

ACPOHE

PHYSIOS **FOR** WORK **AND** HEALTH

The Association of Chartered Physiotherapists in Occupational Health and Ergonomics – Annual Report 2021– 2022

acpohe.org.uk



ACPOHE Annual report 2021–22

Executive Summary

This report covers the period following our last AGM on 2nd of December 2021 which was held online due to COVID restrictions, to date.

In previous years ACPOHE has focused on laying down strong foundations and structure. This year has been a year of transition, both in terms of new and retiring committee members working closely together and ACPOHE committee consolidating work streams and developing core organisational areas.

As the new chair of ACPOHE, I have been keen to develop the structure of the ACPOHE committee to ensure our overall objectives are met and future developments achieved. We have a number of longstanding committee members retiring in November this year. To ensure a smooth handover, new members have been working closely with their predecessor to ensure they understand the role and clear development plans are in place. The new committee structure will be presented at the upcoming Study Day in which development plans will also be discussed.

As covid restrictions have lifted, the ACPOHE committee have adopted a hybrid approach to committee meetings, meeting both in person and remotely. This has increased efficiencies for committee members and allowed for more regular communication.

The committee continues to work towards its overall vision and objectives as detailed in the ACPOHE strategy. The work outlined in this report is aligned with these workstreams and we hope that the sections in the report will illustrate the efforts taking place to support you, our valued members.

Specific areas of development this year include;

- The development and launch of the ACPOHE Learning Management System (LMS) which hosts all ACPOHE training and offers a platform for regular communication and discussion within the membership.
- Training FCP's on work and health issues including the completion of the AHP Fitness for Work Report. This work was funded by the CSP and further funding has been granted to support the recent changes to the Fit Note. This opportunity has put ACPOHE in a strong position to work closely with the CSP, other professional networks and wider OH community, continuing to widen our reach as an organisation.
- ACPOHE's innovations during the global pandemic have been continued with a regular webinar series and online training programs which the membership has engaged in. We plan to continue this in the future as these innovations have proven to be of benefit to the membership, creating greater accessibility and communication.

- ACPOHE is keen to develop our membership, and this year we have had a particular focus on the student population. We want to continue to develop for new and existing members and ensure we deliver what our existing membership wants and needs, we welcome member feedback on this topic.

In the coming year we have a number of exciting development plans including;

- More efficient and effective communication pathways
- Introducing methods of quality assurance and mentorship for our membership
- Further development of relationships with other CSP professional networks and other OH professions, to promote the work we do as Occupational Health Physiotherapists.
- Ongoing education with a focus on hybrid teaching methods and introduction of new training courses
- Strategic development for research in Physiotherapy in Work and Health

An in person ACPOHE study day is planned for November 2022. This will be the first opportunity to bring the ACPOHE membership together in 3 years. We encourage all members to attend and look forward to seeing you for a day of education, discussion, networking and social engagement.

I would like to take the opportunity to thank retiring committee members including; Kathy Roberts, Tracey Atkinson, Heather O'Neil, Jon Dance and Laran Chetty. Each one of these members has served on the ACPOHE committee for a number of years, offering their time, dedication and expertise to their roles. They will be greatly missed on the committee but will hopefully remain active within ACPOHE.

Finally, I would like to thank the whole committee for their ongoing support and commitment. Without this, the progress that has been made and our future development plans would not be possible. If you would like know more about being on the ACPOHE committee and/or are interested in joining us, then please send an email to nicola@acpohe.org.uk

Nicola Suckley – ACPOHE Honorary Chair

ACPOHE Committee Members

Role within ACPOHE	Name
Honorary Chairperson	Nicola Suckley
Honorary Vice Chairperson	Vacant
Honorary Secretary	Heather O’Neil
Honorary Treasurer	Jon Dance
Education Officers	Katherine Roberts / Juliet Raine
Membership Secretaries	Tracey Atkinson / Colette Owen
Conference & Webinar Co-Ordinator and Regional Networking	Paul Shawcross
Public Relations Officers	Alex Bell
Research & Journal Officers	Glykeria Skamagki / Leonard Joseph
Website & Social Media Officer	Rob Kelly
Equality & Diversity Officer	Laran Chetty
E-News Editor	Laran Chetty
WCP/ IFPTOHE Rep	Nicola Suckley
Pay & Grading Adviser	Alex Bell
ACPOHE Administrator	Nik Bathe

Treasurer Report

General Summary:

As we move towards financial 'business as usual', 2022 has seen a focus on consolidation of the improvements / efficiencies made in 2021 and further streamlining of ACPOHE internal processes.

Key Activity:

- Consolidation and evolution of the ACPOHE Annual Operating Plan (AOP). Facilitating clear and timely visibility of all ACPOHE expenditure and income / activity financial streams. The AOP will continue to support ACPOHE in relation to informing investment decisions and subsequently measuring impact
- Streaming and centralisation of ACPOHE invoicing and expense processes
- Funding allocated for the FCP project (see Education report)
- Funding allocated for the ACPOHE Learning Management System (see Education report)
- Continued funding for:
 - o Dedicated ACPOHE education officer
 - o Dedicated ACPOHE administration function
- ACPOHE continues to actively explore avenues / opportunities for external funding

Proposal:

- Continue to use Accord Accountants: 123 Winchester road, Chandlers Ford, Hampshire, S053 2DS to audit accounts for 2022

Additional Information:

Jon Dance is stepping down from the Treasurer role. Jon has led the development of the financial reporting for ACPOHE, improving processes and achieving efficiencies. A big thanks goes to Jon for his hard work and organisation.

Alex Bell will take over the role of Treasurer. She brings financial knowledge and experience having run her own business for many years.

Jon Dance - Treasurer

Membership

Membership Report

General Summary:

Developing the membership is a key ongoing objective for ACPOHE. This is linked to all ACPOHE activities such as education, research and communications. In 2021–2022 we have seen a growth in membership particularly in standard, associate and international members

Key Activity:

From September 2021 to September 2022, there have been 99 new ACPOHE members. Of those:

- Standard 53
- Associate 10
- Corporate 10
- Corporate associate 15
- Student 0
- International 11

There are:

- Technical members: 53 to date
- Registered members: 120 to date

For registered the routes taken are:

- Route 1 (educational achievement): 77
- Route 2 (case study and courses): 40
- Route 3 (2 in-depth case studies): 3

Successful Registered applications for 2021–22 are:

- Route 1: 2
- Route 2: 3
- Route 3: 0

Future Plans:

The Membership team continues to review registered pathways including mentorship. With this, there will be changes to the website making the options, processes and benefits clearer for the membership.

Furthermore, the membership team plans to develop the appraisal process for registered members.

Additional Information:

Tracey Atkinson is leaving the committee from November 2022, and the ACPOHE committee thank Tracey for her knowledge, dedication and drive during her time on the ACPOHE committee.

Colette Owen has been working alongside Tracey for the past year. She now has a good understanding of the membership processes and brings new ideas, enthusiasm and knowledge to the role.

Tracey Atkinson and Colette Owen – Membership Secretaries

Equality, Diversity & Inclusion Report

General Summary:

The role of Equality and Diversity Officer is to ensure that ACPOHE maintains its commitment to equality, diversity & inclusion in all its business, content of learning and development programmes, and through regular monitoring and review.

Key Activity:

This year ACPOHE was involved in the development of the EDB PN Awareness Toolkit. This reflective toolkit is to prompt, guide and support all CSP professional networks (PNs) to consider how their PN aligns with the CSP EDB (Equality, Diversity and Belonging) strategy on a recurring basis. This project has been instigated by Physio First and LGBTQIA+ networks with funding from CSP for PN projects.

Additional Information:

Laran will be standing down from the ACPOHE committee after many years of representation. Laran has been a key driver in the development of E&D across the organisation and represented ACPOHE at ARC and led on a number of successful ARC motions.

This position will now become vacant and we welcome members interested in taking on this role to get in contact and consider applying for a committee position at the upcoming AGM.

Laran Chetty – E&D Officer

Pay and Grading

General Summary:

Over recent years, guidance from the Chartered Society of Physiotherapy (CSP) is that the main benchmark on pay and grading, in any sector, needs to meet or exceed Agenda for Change (AfC). In England and Wales, an AfC pay award was made in late July following which the CSP ran a consultative survey with members, to take views on opposing the award. Reviewing these results, it was agreed that the CSP should move to an industrial action ballot and the CSP Council recommended that members should vote in support of action. This follows on from the decision already taken to ballot in Scotland. There has been no award made yet in Northern Ireland due to the ongoing lack of an Executive.

Key Activity:

ACPOHE's Pay & Grading Working Group have met over the past few months to follow these developments, and have decided not to wait for the outcome of any possible industrial action, since the cost-of-living crisis is here and pay rises are needed now. The group have considered the AfC pay award and looked at other influencing factors such as inflation rates, and have put together a proposal for the ACPOHE committee to discuss and review. We aim to have the Pay and Grading Report for 2022–23 published on our website in the coming weeks.

ACPOHE would welcome any member who would be interested in joining the P&G sub-group. Please email admin@acpohe.org.uk.

Alex Bell – Pay and Grading Officer

Education

Education Report

General Update

ACPOHE education has continued to develop over the past year with the introduction of new training and face to face courses. Furthermore, the ACPOHE Learning Management System (LMS) has been a key development and one the membership will hugely benefit from.

Key Activity:

FCP and GP Awareness Training

- The CSP PN funded project to support FCP in primary care was successfully completed. Report on website and LMS.
- Over 90 people have completed evaluation post online recorded workshop on How to Talk Work and complete the Fitnote.
- We are continuing to run FCP workshops but now charge for these – ACPOHE will receive profits from these courses.
- A new CSP PN funded project is now underway to increase GP awareness of role of FCP in Primary Care.

LMS

The ACPOHE LMS is now successfully up and running. This is helping to coordinate information to members and is a more efficient means of accessing educational resources. Please ensure you have access and join in with discussion boards etc.

Future Plans:

Courses

We aim to get more face-to-face courses reinstated. Juliet is working with tutors to facilitate this. If you have a venue that you are willing to let ACPOHE use, please contact Juliet Raine. She invites anyone who has an idea for new courses, how to revamp courses or potential course venues to get in touch with her.

Additional Information:

Kathy Roberts will be stepping down as Education Officer after 8 successful years. Kathy has been instrumental in developing ACPOHE's educational programme, introducing innovative and engaging educational resources. A huge thank you goes to Kathy for all her hard work and commitment whilst on the ACPOHE committee.

Juliet Raine is taking over as Education Officer and has been working alongside Kathy for the past year to understand the programme. Juliet brings enthusiasm and knowledge to the role and has many ideas for future development.

Kathy Roberts and Juliet Raine – Education Officers


Webinar and Study Day Coordinator Report

General Summary:

Following the success of the ACPOHE webinar series launched during the global pandemic, the ACPOHE committee have continued the webinar programme in 2022 at the request of our membership. These have been very well received and we encourage the membership to contact us if there is a topic that would be of interest to be added to future webinars.

Key Activity:

5 webinars have been delivered / scheduled over 2022. These include:

				
Date / Time	Speaker	Webinar Topic	Delivered?	Put on website schedule yet?
24/03/22, TIME 11-12pm	Glykeria Skamagki	Appraising research	Yes	y
24/05/22, Time 12-1pm	Paul Shawcross & Rob Kelly	Long COVID in the workplace	Yes	y
29/09/2022 12-1pm	Laurence Keir-Thomas, Siobhan Owers	Recruiting physiotherapists from outside of the UK	No	y
11/10/2022 12-1pm	David Long	The Fit Note	No	y
October	Colette Owen	Remote Working Advice, let's talk about home	No	y

Note – The Fit Note webinar is to be rescheduled due to involvement in CSP webinar

Registration and attendance at ACPOHE webinars has maintained, with the 'Long Covid in the Workplace' being the most attended webinar.

Webinar	Registered	Attended
Appraising Research	42	20
Long Covid in the Workplace	80	52
Recruiting Physiotherapists from outside of the UK	31	

We encourage all ACPOHE members to attend and share the ACPOHE webinars. Webinars are open to non-members to attend and available for all members to view and access via the LMS following the live event.

Other developments:

All webinars have been added to the new LMS and can be accessed freely by all ACPOHE members

Multiple FCP work & health webinar sessions have been delivered as part of CSP project

Study day (November 2022):

ACPOHE are hosting our first in person study day for 3 years, on 11th November at Salford University. The theme of the day is ‘Bridging the Gaps’, aiming to help participants develop their practice in the four pillars of Physiotherapy: Research, Leadership, Clinical and Education.

We encourage ACPOHE members to attend whilst also opening the study day up to the wider physiotherapy and OH community. Presentations will offer something for all, aiming to develop skills in work and health issues and general MSK practice.

Please come a long for a day of education, networking and professional development. For more information and to register follow the link below;

ACPOHE Study Day and AGM 2022 | Association of Chartered Physiotherapists in Occupational Health and Ergonomics (csp.org.uk)

Future Plans:

- ACPOHE aim to deliver a minimum of 6 webinars per year (one every 2 months). Below is a table of suggested topics:

IDEAS FOR FUTURE WEBINARS
Meet the committee
Launch of Route 4 registered membership
Student membership
Case discussion (to deliver as a hybrid webinar with local meet ups)
NHS OH

- Webinars to be supplemented by a face-to-face study day and courses
- To introduce a feedback form for all webinars to ensure we are meeting the membership requirements and to ask for future topics.
- To provide CPD certificates for attendance at ACPOHE webinars

Paul Shawcross – Conference & Webinar Coordinator

Communication

Website and Social Media Report

General Update

The ACPOHE website and social media platforms have the following primary objectives:

1. As an outward facing representation of physiotherapists working in Occupational Health.
2. As an outward facing representation of physiotherapists who are ACPOHE members.
3. To facilitate the promotion of occupational health physiotherapy as an exciting career path.
4. As a tool for our members to improve their practice and remain abreast with recent OH specific activities.
5. To be innovative and future fit.

Key Activity:

Website:

- With the re-starting of courses post pandemic and the introduction of more regular webinars the traffic to the website has increased this year.
- Courses and Webinar pages are the most regularly visited pages.
- More regular updates and content with the assistance of the admin function, Nik Bathe, has helped keep the website up to date and continually stimulating visits.
- Driving visitors to the website (rather than direct to registration/booking pages) when advertising/promoting courses and webinars seems to facilitate increased traffic.

Social Media:

ACPOHE continues to promote activity and share information across a number of social media platforms. We encourage all ACPOHE members to engage and share ACPOHE all posts.

A summary of the activity across the individual platforms can be found below:

Twitter:

- Twitter is ACPOHE's most utilised social media stream and sits well with the current trend within physiotherapy to network, share views and discuss topics and research on this platform.
- @ACPOHE has had an increase in 100 followers over the past 12 months. Now 976.
- Monthly impressions are regularly between 4,000 – 8,000.

- May was the busiest month on Twitter with 28,000 impressions attributed to hosting, promoting and tweeting about two webinars; Long Covid and FCP.
- Conferences, networking events and webinars consistently produce @ACPOHEs best results on Twitter, which translates over to website traffic.
- With The Health and Wellbeing at Work conference and PhysioUK both being virtual over the past 12+ month, the usual social media content created at these events has been limited.

LinkedIn:

- The ACPOHE LinkedIn account (<https://www.linkedin.com/company/acpohe/>) has doubled its number of followers in the past year, currently standing at 143.
- Engagement by members is generally low but we continue to use it mainly for raising awareness of ACPOHE courses and webinars.

FaceBook:

- ACPOHE's Facebook account (<https://www.facebook.com/ACPOHE>) has shown a small increase in likes over the year, currently at 291.
- As with other social media accounts, engagement is low but we continue to use it mainly for raising awareness of ACPOHE courses and webinars.
- Posts are shared in other FB groups such as Physiotherapy UK, UK Occupational Health Practitioners, and Physio and Therapist Support groups.

iCSP:

- ACPOHE continued to use iCSP to promote courses and webinars.
- ACPOHE regularly provide comment, advice and signposting to iCSP posts on health and work topics

Further Developments:

- Canva is being used to create posts and schedule them across multiple social media platforms with some success.

Future Plans:

- A more structured plan for outgoing social medial content is in the making with ideas to try and get better engagement from our members.
- Discuss and consider what additional type of content, news and article may want to include in the News section of the website.
- All sections of the website need to be reviewed and content updated and 'tidied' by the respective committee members.

Alex Bell – PR Officer and Rob Kelly – Website & Social Media Officer

E-news

E-news continues to be well received and the executive committee blog ensures that you are kept updated with relevant ACPOHE committee work.

The e-news includes short stories, some light hearted, with links that can be clicked to access the full story, current news, courses, horizon scanning, reports, regional and international updates, guidelines and policy updates and job opportunities.

The average opening rate for 2022 was 72% which is encouraging. 81% opened e-news via their desktop and 19% by mobile.

Laran Chetty – E-news Officer

Research

General Update

Research continues to be a growing area for ACPOHE. This year the team prioritised working to support the student network and build a research network within. We also worked on a mentorship scheme and on student placements.

Key Activity:

- Research placement development between the University of Brighton and ACPOHE
- Training opportunities available for ACPOHE members on opening up placements with physiotherapy students
- Supporting research activities and taking part on research projects
- Submission of funding proposal for mentorship scheme
- Collaborative project between CSP student officer and ACPOHE in promotion of health and wellbeing a work using physiotherapy cohorts.
- Current ongoing research project – A survey study to determine research priorities in OHE among the ACPOHE members community (Waiting for ethical approval). The results will support the development of case study writing resources for ACPOHE members and facilitate sustainable deliverables/submission of scientific work to ACPOHE journal
- Ongoing research collaborations between ACPOHE, CSP, Universities and Students
- Submission of a funding proposal for mentorship scheme as a PN network

Future Plans:

ACPOHE plan to introduce a Research Community Café. This is currently under development and aims to be launched in the January. 2023.

Glykeria Skamagki and Leonard Joseph – Research Officers

Additional Representation by the Committee

Members of the committee attend meetings throughout the year on behalf of ACPOHE in order to promote our profession on the wider Occupational Health platform. Key activity in these areas includes:

ARC

The Annual Representative Conference (ARC) is an opportunity for CSP 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. It is ACPOHE's opportunity to have its say and influence the CSP's policies and direction.

ACPOHE proposed 2 motions at ARC 2022 in Manchester, namely: (1) The right to disconnect, and (2) Occupational health in the pre-registration curriculum.

Both motions were passed at ARC. We await feedback from the CSP Council on how to proceed.

Council for Work and Health

Nicola Suckley continues as Board Director for the Council for Work and Health. This ensures ACPOHE now has a strong recognition within the organisation.

Members of the committee continue to have a presence at the quarterly Council meetings where we promote the role of physiotherapy in the wider Occupational Health landscape. We would encourage our membership to visit their website to learn more about the Council's activities.

<https://www.councilforworkandhealth.org.uk/>

Health and Wellbeing at Work

This year, the Health and Wellbeing at Work conference was delivered in person for the first time in 2 years. It was a successful conference and great to see so many of our members there. ACPOHE chaired the Musculoskeletal Disorders programme and there was a very strong representation of ACPOHE members and committee members presenting at the conference.

ACPOHE have been invited again in 2023, with requests to present on specific topics including men's health, the ageing workforce, ergonomics and hybrid working. We encourage ACPOHE members to continue to submit applications to present their work at the conference and ask successful members to represent and promote ACPOHE when presenting. Next year's event will be in person at the NEC and ACPOHE plan to organise a social event for members. For more information on the conference see the conference website;

<http://www.healthwellbeingwork.co.uk/>

Proposals for AGM

- Accept the audited accounts.
- Accept the annual report.
- Continue to use: Accord Accountants, 132 Winchester Road, Chandler's Ford, SO53 2DS to audit the accounts next year.
- Election of nominated co-opted members.
- Consideration of any other interested parties to join the committee.
- Re-elect returning officers for one year:
 - Thanks to retiring officers.



Nicola Suckley

**ACPOHE Chairperson
19th October 2022**