



Paediatric Physiotherapists in the Independent and Private Sectors Committee

APCP Information Leaflet

Working as a Physiotherapist in Private Hospitals

As some physiotherapists may work in more than one area e.g. private work and charity work, please refer to each guidance sheet for specific information. There will be some crossover between areas, but also key differences.

Introduction

- ◇ There are an increasing number of employment opportunities to work in the private hospital sector. These opportunities include full and part time positions and bank work, both in and out patient.
- ◇ Some of the larger private hospitals now provide excellent opportunities for new gradates all the way through to positions for advanced practitioners and service managers in both in-patient and outpatient departments.
- ◇ Some therapists combine working in the NHS with private hospital work in a similar way to medical consultants who run clinics in the NHS and in private hospitals and clinics. Others choose to work only in the private sector.

Patient funding

- ◇ Self-pay
- ◇ Via insurance companies

Advantages

- ◇ There may be opportunity for flexible working patterns
- ◇ Some private hospitals are at the forefront of new developments
- ◇ Facilities for patients and staff may be state of the art

Challenges

- ◇ Maintaining links and communication with the NHS colleagues to ensure joined up services for patients can sometimes be challenging.
- ◇ Multidisciplinary team working can sometimes be challenging because of the variation in work patterns and nature of employment.



Insurance

- ◇ Hospitals generally set up arrangements with the large private insurance companies such as BUPA, AXER, Pru Health etc. In some cases individual therapists will need to register with private insurance companies. This is something that you will discuss with your employer.
- ◇ All physiotherapists must have appropriate indemnity as a condition of their registration with the Health and Care Professions Council (HCPC).
- ◇ If you are a full member of the CSP (except categories Q-overseas and C-non-practicing), you will benefit from the CSP PLI scheme. This includes medical malpractice insurance and public liability insurance, and covers you for working within almost all settings, in both paid and unpaid capacities, as long as you are working within the Physiotherapy scope of practice (CSP, 2017)².

Training (Mandatory / Statutory)

- ◇ Each hospital and department will have its own professional development and training programme plan for employees.
- ◇ Private Hospitals are required to ensure all staff complete mandatory training such as Basic Life Support, Manual Handling, Safeguarding, Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR), and anything identified on risk assessment that needs training e.g. infection control for practicing Physiotherapists may be considered essential. There will also likely be core clinical training needs specific to the role e.g. hydrotherapy.
- ◇ If you are concerned you have not received adequate training, speak to your employer or organisation. You can also explore options to complete extra training if necessary with resources and programmes, such as 'Skills for Health' (Skills for Health, 2016)¹ following these discussions, if required.

Record Keeping

- ◇ All physiotherapists should adhere to HCPC standards (HCPC, 2013)¹ and CSP guidelines (CSP, 2017)² with regards to record-keeping.
- ◇ The specific organization may have a local policy to follow to suit the needs of the service/setting. This local policy should also reflect the HCPC and CSP standards and guidance in line with physiotherapists' professional responsibility, regardless of the sector that they are working in.

Terms and Conditions

- ◇ Pay scales will vary depending on the employer. Pay scales will normally relate to the level of responsibility, qualifications and experience.
- ◇ In some cases, therapists may negotiate self-employed status and contracts for this type of work are negotiated between the employer and yourself.
- ◇ Benefits such as sickness pay, access to maternity pay and pension can vary depending on the organization and the terms of your employment and contract. Ensure that you discuss these matters with your potential employer.

Quality and governance

- ◇ The Care Quality Commission (CQC) is the independent regulator of health and social care in England that ensures quality and governance in both NHS and the private sector.
- ◇ The CQC undertakes rigorous inspections across the whole range of services and activities and releases a public report following the inspection.
- ◇ Prior to commencing work in a private hospital, it is advisable to review the CQC status. This will normally be visible on the hospital website.

References

1. Skills for Health (2016). *Core Skills Training Framework [online]*. Available from: <http://www.skillsforhealth.org.uk/developing-your-organisations-talent/uk-wide-core-skills-training--framework/> [accessed on 21.4.2017]
2. Health and Care Professions Council [HCPC] (2013). *Standards of Proficiency - Physiotherapists [online]*. Available from: http://www.hpc-uk.org/assets/documents/10000DBCStandards_of_Proficiency_Physiotherapists.pdf [accessed on 20.4.2017]

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