



Paediatric Physiotherapists in the Independent and Private Sectors Committee

## APCP Information Leaflet

### Working as a Physiotherapist in Private Practice as a Sole Trader or in a Limited Company

*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.*

#### Patient funding

- ◇ Funding is via a range of means, including self funding, insurance companies, charity and case management referrers.
- ◇ Payment by cheque, cash or online transfer – consider that business banking is not free.

#### Advantages

- ◇ Flexibility in delivery of therapy.
- ◇ Opportunity to build links with a comprehensive team of therapists and other specialists.
- ◇ Able to support families to access the necessary therapies, medical and educational support i.e. can establish what will work best for each child, their family and therapist.
- ◇ Flexible hours around how much you want to work - managing own diary and holidays.
- ◇ You have the opportunity to deliver the service that you want and offer families the support that you believe they need.

#### Challenges

- ◇ Maintaining CPD and being up to date, as CPD has to be sourced and financed yourself. NB. when attending courses you are also not earning, so financing own attendance at courses can be very high.
- ◇ As a Sole Trader and within a limited company, you can be more 'on your own' with decision making. You need to establish links to good peer support.
- ◇ Costs to support practice are high i.e. no sick pay or holiday pay, room rental, and cost of equipment.
- ◇ Building up a team around your practice and finding the 'right' specialist/s to refer on to can take time.
- ◇ Ups and downs of referrals; can be very busy and equally can have quieter times.



- ◇ Dealing with insurance companies can be challenging. They consider what else is available locally and can negotiate hard and will not necessarily consider your clinic costs. There can be clauses in an agreement with an insurance company stopping you from asking families to pay the difference between your clinic costs and the amount the insurance company is prepared to pay you. They usually won't pay for reports.
- ◇ School holidays are very busy which makes time off with family more difficult.
- ◇ You need to be aware of all legislation and changes in terms of accounts, and also employee law if you employ staff.
- ◇ You need to prepare annual accounts as a Limited Company as well as HMRC self assessment.
- ◇ If a Limited Company, staff sick leave needs covering. If you run a 7 day service consider the effect on your work life balance.

### Insurance

- ◇ Insurance via membership of CSP.
- ◇ Public Liability Insurance, Private Practice Physiotherapy Insurance as well as Buildings and Contents Insurance, if you have equipment and premises.
- ◇ Insurance plan for income replacement if unable to work for longer period of time.

### Training (Mandatory / Statutory)

- ◇ Have to source this independently e.g. Safeguarding, Manual Handling, CPR / first aid, Fire Safety, Information Governance, Health and Safety.

### Record Keeping

- ◇ Notes kept in locked filing system at work and old notes stored safely.
- ◇ Notes should be kept in line with guidance from the CSP and HCPC.
- ◇ You need to be a registrant of the Information Commissioners Office if you want to keep online notes.

### Terms and Conditions

- ◇ Have to organise own pension.
- ◇ There is no holiday pay, maternity pay etc .
- ◇ If you employ others, you need to offer all of your employees a pension and maternity/paternity leave as per national legislation. The state always favours the employee over a limited company so your terms and conditions need to be fair, clear and in line with the law.
- ◇ Need to consider whether being a sole trader or Limited Company best suits your working practice as there are pros and cons to both.
- ◇ Recent changes to tax legislation would make it not tax efficient to go straight into a one person limited company as some Physiotherapists have done previously.
- ◇ See link to HMRC website for more information about self-assessment and about 'Working for yourself' - including differences between being a Sole Trader and setting up a Limited Company or Business Partnership <https://www.gov.uk/working-for-yourself>

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<https://apcp.csp.org.uk>

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