



CHARTERED
SOCIETY
OF
PHYSIOTHERAPY

30th
ARC

Annual Representative Conference

2019

Midland Hotel
Manchester
3-4 June 2019

#CSPARC19

Annual Representative Conference 2019

Monday 3rd June

Time	Event	Room
1230 - 1330	Lunch	Trafford Room
1330 - 1500	Conference opening session Day 1	Alexandra Suite
1500 - 1530	ARC Review presentations	Alexandra Suite
1530 - 1600	<i>Refreshment break</i>	
1600 - 1640	ARC Review questions & discussion	Alexandra Suite
1640 - 1800	Conference session 2 Day 1	Alexandra Suite
1815 - 1915	Fringe Meeting 1: Review of language of 4 Pillars of Practice of Physiotherapy Profession	Derby Suite
1930 - 2000	Pre-dinner drinks	Midland Hotel foyer
2000 - 0000	ARC Dinner & Rep of the Year Awards	Alexandra Suite

Tuesday 4th June

Time	Event	Room
0730 - 0855	<i>Breakfast meeting:</i> Networking for Regional Network Volunteers	Derby Suite
0900 - 0915	Conference opening session Day 2 including ARC Review vote	Alexandra Suite
0915 - 0930	Chief Executive's address	Alexandra Suite
0930 - 1015	Conference session 2 Day 2	Alexandra Suite
1015 - 1045	<i>Refreshment break</i>	
1045 - 1215	2020 Strategy consultation	Alexandra Suite
1215 - 1330	<i>Lunch and Fringe Meetings</i> Fringe Meeting 2: Engaging Students with your Network, hosted by Student Reference Group	Trafford Room Lancaster Suite
	Fringe Meeting 3: Equality & Diversity Challenges, hosted by NGRS	Derby Suite
1330 - 1515	Conference final session	Alexandra Suite
1530	Estimated conference closing time	

Welcome to ARC 2019

I am delighted to welcome you to the 30th Annual Representative Conference held by the CSP, which is a reason to celebrate.

It is a real privilege for me to be chairing the conference as I have attended ARC as a delegate for a considerable number of years. To me this is a great example of a member-led organisation, holding discussions with colleagues from across the UK and with the breadth of the profession, in order to influence the decisions your elected Council makes.

Council members are here, not only to listen to the debates, but also to be available to you, the whole membership, who we serve. So, please seek out Council members and share your views with them.

In order to keep ARC fit for purpose after 30 years, a review was undertaken, the results of which are being brought before this conference for you to vote on. I think it contains some exciting changes, allowing different ways for ARC participants to shape decisions about the future of the profession.

In addition, there is also the opportunity to input into the formation of the next CSP strategy. This will be an interactive session to gain a breadth of views from everyone here.

These two days are your opportunity to influence, so take part in debates, ask questions in fringe meetings, and speak to Council members to get the most out of your time here.

I hope you all enjoy this 30th ARC conference.



Alex MacKenzie
Chair of Council

A QUICK GUIDE TO STANDING ORDERS

Standing Orders are the specific rules governing the conduct of ARC. They contain rules relating to the placing of matters on the Agenda, the order of business, time limits for speakers, rights of reply and so on. A full copy of the CSP Annual Representative Conference Standing Orders is given to all representatives attending the conference.

The Standing Orders include 'procedural motions' that may be used during ARC by representatives to influence the agenda. This quick guide outlines the three most commonly used procedural motions.

PROCEDURAL MOTIONS TO CLOSE A DEBATE

Sometimes a representative may feel that debate is becoming repetitive or missing the point, or they may just want to gain time for a debate on another issue and therefore want to move the proceedings on. If so, they may propose **'that the vote be now taken'**.

At other times, it may become clear during debate that the specific wording may lead to the loss of the motion although in principle Conference supports the main proposal. In this scenario, someone may move **'that this motion be remitted to the Council'**.

Procedural Motions must be:

Proposed

by someone who hasn't spoken in that debate

Seconded

by someone who hasn't spoken in that debate and is from a different group

Conference Vote

Simple majority required

Procedural Motions have the following outcomes:

"THAT THE VOTE BE NOW TAKEN"

Motion carried

The mover of the motion being debated may exercise the right to reply, but no other speeches are allowed, and the vote on the motion is then taken.

Motion failed

The debate continues as before.

"THAT THIS MOTION BE REMITTED TO THE COUNCIL"

Motion carried

There is no more debate and the motion will go forward to Council to be discussed along with the motions that were carried, but with less status – as it will not be considered to have

Motion failed

The debate continues as before.

SUSPENSION OF STANDING ORDERS

When someone asks for the suspension of Standing Orders at ARC, they want a temporary alteration to those rules.

For example, a specific motion may be programmed for the last afternoon. A representative who feels this motion is extremely important may be worried that the discussion won't take place because time will run out. The representative can ask for a suspension of Standing Orders in order to bring the motion forward.

Conference would then have to vote to decide whether it wants to suspend Standing Orders to allow the change. If the proposal to suspend occurred during a debate, the same rules apply that it cannot be someone who has already spoken.

"THAT STANDING ORDERS BE SUSPENDED TO PERMIT ..."

Proposed

by someone who hasn't spoken in that debate

Seconded

by someone who hasn't spoken in that debate and is from a different group

Conference Vote

by a two-thirds majority

Motion carried

suspension goes ahead to permit the request and then business continues as before.

Motion failed

There is no change and conference continues as before.

Amendments and Emergency Motions arising after the Conference booklet went to print will be provided separately to delegates at ARC.

Annual Representative Conference 2019

STRATEGIC OBJECTIVE 3

FULFIL THE POTENTIAL OF PHYSIOTHERAPY TO EMPOWER PATIENTS AND COMMUNITIES

MOTION 1

Equality, Diversity & Inclusion in the pre-registration curriculum

This conference is concerned with the reported paucity of training received by pre-registration physiotherapy students in relation to awareness of issues concerning equality, diversity and inclusion, specifically how this can affect long-term condition management.

Currently, education is condition specific and can neglect issues, such as: prevalence of certain conditions amongst certain populations; how experiences may differ; and challenges to access to healthcare in relation to protected characteristics. The ability to recognise and address these issues is integral to ensure a stronger approach to health service delivery in terms of population health supported by the NHS Long Term Plan to reduce health inequalities successfully and improve outcomes for all.

The CSP's quality assurance for qualifying programmes states that programmes should enable students to provide patient-centred care that respects and promotes diversity, however it does not suggest how this is to be achieved.

This conference asks the CSP to champion that all accredited programmes demonstrate how equality, diversity and inclusion is a common thread throughout the current and future changes to their curriculum on long-term condition management.

LGBT+ Network

MOTION 2

Mental Health Care in the pre-registration Curriculum

Mental health care and support is a priority for the government, however, at the present time, this is not replicated in pre-registration training for physiotherapists.

At present, limited teaching regarding mental health is present at a pre-registration level and is often seen as a distinct condition, rather than being integrated across all specialisms.

Conference therefore calls on the CSP to include comprehensive mental health training in all pre-registration courses, focusing on both clinical relevance across all specialisms.

London North Stewards and Safety Representatives

MOTION 3

Obesity

Currently, obesity is estimated to affect 1 in 4 adults and 1 in 5 children aged 10-11 - and with this comes risk of a number of serious, life-threatening and life-limiting conditions.

We support the current efforts of the CSP including campaigns such as "Love Activity", but feel more needs to be done to highlight the many components needed to tackle obesity, such as eating habits and mental wellbeing.

Many members feel it is challenging to start these difficult conversations with patients and the public and feel this is an area in which members would benefit from further education.

With most material being aimed at the public, there is a lack of education for therapists, which could increase effectiveness of patient contacts. We are fully supportive of the drive to put physiotherapists at the forefront of public health and feel this is a key area we as a profession need to be active in.

Therefore conference calls on the CSP to:

1. Create educational / training material for CSP members on how to have conversations with our patients about tackling obesity; and
2. Create public health awareness material to highlight the issues of obesity and ways to tackle it.

South Central Regional Network

Please note amendments and emergency motions will be provided separately to representatives.

STRATEGIC OBJECTIVE 4

REPRESENT THE INTEREST OF MEMBERS AT WORK

**MOTION 4
Mental Health & Wellbeing at Work**

Conference is concerned that members continue to face increasing pressure to perform their duties, often with limited resources, whilst working to unrealistic or unachievable targets, as highlighted in the CSP's 'Pinpoint the Pressure' campaign. This has led to rising levels of stress and is having serious implications for members' Mental Health and Wellbeing.

Chapter 4 of the NHS Long Term Plan is entitled 'NHS staff will get the backing they need'. This chapter makes much of supporting employees in an environment that promotes their mental health, and cites the NHS Health and Wellbeing Framework.

By providing support and resources on Mental Health and Wellbeing for its members, the CSP can help them to become more aware of their own mental health and develop strategies to help identify causes of stress, whilst also becoming more resilient.

Conference calls on the CSP to:

1. Work with Stewards and Safety Representatives to develop resources and campaign to help members better manage their mental health;
2. Develop an e-Bite on supporting members with Mental Health issues;
3. To invest in its members by signing up to the app 'Headspace', and offer access as a member benefit; and
4. To work collaboratively with employers and the other healthcare unions to promote structures and processes within the workplace which support mental health and wellbeing, including access to a variety of mental health resources.

**North West Stewards and Safety Representatives
South West (South) Stewards and Safety Representatives
South Central Stewards and Safety Representatives**

**MOTION 5
Pregnancy Discrimination**

Welsh Board welcomes all of the work that the CSP has done to date to prevent discrimination against pregnant women in the workplace. This has included an article in Frontline, a motion at Women's TUC, a Fringe meeting at ARC 2017 and training of the safety reps and stewards.

Despite this, there is ongoing discrimination against pregnant women and examples include not being funded for CPD courses, not being informed about job vacancies and a loss of opportunity to develop in the workplace as a direct consequence of being pregnant. Conference is extremely concerned that discrimination against pregnant women may be unknown and therefore unrecorded.

This conference calls on the CSP to continue to promote equal opportunities for pregnant workers, and to increase the awareness of all CSP members to pregnancy discrimination. This issue needs the CSP to provide an ongoing campaigning strategy, to empower all CSP members to recognise pregnancy discrimination, to act on it and ultimately to remove it from the workplace.

Welsh Board

**MOTION 6
Recording Gender Identity**

This conference is aware that the NHS Electronic Staff Record (ESR) system used by 99 per cent of NHS organisations does not provide monitoring options for gender identity other than binary, male and female. We are aware that a large proportion of the trans community does not identify as binary. Therefore the current monitoring systems are not inclusive, nor do they allow the ability to monitor this valuable information on a national or local level to enable appropriate support for all our staff.

This conference asks the CSP to lobby the Department of Health, who commissions ESR, and NHS ESR Central Team to review their gender identity monitoring to ensure appropriate and inclusive options are available.

LGBT+ Network

**MOTION 7
Hot weather guidance**

This Conference is concerned by the increasing temperatures CSP members and other healthcare workers are expected to work in during the rising temperatures of the UK summer.

We are concerned that members' health is being put at risk through employers not doing enough to tackle this problem that the healthcare in the UK has not faced before. Furthermore, we fear that patient care is being compromised through inefficiency during these heat waves.

This conference therefore calls on the CSP to:

1. Engage with Safety Representatives to survey which trusts have Hot Weather policies and how they are implemented at a local level; and
2. Work collaboratively with the other healthcare workers and the Health and Safety Executive (HSE) to produce a national guidance on working conditions during periods of hot weather.

East of England Stewards and Safety Representatives

**MOTION 8
Zero-hours Contracts ban**

This Conference believes that the CSP should be doing more to put an end to insecure work and to campaign for a ban on zero-hours contracts.

New TUC analysis published shows that zero-hour workers are having a tougher time than those in secure employment on a range of measures including not having access to basic rights such as sick pay, holiday pay and paternity/maternity pay.

This conference calls on the CSP, alongside the TUC, to campaign to influence the government to:

1. Ban zero-hours contracts;
2. Introduce a reasonable notice period for shifts, and payment for cancelled shifts;
3. Increase enforcement of workers' rights; and
4. Enable trade unions to access workplaces to tell workers how joining a trade union can improve their life at work.

East of England Stewards and Safety Representatives

**MOTION 9
International Labour Organisation**

Conference notes that this year marks the 100th anniversary of the International Labour Organisation (ILO), the tripartite UN agency, which brings together governments, employers and workers of 187 member States, to set labour standards, develop policies and devise programmes promoting decent work.

Conference welcomes the work that the ILO has done to protect and advance workers' and trade unions' rights, and affirm that the core labour standards of the ILO - covering child and forced labour, discrimination at work, freedom of association and collective bargaining - are not just trade union rights but human rights.

The ILO not only works on labour standards but much of its work is also on improving the health and wellbeing of the world population, including conventions on social security minimum standards and universal access to HIV/AIDS treatment.

Conference calls on the CSP to:

1. Promote and mark the 100th anniversary of the ILO;
2. Raise awareness of the ILO amongst CSP reps and other members; and
3. Support the TUC campaign to call on the UK Government to ratify and implement all ILO conventions and make sure that they abide by the standards in current ratified ILO conventions, especially on the freedom of association and the right to organise.

North East Stewards and Safety Representatives

**MOTION 10
Caseworking Records for CSP Reps**

Conference, as stewards we are constantly dealing with the collection of, storing, sharing and deleting data and information.

Anecdotally stewards are reporting increasing casework and challenges associated with managing the information generated by those cases.

With the General Data Protection Regulations (GDPR) coming into effect in May 2018, the management of data has become even more important with stringent rules relating to data protection and information security.

Please note amendments and emergency motions will be provided separately to representatives.

The Royal College of Nursing (RCN) has developed a successful case management system which supports their stewards in the management of member cases and the associated information and requires and enables them to receive the right level of support and supervision from full-time officers.

Conference calls on the CSP to develop its own similar case management system which will support our stewards to continue with the valuable work that they undertake whilst ensuring the data we manage is appropriately stored and accessible.

East Midlands Stewards and Safety Representatives

MOTION 11 HCPC Fees

This conference is extremely concerned by the detrimental impact of the recent 18% increase in HCPC fees despite 90% opposition by CSP members. This has resulted in an almost 40% increase in fees since 2014 despite the loss of pay in real terms over this time and possibly in the future with the new 6% pay deal.

This conference calls upon the CSP to campaign against any further increases and lobby for a freeze in HCPC fees for a substantive amount of time.

South Central Stewards and Safety Representatives

STRATEGIC OBJECTIVE 5

HELP PHYSIOTHERAPY NETWORKS AND COMMUNITIES ORGANISE

MOTION 12

Collaborative working between the Professional Networks and the CSP

This conference is concerned with the recent decision by the CSP to abolish capitation fees used to fund the Professional Networks (PNs). The capitation fee provides funding that allows the PNs to undertake valuable work on professional issues on behalf of and in association with the CSP. The removal of this funding is likely to limit the ability of all PNs to continue this work, the vast majority of which is undertaken by volunteers.

Many of the PNs are concerned about the lack of consultation and involvement regarding the decision to abolish the capitation fee. The subsequent grant process that has been implemented is an onerous task that creates a great deal of work for the PNs with limited transparency being provided on the likelihood of successful funding being achieved.

This conference calls on Council to:

1. Review the decision to abolish capitation fees for PNs;
2. Ensure that the involvement of PNs in CSP structures, committees and events is optimised through collaborative working and accessibility; and
3. Ensure the CSP is fully supporting and facilitating communication with and between the PNs.

Musculoskeletal Association of Chartered Physiotherapy (MACP)

The Physiotherapy Pain Association for Chartered Physiotherapists (PPA)

Association of Chartered Physiotherapists in Sports & Exercise Medicine (ACPSEM)

Chartered Physiotherapists Working with Older People (AGILE)

Association of Chartered Physiotherapists in Orthopaedic Medicine and Injection Therapy (ACPOMIT)

MOTION 13

Supporting Diversity Networks

Conference believes CSP is not doing enough to address needs of its Diversity (BAME, Disability, LGBT) networks. Members feel a lack of support from CSP and have difficulty accessing it.

Conference believes that CSP Workplace Reps could be mobilised more positively to support Diversity members.

Conference calls on CSP to improve the visibility of the Diversity networks and training/information provided to some CSP Stewards.

Conference calls on Council to:

1. Improve visibility of Diversity networks;
2. Review training/information provided to CSP Workplace Reps;
3. Develop a briefing paper to aid CSP Workplace Reps; creating links and contacts with workplace diversity networks and signposting to other local/national resources.
4. Ensure this issue is raised at CSP Stewards' and Safety Reps' training; and with ERNs, Country Boards and Student Societies;
5. Review all CSP promotional material, ensuring there is a positive message regarding support for Diversity, listed as a member benefit;
6. Produce an A5 leaflet aimed specifically at the benefits of Diversity network membership and joining details for BAME potential members, distributed at events e.g. PUK;
7. Update CSP's Equality and Diversity Toolkit (2012); and
8. Widely promote/act on the WCPT's first-ever policy statement on Diversity and Inclusion, due May 2019.

BAME Network

MOTION 14

Championing Diversity in the Workplace

This conference recognises and thanks Council for their commitment to championing diversity within the CSP and our profession, noting the work they have already started and their engagement with our diversity networks.

Workplaces are reliant upon their diversity networks to provide safe spaces and effective conduits for staff partnership, without which the experiences and insight of those within minority groups would remain invisible to those in strategic positions.

The increase in monitoring through the Workforce Race Equality Standard (WRES), Sexual Orientation Monitoring (SOM) and forthcoming Workforce Disability Equality Standard (WDES) highlight the increasing focus on working towards true equality, and success with these cannot be achieved without staff engagement.

Yet individuals are expected to run their networks and participate in partnership working with no allocated time or resources.

Unfortunately, with the current economic climate, workplace pressures continue to increase and individuals are finding it increasingly difficult to continue to carry out their vital staff network roles.

This conference therefore calls on the CSP to:

1. Highlight and celebrate the works of its members as part of workplace and CSP diversity networks;
2. Promote the effectiveness and role of workplace staff networks in progression towards true equality and diversity; and
3. Campaign for reasonable time and facilities for fulfilment of these vital roles.

Disabled Members' Network

MOTION 15

Supporting Associate Membership

Conference calls for the CSP to look at their physiotherapy Associate membership and to work on ensuring this workforce feels more engaged with the CSP and that CSP membership is worth the financial cost. The use of Associate members in the workplace has grown over recent years and will continue to do so.

If the CSP does not actively find ways to recruit this area of the workforce to its membership, then we risk disengaging them and losing their voices within our trade union and governing body.

Many of us know Associates working in practice who are not members of the CSP. When asked why they are not members of the CSP, the response is often cost, being unaware of the CSP having Associate membership options and a general feeling of "what's the point?".

Therefore we call upon the CSP to create and promote a series of training / learning tools such as e-bites, which are aimed specifically at Associate members, and actively use this to advertise Associate membership.

South Central Regional Network

Please note amendments and emergency motions will be provided separately to representatives.

STRATEGIC OBJECTIVE 6
BUILD LIFE-LONG RELATIONSHIPS WITH MEMBERS

MOTION 16
Social & International Policy

This Conference believes the CSP should take an active stance on socio-economic issues within the current political environment both locally and internationally. Currently the CSP does not have a clear policy on international and social issues but plans to develop a policy in future.

Social policy reflects the way we as human beings across the world meet basic needs for work, education, safety as well as health and wellbeing.

The aim of the policy would be to address how the CSP responds to changes and challenges - both locally and internationally - to support organisations to highlight, question and raise awareness about these important matters. The inequality displayed worldwide in view of social, demographic and economic factors must be minimised.

Conference therefore calls on the CSP to provide an active voice and stance in regards to social policy by using ARC to facilitate a debate to gauge member opinion on this matter. The aim of the debate would be to inform Council in their discussions about the CSP strategy on social policy and international support.

National Group of Regional Stewards

MOTION 17
CSP Environmental Impact

Conference is aware of the increasing need to consider the impact we as individuals and organisations have on the environment. Conference is concerned at the usage of single-use plastics during CSP-related events, such as food trays, cutlery, cups and bottled water.

With 57,000 members and various networks that meet regularly, conference believes that the CSP could make a significant impact in reducing the single-use 'footprint' of the society by making changes.

Conference calls on the CSP to encourage members to reduce their usage of single-use plastics at CSP events, through bringing refillable drinks bottles and by using mugs rather than disposable coffee cups for example.

Conference also requests that, when holding meetings at CSP HQ and elsewhere, these are held 'plastic free' through encouraging members to use reusable items and not routinely providing single-use plastic items at meetings and events.

Welsh Board

MOTION 18
Recruitment Materials

Conference requests that the CSP looks to make changes to improve recruitment of members into the organisation. With membership being the main income generation for the organisation, it is imperative we are maximising our capacity as an organisation by increasing member numbers.

Current recruitment of members is mainly based on the benefits which can be offered to members once they are signed up. However in a competitive market and with other unions able to offer freebies if you sign up, we need to consider whether we are missing the opportunity to recruit members especially support workers as we currently don't have recruitment materials available.

We therefore ask for a budget to be made available to improve merchandise to facilitate recruitment of new members within workplaces. It could also be used to increase the visibility of CSP as a brand within a wide range of workplaces as well as encouraging members to attend CSP-run events, improving engagement with CSP.

West Midlands Stewards and Safety Representatives

MOTION 19
Royal College Status

This conference believes that the CSP should seek to become a Royal College in addition to its Chartered status. This would enhance the profile and reputation of physiotherapy and place the CSP on a level playing field with other professional bodies such as the Royal College of Physicians, Royal College of Surgeons and most recently the Royal College of Occupational Therapists.

East of England Regional Network

STRATEGIC OBJECTIVE 1
PUT PHYSIOTHERAPY AT THE LEADING EDGE OF TRANSFORMING HEALTH AND SOCIAL CARE

MOTION 20
Alternative Roles for Physiotherapists

Conference is concerned that with ongoing financial constraints, growing recruitment and retention problems of nursing staff in the NHS, there is evidence to suggest that there is an increasing prevalence of "alternative roles" being advertised across NHS trusts in the UK but we do not know the extent of this concern.

Whilst we fully welcome the opportunity for Physiotherapists to develop and expand their skills in different roles, we are concerned that these posts are ultimately not as advertised and physiotherapists are actually being used to fill the gaps of nursing staff on the ward. We fear these posts are another cost-saving measure which may be putting our members' and patients' safety at risk by therapists working outside their scope of practice, compromising quality of care and there is the risk of losing professional identity and autonomy.

We call on the CSP to:

1. Investigate the scope and prevalence of these posts throughout the UK, highlighting the pros and cons; and
2. Produce a document to inform members about what to consider with these alternative roles, including advice on how to challenge or support the development of these opportunities.

National Group of Regional Stewards

MOTION 21
Health and Social care at end of Life

Currently health and social care is not fit for purpose: differences in local authority funding causes a postcode lottery accessing CCG funding for palliative care patients at end of life, with patients only being offered up to x 2 calls per day for assistance with personal care needs and nursing care additional to this. However patients and their families, often pensioners themselves, feel unable to cope with providing the additional support required and, as patients make the alternative decision

to go into 24-hour end-of-life care, this removes choice from the patient.

Conference believes that an increase in social care funding for this patient group would lessen the burden of placement costs for end-of-life care and enable patients to remain at home if they so wished, not relying on family to fill the gap in providing care, often pensioners looking after pensioners.

Conference calls on the CSP to engage with the other healthcare bodies, and other key stakeholders, to lobby the government to provide more equitable funding across palliative care, to ensure patients are cared for holistically, especially as they approach the end of their lives and want to return home.

West Midlands Regional Network

MOTION 22
Rehabilitation Prescription

The 2018 UKABIF APPG report Acquired Brain Injury (ABI) – "A Time For Change" - highlighted that, despite investment in acute care leading to increased survivors, there had been no equivalent investment in neurorehabilitation, leaving a shortfall of 10,000 beds. The lack of rehabilitation (proven to be clinically and cost effective) impacts on quality of life and has had wide-reaching societal consequences. This report has been endorsed by Association of Chartered Physiotherapists in Neurology (ACPIN), however the recommendations are not specific to the neurorehabilitation of adults.

This conference asks the CSP to actively endorse the UKABIF report and support the key recommendations. We specifically request a high profile campaign highlighting the importance of physiotherapy throughout the brain injury pathway, whilst emphasising neurorehabilitation, this would also include: those involved with sports-related concussion; first contact practitioners who will be dealing with the ABI as a long-term condition; and those working in education, social services, remand centres and prisons.

This conference calls on the CSP to provide an online training package to ensure physiotherapists in all sectors have the necessary skills to complete the Rehabilitation Prescription and keep physiotherapists as the primary drivers and educators at every stage of rehabilitation for ABI.

North West Regional Network

Please note amendments and emergency motions will be provided separately to representatives.

MOTION 23

Clinical Practice Facilitators for AHPs

Conference is aware of the current focus on the drive to raise the profile of Allied Health Professionals within the NHS. As a forward-thinking profession that embraces positive changes, it is time this was reflected in the support we offer our newly qualified staff.

The role of the Clinical Practice Facilitator has been firmly established in Nursing over the last 20 years. Their presence allows better support for junior staff as they start their journey as clinicians, and also reduces the burden on their supervisors by providing support to them as needed.

The presence of Clinical Practice Facilitators for Allied Health Professionals would allow us to transpose these benefits to our professions, also having a positive effect on staff health and wellbeing as well as their confidence levels when treating.

Conference calls on the CSP to:

1. engage with the other healthcare unions, NHS trusts and other key stakeholders to develop the Clinical Practice Facilitator role, with a view to a national roll out across both the acute and community sectors; and
2. to promote the role of Clinical Facilitators for both registered and non-registered roles.

South West (South) Stewards and Safety Representatives

MOTION 24

Practice-Based Learning

Conference is aware of the challenges faced by higher education providers in accessing wide ranging practice-based learning opportunities. It is also aware of the challenges that clinical educators face in providing these placement opportunities for students in the ever-changing healthcare environment.

Conference applauds Scotland’s AHP practice education programme, and their co-ordinated action plan for growing capacity for AHP practice-based learning 2018-2020, and recognises the value in its aims and actions.

Conference is aware that as the demand for practice placements grows, many physiotherapists are being encouraged to use 3:1 or 4:1 models to increase student placement capacity. Although they can be seen to have benefits, they may also have limitations, particularly in remote and rural, or lone working environments. Many staff feel intimidated by these models, and are concerned about the clinical education level they can provide utilising them, especially for poorly performing and/or failing students.

Conference therefore calls on the CSP to work with Physiotherapy education providers, and other interested parties, to develop and publish guidance for practice educators on how to effectively implement 3:1, 4:1, and other innovative models of practice education.

Scottish Stewards and Safety Representatives

STRATEGIC OBJECTIVE 2

CHAMPION THE DEVELOPMENT AND USE OF THE EVIDENCE THAT PHYSIOTHERAPY IS BOTH CLINICALLY AND COST EFFECTIVE

MOTION 25

Health Records

South West members are concerned by the lack of a joined-up approach to health records.

The government pledge is “to create a paperless NHS whereby all NHS staff could access the most up-to-date information”. NHSE Digital Framework for AHPs outlines the aim to achieve digital and interoperable Personalised Health and Care in 2020, “reducing bureaucracy and stimulating research”.

This is not the current reality for our members, and plans to achieve this look unlikely. Providers have chosen independent systems with poor interoperability between services and this is adversely impacting the quality and safety of care. Members feel under-equipped to enter the procurement and development of electronic systems and are therefore not consulted.

We therefore ask for support:

1. to influence locally the procurement and development of systems with STPs and commissioners; and
2. to promote and provide support to improve digital capabilities of our members.

This will allow our members to work seamlessly across organisations, breaking down barriers, enhance patient care, and maximise the opportunity to transform physiotherapy utilising digital technology.

South West Regional Network

MOTION 26

Manual Handling Training

This conference believes that there are a lot of unhelpful and often misinterpreted messages delivered through NHS manual handling (MH) training which often aren’t evidence based.

Statements such as: ‘Keep your back straight’, ‘don’t twist your back’ and ‘you need to protect your spine’ are commonly reported, but only serve to create fear of normal movement and misconceptions about back pain and injuries.

We call on the CSP, through its links with the professional networks such as the Association of Chartered Physiotherapists in Occupational Health and Ergonomics (ACPOHE), to promote evidence-based moving and handling techniques within the NHS MH training programmes, by advocating the HSE standards and eliminating unhelpful information and resources.

East Midlands Stewards and Safety Representatives

Please note amendments and emergency motions will be provided separately to representatives.

The CSP Rep of the Year Awards were introduced in 2010 to recognise the work of the CSP workplace reps: negotiating, campaigning, recruiting new members and supporting CSP members every day across the UK.



Rep of the Year Awards 2019

Celebrate this year's winners!

At the ARC Dinner: 8pm Monday 3rd June

Sarah Bunting

Lancashire Teaching Hospitals
Steward of the Year

Runners-up:

Nathan Brookes
Kirsteen Ferguson
Claire Kell
Elinor McDowall
Giancarlo Tolaini

Laura Bygrave

Hertfordshire Community NHS Trust
Safety Rep of the Year

Runner-up:

Graham Hill

in association with:

T THOMPSONS
SOLICITORS

STANDING UP FOR YOU

The CSP would like to say **a huge thank you** to all reps for the hard work you do every day for members.



CHARTERED
SOCIETY
OF
PHYSIOTHERAPY

14 Bedford Row
London, WC1R 4ED

Web: www.csp.org.uk

Email: arcmotion@csp.org.uk

Tel: 020 7306 6666

