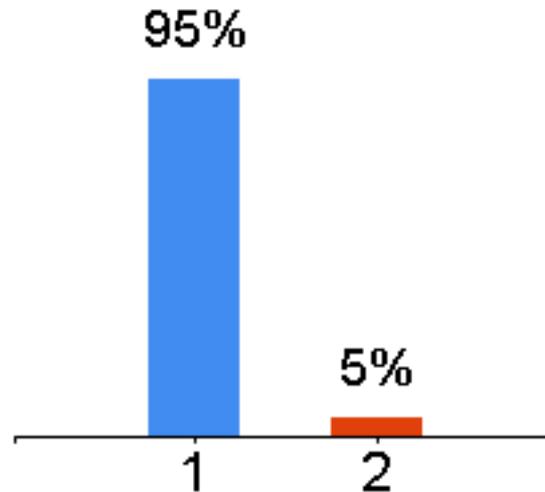
EMERGENCY MOTION 2

Rises in health surcharges

West Midlands stewards

1. FOR

2. AGAINST



Voted:164

#CSPARC18

MOTION 3

CHILDCARE FOR NHS STAFF

***North East regional stewards
and safety representatives***

As physiotherapy services move to become more responsive and flexible, working variable shift patterns and covering seven-day services, there emerges a very real issue with access to childcare.

Trying to source ad-hoc or irregular childcare provision which covers long days or weekends can be extremely challenging as well as costly. Among CSP members in our region this issue is adding to work related stress, increasing pressure on already stretched finances, and causing domestic stress too as family members are placed under pressure to support childcare. Many people are having to leave their job to work elsewhere, often within the private setting, moving away from 'less glamorous' but absolutely essential areas in medical, respiratory and surgical settings, to avoid working over seven days as they simply cannot source or fund the additional childcare provision they need.

We call on the CSP to campaign jointly with other health trade unions

- for more available, flexible and reasonably costed weekend childcare provision for all NHS workers
- to highlight the need for childcare providers to consider offering childcare outside of the traditional 8am-6pm option

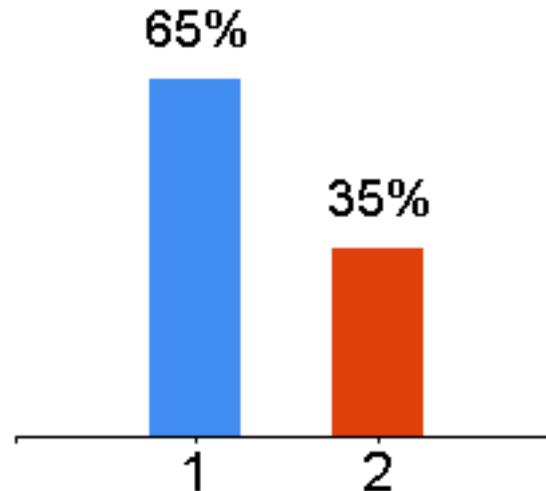
MOTION 3

CHILDCARE FOR NHS STAFF

North East regional stewards and safety representatives

1. FOR

2. AGAINST



Voted:168

#CSPARC18

MOTION 4

HCPC appeals

West Midlands regional network

CSP members who are struck off the HCPC register have a legal right to appeal in the High Court. There are instances where the CSP member's appeal has a high probability of success. The current position is that there is no provision for financial support in these circumstances. This protects members from the costs of supporting individual members through the appeals process (the cost of each appeal averages £15,000).

It is really hard to tell how many cases of this nature we might have should we change the policy. It is likely to be very few, so a budgeted envelope could be provided to cover the cost of one/two per year.

Several other health unions offer conditional support in the High Court subject to the application of merit testing. A merit test would be vital to assessing the validity of taking the case forward to appeal.

Conference calls on the CSP to engage the membership in a consultation exercise, and for a paper to subsequently be presented to CSP council for discussion and decision as to whether the CSP should change its position on supporting members through the appeals process.

MOTION 4

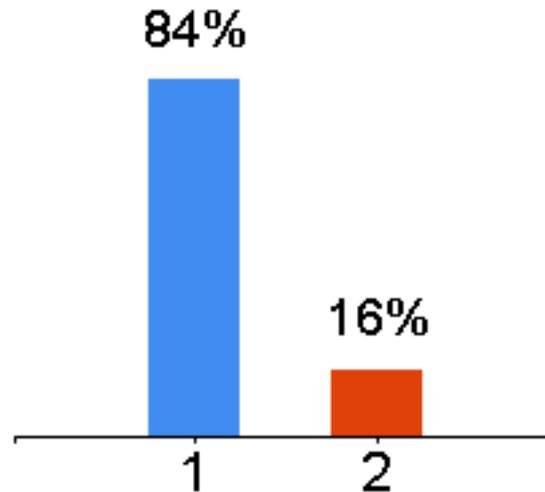
HCPC appeals

West Midlands regional network

VOTE TO REMIT MOTION TO COUNCIL

1. FOR

2. AGAINST



Voted:172

#CSPARC18

Paul Nowak

Deputy General Secretary

TUC

MOTION 5

Freedom to Speak Up

**North West stewards and safety
representatives**

Following the recommendations of the Francis inquiry and the subsequent 'Freedom to Speak Up' review, HCPC and the Nursing and Midwifery Council updated their professional standards to include reporting concerns about patient safety, malpractice or wrongdoing.

Speaking up about any concern is a fundamental professional duty. Therefore conference believes the CSP should include the duty to raise concerns about any aspect of patient safety, malpractice or wrongdoing in its Code of Professional Values and Behaviour.

This will encourage continued behaviour change, and showcase physiotherapy as a profession that leads in upholding professional values.

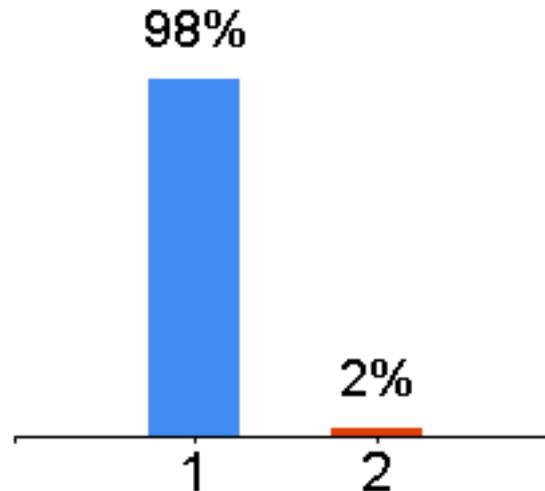
MOTION 5

Freedom to Speak Up

North West stewards and safety representatives

1. FOR

2. AGAINST



Voted:173

#CSPARC18

MOTION 6

Moving to private practice

Scottish Board



Conference acknowledges the CSP guidance 'Thinking of Private Practice' information paper. However, conference is concerned to hear of new graduates setting up in private practice as sole practitioners straight from university without peer support or mentoring systems in place. Anecdotally conference is aware of private practitioners approaching NHS staff for mentoring; this presents resource and logistical challenges.

Private practitioners working alone may experience isolation without regular peer support. Developing practice procedures and methods of working that relate to service delivery and personal professional development is therefore vital for meeting regulatory and professional body requirements, remaining up to date, and avoiding potential problems. A lack of governance can potentially lead to increased complaints and insurance claims. These have a detrimental impact on the reputation of the physiotherapy profession and lead to an increase in membership subscriptions.

To ensure clinical and educational governance and patient safety, conference calls on the CSP to

- update the CSP's 'Thinking of Private Practice' information to include guidance on mentoring/buddying/support for lone practitioners
- promote the use of the current CSP mentoring scheme for this group of members

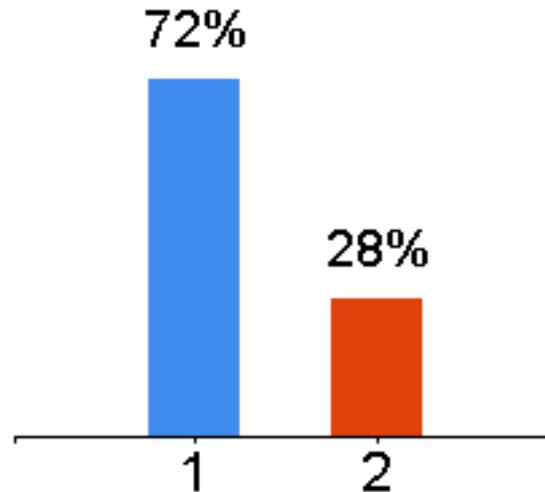
MOTION 6

Moving to private practice

Scottish Board

1. FOR

2. AGAINST



Voted:165

#CSPARC18

MOTION 7

NHS Protect

National group of regional safety representatives

This conference is concerned at the cessation of the NHS Protect service without a clear focus on how this important work will be taken forward. NHS Protect have reported that violence in the NHS has increased by 25 per cent in the last year.

NHS Protect functions to capture and analyse national trends in physical assault rates, undertake private prosecutions if the Crown Prosecution Service or police do not proceed with a case, provide support and advice to local NHS trusts, and provide national security alerts. Without this vital support our members are more at risk of violence and aggression without ramifications or deterrents.

Conference calls on the CSP to

- raise awareness of the implications to CSP members of the cessation of this project
- work with other trade unions to make sure that previous good work is not lost
- lobby employers to carry on prioritising this issue and continuing the work of the NHS Protect service.

#CSPARC18

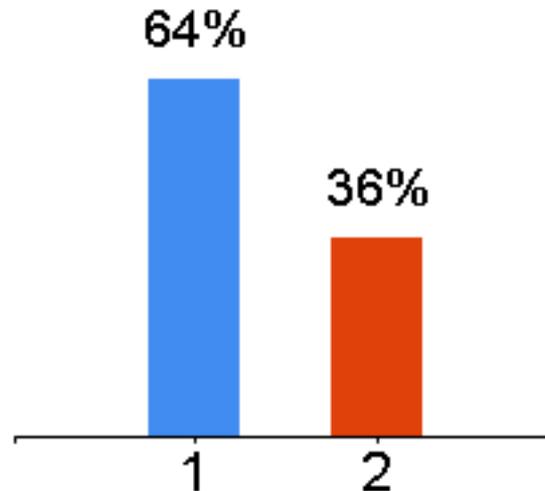
MOTION 7

NHS Protect

National group of regional safety representatives

1. FOR

2. AGAINST



Voted:162

#CSPARC18

MOTION 9

Fitness for on-call

East Midlands stewards and safety representatives

The physiotherapy workforce is and will be getting older and increasingly our older members are raising concerns in relation to continuing with contractual overnight on-call duties.

There is documented evidence supporting the impact of sleep fragmentation with age. Anecdotally our older members are reporting the negative effects of on-call working on their ongoing health and wellbeing.

Conference therefore calls on the CSP to

- produce guidance for supporting managers and members relating to on-call duties and the ageing workforce
- raise the issue nationally as part of the considerations re working longer and the ageing workforce.

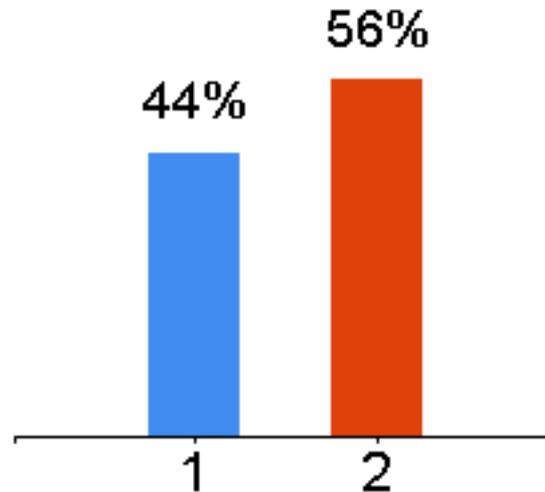
MOTION 9

Fitness for on-call

East Midlands stewards and safety representatives

1. FOR

2. AGAINST



Voted:151

MOTION 10

Clinical supervision

**North West stewards and safety
representatives**

West Midlands stewards



MOTION 10

Conference welcomes the CSP guidelines on clinical supervision, and schemes such as the CSP mentoring programme. However, members are increasingly concerned that structured, meaningful, clinical and emotional supervision, tailored to the individual's needs, could become a thing of the past.

Anecdotal evidence from CSP members suggests there is less focus on quality clinical supervision between physiotherapists due to increased productivity demands on services. More and more physiotherapists are also becoming clinically isolated in integrated multidisciplinary teams, or in small practices, where they have little or no access to other physiotherapists. They are often managed by team leaders from other professions who cannot provide physiotherapy-specific clinical supervision or support. Rotational staff also lose access to consistent supervision by one individual mentor as they move from team to team.

#CSPARC18

This lack of consistency makes it difficult to build mentor relationships and therefore difficult to provide emotional support for individuals; the 'Pinpoint the Pressure' campaign demonstrated that emotional stress is affecting physiotherapy staff.

The importance of meaningful supervision is also highlighted when considering the health and social care agenda. Clinicians will be expected to play a greater role in helping to ensure that all aspects of their patients' lives promote wellness, e.g. by the development of social prescribing. Caring for those with complex needs, especially with reduced healthcare resources, can have a negative effect on the clinician's emotional wellbeing. The CSP's current clinical supervision guidelines do not give recommendations about addressing supervisees' emotional needs.

We therefore ask the CSP to underline the importance of supervision to members and managers by developing and promoting the CSP's 'Overview on Clinical Supervision' using good practice supervision guidance such as that produced by the British Association for Counselling and Psychotherapy and the Social Care Institute of Excellence.

The resulting comprehensive document could then be used to launch a national campaign, via the Stewards network, to establish meaningful clinical development supervision time, which is separate to reviews of work practice, with greater emphasis on members receiving appropriate social and emotional support.

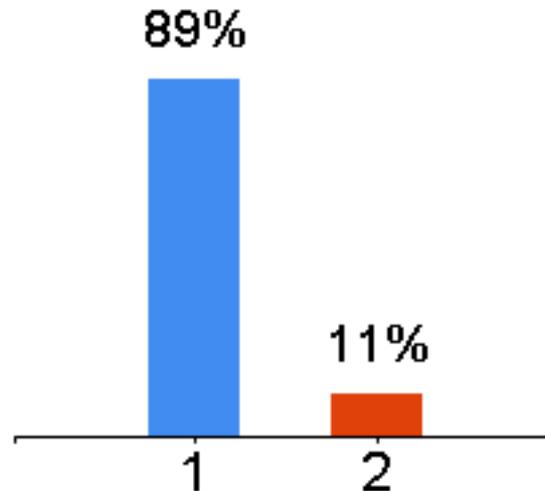
MOTION 10

Clinical supervision

North West stewards and safety representatives
West Midlands stewards

1. FOR

2. AGAINST



Voted:179

#CSPARC18

MOTION 11

NHS pensions

London North stewards

Conference is aware that in these increasingly challenging financial times, both in an individual and a wider NHS setting, NHS pensions are increasingly being seen as an optional extra. Conference is aware that some NHS trusts have been offering an opt out of the NHS pension with the promise of greater take-home pay for new starters within the NHS.

While we are aware that the CSP has successfully campaigned at local trust levels to stop these schemes happening, we are also aware of increasing numbers of new starters within the NHS opting out of joining the NHS pension scheme.

Conference therefore calls on the CSP to produce an easy-read guide for members highlighting the benefits of the NHS pension scheme and promoting this to all members.

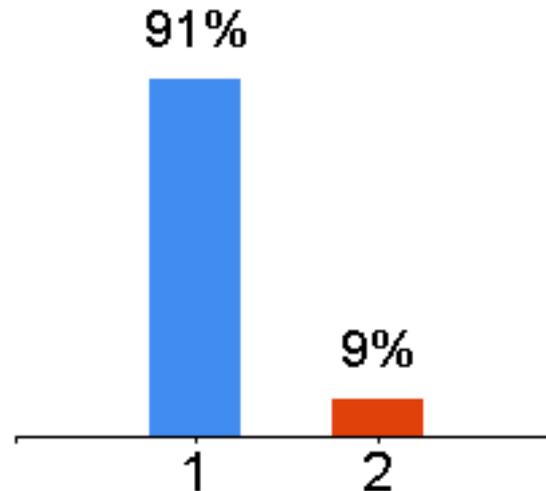
MOTION 11

NHS pensions

London North stewards

1. FOR

2. AGAINST



Voted:177

#CSPARC18

STRATEGIC OBJECTIVE 5

**Help physiotherapy
networks and
communities organise**

MOTION 12

CSP representative roles

National group of regional safety representatives

Conference notes the introduction of the Health and Safety Representatives and Safety Committees Regulations in 1977. Safety representatives make a huge difference. Workplaces that have trade union safety representatives and safety committees have half the serious injuries compared with those that are non-unionised and do not have representatives.

This conference notes a decrease in members actively taking up the role, and fluctuating retention rates in the first few years of performing the role. Conference believes there is a strong need to promote the impact and influence that a CSP safety rep can have on the workplace, department and organisation.

We need to be proud of our trade union strengths and each member needs to feel that their employer understands their rights to health and safety support in their workplace.

This conference calls on the CSP to

- celebrate the safety rep's role; acknowledge current successes and developments to date
- campaign to promote the advantages and benefits of the role, which includes not only the CSP membership but also the wider workforce, with employers.

#CSPARC18

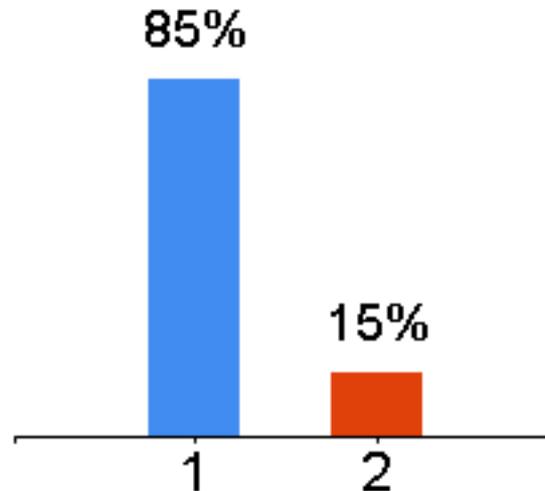
MOTION 12

CSP representative roles

National group of regional safety representatives

1. FOR

2. AGAINST



Voted:163

#CSPARC18

MOTION 13

Diverse leaders

LGBT+ diversity network

Role models empower individuals to aspire and realise potential in a challenging world where inequalities do exist, impacting on opportunities. The CSP has publicly recognised the importance of strong leaders within the organisation.

The CSP is diverse. The LGBT+ diversity network is aware of leaders who identify as a member of the LGBT+ community, as well as allies, and believes that these individuals have inspirational stories to share.

Conference calls on the CSP to

- support a project in which the LGBT+ network can engage with a diverse range of leaders and collate their stories as a resource for current and future members
- provide greater coverage in *Frontline* of leaders from diverse backgrounds
- include an 'inclusivity' programme of events at Physiotherapy UK showcasing the diverse face of physiotherapy

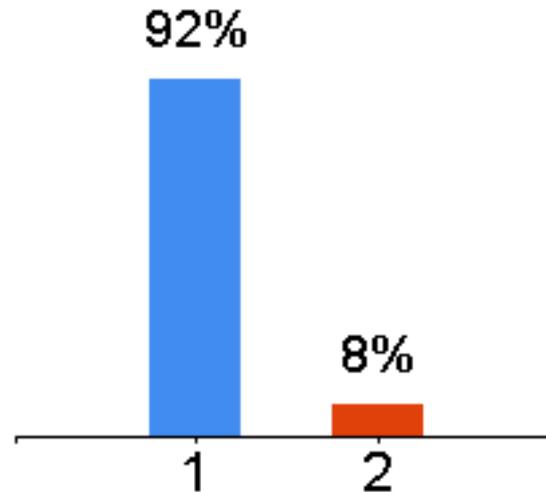
MOTION 13

Diverse leaders

LGBT+ diversity network

1. FOR

2. AGAINST



Voted:169

#CSPARC18

MOTION 14

**Trade unions delivering for
young workers**

**East of England stewards and
safety representatives**

MOTION 14

Increasing numbers of young workers do not know what a union is or how it could be of use to them. One of the largest problems facing unions today is engaging in union activities to enhance workplace experience and environment.

The CSP does not always express itself in a way that feels relevant or accessible to young workers. One concern is that as a trade union we are not very accessible on the digital platform or social media, which would increase young workers' interest and contact with us as a union. We need to get more effective at delivering for young workers.

This conference calls on the CSP to

- pilot the young workers' innovation programme run by the TUC
- start a working group on how we can use organising strategies, including social media, to engage with our younger members to ensure membership and participation
- join, raise awareness of and promote the TUC Young Workers Month in November.

#CSPARC18

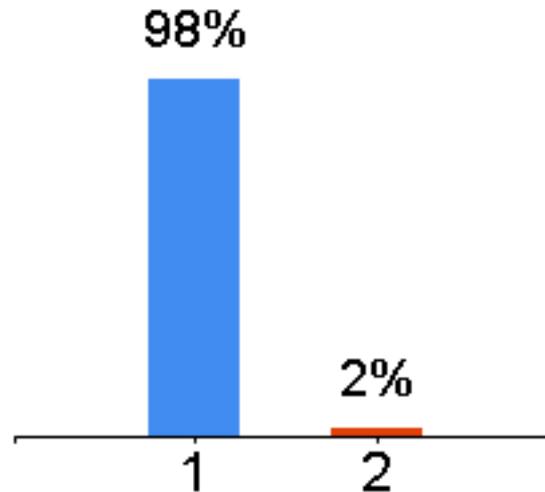
MOTION 14

Trade unions delivering for young workers

East of England stewards and safety representatives

1. FOR

2. AGAINST



Voted:177

STRATEGIC OBJECTIVE 6

**Build life-long
relationships with
members**

MOTION 15

Members with disabilities

Disabled members network

Conference notes with alarm that only one per cent of members have declared a disability or long term health condition on their profile data. This compares unfavourably with the government's figure of 16 per cent of working age adults.

Conference asks the CSP to

- run a high profile campaign showcasing a diverse range of members working successfully within physiotherapy
- host a repository of best practice for managers and clinical educators to access when supporting a disabled student or member of staff

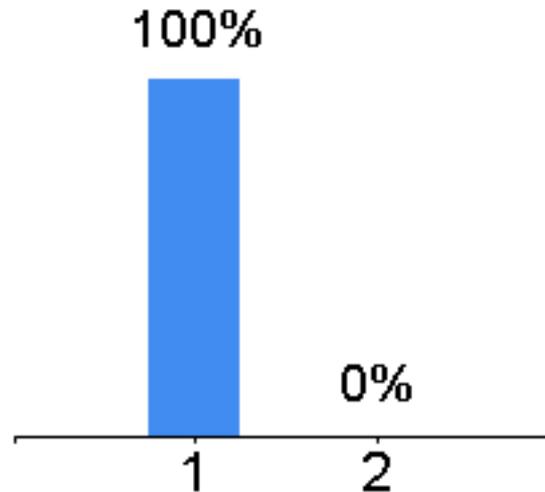
MOTION 15

Members with disabilities

Disabled members network

1. FOR

2. AGAINST



Voted:178

#CSPARC18

MOTION 16

Marriage equality

LGBT+ diversity network

Conference notes that, following the recent marriage equality vote in Australia, lesbian, gay and bisexual citizens in almost every English speaking nation in the world can now marry the people they love, regardless of gender. One holdout in this progressive wave, however, is Northern Ireland. Today close to two million citizens of the UK are being denied the same rights as the rest of the UK, as conservative political representatives in the NI national assembly continue to veto progress.

Although we understand that the CSP supports marriage equality in Northern Ireland there is little to indicate this on the website or promotional materials. The last mention of this issue on the website occurs, in passing, in 2015.

We call on the CSP to support marriage equality in Northern Ireland by

- hosting a dedicated up-to-date web page stating their support for this issue
- providing links to the relevant 'Love Equality' campaign and encouraging participation
- actively promoting TUC campaigns on marriage equality to the wider membership.

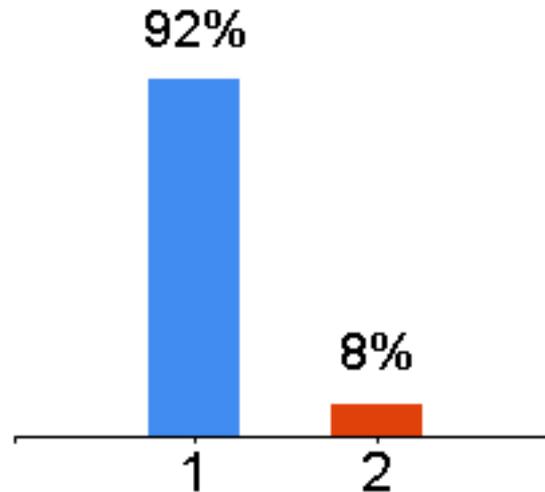
MOTION 16

Marriage equality

LGBT+ diversity network

1. FOR

2. AGAINST



Voted:171

MOTION 17

Frontline podcasts

**Yorkshire and Humber regional
stewards**

Conference notes that *Frontline* is a fantastic resource for the CSP, delivering messages and information for members through hardcopy and on the website, and yet it remains under-utilised with members feeling that they struggle to find time to read a twice-monthly magazine. However, if *Frontline* could also be delivered in a podcast version this could potentially reach a whole new audience.

The ability to embed adverts within the program allows us to adapt to modern methods whilst still maintaining much needed revenue. Furthermore, by offering an audio version of our magazine we can reach out to members who find a barrier in accessing information in the written form.

Therefore conference calls upon the CSP to investigate the feasibility of offering a podcast version of *Frontline*.

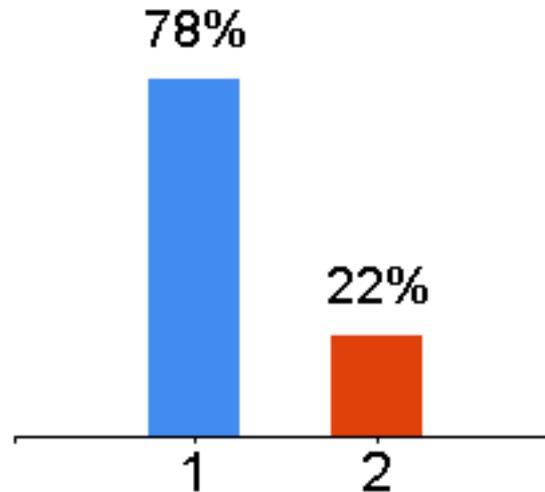
MOTION 17

Frontline podcasts

Yorkshire and Humber regional stewards

1. FOR

2. AGAINST



Voted:171

#CSPARC18

MOTION 18

AGM streaming

Student executive committee

This conference is concerned by the low level of engagement of members in the governance processes of the CSP. For example, attendance of observers (members who are not attending as a representative) and attendance of members at the AGM have been historically low in number, considering there are over 56,000 members nationwide.

Conference therefore calls on the CSP to broadcast a live video feed of CSP governance events that would ordinarily be in the public forum for CSP members.

Conference suggests that the CSP investigates avenues for live video broadcasting, such as Facebook Live and Periscope (free to use social media platforms via Facebook and Twitter), to increase engagement of the membership in CSP governance via remote access.

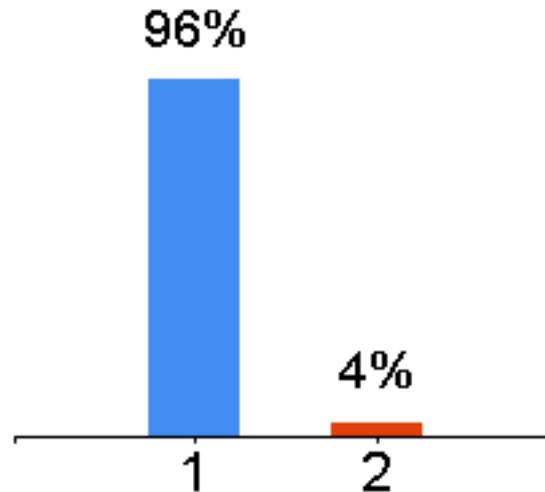
MOTION 18

AGM streaming

Student executive committee

1. FOR

2. AGAINST



Voted:167

#CSPARC18

MOTION 19

ARC review

London North stewards

#CSPARC18

Conference is aware of the importance of the Annual Representative Conference (ARC) in enabling members to discuss important issues for the profession and influence the direction of the CSP. However, we are also aware of the increasing difficulties that members are having in being allowed paid time off to attend ARC, and consequently attendance figures have been dropping. This appears to be due to a lack of awareness in the wider CSP membership, particularly managers, as to the importance of ARC and the benefits of attending.

We therefore call on the CSP, as part of their planned review of ARC, to produce a promotional video for ARC outlining the benefits of attendance for both managers and members.

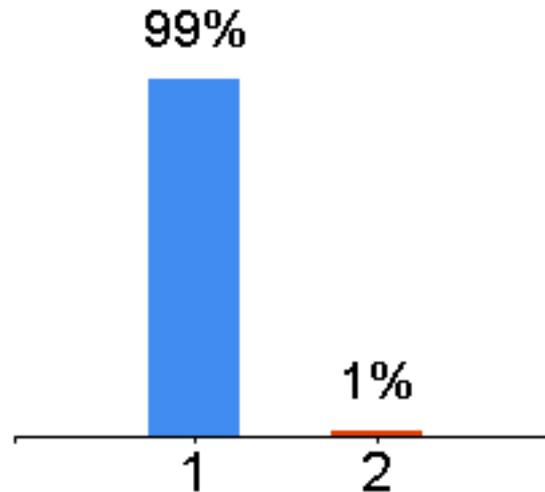
MOTION 19

ARC review

London North stewards

1. FOR

2. AGAINST



Voted:171

#CSPARC18

MOTION 20

Student representation

Student executive committee

Student members are highly valued by the CSP for their professionalism, enthusiasm and high engagement. Indeed, students are the only group who have utilised every ARC place on offer, and are often commended for their articulate views and level of debate. We receive feedback every year from committees complimenting our passion and different skills/experience which adds to the existing expertise.

The current student executive supported the recent streamlining of council, but we have concerns that although positions are open to all members, the reality is that students, being a smaller constituency, won't get the required number of votes to be elected.

For many years the CSP has been the envy of other allied health professional bodies with their dedication to integrate their student voice. We have been a beacon of best practice and used as a benchmark as to how students and qualified members work together for the greater good of the profession.

We therefore call on the CSP to mandate each new committee to provide a student seat to ensure that our voice is not lost. By doing so you will be sending out a message that we are still a highly valued and respected group within the CSP.

#CSPARC18

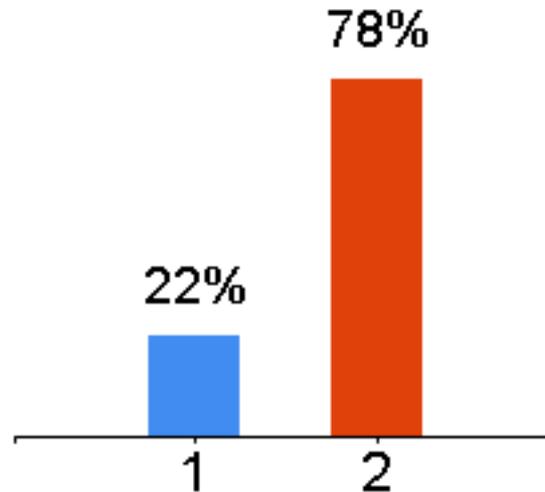
MOTION 20

Student representation

Student executive committee

1. FOR

2. AGAINST



Voted:178

#CSPARC18

STRATEGIC OBJECTIVE 1

**Put Physiotherapy at the
leading edge of
transforming
health and social care**

MOTION 21

Austerity

**National group of regional stewards
East Midland stewards and safety
representatives**



MOTION 21

Since the Western world plunged into economic chaos, we have been told that the only viable solution for the UK's economic recovery is the stringent austerity programme and its scathing public sector cuts.

The government and media seek to confuse the voting public with numbers such as the promise of a 1.7 to 2 per cent 'pay rise' to both the prison and police services, yet masking the 2.9 per cent rise in inflation which effectively nullifies the offer. Years of mis-education on the economy have led to misconceptions, suggesting that public sector spending is only a cost burden to the country rather than celebrating the social and economic benefits attached to a well-funded public sector.

Conference is extremely concerned by the ongoing detrimental impact the severe financial constraints are having on the provision of already overwhelmed NHS services. Despite the promise of £2.8 billion of extra funding announced in the recent budget, there is wider criticism that this isn't anywhere near the amount needed to bridge the funding gap.

Members are reporting daily pressures to deliver quality and effective services with insufficient staff and resources. There have been reports in some areas that it has become an everyday occurrence to treat people in store rooms and corridors because the demand for services is often outstripping capacity.

#CSPARC18

Conference calls upon the CSP to

- work through the TUC to launch a wide scale, direct and proactive media campaign to
 - outline the financial viability of the alternative to austerity
 - dispel the myths around the austerity programme, equipping members with tools to promote the alternatives
 - re-educate the public on the economic and social benefits of a properly funded public sector
- continue to campaign with all the other health organisations for a properly fully funded health service
- continue to promote the importance of high quality services, the role that physiotherapy can play, and the benefits to patients
- utilise ARC as a debate forum to seek the views of members regarding the austerity programme and its impact on all physiotherapy services regardless of sector.

MOTION 21

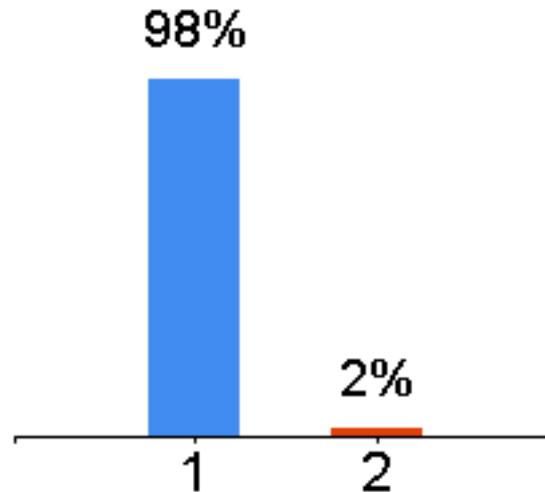
Austerity

National group of regional stewards

East Midland stewards and safety representatives

1. FOR

2. AGAINST



Voted:160

#CSPARC18

EMERGENCY MOTION 1

National group of regional
stewards

EMERGENCY MOTION 1

Conference we are all concerned by the failure of the conservative government to give a definitive answer of whether or not business to do with our NHS will be used as part of a trade agreement with the USA. At Prime ministers question time on the 7th February Jeremy Corbyn asked Theresa May out right if the NHS would be part of a trade agreement with the USA. Once again she managed to avoid giving a direct answer which still means that it may be a potential part of an agreement.

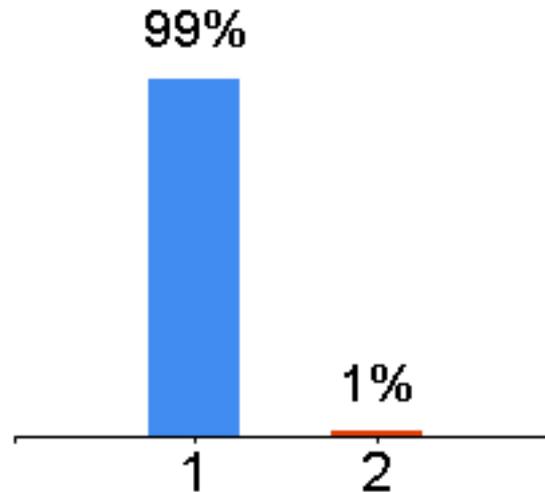
We call on the CSP to work with the TUC to continue to try and ensure that health care is removed from any such trade agreement that is set up and that they continue to use all available routes to apply direct pressure on the government to do this.

EMERGENCY MOTION 1

National group of regional stewards

1. FOR

2. AGAINST



Voted:159

#CSPARC18

MOTION 22

Welsh bursary

Welsh board

Conference notes that the NHS bursary has been retained in Wales and is being highlighted by the Welsh government as an important way of encouraging staff to ‘Train, Work, Live’ in Wales. Conference welcomes the CSP position on the NHS Wales bursary and the questions raised by the CSP with the Workforce Education Development Service (WEDS).

This conference has concerns about how the NHS Wales bursary will operate in practice, and therefore asks the CSP to develop guidance for members to support the successful implementation of the bursary in Wales.

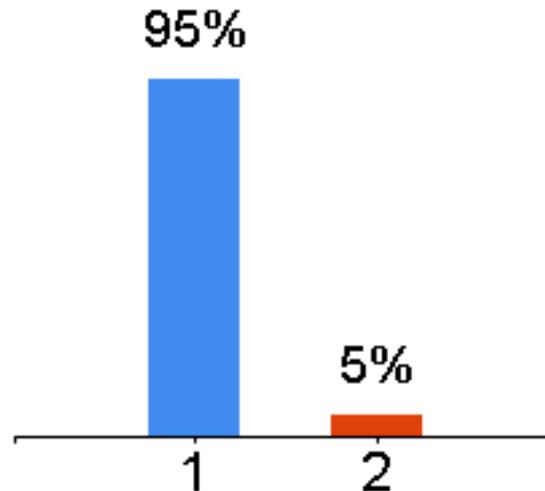
MOTION 22

Welsh bursary

Welsh board

1. FOR

2. AGAINST



Voted:165

#CSPARC18

MOTION 23

Physiotherapy in social care

**AGILE: Chartered
physiotherapists working with
older people**

This conference is extremely concerned that people in care homes (residential and nursing) are not getting the same access to physiotherapy as other older people and there is variation in commissioning this across the country.

This conference therefore calls on the CSP to campaign immediately, targeting organisations such as NHS England, STPs and CCGs, to ensure that people in care homes are able to access physiotherapy services as required, and promote the value of physiotherapy in the care setting.

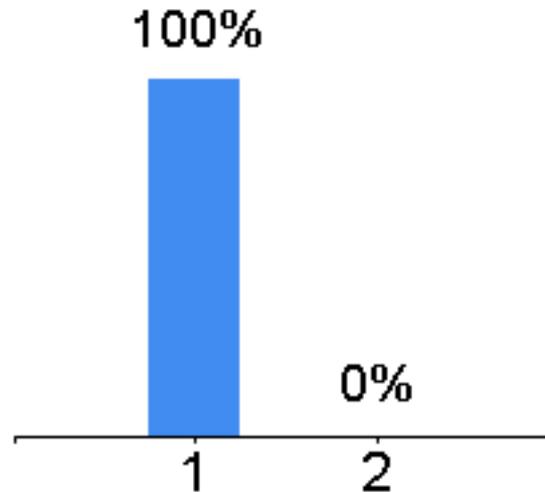
MOTION 23

Physiotherapy in social care

AGILE: Chartered physiotherapists working with older people

1. FOR

2. AGAINST



Voted:168

#CSPARC18

MOTION 24

Social care funding

National group of regional stewards

This conference was horrified by the lack of any additional funding for social care in the Autumn 2017 budget. Social care is currently facing a crisis from many angles – chronic underfunding, recruitment and retention issues, increased demand.

We know that moving people out of hospital into the community is a very positive step, provided both that it is timely, and that the necessary social care support and rehabilitation is in place. The CSP ‘Rehab Matters’ campaign is a key part of this as it highlights the value of ongoing rehabilitation in community settings. Ultimately the effective combination of rehab and social care will reduce the overall cost burden and improve quality of life. However, this will not be possible in many cases without appropriate social care in place.

In order to maximise the impact of the ‘Rehab Matters’ campaign, conference calls on the CSP to urgently join with other health unions and professional bodies, the TUC and other interested groups, to lobby the government to increase ring-fenced funding to councils for social care.

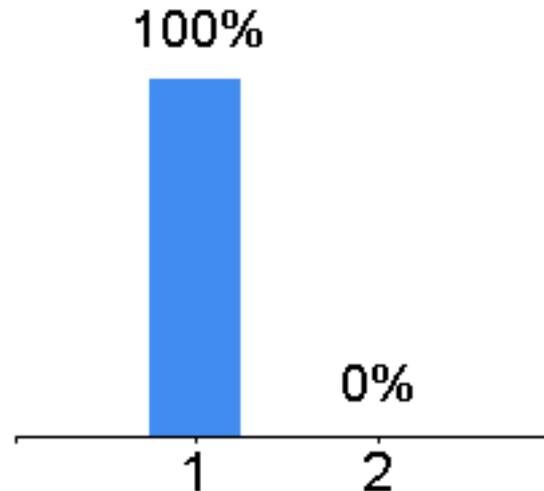
MOTION 24

Social care funding

National group of regional stewards

1. FOR

2. AGAINST



Voted:171

#CSPARC18

MOTION 25

Local leadership

Cheshire and Mersey safety representatives

VOTE TO REMIT MOTION TO COUNCIL

#CSPARC18

This conference is concerned that the physiotherapy profession is at risk of losing prominence in influencing plans regarding the transformation of the provision of local health and social care. Across the Cheshire and Mersey region we are seeing more and more examples of physiotherapists being managed by individuals without a background in physiotherapy, therefore leading to managers lacking understanding of the therapist's role.

If the physiotherapy profession is to be at the leading edge of transforming health and social care, and if it is to fulfil its potential in empowering local communities, then its services need to be managed by, and therefore represented by, individuals who will champion the cause of physiotherapists while building the vital alliances needed to influence key decision makers. The physiotherapy profession is otherwise at risk of being overlooked and under-represented in these discussions.

Therefore we are calling on the CSP to

- use its communications tools and campaigning abilities to raise awareness of the benefits of having physiotherapists in managerial or team leading roles
- help train physiotherapists to be successful managers and team leaders
- raise awareness of the potential negative impacts of having non-physiotherapists in physiotherapy management roles.

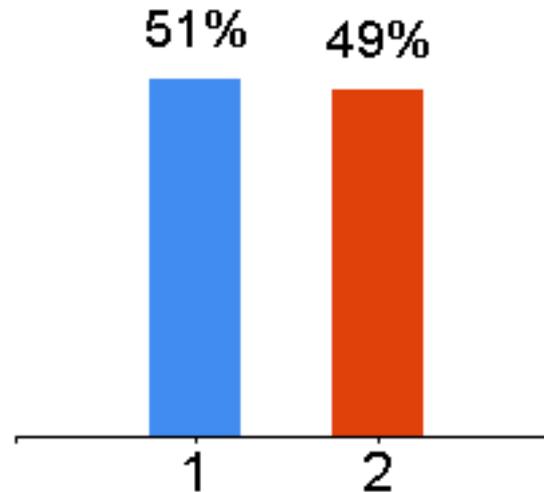
MOTION 25

Local leadership

Cheshire and Mersey safety representatives

1. FOR

2. AGAINST



Voted:164

#CSPARC18

MOTION 26

**NHS occupational health
services**

**National group of regional
safety representatives**

In 2009 Dr Boorman published a review which demonstrated how the NHS could save £555 million a year through rapid access occupational health services for staff, including physiotherapy.

Following this report, in 2013 the CSP investigated what NHS trusts were doing to address the recommendations from the Boorman review in implementing these services. The audit by the CSP, 'Fit enough for patients?', demonstrated that more than a third of NHS trusts did not have a health and wellbeing strategy in place. The findings from the audit provided evidence to NHS commissioning boards and trusts about the need to develop these services to ensure NHS staff health and wellbeing was and still is a priority.

So what is the picture five years on? Have NHS trusts improved their health and wellbeing strategies, despite financial pressures and ongoing difficulties?

Conference calls on the CSP to re-audit NHS trusts on their provision of occupational health services for staff, and publish a follow-up report on these findings, to ensure NHS trusts are continuing to implement changes to improve staff health and wellbeing.

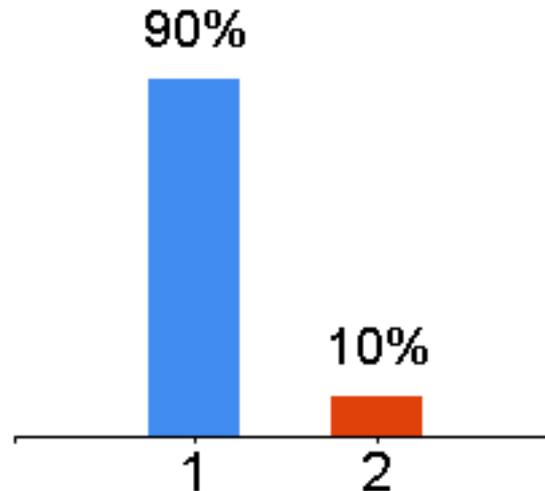
MOTION 26

NHS occupational health services

**National group of regional safety
representatives**

1. FOR

2. AGAINST



Voted:166

#CSPARC18

MOTION 27

Promoting physiotherapy

London North stewards

Conference is aware of the excellent video produced by the CSP promoting community physiotherapy, alongside the 'Physio works' campaign for a range of physiotherapy specialisms. This work has been invaluable in promoting physiotherapy in an easily accessible format for a wide range of viewers, both professionals and the general public.

Conference calls on the CSP to combine these two work streams to create a promotional video highlighting the breadth of the physiotherapy profession, that can be used to influence commissioners as well as highlighting the value of the profession to the general public.

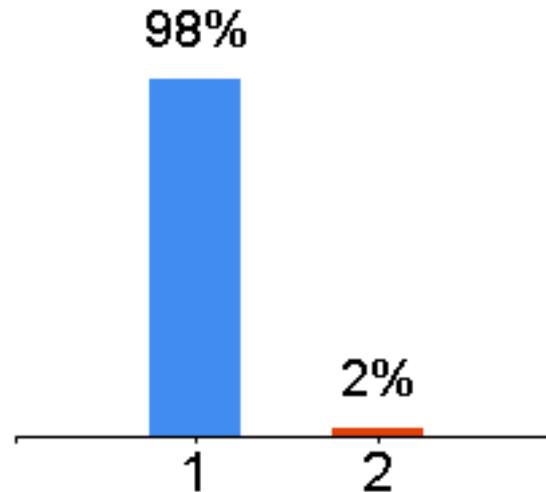
MOTION 27

Promoting physiotherapy

London North stewards

1. FOR

2. AGAINST



Voted:165

STRATEGIC OBJECTIVE 2

**Champion the development
and use of the evidence that
physiotherapy is both
clinically and cost effective**

MOTION 28

Protecting clinical band 7 roles

**Yorkshire and Humber regional
stewards and safety
representatives**

MOTION 28

Conference is concerned that a number of band 7 clinical specialist physiotherapy posts in the NHS have been altered over recent years to include managerial aspects, and are now deemed as team leader posts rather than clinical experts within their clinical field. This seems to be following a nursing model where ward nurses are primarily band 7s and are mainly managerial. Within the physiotherapy profession band 7s, who were deemed as clinical experts not responsible for the management of the service as a whole, are now losing the clinical expert component, and a pure clinical expert is now being banded as a band 6.

This is a two-fold problem, as we are losing the lead professional roles that will shape our profession in the future; but it is also hampering staff development, as to go further in their careers they have to take on more managerial duties or look to extended scope practitioner roles and gain extra qualifications such as prescribing.

These lead clinical roles are essential to our profession's future.

Conference asks the CSP to investigate the change/loss of clinical band 7 roles and to highlight evidence and good practice when clinical band 7 posts are retained.

#CSPARC18

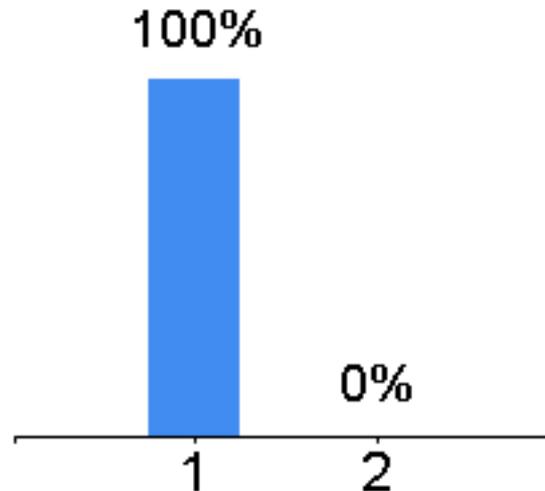
MOTION 28

Protecting clinical band 7 roles

Yorkshire and Humber regional stewards and safety representatives

1. FOR

2. AGAINST



Voted:164

#CSPARC18

STRATEGIC OBJECTIVE 3

**Fulfil the potential of
physiotherapy to
empower patients and
communities**

Motion 29

International aid

**Stewards and safety
representatives Scotland**

MOTION 29

Conference is immensely proud that the CSP is both a strong and effective professional body and trade union. A key part of our role in both capacities is to look to support physiotherapy, healthcare and the people it serves across the world.

The international aid target set by the United Nations for all developed countries is 0.7 per cent of national income. While the UK is currently meeting this target, there are widespread calls for severe cuts to this budget. This could be disastrous to some key health programmes in the developing world and so threatens to negate the vital work to ensure a safer, healthier world.

Questions have been asked regarding the transparency of budget allocations and conference would always support a clear and robust process.

Conference calls on the CSP to

- work with the TUC, health organisations and campaigning organisations we affiliate to, in order to lobby government to retain the international aid budget at 0.7 per cent of national income
- publicise the importance and value of international aid to members through *Frontline*

#CSPARC18

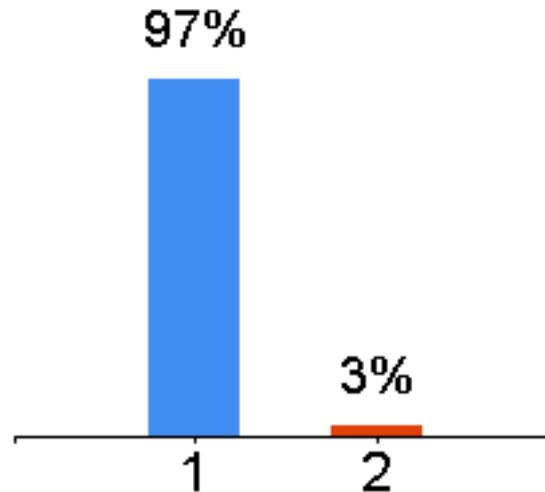
Motion 29

International aid

Stewards and safety representatives Scotland

1. FOR

2. AGAINST



Voted:159

#CSPARC18

MOTION 30

Yemen

North East stewards and safety representatives



MOTION 30

Conference is horrified by the world's largest humanitarian crisis, with millions of children suffering after two years of brutal war has pushed Yemen to the brink of famine. According to the charity Save the Children, it is estimated that 130 children are dying each day due to extreme hunger and disease.

A continuing blockade by the Saudi Arabia-led coalition is likely to increase the death toll further, past the projected 50,000 children expected to die in 2017.

More than two million children are malnourished and thousands have died from preventable illnesses. In the country, which is in the grips of the largest cholera outbreak in modern history, one child is infected with cholera every minute.

In areas affected by fighting, children are being killed and maimed by air strikes and explosive weapons and many health services have completely collapsed with hospitals being bombed.

This cannot continue. Conference therefore calls upon the CSP to work with organisations like Save the Children and Unicef in their campaigning and lobbying of the government to protect children and suspend the sale of British weapons to Saudi Arabia.

#CSPARC18

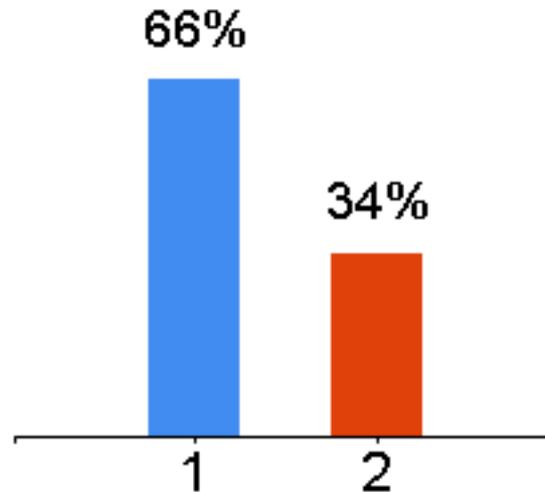
MOTION 30

Yemen

North East stewards and safety representatives

1. FOR

2. AGAINST



Voted:159

Results of the Agenda Committee elections

Professional Networks – Caroline Griffiths

Students – Matt Hughes

Associate members – Louise Wright

Stewards and Safety Reps – Michelle Slack

ARC 2019

3 & 4 June Midland hotel

#CSPARC18

Annual Representative Conference 2018

#CSPARC18