Frontline
THE PHYSIOTHERAPY MAGAZINE FOR CSP MEMBERS

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Inside: Jobs • Physio findings • Courses • In review
24th of November from 8:00 to 17:15

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Frontline is the physios’ magazine from the CSP, sent direct to every member 21 times a year
It pays to belong

What does being a member of the CSP mean to you?

For some it’s about attending events like the CSP’s annual conference in Liverpool in the coming days (16-17 October). If you can’t make it, you’ll be able to read more about it in the next issue of Frontline, along with an interview with the incoming chair, Catherine Pope.

But as Sue Rees steps down as chair of CSP council, it’s a chance to reflect on all that’s been achieved by and for members in the last two years.

‘As Sue Rees steps down as chair of CSP council it’s a chance to reflect on all that’s been achieved by and for members in the last two years.’

Many of you took part in either the annual Workout at Work Day or in Older People’s Day events to help raise the profile of physiotherapy beyond the profession.

Others made their voice heard in protest over cuts in services or austerity measures.

Maybe you’re one of CSP’s 17,800 followers on Twitter, actively reading and retweeting CSP messages to people that matter?

Some of you will have turned to the CSP when things went wrong at work (see page 16).

Whatever your involvement with the CSP, it all counts, no matter how small. As an active CSP member, you’re helping to shape a clear vision for the future of your profession.

But you also look for leaders in your profession. Our online presentation at www.csp.org.uk/Vision helps do that. And do use our 2016 calendar, free with this issue, as a reminder of the CSP vision for the year ahead.

And, of course, reading Frontline is just one more way of keeping involved. It doesn’t get much easier than that!

Lynn Eaton
managing editor Frontline and head of CSP member communications

You’ve added...

An online news item titled UK’s first physiotherapy support workers’ diploma launches in Wales attracted several comments.

Northstar212 said: ‘This would be lovely. Wish this is offered in London.’

Catherine Smith, CSP’s associate member officer, said: ‘We are hopeful that now this is available in Wales, something similar will become available in other parts of the UK.’

And Richard O’Connell added: ‘How exciting … will be watching this very closely indeed.’

Inspiring success

I have 21 years’ experience in respiratory, neurology and palliative care. I have followed Karen Middleton’s In person columns in Frontline. These have been inspirational and affirming.

They gave me the confidence to promote my work for the first time and the confidence to share the achievements I gained in running a new service. This service changed practice and made a difference to

Prudent move

I am writing in response to the CSP changing its mechanism for travel claims for members attending CSP meetings.

I must applaud the CSP’s prudence in actively promoting members seeking the lowest travel fares and showing such responsibility in extracting optimal value from our subscriptions. This is refreshing role modelling.

Beverley Harden

Primary development

It was great to see coverage of different examples of services providing musculoskeletal care at first point of contact in Frontline (page 28, 16 September).

I feel this is a priority area for the NHS at a time when recruiting medical staff is such a significant challenge. Localities across the UK are trying to reduce the burden on GPs and provide a high-quality service for patients. The services described show an alternative which physiotherapists can provide.

I have been pleased to be involved in the CSP primary care reference group and hear the progress that the likes of Amanda Hensman-Crook are making in Windermere, Cumbria, while planning, with colleagues, the initiation of a pilot for a similar service in Darlington.

I look forward to working with colleagues within the reference group as we look to develop CSP policy for this area and, more importantly, improve the quality of care our patients receive with physiotherapy at the forefront of these services.

Robert Goddard, head of adult physiotherapy and interim head of adult Occupational Therapy, County Durham and Darlington NHS Trust
Top Tweets

Are you on Twitter yet? If so, here are some examples of recent physio-related tweets from people who you might want to follow.

Some interesting tweets in advance of the CSP’s Physiotherapy UK event on Friday and Saturday, which you can follow on #physio15

As for the rest of the Twitter news, here’s a taste of what’s been going on:

- Damian Thacker (@OTHackerPT) likes what’s going on in Frontline, stating: "Interesting #comments in current @thecsp frontline. Some try to #unshackle #physiotherapy, whilst others are happy to keep it shanked!"
- Fiona Sharp from Physiosfus Ltd (@PhysiosfusionLtd) tweeted a photo of herself with team’s prize from Lancashire’s Be in Business award: "hopefully doing @thecsp proud."
- "Good to see that the Professor Sir Michael Marmot and his team (@TheMarmotReview) are reading Frontline. ‘Physio has a privileged insight into people’s lives,’ they state, a quote from the editor’s comment in our last issue.

Follow us on Twitter at @thecsp

icsptalk

www.csp.org.uk/icsptalk is our online discussion forum. Log in with the ‘find’ code to read and comment on discussions about clinical, professional and employment issues.

Restructuring band 7

Flavour: Members agree that downgrading physiotherapy roles is becoming a common occurrence, with NHS England no longer recognising the job role of highly specialised physiotherapist.

Comments: 8
Network: Recruitment, retention and return to work
Find: #96

Bobath and neurological physio

Flavour: A number of members seek to share research and their thoughts on neurological hypotheses. The need for good evidence is robustly debated with open and honest opinions posted from a number of differing perspectives.

Comments: 47
Network: Neurology
Find: #97

Rehabilitation triage assessors

Flavour: Members express concern that unqualified personnel are undertaking ‘assessments’ and deciding treatment pathways for patients. Without a physiotherapist input into the process, they suggest it is a way to cheapen the process and is not in the best interest of the patient.

Comments: 10
Network: Independent healthcare
Find: #98
We showcase some of the best health-related photos in the news

For the stories behind the images just follow the shortcut codes

1. TV presenter Chris Tarrant spoke out about his stroke and the input from physiotherapists which helped him recover.
   Source: BBC Ulster Radio (1 hr 15 mins and 10 seconds)
   http://bbc.in/1NBpOqBT

2. Leo Stott, aged four, cannot stop smiling as he runs around the pitch without needing to use a walking frame. Intensive physiotherapy has played a major role in his treatment for cerebral palsy.
   Source: Daily Star
   http://bit.ly/1PaB6Qr

3. Brighton and Hove is addressing its sweet tooth by becoming the first British city to introduce a voluntary ‘sugar tax’.
   Source: The Guardian
   http://bit.ly/1R79qYvM

4. Doctors at a GP practice in Skipton, North Yorkshire have made a conscious decision to make their reception area more dementia-friendly.
   Source: The Guardian

5. Moderate red wine intake among people with well-controlled diabetes can decrease cardio-metabolic risk according to a study published in the Annals of Internal Medicine.
   Source: Daily Telegraph
   http://bit.ly/1nDyrWZ

6. A drug trial presented to the European Committee for Treatment Research in Multiple Sclerosis, show a dramatic slowing in the progression of the disease.
   Source: Daily Mail
   http://dailym.ai/1jkg6y
Delegates hold hands but always challenge a doctor’s hygiene standards, says Phil Hammond

More than 900 CSP delegates held hands and professed love to the person sitting next to them in an unusual session that helped get Physiotherapy UK 2015 off to a laughter-filled start in Liverpool.

They were responding to a plea from Phil Hammond, a hospital doctor, comedian and journalist, who argued that NHS staff can’t deliver compassionate care to patients unless they first love themselves.

Dr Hammond’s presentation drew on his routine as a successful stand-up comic and broadcaster, but also from having been a GP since 1993, and more recently, as a specialist working with children and adolescents with chronic fatigue syndrome/MED.

As a GP he said his consultations had been limited to 10-minute blocks but now he was fortunate to have 90-minute appointments, enabling him to build relationships with the young person and his or her family. The ultimate aim was to “hand over responsibility” to the patient, he said.

Evidence backs physios in primary care

Physiotherapists working in primary care can help to reverse conditions, improve quality of life, keep people out of hospital and reduce disability.

That’s the message from an evidence-based briefing about the benefits of physiotherapy services in primary care, launched by the CSP.

The briefing makes the case for physiotherapists working alongside GPs as the first contact practitioners for patients with musculoskeletal problems.

It shows that physios working in GP practices can:
- reduce referrals to secondary orthopaedics
- reduce unnecessary investigations, such as x-rays and MRI scans
- increase the number of patients who can self-manage effectively

It also illustrates the clinical and cost effectiveness of physio within primary care, and demonstrates how physiotherapy services can cut demand, save money and reduce pressure on GPs.

Ruth ten Hove, the CSP’s head of research and development, told Frontline: “The briefing highlights that there are currently great opportunities for physiotherapists to develop new and innovative services in primary care, and to put into practice early intervention and prevention strategies.

‘As well as optimising the value of self-referral in primary care, physiotherapists are well placed to take on frontline roles with patients, offering a pathway which could include assessment, diagnosis, management and independent prescribing.’

The briefing provides quick reference data for physios and is also designed to help make the case for physiotherapy to GPs and health commissioners.

Robert Millett

More information
To view the briefing visit www.csp.org.uk/primarycare
hands at start
by UK 2015

A recurrent theme in his presentation was the need for everyone to nurture their own and others’ physical and mental wellbeing — whether this was by walking with a dog, visiting lonely older neighbours or taking time to reflect on the day.

‘Ninety per cent of the time, a dog is better for you than a GP,’ he said, as a dog will listen to you and look directly at you until you take it for a healthy walk. As a side-effect, dog walkers quickly build new social circles, he noted. ‘You will also keep supple as you pick up the poo.’

Dr Hammond said his patients often took i-Pads and mobile phones to bed with them, which meant they ended up with ‘day-night reversal’. A first step was to open the curtains in the morning and stimulate the brain with natural light.

Ian A McMillan

*Further reports at: www.csp.org.uk/news

Northern Ireland physios are to have their say

Physiotherapy staff in Northern Ireland are being urged by their health and social care trusts to take part in the first staff survey to canvass the views of the whole workforce.

The Health and Social Care (HSCNI) Staff Survey ‘Have your say’ was launched on 19 October across all five trusts. Staff will receive an email inviting them to take part online or in a hard copy, and will have until 11 December to submit their views.

Previous surveys have been based on stratified samples, accounting for 20 per cent of the workforce across all disciplines, explained Myra Weir, who is the regional coordinator of the staff survey for South Eastern trust.

‘This is the first time every member of HSCNI staff will have a chance to participate, they will be asked how engaged they feel in their workplace. We will be able to benchmark the results with those from NHS England staff surveys so we can see the areas that require improvement,’ she said.

Gillian Alexander, CSP steward for the Northern trust, said this was a crucial opportunity for all of NI’s 972 CSP members to speak out on ongoing concerns.

‘In the past, these surveys have been based on small samples and haven’t changed anything, but this time hopefully it will generate some momentum for change,’ she added.

Louise Hunt

Previous surveys have only accounted for 20% of the workforce

Physios provide back care on the move

NHS staff in Avon and Somerset received ‘back care on the move’ sessions as part of Back care awareness week, which took place from 7-11 October. The bespoke sessions were held in various clinical areas, including the cath lab at Bristol Heart Institute. They were led by a physiotherapist from Avon partnership occupational health service and manual handling advisors from the safety department of University Hospitals Bristol NHS Trust.

Back Care Awareness Week is organised by UK charity BackCare. Visit: www.backcare.org.uk

Robert Millett

Occupational health physio Susie Williams and manual handling advisor Mark Holmes give back care advice to staff at the Bristol Heart Institute.
Hot topic of concuss get hotter, sports physiotherapists say

The treatment of concussion is one of the most controversial topics in sports medicine, Jonathan Hanson told the Association of Chartered Physiotherapists in Sports and Exercise Medicine (ACPESM) conference on young athletes in Brighton.

When considering the whole topic of concussion, as well as wearing their clinic’s hat, physiotherapists must see it from the perspective of a parent of a child with concussion. They also need to develop their understanding of concussion from a scientific perspective and appreciate the views of the media or lawyers looking from outside.

Dr Hanson urged pitchside physiotherapists to think first that their player has received a head injury that needs treating, rather than jumping straight to considerations of whether or not they have concussion and how to treat that.

"It could be something that could kill them in 20 minutes and can look similar to concussion in the early stages," he said.

There is no test for concussion. It is diagnosed with clinical opinion backed up with a number of tools such as Maddocks Questions; a SCAT3 test, which has a version for children; and a Pocket SCAT3 test, which can be

Simple solutions will establish good movement skills

It is vital to establish a solid movement foundation in children, internationally renowned movement coach and physiotherapist Joanne Elphinston told the conference.

"You can find the same movement issues when dealing with a nine year old, a 19 year old, or a 29 year old," she said.

"Why? Either the older athletes never developed good movement or they lost it somewhere along the way."

The solutions to establish good movement skills are simple, but they must be well communicated to children, and they must be portable and adaptable for children to use across all sports and physical activity.

"Kids love to learn and they are made to move, so there is no reason why you can’t make it fun while you are teaching them well. But you must shift your emphasis from what to think in their body, to how to feel. You should begin to introduce self-efficacy, or “I can”, and give the children process, which fosters self-efficacy. A loss of self-efficacy is a big reason why kids stop doing sport as teenagers."

How can sudden cardiac death be prevented?

Despite the risk of sudden cardiac death (SCD), exercise is good for us, cardiologist specialist registrar Andrew D’Silva told the conference.

And exercise is something that the majority of the UK population should be doing more of, particularly from a cardiopegy point of view, he said.

But the risk of death among young people (aged under 35) of SCD is twice as high among athletes compared to rest of the population.

Of the young people who suffer SCD, 90 per cent are male. 90 per cent die during or straight after exercise, and from 75 to 80 per cent experience no symptoms before the event.

All physiotherapists working with athletes and sports clubs should be aware of the possibility of SCD and follow what first steps to take, Dr D’Silva said.

"Know that the club has a defibrillator and know how to use it; know how to check for a pulse and feel for it straight away, and call for help immediately."

Concussion will be the theme of a Hollywood film this year starring US actor Will Smith

Andrea Reid/Kanny
Session is going to physios hear

used by non-clinicians.

"Sometimes concussion is clear-cut, but most of the time you are dealing with shades of grey," Dr Hanson said.

"There is a real dollop of subjectivity about it.

"On field it can be difficult to spot. We are coming out of the 'just concussion' culture, but there is still some pressure to play on."

Dr Hanson said suspected concussion in children and youth people should be managed conservatively because their brains and functions are developing.

Proportionately their heads are larger than in adults and their neck muscles are weaker than their fully grown counterparts.

Concussion will improve in 80 per cent of cases with sufficient rest and staged rehabilitation. But there should be a minimum 14 days' rest for children, compared to a week's rest for adults, and 48 hours between each stage of rehab for younger adults, rather than the 24 hours recommended for adults, Dr Hanson said.

When returning children to sporting activities, physios should work collaboratively with teachers, Dr Hanson told his audience.

Aspects of screening young athletes considered

When screening children and young athletes you must establish exactly why this is necessary — and not measure young people just for the sake of it, Amanda Johnson told delegates.

Ms Johnson is a former senior physiotherapist with Manchester United FC's academy and now lead physiotherapist at Aspetar in Qatar, one of the world's leading sports medicine hospitals.

She said that while medical and physical screening of sports people at all ages had become commonplace and widely expected, there was some evidence that little useful information could be gained while the athletes were still growing.

Ms Johnson also works with Qatar's Aspire Academy, which aims to develop home-grown, world class, Qatari sports people. She said the strongest evidence supported medical screening - and cardiac screening in particular - of young sports people.

But she said physical screening of young athletes was important to help physios and other clinicians to provide the best treatment for the youngsters.

Young people could be screened for growth and maturity; physical literacy; and flexibility and strength, with the tests for maturation being some of the most significant.

"At Aspire we had two boys, both aged nine and who looked identical in age terms, but one had a bone age of 5.9 and the other had a bone age of 12," she said.

"Measuring physical literacy is also very important for physios if you are looking to develop skills, but it needs to be measured on a regular basis," she added.

Keynote speaker promotes self-management

Groundbreaking explorer Richard Parks told the conference that physios and other clinicians must encourage some autonomy in managing conditions among their patients.

Mr Parks, a former Welsh rugby union international whose injuries forced him out of the game, now works closely with Welsh physiotherapist Nicola Phillips in his new life as one of the world's foremost explorers.

Among Mr Parks' achievements is the fastest British solo ski to the South Pole, and he became the first person to conquer the highest mountain on each of the world's seven continents and travel to the North and South poles within seven months. He said although Prof Phillips, a former ACSEM chair, is a vital part of his team, and she travels with him wherever possible, the nature of his adventures mean he has to learn from her as well as receiving treatment.

"Obviously, I have to make decisions without a support team when I am in an extreme environment," he said.

"But I believe it should be part of every practitioner's role to encourage sports people they are treating to self-manage their condition - at least partly."
Physio and paramedic pool

A physiotherapist and a paramedic joined forces in a pilot project in which they responded to emergency calls that were not life-threatening.

Gavin Thomas, a senior community physiotherapist at Cumbria Partnership NHS Trust, teamed up with paramedic Steve Burn during the six-week trial.

Together they provided an urgent, rapid response service, which aimed to prevent unnecessary A&E attendances and reduce hospital admissions.

Mr Thomas travelled in an ambulance car with Mr Burn, and provided expert physiotherapy input to people in the Furness and South Lakes areas of Cumbria.

He told Frontline: “Working with Steve was brilliant. His critical care skills meant that it was always really safe walking into anything. Our two skill sets complemented each other very effectively and we quickly

Real time information systems showing whether patients have received physiotherapy, tests and investigations can help shorten hospital stays, says the Nuffield Trust.

Case studies indicate that these systems do not have to be digital – a whiteboard can easily be updated and changed, according to a report, Improving length of stay: what can hospitals do?, published last month.

Visit: http://bit.ly/1OIVi4z

NHS consortium starts takeover of Suffolk community health services

A contract to provide community health services in Suffolk was back in NHS hands at the beginning of October.

West Suffolk, Ipswich Hospital and Norfolk Community Health and Care NHS trusts won the deal, which was previously provided by troubled outsourcing giant Serco.

The company announced a near £14 million loss on the contract last year and did not re-bid for the service.

The contract was awarded by Ipswich and east and west Suffolk clinical commissioning groups. The trusts will deliver community services, specialist children’s services and community hospitals to a population of 600,000.

CSP senior negotiating officer Neil Lark said: “It’s been a difficult time for members, working in an area where there has been a huge amount of change over recent years.

“I hope that the new contract will enable members to have both the stability and the resources to do what they do best, which is looking after patients.

“We look forward to a constructive and collaborative working relationship with the new consortium of providers.”

Initially the contract will run for one year, with the option of a further year’s extension.

Gill Hitchcock
resources in Lakes initiative

morphed into a very efficient team, with each knowing what the other needed to do as scenarios unfolded.

‘Many of the patients had phoned 999—not because they wanted to go to hospital, they have to do now to keep this patient at home safely?’

The project focused on people who had been injured in falls but the team also attended calls about other non-life-threatening conditions. These included people experiencing loss of mobility, frailty, chronic pain, urinary and chest infections and exacerbations of long-term conditions such as chronic obstructive pulmonary disease.

‘A lot of these patients do not need to be taken to A&E and we have shown that the skill mix of a paramedic and a specialist community physiotherapist can keep them at home,’ said Mr Thomas.

The pair responded to 61 incidents in the trial earlier this year.

Of these 69 were due to falls in the patient’s own home, 10 were non-fall-related ‘green’ calls (non-life-threatening) and two were non-fall-related ‘red’ calls (life-threatening).

Data from the trial show that
- 35 patients (57 per cent) remained at home
- 15 (25 per cent) were transferred to A&E
- 11 (18 per cent) were transferred to a local primary care assessment centre

By helping many patients to stay at home or receive care in the community the trust estimates the pilot saved £2,850 every time a person was not transferred to hospital.

Mr Burn told Frontline: ‘Joint working with a physiotherapist enabled other community-based options to be explored and implemented rather than conveying patients to acute settings.

‘We learned from each other and developed a greater understanding of how our different services work and identified ways of us working together more closely in the future.’

Sue Clarke, team lead for community physiotherapy, said:

‘The whole team were involved as we had to allocate work differently in order to release Gavin from his “day job”, so he could concentrate on the pilot.

‘A business case for the service is being compiled and will be submitted to the commissioning team. But if anyone else around the country is involved in similar projects we would love to hear from them so we can share ideas.’

Members can email Sue.Clarke@carolina.nhs.uk

Robert Millett

Physios win at HSJ Healthcare Awards

Physios were among the winners at the 2015 Health Service Journal value in healthcare awards, which celebrate outstanding efficiency and improvement in the NHS.

The winners, announced at a ceremony in London last month, included seven physiotherapists who are members of a Hounslow and Richmond Community Healthcare NHS Trust multidisciplinary team.

The west London trust’s integrated community response service won in the community health service redesign category of the awards, and was also highly commended in the value and improvement in specialist services category.

Set up in 2011, the service aims to prevent patients being admitted to hospital unnecessarily and facilitates early discharges for those who can be cared for at home.

The judges found that patients’ acute medical, functional and social needs were met quickly by the team in patients’ homes.

Rosalie Barrett, one of the team’s clinical lead physios, told Frontline: ‘We have gone from strength to strength over the last four years, developing specialist clinical skills within the organisation in order to expand our pathways across the borough and provide a unique, flexible and effective service for our patients.

Robert Millett

Six of the physios on the team (left to right): Srinivasa Rao Pasupuleti, Resham Vyas, Rosalie Barrett, Yagnesh Patani, Alex DaCosta and Mohinder Sandhu
CSP joins tens of thousands of people in protest in Manchester

The voice of physiotherapy was heard loudly on the streets of Manchester on 4 October when tens of thousands protested against attacks on workplace rights and deep spending cuts.

The event, called by the TUC, was the biggest protest in the city in recent memory. Manchester City Council said numbers reached 100,000.

From a podium, Donnie Anderton, a CSP steward at Central Manchester NHS Trust, argued for more investment in the health service to match rising demand.

NHS must redesign primary care

The physiotherapy profession is well placed to relieve the pressures facing NHS primary care, a fringe meeting at the 2015 Conservative party conference heard.

Neil Langridge, a consultant physiotherapist at Southern Health NHS Trust, said of the event in Manchester on 5 October: “I was able to see some of the wider strategic opportunities that physiotherapy has to offer.”

The invitation-only event was hosted by the CSP, the National Association of Primary Care and the NHS Confederation.

Leaders from organisations including the royal colleges of psychiatrists, surgeons and GPs, patient body National Voices, think tank the Nuffield Trust and the NHS Alliance, were at the event. It was chaired by NHS Confederation chief executive Rob Webster.

CSP chief executive Karen Middleton opened the discussion by saying there was an acceptance of the need for more diverse teams in primary care. But the question of how the NHS was going to make this happen and at a scale that would really make a difference remained.

Commenting after the meeting, Dr Langridge said that with “redesign and rethinking” the physiotherapy workforce was ready to address the ‘crisis’ facing primary care, due to a range of problems...
CSP president chairs new national mental capacity forum

CSP president Ilora Finlay is to chair a new National Mental Capacity Forum set up by the Ministry of Justice and the Department of Health in England.

The aim of the forum is to improve the implementation of the Mental Capacity Act. This protects people who may lack the mental capacity to make their own decisions, perhaps because of learning disabilities or dementia.

A 2014 House of Lords select committee report found that many vulnerable people who may lack mental capacity were not receiving their rights under the act.

The forum will work with a range of people from the health and social care, as well as from other sectors such as housing and criminal justice.

Baroness Finlay said: ‘At the heart of this will be supporting local cross-sector partnerships to bring about change. In some parts of the country I know there is excellent practice at many levels. But elsewhere this is not the case. Talk of poor Mental Capacity Act implementation will not, on its own, solve the problems. Real action and changes at many levels are needed now.’

Gill Hitchcock

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Thousands in Manchester demo

"Physiotherapy staff see the impact of the government’s austerity policies in the deteriorating health of our patients. There’s a strong link between poverty, inequality and ill health," he said.

Pointing out that physiotherapists had been on strike just twice in the last 30 years, on each occasion for just one day, Mr Anderton stated that the government’s trade union bill was not only unnecessary, but unfair and undemocratic.

He told the demonstrators that proposals to use agency workers during industrial action were not safe for workers, nor for NHS patients.

"There simply is no workforce with the right training, skills and experience to substitute professionals," he said.

Mr Anderton urged the marchers to "continue to make the argument for a fairer, more sustainable alternative (to austerity)."

He received huge cheers when he concluded: "Let's make sure the government know that their austerity policies and their trade union bill are bad for the nation's health."

Marching alongside his midwife, allied health professional and doctor colleagues, other CSP members told Frontline why they had come out on a Sunday afternoon.

Jolly Barrow, a specialist physio in acute rehabilitation who works in Manchester, said: "I feel it's important for physios to be here today. I'm not happy about the privatisation and the erosion of the NHS, we're fighting it and must not let it happen."

Sarah Tawmend, an advanced physio in women's health in Yorkshire, told Frontline: "It's important to make a stand against the government taking away welfare benefits and eroding our right to strike."

Gary Henson

More information
Q&A: trade union bill
www.csp.org.uk/tradeunionbill

Primary care teams, CSP tells fringe event

CSP member Neil Longridge said the physio profession is ready to address the primary care 'crisis' including a shortage of GPs.

While Dr Longridge was confident that physiotherapists can play a part in the solution, he warned that the profession had a big marketing drive ahead.

CSP member Andrew Walton, who is executive chair of the company Connect which provides physiotherapy services in NHS GP surgeries, said that a new spirit of collaboration between the various health professional bodies was evident at the event.

"What that says to me as a physiotherapist is that change is required and therefore that creates opportunities for us as a profession," he said.

"And there is the opportunity for us to lead."

The CSP's chair of council, Sue Rees, said after the event that, despite a consensus on the need to expand primary care teams, there were not enough physios to meet patient demand.

"There are people queueing up to train as physios and there needs to be an increase in undergraduate places to meet that demand," she said.

Gill Hitchcock
CSP workplace reps help thousands of members every year. Robert Millett reveals their unseen work

Who would you turn to if you were experiencing bullying, downgrading, difficulties in booking your holiday, or workplace stress? In a recent case one employer had plans to cancel all leave for staff over Christmas. Working hours were also due to change and a reorganisation was taking place that ignored individual needs, such as disability and caring commitments.

Thankfully, these plans were reversed due to the early input of a CSP steward who worked with managers to ensure the correct policies were adhered to and the process for such changes was fair.

There are more than 700 CSP stewards across the UK, and about 400 health and safety reps. At a local and regional level the society's workplace reps volunteer their time to support members, giving them a voice in the workplace, ensuring fair treatment, and helping to demonstrate physiotherapy's value.

Our reps, all working physio and physio support workers, are trained by the CSP to offer support and expert advice to members facing a variety of employment issues. As well as helping members to enforce their legal rights, reps also aim to empower members, individually and collectively, to help themselves, increasing their influence in the workplace.

Much of their work takes place 'behind the scenes', as it involves discussions on behalf of individuals or groups of members with managers. As they often deal with confidential and sensitive matters involving employers and employees, many success stories go unnoticed. But there are plenty of examples that reps have reported to the CSP.

Workplace 'wins'

At one NHS organisation a group of band 8a advanced practitioners were facing the prospect of being downgraded to band 7. Fortunately, the proposals were overtaken when the members followed advice from their steward and lodged a grievance. This highlighted that the employer had failed to follow the organisation's formal change policy. As a result alternative job descriptions were agreed and the new roles classified as band 8a a win for clinical leadership in the trust.

In another case a steward advised a group of members to submit a collective grievance against their employer for the underpayment of weekend working unsocial hours enhancements. The complaint was successful and resulted in staff receiving back pay for the previous year.

Physiotherapy staff have also secured better work-life balance with the assistance of workplace reps. For example, one steward successfully challenged the rejection of a member's flexible working request, by lodging a formal grievance and providing the employer with strong evidence to back up the request.

When workplace reps speak up for staff, patients are invariably the beneficiaries. An engaged workforce is healthier, happier, more productive and delivers better care; the evidence shows. With the help of our reps, CSP physiotherapy staff also promote and protect services.

Last year the trust was due to expire on a building that housed a large physio department and hydrotherapy pool. The building was due to be demolished to make way for a housing development. A steward at the trust that leased the building raised the issue with managers, and passed on staff concerns. As a result the plans have been put on hold.

Heledd Tomos is a neuro-physiotherapist at Morriston Hospital in Swansea, part of Abertawe Bro Morganwg University health board. She has been a CSP steward for five years and is also a regional steward for Wales. Mrs Tomos often helps members with workplace issues involving re-banding, pay, weekend and seven-day working, and on-call arrangements.

"In between patients a lot of my time is spent checking emails from members, giving advice and helping to sort out problems," says Mrs Tomos. As well as dealing with individuals' concerns she also works closely with managers to make sure that any new plans take members into account. This involves checking that appropriate consultations take place and that members are kept informed.

Mrs Tomos says her interventions have led to many positive outcomes for staff, but she advises: 'Get in touch with a steward if you have any queries or issues that you feel are coming up. It's much better for us to be involved early on, even if you think it's only something small—because if it does progress, and there are formal policy procedures, then we can't undo things that have already been done.'
Problem at work?
Contact your workplace rep or email enquiries@csp.org.uk

A safety rep’s view

CSP health and safety rep Elizabeth Lander is a band 6 musculoskeletal physio at University Hospitals of Leicester NHS Trust. She’s also a regional health and safety rep.

Her role includes negotiating on behalf of members to protect their health and safety, ensuring workplace changes are risk-assessed before they are implemented and working closely with the local CSP steward.

‘Managers will often discuss things like the introduction of new technology or on-call arrangements with us and then we make sure that all the correct processes are being followed,’ says Mrs Lander.

‘We make sure that everyone gets a voice, because some people aren’t comfortable bringing their views forward or find it intimidating to talk to managers about their concerns.’

Mrs Lander also strives to combat workplace stress, spearheading in 2013 a stress survey in the trust’s physiotherapy department. The findings have led to regular ‘open door’ sessions with managers, a fortnightly communication hearing to keep staff updated and monthly meetings that include reports on staffing, finances and efficiency initiatives.

‘I think improving staff engagement is one of the best ways of reducing stress levels,’ explains Mrs Lander.

‘Staff are the NHS’s most important resource so we need to look after them and make them healthier and happier.’

Inadequate health and safety measures can lead to sickness, injury and workplace stress. One CSP safety rep assessed staff for musculoskeletal, eye or stress problems before new laptops were introduced to their department. This led to preventive action to manage health issues related to the equipment changes.

Raps also help get sick or injured CSP members back to work. In a recent case, one member had to take long-term sick leave because of bullying and harassment at work. But thanks to support from their local steward rep, they are now back to work, in a less stressful job and with a plan in place to prevent similar problems arising.

* To see more examples of the work of CSP workplace reps, visit www.csp.org.uk/workplacenews. See also page 22.
Physiotherapy helps people with cystic fibrosis to clear their lungs of the mucus that congests them. During an exacerbation, breathlessness and muscle fatigue can make it hard for a patient to keep breathing. In those circumstances, a session of non-invasive ventilation has been shown to help when used in conjunction with physiotherapy.

An Australian team asked whether adding it to the daily routine would help patients being treated in hospital for an acute exacerbation.

Tiffany Dwyer, of Royal Prince Alfred Hospital in Sydney, and colleagues in Sydney and Brisbane, divided 40 patients into two groups, both receiving the usual comprehensive inpatient care.

Patients who try acupuncture without really expecting it to work gain less benefit from the treatment than those with higher expectations, say researchers.

Felicity Bishop of the University of Southampton and colleagues were investigating reasons for the difference in outcomes after acupuncture.

They recruited 485 patients who were being treated for back pain by 83 acupuncturists. The team questioned the patients before treatment started, and then two weeks, three months and six months later.

The questionnaire, aimed at finding out what effect treatment had on their level of disability, also covered psychological, physical and social factors.

“Positive changes in patients’ beliefs about back pain might underpin the large nonspecific effects of acupuncture seen in trials, and could be targeted clinically,” say the authors.

The team found that patients had the best outcomes if they came to see their pain as more controllable, they felt they understood it and could cope with it and were less afraid of its impact on their lives.

“Changes in illness perceptions appeared to both lead to and result from changes in disability, which is consistent with the idea that illness perceptions evolve over time and patients’ perceptions of their symptoms influence their concrete experiences of therapy – which in turn can feedback and modify their illness perceptions,” say the team.

**fibrosis exacerbation**

In addition, the intervention group received non-invasive ventilation sessions every day, starting on the second day of treatment. When they were discharged, the intervention group had significantly better lung function and less fatigue than the others. However, there was no significant difference between the two groups in subjective symptom severity, quality of life, exercise capacity, length of hospital admission or time before the next hospital admission.

"Despite having greater improvements in lung function and fatigue, the experimental group reported similar improvements in symptom severity to the control group, both in the rate of improvement and discharge values," the authors comment.

"Perhaps the improvements in symptoms and quality of life from admission to discharge from hospital are so great that subjective scoring is unable to detect the differences between types of chest physiotherapy," they suggest.


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**Hop test reveals risk of hamstring injury**

Inability to hop very far and lack of eccentric strength in the hamstrings – measured as the muscle lengthens – increase the risk of having a hamstring tear, say researchers in Belgium.

Hamstring tears are a very common sports injury, so the researchers were investigating modifiable risk factors in order to develop an injury-prevention programme.

At the start of an academic year they tested hamstrings, quadriceps and hip-flexor muscles in 81 first-year trainee physical-education teachers. They also tested how far 69 of the students could cover in one hop: the single leg hop for distance (SLHD) test.

At the end of the year they checked the test results of eight students who had had hamstring injuries during that time, noting their weak points.

"A combination of eccentric hamstring strength test and SLHD could give a good risk analysis of hamstring injuries," said the authors.

"This might offer great perspectives for easily applicable screening in a clinical setting."


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**Comments and conclusions**

- Antidepressants have been linked with low bone density in thin men, and recurrent depression has been linked with low bone density in men of any weight. Both depression and antidepressants had already been linked with osteoporosis in women. Rauma PH et al. *Journal of Musculoskeletal & Neuronal Interactions* 2015; www.ismn.org/jmn/pdf/160/08RAUMA.pdf - open access

- Patients over the age of 65 are 54 per cent more likely than younger people to be admitted to hospital within a month after having outpatient surgery. Researchers suggest older people may have more difficulty looking after themselves and taking medicines as instructed. De Oliveira GS et al. *Journal of the American Geriatrics Society* 2015; http://dx.doi.org/10.1111/jgs.13537

- Recent research has downplayed the role of saturated fats in causing death, heart disease, stroke or diabetes. But transfats – hydrogenated plant oils created by industrial food processing of margarine and snacks – are associated with greater risk of death and coronary heart disease. De Souza RJ et al. *BMJ* 2015; http://dx.doi.org/10.1136/bmj.h3978 - open access
Charter and proud with official CSP uniforms

www.grahamegardner.co.uk/csp   Tel:0116 255 6326
Maternity matters

The employment tribunal case, involving a CSP member in Northern Ireland, stemmed from legal changes that a number of employers were not implementing. The law around maternity leave changed slightly in 2008, bringing greater clarity on the rights during both the paid and unpaid portions of maternity leave. The CSP subsequently sought legal guidance to be sure we were clear on the impact of the law change, and that was communicated to members, including through a Frontline article.

The society had no hand in making the changes to law but once the law changed it was important that to ensure that employers were applying it correctly and staff could access their rights. Employers cannot pick and choose which parts of the law they like and want to apply to their staff, and that is where the union is important in holding employers to account and in giving members a voice.

Although the CSP was clear on the enhanced rights for members, many human resource (HR) departments across the UK did not think they had to change their policies. Within Northern Ireland, one member was willing to challenge the employer’s view through the trust grievance process. There was a lengthy period of trying to get resolution both within the trust and partnership structures in Northern Ireland, but we were left with no option but to lodge a case at the tribunal, which we won.

So what does this mean for you? The starting point for you is that it is much easier to deal with this issue by raising questions prior to going off on maternity leave.

My career high

Stuart Porter celebrates a career highlight at the University of Cambridge

Earlier this year I acted as medical director of studies at the medical summer programme at the University of Cambridge. I led a team of Cambridge fellows, Cambridge medical undergraduates and consultants for medical students from Nan Jing in China.

The Cambridge programme covers the physiology of pain and current research developments in anaesthesia and cancer. There was a particular focus on the unusual neurophysiology and genetic adaptations of Heterochromatoglobin – a cold blooded mammal in which cancer is unknown, and which is acid insensitive and hypoxia resistant and may therefore provide keys to future cancer, anaesthesia and stroke research. The programme also delivered tutorials in anatomy, pharmacology, embryology, health psychology and ethics.

A colleague Louise Hes Stock gave a well-received session on managing patients who are critically ill. The students enjoyed the dynamic teaching and exposure to Cambridge academia and we generated interest among students wishing to come back for Masters and PhDs.

The experience of lecturing at the University of Cambridge has been truly unforgettable and humbling – I lectured one morning in a 14th century building and then presented in the lecture theatre where the discovery of DNA was announced by Watson and Crick in 1953. As a young boy I was always mesmerised by the Christmas lectures at the Royal Institution and to lecture in a similar environment was beyond my wildest dreams.

After graduating from the Manchester School of I still have an undiminished passion for teaching and my physiotherapy students are among the most talented and motivated people that I have ever met.'
Something to add?
email Frontline at frontline@csp.org.uk

...picks the lessons learned from the CSP’s recent... on holiday entitlement while on maternity leave

leave, rather than trying to sort it out retrospectively.

So first consult your employer’s maternity leave policy, and, second, if you feel it is incorrect, write to your HR department stating that you should be entitled to accrue statutory holidays while you are on maternity leave. Third, let your local stewards know before you write to your human resources HR department. If your steward is aware of colleagues in a similar position it may be best to write collectively.

If HR responds saying they think their policy is correct then you will need to discuss with your steward taking a grievance forward. Your steward can get support from the regional senior negotiating officer.

If you don’t have a steward or you are employed outside the NHS — although the law applies to non-NHS employers how it is implemented will depend on your contract of employment — tel 020 306 6666 for advice.

Claire Ronald is CSP senior negotiating officer for Northern Ireland

More information
For more on this case, see www.csp.org.uk/node/911271

Physiotherapy in 1987, I worked in rheumatology and also represented my country as a physiotherapist for the England women’s football team. Academic life began in 1996 and I gained my PhD in 2009. I am an internationally published author with Elsevier and an external examiner at the universities of Liverpool and Bradford. I owe these experiences to being a chartered physiotherapist and now a university lecturer.

I still have an undiminished passion for teaching and my physiotherapy students are among the most talented and motivated people that I have ever met.

To contact Stuart, email stuartporter@aol.com

Stuart Porter (centre of photo) lectures at the University of Salford
Physiotherapist Claire Higgins helps disabled children perform functional movements on a daily basis. Robert Millett reports.

Researchers have found that independent movement plays a vital role in the cognitive and social development of children. But children with severe disabilities are often wheelchair bound, restrained by supportive equipment or rely on others for movement. As a result, they have fewer opportunities to learn compared to their able-bodied counterparts.

Interventions such as physiotherapy can help to enhance the motor skills of severely disabled children, but without daily practice the benefits may not last in the long term. And studies conducted at the University of Southampton have shown that children with cerebral palsy are far more likely to engage with goal-oriented interventions if they are incorporated into daily activities, rather than being delivered discretely with a carer or therapist.

In line with these findings, the London borough of Greenwich is championing a collaborative, goal-orientated approach that aims to increase movement opportunities for disabled children.

The Movement Opportunities via Education (MOVE) programme emphasises that movement is a vital factor in the development of a child’s understanding of the environment, spatial concepts and communication methods.

In particular, it focuses on supporting the physical goals of children who have not developed the skills of sitting, standing and walking at the expected age.

The scheme, which has been running since 2010, is based at the children’s physiotherapy department, part of Greenwich community health services and ultimately Oxleas NHS Trust.

Claire Higgins is the department’s principal physiotherapist and an accredited MOVE co-ordinator.

She explains that the project helps disabled children to move more in their educational settings, by embedding movement practice into their daily routines. It also provides training for parents, teachers and carers so they can independently deliver the programme.

“MOVE encourages children to be active throughout the day, not just during their physio sessions,” says Ms Higgins.

“And if everyone in a child’s life is helping them work towards a physical goal then they have far more opportunities for practising those movements.”
movement
Paediatrics

'Information from the assessments is collated into the passports and these are given to the school and to parents and travel around with the child to any respite care they have.'
Laura Taylor

The initiative began after the trust teamed up with the charity MOVE Partnership to run a pilot at two schools in the borough. Funding was initially supplied by the UK government’s Aiming High for Disabled Children scheme, but due to the pilot’s success the project has now secured permanent funding of £35,000 a year from the local authority.

Since 2010 the programme’s reach has rapidly expanded. It is now being provided to almost 100 children in more than 20 settings across the borough, including both mainstream schools and special schools.

As project co-ordinator Ms Higgins is responsible for overseeing and managing the service’s development. She works with MOVE assistant Laura Taylor and Lin Wright, the trust’s MOVE outreach practitioner. Team members work to highlight the importance of an ‘everyday’ approach to activity, explains Ms Higgins, and dispel the idea that children should only be ‘treated’ with therapy.

‘The traditional model of therapy would be: I’m a physio, I see you once a week, I give you an exercise programme and then I might do a block of treatment for six to eight weeks,’ she says. ‘But school age children spend five days a week at school and what happens in all those other hours of the day has an impact. So it’s about finding opportunities within a child’s day to maximise their movement potential.’

Promoting functional movements

The programme is available to children aged from two to 16 with severe or complex disabilities. Many of them have developmental delays or genetic conditions; those with cerebral palsy make up almost half of the typical caseload.

Initially, a baseline assessment of the child’s critical skills is undertaken. This reflects the child’s ability to carry out 16 functional skills, which include unsupported sitting, standing, transitioning from sitting to standing, walking forwards and backwards and walking up and down slopes and steps. The assessment is followed by collaborative goal setting and the establishment of a MOVE routine for the child to carry out at home or school.

‘It could be something like making an independent transition between two pieces of furniture at nursery,’ explains Ms Higgins. ‘Or seeing if it would be practical for a child to sit on the edge of the bed while you help them get dressed.’

Leonie Davies with assistant Robyn Ballard (left). Also shown are Felicity Lewis with mum Kate Lewis and assistant Rhianne Neal, Daniel Oke and Jonas Pinto

Children are also issued with a MOVE passport, which is designed to accompany them throughout their school life. ‘Information from the assessments is collated into the passports and these are given to the school and to parents and travel around with the child to any respite care they have,’ explains Ms Taylor.

The passports help to map a child’s physical journey in a common language and capture a lifelong profile that helps them through their transitions, adds Ms Higgins. All the children are monitored and receive, at minimum, a yearly review of their mobility skills and progress. ‘We are finding that in mainstream settings the children need reviews much more rapidly, and some have them every three months. So we assess and set new goals whenever they need it,’ says Ms Higgins.

When a child achieves a goal the team produces a certificate, which is often presented to them during school assembly as a way of celebrating their movement success. If a child masters all 16 critical functional skills they are said to have “graduated” from the MOVE programme. ‘But we don’t stop with the children then, as we then go on to more
Working with children?
Join the Association of Paediatric Chartered Physiotherapists
http://apcp.csp.org.uk

Course attendees typically include parents, carers, learning support assistants, physiotherapists and occupational therapists.

People often ask what's the difference between physiotherapy and MOVE, or suspect that training people might be diluting our skills as therapists,' says Ms Higgins.

'But this is not about de-skilling physio. We are just imparting knowledge to parents and carers about finding creative ways to help the children perform functional movements every day.'

Ms Higgins adds that her physio role includes providing the children with standardised assessments and looking out for any orthopaedic changes. She also prescribes exercises to help them achieve their goals, which are additional to the movements they follow as part of their MOVE routines.

More than 600 schools and organisations in the UK use the MOVE programme and more than 3,000 practitioners have been trained. In addition, 13 local authorities have made agreements to set up programmes.

'MOVE is being used nationally, but it is mostly in pockets and limited to special schools so we think we are the first instance of it being taken up as a borough-wide agreement,' says Ms Higgins. As a result, the team hopes that Greenwich will come to be seen as a 'bar of excellence'. "That's the long-term vision, that we will be a model for others to follow," says Ms Higgins.

She adds that the team welcomes visitors. Physiotherapists seeking more information should email MOVE@cxleas.nhs.uk. The MOVE Partnership www.themovepartnership.org.uk

intricate skills like opening doors,' says Ms Taylor. All the goals are designed to help children gain lifelong skills and promote self-management. They also have the potential to help reduce lifting, making it easier to deliver care and aiding transitions.

The charity's research has shown that many children on the programme have made significant improvements in their functional mobility, and their ability to learn. But Ms Higgins says MOVE team members take care not to take sole credit for any improvements to a child's motor or cognitive development. "We don't claim that this project or the team are the reason children develop, because they obviously have a natural potential to develop and they receive a lot of other input," she says. "We aren't making children walk, but we are celebrating movement success. And the MOVE programme provides a structured assessment; a common language and is patient centred -- and those are some of the key drivers for health care."

Free training available
The team provides free MOVE practitioner training to people in the borough, in the form of one and two-day courses.

More information

In 2008, the MOVE Partnership began measuring the progress of 200 children from 18 special schools in the UK over three years. During this time 98 per cent of children on the programme made progress in functional mobility skills.

In addition, 84 per cent of the children showed improvements in their functional skills and more than half (55 per cent) maintained skills or were working towards their next motor milestone.

References
1 Sugden D and Wade M 2013 Typical and Atypical Motor Development: Chapter 1. Clinics in Developmental Medicine, Wiley
3 Bower E et al. Randomised controlled trial of physiotherapy in 56 children with cerebral palsy followed for 18 months, Developmental Medicine and Child Neurology 2001; 43: 4-15
As easy as

To celebrate the 21st anniversary of the creation of the CSP’s associate membership category, professional adviser Nina Paterson dedicates a CPD article to support workers

ASSOCIATE members have made a significant and positive contribution to the physio workforce, the teams they are a part of, and, ultimately, to patient care. As they celebrate their 21st anniversary as CSP members, we are recognising their input with a continuing professional development (CPD) article dedicated to them.

Have you seen the ‘talking wall’ on the CSP website? You’ll find short interviews with 21 members who are (or were at one stage in their careers) support workers. Almost all talk about learning, knowledge and CPD (without being bribed by any member of my team!). I wanted to draw on their experience and advice so the following points come straight from your peers.

One thing that struck me as I read through their comments people highlighted the importance of making the most of every opportunity. These came up in various ways. Danielle Wright, for example, said that formal study put her in a great position to go for a band 4 job, which was later re-banded to 5. Louise Wright talks about becoming a CSP steward, while Marie Groves responded to a request for associate members to talk about their experiences of CPD. Several members – Elizabeth Chioka and Angela Hall, for example – made the most of the funding available from the CSP Charitable Trust education awards (see further information box) to help them with their studies. And for the final word on the topic of exploiting opportunities, read what Mags Stevenson had to say here www.csp.org.uk/mags-stevenson

CPD isn’t always about external courses.
Marie Groves

Growing opportunities
What’s also clear is how much creativity and resourcefulness is out there. Marie Groves is absolutely right – ‘CPD isn’t always about external courses’ www.csp.org.uk/marie-groves.

Meanwhile, Richard O’Connell and his therapies manager looked for ways to develop support worker roles and Richard
Something to add?
email Frontline at frontline@csp.org.uk

now manages a team of 22 therapy assistants and clerical staff. He contributed to the workforce development theme at last week’s Physiotherapy UK 2015. Richard gave delegates some pointers on how to strengthen and diversify the workforce, develop roles and invest in individuals.

Angela Brett has put her skills to good use in a different way, as a learning champion. She made such an impression on one of the physiotherapy students by helping them get to grips with the ePortfolio (see further information box) that the student was inspired to become a CSP learning champion as well. If you are looking for ideas or inspiration, you’ll find plenty on the talking wall.

As associates you can, and do, work in a range of settings, and it’s clear from the examples in the talking wall that new opportunities to grow, lead and manage are opening up. If you are going to make the most of opportunities or find creative ways to generate them for yourself, you’re going to need to be able to decide which opportunities to seek out. We’ve developed a new resource Steps 1, 2, 3 for CPD (see box, right) to help you seize them and plan your course of action. The will help you evidence your strengths, identify your CPD needs, explore your options, and develop your own personal strategies. My colleague Rosalind Stroud, learning and development officer, put the resource together and is introducing the CPD activity this week.

All that remains to say, is this: here’s to the next 21 years!

CPD activity: a journey of 1,000 miles begins with a single step

This month’s activity is straightforward – take a look at the resource and start using it!

Steps 1, 2, 3 for CPD (see further information, below) was developed to help you get going with your CPD. Whatever you want to do in your career, Steps 1, 2, 3 should help you begin to demonstrate and develop the skills, knowledge and expertise that are relevant to your role and development plans. As well as guiding you through the process for planning your learning, there are links to additional resources and activities to follow up. Once you’ve taken the steps, you will have acquired the skills in how to approach your CPD, and will have the tools and know-how to plan further learning activities.

A journey of 1,000 miles begins with a single step. So just imagine how far you could get by taking a mere third!
Rosalind Stroud, CSP learning and development officer

Further information

- Talking wall
  If you haven’t had a chance to visit the ‘talking wall’ yet, you can find it using the following link
  www.csp.org.uk/associates21

- CSP Charitable Trust education awards
  To find out what financial support is available from the CSP Charitable Trust, visit
  www.csp.org.uk/edawards

- Steps 1, 2, 3 for CPD
  You’ll need this for this week’s CPD activity
  www.csp.org.uk/steps123

- CSP ePortfolio
  When you joined the CSP, an account was automatically created for you to store your CPD activities. If you haven’t yet accessed it, all you need to do is log in as normal to the CSP website and click the following link
  www.csp.org.uk/eportfolio
  If you need additional support, help is available by emailing pebblepad@csp.org.uk

- Learning champions
  Learning champions help their colleagues to learn and develop through a range of activities
  www.csp.org.uk/champions
How should physiotherapy courses be funded in future? Frontline looks at what the CSP is doing to engage in the current debate.
University challenge

Why is the spotlight on funding pre-registration courses?
Universities believe that the current funding arrangements are not sustainable. They argue that inadequate funding could jeopardise the supply of clinical staff, and increase hardship for students.

It's also clear that the government is looking for ways to cut back on public spending. Pre-registration education for nurses, midwives and allied health professionals – including physiotherapists – costs more than £1 billion a year in England. It could easily become a target of cuts.

What are the universities suggesting?
The Council of Deans of Health, which represents those universities providing health care courses, and Universities UK, which represents the universities as a whole, want a shake-up of funding.

It comes as the NHS in England starts to implement its Five year forward view, with education a key factor in delivering high-quality, sustainable and responsive services to patients.

What's the current system?
Most NHS-funded physiotherapy students in England have access to a bursary to help with their living costs. In England, the NHS offers each student a £1,000 grant each year. The student can then apply for an additional means-tested bursary of up to £4,395 per year. Students in London qualify for up to £5,460.

The tuition costs of their degree are met by the NHS through Health Education England, which pays what is known as the "benchmark price" (BMP) to support each locally-commissioned student place. According to Universities UK, the current combined NHS student and education funding in England amounts to £1.4 billion a year. In contrast, most undergraduate students at university in England who are not on an NHS-commissioned programme (including those who are self-funding on a physiotherapy course) can only access student loans and have to pay their own tuition fees, which are around £9,000 a year.

They can currently access a means-tested maintenance grant.

According to the Students Loans Company, in 2014, the average debt of a graduate who had studied in England was £21,000. Once a graduate's annual earnings hit £21,000 a year – the current repayment threshold – nine per cent of their income is deducted from their salary every month to pay off the debt.

Changing the funding of physiotherapy and other NHS-commissioned courses would bring them in line with funding arrangements for other undergraduates.

Who decides on any changes?
The government. Possible scenarios are that the funding system will be changed, or that cuts could be made to existing NHS funding. Any change is likely to be announced in the Westminster government's current comprehensive spending review (CSR), due on 25 November.

What is the CSP saying?
The CSP, along with many other organisations, wants to be fully involved in any review. It has made it clear that any system of student and course finance must:

- ensure enough physiotherapists are trained to meet demands;
- be fair and promote equal access;
- ensure the viability of high quality university programmes.

Shouldn't CSP be campaigning against the change?
CSP's council will decide on the CSP stance in December, in the light of any announcements made by other organisations in the wake of the CSR.

One option is to oppose change and campaign for better funding from the government. Another is to accept that, if a change is to take place, the
CSP needs to have a strong voice in the debate, influencing entry to the profession, the quality of education and ensuring enough physios are trained to meet patient need.

There is also the possibility that, whatever stance the CSP takes, funding for physiotherapy courses could be affected by a decision from government. Unless universities can achieve adequate funding they may feel forced to withdraw courses.

The CSP has already highlighted its concern that the current system is not working well. There are concerns that the BMP is not keeping pace with the actual cost of providing physio courses. Under the current arrangements and levels of funding, which restrict the numbers, the supply of physios is not keeping pace with workforce demand.

There may be other ways of addressing these problems, other than the option put forward by the Council of Deans and Universities UK. So the CSP believes that providing all the options and risks are explored. A review of the current arrangements would be helpful.

It is important to note, however, that the society has not yet taken a view on which solution is right for the profession.

Won't loans put off potential physio students from less well-off backgrounds?

This is a key concern for the CSP. The society believes that no one should be deterred from studying to become a physiotherapist for financial reasons.

However, there is evidence in other health professions that the level of bursary is so low that it is causing student hardship. The CSP understands that at one higher education institute nearly two-thirds of applications to its hardship fund recently have been from nursing students.

The evidence on the impact of loans on other courses is mixed. The Independent Commission on Fees reported in 2014 that the introduction of tuition fees does not seem to have impacted negatively on the profile of young people entering higher education in England. However, the report also states that

What about part-time study? The CSP is strongly committed to broadening entry to the physiotherapy profession. A concern that we’ve repeatedly raised with education commissioners is the decline over recent years in the number of pre-registration programmes that enable individuals to qualify as a physiotherapist through flexible part-time, or work-based study.

This is because they are no longer being commissioned under current NHS funding arrangements. The society is keen to see this kind of study route made more available, supported by financial arrangements that enable anyone to enter physiotherapy as a career.

Should current students be worried?

No. The current funding arrangements won’t change while they’re studying for their degree. Any changes would only affect new students. 2017/18 is understood to be the earliest point that any new arrangements could be introduced.

What happens next?

CSP’s council will oversee the development of the society’s position on student and university funding. It will take into account any announcement in the comprehensive spending review.

It is engaging with all interested member groups, such as students and educators. The CSP’s student executive committee, its equality and diversity group and the education committee will all be debating the issues at their forthcoming meetings.

In the meantime, CSP staff are acting on members’ behalf, including:

- lobbying for proper consultation by the government;
- promoting the principles the CSP believes should underpin any changes;
- ensuring members are aware of the issue and engaged in the debate;
- writing to ministers in the Department of Health, Department for Business, Innovation and Skills, and the Treasury seeking assurance that the CSP will be consulted;
- reflecting the importance of safeguarding practice-based learning.

How can members get involved?

The CSP is keen to gain member feedback and perspectives on this issue (see box). This will directly feed into developing the society’s position. Members can also share their views by responding online to this article (in the Comments section), and via relevant CSP groups.

How does this affect Scotland, Wales and Northern Ireland?

Funding for health education is a devolved matter and each country has its own policies on student funding. Any announcement would only relate to England. However any changes in England could lead to a review in the three other UK nations, who may also be facing financial constraints.

Any one them could potentially, follow England’s example.

The CSP has highlighted the need for any proposals to change funding arrangements to consider the impact on UK physiotherapy as a whole.
Student Physiotherapy Conference Scotland
24 October 2015 at the Robert Gordon University
For more information go to: www.spcs2015.co.uk

The CSP can support you through your studies with:
- Medical, professional & public liability cover
- Regular physiotherapy news updates
- Your own online discussion forum
- Book discounts and much more

are you a student?
Join online at www.csp.org.uk/membership or call us for a pack: 020 7306 6666 email enquiries@csp.org.uk
Looking to enhance the quality of your practice through CPD?

Available now
-- a set of CPD resources designed to help all CSP members optimise the quality of patient care

CPD Habits Series
A set of 7 easy-to-read information/activity sheets to help you maximise the opportunities for/impact of CPD in your practice

Service user involvement in CPD
Information, guidance and examples to show how service users can support CPD in practice

Person-centred professionalism
A bundle of 4 information/activity sheets to help you unpack what person-centred professionalism means for the development of your practice.

Available now to download from:
http://bit.ly/1I4XGzV
InReview

Featured book

Treat your own Knees
Jim Johnson

Put simply, this book does "exactly what it says on the tin". It is a well-constructed and easy to read book aimed at patients. A key message is that degeneration and structural abnormality do not equal pain and increasing activity and exercise is an effective way to impact on loss of function.

The author states that "most pain is the result of loss of function and if the function is restored, pain will subside". He breaks function into four components: strength, flexibility, proprioception, and stamina.

The components are defined in separate chapters with an explanation of exercises that will develop these topics. The suggested exercise programme is easy to follow and will encourage compliance. Some focus could have been given to a higher level of exercise to include a wider patient population, but this is only a small criticism. A complete weekly programme is set out in the appendices and is a good illustration of how a small amount of time may produce results if loss of pain limits activity levels.

This is a good aid to planning an exercise regime that will meet targets and enable exercising around a busy schedule. Guidance for progression and regression is also provided.

Issues surrounding symptomatic presentation and imaging findings are also highlighted, which must be considered an important inclusion to this type of text. Research is discussed in lay terms and despite slight issues regarding currency, provides explanation surrounding this difficult topic. Good analogies are used to show that structural abnormalities on radiological images do not always explain the reasons for pain or loss of function. The author describes 'normal, abnormal findings' and discusses basic principles of ageing and other factors that can lead to these types of radiological dilemmas.

This book provides good, simple advice to facilitate the self-management of a problem that affects many people. It would be a useful resource in physio departments to show to patients who would benefit from this type of approach.

Jay Cookson, ESP physio to neuro spinal service and orthopaedic knee team, Southampton General Hospital

The Nine Degrees of Autism: A developmental model for the alignment and reconciliation of hidden neurological conditions
Philip Wynne et al (eds)

According to the publishers, this book should be read by anyone who wants to understand the real nature and experience of autism and will also be essential reading for a range of professionals.

Overcoming Chronic Fatigue in Young People: A cognitive-behavioural self-help guide
Katherine Rimes and Trudie Chalder

This book aims to be an accessible and practical manual aimed at young people. Downloadable material is available online to support recovery.

British Lung Foundation blog

An online blog by retired physiotherapist Ann Bennett, outlining nine things that people with lung disease want you to know. Examples include "doing things take twice as long" and "I have to plan everything." This powerful piece is a stark reminder of the impact lung disease has on everyday activities.

Carley King, CSP professional adviser

Grieve’s Modern Musculoskeletal Physiotherapy (4th edition)
Gwendolen Jull et al (eds)

This impressive-looking textbook claims to be the only one to cover the breadth of musculoskeletal physiotherapy practice, bringing together the work and opinions of many researchers and clinicians.

http://trainmyathlete.com

The Train My Athlete app claims to be the "future of elite training and rehabilitation" and a "cutting edge platform that helps professionals connect with their clients." Physiotherapists and others in the training and rehabilitation field can give their clients daily summaries of their training and diet plans. They can also swipe through their schedule to see what's coming up next.

Stuart Palma, CSP professional adviser

The items appearing on this page are not endorsed by the CSP
Call for ER-WCPT Congress abstract reviewers

The ER-WCPT Scientific Committee is now recruiting reviewers of platform and poster abstract submissions for the ER-WCPT congress in Liverpool, 11-12 November 2016.

Applications are currently invited from CSP members who:

• Have experience of reviewing abstracts
• Have a track record of publications and presentations
• Are prepared to review up to 20 abstracts
• Are available to do so between 7 and 23 March 2016.

To sign up please respond to the following survey by 1 January 2016
https://www.surveymonkey.com/r/P3BYK2X

More information on the congress can be found on the dedicated website www.liverpool2016.com
Networks & networking

Catch up with news and announcements regarding the CSP’s work at region and country level and also courses and events from CSP recognised professional networks. All recognised networks may list their events free of charge in this section to a limit of 180 words. Reach out to members, previous colleagues and classmates through the info exchange, retirement groups, or reunions sections.

Send the information you wish to include to: networksads@csp.org.uk

Frontline schedule

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Courses & conferences

Advertise your course or conference by contacting our advertising agents, Media Shed on tel: 0845 600 1394 or email: cspads@media-shed.co.uk Send your text and have your linage advertisement typeset by Media Shed to our magazine house style. Add a box or shading to make your advert stand out on the page. Alternatively you can choose to send your completed display artwork to Media Shed. Call to discuss rates.

NEW
Create your course advert online by using our easy to use website. Go to: www.csp.org.uk/courseadverts

Please note The courses and conferences advertised in this section have not been subject to the CSP’s formal recognition processes unless explicitly stated. Frontline accepts advertisements in good faith and is not responsible for the content of advertised events (except those delivered by the CSP itself). In the event of queries or comments relating to a specific course or conference, please contact the relevant organiser directly. Please see additional Guidance for Members in this section on broader issues relating to CPD, competence and scope of practice.

Recruitment

Advertise your vacancy, agency or service in Frontline, or online at www.jobescalator.com by contacting our advertising agents, Media Shed, on tel: 0845 600 1394 or email: cspads@media-shed.co.uk

Send your completed display artwork or contact Media Shed to discuss typesetting options. Alternatively submit your text for our linage section. Call Media Shed to discuss rates.
English regional networks
News from the CSP English regional networks, branches and country boards.

Find out more at www.csp.org.uk/nations-regions

East of England
Next regional forum
Date: Monday 7 December
Time: 2pm-5pm
Place: Rosery County House Hotel, 15 Church Street, Exning, Newmarket, Suffolk CB8 7EH

Information at: www.csp.org.uk/eastengland
Twitter: @Physioeast
Contact: Chair, Carl Hancock, at: eastofenglandchair@csp.org.uk

East Midlands
Next regional forum
Date: Monday 30 November
Time: 5pm-7.30pm
Place: Training Room 1, London Road Community Hospital, London Road, Derby DE1 2QY

Information at: www.csp.org.uk/eastmidlands
Twitter: @CSpEastMidlands
Contact: Chair, Lucy Cocker, at: eastmidlandschair@csp.org.uk

London
Next regional forum
Date: Monday 7 December
Time: 4pm-7pm
Place: Citadines, 94-99 High Holborn, London WC1V 6EF

Information at: www.csp.org.uk/london
Twitter: @CSpLondon
Contact: Chair, Carole McCarthy, at: londonchair@csp.org.uk

North East
Next regional forum
Date: Tuesday 1 December
Time: Exact times TBC
Place: Regional Forum Durham County Cricket Club, County Ground Riverside, Chester-le-Street, County Durham DH3 3QR

Information at: www.csp.org.uk/northeast
Twitter: @CSPNORTHEast
Contact: Chair, Jill Kent, at: northeastchair@csp.org.uk

North West
Next regional forum
Date: Tuesday 1 December
Time: 6pm-8pm (5.30pm refreshments)
Place: Brooks Building Birley Campus

Manchester Metropolitan University, Manchester M15 5JH

Information at: www.csp.org.uk/northwest
Twitter: @northwcsp
Contact: Chair, Jo Lishman, at: northwestchair@csp.org.uk

South Central
Information at: www.csp.org.uk/southcentral
Twitter: @CSPSouthCentral
Contact: Chair, Mandy Pike, at: southcentralchair@csp.org.uk

South East Coast
Next regional forum
Date: Thursday 3 December
Time: 10am-1pm (from 1pm onwards networking lunch)
Place: University of Brighton, Room 219, Robert Dodd Building, 49 Darley Road, Eastbourne BN20 7UR

Information at: www.csp.org.uk/southeastcoast
Twitter: @CSPSouthEast
Contact: Chair, Helen Balcombe, at: southeastcoastchair@csp.org.uk

South West
Next regional forum
Date: Wednesday 2 December
Time: Exact time to be confirmed
Place: Exeter Golf and Country Club, Countess Wear, Exeter EX2 7AE

Information at: www.csp.org.uk/southwest
Twitter: @CSPSouthWest
Contact: Chair, Adam Zawadzki, at: southwestchair@csp.org.uk

West Midlands
Next regional forum
Date: Monday 30 November
Time: 10am-1pm
Place: Room 686, School of Sport Exercise & Rehabilitation Sciences, Birmingham University, Edgbaston, Birmingham B15 2TT

Information at: www.csp.org.uk/westmidlands
Twitter: @WestMidlandsCSP
Contact: Chairs, Sheila Stringer and Sam Townsend, at: westmidlandschair@csp.org.uk

The 10 English regional networks organise forums, events or conferences four times a year. These are:
- Usually free to all CSP members including associates, students and retired
- Great CPD for HCPC re-registration, your development, and developing your services
- A networking and sharing opportunity
- An opportunity to debate and find out what’s going on.

Up to date information at: www.csp.org.uk/nations-regions
‘Physiotherapy Works, fit for work, fit for life – Role of physiotherapy in achieving useful function’ regional network study day at Keele University, Staffordshire, Monday 14 September. Report by Helen Owen, social media lead for West Midlands English regional network

I can’t believe it’s taken me so long to attend one of these – Fit for work, fit for life. Those were the words of Tom Flanagan on Twitter about the WM ERN study day, 14 September 2015, which covered the very timely theme of workplace health.

Why timely? Around 10 days prior, Simon Stevens (NHS CEO) announced his plans for a healthy NHS workforce to improve staff wellbeing and work outcomes to make a healthy, sustainable NHS. For physiotherapists, this offers a host of new opportunities to get involved in delivering this.

More than 50 delegates were booked onto the day, which began with a brief WM regional meeting delivered by Sam Townsend, WM joint Chair, and Philip Hulse, WM Rep to Council. Philip updated members on council news and Sam summarised the regions workplace reports, noting some vacancy freezes as well as trusts struggling to recruit Band 6s. Excellent university reports were also highlighted, particularly Coventry and Keele whose physiotherapy courses achieved 100 per cent student satisfaction last academic year.

The study day continued with Heather Watson presenting on work as a healthcare outcome. Heather began by identifying the phenomenal costs of being off work with 9.5 million work days lost each year to sickness and MSK injuries. This creates an unprecedented burden on the economy, as well as social and healthcare systems. She identified that we, as physiotherapists, are incredibly well placed to help. This includes prevention as well as empowering people to return to work. Heather shared the importance of considering both the employees and employers beliefs about pain and work, and that re-educating misconceptions is essential to facilitating a return to the workplace.

Following Heather’s talk, several recent pieces of research were shared by speakers from Keele’s research team. Kay Stevenson shared the unbelievable fact that research takes 17 years to be implemented in practice. To change this Kay stated that evidence needs to be easy, simple, and helpful to implement, whilst also being related to the context. This led into Jonathan Hill’s talk, who explained about the STAR T back trial, noting the global response it had stimulated. It had been successful as a diagnostic indicator and in helping patients access support they needed when they needed it.

Jonathan continued, explaining what is next for research, and how he hopes to develop similar tools for other MSK conditions.

Heather Watson then concluded the day summarising that healthcare and work are not sequential and can overlap. She urged delegates to be nosy, ask what work means to your patients, emphasised that pain does not prevent returning to work, reiterating that work instead improves recovery. Heather finished with a challenge to ask yourself, what next? What will you do differently in all specialties of practice relating to patients and work?

Information at: www.csp.org.uk/yorkshumber
Twitter: @CSPYorksHumber
Contact: Chairs, Angela Clough and Jean Heseltine, at yorkshumberchair@csp.org.uk

Future dates:
- 30 November to 7 December – quarterly English regional network forums
- 9 December – English network forum
- 10 December, 11am – CSP council meeting.

English regional networks
Find out more at www.csp.org.uk/nations-regions
CSP board news

Wales

Report for CSP Welsh Board – September meeting 2015

CSP Welsh Board met in Rhayader in September and welcomed Becca Bryant, CSP interim assistant director of the strategy, policy and engagement directorate to their meeting.

Kate Lynch, pictured above presenting to the board, who represents North Wales on the Board, made a presentation at the start of the meeting on the “Lifestyle Programme” being run in Betsi Cadwaladr University Health Board which was well received by board members.

The board discussed possible motions to CSP annual representatives conference and agreed their draft objectives for the 2016 work plan. These included the plan to hold a conference open to all CSP members in Wales in June 2016. Members are encouraged to keep an eye out for details on this as they come out early in 2016.

Issues highlighted and discussed during the meeting to be raised at CSP Council included:

1) Recruitment
Managers highlighted that recruitment, especially to band 5 and 6 posts is an issue and there is a concern that the majority of new graduates (certainly from Cardiff University) have already secured jobs. It will have a significant impact on service delivery.

2) NHS Benchmarking
It was noted that the majority of health boards in Wales are signed up to participate in the NHS UK Benchmarking project but that it is based on the NHS in England and therefore does not lend itself easily to comparison between the different health systems in England and Wales.

There was a concern that the project may have a negative impact on staffing levels in Wales.

3) Follow-up from Physiotherapy Works Locally in Wales and the focus on prudent healthcare
The prudent healthcare principles message in Wales has been a valuable method of demonstrating the value of physiotherapy to support the health and social care agenda. The prudent healthcare approach has been championed by the minister for health and social care and he looks for examples at every opportunity. Welsh board utilised the Physiotherapy Works Locally event in Wales to ask participants to look at their own services and submit a short summary describing how the services met the principles. Stephanie Best and Jo Garzoni (Wales Therapy Advisory Committee representatives on Welsh Board) collated the results and have developed a working paper entitled ‘Do physiotherapists get it? The concept of prudent healthcare in practice’. Further work is going to be done on this paper and once completed will be shared with members on the Wales page of iCSP. The paper will also be shared with external stakeholders including the Minister for Health and Social Services.

Professional networks news

Professional networks
Courses and events from CSP recognised professional networks. Share your events here free of charge.

Send an email to networkads@csp.org.uk

Association of Chartered Physiotherapists in Neurology (ACPIN) - Yorkshire
Hydrotherapy for the neurological patient
Speaker: Jacqueline Pottman MCSP ATACP
Content:
- recap of hydrostatic and hydrodynamic principles
- recap of the physiology of immersion and the importance of screening
- revision of normal movement principles
- practical pool based techniques
- theory and practice of the Hollkwick method
- patient demonstrations and videos
- treatment planning and practical in small groups with peer critique.

Date: 24-25 October
Place: St Lukes Hospital, Horton Wing, Little Horton Lane, Bradford BD5 1NA
Cost: £110 for ACPIN members, £135 for non-ACPIN members — to include refreshments (but not lunch). Places limited to 15 due to the practical nature of the course.
Course pre-requisites: An understanding of the principles of hydrotherapy, and the physiology of immersion (J Hall 1990)
Contact: For further information contact Heidi Thomas at: yorkshire@acpin.net

Association of Chartered Physiotherapists in Neurology (ACPIN) - Surrey and Borders
Study day: Management of Glenohumeral subluxation in hemiplegia
Date: 21 November 8.30am registration for 9am start, finishing at 5pm
Speakers: Dr Preena Kumar, Kate Stone, Dr Martina Nodler, Dr Caroline Appel, Kate Lancaster
Place: St. Peters Hospital
Cost: ACPIN members £50, non ACPIN members £70, early bird rates until 31 August ACPIN members £40, non ACPIN members £60
Contact: For further information and the application form please contact Surrey and Borders committee via email: surrey@acpin.net

Association of Chartered Physiotherapists in Neurology (ACPIN) - Oxford
Graded exercise therapy and chronic fatigue
Evening lecture by Dr Charlie Winward, physiotherapist with the Oxford CFS/ME service
Date: Thursday 19 November, 7.15pm
Place: Seminar Room, Oxford Centre for Enquiry, Nuffield Orthopaedic Centre, Windmill Road, Headington OX3 7HE
Cost: ACPIN members £1, non-members £3
Contact: For further details please contact: oxford@acpin.net
Physio First
Physio First conference 2016 – Championing sport in private practice
Date: 16 - 17 April 2016
Place: East Midlands Conference Centre, Nottingham NG7 2RJ
Physio First are pleased to announce the 2016 conference, entitled ‘Championing sport in private practice.’ Conference continues to be the ‘not to be missed’ Physio First event of the year and 2016 promises not to disappoint! We will be bringing you an impressive line-up of both international and home-grown lecturers. This conference will undoubtedly raise your physio knowledge.

Speakers include: Professor Karim Khan (Canada), Professor Bill Vicenzino (Australia), Dr Catherine Spencer-Smith (UK), Joanne Elphinston (UK), Lynn Booth (UK), Dr Kieran O’Sullivan (Ireland), Seth O’Neill (UK), Celia Champion (UK).

Other events over the weekend:
• Large trade exhibition opens Friday 15 April 2016, 4,30pm
• Friday night drinks reception and supper – only £19!
• Saturday night buffet – only £25
• AGM – Join the business of your organisation. Booking open 1 September 2015

Cost: Delegate prices start from £170 per day. Book online and receive £10 discount at: www.physiofirst.org.uk

Place: Bisham Abbey
Date: P1 6-7 February 2016, P2 12-13 March 2016
Cost: Fees from £200/weekend

The young athlete study day
Following the huge interest in our sell-out conference we are considering running a further one day on this topic over the summer. Watch this space.

Coming up in 2016
• Three-day anatomy (cadaveric studies) course in Bristol
• Taping course in Scotland
• Spring study day, 23 April at St George’s Park
• Autumn study day, ‘Technology in sport and rehabilitation’, October, Cardiff.

Association of Chartered Physiotherapists in Sports and Exercise Medicine (ACPSEM)
Membership
For just £55 per annum full members enjoy the benefits of a strong network of sports physios, three sports journals online, a structured CPD pathway supported by a suite of evidence-based training courses in taping, soft tissue and rehabilitation and discounts with more than 20 companies. Student membership costs £21.

Intro to sport course
Place: Cardiff
Date: 25 October

ACPOHE AGM
Office ergonomics (DSE) level 1
Date: 28-29 November
Place: Derby
Cost: £140 (member), £200 (non-member)

Changing health behaviours – Using a cognitive behavioural approach to achieve better outcomes
Date: 19-20 January 2016
Place: Birmingham
Cost: £280 (member), £340 (non-member)

Upper limb disorders in the workplace – Risk assessment and management
Date: 20 February 2016
Place: Guildford
Cost: £140 (member), £200 (non-member)

Date: 1 October 2016
Place: Guildford
Cost: £140 (member), £200 (non-member)

Contact: Information and booking at: http://www.acpohe.org.uk/events
ACPOHE administrator, Tracy Long, tel: 01284 748202 email: acpohe@burryphysio.co.uk

Acupuncture Association of Chartered Physiotherapists (AACP)
AACP CPD courses
Contact: Lucy on tel: 01733 390007 or email: sec@aaccp.uk.com
Upcoming CPD courses in Peterborough with Lynn Pearce:
Electroacupuncture, cupping and Gua Sha
Date: 13 October

AACP Basic acupuncture foundation courses
Designed to offer participants a level of knowledge, skill and understanding that will allow them to practise acupuncture in a safe and appropriate manner, in a clinical setting.
Cost: £495 – One year’s full membership of the AACP with many benefits!
To book: Contact Lucy on tel: 01733 390007 or email: sec@aaccp.uk.com
Dates: 3, 4, 10, 11 October and 14, 15 November
Place: Norwich

AACP have a number of grants available for AACP members. For more information please contact Mindy Cairns (AACP Research Advisor) at: research@aaccp.uk.com or see the AACP website: www.aaccp.org.uk
Medico-legal Association of Chartered Physiotherapists (MLACP)
MLACP AGM/Winter conference: Physiotherapy, litigation and sport
Do you know your sporting legal?
We are here to help!
- Hear from top physios in elite sport
- Medical experts on concussion in sport; and
- Barrister guidance on where you are vulnerable.

**Dates:** 13 November 9.30am-4.30pm followed by drinks reception

**Place:** 7 Bedford Row Chambers, London WC1R 4BS

**Course leader:** Lorna Stybelska
**Cost:** Members: £50, non-members: £85
**CSP students:** £40 (must provide CSP membership number)

**Contact:** For programme details and an application form please go to the MLACP website: http://mlacp.org.uk

Paediatric and adult neurology – the role of the physiotherapist as an expert witness

**Date:** Wednesday 27 April and Thursday 28 April 2016
This two-day course is for experienced physiotherapists working in paediatric or adult neurology who are interested in, or have some experience of preparing physiotherapy reports for medico-legal purposes.

**Place:** CSP, 14 Bedford Row, London WC1R 6ED

**Course leaders:** Eileen Kinley and Will Winterbotham

**Cost:** £300 MLACP members, £340 non-members

**Contact:** For more information, contact Eileen Kinley (paediatrics) at: eileen@83waterloo.co.uk or Will Winterbotham (adults) at: willwinterbotham@btinternet.com

Download an application form from: www.mlacp.org.uk

British Association of Hand Therapy (BAHT)

**Follow:** @BAHTEducation

**Upcoming validated courses:**

- **Level I**
  - November 2015 - Dublin
  - March 2016 - Northwood
  - November 2016 - Derby

- **Further courses:**
  - Fractures
  - Date: November 2015
  - Place: London

Splinting

**Date:** February 2016
**Place:** Salisbury

**Optimising soft tissue**

**Date:** May 2016
**Place:** Northwood
**Contact:** Full details of all courses see: www.hand-therapy.co.uk

Association of Orthopaedic Chartered Physiotherapists (AOCP)

Do you work in a trauma and orthopaedic setting and are looking for new experiences and ways to contribute and develop your CPD?

Have you considered joining our AOCP executive committee?

Our executive committee members contribute to national initiatives and projects such as:

- the National Joint Review
- NICE guidelines eg complex fractures and arthroplasty
- trauma networks
- editing orthopaedic texts
- providing expert opinions for the CSP eg media enquiries.
- sitting on the Neuro-MSK alliance
- Physiotherapy UK

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**Their lifestyle was secure even though James had been injured.**

Thank goodness for PG Mutual's income protection cover

If you found yourself unable to work due to an accident or illness, how would you cope financially? We at PG Mutual can provide you with income protection cover to suit your individual needs, at an affordable monthly cost if you find yourself on sick leave.

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**Email** enquiries@pgmutual.co.uk

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*For prize draw Terms & Conditions, visit www.pgmutual.co.uk. Prize draw 192/2015 and valid in England and Wales. PG Mutual is the trading name of Pharmaceuticals & General Provident Society Ltd, Registered Office & Partners: 9 Parkwood, St Albans. Hertfordshire AL1 5PA, Incorporated in the United Kingdom under the Friendly Societies Act 1992, Registered Number 4007. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority. FSA Register Number 190383.*
Due to long-standing members of our committee stepping down, we have places for new members to join the AOCP executive.

**Contact:** For more information about this great opportunity, please contact the AOCP chair, Rachel Martin, at: rachel.martin@poole.nhs.uk

**AOCP Annual conference**

**Date:** 21 November 2015  
**Place:** RNOH Stanmore, Middlesex  
**Cost:** AOCP members: £50 (priority booking up to 30 September 2015). Non-members: £125. This one-day conference provides an evidence based update on orthopaedic surgery and rehabilitation

**Confirmed speakers:** Professor Tim Briggs – Getting it right first time; Mr Simon Lambert and Mr Andre Le Leu – Management of the complex traumatic shoulder; Mr Gorav Datta – Pelvis trauma and reconstruction; Mr Nick Hancock and Mr Tony Betts – Management of the multi knee ligament injury; Ms Sue Paddon and Ms Meg Williams – Rehabilitation of SCI and TBI; Mr Amir Quereshi, Mr Warren Corbett and Mr James Smale – Management of the lower limb reconstruction; Colonel Paul Parker – Learning from military trauma; Dr Toby Smith – Post operative management of the total hip replacement. PLUS – the announcement of the AOCP award winners.

**Contact:** Tweet @PhysioAPCP. To book your place email: aocpevents@gmail.com

** Pelvic, Obstetric, Gynaecological Physiotherapy (POGP)**

Physiotherapy assessment and management of female urinary dysfunction (CPSP-endorsed) October course fully booked. 2016 dates available soon.  
**Cost:** £350 POGP member/affiliate, £420 non-member  
**Physiotherapy assessment and management of lower bowel dysfunction**  
**Date:** 6-8 November  
**Place:** Warwick, West Midlands  
**Cost:** £325 POGP member/affiliate, £395 non-member  
**Understanding pelvic organ prolapse – assessment and conservative management**  
**Date:** 30 January 2016  
**Place:** Norwich, Norfolk  
**Cost:** £125 POGP member/affiliate, £160 non-member

For further details of the POGP short course programme or to download an information pack for any of the above courses, please visit the POGP website at: http://pogp.csp.org.uk/courses-events

**Association of Chartered Physiotherapists in Temporomandibular Disorders (ACPTMD)**  
A one day course on the physiotherapy management of temporomandibular disorders (TMD)

**Tutor:** Phil Bateman  
**Date:** Saturday 14 November  
**Place:** Navan, County Meath, Republic of Ireland  
**Cost:** £149/€207 (Early bird discount £129/€179)

Course reviews the anatomy of the temporomandibular joint, assesses the masticatory system and reviews the physiotherapy management of TMD.  
**Contact:** Dympna Jones at: dympna.jones@nhs.net for further information and an application form.

**Association of Paediatric Chartered Physiotherapists (APCP)**

Annual conference and trade exhibition - Tyne to move forward

An opportunity to network with paediatric physiotherapists from around the UK to share practice and expertise.

This year’s conference offers two programmes on each day featuring topics relating to neurodisability, neuromuscular and respiratory management as well as a look at conditions affecting paediatric mental health. In addition, the APCP respiratory group will be running optional respiratory workshops on Saturday.

**Date:** 13-14 November  
**Place:** Hilton Newcastle Gateshead, Bottlebank, Newcastle NE8 2AR  
**Costs:** Day delegate rates from £95, one-day. £180, two-day. Special four-for-three offer for APCP members and reductions for students and therapy assistants/support workers.

**Contact:** Further information/to book your place: http://apcp.csp.org.uk/annual-conference

**South West region AGM and Kinesio taping workshops**

Two half-day workshops introducing the theory behind Kinesio Taping and looking at paediatric and MSK practical applications.

**Date:** Saturday, 26 September, 9am -1pm or 2pm-6pm  
**Place:** Quedgeley Clinic, Gloucester GL2 4WD  
**Cost:** £80 APCP members/£95 non-members  
**Contact:** Further information/to book your place: http://apcp.csp.org.uk/courses-events

**Developing a UK-wide programme — the first steps. Report from Susie Turner, clinical specialist paediatric physiotherapist, Evelina London Children’s Hospital, APCP Neurodisability Committee member**

Children with cerebral palsy (CP) are at risk of developing musculoskeletal problems such as muscle contractures, displacement of the hip and scoliosis. In 2013, paediatric physiotherapists and orthopaedic surgeons in Scotland with an interest in working with children with cerebral palsy (CP) launched the Cerebral Palsy Integrated Pathway Scotland (CPIPS). This is a patient management system which provides a quality, timely and equitable standardised follow-up programme for children with CP. CPIPS aims to indentify musculoskeletal problems through regular physical and radiological examinations to enable effective management of these problems during childhood. This allows early orthopaedic referral and intervention as required. CPIPS is based on the Swedish evidence-based programme (CPUP).

On 4 September 2015 paediatric physiotherapists, paediatricians and orthopaedic surgeons, with an interest in working with children with CP, gathered at Sheffield University. Participants came from all regions of England, Wales and Northern Ireland, as well as Ireland. The study day was organised by the APCP Neurodisability (ND) group with the aim of establishing a Cerebral Palsy Integrated Pathway (CPIP) across the UK.

The CPIPS development team travelled from Scotland to lead and facilitate the day. It was an excellent combination of presentations, practical workshops and regional group discussions. Some regional groups already have established networks whilst others are just starting out. This is just the beginning of the journey and further regional meetings are to be held within the next few months and another national meeting is tentatively planned for March 2016. The APCP ND group will continue to support this through meetings and communications. The plan is to take this forward by individual regions so please look to get involved with your regional CPIP group.
If you wish any further information or want to know how to contact your regional group please contact us by sending an email to: admin@apcp.org.uk

Pictured above: Speakers (back row, left to right) – Heather Read, consultant orthopaedic surgeon (NHS Greater Glasgow and Clyde), Mark Gaston, consultant orthopaedic surgeon (NHS Lothian), Lesley Harper, senior paediatric physiotherapist (NHS Lothian)

Front row (left – right) – Susan Quinn, senior paediatric physiotherapist (NHS Lanarkshire), Liz Gray, senior paediatric physiotherapist/chair APCP (NHS Grampian), Katie Kinch, senior paediatric physiotherapist (NHS Fife), Laura Wiggins, senior paediatric physiotherapist (NHS Greater Glasgow and Clyde), Nicola Tennent, senior paediatric physiotherapist (NHS Greater Glasgow and Clyde),

British Association of Chartered Physiotherapists in Amputee Rehabilitation (BACPAR)

Place: Buckinghamshire Musculoskeletal Integrated Care Service, Lancaster Road, High Wycombe, Buckinghamshire HP12 3QL
Cost: £180 MACP members, £200 non-members
Contact: https://macpweb.org/home/index.php?p=402

Spinal masqueraders study day
Spinal masqueraders course is a highly interactive case study based day designed to help with the awareness, clinical reasoning and management of the five most common spinal masqueraders seen in physiotherapy practice.

Date: 23 January 2016, 9am-4.30pm (registration 8.45am)
Place: Royal London Hospital, Barts Health NHS Trust, Whitechapel Road, London E1 1BB
Cost: £110 MACP members, £120 non-members
Contact: https://macpweb.org/home/index.php?p=402

Spinal masqueraders expanded
Following on from the highly regarded spinal masqueraders study day, the MACP have developed a further stand-alone course designed to enhance awareness and clinical reasoning in the management of non-musculoskeletal causes of back and radiating leg pain. Spinal masqueraders: expanded covers new issues not covered on the original study day. Developed from delegate feedback and evolving evidence, attendance on the original masqueraders study day is not a prerequisite to this course. Knowledge and skills gained from the first course will however be further enhanced and new skills accrued.

Date: 24 January 2016 9am-4.30pm (registration 8.45am)
Place: Royal London Hospital, Whitechapel Road, London E1 1BB
Cost: £110 MACP members, £120 non-members
Contact: https://macpweb.org/home/index.php?p=402

Know pain: A practical guide for therapeutic neuroscience education
The challenge of successfully managing persistent pain can be one of the most daunting for both clinicians and sufferers. Patients are often frustrated after failed short-term interventions. It is often difficult to understand and explain high and prolonged levels of pain where a traditional tissue based cause is lacking. This course explores a cutting-edge, patient-centred approach using a variety of practical learning methods to help your patients understand their pain. It provides a range of practical applications and methods to take into your clinic and immediately apply with your patients. The course content blends a wide range of contemporary evidence from both educational and healthcare literature.

Date: 21 and 22 May 2016
Place: Royal London Hospital
Cost: £255 MACP members, £275 non-members
Contact: https://macpweb.org/home/index.php?p=402

Electrophysical Agents and Diagnostic Ultrasound (EPADU)

A study day looking at electrical stimulation in relation to neurological conditions and parameters of diagnostic ultrasound.

Place: The Council Room, Chartered Society of Physiotherapy, 14 Bedford Row, London WC1R 4ED
Date: Tuesday, 17 November Registration 9.30am – 10am (close 4pm)
Cost: £40 for members of EPADU/£45 for CSP members/£55 for non-CSP members /£35 for students, to include refreshments.
Confirmed lecturers include: Professor Jane Burridge, Christine Singleton (FES), Mark Maybury (Diagnostic Ultrasound).

Contact: To express your interest in attending this day, and for further information please contact Sue Finley on: susan.finley45@yahoo.co.uk

Association of Chartered Physiotherapists in Therapeutic Riding (ACPTR)

ACPTR Hippotherapy course
Now accredited at MSc level with Robert Gordon University Aberdeen. For chartered physiotherapists wishing to use the horse within physiotherapy treatment.

Course dates and structure 2016
Two sequential modules both four days long:

Equine module -
Assessment and selection of equines for hippotherapy
Date: 29 January-1 February 2016
Hippotherapy module -
Delivery of best practice in hippotherapy
Date: 27 October-31 October 2016

Venue for both modules: Clwyd Special Riding Centre, Llanfynyd, Wrexham, Clwyd LL11 5HN

Course fees: £1350 including non-
refundable registration fee of £50.

Closing date for applications: 5 December 2015

Prerequisites:
- Chartered Society of Physiotherapy membership
- HCPC registration
- ACPTR membership
- one year postgraduate clinical experience
- submission of the ACPTR Equine Skills Record
- required to register for the complete course.

Horse riding experience:
ACPTR recommend applicants have basic horse riding skills in addition to general equine experience.

Assessment:
Continuous formative assessment of practical skills. Extensive written assignments following each module. Summative assessment of practice in hippotherapy module.

Contact: Application requests and enquiries to course coordinator, Dr. Valerie Cooper, at email: valerieccooper@btinternet.com or to: 27 Abbotshall Rd Cults Aberdeen AB15 9JX.

Chartered Physiotherapists with an Extended Scope of Practice (ESP)

ESPPN Managing complex upper limb conditions in ESP practice

Date: Monday 9 November

Place: 33 Queens Square, London WC1N 3BG

Topics include: current trends and management strategies of upper limb conditions from a surgical and non-surgical perspective plus showcase presentations of recent research.

Book online – go to: www.esp-physio.co.uk/courses and complete the online booking form. Early bird offer £80 members only (until end September then £95), non members: £120

Contact: Any questions please contact: admin@esp-physio.co.uk If you are interested in joining our group, for only £25, go to: www.esp-physio.co.uk/

Aquatic Therapy Association of Chartered Physiotherapists (ATACP)

Autumn study day

Date: Saturday 7 November 9.15am-4.30pm

Place: Sandgate Hydrotherapy Pool, Sandylands Road, Kendal, Cumbria LA9 6JG

Topics: Making the most of the aquatic therapy service; using the multi-sensory pool as a channel of intervention for those with profound and multiple learning disabilities; active play and learning through aquatics.

Speakers: Mike Maynard, Advanced AT course tutor, clinical lead in AT; Sue Booth, paediatric physiotherapist currently undertaking an MSc in aquatic therapy; Anne Croadock, former PE teacher, adviser and consultant in both mainstream and special education.

Cost: ATACP individual/associate/overseas member: £30; Non-member: £45;

Departmental member (one per department): £30;

Overseas non-member: £55; Student member: £20; Student non-member: £30

Contact: Enquiries and application form available via Heather Maling at: physio@cheerful.com or go to: iCSP or our website: http://atacp.csp.org.uk

Association of Chartered Physiotherapists in Oncology and Palliative Care (ACPOPC)

in conjunction with AGILE

Autumn conference

Oncology and palliative care in older age – living well and enhancing care

Date: 19 and 20 November

Topics to include:
- cancer in older age
- rehabilitation in palliative care
- living with prostate cancer
- maximising potential with myeloma
- cancer-related fatigue
- ethical issues in palliative care
- pain management
- metastatic spinal cord compression
- lymphoedema management
- advanced communication skills
- palliative and end of life care in dementia.

Place: Friends House, 173 Euston Road, London NW1 2BJ

Cost: Members (ACPOPC/AGILE) – one day £80, two days £145. Non-members – one day £95, two days £175

Contact: Email: katharine.pantelides@christie.nhs.uk Further information can be found at: acpopc.csp.org.uk

CSP training/events

CSP Stewards’ training 2015

Below are the remaining stewards training days for 2015, further information and documentation for the training days can be found on your iCSP reps network. As a steward, closer to the training day in your region you will receive an email asking you to confirm your attendance so please ensure your contact information is up to date at: www.csp.org.uk/account

All our courses are designed so you develop the knowledge, skills and confidence that will enable you to fulfil your role as a CSP steward to best effect.

Attending a CSP stewards’ training course allows you to meet other stewards where you can network, discuss your experiences as a CSP steward, workshop issues that are of common concern and practice your stewards’ skills in a safe, supportive environment.

Cheshire and Mersey
19 November, Victoria Central Hospital

Scotland
30 October, TBC

East of England
20 November, Cambbs Prof. Dev. Centre

South East Coast
25 November, CSP, London

East Midlands
17 November, Pleasley Landmark (TBC)

London
2 December, CSP, London

North East
24 November, NASUWT

Wales
13 October, Unite House, Cardiff

Northern Ireland
19 November, venue TBC

Yorkshire
26 November, Liversedge

North West
12 November, Wrightington

South Central
19 November, CSP, London

West Midlands
25 November, Birmingham Women’s Hospital.

Other groups news

North West forum meeting
Invitation to NHS Allied Health Professionals working within occupational health in the North West to attend quarterly forum meetings, for peer support, informative debates and a chance to share information with other professionals about current occupational health issues.

We already have around 10 members from different trusts across the North West region but would welcome new members. Our next meeting is in November, if interested please email: ruth.todd@aintree.nhs.uk for further information.
Grant opportunity
Physiotherapists who completed their training at the former St Thomas’ Hospital School of Physiotherapy are invited to apply for a grant from the Physiotherapy Education and Welfare fund.

This fund comprises the former St Thomas’ Hospital Physiotherapy Trust funds and the Mennell-Randall and Bawens-Garlike fund which, with the consent of the Charity Commission, has been transferred to Guy’s and St Thomas’ Charity.

Applications may be made for training, professional development, conference attendance or welfare related costs (retrospective costs will not be considered).

The deadline for applications is 23 November 2015. For full details and an application form, please contact: Ruth Bishop, Funding Manager at Guy’s and St Thomas’ Charity, Francis House, 9 King’s Head Yard, London SE1 1NA. Tel: 020 7089 4558, Fax: 020 7089 4585. Email: ruth.bishop@gsttcharity.org.uk Registered charity 251983

Consultant physiotherapists’ group
Are you an NHS consultant physiotherapist undertaking a role focused around expert clinical practice, leadership, strategic service redesign, research and education? If so are you currently a member of the national group? We are aware that there may be both established and new consultants who are unsure of our existence. We meet twice a year to raise awareness of current issues, to work on specific projects and to offer peer support amongst other things. Our next meeting is on 23rd November when the focus will be on public health with a presentation by Sir Muir Gray.

If you would like to be added to the membership list and to receive further information about the next meeting please contact: chair of the group, Liz Candy (Aneurin Bevan UHB - physiotherapy) at elizabeth.candy@wales.nhs.uk. We look forward to welcoming you to our next meeting.

Info exchange
Study offers new hope to ankle arthritis patients
A new national multi-centred clinical trial promises to provide a major breakthrough in the treatment of ankle arthritis investigating whether total ankle replacement is a more effective treatment for ankle arthritis than arthrodesis (fusion).
Ankle arthritis affects up to 30,000 people across the UK each year and can have a major effect on a person’s quality of life, many of these patients will access physiotherapy services placing physiotherapists on the frontline of identifying potential participants.
Effective recruitment to the trial is vital and total ankle replacement versus arthrodesis (TARVA) is using channels such as social media and an award winning patient information video, starring actor Sylvester McCoy (Dr Who / The Hobbit), to help the TARVA team engage with patients.

It is hoped that the TARVA study will offer

Term life insurance and long term disability cover
CSP Plus have teamed up with LifeSearch, one of the UK’s leading life insurance advisors, to provide you with all the help, guidance and advice you need to make sure you are properly protected in the event that you may never be around or are unable to earn a living due to long term disability.

- FREE, no obligation quote. LifeSearch’s advice is free and impartial
- Help with ALL your protection needs
- Once your policy is arranged, you’ll automatically qualify for their ‘2 month’s premium back’ offer, payable after the policy has been in place for 12 months with all payments up to date
- All LifeSearch customers automatically qualify for LifeSearchCare in the event of a claim, giving access to a personal nurse advisor and home visits from a relevant nursing specialist
- Get your free, no obligation life insurance quote in minutes.

For more information, call a LifeSearch advisor on 08000 804 6614 (quoting CSP) or log on to CSP Plus via www.csp.org.uk
vital evidence on which is the best course of treatment for patients who have this condition and which offers best value to the NHS.

For more information, links to the trial website and patient information video please email: tariq.karim@wwd.nhs.uk

**Evaluation of physiotherapist and podiatrist independent prescribing**

The University of Surrey and University of Brighton are currently undertaking a Department of Health funded study investigating effectiveness and efficacy of independent prescribing in physiotherapy and podiatry. Part of the study includes two online surveys, open to all clinicians undergoing independent prescribing training. Surveys take 10-15 minutes and explore views and experiences regarding implementation and educational preparation for training. If you would be interested in participating please contact: judith.edwards@surrey.ac.uk or PP.IP.Surrey@surrey.ac.uk.

We are also looking for a prescribing clinician (independent prescribing qualification) to act as a case site. This involves having clinical practice observed by a researcher for up to working five days, during which patients will be recruited to a questionnaire study, and data collected on clinician work activities. We are open to any clinical specialties at present. Please see: http://bit.ly/1KJn67d and contact email: karrie.margrove@surrey.ac.uk if you are interested.

**Army School of Physiotherapy**

Former students from the Army School of Physiotherapy are gathering information in order to write a book about the school at both Netley and Woolwich. The project is also looking at the development of physiotherapy in the army. If you attended the Army School of Physiotherapy or have worked as a civilian in a British military hospital and would like to contribute to this project please contact Len Aspin at: cspnet_5@btinternet.com

**Examination of rehabilitation needs-screening approaches in forensic settings**

We are exploring current approaches and future opportunities in screening for rehabilitation needs in forensic populations (prisons, secure settings and community).

We would like to hear from AHPs, nurses, doctors and associated colleagues about how you screen for rehabilitation needs, if there are any tools you use, and about your experiences of the screening process.

We have a particular focus on:

- physical health
- mental health
- learning disability
- developmental needs.

If you have information you can share with us or for more details about our project, please email: PV-UHB.rehabscreening@nhs.net

Please let us know also if you would be willing to complete our short survey and we will send this to you by email.

With thanks, Donald McLean, physiotherapist, team co-ordinator, Reach Forth Valley, Stirling Community Hospital, Stirling.

Did you know what to expect when you qualified?

Are you a Band 5 physiotherapist (or equivalent)? Have you been working for 0-1 years? If so, are you interested in taking part in qualitative research to discuss your experiences in your first job?

Interviews and focus groups will take place in the London area so if you are living there, or are willing to travel, and fit the criteria above, please contact us via our project supervisor Jacqueline Potter, email: j.potter@uel.ac.uk

Information will be provided on receipt.

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**CSP Retirement Association (CSPRA)**

News and information from the CSPRA. Upcoming meetings, events and also details of get-togethers in your area.

**CSPRA AGM and meeting**

**Date:** 26 November 2015 10.30am

**Place:** CSP, 14 Bedford Row, London WC1R 4ED

Arrange to meet your physio friends at 10.30am on Thursday 26 November in the Council Room, CSP Bedford Row, for the CSPRA AGM and study day.

**Cost:** £15 which includes a sandwich lunch

We have a day of interesting speakers - Dr Barbara Richardson is launching the Oral History Project five. Meet Natalie Beeswetherick, CSP director of practice and development. Kirsten Bradbury will give an up-to-date presentation on CSP English regional networks Physiotherapy Works. As a follow on to Professor Sir Keith Porter’s talk in 2013 ‘Boston to Birmingham’; Lt Col Stacey McQueeny – professional lead advisor of physiotherapy, Defence Medical Rehab Centre Headley Court, will present ‘The evolving role of the physiotherapist and..."
Coventry University 1992-1995 reunion
It’s 20 years since we graduated and a good excuse to meet up! We have arranged a tour of the University, lunch and an evening out for those who can stay on Saturday 14 November 2015. There are a few people we haven’t managed to keep in touch with, Hannah Brudnell, Caron Armstrong, Becca Ashcroft, Jacqui, Sophie, Fiona, Kevin Bowers. If anyone knows of their whereabouts, or if you fancy joining us, please get in touch with Samantha Davies (Barry) or Susie Yardley via Facebook or via email: sam.davies@wales.nhs.uk. Looking forward to seeing you all!

Nottingham School of Physiotherapy
We are planning a reunion for the Nottingham leavers from 2001 to 2016 – it will be 15 years since we qualified. There are still people we have not been able to track down email addresses for – Darren, Cath, Carl, Nicky, Sue, Carol. If this is you please contact me at: rfieldhouse78@hotmail.com

Prince of Wales (POW) Set A 1966-69
Remember us - Angela Hancock-Martin, Jenny Eve, Marion McKenzie, Anne Brown?
We hope to get in touch with Elaine Slater, Prunella Patel, Tina Lafin, Sue Frankel and perhaps others from Set A for a possible get-together in 2016, or just to hear how the passing years have treated you? Please contact: angiecourt@gmail.com and/or: awbrown15@gmail.com. Hope to hear from you.

MRI School of Physiotherapy 1982 – 1985
It’s hard to believe it’s been 30 years since we qualified so thought it was about time we had a re-union! Spread the word! Janet Morrison (nee McEvoy) and Jane Burnie (nee Loads) would love to see as many faces as possible at our re-union. We plan to meet in Manchester somewhere on Saturday 24 October. I’ll book something when I know how many can make it. Please contact Janet by email: jmorrison@mmu.ac.uk or tel: 07920 148327. I look forward to hearing from you all.

The Queen’s College Glasgow Class of 1981
Nearly 35 years!
Are there any old gals and guys out there interested in a get together perhaps in June 2016 to reminisce, celebrate and commiserate? If there is an appetite for a bash we will be happy to do the planning. Please reply to: susan@familyhastings.com

Thinking of having a reunion?
Need to contact old friends on these pages?
Send an email to networkads@csp.org.uk

Don’t forget... after your reunion has taken place, send Frontline a photo and tell us about it!

Jillian Rae (nee Craig). Irene Pullar (nee Caddie) Susan Hastings (nee Clunie)

St Thomas’ Physiotherapy 1982-1985
It is time for our 30 year reunion! It will take place on Saturday 10 October in London. Plans are yet to be finalised and any suggestions ideas are welcome. Juliette and Mary would love to see as many of you as can possibly make it, but if you are unable to come please still get in touch and we can pass on your news and photos. Please contact Mary (nee Stonham) at: mary@conanask.plus.com

Guys Hospital C Set 1972-1975/6
This is very hard to believe but it is 40 years since most of us qualified! A few of us are getting together in London for an informal lunch on Friday 23 October to celebrate and would love as many C set as possible to come. So far we have Annabel, Pauline, Geraldine, Gill, Lesley and myself. If you are interested please contact me for the venue details. Kate Crocker (Smith) email: crocker.kate@btinternet.com

Guys Hospital School of Physiotherapy C and D sets 1982-1985 30 year reunion
A long overdue reunion has been arranged for Saturday 24 October 2015 from 4pm at The Anchor Bankside, Park Street, Southwalk SE1 9EF.
It would be great to see as many of us as possible. Contact Sarah Bird (Challacombe) at: sarah.physio@gmail.com for more detail or join our Facebook chat at ‘Calling Guy’s Physios... Reunion time’ and see who we have already managed to find. I look forward to hearing from you and seeing you all at the reunion.

Grampian School of Physiotherapy 1987-1990
This year it will be 25 years since we graduated and we made history by being the last students to do so! Let’s celebrate by getting together this summer. Please contact Susan Fraser (nee Johnston) and/or Ruth Paterson (nee Henderson) if you are keen to come along and catch up. Email sussanmfraser@btinternet.com or: ruthiepaterson@yahoo.co.uk

Joint Services School of Physiotherapy
A reunion of all former staff and students of JSSP is to take place on Thursday 5 November 2015 at The Officers Mess, RAF Halton, Bucks. If you wish to attend please contact Liz Gray for further details at: lizgray63@btinternet.com
Middlesex Hospital Hydrotherapy – Summer/autumn 1961 – reunion
Looking to contact: Lorna Gerrard, Bridget Knott and Tessa Shepherd who did the 6/12 hydrotherapy course at the Middlesex Hospital in the summer/autumn 1961. Elizabeth Henderson née Grieve would like to catch up! Contact: liz@braidhurst.co.uk
Braidhurst Cottage, Kirk Brae, Shandon, Helensburgh, Argyll and Bute G84 8NP. Tel: 01436 820 256 or 07900 692928.

Royal Orthopaedic Hospital, Woodlands, Birmingham 1982-85
It is 30 years since we qualified! A get together is being planned for Saturday 14 November in north Oxfordshire. Please get in touch for more details. Email: claire.curnow@tesco.net. I look forward to hearing from you.

University of Birmingham School of Physiotherapy 2002-2005
Can you believe it’s nearly 10 years since we qualified? Would you like to come to a get together this summer? It would be wonderful to catch up and see where life has taken us all. Date and venue to be announced (somewhere local to the university). It would be great to track as many of us down as possible, so please spread the word and get in touch. Please contact Lauren Southern (nee Falvey) on email: falvey_lauress@hotmail.com

The London Hospital 1975-1978
This year is 40 years since we started our training, so a group of us are organising a reunion in September. If you have not heard through our contact list and would like to know more then please contact Suzanne Jones at: jones-82@sky.com for the details

Kings College Hospital 1966-69 October set
I am trying to organise a reunion for our set and have so far been in touch with three others from the set who are all keen to meet up. Please get in touch with me at: carolyn@beavisnet.co.uk if you are interested in joining us next year, 2016, probably October time, as it will be 50 years since we started our training! Venue is not decided yet. If you know of people from the set who don’t get Frontline please can you pass this on. Thank you so much. Carolyn Beavis (nee Gray).

West Middlesex Hospital School of Physiotherapy 1975-1978
Reunion? I have now contact with 14 students/ physiotherapists from our set, but some are still ‘missing’. Are you ‘one of us’, or do you know someone who graduated from West Middlesex 1978? If so, please contact Lars Andersen on email: la-and@online.no

Prince of Wales POW F Set (aptly named) 1965
Our 50th anniversary (golden!) Anyone interested in a reunion? We already have a few who would like to meet up. Open to suggestions on day and venue. Please contact Ely on tel: 01548 521391 or email: erathhebaybarn@uwclive.net

St Mary’s Paddington Class 1971-1974
Anyone out there from class 1971-1974 who would love to meet and catch up? Contact by emailing: lerust@gmail.com

Teeside Polytechnic 1985-1988
It’s 25 years since we qualified. If you are interested in meeting up to celebrate contact Christine McGlone (nee Wallace) on tel: 0191

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If so, there’s a reduced-price membership package for you
To find out more call us on 020 7306 6666 or visit wwwOSP.org.uk/membership
387 5804, or email: christine_mcg1one@sky.com Look forward to hearing from everyone.

Pinderfields Remedial Gymnastics set 1978-81
Is there anybody out there from the Pinderfields College of Remedial Gymnastics graduation year of 1981? Chris Norris, Glenn Hunter, Nigel Tarrant, Elaine Glass, Anne Edmondson, Steve Baxter, etc. A few of us were thinking about a get-together before we all pop our clogs. Please get in touch with your thoughts or any information as to everyone’s whereabouts. Contact Dr Mark Pinnington on tel: 07813 652606 (mobile), 01928 590450 (home), email: m.a.pinnington@liverpool.ac.uk

School of Physiotherapy, Withington Hospital Manchester 1973
Lenia from Nicosia, Cyprus would like to get in touch with friends from the school of physiotherapy, Withington Hospital Manchester 1973 intake. Email: elenidracoupolou@gmail.com

Bath School of Physiotherapy (BSOP) reunion
Ex-students and members of staff of the former BSOP are invited to join our closed Facebook group, where a reunion is being organised, together with memories and photographs being shared.

Queen Elizabeth School of Physiotherapy 1966-1969 September set
Anyone interested in meeting up after 45 years this year since we qualified? Some of us are still in contact. Please email Janet Whittaker (nee Warner) at: rodgerwhittaker@btinternet.com or Sheila Wood (nee Stait) at: woodsheila@btinternet.com Please email us to arrange a catch up!

Wolverhampton School of Physiotherapy Class (including staff) of 1987-1990
25 years (really?) since we qualified. If you are interested in a reunion in the summer, 2015, please email Carolyn McQuiljan at: carolynmcqu@tiscali.co.uk Perhaps a venue in Wolverhampton or Birmingham areas. Any other ideas welcome.

Northern Ireland School of Physiotherapy - Belfast 50th anniversary reunion
We have continued to meet since our reunion and are now planning the 50th reunion of our qualification in 1964, which will take place at a suitable date in 2017. We hope to have another luncheon party this spring so if any other physiotherapists would like to attend please get in touch with me at: jarcherphysio@aol.com

West London School of Physiotherapy
John M B Long would like to hear from ex-students who were there in the 1950s. Email: jmblongahotmail.com

The London Hospital 1977-1980
2015 is our 35 year anniversary since qualifying. Jane Nicklin and Wendy Hendrie (nee Dickerson) are hoping to organise a reunion in London, time and place to be decided. Please contact us if you are interested in joining us. It would be great if we could track everyone down so please let people from our year group know if you are still in touch. Jane and Wendy can be contacted at: mscentrenorwich.wendyhendrie@gmail.com and: jane.nicklin21@btinternet.com

Edinburgh Royal Infirmary 1963-1966
Anyone out there still working? Fancy meeting up? Email me on: madelinesg14@tiscali.co.uk or tel: 01992 586659.

Newcastle Polytechnic 1978-1981
It’s a long time since we left Salford. If you are interested in a reunion or just a catch up by email, please get in touch with Jane Heyer at: janeheyer@rocketmail.com

Withington Hospital School of Physiotherapy Spring 1971-1974
It is 40 years since we qualified and it would be lovely to catch up with the rest of the set and find out what others have been doing. If anyone else would like to try to meet up sometime later this year, please get in touch with either myself, Anne Downes, at: anne@worstead.co.uk or Morwuh Minter (nee Davies) on tel: 01225 866594.

Salford School of Physiotherapy, Hope Hospital 1974-1977
It’s a long time since we left Salford. If you are interested in a reunion or just a catch up by email, please get in touch with Jane Heyer at: janeheyer@rocketmail.com

Reunion of the Class of 1951 - 54 of Salford Royal Hospital
Our reunion took place on 12 September 2015 at the Marriott Hotel, Worsley (Manchester). This was attended by (photo from left to right) (back): Barbara Lambert, Eunice Racle (front): Audrey Richardson, Barbara McNally, Veronica Smith. A very happy day was enjoyed by everyone.

St Mary’s Hospital, Paddington - Set F (1975-1978)
To mark 40 years since we first met and started our training, nine members of the class met up for a reunion in London.

From left: Terry Pountney (Petty), Anita Clayton (Oram), Annabel Meayers, Susan Mitchell (James), Jane James (Ware), Margaret Briggs (Brearley), Rebecca Jansz (Moore), Gill Lewis (Munn), and Jackie Foster (Brown).

Unfortunately some couldn’t attend and others are overseas but if any of our other classmates would like to make contact please email Susan susanmitchelli1911@gmail.com

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Courses & Conferences

Cardiorespiratory

**ON CALL TWO DAY COURSE**
**When:** 1st & 2nd December 2015
**Where:** Physiotherapy Department, Royal Surrey County Hospital, Egerton Road, Guildford, Surrey, GU2 7XX
This course is to prepare both new graduates & juniors for on call duties. The course is a mixture of theory, practical sessions and course literature will be provided
Delegate cost: £140 plus VAT (Total = £168.00)
**Contact:** Amy Thomas
T: 01483 571122 Ext: 2072, E: amythomas6@nhs.net
For an application form or for any other enquiries

**End of Life Management in Acute/Chronic Respiratory Care**
**When:** 27th January 2016
**Where:** University of Hertfordshire
**Aim:** The course will build on existing knowledge of respiratory pathology, physiology, assessment/treatment skills in respiratory care to facilitate a critical approach for the management of patients nearing the end of their lives.
**Tutor:** Christine Mikkelsen MSc MCSP
**Contact:** 01707 284956 or visit go.herts.ac.uk/physio

Complementary therapy

**GET THE RUST OFF YOUR NEEDLING SKILLS**
Returning to using acupuncture course. AACP validated.
**Who:** Hubert van Grievenwen
**When:** 14th Nov 2015
**Where:** London
**Contact:** www.physiouk.co.uk/acupuncture5

**THE 50 MOST USEFUL ACUPUNCTURE COURSES REVISED**
**Who:** Hubert van Grievenwen
**When:** 12th Dec 2015
**Where:** London
**Contact:** www.physiouk.co.uk/acupuncture6

Hydrotherapy

**ATACP: Aquatic Physiotherapy for Neurological Conditions**
**When:** 31st Oct. 2015 – 1 Nov. 2015
**Where:** Burrswood - The Dorothy Kenin Trust
**Tutor:** Jacqueline Pattman
Two day interactive course providing theoretical knowledge and practical skills to design, implement and evaluate safe and effective Aquatic Physiotherapy for patients with neurological conditions. Limited places available, first come, first served basis. Delegate cost £200.00 plus VAT. Includes course materials and refreshments.
**Contact:** Sue Pople
sue.pople@burrswood.org.uk
01892 863637

Acute/Non-Invasive Ventilation

**When:** 13th January 2016
**Where:** University of Hertfordshire
**Aim:** The course will build on existing knowledge of respiratory pathology, physiology, assessment/treatment skills in respiratory care to facilitate a critical approach for the management of patients requiring non-invasive ventilation.
**Tutor:** Christine Mikkelsen MSc MCSP
**Contact:** 01707 284956 or visit go.herts.ac.uk/physio

Chest Radiography

**When:** 18th, 19th January 2016, 22nd, 23rd February 2016, 11th May 2016, 18th May 2016
**Where:** University of Hertfordshire
**Aim:** The course will provide an overview of the pathophysiological processes that affect the thoracic cavity, with particular emphasis on radiographic appearance. It will also enhance awareness and recognition of changes in appearance of the chest radiograph.
This module can be studied for academic credits (15) Level 7
**Contact:** 01707 284956 or visit go.herts.ac.uk/physio

Electrotherapy

**Laser Therapy Training 2015/16**
**When:** 24th October
**Where:** Birmingham
**When:** 21st November
**Where:** London
**When:** 12th December
**Where:** Stansted
**When:** 9th January
**Where:** Edinburgh
**When:** 10th January
**Where:** Newcastle
**Theory, dosage, safety, contraindications, regulations, hands on training. Cost: £200.**
**Contact:** Course Leader: James Carroll FRSM, 01494 797100, www.the laser.com Register online - Early Bird Discounts available

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cspads@media-shed.co.uk
Management

Facilitation of education
When: 27th January 2016
28th January 2016
9th February 2016
22nd March 2016
13th April 2016
17th May 2016
Where: University of Hertfordshire
Aim: The aim of the course is to develop the appropriate knowledge, understanding and skills to encourage others in their professional learning within the practice setting.
This module can be studied for academic credits Level 7
Contact: 01707 284956 or visit go.herts.ac.uk/physio

Manual therapy

Soft tissue work for Physiotherapists
Where: Bangor Co Down
This course is aimed at physiotherapists who work in the outpatients setting who would like to enhance their skills when working with soft tissue. The course will cover Effleurage, Pettirissage massage techniques, Soft tissue release, Muscle energy technique, Neuro-muscular technique, Myo-fascial release, Deep frictions and passive stretching. This intensive course will give the student more treatment options and confidence when working with soft tissue. An evidence based course which is highly practical and enjoyable
Contact: Tony Barnett
info@bodytonephysiotherapy.co.uk
+44 2891477778

TMJ AND SINUS PAIN COURSE
When: 15 April 2016 – 17 April 2016
Where: Hertfordshire Community NHS Trust
Struggling to manage TMJ and sinus pain problems? Learn to treat TMJ and sinus headache with manual therapy techniques.
Contact: Club Physio
 craig@club-physio.net
07748 333372

Dry Needling Level 2 Course Watford London
When: 16 Nov. 2015 – 18 Nov. 2015
Where: West Herts Sport Club, WD1 1AA
DRY NEEDLING level 2 has arrived! info@club-physio.net; www.club-physio.com
Contact: Craig Smith
craig@club-physio.net
07748333372

Kinesiology taping course, Ascot UK
When: 21 Nov. 2015 – 22 Nov. 2015
Where: Lynwood Court
WANT MAGIC RESULTS? LEARN KINESIOLOGY TAPING • Ascot, UK • 21-22 November. Awesome taping technique, free Rocktape practice tape.
More info : www.club-physio.net or info@club-physio.net ; 07748 333 372.
Contact: Craig Smith
info@club-physio.net
07748 333 372

INTRODUCTION TO MYOFASCIAL RELEASE (PART 1) WITH JOHN ANNAN
When: 12th-13th December 2015
Where: London
Contact: www.physiouk.co.uk/ john4 or call 0208-787-5963

KNOW PAIN WITH MIKE STEWART
Understand how to explain pain to your patient and why some people just don’t get it
When: 14th-15th November 2015
Where: Edinburgh
When: 16th-17th January 2016
Where: London
When: 26th-27th March 2016
Where: Milton Keynes
Contact: www.physiouk.co.uk/ mike4 or call 0208-787-5963

ANTONIO STECCO & HIS WORLD FAMOUS 6
Day Fascial Manipulation course comes to the UK. Learn a systemised approach to Ax and Rx fascia throughout the body. Starts in Jan 2016. Early bird until Nov. See www.physiouk.co.uk/stecco

WHY DON’T SOME PATIENTS ‘GET’ THE EXPLAIN PAIN STUFF?
Mike Stewart explains why - www.physiouk.co.uk/mike

WANT TO HOST A MYOFASCIAL RELEASE COURSE WITH JOHN ANNAN IN 2016?
Email us as we have dates available - info@physiouk.co.uk

CONNECTTHERAPY SERIES UK 2016 WITH LJ LEE
This is the full 15 day course with Linda-Joy Lee, formerly known as the Discover Physio Series. See www.physiouk.co.uk/series or call 0208-787-5963
RockTape UK
Kinesiology Taping
Level 1&2
When: 21 Nov. 2015 – 22 Nov. 2015
Where: Crystal Palace
Join RockTape for our industry leading taping course. Join us for 1 or both days.
www.rocktape.net/education
Contact: Katie Golding
seminars@rocktape.net
01206615464

Grade 5 Spinal Manipulation - Facilitating Locomotor Rehabilitation with Sensory Motor Retraining and Exercise Therapy
When: 21 Nov. 2015 – 22 Nov. 2015
Where: London Bridge Hospital
Two-day course blending Grade 5 spinal manipulation, sensory motor retraining and exercise therapy for low and high performance populations.
http://consultantptcourses.eventbrite.com/
Contact: Uzo Ehiogu Dr Neil Langridge theconsultantpt@hotmail.co.uk
07428525066

Independent Mobility Assessment
When: 7 Dec. 2015
Where: National Council For Voluntary Organisations
This workshop offers an overview of mobility assessment for Blue Badge and Concessionary Travel Permits. If you’d like more information please call Lindsey on 01223 229091 or visit https://www.eventbrite.co.uk/e/mobility-assessment-training-tickets-18201474099
Contact: Lindsey Powrell
lindsey.powell@accessindependent.co.uk
01223229091

CONNECTIVE TISSUE COURSE:
"Its role in the management of Complaints after treatment for Breast Cancer" Level 1
When: January 30th, 31st & February 1st 2016
Where: The Christie NHS Foundation Trust: Rehabilitation Unit, The Christie NHS Foundation Trust, Wilmslow Road, Withington, Manchester M20 4BX.
Course Tutor: Willie Foure, Johannesburg, South Africa.
Cost: Three-day course £400, to include course notes, tea and coffee.
Contact: Lena Richards/Karen Goodwin. Tel: 0161 446 3795
e-mail: lena.richards@christie.nhs.uk; Karen.goodwin@christie.nhs.uk

Mulligan (2 days)
Level 1
When: 7th - 8th January 2016
Where: University of Hertfordshire
Aim: This course will introduce the concept of Spinal Snags / Nags and Mobilisations with Movement in the periphery and compare and integrate with other forms of manual therapy.
Tutor: Linda Exelby FMCAP, MCSP, Mulligan Tutor
Contact: 01707 284956 or visit go.herts.ac.uk/physio

Laser Therapy Training 2015
Please refer to advert in Electrotherapy section

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 CSPADS@media-shed.co.uk
**Neurology**

**Stroke – evidence informed decision making**
When: 21st January 2016
Where: University of Hertfordshire
Aim: This course aims to review and explore the current evidence base that underpins and guides decision making within the physical rehabilitation and management of those post stroke.
Tutor: Sally Davenport MSc MCSP
Contact: 01707 284956 or visit go.herts.ac.uk/physio

**Orthopaedics and rheumatology**

**Musculoskeletal Imaging Referral and Interpretation Courses**
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**Sports medicine**

**The Problem of Pain**
When: 21 Nov. 2015 – 22 Nov. 2015
Where: Pimlico, London
This day and a half course will cover the core topics from the International Association for the Study of Pain’s core curriculum for Allied Health Professionals. It will be taught at Master’s level with support material provided. The course is suitable for all clinicians and will have a patient focused perspective; it will also be especially useful for those planning/undertaking masters level study. An extensive literature database will be provided to each participant.
Contact: Danny Armitage
info@pimlicophysiopix.co.uk
0203 411 5393

**Pain management**

**MLACP AGM/Winter Conference:**
**Physiotherapy, Litigation & Sport**
When: 13th November 2015
Where: 7 Bedford Row Chambers, London, WC1R 4BS
£50 Members / £85 non-members / £40 CSP Students
Contact: For further details email info@mlacp.org.uk or visit www.mlacp.org.uk

**EVIDENCE BASED INJURY PREVENTION IN RUNNERS**
Who: Benoy Mathew and Glen Robbins
When: 7th-8th November 2015
Where: Bristol
Contact: www.physiouk.co.uk/run1 or call 0208-787-5963

**OVERUSE CONDITIONS OF THE LEG, FOOT & ANKLE**
Current Research and Manual Therapy Explored with Benoy Mathew and Claire Slater
When: 21st November 2015
Where: Crewe
When: 12th December 2015
Where: London
Contact: www.physiouk.co.uk/leg1 or call 0208-787-5963

**LIVE ONLINE LECTURE ON THE ASSESSMENT AND REHAB OF RUNNERS**
When: Tues 10th Nov (7-9pm)
With: Benoy Mathew, Glen Robbins and Brad Neal
Where: At home with a glass of vino #CPDINYOURPANTS
See www.physiouk.co.uk/p4

**ASSESSMENT, TREATMENT & MANAGEMENT OF DIASTASIS RECTUS ABDOMINIS (DRA)**
Who: Samantha Gillard
When: 5th-6th December 2015
Where: London
Contact: www.physiouk.co.uk/dra2 or call 0208-787-5963

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Enquiries can be made to Ed Carroll, Jenny Deeming
Tel: 01428 643311 Email: e.carroll@holycross.org.uk
Closing date is 6th November - Interviews on 12th November

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**Clinical Matrons**

**Band 8 (Equivalent), Basingstoke/Winchester**

The role might sound familiar, but we have made a simple change that we believe will make a big difference. Our new Clinical Matron role puts your clinical skills back at the heart of the job. It’s a change that could make all the difference to your career, to your team and most importantly to your patients.

We value your clinical skills and want to make that the focus of this new senior leadership role. We want our senior clinical experts at the bedside, with 80% of your time hands-on with patients. As Clinical Matron, you will be working alongside your team so they can see advanced clinical practice in action every day.

Keeping the team skilled and motivated is also high on our agenda. Your Band 7 will have the capacity to focus on the team’s education and training through practice development from an up-to-date experienced clinician.

Your Administrative Assistant will be your right-hand person. They will support you in the day-to-day operation of managing your service area. They will help you make sure your service is running smoothly and their admin skills will help you make the most efficient use of your time. You will work collaboratively and in partnership with consultants and managerial colleagues as the clinical leader for your area.

We know this new role asks a lot. Maybe you are a clinical expert and this role is a next step up for you. If it is, we will support you to develop your leadership and management skills. Or maybe you are a senior leader now and this role means you would need to refresh or develop your clinical skills. If so, we will support you.

We have ambitious plans for the future and this is only the start. Whether you’re an Allied Health Professional or a Nurse, you can make our plans a reality. Join us as a Clinical Matron and make a change that could make a big difference to your patients, your staff and to you.

What do we offer you in return? As a clinical expert, you will be given the support to develop your own skills to advanced practice level. As a senior leader, you will have the freedom to make your own decisions about how patients are cared for in your area. As part of a senior professional team your personal and professional development will be supported. You will be working alongside your peers and the Chief Nursing office to help shape the future of your service and the organisation.

For informal enquires, please contact Donna Green, Chief Nurse on 01256 313434 or email: donna.green@hft.nhs.uk.

For further information and to apply, please visit [www.jobs.nhs.uk](http://www.jobs.nhs.uk) and search for reference 251-CM01-KNR.

**Closing date:** 28 October 2015.

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you must really care about people and willing to go the extra mile for your clients. Days: Monday, Wednesday and Friday 9am to 6:30pm. Self-employed, £18k - £27k for three days per week, but largely depend on your commitment to the role. To apply please send your CV to: admin@stortford osteo physio.co.uk

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NW11 LONDON Established sports injury clinic requires a dynamic and experienced physiotherapist to build up a case load of 15 hours a week to full-time. Candidate must have advanced musculoskeletal manual therapy and acupuncture skills. Candidate must excel in patient care in return for excellent pay rates. To apply, please send CV or email to: physiorecruitment@aol.com

CAMBERLEY, SURREY Part-time experienced musculoskeletal physio required. Become part of a friendly, large, multidisciplinary team attached to a GP practice seeing a Mixture of NHS and private work. Highly competitive salary. Email: camberley physio.ugr@nhs.net or tel: 01276 459049.

PART-TIME PHYSIOTHERAPIST Monday and Thursday 9.30am to 2.30pm. Wessex Multiple Sclerosis Therapy Centre, Warminster. Excellent interpersonal skills required to fit in with this friendly team working for a small successful charity in a fully equipped gym. Contact Rosie Eliot on tel: 01985 217728.

DERBY Musculoskeletal physios wanted: Flexible, permanent, part/full-time The Derbyshire Sporting Joint (East Midlands) Full details on: www.jobescalator.com

SHEFFIELD, DONCASTER AND HOPE VALLEY Activ Physiotherapy Ltd are currently looking for personable, enthusiastic, highly motivated, independent and team minded musculoskeletal physiotherapists to join our crew with an immediate start. This would be on a self-employed basis to work across one or more of our four sites offering a range of daytime, evening and weekend appointments. Hours negotiable. Five years postgraduate qualification and good manual skills essential, acupuncture and Pilates desirable. Please send CV and covering letter to: mail@activ physiotherapy.co.uk or for more information Tel: 0114 235 2727.

ALTRINCHAM, Cheshire Part-time musculoskeletal vacancies available (up to 25 hours per week) in a busy private practice in the centre of Altrincham. Great opportunity for an experience musculoskeletal physiotherapist to join our growing physiotherapy and Pilates team. Must be CSP and HCPC registered, have a minimum of five years postgraduate experience and be able to teach APPI Pilates classes. To apply, send your CV with a covering letter to: cathymc@altrinchampysio.co.uk

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THE PHYSIO COMPANY LONDON CITY Due to expansion experienced full and part time physiotherapists required to join The Physio Company team working in private and established corporate practices in the City of London. We are looking for motivated, dynamic physios who have a passion for using their musculoskeletal skills to provide excellent patient care. Part-time hours can be discussed at interview. The right candidate will be at least five years qualified with evidence of regular and on going CPD in musculoskeletal physio. Acupuncture and Pilates. Previous experience of assessing workstations and working in private practice an advantage. The caseload includes mainly acute sports injuries and spinal dysfunction in a young population. Regular CPD and good remuneration in a supportive environment.
Please send your CV and a covering letter to: amanda@thephysiocompany.co.uk or for further information tel: 020 7385 8535.

SOUTHWEST LONDON

We are looking for charismatic junior physiotherapists to join our expanding team in Southwark. The caseload is musculoskeletal. We provide mentoring and support on clinical aspects of the role and business side. Job specs can be obtained by emailing: info@nodensclinic.co.uk Please feel free to contact us for informal discussion. New graduates are welcome to apply.

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is looking for enthusiastic physiotherapists to work at our very busy, and rapidly growing practice. This very well established, private practice is based in the London Borough of Bromley with clinics in both Chislehurst and Orpington. Therapists will be required to work alone and be confident in their own skills of assessing and treating many and varied neuromusculoskeletal conditions. Successful applicants must be willing to work evenings and/or weekends, however daytime hours are also available. Facilities include use of a large gym and studios for rehabilitation. Competitive salary, and busy clinics guaranteed. Please email: encompassphysiotherapy@gmail.com attaching your CV, or call tel: 020 8467 8699.

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Requires part-time, self-employed, musculoskeletal physiotherapist, with three years plus experience. Must have excellent manual therapy, communication and interpersonal skills. Please contact us on tel: 07887794541 or email: pauljoyce16@gmail.com

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FULL AND PART-TIME MUSCULOSKELETAL PHYSIO THERAPISTS - NW LONDON AND HERTFORDSHIRE

Anatomy Physiotherapy, one of London’s leading private physiotherapy providers based in Harrow with clinics across NW London and Hertfordshire require keen, self-motivated physiotherapists with excellent communication and clinical skills. Benefits include: flexible working arrangements; highly competitive pay rates; mentoring support; in-service training and funding for postgraduate courses. If you wish to take advantage of this great opportunity to join our team and develop your career please email your CV to: chris@anatomie.co.uk or call tel: 020 8907 7666 for more details.

DURHAM, NORTH EAST ENGLAND

Durham City Physio requires a musculoskeletal physiotherapist with sports injury experience. Yoga or Pilates a bonus. Self-employed. Part-time hours initially, but more hours available as caseload grows. Includes some evenings and Saturdays. Minimum five years qualified. Email CV to Femke at: durhamcityphysio@gmail.com

MUSCULOSKELETAL PHYSIO THERAPIST NEEDED FOR BOUNCE BACK PHYSIOTHERAPY IN CHINGFORD

Self-employment opportunity for a confident musculoskeletal, ideally with acupuncture, to join our small friendly team. Private practice experience an advantage. Please see our website for details: www.bouncebackphysiotherapy.com

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NEWCASTLE UPON TYNE

Motivated and experienced physiotherapist required to work at an established sports injury clinic. The successful applicant will provide physiotherapy treatments to elite athletes and the general public. An interest in manual therapy and working as part of an MDT is essential. Submit your CV and covering letter to: jennifer@newcastlesportsinjury.co.uk by 6 November. We are an equal opportunity employer.

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Flexible, experienced physiotherapist required to join our friendly team in a well-established, busy, multidisciplinary private clinic. Employed or self employed basis. Must be happy to fit in with the team as well as being enthusiastic, motivated and able to work independently. Please email CV and covering letter to Wendy Carswell at: wendy@physio-logic.co.uk

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Three Minutes

Lynn Clouder

As a leading academic, Lynn Clouder sees the benefit of theory and its impact on practice

What stimulated your interest in practice education?
Years of seeing just how it transforms students into clinicians and meeting fantastic clinical educators whose input is so influential in shaping students’ future prospects. Practice provides the very richest of contexts for learning to become a professional. It is wrongly seen as secondary to more theoretical knowledge based learning that often does not stick until people see how to apply it in practice. I’m also fascinated with how people learn in informal, unplanned ways as well as in more formalised ones.

How can physios be encouraged to share their practice education experiences and carry out research?
Physiotherapists have a massive resource of tacit knowledge that they often don’t know they possess or could possibly make more time to share. There is great potential in sharing experiences. This is becoming more feasible with social networking that also allows students to get involved in conversations that they may not feel confident enough to do face-to-face. This type of sharing should become mainstream. People often see research as scary and outside of their scope. Yet, in terms of research potential, there are aspects of practice that we have all replicated for years just out of habit and without much in the way of evidence for whether or not it works. There is plenty of scope for anyone with some curiosity and a bit of encouragement to dip a toe in by conducting a pilot study that will promote confidence or alternatively by pursuing a professional doctorate that provides a bit more structure to get to grips with practice-based research.

Tell us more about your involvement with the National Association of Educators in Practice (NAEP)?
I am currently vice chair of the NAEP which is a free to join support network for educators in practice. It aims to ensure that education is grounded in practice across the allied health professions, midwifery, nursing and all health and social care professions. NAEP provides CPD opportunities through its annual conference and through its open access journal, newsletters and website where it shares and disseminates good practices, collaborative working and disseminates sources of information and expertise. Our numbers are growing and we have a thriving conference-going membership. NAEP is increasingly involved in policy matters and collaborates with other agencies to promote practice education which I think needs stronger advocacy.

And you edit the International Journal of Practice-based Learning in Health and Social Care? Tell us more
The journal is free to publish and free to read so is a resource for all clinicians. We encourage submission of papers that investigate any aspect of practice-based learning, be it associated with students, colleagues or clients. The journal was originally hosted by the Higher Education Academy but has recently become a stand-alone open access journal. We publish two issues a year and have a growing archive of papers from a range of professions from around the world. We’ve got a rigorous peer review system but make every effort to support development of viable papers. The best aspect of being an editor is getting to know lots of really interesting people.

Any advice on submitting papers to the journal?
To access the journal log onto the website and register as a reader. See what types of research colleagues are writing about to get a feel for the journal. A good way to develop writing skills is to read more but also to be a reviewer of papers. You can sign up for that too and we will make sure that you are teamed up with a more experienced reviewer and receive feedback on your reviews. If you’ve got an idea for writing a paper and would like to sound out if it’s likely to fit the journal’s scope email me and we can talk it through.

Dr Lynn Clouder is professor of professional education and director of the Centre for Excellence in Learning Enhancement at Coventry University. Email l.clouder@coventry.ac.uk

More information
For more information about the journal, visit http://tinyurl.com/plibsc
2016 Annual Representative Conference
7/8 March 2016 - MANCHESTER

What is ARC?
ARC is an opportunity for the CSP’s members to come together for two days to discuss and debate matters of importance to members, the services they offer and the health and welfare of the community. Those who attend are present as representatives of the stewards and health and safety reps, Regional Networks and Country Boards, Professional Networks, Students, Associates and equality and diversity and retirement networks.

Why is ARC important?
• It’s your group’s opportunity to have its say and influence CSP policies and direction e.g. on professional practice, employment issues, health service delivery, learning and development, equality and social policy
• CSP is committed to follow up on all motions passed by a majority of delegates.

How can you be involved?
• Write a motion to give your group’s opinion of what CSP should do
• View the motions on the website each year and discuss views with your group and other members.

What do I need to do and when?
• September - November: discuss potential ARC motions. Agree which motions you are submitting with the chair of the group and then draft the wording.
• October: if you need final advice on the wording of your motion you can contact Louise Walker at: walker@csp.org.uk or Elaine Sparks at: sparkes@csp.org.uk
• 4 December 2015 noon: MOTIONS must reach CSP at: arcmotion@csp.org.uk
• 8 February 2016 noon: RECEIPT OF NOMINATIONS FOR ARC REPRESENTATIVES names of member representatives (and reserves where appropriate) must reach CSP events unit at: arc@csp.org.uk on the correct form.
• 24 February 2016: TRAINING DAY in CSP, London for ARC delegates
• 7&8 March 2016: attend the ARC CONFERENCE in Manchester.

Find out more at: www.csp.org.uk/arc
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