



Paediatric Physiotherapists in the Independent and Private Sectors Committee

## APCP Information Leaflet

### Working as a Physiotherapist in the Charity Sector

*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 varies depending on the service provided and the charity that is providing it.
- ◇ Some services may be free for the patient to access, others may require a contribution or in some cases full funding may be needed. If full funding is required, then this can sometimes be private (self-pay) or can be provided through other sources such as grants, fund-raising or from other organisations e.g. Local Education Authorities may fund charity school places.
- ◇ As there can be variation, check with the specific charity/employer to see how their funding streams work.

#### Advantages

- ◇ An exciting and rewarding sector to work in.
- ◇ Helping others is fulfilling and empowering, provides a unique 'feel-good feeling'.
- ◇ Opportunity for voluntary or paid work as a physiotherapist.
- ◇ Opportunity to work in specialist settings and also overseas.
- ◇ Opportunity to gain transferrable skills and valuable experience.
- ◇ Opportunity to make links with the local community.
- ◇ Opportunity to meet and work with interesting people.
- ◇ Brilliant chance to positively make a difference to the quality of life of patients, through much needed physiotherapy input.

#### Challenges

- ◇ If a paid position is required, pay within the charity sector may not always be competitive with other organisations, including other private employers or the NHS.
- ◇ If working in an unpaid position, challenges may exist around income and balancing your charity work with paid work.
- ◇ There can be pressure to maintain fundraising to ensure security of a service and also to keep paid positions secure.



## Insurance

- ◇ Insurance is essential for paid employees of a charity, and charities are advised to treat voluntary staff the same as employees with regards to insurance and training, whether this is through Employers Liability Insurance or Public Liability Insurance (PLI) (Charity Commission for England and Wales, 2012)<sup>1</sup>.
- ◇ 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)<sup>2</sup>.
- ◇ If you are not part of this scheme you will need alternative, equivalent insurance in order to maintain HCPC registration and practice physiotherapy.
- ◇ You can also check with the specific charity you are looking at working with, to see what their insurance policy is, with regards to events such as work place accidents etc.

## Training (Mandatory / Statutory)

- ◇ Different charities may have bespoke training packages, but it is important to recognise the need for essential training (usually known as statutory) which includes those things that are required by law to complete the role safely. These include health and safety, Control of Substances Hazardous to Health (COSHH), Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR), and anything identified on risk assessment that needs training e.g. Manual Handling for practising physiotherapists may be considered essential.
- ◇ There will likely be other training that is needed which is specific for the role and setting in which you will be working. If working for a charity, this will include mandatory training (decided by the organisation) and may include things like Safeguarding, Basic Life Support, Infection Control, and Manual Handling (if not already covered under statutory training). There will also likely be core clinical training needs specific to the role e.g. hydrotherapy and rebound therapy, where appropriate.
- ◇ 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)<sup>3</sup> following these discussions, if required.

## Record Keeping

- ◇ Physiotherapists should adhere to HCPC standards (HCPC, 2013)<sup>4</sup> and CSP guidelines (CSP, 2017)<sup>5</sup> with regards to record-keeping.
- ◇ The specific organisation 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

- ◇ Benefits such as access to maternity pay and pension can vary depending on the charitable organisation and whether the position is paid or unpaid.
- ◇ If benefits are offered, they may not always be competitive with other employers so it's worth checking with the specific charity what they can offer and see if this suits your requirements.
- ◇ Often physiotherapists working for a charity weigh up the financial benefits with the other benefits of working for a charity, which can sometimes be considered more valuable (see 'Advantages' section).

## References

- Charity Commission for England and Wales (2012). *Guidance - Charities and Insurance [online]*. Available from: <https://www.gov.uk/government/publications/charities-and-insurance-cc49/charities-and-insurance> [accessed on 22.4.2017]
- Chartered Society of Physiotherapy [CSP] (2017). *Guidance for members on insurance and physiotherapy practice and information on the CSP PLI scheme for members [online]*. Available from: <http://www.csp.org.uk/professional-union/practice/insurance> [accessed on 21.4.2017].
- 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]
- 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](http://www.hpc-uk.org/assets/documents/10000DBCStandards_of_Proficiency_Physiotherapists.pdf) [accessed on 20.4.2017]
- Chartered Society of Physiotherapy [CSP] (2017). *Record-keeping Guidance [online]*. Available from: <http://www.csp.org.uk/publications/record-keeping-guidance-0> [accessed on 20.4.2017]

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