

# CONTACT

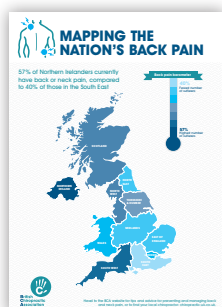


A helping hand for members of the British Chiropractic Association

**British  
Chiropractic  
Association**



## “Truly inspiring” Autumn Conference It was all about the patient



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# A monumental year for chiropractic education

London SouthBank (LSBU) opened its doors to chiropractic students in London, the first new university to run a chiropractic programme for nearly two decades. The McTimoney College of Chiropractic (MCC) achieved ECCE accreditation for its five-year extended programme and the University of Teeside has confirmed that it will be starting a new chiropractic degree programme in 2019. For the first time in the UK potential students have the choice of five universities, located all over the country, to undertake their chiropractic training.

One of the greatest risks for the chiropractic profession is that, due to the small size (and divided nature) of the profession, it is considered almost irrelevant by the key decision makers. In order to achieve the cultural authority the profession deserves we need to increase the number of chiropractors and the number of chiropractic programmes taking place in multidisciplinary health faculties in universities. The Society for Promoting Chiropractic Education has a strategic plan for 2018-2020 of having one new university start to offer a chiropractic degree programme every year for three years; it appears to have achieved this for 2018 and 2019.

In this issue you will read the first college reports from LSBU and MCC. This issue also has Professor Haymo Thiel's last report as Principal of AECC University College. Haymo has had a profound influence on chiropractors and the profession in Europe for nearly three decades through his roles at AECC and his research activities including the BCA supported study into side effects of cervical manipulation in the UK. We welcome Professor Lesley Haigh as the new Principal. Lesley is a strong advocate of chiropractic and

was instrumental in launching the programme at LSBU. WIOC is continuing to develop its programme by expanding the inter professional opportunities available to students with additional placements at two new hospitals and looking to offer chiropractic services to local police forces.

Unfortunately, we have lost two members of the BCA family as well as a strong supporter of the profession. Our thoughts are with the families at this difficult time. Obituaries for Liz Edwards (WIOC 2002), Paul Quiqley (WIOC 2011) and Norman Illingworth (who was instrumental in helping pass the *Chiropractor's Act* and the setting up of the GCC) are in the News section.

As winter continues we have a timely piece from BCA member, Simon Billings, reminding us of the importance of considering patients' Vitamin D levels. Croner has also put together some tips for dealing with stress in the workplace.

The joint ECU and WFC Conference will be taking place in Berlin from March 20th – 23rd. This is one of the leading Chiropractic Conferences in the world and has come to Europe just four times since 2000. With this conference taking place in March there will not be a BCA Spring Conference in 2019. The BCA will instead be hosting a special event for BCA members at the ECU/ WFC Conference. It will be an exceptional conference with leading speakers and an opportunity to meet with many chiropractors from all over the world. Many BCA members have already registered; please register as soon as you can as the conference is expected to sell out! Be EPIC! [www.epic2019.net](http://www.epic2019.net)

**Rishi Loatey**, *Editor*



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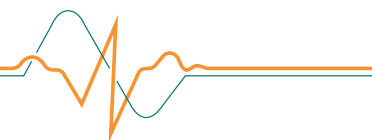


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## President's message

# You are at the heart of the BCA

### Dear Members,

Over the past 12 months the BCA has gone through exciting changes with a progressive combination of new and experienced faces on the Board and Executive. We all believe that being a BCA member offers you unparalleled opportunities to grow your practice in an environment of collaboration and support and we want you to be proud to be a member of Europe's largest chiropractic membership organisation! Did you know that this year:

- 45,000 people searched for a chiropractor on the BCA website
- The BCA created a massive 128 million impressions in the media (96.5% of all positive chiropractic press!)
- You have contributed over £70k through the Chiropractic Research Council to expand the research capacity, support researchers and produce valuable chiropractic-related research

As I reach the end of my first year as President I want to thank you all for your support and for engaging so powerfully with your Association. The day-to-day reality for our members is one of working under huge pressure to deliver high levels of patient centred care and wanting to positively impact the health of the UK whilst being acutely aware of a minority looking to undermine this. The BCA takes an active lead in exposing the impact of biased benchmarks on our profession and has taken proactive steps to improve the working situation for our members and allow patients the opportunity and knowledge to access chiropractic.

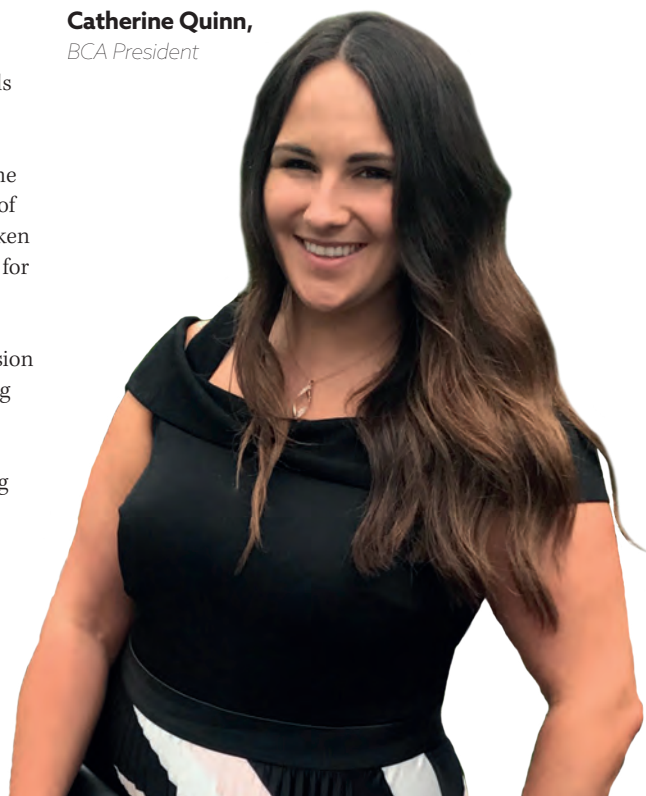
One year ago we faced the fact that our profession was again targeted by a mass complaint regarding advertising standards. I am proud of the way in which the #BCAfamily has worked together to encourage each other and provide support during this demanding time. I am equally proud of the work done by our complaints and insurance teams to effectively manage this. Whilst this was a demanding time for the BCA it allowed us to develop a significant way to champion our members and patients with the ASA. We were pleased to be able to arrange a dedicated webinar by the ASA to answer your queries and we remain in active dialogue with them to further improve our advertising position.

Know that the BCA is your advocate; we will defend and support this profession in every way we can and stress that we must embrace the opportunities that being a regulated healthcare profession brings.

The Board has enjoyed meeting with members around the country. So far we have been warmly welcomed to #BCA Wales in Cardiff and #BCA Scotland in Edinburgh. It is so important for the chiropractic community, no matter where you live, to feel a strong connection to the culture and people of the Association. **The heart of the BCA is its members**, so let's be a strong and synchronised heartbeat as we grow and enhance this Association for all members, now and in the future.

One year in... my passion for this Association is unwavering and I thank you all for your support throughout a year of transformation. I loved meeting so many of you at the Autumn Conference and thank you all for making it such an enjoyable and energetic weekend!

**Catherine Quinn,**  
*BCA President*



# It was all about the patient...

Thank you to all those who made the **British Chiropractic Association Autumn Conference 2018** a success! The event took place at the Hilton Birmingham Metropole on Saturday 13 and Sunday 14 October 2018. We were delighted to have had so many inspirational and renowned speakers join us with over 20 speaker presentations and workshops focusing on **patient-centred care**.

Those that joined the Friday evening seminar were welcomed by **Mike Stewart** (Know Pain) who discussed **A Practical Guide for Persistent Pain Therapy**. This seminar's aim was to help develop communication and teaching skills and help people make sense of pain.

The main conference was opened by BCA President, **Catherine Quinn** and Conference Chair, **Bronwen Henley**, with a **Warm Up with Kahoot!** setting the stage for a weekend full of energy from all those involved!

This was followed by **Alison Dantas'** President's Lecture on **Building a new Chiropractic Movement, Are you up for it?** BCA member, Maria Laoudikou, really enjoyed Alison's session.

"She emphasised the need for promotion and unity of the chiropractic profession and, as Alison reminded us, *there's never*

*been a better time to be a chiropractor* as Greg Kawchuk said at the ECU in Budapest. I found her lecture to be inspiring and motivating and for many conference delegates she was the voice of students, new graduates and passionate chiropractors."

*"My favourite part was the President's Lecture given by Alison Dantas of the Canadian Chiropractic Association. I found her truly inspiring and everything she said resonated with me and my personal beliefs. I love coming to these conferences and being inspired."*

Other highlights included talks and workshops from Mike Stewart (Know Pain) Michalis Poullis (Patient in the Centre of Everything We Do) and Professor Maffulli (Shockwave Therapy). For Maria Laoudikou, the breadth of subjects and relevance to her practise, made all the difference.

"The BCA always tries to make a difference and provide its members the best for them, so the addition of a life coach for a talk and a workshop was one example of all this. Life Coach, Michalis Poullis gave a different vibe in the talks, recruiting delegates in the action of standing out and making a difference by reminding them why they are where they are now. His message of **DARE TO BE DIFFERENT, DARE TO BE YOU!** really struck home for me. I really liked that he understood chiropractors and his advice to *Get excited about what you are doing, pay attention to your*



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**British  
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British Chiropractic Association  
Autumn Conference 2019

# “Chiropractic: Across the Ages”

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**October 2019**  
More information  
coming soon







*patients and never give up on your passion, yourself and your patients really struck home for me."*

***"All the speakers were relevant and enthusiastic!"***

Professor Nicola Maffulli is widely recognised as one of the world's most eminent Consultant Orthopaedic and Sports Injury Surgeons. He is responsible for pioneering several revolutionary new procedures and techniques in foot and ankle surgery regularly taking care of elite and professional athletes in many sports including soccer, rugby, track and field, martial arts and cricket. Professor Maffulli delivered a highly engaging and practical discussion of the use of Shockwave therapy in a chiropractor's practice. Sponsored by EMS Swiss Dolorclast, delegates were then given the opportunity to take part in a hands-on workshop with BCA member Ian Vasey where they could put this technique to the test!

The British Chiropractic Association Annual General Meeting took place on Saturday afternoon. Catherine Quinn, BCA President, was delighted at the turnout and support for the proposals put forward. "Thank you to those who joined us in Birmingham for the 2018 AGM where we unanimously accepted a new set of *Memorandum and Articles of the Association* and, from now on, you will hear references to the BCA Board of Directors rather than 'Council'. I am delighted to congratulate those elected to serve on the Board this year. We have a responsibility to deliver quality representation and provide services for our members which are valuable and relevant. Please continue to inspire the next generation of leaders by being the example you wish to see and take up the responsibilities you have taken on with integrity. Thank you to those of you who have served this year and for allowing me the room to challenge the way that things are done, to test out new ways of working and thinking. We were excited to ratify 60 of our Provisional members to Full Membership! Congratulations to those members on the completion of their PRT Graduate Education Programme and remember that

the support of the profession does not end there, we are here to support you so that you can support your patients."

The BCA made a Fellowship presentation to member, Gareth Lloyd, who has been an integral part of *Contact* magazine production for well over 15 years; his meticulous proof reading of each edition is crucial in ensuring a quality product reaches members each and every time. He has been a great supporter of the BCA, having previously been a member of Council, the X-Ray Standards Committee and an area spokesperson in South Wales as well as of the chiropractic profession over his 39 years in practise. He currently sits as a chiropractic member of the General Chiropractic Council, where he continues to champion the profession.

I was honoured to be awarded a Fellowship of the BCA at the recent AGM. As it was a complete surprise I was caught off-guard & didn't articulate my thanks very well so I would like to put that right now by thanking gratefully the person(s) who nominated me & the Board for ratifying the award. It has been a pleasure to have been able to do those things mentioned by Catherine for the BCA over the years.

I would also like to thank the BCA for it's efforts on the member's behalf over a long time & wish it continued success in the coming years.

Thank you ,  
**Gareth Lloyd, B.Sc., D.C., MRCC, FBCA**

***"Congratulations to the team for a superb conference – one of the best BCA conferences I have attended since my first in 1973!"***

*It was exciting to see so many colleagues recognised for their contribution to enhancing the Profession's reputation.*

### BCA Awards

Congratulations to the following 2018 Award Winners:

- **Amy Miller:** Chiropractor of the Year
- **Haymo Thiel:** Lifetime Achievement Award
- **Tone Tellefsen Hughes:** Chiropractors' Chiropractor
- **Village Chiropractic Clinic:** Clinic of the Year
- **Daniel Morgan:** Associate of the Year
- **Sevenoaks Chiropractic Clinic:** Reception Team of the Year



*"I always enjoy coming together as a body and celebrating chiropractic!"*

Saturday evening brought us the **Social Evening and Awards Ceremony** with an introduction from Gandalf the Grey himself! From street style food to gin bars and live bands we took it to the streets and celebrated! We were pleased to see so many fellow Chiropractors recognising those in the profession at **The British Chiropractic Association's Award Ceremony**. Your hosts for the evening were Tim Button and Catherine Quinn who were joined by Olympic Bronze Medal Winner, Marilyn Okoro, who presented the 2018 awards.

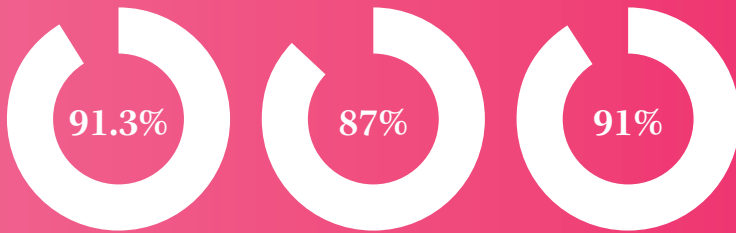
After the weekend Marilyn said, "absolutely buzzing from the weekend! I had such a fantastic time surrounded by

incredible and inspirational people! Amazing connecting with chiropractors with such a focus on caring for their patients! It was an honour to be a special guest and help present the awards dinner... inspiration filled the room! Thank you for the privilege. The BCA Conference exceeded my expectations... surrounded by so many driven, successful change makers all sharing wisdom, knowledge and values!"

Another highlight was the return of chiropractic band Audible Release to the stage! David Byfield on drums, Dave Newell on guitar, Ulrik Sandström on bass, his son Kasper taking on Lead Guitar and fronted by our very own President, Catherine Quinn, on vocals! As is the norm with chiropractic events the dance floor was full from the first beat and we even had a chorus of students helping out with backing vocals!



What delegates had to say



*"This was a dynamic and vibrant conference... fun and energetic with a clear message of what the profession is. Well done BCA team for making a conference that appeals to the majority of the profession and, in particular, the younger element."*



**We look forward to seeing you next year so don't forget to save the date!**

*"Overall a weekend of stimulating and thought provoking lectures on relevant topics, run efficiently by a dynamic and energetic BCA Board (and organisers), in the company of colleagues and friends. There was also a great social event on the Saturday evening."*



British Chiropractic Association  
Autumn Conference 2019

**"Chiropractic: Across the Ages"**

**October 2019**  
More information coming soon

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@bcaconferences

At the 2018 AGM members unanimously accepted a new set of *Memorandum and Articles of the Association* which included key changes to the way in which the BCA elects its representatives. From now on you will hear us refer to the BCA Board of Directors rather than a 'Council'.

Here is the new team and a little more about them...



**President  
Catherine Quinn**

Catherine graduated from AECC in 2012 and has a background in Sports Science. She is the Queens Park Rangers FC Chiropractor and practises at the Waldegrave Clinic, Teddington.

As a member of the Football Medical Association Catherine actively promotes the role of chiropractic within multidisciplinary healthcare teams both within the Sports Medicine community and in

the wider healthcare system. Catherine was a member of the medical team at the London 2012 Olympic Games, has worked within club and international Rugby League and Union and with Winter Olympic Skeleton athletes. Catherine has lectured internationally as a Sports Chiropractor and on the value of integrative and collaborative healthcare.

Catherine is currently a trustee at St Mary's University and has sat on various committees and steering groups within the profession involved with healthcare provision and development, engagement and the development of the LSBU chiropractic programme.

President since 2017 Catherine is passionate about providing chiropractors with a modern and progressive Association.

[Catherine.Quinn@chiropractic-uk.co.uk](mailto:Catherine.Quinn@chiropractic-uk.co.uk)



**Vice President  
Steve Williams**

He helped develop and initially teach the MSc APD Chiropractic Paediatrics at AECC and authored the book *Pregnancy and Paediatrics: A Chiropractic Approach*. Steve has lectured widely around the world in both craniopathy and paediatrics, teaches undergraduate paediatrics at both Barcelona and Madrid Chiropractic Colleges as well as teaching a seminar series in the UK and internationally.

[Steve.Williams@chiropractic-uk.co.uk](mailto:Steve.Williams@chiropractic-uk.co.uk)



**Treasurer  
Tim Button**

Tim founded Cleve Chiropractic at Cleve Rugby club and the Old School GP surgery in Bristol in 2003 before moving to the practice's current home in Mangotsfield in 2010. In 2014 He created a physiotherapy, exercise and rehabilitation clinic to run alongside the chiropractic clinic.

He now leads a highly experienced and knowledgeable team.

Over the years, Tim has not only worked hard to build successful local businesses, he has also forged a strong

# Meet the



reputation as a specialist in the elite sporting field.

He has been the official chiropractor for Bristol Rovers Football Club since 2003, a role he also held with Premiership club Bath Rugby for the best part of a decade.

For the London 2012 Olympic Games Tim was selected for the chiropractic team at the sailing village in Weymouth and currently works with the Great Britain Paralympic squad. He was selected to work as a chiropractor for the London IAAF World Athletic Championships in 2017.

Tim had a great time working with the British, Dutch and Australian national Skeleton teams in the 2018 World cup and in preparation for the 2018 Winter Olympics.

In 2012, as one of Britain's youngest ever chiropractors, Tim became a fellow of the Royal College of Chiropractors' Sports Faculty – he is also currently Secretary of the faculty and runs the RCC chiropractic ski trip.

[Tim.Button@chiropractic-uk.co.uk](mailto:Tim.Button@chiropractic-uk.co.uk)



### Secretary **Ulrik Sandström**

Ulrik graduated from AECC in 1991 and has spent his career working with elite sport. He has been 1st team chiropractor to Leicester Tigers Rugby Club since 1999 and worked as a part of the official medical team to the London 2012 and Rio 2016 Olympic Games. He lectures nationally and internationally on chiropractic and holds regular seminars throughout the UK. Ulrik also runs three chiropractic clinics in Sheffield, Mansfield and

Nottingham with his wife, also a chiropractor.

[Ulrik.Sandstrom@chiropractic-uk.co.uk](mailto:Ulrik.Sandstrom@chiropractic-uk.co.uk)

### Board Members **Prab Chandhok:**



Prab graduated in 2001 from the Anglo-European College of Chiropractic in Bournemouth with a BSc (Hons) Human Sciences and Masters degree in Chiropractic. Prab is an internationally certified chiropractic sports practitioner and served as a chiropractor for the London 2012 Olympic Games. He enjoys studying new techniques in order to add to the package of care already available to patients and feels fortunate to have worked in a number of multi-disciplinary settings alongside a variety of health practitioners. He is a Fellow of the Royal College of Chiropractors, a member of the advisory committee for the Chiropractic Patients Association and has been published in *JMPT* and the *Proceedings of the Society for Neuroscience*. He is also the BCA Student and New Graduate Liaison Officer for the UK academic institutions.

[Prab.Chandhok@chiropractic-uk.co.uk](mailto:Prab.Chandhok@chiropractic-uk.co.uk)

### **Matthew Clifton-Hadley:**



This is now my second term on the BCA Board and I have enjoyed every minute of it. Thank you for voting me back on. I run my own clinic in Surbiton, South West London so I know the stresses and strains of being a chiropractor and a business owner, it can be overwhelming at times but knowing the BCA has my back is a great comfort. I am a keen golfer in my spare time but I also have two young children so spare time is not a commodity I know much about. I am excited about

another year driving the BCA forwards and turning it into the world class association that our members deserve.

[Matthew.Clifton-Hadley@chiropractic-uk.co.uk](mailto:Matthew.Clifton-Hadley@chiropractic-uk.co.uk)

### **Owain Evans:**



Owain studied BSc Anatomical Sciences at Cardiff University before graduating in 2009 from the Welsh Institute of Chiropractic at the University of South Wales with a Master of Chiropractic degree. He founded Backspace Chiropractic Fitness in London where he combines his chiropractic care with personal training and personal performance coaching. He is currently also studying to become an NLP Practitioner and has a huge passion for learning new things.

He has trained many new graduates under the Royal College of Chiropractors' Post-Registration Training programme and is a strong ambassador for the PRT. He takes great pride in helping less experienced chiropractors in becoming the best they can be.

Owain is looking forward to helping BCA members in any way that he can so feel free to get in touch with him with any concerns or questions that you might have.

[Owain.Evans@chiropractic-uk.co.uk](mailto:Owain.Evans@chiropractic-uk.co.uk)

### **Victoria Wheeldon:**

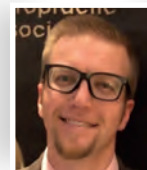


Victoria graduated from AECC in 2005 and worked in private practice in Yorkshire, eventually owning her own clinics in Scarborough & Whitby. She returned to the south in 2013 and became a clinical lecturer at AECC, with responsibilities for supervising & teaching final year chiropractic students during their clinical internship. She still works

at AECC three days each week and on Tuesdays & Fridays can be found in practise at Total Therapy in Ringwood. She has a particularly patient-focused approach and enjoys helping people out of their pain and to return to their normal lives, pain free, using a combination of appropriate chiropractic and soft tissue therapies, including dry needling, with relevant exercises to prevent a relapse. As a horse rider herself, she has a particular interest in treating riders and helping them improve their riding performance. She is now in her second year on the BCA Board and enjoys the opportunity to represent BCA members and help the BCA remain the UK's leading chiropractic association.

[Victoria.Wheeldon@chiropractic-uk.co.uk](mailto:Victoria.Wheeldon@chiropractic-uk.co.uk)

### **John Williamson:**



John has been in practise since 2005 after graduating from WIOC in his home town of Pontypridd. He runs a multidisciplinary clinic with his wife in Bicester, Oxfordshire. He has a special interest in sport and rehab working with a wide range of athletes and sports.

In his spare time his interest lies in country pursuits, water sports, classic cars and his two dogs.

[John.Williamson@chiropractic-uk.co.uk](mailto:John.Williamson@chiropractic-uk.co.uk)



**British  
Chiropractic  
Association**

# Haymo Thiel retires

After serving AECC University College for over 27 years Principal, Professor Haymo Thiel, will step down from his position at the end of December. After a long and happy association with the University College we take a look at some of the highlights and memories of Professor Thiel's career, displaying his unwavering commitment and dedication to chiropractic education and the profession.

Professor Thiel graduated from the Canadian Memorial Chiropractic College studying with David Cassidy and under the supervision of Kirkaldy-Willis, some of the great pioneers of low back pain research. In addition to his Doctor of Chiropractic qualification Haymo completed an MSc through the Department of Orthopaedics, Royal University Hospital, Saskatoon, Saskatchewan and a PhD through the School of Pharmacy and Biomedical Sciences at the University of Portsmouth. He holds a postgraduate Diploma in Medical Education from the University of Dundee and has membership and fellowship status with a number of clinical and educational organisations and institutions.

Professor Thiel's journey with AECC began in 1991 as Senior Clinical Tutor at the AECC Clinic where he worked alongside the late Barry Lewis. After practising as a chiropractor in Canada for a number of years, Haymo and his family made the move to Bournemouth for what was set to be a long and fruitful relationship with the institution.

Dr Neil Osborne, Director of AECC Clinic and BCA member reflected "when I started as a Clinic Tutor Haymo was my boss as Clinic Director. I don't think I ever saw Haymo take a lunch break as he always seemed to eat his sandwiches as his desk. As my line manager Haymo was approachable and astute. He has always been organised, unflappable, helpful, a consumer of vast amounts of information yet always making time to talk to you despite how much he needed to get on with other things. As Principal nothing changed and now, standing in those rather large shoes as I run the clinic, try as I might, I realise how difficult all of those things are to emulate."

Professor Thiel has seen the graduation of many health professionals over the years who have gone on to achieve success. Alumna and President of the British Chiropractic Association, Catherine Quinn, commented on Professor Thiel's obligation to students. "Since my graduation in 2012 and in particular over the past two years since joining BCA Council and subsequently becoming President, Haymo has been an ever gracious source of encouragement. He lives the example of how every leader should take responsibility for building the next generation and the environment he created at AECC University College is one within which students thrive. His unending commitment to growth of the students and graduates he comes into contact with is an inspiration. Haymo has the ability to make you believe in yourself and that you can achieve anything



you work towards. Building on his award as Chiropractor of the Year in 2011/12, the BCA wanted to mark Haymo's incredible contribution to the chiropractic profession and we were pleased to award a Lifetime Achievement Award; which marks the impact he has made on areas including education, research and the growth of the profession. Haymo, I hope very much to see you commanding the dance floor for many years to come and I look forward to seeing what retirement will bring you. Best wishes always."

On behalf of the BCA President, Board, staff and members, we wish Haymo a long and happy retirement. As recognition of his contribution to the BCA, chiropractic education and the wider profession the BCA Board has extended Professor Thiel lifetime Honorary Membership of the BCA.

## AECC University College Appoints Principal

AECC University College has announced the appointment of **Professor Lesley Haig D.PT, MSc, Grad Dip Phys, SFHEA**, as its next Principal.

Professor Haig's previous role was as Head of Department of Allied Health Sciences at London South Bank University, where she established an undergraduate chiropractic programme.

Speaking of her appointment, Professor Haig said, "it is a real privilege to be joining AECC University College as Principal at this important time in its history and following its considerable success in recent years."

"The University College is highly regarded in the sector as a specialist HEI and a pioneer of chiropractic education and research."

"I look forward to working with

the AECC University College community and its partners locally, nationally and internationally to develop the breadth and depth of its health sciences offering and to enhance its reputation as a centre of excellence in patient-centred musculoskeletal health, wellbeing and performance."

Professor Haig holds a number of positions such as Vice-Chair of the London and South East Placement Partnership Group for Allied Health, Personal Chair in Sport and Exercise Rehabilitation, is Senior Fellow of the Higher Education Academy and is also a member of NHS England's London and Regional Advisory Group for Allied Health Professions. She has recently been offered a Visiting Professorship at Beijing Sport University.

With her international links in the United States, China, Singapore, Malaysia and Egypt, Professor Haig is well established in the global health sector and within higher education.



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## The 2018 AGM

Thank you to those of you who were able to join us in Birmingham for the 2018 AGM; we unanimously accepted a new set of *Memorandum and Articles of the Association* which include key changes to the way in which the BCA elects its representatives. From now on you will hear us refer to the BCA Board of Directors rather than a 'Council'. The make-up of the Board is unchanged for this year but, from the 2019 elections, key changes to how the Board operates will come into being.

We were excited to ratify 60 of our provisional members to full membership! Congratulations to those members on the completion of their PRT Graduate Education Programme and remember that the support of the profession does not end there, we are here to support you so that you can support your patients.

I am delighted to congratulate those elected to serve on the Board this year. We have a responsibility to deliver quality representation and provide services for our members which are valuable and relevant. Please continue to inspire the next generation of leaders by being the example you wish to see and take up the responsibilities you have taken on with integrity. Thank you to those of you who have served this year for allowing me the room to challenge the way that things are done, to test out new ways of working and thinking.

**Catherine Quinn**

## WFC Education Conference

The BCA were proud to be Platinum Sponsors of the World Federation of Chiropractic Education Conference which was held at the wonderful BMA House in London – *Empowered to Teach, Inspired to Learn: Creating Excellence in Chiropractic Education*. The WFC ACC Chiropractic Education Conference – was a packed three days of plenary sessions, research and poster presentations, workshops and discussion panels where there were BCA members and our friends presenting on all areas of chiropractic education. In line with the WFC #BeEPIC campaign, speaker after speaker stressed evidence-based, patient-centred, interprofessional and collaborative approaches to chiropractic education. This inspiring event featured international experts in healthcare education from both inside and outside the chiropractic profession and BCA President, Catherine Quinn, was pleased to catch up with our colleagues from around the world in the form of national association leaders, educationalists, researchers and key members of the UK profession.

## General Council of the European Chiropractors Union

In November I had the pleasure of representing you at a meeting of the General Council of the European Chiropractors Union (ECU). It struck me during the weekend that you may not be aware of the breadth of support you contribute through the BCA being constituent members of both the ECU and the World Federation of Chiropractic (WFC). BCA members should be proud to be the largest contributors to the work undertaken by the ECU in the areas of research, education and policy. When chiropractic is threatened those at the ECU and WFC tables rally together to protect and promote our profession. We stand in solidarity with our colleagues around the world to learn lessons, share skill sets and viewpoints that contribute to the achievements we are seeing across the chiropractic landscape.

During the weekend I was so proud to see a consistent flow of BCA members being recognised for their work in various aspects of the work undertaken at an ECU level. The success of the new chiropractic programme at London South Bank University has created a blueprint for other National Associations to implement across Europe. Tom Michelsen, Dean of the European Academy of Chiropractic, funded by the ECU, led a workshop where we heard from various nations on their progress to establish new institutions and on how they were assisting non-ECCE accredited Universities to gain such accreditation. The contribution of our members in the areas of Special Interest Groups and in the development of an exciting project surrounding CPD shows the high standards being set by the BCA.

As a General Council, we make financial and resource contributions each year; the recipients this weekend were Spain, Ireland and the UK. We are pleased to have written to various Spanish Government Ministers and Committees for Health, Education and Science to register our concern at the lack of regulation of chiropractic in Spain which has led to legal threat. Ireland has received similar letters of support in light of their Government seeking to remove their rights to take and refer for X-rays and we were also pleased to pledge financial support. In the UK, the McTimoney College of Chiropractic (MCC) was recently successful in achieving ECCE accreditation for both its four and five-year programmes. Amongst the many commendations, there were several recommendations which the College has diligently worked on. Given the steps taken by MCC to implement them, the ECU was pleased to award funds to the MCC to assist with this. The MCC Principal has expressed her gratitude to BCA members and the entire ECU for this support.

**Catherine Quinn**



# Sad Farewells

The profession has lost some good friends over the past few months.



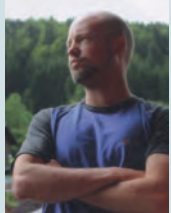
## Elizabeth Edwards

It is with great sadness that this obituary is being written for Elizabeth (Liz) Edwards, who passed away on June 21st 2018. Liz, a wonderful young woman and chiropractor, graduated from WIOC in 2002. She established herself professionally in Cowbridge, where she practised for some years before venturing out and opening her own clinic in

Llantwit Major in 2008. She also taught radiology practicals at WIOC where she was well respected as a tutor, colleague and practitioner. Her curiosity and love of helping others meant she was always updating her skills and knowledge.

Liz loved life. She was a keen horse rider who excelled in her sport of show jumping. She gained her Equine Chiropractic qualification and enjoyed treating patients, both human and equine. She was funny, passionate and thoughtful and she was adored by her family, friends and patients. Since being taken from us in such a quick and cruel way she is missed every day. However, Liz would want everyone who met and loved her to be happy and healthy and to keep her memory alive by remembering her through what she did best: laughter, love and chatter. May she rest in peace.

## Vanessa Kelly



## Paul Quigley

It is with immense sadness that I announce the death of our great friend and colleague Paul Quigley. Paul graduated from WIOC in 2011 having previously completed a sports science degree at Leeds. Paul was very active in student political life throughout his years at WIOC including the Student Society and representing

WIOC at several WCCS international events. He received the BCA Leadership Award in 2011 and upon graduation joined Andrea Lucchetti at Wymondham Chiropractic Clinic in Norfolk. He quickly established a loyal following of patients and created great friendships with staff at the clinic until he joined us in Sheffield, his home town, in 2014.

Paul was truly an exceptional person. His intellect and inquisitive nature were matched only by his sense of adventure, dedication and an incredible caring attitude to his patients. If a patient presented with dietary issues Paul would make it his mission to become an expert in this. If they were struggling with a training plan Paul would have the answers by the time their next session came around. When his own illness was diagnosed he made it his mission to know more about it than any of his specialists.

Paul made friends wherever he went and all over the world. His passion for the outdoors and his need for adrenaline rush was channelled by some epic mountain bike skills and I have personally seen videos of some spectacular jumps as well as when a tree got in the way! His appetite for improving himself whether on the bike or in clinic was huge and drove him to be the phenomenal clinician he had become.

Paul was destined for greatness and it is still incomprehensible that he is no longer here. We have lost a great colleague and an amazing human being.

## Ulrik Sandström



## Norman Illingworth

Norman Illingworth, Secretary of the King's Fund Working Party on Chiropractic (KFWP), which led to the *Chiropractors' Act* and

resultant General Chiropractic Council, passed away at the end of August 2018 aged 90.

I have never met such a Secretary as Norman Illingworth, a quietly competent and unassuming man. The minutes he wrote were specific and detailed. Norman would brief the chair, Sir Thomas Bingham, at the beginning of each KFWP meeting highlighting the background to agenda items and matters for decision. Norman also attended many of our Chiropractic Registration Steering Group meetings and his help and advice was invaluable.

The draft KFWP report was sent to the main medical bodies whose support was a prerequisite for government backing of any resultant Private Member's Bill. Obviously the wording and content of the Working Party Report was crucial in presenting:

- the need for statutory regulation
- the case for legislation
- the need for a General Chiropractic Council and for providing information on the education, training and practise of chiropractors. This was expertly presented by Norman Illingworth in a way no chiropractor could have done.

The King's Fund Working Party first met in January 1992 and the Report, written by Norman, was launched on the 5th May 1993 in the presence of the Princess of Wales.

Once the *Chiropractors' Act* received Royal Assent on 5th July 1994, the Department of Health required advice from all branches of the profession on safe and competent practise for the guidance of the forthcoming General Chiropractic Council. A new Working Party was set up by the Chiropractic Registration Steering Group (CRSG). Michael Copland-Griffiths had now taken over from me as Chair of the CRSG. The Secretary was once again the invaluable Norman Illingworth, a man whose work for our profession should be remembered.

## Ian Hutchinson

Formerly Chair of The Chiropractic Registration Steering Group and member of the King's Fund Working Party on Chiropractic.



# Landmark Celebration

Dr Graeme Wight recently celebrated his 50th year in continuous chiropractic practise as well as being a member of the BCA for all of those 50 years.

On leaving school it was Graeme's desire to follow his father into the chiropractic profession but, as there was no college outside North America and with the severe restrictions placed on transferring money outside of the UK at the time, he embarked on a career in civil engineering. However several years later, as restrictions were relaxed, Graeme was awarded a bursary from the BCA to cover the first year of tuition. Fortunately, because of his engineering experience, he was able to work and finance the rest of the subsequent tuition fees leading to his graduating *summa cum laude* from the National Chiropractic College in Chicago in 1968. He returned to Scotland to join his father (PCC) and brother (CMCC) at the family practice in the centre of Edinburgh which had been established in 1924.

Thus began a notable career at a time when dramatic changes were about to occur in the chiropractic profession in the UK. The Anglo-European College of Chiropractic (now AECC University College) had been established and new practitioners were graduating for the first-time outside North America. The family practice prospered and expanded and, by employing the very first AECC graduate, this set in motion a lifelong course of action of taking on new graduates from the UK and abroad. It

is quite astonishing to consider that in his 50 years he has employed **over eighty associates** who have since spread across the globe taking with them a clinical and professional health model second to- none.

It was Graeme's vision to design and construct a new clinic and, when this did come about, it was to be the first purpose-built chiropractic clinic in the UK. This, along with the satellite clinics, would have the wellness model of chiropractic as their core therapy approach. Paramount in the clinical setting was clinical expertise and differential diagnosis. Associates would receive instruction in clinical haematology (venous withdrawal), taking high quality gall bladder x-ray films and an introduction to 3D x-ray studies, a procedure that proved most helpful in diagnosing pulmonary neoplasms. Along with this extensive physical examination procedures were obligatory as well.

Wellness is the concept promoted by the Parker Foundation in the USA which named Graeme *International Chiropractor of the Year* for his contribution to patient wellbeing and staff employment. Radio Forth awarded the clinic *Best Place to Work in 2005* and, in 2014, the United Chiropractic Association honoured him as *Chiropractor of the Year*.



At a special reception, held by the BCA Board on 13th November 2018, BCA President, Catherine Quinn, presented Graeme with the prestigious award of Fellowship of the British Chiropractic Association.

## Clinic Library

All professional people are accustomed to purchasing textbooks during their years of study and beyond retaining them as reference texts throughout their professional life. However, Graeme made an historic decision when he decided to purchase every chiropractic textbook from the 1960's onwards. Many of these textbooks lasted for only a single edition because of the limited demand. As a result of this the clinic library became the largest private chiropractic library in Europe surpassed only by those at the chiropractic colleges. As an altruistic gesture he purchased two copies of each new text, each time donating one to the Anglo-European College of Chiropractic library. In addition to his extensive library he has acquired and retained a unique collection of chiropractic documents and memorabilia.

During his professional life he was elected President of the Scottish Chiropractic Association, overseeing the changes that the regulatory structure of the GCC was introducing. Never one to accept what was being forced, sometimes unwillingly, upon the profession by the GCC, there were frequent altercations between him and the first GCC Chief Executive. Despite exhibiting a degree of independent thought Graeme has always been a staunch supporter of AECC University College but, also, never afraid to voice his concerns.

Now into his early 80's Graeme continues to work in the profession he has loved, supported and promoted.

**Stuart Wight**

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*The opinions expressed are those of the BCA members concerned and do not reflect the views of the British Chiropractic Association.*

### Proud BCA member

Having just finished Saturday's lectures at the BCA conference it was gratifying to see four lectures in the morning singing off the same hymn sheet and confirming what we see in regard to positive patient responses despite the care given being quite varied. Obviously, in research, we have to eliminate placebo but, as Ulrik said, in practise it makes no sense other than dialling placebo up to eleven. If the patient gets better, frankly the patient doesn't care how, even if we do.

In contrast we had the afternoon lectures. As BCA members and ECU presidents spoke we were told how 20% of Chiropractors were still 'anti vaxxers' and promoted subluxation as the cause of all evil, the 'Vitalists'. We were told by speaker after speaker, 'Unity or Die', with the guns getting ever bigger with the President of the ECU and the General Secretary of the WFC.

As a practising Chiropractor it is not my job to be united with 20% of the profession who have unsubstantiated dogmatic views that are detrimental to public health. IT IS UP TO THE LEADERS TO MAKE IT HAPPEN, to define a minimum acceptable standard. Should we simply accept we have to tolerate the lowest common denominator? I don't think so! Chatting to my colleagues I thought how can it be done in a way acceptable to all chiropractors and we came up with this:

All Chiropractors starting training in the UK or moving to the UK sign a contract as they do in medicine. This should be a big deal or landmark moment:

1. This contract should state that, as a Chiropractor, they will practice evidence-based patient centred care first (currently the 'CRISP' protocol seems an excellent model but this may change as evidence evolves/unfolds).
2. Vaccination is not a Chiropractic issue. You will not publicly dissuade the general public from vaccination.
3. Personal beliefs that are not relevant to patient care are to be kept personal.
4. All treatment programmes set out for patients must be in the best interest of the patient.
5. All radiological imaging must be done under IRMR / GCC guidelines.

I understand leaders of associations who have a voluntary membership will be apprehensive about such a move for fear of loss of members, which is why the GCC, WIOC, McTimoney, AECC UC and others should bring this in together for the good of the profession. I am sure they could come up with a contract as they will spend more than the 10 minutes it took to come up with this.

The other thing I would like to see is a traffic light system for CPD. There are always going to be some techniques that have moderate evidence, some with evidence and some with no evidence or biological plausibility at all. I would like a voluntary code brought in where evidenced material has a green light, moderate evidence an amber light and no evidence a red light, perhaps on the advice of the RCC. There are always progressions of techniques and ways of doing

things and, as long as the patient and the chiropractor are aware they are experimental, a trial of care is acceptable to see if the patient improves.

So my challenge to those in power in the chiropractic profession in the UK; if you want unity YOU MAKE IT HAPPEN!

#### Maria Laoudikou

*Associate Chiropractor at Life Chiropractic Clinic  
(Southend on Sea)*

*MPhil/PhD student at University of South Wales*



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# The BCA press office: spreading the word about chiropractic

Throughout the year you may have seen the BCA mentioned when flicking through your daily newspaper thanks to the press office team who have been busy strengthening the British Chiropractic Association's presence across UK media titles.

This year the BCA generated over **285 pieces of media coverage** across print, online and broadcast outlets. We've secured positive coverage in national newspapers, including the **Daily Mail**, the **Daily Express**, the **Daily Mirror**, **The Sun** and on broadcast channels such as **Channel 5 News**. Regionally it's been a brilliant year, with interviews on staying safe on the ice broadcast across 37 local BBC radio stations and consumer research on women's management of their back pain published in 33 local newspapers, all bringing value to our members.

- 202 pieces of coverage across regional outlets
- 44 national media hits
- 26 mentions in consumer magazines
- 128,000,000+ overall reach of media coverage
- BCA news stories launched in 2018 have included:
- BCA research demonstrating the differences between women and men when managing back pain
- Benchmarking back pain – BCA data shows Brits are experiencing back pain more frequently than 5 years ago
- Mapping the nations back pain – a look into which regions have the highest rates of back pain

This year the BCA has also worked closely with other

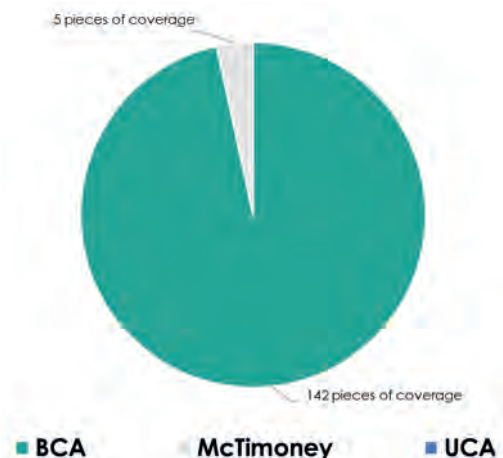
organisations to support their media activity – this has included providing advice for Citroen and Sealy press releases. BCA member Prab Chandhok recently visited a Volkswagen van centre to advise drivers on sitting comfortably in the driving seat.

## How does the media team help?

The media team supports BCA chiropractors by raising awareness of chiropractic, particularly for the treatment of back and neck pain, in the UK.

Proactive work throughout the year includes a series of planned stories about back and neck pain in the UK including targeted campaigns around Chiropractic Awareness Week in April and BackCare Awareness Week in October. A press office function is also on hand to respond to any requests from journalists for expert comment on chiropractic or advice on back pain and manage any matters relating to the reputation of the profession. Our PR Committee offers support by providing written expert comment and participating in interviews with key media titles.

*According to a competitor benchmarking exercise realised in October 2018, the British Chiropractic Association has a significantly larger media presence compared to its direct competitors.*



## Brits bearing with back pain

The British Chiropractic Association discovers the differences between men and women when dealing with back or neck pain



**83%**

of British women experience back or neck pain



Women



Men



**76%**

of British men experience back or neck pain



**27**

average age women start experiencing back pain



**33**

average age men start experiencing back pain

would visit a health professional for back pain

**36%**

**45%**

would take OTC medication

**35%**

**23%**

would make changes to their routine

**11%**

**10%**

women take 6 weeks to seek help for back/neck pain on average



men take 3 weeks to seek help for back/neck pain on average



British Chiropractic Association

If you are experiencing back or neck pain, find your local chiropractor at [chiropractic-uk.co.uk](http://chiropractic-uk.co.uk)

Research of 2,066 UK adults aged 16+ on behalf of the British Chiropractic Association.



@ChiropracticUK



@BritChiro



## MAPPING THE NATION'S BACK PAIN

57% of Northern Irishers currently have back or neck pain, compared to 40% of those in the South East

Back pain barometer

40% Fewest number of sufferers

57% Highest number of sufferers



British Chiropractic Association

Head to the BCA website for tips and advice for preventing and managing back and neck pain, or to find your local chiropractor: [chiropractic-uk.co.uk](http://chiropractic-uk.co.uk).

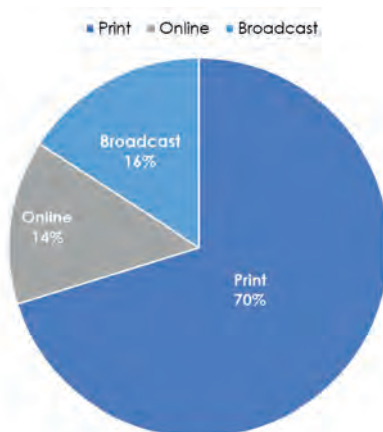
## Digital activity

The BCA social media pages share regular news and advice for chiropractors and members of the public. This year, the BCA launched a new Facebook page, in addition to the established Twitter feed, significantly boosting engagement and reach of our social media content.

- Over 750,000 social media impressions
- Over 1,800 new social media followers

Our website has also continued to provide value to members by directing prospective patients to their local BCA members and providing information, news and advice to visitors.

- 40,000 visits to the Find a Chiropractor search tool
- 115,000 new web visitors



Your PR Committee members are Catherine Quinn, Rishi Loatey, Tim Button, Marc Sanders and Anne Barlow. You can contact the press office team at [BCA@grayling.com](mailto:BCA@grayling.com).

# ECU Report

As the newly elected ECU President I was so glad to accept an invitation from the BCA to attend their Conference in Birmingham during October. Together with BCA member and newly elected ECU Treasurer, Rishi Loatey, we were proud to represent the ECU at the event. I thoroughly enjoyed the weekend and left having ticked all boxes, learnt something new, collected CPD points, had fun and caught up with good friends. It was a great honour to be there and I would like to express my congratulations to all involved in the organisation of this conference, especially the BCA leadership! They are moving the profession in the UK in the right direction and are providing their

membership good service!" It was wonderful to see the newly found energy injected to the event by the BCA Board and President, Catherine Quinn. Rishi, as both a BCA member and ECU Treasurer, reported his first impressions: *"I am convinced that the BCA influence is vital in steering the direction of the profession in all corners of Europe if we are to retain the mantle of safe and cost-effective evidence based care."*

I am pleased to say that the ECU Convention will be held jointly with the WFC in Berlin this year and it promises, literally, to be more of an experience than a conference! The theme of this joint Congress is *EPIC2019: Global Opportunities in Spine Care*. Why EPIC? The shift towards evidence-based, patient-

centred, interprofessional and collaborative approaches to spine care provides the perfect framework for promoting ways in which chiropractors can maximise the available opportunities as spinal health experts. Registration is open at [www.epic2019.net](http://www.epic2019.net) and I hope you will book early to avoid disappointment. The venue is the Maritim Hotel one of Berlin's largest and best hotel/conference locations in a city full of history and fun things to do. The speaker line up promises to be equally impressive with speakers like Jan Hartvigsen, Jeremy Howick, Greg Kawchuk and Julian Treasure as well as workshops from the ECU Special Interest Groups on sports chiropractic, clinical, paediatric and nutrition. The social

**EPIC**  
**2019**  
**WFC | ECU Congress**  
**Berlin 20-23 March**

programme includes a not to be missed music and light show at the Wasserwerk, Berlin's iconic former water pumping station. Early Bird is open until mid-January. I hope to see you there!

**Vasileios Gkolfinopoulos**  
ECU President



## Have you signed up to your GDPR Toolkit yet?



Designed for chiropractors the toolkit gives you step by step guidance on what you need to do. For example:

- Stage 1:** Introduction to GDPR slide presentation
- Stage 2:** Information systems audit, lawful basis for processing
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# Climbing the Mountain

It has been a busy autumn for the CRC and, without the generous contribution from all BCA members, our ability to support research and researchers for the benefit of our UK chiropractic patients would not be possible, so thank you!

We had a very warm welcome at the BCA Autumn Conference and it was lovely to catch up with so many familiar friends and faces. There were some exceptional speakers during the presentations and workshops; it was fun to cut a few shapes on the dance floor to the groovy tones of Audible Release at the evening event too!

We presented our poster, *Climbing the Research Capacity Mountain*, at the Autumn Conference. This detailed the various initiatives that we have underway to help build and develop research capacity here in the UK from the 'base camp' level of establishing a sustainable research environment with the five-year appointment of a Visiting Research Fellow in the Department of Medicine, University of Southampton, supporting early career researchers conference attendances, through to 'climbing the slopes' by developing the skills of new graduate chiropractors with a desire to establish a clinical research career on the interdisciplinary, multi-institutional eight-week summer internship scheme (PERC - Programme for Early Researchers in Chiropractic) as well as the full funding of two PhD students investigating the integration of chiropractic services into mainstream healthcare systems. Have a look at our poster on the CRC website - [www.crc-uk.org](http://www.crc-uk.org). Next year we hope to be providing funding for even more researchers and research initiatives we'll keep you posted!

Thanks to all of you who picked up a CRC Charity Box at the Autumn Conference, hopefully they are on display on your reception desks and filling up quickly! I am amazed how many patients put their change from treatment fees into the tin and it soon adds up! With 96.6% of our raised funds going directly to support research, we can make a little bit go a long way. For those of you who didn't manage to get a box, please get in contact and we can send one your way or simply download the infographic from the website and pop a little bowl on the front desk and get collecting.

Professor David Newell has been hard at work in his role as Visiting Research Fellow in the Department of Medicine, University of Southampton. Working within an interdisciplinary team of healthcare researchers in this well-established research environment he is conducting his own collaborative studies into the contextual effects of care, the integration of chiropractic care into mainstream healthcare settings and the care of elderly chiropractic patients. Professor Newell is also supervising several early and new career researchers, developing their skills and ensuring that we have a sustainable pool of chiropractic researchers for years to come.

Just one of the students Prof. Newell is supervising is Paul McCambridge, a chiropractic researcher

with an undergraduate degree in Sports Science and a Masters degree in Intergrated Health and Chiropractic. As well as his time working as a chiropractic clinician Paul has worked in private hospitals as an Exercise Physiologist and delivers CPD training to health-care and exercise professionals regarding biopsychosocial exercise rehabilitation.

Paul was successfully awarded one of the two CRC-funded PhD posts at the University of Southampton. These studies into delivery of chiropractic care in an NHS healthcare setting were established back in early 2016 as part of the five-year Visiting Research Fellow Southampton initiative. Recruitment was conducted independently by the University of Southampton and Paul was selected from a number of potential candidates following rigorous assessment and interview by a team of experienced academics and researchers. When I caught up with Paul recently he said, "I'm very excited to be part of this research opportunity which I feel can be a key step in helping to understand how the Chiropractic profession can become a vital cog in collaborative MSK management in primary health care settings. The findings of this research can be pivotal to the growth and future of the profession additionally improving current standards and applications of healthcare service delivery. I'd like to thank the CRC for helping assimilate this great project and I'm very grateful to be working in this field."

If you feel you can undertake the daunting, but hugely rewarding challenge, of a PhD keep your eyes peeled for the second of these two CRC-funded PhD posts. We are assured by the University of Southampton that recruitment will commence in early 2019!

It seems that the whole 'research' ethos is really infiltrating the profession. Many more people are talking research, evidence-based practice, sharing articles and papers on social media and getting excited about it! This is fantastic and exactly what the profession needs in order to gain wider acceptance and cultural authority. We receive frequent requests for funding and grants to help people conduct their own research studies; these are put before our Trustees and Scientific Committee but, regrettably, it just isn't possible to help everyone! However, with your ongoing support and funding, we hope to be able to help and support more of you in 2019.

On a final note don't forget to register with AmazonSmile and select 'Chiropractic Research Council' as your chosen charity. Amazon will donate 0.5% of your purchase price directly to the CRC at no cost to you or us.

As we look forward to 2019 huge thanks to you all and best wishes for the coming year.

**Elisabeth Angier**  
Chair, Chiropractic Research Council



# Royal College of Chiropractors

RCC activities in the year ahead will, perhaps more than ever, highlight how RCC membership complements membership of your Professional Association.

## PRT programme

PRT enables newly qualified chiropractors to work in professional clinical settings in regular contact with more experienced colleagues who act as trainers/mentors. The overarching aim of PRT is a smooth transition from the undergraduate setting to autonomous professional practise in the clinical setting. The BCA requires new graduates to complete the PRT programme in order to be admitted to full BCA membership. If this applies to you and you have not yet registered, please contact the RCC (details below) and we will be delighted to register you on the programme, which includes access to all RCC membership benefits to complement your BCA membership.

## RCC Specialist Faculties

The RCC's Specialist Faculties recognise your special experience and qualifications in defined areas of practise including sport, rehabilitation, paediatrics, pain and animal practise and foster open inquiry and debate amongst practitioners with these special interests in common. Where is your faculty home? Please visit <https://rcc-uk.org/specialist-faculties/> for more details.

## PPQM/CMQM

2018 has again seen high numbers of applications for both the Patient Partnership Quality Mark (PPQM) and the Clinical Management Quality Mark (CMQM). Both these awards aim to help chiropractic clinics improve the quality of services offered to patients and to be recognised for their high standards of care and governance. Applications for next year will be invited from Easter 2019.

## RCC Quality Standards

Quality standards on Headache and Osteoporosis are currently under development and will be released during 2019 alongside associated clinical audit tools; 2019 will also see the publication of updates to relevant quality standards.

## Rob Finch

Chief Executive  
 e [rob.finch@rcc-uk.org](mailto:rob.finch@rcc-uk.org)  
 t +44 (0)118 946 9727  
 w [www.rcc-uk.org](http://www.rcc-uk.org)  
 f [fb.com/royalcollegeofchiropractors](https://www.facebook.com/royalcollegeofchiropractors)

## Forthcoming RCC CPD events

Register online at <https://rcc-uk.org/rcc-events/> or contact [jackie.leitch@rcc-uk.org](mailto:jackie.leitch@rcc-uk.org) | 0118 946 9727

### Breastfeeding: A Chiropractic Approach

9-10 February 2019 • 09:00

Venue: Holiday Inn Gatwick, Povey Cross Road, Gatwick Airport RH6 0BA

*Pregnancy and Paediatrics*  
 Faculty Member Fee: £130  
 College Member Fee: £145  
 Non-College-Member Fee: £185.00

### Fall Prevention: Diagnosis and Management

20 February 2019 • 18.30

Venue: Holiday Inn Taunton Jct 25 M5, Deane Gate Avenue, Taunton TA1 2UA

College Member Fee: 35.00  
 Non-College Member Fee: £50.00

### A Pathway into Elite Sport

3 April 2019 • 18.30

Venue: Holiday Inn Taunton Jct 25 M5, Deane Gate Avenue, Taunton TA1 2UA

College Member Fee: £35.00  
 Non-College Member Fee: £50.00

### The Role of Sigesbeckia and other Herbal Medicines in the Care of Patients with Musculoskeletal Complaints

13 February 2019 • 18.30

Venue: Best Western Chilworth Manor, University Parkway, Chilworth, Southampton SO16 7PT

College Member Fee: £35.00  
 Non-College Member Fee: £50.00

### Shoulder Rehabilitation

16 February 2019

Venue: Wakefield, TBC  
 College Member Fee: TBC  
 Non-College Member Fee: TBC

### Listening to the Gut: The Role of the Microbiome in Inflammatory Conditions

23 February 2019 • 14:00

Venue: Belfast TBC  
 College Member Fee: TBC  
 Non-College Member Fee: TBC

### Lets Start Talking, Presented by 'Adore your Pelvic Floor'

26 February 2019 • 18:30

Venue: Broomfield Hospital Medical Academic Unit, Court Road, Chelmsford CM1 7ET  
 College Member Fee: £35.00  
 Non-College Member Fee: £50.00

### Diagnosis and Management of TMJ Disorders - The Basics

27th February 2019 • 18.30

Venue: St James Chiropractic Clinic, The Old Thatched House, 219 Romsey Road, Shirley, Southampton SO16 4DT  
 College Member Fee: £35.00  
 Non College Member Fee: £50.00

### The 'Therapeutic Alliance': Better Results Through Empathy and Communication

11 May 2019

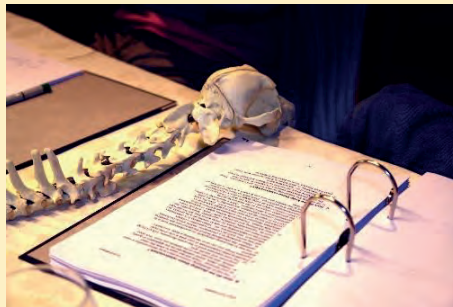
Venue: London TBC  
 College Member Fee: TBC  
 Non College Member Fee: TBC





## Essentials of Veterinary Chiropractic for Equine and Companion Animals

Practice-oriented intensive training presented in 5 modules over a period of 6 months (210 contact hours of practical and theoretical instruction), with experienced international faculty, offered in the UK since 2005.



### **Upcoming Course Start Dates:**

**Bournemouth, UK,  
Anglo European College of Chiropractic, University College  
April 10th, 2019**

### **Sittensen/ Northern Germany**

(language of instruction: English)

**April 3rd, 2019  
October 23<sup>rd</sup>, 2019**

### **Further information and module details:**

**[www.i-a-v-c.com](http://www.i-a-v-c.com)**

**[e-mail: info@i-a-v-c.com](mailto:info@i-a-v-c.com)**

**International Academy of Veterinary Chiropractic  
Dr. Donald Moffatt (MRCVS), Dorfstr. 17, 27419 Freetz, Germany. Tel: +49 4282 590099**

# World Federation of Chiropractic

With the joint 16th World Federation of Chiropractic Biennial Congress / 78th European Chiropractors' Union Convention just weeks away, 2019 promises to be an historic year for the WFC. The Congress theme, *EPIC2019: Global Opportunities in Spine Care*, brings together many of the leading voices in chiropractic for what promises to be an historic event in Berlin. With a magnificent venue, the Maritim Hotel, in the heart of Berlin it really is an event that no chiropractor can afford to miss. Register now for EPIC2019 at [www.EPIC2019.net](http://www.EPIC2019.net).

The WFC has also launched a brand new strategic plan for 2019-2022. Under the strategic pillars of support, empowerment, promotion and advancement, the WFC has identified a range of priorities and has developed an implementation plan with measurable key performance indicators. First and foremost, the WFC sees its role as providing support to its constituent members. With the BCA being the largest European stakeholder, we were delighted that WFC Secretary-General and BCA Past President Richard Brown was able to attend the BCA Autumn Conference in Birmingham. One of the key benefits of WFC membership is the global resource it provides for national associations and the WFC looks forward to partnering with the BCA throughout 2019.

Throughout the year, the WFC will be working with the World Health Organization and advocating for a strengthened focus on spine and musculoskeletal pain and disability. As the only chiropractic NGO in official relations with WHO, the WFC will be in Geneva at the WHO Executive Board Meeting in January and at the World Health Assembly in May.

The WFC will intensify its #BeEPIC campaign during 2019. By focusing on being evidence-based, patient-centred, interprofessional and collaborative, the WFC believes that chiropractors can drive cultural authority both locally and nationally.

In Berlin, the WFC will welcome a newly-elected Council. Council services as the WFC's board of directors and representatives re either elected or appointed from each of the WFC's 7 world region. At the same time, the WFC will hold its biennial Assembly of Members at which brand new bylaws will be introduced to reflect modern governance and statutory requirements. The BCA will present its report at the Assembly, which will be part of the European region's update to the WFC membership.

**Richard Brown**

*WFC Secretary-General*

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78th European Chiropractors' Union Convention  
**EPIC2019: GLOBAL OPPORTUNITIES IN SPINE CARE**  
March 20-23, 2019  
Maritim Hotel Berlin Germany



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\*See website for refs. & research

# News from AECC University College

This will be my last contribution to *Contact* magazine. In December 2018, I retired as AECC University College's ninth Dean or Principal since the institution admitted students for the first time 53 years ago. It has been an absolute pleasure to have been able to work at the University College for so many years and in a number of roles. I have also been truly privileged in spending time with literally thousands of students many of whom became good friends and colleagues later on. I am proud to have been a member of the BCA for the last 27 years and grateful for the support the Association has given to AECC University College and to me personally at various points during this period.

Now, for the last time, let me share with you some brief highlights from this academic year. On Saturday 15th September 2018, we hosted AECC Summit 2018, which saw the return of alumni from across Europe and beyond. This year, it was particularly important for us to recognise the breadth of our alumni, and so we provided a variety of events. The Summit included two excellent plenary talks delivered by World Federation of Chiropractic Secretary-General, Richard Brown and Dr Jonathan Field,



as well as a number of panel discussions on the topics of technology in health care and the future of interdisciplinary practice, presented by members of our academic staff. Our Student Ambassadors led a number of informative tours and demonstrations of our teaching and training facilities. As always our evening dinner and dance event was very popular. Once the band had started the tables and chairs in the room remained empty all night as everyone hit the dance floor. Events like the Summit are important for us so we can stay connected with our alumni and explore how we can best work together to promote and invest in a successful future for the institution.

A busy autumn saw us attending a number of conferences including the BCA conference and awards dinner at the Hilton Birmingham Metropole. The theme of the conference was *Chiropractic: it's all about the patient*, which included several excellent presentations and workshops on related topics. In the evening, the awards ceremony welcomed Olympian Marilyn Okoro to present the awards alongside BCA President, Catherine Quinn and WFC Secretary-General, Richard Brown. I was truly touched and humbled to receive a BCA Lifetime Achievement Award and also

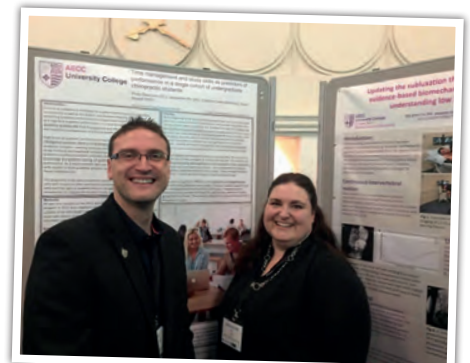
thrilled to see alumna Amy Miller take home the BCA Chiropractor of the Year 2018 Award.

We were well represented at the recent WFC and ACC Education Conference held at the British Medical Association in London where many of our academic staff from our School of Chiropractic, led by Head of School Phillip Dewhurst, gave platform and poster presentations.

Phillip Dewhurst commented: "I was extremely proud to see so many academic staff and researchers from AECC University College's School of Chiropractic at the WFC/ACC Chiropractic Education Conference. We had a number of staff presenting, showing our continued engagement with and innovation within the global chiropractic education community. Our involvement at this conference demonstrates our commitment to high quality education and education research and how we are committed to the profession and the education of chiropractors."

October also saw the launch of our Expert Talk Series, a number of free talks open to the community. These were delivered by our own experts Professor Stewart Cotterill, Dr Zöe Wimshurst and Phill Heritage and covered topics such as the *Psychology of Winning and Performing under Pressure*, *Seeing is Achieving: Using Your Vision to Enhance Sport Performance*, and *The Science of "Fitness": The Physiology of Fitness and how to Train for Optimum Performance*. The talks have been extremely well attended and they have also been popular with our chiropractic students who wish to further enhance their knowledge in the areas of psychology and sport science.

We were thrilled to celebrate a number of new partnerships this autumn. We joined with the Armed Forces Para Snowsport Team as



## Research from AECC University College

Research activity at AECC University College has, as covered in our last update, taken on a new level of expansion and direction in the last few months. Consolidating our move towards defined areas of expertise and research activity within our new (and existing Centre for Biomechanics Research) research centres, there have been meetings and outreach events within the University College, kicking off what we hope will become vibrant centres of research activity and productivity. The new research Centres are named in accordance with the focus of research within their remit.

The Centre for Health Exercise and Sport Science (CHESS) is largely at present associated with our new School of Psychology, Sport and Physical Activity. Headed up by Dr Alyx Taylor, recently seen presenting at the WFC/ACC Education Conference in London along with other research centre leads including Michelle Holmes and Dr Alex Breen, this groups presented and aspirational research aims are to leverage the growing expertise in this area from academics in the new School and across the institution.

The Centre for Clinical and Applied Service Provision Research (CCASPR) headed up by Michelle Holmes, a new member of academic staff with multiple exercise across qualitative and quantitative methods, a Chiropractic Academy of Research Leadership Fellow and recent author in the BMJ Open, is presently focused on clinical research including patient reported outcomes, potential chiropractic services as delivered with the NHS and chiropractic paediatrics. With links to the University of Southampton and the global links afforded by CARL, this centre aims to consolidate and expand a clinically focused research effort within the institution.

Finally a new Centre for Health Professions Education Research (CHPER) headed up by Edward Crowther, a highly experienced academic and former senior member of the team in the chiropractic programme at the International Malaysian University, aims to harness research into one of the main activities at AECC University College, namely teaching. As with all other areas of activity at the institution, evidence based teaching is increasingly an expectation of the university sector and investigating aspects of our teaching such as delivery of content, curriculum design, learning of students and relationships to assessment attainment are all key activities to be understood better and ultimately improved upon.

Along with the Centre for Biomechanics Research, already well-known to the profession whose convener Dr Alex Breen is also a CARL Fellow and Senior Research Fellow at AECC University College, these focused groups are intended to help support the building of a wider research culture, activity and productivity at the University College as we move forward to major initiatives such as REF and RDAP in the immediate and more medium term future.

All these centres and the contacts of their conveners can be found on the AECC University College website:

<https://www.aecc.ac.uk/research/centres/>

### Dr Dave Newell

*Director of Research*



their Official Sport Science Partner, providing sport science testing and analysis in our on-site Sports Performance Centre and at the Team's training base in Oberhof, Germany. Our students will also benefit from this partnership by providing dedicated intern support through rehabilitation sessions and data analysis. We are also collaborating with Bournemouth Collegiate School (BCS) to provide their Sport Academy students with sport science and psychology support. We have recently had a number of BCS students visit our campus and take part in testing workshops inspiring the future generations to learn about health science and the work of the University College. These two partnerships join the likes of AFC Bournemouth and Bournemouth Rugby Football Club expanding the reach of our dedicated work within the community.

November is a particularly special time of year for the institution and one we always look forward to. The conferment of academic degrees or

Graduation is a celebratory occasion for our staff and, most importantly, our graduating students who are eager to make a difference in the world. In 2018 nearly 150 undergraduate and postgraduate students received their well-earned academic awards, all of them equipped and well-prepared professionals set to excel in their chosen professions. It was particularly poignant for me and a suitably fitting and timely realisation as I prepared to step down from my post.

AECC University College is a truly special place; special to me and I would think to many of you and I am very happy to be handing over the reins to my successor, Professor Lesley Haig, an individual with a unique skill set of not only being an advocate for the health sciences and inter-professional learning, but also championing the chiropractic profession



by having set up the most recent chiropractic degree programme at London South Bank University.

As I leave AECC University College I wish to record my deep appreciation of the contributions of a great number of marvelous colleagues and students with whom I have worked whilst at the institution. My job as Principal was made much, much easier by the generous support I have received at many levels throughout the entire institutional community.

I very much look forward to staying up-to-date with the BCA's further successes and developments.

With all good wishes.

### Prof Haymo Thiel

*Retiring Principal,  
AECC University College*



# News from MCC

Professor Christina Cuniffe celebrated 20 years as Principal of the McTimoney College of Chiropractic in September this year and it would be fair to say that it has been a rollercoaster ride. Between the first GCC accreditation in 1999 and the ECCE accreditation for both our MChiro programmes in 2018, there have been some ups and downs in the chiropractic profession. We are therefore delighted to have this opportunity to tell you about some of the highlights of this year.

## ECCE accreditation

Our five-year full-time extended Masters in Chiropractic programme has just been accredited by ECCE. This builds on the previous accreditation of the four year full-time programme in November 2016. This news is significant for a number of important reasons.

The first one relates to the mode of delivery. We were pleased to receive a number of commendations, but the key one was for *'the mode of delivery allowing students from diverse backgrounds and maturity to enter the chiropractic profession'*. What is ground breaking, at least in chiropractic education, is that this recognises that there can be a number of different ways to meet the necessary educational outcomes. Both programmes have the same content, learning outcomes and assessments but the five-year programme is extended over a longer period with a different pattern of delivery. Both programmes culminate in the same

clinic year. The important thing is that all students reach the required level of competency.

Although our extended format is unusual in chiropractic training this delivery system is not an unusual phenomenon in other educational settings. Adults have learnt this way for many years and these so-called 'non-standard' programmes tend to attract a different student demographic because they are willing and able to learn differently from traditional student groups and often have work/life restrictions due to external responsibilities and commitments.

Historically the rationale at McTimoney College of Chiropractic in developing two routes to achieve the same award came from an understanding that prospective students come from different backgrounds with different lifestyle choices and different learning needs. There was also the recognition that traditional modes of study could limit student choices and disadvantage non-traditional learners. One of the reasons that John McTimoney established his school in the first place was to cater for the more mature student who was working and had family responsibilities. It isn't easy trying to train whilst juggling work, life and family commitments but it is ideal for those looking for a change in career with the least disruption.

## Chiropractic in the North of England

The second reason the ECCE accreditation is important is that the five year programme is delivered not only in Abingdon but also at our central Manchester campus. We opened the first Chiropractic College in the North of England in 2014 using the classrooms and facilities of the University, but with a dedicated chiropractic suite for technique training and a brand new clinic facility. We now have five year groups enrolled and will be graduating our first cohort at the end of this year.

The Manchester location has also proved to be very attractive to students in Europe who use the easy links to Manchester airport to fly in and fly out for their tutorial weekends without having to relocate. With ECCE accreditation we are also hoping this will also open up opportunities for students in Ireland to increase the wide and diverse range of students we are attracting to this location.

## WFC Education Conference

The College was well represented at the recent WFC Education Conference.

Because of our long-standing experience with competency-based education utilising different delivery modes we were invited to take part in a presentation and panel discussion on competency-based education. This is very common in education generally but unusual in chiropractic education around the world which has traditionally been stuck in an hours-based learning system.

There is, however, a strong and increasing awareness that students have different learning needs and this has come into sharp focus with the advent of modern technologies and highlight the differences between Millennials and Generation X. Non-standard programmes with more flexible delivery methods tend to attract a different student demographic but, as long as they meet national and international accreditation competency standards, could be



Visiting students at the WCCS regional meeting

the key to opening up Chiropractic programmes to a more diverse profession internationally.

We also presented a paper on the Flipped Classroom which is an area of novel and forward thinking education. Instead of imparting information to students sitting in a lecture theatre or a seminar which they consolidate by themselves afterwards the idea behind the flipped classroom is that students are provided with learning materials which they have to read in advance of the session. The interaction from the tutor is then entirely on the students to ensure that the information is assimilated and integrated. Not surprisingly we found that some students really take to this form of learning and some turn up still expecting to be 'taught'. We have been doing this with our psychology students for several years now and our experiences suggest that the flipped classroom is probably more effective with higher years of study. This was certainly true of our trial with chiropractic students.

### ECU Grant

The College received a grant of €6000 from the ECU at its meeting in November to fund an upgrade to the College's patient diary and management system. Once up and running this will allow patient data to be recorded electronically and will provide a useful resource for data mining and research in the future. We would like to thank the BCA, not only for their active support in advocating this proposal, but also for the invite to attend the ECU Council meeting as an observer.

### WCCS Regional meeting

The College hosted students from around Europe at the WCCS regional meeting held in Abingdon at the beginning of November 2018. Visiting students attended from the UK, Spain, France and Switzerland and it was good to see the future of the chiropractic profession coming together to listen to speakers and to enjoy the dreaming spires, and bars, of Oxford.

### Graduation

For first time we held our April graduation ceremony at the Oxford Union. Previously we had taken part in the University graduation at the London Guildhall but felt we wanted to go back to having something that was smaller and focused on Chiropractic. Graduates from our MChiro programme, but also from the MSc Animal Manipulation and MSc Chiropractic (paediatrics) programmes really enjoyed the day.

### Prof Christina Cuniffe

*Principal, McTimoney College of Chiropractic*



# News from LSBU



## Chiropractic at London South Bank University: The New Kid on the Block

Since becoming a registered profession in the United Kingdom in 1993 there have been three schools teaching chiropractic education. As of September 2018 that group has expanded to include the Integrated Masters in Chiropractic at London South Bank University. This first programme to be London based was validated by the General Chiropractic Council in February 2018 and is led by me as the Professional Lead and Mark Thomas, DC, MSc, MRCC(Pain) as Senior Lecturer.

The new Integrated Masters in Chiropractic offers the features of a city environment with several unique components in chiropractic education. First and foremost is the placement of year one students into clinics as observers. This allows to them to gain an understanding of both the day-to-day clinical as well as business components of practise. The out placement will continue throughout years two and three.

Also unique to the LSBU programme is the integration with the other allied health professions. Each professional group takes part in a module on inter-professional development offering insight into the workings of other non-medical specialties including physiotherapy, occupational therapy, sports rehabilitation, operating department practitioners and diagnostic and therapeutic radiology. This inter-professional sharing of the classroom is opening doors and increasing the broad understanding between each group and will enhance the standing of chiropractic within the greater professional milieu.

Embedded within the Allied Health Science Department, School of Health and Social Care, the chiropractic students have access to a variety of specialty programmes, specifically those in diagnostic radiology.

The first cohort started classes in September 2018 and is a diverse group; while predominantly London-based there are students from the United Kingdom as well as internationally. Situated in the heart of London, the University has been recognised as top for graduate employability for the last two years and has been ranked number one for "teaching, assessment and feedback in Allied Health" with comparable schools (*National Survey, 2/18*).

Interested students can contact the university or the chiropractic programme directly for further information by visiting [www.lsbu.ac.uk](http://www.lsbu.ac.uk)

### Mark Langweiler, DC

*Professional Lead; Chiropractic, London South Bank University*



It has been an exciting few months at WIOCC and, at the start of a New Year, it is an ideal time to reflect on recent activities. WIOCC was well represented at the recent World Federation of Chiropractic (10th Chiropractic Education Conference) in London with five members of staff in attendance. Peter McCarthy and Alister du Rose ran a workshop with a current PhD student (Brian Gleberzon) asking attendees to consider how jurisprudence is addressed in chiropractic undergraduate education: Alister, Danny Clegg and David Byfield ran two platform presentations and a workshop highlighting recent research results and the incorporation of Visual Enhanced Observations (VEO) on the MChiro programme. The conference also provided a great opportunity to meet with educators from the UK and across the globe and underlined how technology is playing an ever more important role within a modern curriculum. Of particular note was the strong representation (attendees and research inputs) from the Canadian Memorial Chiropractic College (CMCC). The conference also provided a welcome opportunity to meet our new colleagues from London South Bank University and we look forward to possible collaborations going forward. Dr Cath Jones from USW also presented an interesting overview of approaches to transformational curricula and one of our recent graduates, Dr Naomi van Veen, gave a presentation at the WFC on behalf of the World Congress

of Chiropractic Students. David Byfield and Michelle Maiers from Northwestern University presented the consensus statement development exercise with Richard Brown. Ten statements have been created to capture the overall messages from the conference which are now published on the WFC website. The major themes of competency-based education and empowering academic staff are included in the consensus statements. We are hoping that these statements will create some debate and traction within the educational environment moving forward in advance of the next education conference building on these themes.

Our student inter-professional experience opportunities are growing with additional hospital placements planned for 2019 at locations in Aneurin Bevan Health Board (Neville

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*The conference also provided a great opportunity to meet with educators from the UK and across the globe and underlined how technology is playing an ever more important role within a modern curriculum.*

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Hall) and Abertawe Bro Morgannwg University Health Board (Princess of Wales Hospital). These new locations are in addition to our existing programme in Cwm Taf University Health Board (Prince Charles Hospital) with Professor Karras. The plan is to develop a line of research inquiry investigating student attitudes to integration into the wider health care system and learning with other health professionals. This is a very exciting development for our students in preparation for practise life in understanding how the health care system operates including systems and other health care professionals.

The WIoC Clinic Supervisors CPD event was held on November 4th 2018 and included two guest speakers, Luke Davies and Paul McCambridge, from Back to Roots discussing self-management and exercise compliance. The supervisors had an opportunity to discuss clinical issues related to student clinical experience and ways to improve clinical education for our students. In addition David Byfield is currently in discussions with Professor Paul Edwards and Dr David Minton (Primary Care MSK Lead) looking at the possibility of including chiropractic care in a clinical back pain pathway in Aneurin Bevan Health Board.

WIoC Clinical Services is also developing service level agreements with a number of police force occupational health departments in the South Wales region to provide chiropractic care and diagnostic services to help manage MSK conditions and ongoing absenteeism. South Wales Police Force, Dyfed Powys Police Force and Gwent Police Force are currently interested in developing a partnership with WIoC. These partnerships will provide our students with additional experience working with members of the police force and the different departments and functions associated with the role.

David Byfield was awarded a Royal College of Chiropractors Innovation Grant in support of his project; *An investigation to determine the relationship between chronic low back pain, physical inactivity, accelerated cognitive decline and dementia*. This study will constitute part of a PhD under the direction of Professor Damian Bailey and Dr Alister DuRose at USW. The initial study will be analysing existing data contained in the Danish Twins Registry and will be coordinated by Professor Jan Hartvigsen and Dr Kaare Christensen in Odense Denmark. Professor Byfield will be presenting the outline of this study at the RCC AGM in January 2019.

David Byfield and Rhys Breckon attended the European Council on Chiropractic Education (ECCE) Council meeting in November presenting the WIoC annual monitoring report for 17/18 academic session to the Council on Accreditation and attended the General Council meeting in the afternoon. The ECCE is moving forward with new providers under the direction of Ken Vall with excellent quality assurance input from Cynthia Peterson. WIoC fully supports the direction of the ECCE particularly their move to risk-based accreditation.

Fast approaching is the World Federation of Chiropractic and European Chiropractors' Union Conference in Berlin; the strong representation at academic events from WIoC staff will continue with an EAC Special Interest Group workshop run by David Byfield delving into the *Identification and management of psychosocial factors in spinal pain*, with

Tim Raven, Jonathan Field and Stuart Smellie. Alister du Rose will be presenting research entitled *Changes in cervical motion segment interactions in neck pain patients post chiropractic management intervention: An alternative insight into the effects of spinal manipulation in the cervical region*.

During November we held the student academic achievement awards. These awards recognise academic excellence during the 2017/18 academic year and identifies those that have demonstrated particular hard work and commitment to their chiropractic education. Congratulations to the recipients below and best wishes for 2019.



#### Student Academic Achievement Award Winners

##### Academic Year 2017 - 2018

Foundation year	Ben Horne
Year 1	Bronwyn Castles
Year 2	Jesper Hjerstrand
Year 3	Sam Ogilvie

Until we meet again

**Rhys Breckon**  
**David Byfield**  
**Alister DuRose**





# VITAMIN D

Vitamin D is headline news; the NHS is suddenly aware of the epidemic occurring and patients want help. This represents both opportunities and challenges for the Chiropractic profession. BCA member, Simon Billings, gives *Contact* a briefing.

**W**hen consulting with a patient the two key clinical question to consider are:

*Is this patient likely to have vitamin D deficiency/insufficiency?*

*If yes, is the deficiency/insufficiency directly causing their chief complaint or contributing to a dysfunctional bio-chemical system and thus allowing symptoms to develop and persist?*

### Most common symptoms/signs

Body wide diffuse muscle and joint pain (possibly diagnosed with fibromyalgia) 'growing pains' in children, central low back pain, generalised tenderness on palpation to bone, depression/SAD (seasonal affective disorder), fatigue.

### CLINICAL TIP

Whilst the for some patients vitamin D repletion will act as a 'silver bullet' and resolve their issues; for the majority it's one part of a jigsaw of health (physical, chemical and emotional) that must be put together to create a sustained positive clinical outcome.

### What level constitutes deficiency?

Most labs in the UK agree that under 50 nmol/L is deficient, though the terms and grades of deficiency vary (under 25 nmol/L is sometimes marked 'gross /severe deficiency')

Once above 50 nmol/L the vast majority of labs will report adequate or sufficient (often verbalised to patients by GP's as 'normal', always ask the patient to get copies of their blood tests). In functional terms we consider 50-85 nmol/L range to be insufficient. This is based on research showing a blood level of 85 nmol/L vs 50 nmol/L enables 65% more absorption on average, of a specific calcium dose. For patients with osteoporosis this is a highly significant difference.

Optimal is believed to be between 100-200 nmol/L depending on opinion and patient genetics: (the receptor for vitamin D aka VDR can be defective requiring much higher levels to get a normal clinical response). Epidemiological studies and some RCT's have shown significant lowering of various cancers, MS, heart disease once blood levels reach 100 nmol/L and upwards. Levels of people working/living in

sunny climates with self-regulating endogenous production have levels usually between 100-150 nmol/L.

In terms of toxicity from supplemental forms vitamin D itself is non-toxic but can in rare cases lead to hypercalcemia. The reported cases have involved levels of over 40,000 iu daily and blood levels over 500 nmol/L. The main contraindication is patients with sarcoidosis.

In order to produce vitamin D3 uncovered skin with no suntan lotion is exposed to UVB 3 or above and a form of cholesterol is converted into D3. The liver converts D3 into 25(OH)D3 (the measured form on blood tests), and then the kidneys convert it to 1,25(OH)D3 for calcium absorption. While in major organs and the immune system the conversion occurs intra-cellularly and affects cell growth (cancer prevention), immune system function and inflammation.

In practical terms this means the shadow cast by the sun must be shorter than you are or the same length to be strong enough to make vitamin D (remember no lotion! SPF 30 blocks 99% of production). Thus in the UK it is not possible to naturally produce vitamin D from September/October until March/April. 30 minutes of strong sun on arms, legs and the face can produce 10-20,000 iu (250-500mcg), a significant amount compared to the NRV of 400iu (10 mcg).

Vitamin D3 can be found in foods such as fish, eggs, some fortified foods (dairy, cereals, juices), but this is a minor contributor to overall levels.

### CLINICAL TIP

Always consider patients who have attended other chiropractors (or manual therapists of any kind) and had minimal improvements or only short term relief as potentially bio-chemically challenged. It may be that these patients need a different form of mechanical intervention to resolve their issues: we tend to remember these patients as they marvel at our own form of care compared to the previous chiropractor. However, lack of sustainable, functional and symptomatic change is often secondary to a sustained inflammatory response and poor mitochondrial efficiency, creating massive oxidative damage secondary to free radical production. This inhibits

the healing process and creates hypersensitivity, creating the classic clinical trio of: pain/stiffness (that is persistent), brain symptoms (depression or anxiety) and fatigue.

### How likely is my patient to have vitamin D deficiency/insufficiency?

The biggest risk factors for severe deficiency are: darker skin tone (more melanin = less production), the elderly (once over 70 years of age the ability to make vitamin D in the skin greatly diminishes), obesity (vitamin D is a fat and is stored in adipose tissue away from circulation) and in malabsorption syndrome (Crohns disease, anti-acid medication, bariatric surgery).

In the UK general population at the end of winter 90% have levels under 75nmol/L and at the end of summer 60%. In the chronic pain setting in one study 93% of patients had levels under 50nmol/L with an average of 30 nmol/L.

It is worth noting that in a UK study, patients in the north had higher rates (less UVB exposure), any non-caucasian had 100% deficiency/insufficiency rates (more melanin) and obese patients had higher rates regardless of season (Vitamin D stored in fat).

Given these statistics we can confidently say that it's highly likely that the majority of your patients are deficient (<50 nmol/L) or insufficient (<85 nmol/L) for much of the year.

Certainly, if we are aiming for optimal levels above 100 up towards 200 nmol/L, they will need supplementation and advice on making their own vitamin D safely through sun exposure.

### Is the deficiency/insufficiency directly causing their chief complaint or contributing to the dysfunctional bio-chemical system and thus allowing symptoms to develop and persist?

i.e. highlighting a genuine mechanical issue via inflammation and central hypersensitivity.

The only way to ascertain the answer is a trial of one months dosing, which will give you the majority of symptomatic changes.

### Dosing

If you would like a dosing chart to use for blood test values, please email me on contact below.

*Empiric dosing:* the majority of patients will reach 100 nmol/L on 5000 iu (125 mcg). The exception is obese patients; as a general rule for three stone overweight add an extra 2000 iu (50 mcg): for more than five stones overweight double the dose to 10,000 iu (250 mcg). (Ideally use a vitamin D with vitamin K2 added – K2 activates bone protein to take calcium in)

GPs' preferred vitamin D source is Calcichew, Forte that is calcium carbonate with added D3 at 400iu plus the sweetener aspartame. Two per day gives 800iu which may bring some above the deficiency mark but often not above insufficiency and never into optimal. Unfortunately many GP's never re-test and fail to measure the treatment failure or report anything over 50nmol/L as 'normal'. Note, compliance with Calcichew is very poor because it tastes 'chalky' and in my experience patients are very happy to buy higher dose supplements as recommended.

### How does vitamin D deficiency cause pain?

Lack of calcium absorption leads to calcium release

### Spectrum of symptom severity: the lower the value the more severe the symptoms tend to be

**<25 nmol/L** – Always symptomatic, frequently very fatigued (often mis-diagnosed as depression), usually very achy in general. Under 25 nmol/L children may have evidence of rickets. Upon muscle testing these patients are usually globally weak

**25-50nmol/L** – usually symptomatic but on a subtler level, mild-moderate fatigue and low mood. May have low-grade generalised pain or the effects may highlight genuine neuro-mechanical issues and thus presents as regional pain that fits with a normal mechanical presentation (though subsequently fail to resolve with treatment as expected)

**Note:** Most patients have been deficient for many years and so the symptoms have been present for many years. Thus it is very easy for the patient to rationalise/justify symptoms and for them to become "normal".

**50-85 nmol/L** – Not usually symptomatic unless they have a genetic defect in the Vitamin D receptor (VDR). However I recommend keeping levels above 100 nmol/L all year round (to mimic sunny living conditions), so in practice they will overcome this in the majority of cases.

from the bones via para-thyroid hormone. This lack of mineralisation is thought to cause swelling in the bone and subsequent pressure on the periosteal covering.

There is good evidence from meta-analysis of RCTs to show that vitamin D supplementation to sufficiency reduces inflammation as measured using CRP by an average of 2.21 mg/L. There are also animal and human studies to show vitamin D deficiency causes nociceptor hyperinnervation of skeletal muscle, likely causing hypersensitivity.

### CLINICAL TIP

For poor compliance patients (often children and men), use a weekly dosing (Vitamin D is fat soluble so stays in the system) i.e. a weekly dose of 35,000 iu (5000 x7). In research studies they give doses up to 500,000 iu in order to sustain sufficient blood levels.

### Simon Billings

Founder of the Academy of Chiropractic Nutrition

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## Acupuncture for Chronic Pain – Individual Patient Data Meta-Analysis

### Paper Reviewed:

Vickers AJ, Vertosick EA, Lewith G, et al. *Acupuncture for Chronic Pain: Update of an Individual Patient Data Meta-Analysis*. *The Journal of Pain* 2018; 19(5): 455-474

### Research Review by Dr. Ceara Higgins©

### Background Information:

The use of acupuncture in the treatment of chronic pain remains controversial. While there are several short-term physiological effects of acupuncture that are relevant to pain<sup>1</sup>, there is no explanation of how these effects could persist.

In a previous individual patient data meta-analysis article by these same authors<sup>2</sup>, clinically and statistically significant differences were found between acupuncture and control in trials without sham (placebo), with acupuncture found to be significantly superior to sham controls. Although the differences were modest, this suggests the effects of acupuncture are not solely explicable in terms of placebo.

The objective of this paper was to update the findings from a prior individual patient data meta-analysis to determine the effect size of acupuncture for four chronic pain conditions: 1) non-specific musculoskeletal pain; 2) osteoarthritis; 3) chronic headache; and 4) shoulder pain.

### Pertinent Results

With data from the original review and the 13 new RCTs identified, a total of 39 trials, with 20 827 patients, were available. The majority of the studies utilized had an eligibility criteria of

3-6 months minimum pain duration with an average pain duration of pain of 4 years. This data was used to update previously reported analyses of whether the characteristics of acupuncture treatment modified the effect of acupuncture relative to controls. No obvious association was found between trial outcome and characteristics such as the style of acupuncture, use of fixed versus individualized point selection, or the use of electrical stimulation. There was a dose-response effect, with an increase in effect size of 0.10 per 5 acupuncture treatments in trials with a no acupuncture control group.

In trials comparing acupuncture and sham acupuncture, the largest difference was seen in trials using non-penetrating sham, while the smallest difference was seen in trials using needle penetration as a sham. In trials comparing acupuncture to no acupuncture controls, the authors categorized trials as having a high-intensity, usual care, or low-intensity control group. High-intensity controls included trials where patients received a specified course of treatment guided by a specific protocol. Usual care included trials where patients were able to access whatever care they might be expected to reasonably receive outside of the study. Finally, low-intensity trials included those where patients were not allowed to receive certain treatments that might otherwise be available to them. In trials with high-intensity controls, acupuncture tended to show a smaller effect size than in trials with low-

intensity controls, and in trials with usual care controls, acupuncture showed smaller effect sizes than trials with low-intensity control groups.

In studies comparing acupuncture to no acupuncture controls, there was an approximate 15% decrease in acupuncture effect relative to controls at 1-year after randomization (usually 9-10 months after the end of treatment). In studies comparing acupuncture to sham acupuncture, there was an approximate 25% decrease in acupuncture effect 1-year after randomization. It is noteworthy that most of the decreases in acupuncture effects in the analysis seemed to be attributable to the neck pain trials.

### Clinical Application & Conclusions

The results of this study confirm and strengthen previous findings that acupuncture has clinically relevant effects compared with no acupuncture controls. As well, the effects of acupuncture appear to persist over a period of at least 12 months (this is an important take home for clinicians, patients AND third-party payers!). No obvious differences were found in results depending on treatment characteristics such as style of acupuncture, duration of treatment sessions, or training of the acupuncturists.

There was evidence that the effect sizes of acupuncture were smaller for trials using penetrating needles as a sham control or no acupuncture controls where patients also received

high-intensity care ( for example, acupuncture plus physical therapy versus physical therapy alone). Acupuncture was also found to have higher than average effects on upper body musculoskeletal pain, with the effect sizes for shoulder and neck pain found to be much larger than for low back pain, osteoarthritis, and headache. However, there was also evidence that treatment benefits did not persist as well for neck pain – the reasons why require further study.

The authors contend that the clinical relevance and value of this literature should be determined by studies comparing acupuncture with no acupuncture controls, rather than comparison to sham, as in a clinical setting, the treatment decision is between acupuncture and no acupuncture, not acupuncture and sham. Therefore, they conclude: *“Acupuncture is effective for the treatment of chronic musculoskeletal, headache, and osteoarthritis pain. Treatment effects of acupuncture persist over time and cannot be explained solely in terms of placebo effects. Referral for a course of acupuncture treatment is a reasonable option for a patient with chronic pain.”* (quote from the paper’s abstract)

### Study Methods

Results from the first study (2) were utilized and combined with data collected from a literature search for eligible RCTs published between December 2008 and December 2015. 13 studies were identified, including 4 trials. Studies were eligible if they:

- included patients with non-specific back or neck pain, shoulder pain, chronic headache, or osteoarthritis;
- used a pain duration of at least 4 weeks;
- included at least one group receiving acupuncture needling and one group receiving either sham acupuncture or a no acupuncture control group; and
- included allocation concealment that was deemed to be adequate.

Principal investigators from included studies were contacted and asked to provide their raw data for use in replicating all analyses to ensure data accuracy. All data was analysed for efficacy of acupuncture versus control and to determine if characteristics of the acupuncture treatment (such as depth of needle penetration, style of acupuncture, etc.) modified treatment effects. Finally, data was analyzed to determine the effect of acupuncture relative to the different types of sham

acupuncture via three comparisons: 1) penetrating needle versus non-penetrating needle and non-needle sham; 2) non-penetrating needle versus non-needle sham; and 3) true acupuncture points versus non-acupuncture points among trials using non-penetrating and non-needle sham. A comparison was also performed between the use of deep and shallow needle penetration.

### Study Strengths

- By combining original data from prior studies the authors were able to perform their meta-analysis on a very large data pool (individual patient data meta-analysis is considered the highest quality evidence).

### Study Weaknesses

- The data included showed significant heterogeneity, which may affect the applicability of their results.

### Additional References:

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Our shelfie comes from **Mark Thomas** – will it be yours next time?



# The Concise Book of Muscles

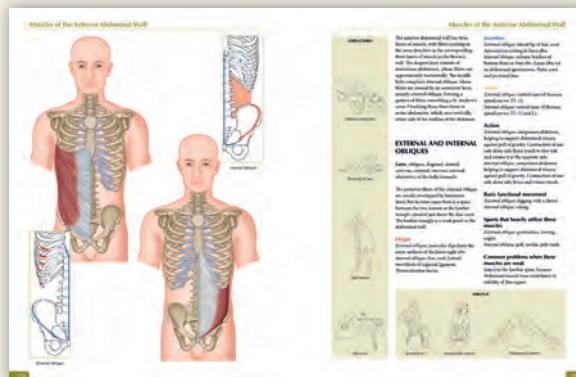
## 4th Edition by Chris Jarmey

Not quite as concise as suggested in the title, this book is almost 300 pages including over 500 drawings.

On viewing the text, the reader is initially drawn to the quality of the illustrations, which are clear and informative. Each depicts the muscle in isolation allowing clear visualisation of origin and insertion points. This 4th edition of *The Concise Book of Muscles* has been updated to include additional clinical detail throughout the chapters, a new chapter on the pelvic floor muscles as well as a muscle wall chart.

Purposefully intended for student health care professionals as well as practitioners in the fields of massage, bodywork, yoga and Pilates the book is also marketed for athletes and non-clinicians with an interest in human anatomy. The level of detail is clearly tailored to address the requirements of this target audience. The book is designed to be in a quick reference format focusing on the key muscles relating to sport, dance, exercise science and bodywork therapy. All perceived technical terms are defined within the text e.g. “avascular (contains no blood vessels)”.

The book opens with an introductory chapter on anatomical terminology followed by an overview of the anatomy and function of the



musculoskeletal system. The book is then divided into eight chapters each reviewing distinct anatomical regions. Each of the eight main chapters is introduced by a useful overview of the anatomical region outlining its functional and anatomical subgroupings. As previously described excellent pictorial representations of individual muscles are presented. To further enhance clarity colour coding is used to depict the origins and insertions.

Key muscles are afforded additional content with diagrams of exercises intended to strengthen and stretch. These can act as a good prompt for students but may lack sufficient detail to facilitate developing an exercise prescription. Although they accurately depict the intended exercise the standard of the art work does not match the high quality of anatomical pictures. In addition muscles considered to have a clinical relevance e.g. the external and internal obliques, have further added content i.e. “common problems when these muscles are weak” as well as “movements or injuries that may damage these muscles”. Unfortunately, this information is relatively superficial in detail and would be validated with a more in-depth approach and appropriate referencing.

Each chapter also includes a quick reference table detailing muscle origin, insertion, nerve supply and action. This is a useful addition and would be a good revision aid for students. Chapters are concluded describing the main nerve pathways supplying the anatomical region. Text within these sections is useful in describing the anatomy but again clinical information would benefit from appropriate referencing.

The main strength of this text is its artwork which clearly depicts individual muscles and their relationship within the surrounding anatomy. The reference table is also a strong feature in keeping with the theme of simplicity used to demonstrate this anatomy. Unfortunately some clinical content within the book may not be at a sufficient level to be relevant to health care professionals. In conclusion, *The Concise Book of Muscles* could be a good choice of recommended anatomy text for undergraduate healthcare students including those studying chiropractic. The book would additionally be of great use to someone with an interest in human anatomy looking for a clear and simple quick reference text.

**Mark Thomas MChiro MSc MRCC (Pain)**

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# Stress

## in the workplace

No workplace is devoid of stress. Andrew Willis from Croner gives members advice on identifying, managing and preventing stress in the workplace.

A recent survey by Perkbox revealed that 59% of adults cite work as their most common cause of stress with only 9% saying they never feel stress due to work. This is a large number and, while some stress at work is to be expected, recurring or severe levels of stress can only have a detrimental effect on morale and enthusiasm.

### Common signs of stress

The first step in tackling stress in the workplace is identifying it. This isn't as difficult as some employers may believe as most employees will be upfront if you have an informal chat with them about their stress levels. Those who aren't will show it in their work ethic and their behaviour toward colleagues.

There are a few tell-tale signs you can look out for to identify when an employee is under a lot of stress at work. These are:

1. An increase in unexplained absence or sick leave

2. Poor performance or timekeeping
3. Poor decision making
4. A lack of energy
5. Uncommunicative or moody behaviour

Stress tends to wear a person down slowly over time, and so it can sometimes be tricky to identify as you may grow accustomed to an employee acting a certain way. There is only so much you can do as an employer and an employee's stress may not be at all related to their work life so try and identify when an individual is acting in the ways listed above and see if there are any adjustments that can be made to the workplace to help them.

### Managing workplace stress

How can you best support your employees once you have identified they are under a lot of stress?

1. **Workplace support** – Encouraging your employees to take regular breaks, carrying out debriefs after particular stressful periods or specific incidents. Signpost relevant support channels available.
2. **Promote a positive culture** – Despite significant progress, mental health is still considered a somewhat taboo subject. Many employers are reluctant to permit days off work for poor physical health, let alone mental health. Promoting a positive culture is an ongoing effort; it isn't enough to include

a section on mental health in the employee handbook or mention it in passing in a team presentation. Make an effort every day to make sure employees are happy, encourage conversation, be honest, and spread openness around the workplace.

3. **Encourage exercise** – As you will be aware exercise releases endorphins which can help combat stress. Encouraging a simple walk during lunch breaks or taking the stairs instead of lifts could be enough. It's important that you don't force your employees into exercise though!
4. **Encourage socialising** – The same rule applies as before, don't push the employee too hard into social situations. If they are suffering from anxiety or just generally nervous around people pushing them into a social situation will only make matters worse. Even introverts need a good support network as it is important to an individual's wellbeing. Holding team building exercises that don't put too much pressure onto staff is a great way of encouraging bonding between team members without too much duress.
5. **Offer flexible working** – Not viable for all workplaces or all roles but,





if it is, the wellbeing benefits are second-to-none. Many workplaces are offering flexible working because it's an employee benefit that is highly sought after. It can help alleviate some of the stresses felt at home and encourages a healthier work-life balance.

#### 6. Conduct 'return to work'

**interviews** – If an employee has had time off due to mental health issues make sure you conduct a 'return to work' interview to help establish the problem the employee was experiencing and if there are any adjustments you can make in the workplace to accommodate them. It may be that the issue had nothing to do with work but, even in these cases, it is encouraging for the employee to know their employer cares enough to offer.

The best way to manage employee stress in the workplace is to pre-empt any potential 'risk'.

### Conducting a stress risk assessment

As an employer, you are obligated to manage stress in the same way you manage health & safety risks. The best way to do this is through a risk assessment.

When conducting a risk assessment for stress there are a few key factors you need to consider. Knowing what to look for is crucial to the success of the assessment, so make sure you look out for:

- Lack of managerial support
- Tight deadlines
- Too many responsibilities
- Role uncertainty
- Workplace bullying

There isn't a standard method of conducting a risk assessment for stress. You might, for example, issue employees with a questionnaire, including questions relating to the person's role, their workload, resources, and how their work is arranged in terms of targets and deadline. This method will get you honest feedback and a fair representation of your workplace as well as a wider view on the working environment, facilities, relationship, support arrangements and attitude towards health & safety in your workplace.

If you prefer to discuss things confidentially with a face-to-face approach make sure you outline any areas you want to discuss and give people space and time to go through these.

Whichever method you choose, the focus should always be on your members of staff. Their opinions are the ones that matter and, if they raise issues, then they should at the very least be investigated. If an investigation then reveals an underlying issue, resolve it. Show your employees that you value their wellbeing and time by listening and reacting to their feedback.

### What do the statistics say?

The HSE's *Work-related Stress, Depression or Anxiety Statistics in Great Britain 2017* found that the larger the workplace, the more likely workers are to experience stress, depression or anxiety.

Feedback from participants found that workload was the most common reason for employees to experience poor mental health in the workplace. Lack of support, violence (or threats of) and role uncertainty were also common reasons employees experienced stress.

The survey also found that professionals were most likely to experience poor mental health in the workplace

with administrative and secretarial positions close behind them.

Returning to the Perkbbox survey: **more than one in 10** stated that mental health issues at work caused them to take a sick day while nearly half of participants stated their place of work did not have any form of system in place to help reduce employee stress. In a similar vein the HSE report states that the total amount of days lost in 2017 due to poor mental health was **12.5 million days**. This is an average of **23.8 days per case**.

A survey by Forth last year found that women are more likely to be stressed than men as, on average, they suffered from stress for **three more days per month** than men. The survey also found that residents of Northern Ireland were more stressed than the rest of the UK while work was the primary cause of stress in London, the West Midlands and Yorkshire.

### Expert Support

Managing stress, mental health, and wellbeing in the workplace is never a simple issue. Tackling the problem requires effort and collaboration between employers and employees and should be reflected in your policies, as well as your disciplinary, grievance, redundancy, and sickness & absence procedures.

If you're feeling overwhelmed why not speak to a Croner consultant who can provide an expert insight and guidance when dealing with a tough situation. Speak to expert on **08445 618116 (quoting BCA and 25742)**.

# FREE business advice

**Claire Moore**, Senior Consultant from **Croner's Business Support Helpline**, takes a look at recent issues that BCA members have faced and gives guidance on how to deal with them. For free help with tax, VAT, employment, payroll, health & safety and commercial legal issues contact the helpline on 08445 618116 quoting scheme number 25742 (24 hr service for employment queries, normal office hours for other topics). Members can also use the online Business Essentials portal accessed via the Members' website.

## I made some redundancies one month ago but have re-evaluated the business and now need to make a few more people redundant; can I do this?

Yes, if there is a genuine redundancy situation you can look to make more employees redundant. However, if this involves more than 20 employees within a 90-day period, this would cause a trigger for something called Collective Consultation. This is a process under which an employer would have to consult staff representatives as opposed to consulting with them individually (as would be the case if you were making less than 20 people redundant). Call the helpline for more information and assistance.

## I am looking to make redundancies and want to make the part-time staff members redundant; am I able to do this?

When considering a redundancy pool this needs to be fair. For example, you would not be able to only place part-time employees into the pool as this would be against the *Part-time Workers Regulations 2000 (Prevention of Less Favourable Treatment)* which states part time employees cannot be treated less favourably to other employees. The selection needs to include all employees who do the same or similar roles.

## We have received a grievance from an employee and they have asked to see notes from all meetings and any file notes from other employees involved; can I give this to them?

The information in the files will be covered under the *Data Protection Act 1998*. This means that the information cannot be accessed by anyone unless there is good reason to do so. In this situation you would need approval from the other employees involved before releasing their notes. This would be the best course of action as the employee requesting the information is not entitled to see another employee's personal information.

## There are several self-employed people at the clinic, but I need them to work three days per week on a rota; can I do this?

Self-employed people should be able to pick and choose when and where they wish to work. Putting a rota into place and expecting the person to work these hours would potentially blur the lines with individuals potentially becoming a 'worker' or even an 'employee'. The risk of this action could therefore be a claim against their status and could involve you having to make back payments for holiday payments and other benefits. Self-employed people also have the unfettered right to be able to substitute themselves as, effectively, they are their own business.

## I have received a subject access request from an employee; what do I do next?

All employees have a right to access their personal data held on them. You will need to provide any personal data contained within the data they are requesting. The employee has a right to know:

- The purposes of the processing
- The categories of personal data concerned
- The recipients or categories of recipients to whom data has been or will be disclosed
- The period during which personal data will be retained
- Information on the source of the data
- Information regarding complaints and disputes: the right to complain to a supervisory authority, the right to request rectification or erasure of personal data, to object to processing of data or to restrict that processing
- Information on any safeguards where personal data is transferred outside the EEA.

The employees do not have the right to see actual documents however, just their personal data within those specific documents.

Companies are no longer allowed to put an administration fee of £10 onto the request and the request must be completed within one month of the request being received.



**My employee was due to go on holiday on Friday but has now handed in a two-week sick note. Should that time be considered as holiday or sickness?**

Employees who are sick before or during a period of annual leave are entitled to request the holiday to be taken at a different time. However, this does need to be requested by the employee and is not

automatic. If the employee falls sick during a period of annual leave they would need to follow the same absence reporting procedure as they usually would for a period of incapacity for work. If there is not enough time left within the leave year for the annual leave to be rescheduled, this will have to be allowed to be carried into the next annual leave year.

**Is my employee entitled to statutory sickness payments from their first day of absence?**

The period of incapacity for work begins when an employee is incapable of working due to sickness for a period of four consecutive 'qualifying' days, which are days where the employee would have been expected to work. Statutory sickness payments are not payable for the first three days of incapacity to work: however, if you have contractual sickness pay, you will need to follow your company policy in relation to these payments.

*Members of the BCA have access to the Croner Business Support Helpline and Croner-i Business Essentials as part of their membership package.*

**26th – 27th January 2019**

**Whiplash & Mild Traumatic Brain Injury**  
Nicole Oliver • 11 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**16th February 2019**

**Benign Paroxysmal Positional Vertigo**  
Richard O'Hara • 7 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**2nd – 3rd March 2019**

**Motion Palpation Institute – Extremities**  
Mark King • 12 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**9th – 10th March 2019**

**Dynamic Neuromuscular Stabilisation Exercise 1**  
Veronika Nasslerova • 13 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

- These diary dates can also be found on the members' area of the BCA website: [www.chiropractic-uk.co.uk](http://www.chiropractic-uk.co.uk)
- Contact endeavours to make sure diary date entries are accurate, but we strongly advise you **always** check the details with the training provider before booking.
- The GCC mandatory CPD cycle for 2018/19 runs from 1st September 2018 to 31st August 2019.
- Don't forget the BCA has a CPD guide for members and this can be found on the Members' Area of the website or by calling the BCA office

**9th March 2019**

**Fascial Movement Taping**  
WIOC  
w <https://store.southwales.ac.uk/product-catalogue/commercial-services>

**10th March 2019**

**Rockblades IASTM**  
WIOC  
w <https://store.southwales.ac.uk/product-catalogue/commercial-services>

**16th – 17th March 2019**

**Introduction to Dry Needling**  
John Reynolds • 11 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**16th – 17th March 2019**

**Evidence based understanding of clinical anatomy, diagnostics and treatment of the pelvis**  
Andry Vleeming • 13 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**23rd March 2019**

**Stable Function of the Neck and Shoulder Girdle**  
Jonathan Cook • 7 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**6th – 7th April 2019**

**Introduction to Neonatal** • WIOC  
w <https://store.southwales.ac.uk/product-catalogue/commercial-services>

**6th – 7th April 2019**

**Neuro-Linguistic Programming (NLP) Foundation Course Part 2**  
Jo Blakeley • 13 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**From 10th April 2019**

**International Academy of Veterinary Chiropractic** • w [www.i-a-v-c.com](http://www.i-a-v-c.com)

**27th – 28th April 2019**

**Chronic Myofascial Pain and Central Sensitisation**  
Jay Shah • 15 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**4th May 2019**

**Lumbar Spine Stenosis Workshop**  
Carlo Ammendolia • 7 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

**11th – 12th May 2019**

**Extremity Adjusting Workshop**  
Mohsen Kazemi • 7 hours CPD • AECC  
t 01202 436237 e cpd@aecc.ac.uk  
w www.aecc.ac.uk/cpd

# Become the Disc Specialist in your community.

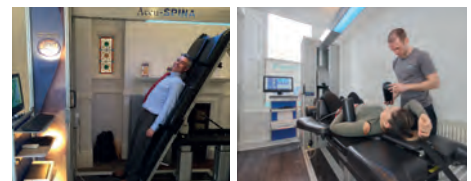


There is a category of disc patient who needs something more than manual therapy and standard flexion-distraction. Now you can help them.

IDD Therapy is the number one spinal decompression treatment. Delivered by the Accu SPINA, IDD Therapy provides targeted decompression and longitudinal joint mobilisation within a complete programme of care.

- Non-invasive lumbar and cervical treatment
- Successful outcomes for disc patients
- Commitment to evidence-based practice
- Attract new patients with a powerful USP
- Increase revenue for the clinic

With over five million treatments globally and 34 Disc Clinics already in the UK, IDD Therapy is changing spine care. If you have a bigger vision for your practice and would like to attract and help more disc patients, secure your geo-exclusivity\* now. \*n/a Central London.



For 2018 prices, offers and info go to [www.iddtherapy.co.uk/chiro](http://www.iddtherapy.co.uk/chiro)

## Who & Where

**AECC University College**  
Parkwood Campus, Parkwood Road,  
Boscombe, Bournemouth,  
Dorset BH5 2DF  
t 01202 436200  
f 01202 436312  
w www.aecc.ac.uk

**British Chiropractic Association (BCA)**  
c/o Fitwise, Blackburn House,  
Redhouse Road, Seafield,  
Bathgate EH47 7AQ  
t 0118 950 5950  
e enquiries@chiropractic-uk.co.uk  
w www.chiropractic-uk.co.uk

**Chiropractic Patients Association (CPA)**  
Twingley Centre, The Portway,  
Salisbury, Wiltshire SP4 6JL  
t 01980 610218  
w www.chiropracticpatients.org.uk

**European Chiropractors' Union (ECU)**  
The Glasshouse, 5A Hampton Hill,  
Middlesex, TW12 1JN  
t 020 8977 2206  
w www.ecunion.eu

**General Chiropractic Council (GCC)**  
Park House, 186 Kennington Park  
Road, London, SE11 4BT  
t 020 7713 5155  
e enquiries@gcc-uk.org  
w www.gcc-uk.org

**London South Bank University**  
90 London Road, London, SE1 6LN  
t 0800 923 8888  
e course.enquiry@lsbu.ac.uk  
w www.lsbu.ac.uk/courses/  
course-finder/chiropractic-masters

**McTimoney College of Chiropractic**  
McTimoney House, 1 Kimber Road,  
Abingdon, Oxfordshire, OX14 1BZ  
t 01235 523 336  
w www.mctimoney-college.ac.uk

**The Royal College of Chiropractors (RCC)**  
Chiltern Chambers, St. Peters  
Avenue, Reading RG4 7DH  
t 0118 946 9727  
e admin@rcc-uk.org  
w www.rcc-uk.org

**Welsh Institute of Chiropractic (WIOC)**  
University of South Wales, Treforest,  
Pontypridd, CF37 1DL  
t 01443 480480 f 01443 482285  
w www.southwales.ac.uk/chiro/



**International Academy of Veterinary Chiropractic**

## The Equine Dynamic Myofascial Mobilization for Equine Chiropractors and Physiotherapists



The IAVC is pleased to present our popular functional movement analyses and mobilization course in the UK. The two module course is very practice-orientated and explores the "functional motion circuits" and dynamic myofascial mobilization of the horse. Stefan Stammer, a Germany-based equine physiotherapist, has developed in his Stammer@Kinetics, a training and rehabilitation

concept which is an ideal way to compliment and facilitate equine musculoskeletal treatments and help unlock full training and performance potential.

### Module 1:

**February 14<sup>th</sup> - 16<sup>th</sup>, 2019**

Functional Motion Circuit of the Neck, Chest and Thoracic Limb

### Module 2:

**June 27<sup>th</sup> - 29<sup>th</sup>, 2019**

Functional Motion Circuit of the Caudal Trunk, Pelvic Limb and Moving Back

at the **Anglo-European-College of Chiropractic (AECC)**  
Parkwood Campus,  
Parkwood Road, Bournemouth, Dorset, BH5 2DF, United Kingdom

Further information and module dates: [www.i-a-v-c.com](http://www.i-a-v-c.com)

**International Academy of Veterinary Chiropractic**  
Dr. Donald Moffatt (MRCVS), Dorfstr. 17, 27419 Freetz, Germany.  
Tel: +49 4282 590099 , E-mail: [info@i-a-v-c.com](mailto:info@i-a-v-c.com)

# www.chiropractic-uk.co.uk/classified-adverts

## CHIROPRACTIC JOBS

### ASSOCIATE REQUIRED IN SURREY AND HAMPSHIRE

Durham House is a multi-disciplinary practice based over two locations in Surrey and Hampshire. The clinics have been established for 18 years with an excellent reputation and solid standing within the local communities. We have a large database and a good stream of new patients from both word of mouth and practitioner referrals. Flexible hours allow for a good work life balance, which we feel is essential to build a happy long-term working environment. The clinics are both close to town centres, nature reserves and direct train lines to London.

We have a large team of practitioners and therapists all working together to promote health and wellbeing to our patients. There is a rehabilitation studio on site where we hold busy core, Pilates and Yoga classes.

We are looking for a confident skilled adjuster that has good communication skills. We need someone who would be interested in working with our studio rehab team on classes and workshops.

We organize in house CPD, give full graduate support and a PRT trainer if needed.

Send your CV to:  
[fleet@durhamhousechiropractic.co.uk](mailto:fleet@durhamhousechiropractic.co.uk)

Please check our websites for an overview of what we are about:

[www.durhamhousechiropractic.co.uk](http://www.durhamhousechiropractic.co.uk)  
[www.thestudiodurhamhouse.co.uk](http://www.thestudiodurhamhouse.co.uk)

### YORK AREA - FULL-TIME ASSOCIATE CHIROPRACTOR NEEDED - PERMANENT POSITION - EXISTING PATIENT BASE

We are offering a fantastic opportunity to work with us at Chiropractic Plus in our 2 award-winning clinics (PPQM & CMQM holders since 2015) and live in York - Britain's Most Popular City (YouGov 2018).

The position is available from May 2019 with 3 days at Pocklington (patient base from maternity leave) along with 2 days at our Haxby clinic (transfer of patients from principal chiropractors).

The post is open to experienced chiropractors or new graduates. We would cover BCA membership costs for a new graduate & fund PRTS. We are a PRT training clinic and aid ongoing CPD.

We are a pro-active multi-disciplinary team offering 3 stages of care; pain relief, rehabilitation and maintenance. We have an in-house acupuncturist, massage therapists, health psychologist & Pilates instructor. We also have rehab and gait analysis facilities at Pocklington. Our core techniques are diversified, dry needling, STW, IASTM and taping. For over 20 years we have seen a very varied range of patients and we support chiropractors' special interests in practice. The maternity cover can include a patient base with focus on paediatrics and pregnancy.

Find out more about us at  
[www.chiropractic-plus.co.uk](http://www.chiropractic-plus.co.uk)

Call for a confidential chat with Carol Latto  
01759 303289 or email [chiroplus@hotmail.co.uk](mailto:chiroplus@hotmail.co.uk)

### EXPERIENCED LOCUM CHIROPRACTIC COUPLE (M/F)

Available to cover your practice on a short or long term basis either as a pair or individually.

AECC/CMCC graduates respectively,  
GCC registered.

Able to adapt to your precise practice protocols.

For further details please contact us.  
Nick Bach Price DC 07437 220552

Tracy Bown DC 07780 798109

[locumchiro@hotmail.com](mailto:locumchiro@hotmail.com)

<https://locumchiro.wixsite.com/chiropractic>

### CHIROPRACTOR WANTED. WORCESTERSHIRE

An experienced, self-motivated Chiropractor is required to join a clinic in Bromsgrove, Worcestershire. The clinic was established by its current owner in 1995 and has an excellent reputation with a solid patient base. Initially we are looking for a part time, self-employed Chiropractor with the potential to grow this role into a full-time position. The Clinic is primarily diversified with SOT, activator and dry needling treatments incorporated into our practice. This is an excellent opportunity for a chiropractor who has a few years clinical experience and is able to build and maintain a patient base. The position has become available due to the recent retirement of a long-term associate.

Please visit our website for more information:  
[www.bromsgrove-chiropractic.co.uk](http://www.bromsgrove-chiropractic.co.uk)

**ENTHUSIASTIC CHIROPRACTOR WANTED  
- BATH**

The Weston Chiropractic Centre requires a highly motivated, enthusiastic full-time

Chiropractor for their expanding centre. The practice uses Diversified, SOT and SOT Cranial adjusting with a large emphasis on Spinal Health Care for the whole family. The practice has a large proportion of paediatric and rehabilitation cases from direct referral. No SOT experience is needed in the first instance but the applicant must have an interest in learning and incorporating SOT with their existing techniques. The clinic can offer PRT training if required.

Please apply in writing to: Mrs Jane Courtis, Centre Manager, Weston Chiropractic Centre, Apthorp, Weston Road, Bath BA1 2XT. Tel: 01225 423333

**A PART-TIME ASSOCIATE NEEDED IN  
SOUTH-EAST LONDON CLINIC**

We are looking for a patient centred, evidence based chiropractor to join our South-East London clinic. The clinic has been established for 32 years and has a good reputation locally. You would be joining a team of 3 chiropractors, a massage therapist and 6 friendly receptionists. The clinic is situated in it's own building and while each of us work in general practice we do each have our focuses in sports, paediatrics and family chiropractic. Bromley features the best of both worlds; a 16 minute train journey to the hustle and bustle of London Victoria and still an area of leafy suburbia.

If you are interested in joining our warm, friendly team, please send your cv to [claremetcalfe20@gmail.com](mailto:claremetcalfe20@gmail.com), all applications by email only.

<http://bromleybackcare.co.uk>

**ASSOCIATE CHIROPRACTOR**

Since opening our doors in 2001 to East Anglia, we have delivered outstanding patient centered care to thousands of clients.

We have a great support team and systems to ensure a smooth running, and we very much promote both personal and professional growth and development.

We have an excellent reputation within the community, a good steady stream of new patients, and high patient satisfaction.

We are currently the only clinic in East Anglia to be able to offer the combination of K-Laser Medical Therapy, helping to reduce pain and inflammation and promoting faster recovery, excellent Chiropractic care and sports massage therapy.

We are looking for a happy and motivated chiropractor to take over an existing patient base.

This position would suit an experienced chiropractor looking to show off their skills, or a recent graduate looking for knowledge, fun, experience and a work life balance in a safe and beautiful area to live in, with the opportunity to earn a great living.

If you would like to be considered for this opportunity, please contact us for a confidential chat and for more information.

Andrew Goddard 01603 414740  
[andychiro@angliachiropractic.co.uk](mailto:andychiro@angliachiropractic.co.uk)  
[www.angliachiropractic.co.uk](http://www.angliachiropractic.co.uk)

**ASSOCIATE CHIROPRACTOR YORK**

Come and work for us in York, voted one of the best cities in the UK in which to live. Have a great work/life balance with an average of a 32-hour working week and competitive pay.

Have your own spacious treatment room that will be used by you alone, to personalise as you see fit, kitted out with a brand-new Atlas RM3 chiropractic bench and digital note keeping/practice management software.

We are a diversified, evidence-based chiropractic clinic with a great local reputation amongst patients and other professionals alike. Owned and run by our principle chiropractor Jonathan, you will have regular mentoring meetings to get you settled in and to give you continued support.

We have been established for 30 years and pride ourselves in maintaining a friendly, warm atmosphere centred around patient care and satisfaction. We have a high number of weekly new patients and expect you to build treatment numbers quickly and easily. Currently, we are turning patients away due to reaching operating capacity.

You will be a self-employed associate, taking 50%, with a guaranteed basic of 3k per month for the first 6 months. Our bonus scheme can push achievers to a 55% take home.

Experience is definitely an advantage, but we would consider a new graduate with the right enthusiasm, drive and attitude.

If this role is for you please email your CV and covering letter to [jonathanbrack@hotmail.com](mailto:jonathanbrack@hotmail.com) 07714094407 [www.acombchiropractic.com](http://www.acombchiropractic.com)

**HALSA MEANS HEALTH - JOIN EUROPE'S  
LARGEST PROVIDER OF CHIROPRACTIC  
CARE**

\*\*\*£5000 signing BONUS\*\*\*

We have a desirable, full-time chiropractic position available in a prestigious clinic with a long-established client base (80 - 100 visits per week) as well as a high influx of new clients through our innovate and in-tune marketing schemes. We are seeking a practitioner with a minimum of 2 years working experience, able to handle this high volume. Our passion and drive is simply service to affect the health and well-being of our surrounding communities. You would be part of a friendly, positive and supportive team with an opportunity to develop yourself professionally as a practitioner and grow personally to become the highest version of YOU!

We have highly trained CAs who are very enthusiastic and health-orientated, and here to support the whole team. We are very passionate about what we do and pride ourselves in our services.

Benefits include:

- Conferences and other training opportunities (almost all GCC hours covered in-house) – with international speakers frequently in our own dedicated conference venue
- GCC fees and insurance paid
- High energy, loving and happy working environment
- One to one mentorship
- Earning potential of £12000+/month

Halsa is Unique and truly a one of a kind team to be a part of!

Quinton Hohls: [q.hohls@halsagroup.co.uk](mailto:q.hohls@halsagroup.co.uk)  
07584131009 [www.halsagroup.co.uk](http://www.halsagroup.co.uk)

**SOMETHING DIFFERENT IN SUSSEX**

Hi, my name is Victoria White and I've been working at Lushington Chiropractic, in Eastbourne since 2014. Next year I'll be moving away to start my own clinic.

So, we're looking for a chiropractor to take over mine, and some of the Clinic Director's patient base. Between us we see well-over 200 people a week and are looking for a male OR female chiropractor to take on between 60-80+ / week.

After almost five years at Lushington Chiropractic I can highly recommend the clinic and James the Clinic Director. James was an excellent, patient and caring mentor when I needed it as a new graduate. Then when my chiropractic ability grew he supported me to develop a lovely, busy practice with great hours. The rest of the team are lovely, and I will miss them all dearly. You'll find them supportive and a great group of friends.

The clinic is organised and very busy. We've got an excellent reputation locally and won various awards. Just check out some of our 200+ Google Reviews to get an idea of how successful the clinic is.

James and I are working together to find the right person (male or female) to take over my lovely patients. If you might be interested then please don't delay in getting in touch. Call James on 07830 107558 or drop him and email at [drjrevell@hotmail.com](mailto:drjrevell@hotmail.com)

Experienced Chiro? Efficient, highly organised and ethical clinic. Where a work-life balance is encouraged, with opportunity to work hard & earn well.

New Grad? PRTS, 121 mentoring/support. Multi-disciplinary and chiropractic team, offering support with decades of shared experience with adjusting, management, communication.

P.S. As well as a patient base, you'll be guaranteed a start-up retainer.

Contact: James Revell 07830 107558  
[drjrevell@hotmail.com](mailto:drjrevell@hotmail.com) <http://chirocare.co.uk/>

**ASSOCIATE CHIROPRACTOR**

Could you possibly be the new recruit that we're looking for? Our vibrant, modern, award-winning practice is attractive for many reasons, and an exciting career opportunity for the right person. You will have support for both in-house and external CPD training, along with the benefits of our superb administrative team. Added to that, is the accumulated 60 years of our combined clinical experience for you to draw upon! Your remuneration package will include holiday pay and we may also be able to offer the possibility of premium accommodation locally.

Our clinic history dates back to 1965 when it was established. Since then, we have served patients from all over the West Midlands and beyond - a rich heritage of which we are proud.

Does this sound of interest to you? A good way to find out more about us is to visit our website and link up with our social media. We hope you get in touch... Email us!

Telephone 01952 242596 Mob 07764277164  
Email: [c4ph@icloud.com](mailto:c4ph@icloud.com) Web: [www.c4ph.co.uk](http://www.c4ph.co.uk)  
Facebook: [facebook.com/c4phealth](https://www.facebook.com/c4phealth)  
Instagram: [@c4phealth](https://www.instagram.com/c4phealth) Twitter: [@c4ph](https://twitter.com/c4ph)

### ASSOCIATE REQUIRED FOR FRIENDLY, BUSY RIVERSIDE CLINIC IN NORTH EAST - DECEMBER 2018

Do you want to work in a friendly, independently run, established, multi-disciplinary clinic? Would you like to earn approximately £50K in your first year, be valued for your contribution, have a large supply of new patients, work as part of a friendly team and live in a beautiful part of the country with low living costs and a laid back friendly lifestyle?

Stockton Chiropractic Clinic is looking for an Associate ideally starting December 2018 to replace a busy chiropractor who is relocating back to Australia. New graduates or more experienced chiropractors welcome. You will be taking over an existing patient base and will also see a large number of new patients. There is no requirement to do any outside marketing or promotion. The clinic principal is a registered PRT Trainer and is also qualified in animal chiropractic.

We are all about providing a friendly, holistic, quality-led experience for our patients and this informs everything we do.

We can offer you:

- An inclusive, friendly working environment
- Opportunity to work with other chiropractors, physiotherapists and massage therapists
- Training and use of low level laser
- Flexible working, up to 36 hours a week
- 50% of patient fees
- 1 year's GCC fees and insurance fees paid
- A guaranteed minimum retainer for first 3 months
- PRT training/mentoring
- Regular CPD meetings
- Animal chiropractic opportunities if this is something that interests you

Here's what our current associates have to say about us:

*"I've been working at SCC for just over 3 years and I feel like I totally landed on my feet! This has been my first job since graduating and Kerri has been a fantastic mentor, developing my skills in all areas of patient care. The clinic team is very inclusive and we all work really hard to support each other to give complete patient-centred care."* Rosie Pearce DC, WIOC Graduate (2015)

*"Patient-centred, evidence-based and highly professional. Need I say more!"* James Isaacson DC  
*"SCC is a great clinic with supportive staff and lovely riverside views! The patients are diverse, with good referrals and fantastic to work with, alongside a great clinical team."* James Curry DC

If you like the sound of us and would like to find out more, please send your CV and a covering email to Kerri Stone, Clinic Director, explaining why you think we'd be a good fit for each other.

01642633888 [www.stocktonchiropractic.co.uk](http://www.stocktonchiropractic.co.uk)  
[kerri@stocktonchiropractic.co.uk](mailto:kerri@stocktonchiropractic.co.uk)

### GREAT CHIROPRACTIC OPPORTUNITY IN LUTON

Back to Back is in its 20th year and due to overwhelming pressures is in great need of an additional chiropractor to work 3 days a week including a Saturday morning. The clinic has digital X ray facilities, a K-Laser, 2 sports therapists and 4 friendly receptionists.

Contact David Leu: 01582 391000  
[reception2b@virginmedia.com](mailto:reception2b@virginmedia.com)  
[www.backtobackclinic.co.uk](http://www.backtobackclinic.co.uk)

### CHIROPRACTIC CLINIC FOR SALE IN WAREHAM, DORSET. ESTABLISHED 1990

Established, thriving chiropractic and multidisciplinary clinic FOR SALE in Wareham, Dorset. We enjoy a large loyal customer base and good relations with local medics. There are currently three part-time chiropractors, a chiropodist, physiotherapist, sports massager, acupuncturist and others! The property comprises three treatment rooms, reception area, waiting area, kitchen, WC, bathroom and changing rooms. There is plenty of unrealised potential; current gross annual turnover approx £100,000. The business can be bought separately or with the property ( freehold or leasehold).

Melanie Taylor [warehamtherapyclinic@btconnect.com](mailto:warehamtherapyclinic@btconnect.com)  
01929 551513 <https://warehamtherapyclinic.co.uk>

### ASSOCIATE WANTED AT ONE OF GLOUCESTERSHIRE'S LEADING CLINICS

Situated on the edge of the beautiful Cotswolds just a stone's throw away from Cheltenham Spa, the vibrant City of Gloucester is a fantastic and easily accessible location from which to work.

This clinic is busy and very well established. Our new patient flow is consistently high. We are PPQM and CMQM award holders and our reputation is STRONG.

We are an evidence based, patient centred clinic. Our rooms are well-equipped and maintained to a very high standard. We offer ON-SITE the following: digital x-ray, diagnostic ultrasound, exercise rehabilitation, massage therapy, orthotic prescription and gait analysis.

We boast a superb working environment with an unbeatable team of support staff. An excellent PRTS programme with strong mentor support is available if required.

If you've got what it takes to join a clinic like this then we want to hear from you TODAY.

Contact: Leah Rose [leah@longlevenschiro.com](mailto:leah@longlevenschiro.com)  
01452309372 [www.longlevenschiro.com](http://www.longlevenschiro.com)

### CHIROPRACTOR WANTED - IDEAL FOR NEW GRADUATES

Chiropractor required for a busy and expanding Wellness Chiropractic clinic in Wroughton, Wiltshire to join our exciting Associate programme. Competitive rates of pay with bonuses based on volume and performance.

We are looking for a motivated, driven and passionate Chiropractor to join our team as an integral part of getting our patients on the road to wellness.

Duties will include – examining all new patients, taking full patient histories, performing x-rays and neurological scanning; as well as assisting with the promotion of the clinic for attracting new patients.

Would be the ideal first step into clinical chiropractic for a newly qualified chiropractor.

Fully mentored position with all training included. You will be mentored by chiropractors, with over 30 years of experience between them, in building a busy, successful clinic. You will learn how to build and manage a patient base, to help you prepare for setting up your own practice.

Contact: Hannah Harrop 01793 814567  
[hannah@ridgewayhealthandwellness.co.uk](mailto:hannah@ridgewayhealthandwellness.co.uk)  
[www.ridgewayhealthandwellness.co.uk](http://www.ridgewayhealthandwellness.co.uk)  
Wroughton, Wiltshire

### CHIROPRACTOR REQUIRED FOR TWO BUSY CLINICS

Clacton Chiropractic Clinic and Scofield Chiropractic Clinic are looking for a confident and patient-centered Chiropractor with a strong work ethic to join our teams.

Scofield Chiropractic Clinic, owned by Dr. Ian Nothling is based in Sudbury, a well-established clinic with a long history of Chiropractic care. Dr. Nothling holds multiple certifications in Gonstead, SOT and diversified and is also a member of the British Chiropractic Association.

Clacton Chiropractic Clinic has been established since 2001 boasts a state of the art multidisciplinary family practice with a strong emphasis on neurorehabilitation and clinical nutrition and hold memberships to the British Chiropractic Association and United Chiropractic Association and American Chiropractic Neurology Board.

Both practices also hold memberships of the Royal College of Chiropractors and are able to provide PRT training for successful applicants.

Our practices are looking for a team player with a strong foundation in spinal manipulation willing to learn and grow their career within our communities.

Applicants will work on a self-employed basis between the two practices with earnings based on a percentage and performance. Further details of earnings and benefits will be discussed with successful applicants.

If you are interested in this opportunity please forward your CV or any other inquiries to:

[info@clactonchiropractic.co.uk](mailto:info@clactonchiropractic.co.uk)

Or Phone us at 01255422337

### KICK START YOUR CAREER AT CHISLEHURST CHIROPRACTIC CLINIC

Come and join our wellness clinic.

We have an amazing opportunity for an associate to join our happy and inspired team. We are based in Chislehurst, Kent. Our fantastic location means we have the best of both worlds being 25 minutes from London, yet surrounded by beautiful countryside.

Having had several associate positions ourselves we understand the importance of working in a supportive environment. We love mentoring our passionate team to achieve their goals.

We have a thriving patient base and will ensure that you have the opportunity to build yours as well.

We are right for each other if you:

- Want mentoring from experienced, inspired chiropractors.
- Are a team player who loves to get involved.
- Want a full time position.
- Want great salary potential.
- Want GCC and association fees paid.
- Want great support and keen to grow in an empowering environment and also interested in personal development and wellbeing.
- Want to work in a newly extended and refurbished centre, with computerised notes, x-ray facilities and purpose built class space.
- Want fantastic career progression opportunities.

Our passion is to give you the best start.

Send your application and covering letter on why you would like to work with us via email to [emma@chislehurstchiro.com](mailto:emma@chislehurstchiro.com) and check out our link [www.chislehurstchiro.co.uk/kickstart](http://www.chislehurstchiro.co.uk/kickstart) for some great information to get you started.

**ASSOCIATE WANTED - STROUD**

Cotswold Chiropractic and Massage Clinic are currently looking for a Chiropractic Associate to join our team, based in Brimscombe, Stroud. We currently have two BCA Chiropractors with busy clinics and need an associate to keep up with demand.

This is a self employed position and the successful candidate will have the passion, drive and motivation to build their own patient base and will also initially provide cover of existing patients while one of our Chiropractors is temporarily away from the clinic.

The ideal candidate will have knowledge and experience of dry needling, taping and myofascial techniques, although this is not essential.

This opportunity will offer availability for 10 – 15 hours per week initially with scope to expand, to include Saturday mornings, 8am – 1pm, and a minimum of 1 evening clinic (until 7pm) per week.

We have good links with the local community and the clinic has reception staff and a Clinic Co-ordinator to support our practitioners. We offer Chiropractic, Sports and Remedial massage and Reflexology treatments. We also have our own studio, which runs rehabilitative Pilates classes.

For the right candidate there will be the opportunity for mentoring and support as required.

For further information please contact the Clinic, or to apply, please send your CV and a covering letter to [claire@ccmclinic.uk](mailto:claire@ccmclinic.uk)

**ASSOCIATE REQUIRED FOR WELL ESTABLISHED MULTI-DISCIPLINARY CLINIC**

ASSOCIATE required to join a well-established (1982), multi-disciplinary practice in WIMBORNE, Dorset – close to the Jurassic Coastline, sandy beaches and the New Forest!

Applicant must have the ability to work as a team member, be enthusiastic and be able to manage the practice in the absence of the Clinic Principal. There is an opportunity to join the partnership and also, to purchase it at a later date.

Please apply with CV to:

Dr Nashir Karmali D.C - Clinic Principal  
Alchemy Health Clinic, 154 Leigh Rd, Wimborne,  
Dorset, BH21 2DB. UK

Tel: 01202 880136

email: [nashir@alchemy-healthclinic.com](mailto:nashir@alchemy-healthclinic.com)

Website: [www.alchemy-healthclinic.com](http://www.alchemy-healthclinic.com)

**SPACIOUS TREATMENT ROOM TO RENT IN BEAUTIFUL MEDI SPA CENTRAL CHICHESTER**

- Flexible terms/hours
- Room with sink, mirror, storage
- No deposit
- Half day £35, full day £55 or exclusive monthly use £400
- WIFI
- Friendly professional team of therapists and medical professionals
- Inclusion on our website
- Client refreshments included
- Laundry service available (extra cost)

Contact: Lucie A'Bear 07789900442  
[chichester@thesolentmedispa.co.uk](mailto:chichester@thesolentmedispa.co.uk)  
[www.thesolentmedispa.co.uk](http://www.thesolentmedispa.co.uk)

**PERFECT WORK-LIFE BALANCE WITH THREE DAY WEEKENDS!**

Benefit from being on the Essex coast as well as only a 50-minute train journey into central London, and with excellent links to Europe with London Southend Airport only 5 minutes away from the clinic. We are also only 10 minutes away from the lovely town of Leigh on Sea which has been rated one of the best places to live in the UK by "THE TIMES" newspaper.

Our chiropractic clinic, which is located in Southend-on-Sea, has been established for over 20 years, and 18 months ago expanded its services with the addition of sports massage. The clinic also completed a major refurbishment recently.

The clinic provides a friendly, professional, modern environment with an emphasis on a high standard of patient care. We aim to provide an integrated approach to chiropractic and healthcare, maintaining excellent relationships with local GPs, local sports teams and other healthcare professionals.

We are primarily a diversified clinic, also using activator, blocks, taping and soft tissue modalities as well as rehabilitation. We are not a high-volume clinic. We have a large patient database consisting largely of maintenance patients and see a high number of new patients with very little marketing.

Mentoring and support can be provided if needed (with our principal chiropractor a PRT trainer) and encouraged in an environment where we strive to learn from each other.

Looking for someone to start as soon as possible. Percentage based. Some help with professional fees and/or annual CPD. Full or part time. Hours negotiable. Patient base to take over and expand on.

For more information about our clinic, please visit [www.backpainsouthend.com](http://www.backpainsouthend.com)

Please send any further enquiries or CV and cover letter to [southendonseachiropeactor@gmail.com](mailto:southendonseachiropeactor@gmail.com)

**ASSOCIATE REQUIRED IN GREENWICH, LONDON**

We have an exciting associate position available for a dynamic, positive and confident chiropractor. Our clinic has very healthy new patient numbers and consistent growth with excellent support systems and continued learning opportunities within the multidisciplinary team.

Greenwich is one of the loveliest parts of London to live and work with a bustling village community atmosphere in Zone 2 just 10 minutes from Central London.

Good adjusting skills will be important with complimentary soft tissue release techniques and rehabilitation knowledge for our evidence based, multidisciplinary practice.

Bupa/AXA registration is an advantage but not as essential as a great attitude toward patient centred care and maintaining our practice ethos of providing the highest quality care in a warm and friendly environment.

Start date flexible, we are ideally looking for a part time role initially with the scope to increase in the future.

Please apply by sending your CV and covering letter to [info@greenwichchiropractic.co.uk](mailto:info@greenwichchiropractic.co.uk)  
020 3005 4862 [www.greenwichchiropractic.co.uk](http://www.greenwichchiropractic.co.uk)

**EXCITING JOB OPPORTUNITY**

We have a fantastic position coming available from November 2018 and also a locum position starting in November 2018. We have two busy clinics in East Sussex, longest established in both towns, less than 20 miles from Brighton, Haywards Heath, Eastbourne and Tunbridge Wells. Both clinics are multi-disciplinary, with Podiatrist and massage therapists amongst our practitioners. We are a passionate and professional team, who like to enjoy ourselves at work. We have X-ray facilities on site.

The position is full time split between both clinics. We are looking for an enthusiastic, confident, and proactive chiropractor, who is willing to learn and be guided by the experienced chiropractors on our team. You will be taking over a patient base, with more opportunity to increase your patient numbers.

We are happy to have a new graduate or experienced chiropractor, who will be paid on a percentage basis, dependent on experience.

Dr Becky Andrew [uckfieldchiropractic@gmail.com](mailto:uckfieldchiropractic@gmail.com)  
01825 744100 [www.sussexchiro.co.uk](http://www.sussexchiro.co.uk)

**AMAZING NEW ASSOCIATE OPPORTUNITY TO JOIN HIGHLY EXPERIENCED AND AWARD WINNING TEAM IN CAERPHILLY**

Want to live in the fantastic South Wales with Cardiff near by, the Gower Peninsular not far away, the Brecon Becons on your doorstep?

Want to come and learn from a highly successful, highly experienced team of Chiropractors and develop quickly? Precision Chiropractic has a fantastic opportunity available for the right person in Caerphilly, South Wales, available SEPT/OCT!

We are a busy, patient centred, diversified practice, built on evidence based and ethical practice over the last 8 years and we not only hold the Patient Partnership Quality Mark, but this year we have been awarded 'Best personal chiropractor in South Wales, 2018' by the UK enterprise awards.

We are now recruiting for a lively, focussed, high achieving and highly motivated associate, preferably with 2 or more yrs experience but we will consider a new graduate if they can demonstrate commitment and motivation. You will be provided with an opportunity to develop your practice (we have plenty of new patients waiting to be seen) and will work full time (30-35 hour week) leading to above average earnings over time.

You will have:

- Excellent rapport and a strong desire to develop and improve your knowledge and skills
- Good thinking skills, excellent communication skills, well developed (for your current experience) adjusting
- You will be keen to learn & to develop your practice at the clinic.

We have a support programme waiting for you to help you develop over the your first months and years at Precision Chiropractic, including helping you with clinical knowledge, adjusting skills, PRT (for new grads) and patient management.

Come and get started with a busy, friendly, motivated, award winning clinic in S Wales. Send your CV to [info@precision-chiropractic.co.uk](mailto:info@precision-chiropractic.co.uk)

Phone: Ben Goffen on 02920 861800  
[www.precision-chiropractic.co.uk](http://www.precision-chiropractic.co.uk)



### EXCELLENT ASSOCIATE OPPORTUNITY IN BUSY CHESTER CLINIC

Would you thrive working alongside an experienced and supportive mentor?

We are excited to be expanding our services and have a fantastic opportunity for a vibrant and enthusiastic chiropractor to join us. Surrounded by our warm, caring team and provided with all of the tools you need to build upon and manage your busy list of patients.

We're located near the historic city of Chester. North Wales is on the doorstep, offering everything from beaches to the mountains, lakes and waterfalls of Snowdonia. Manchester and Liverpool are both less than an hour away. We're offering: • A full time position in our newly refurbished, custom designed clinic. • Excellent work/life balance • Great guaranteed salary/retainer with bonuses. - You can expect to earn £30 - £40k in your 1st year, with room for progression in subsequent years. • High new patient numbers, so you know you'll be busy. • GCC and association fees paid. • Weekly coaching and support from an inspired mentor.

If you like the sound of this and would like to be a part of our team, please email me, Helen Harding, at [helen@hardingchiropractic.co.uk](mailto:helen@hardingchiropractic.co.uk) with your CV and a little about yourself.

Location: 20 Telford Court, Chester Gates Business Park, Chester, CH16LT

### CHIROPRACTORS REQUIRED - LIFE CHIROPRACTIC - ESSEX

Take your chiropractic career to the next level, join our 49 chiropractors, therapists & support staff and be part of the largest, most progressive group of Clinics in Essex. What we can offer you...

Training - It's our aim to make our chiropractors as successful as possible.

- Surrounded by very experienced chiropractors for ongoing support
- 2wks intensive management and technique training when starting
- CPD is sorted with in-clinic seminars
- Access to our online training modules to learn new techniques and revisit old ones

Marketing - Never worry about getting new patients again!

- In-house dedicated marketing generating a steady flow of new patients
- Our own booking app installed on over 2000 of our patients phones
- We are the largest group of chiropractic clinics in Essex

Working at Life Chiropractic - Enjoy your profession with freedom.

- All clinics have a number of experienced chiropractors and massage therapists
- Chiropractors that have been with us over a year see 100+ patients per week (some average 140)
- We are all friends and work in a relaxed environment

Personal Benefits of Working at Life Chiropractic - No need to stress!

- An initial retainer to make sure you are not stressed about money
- First year GCC fees paid
- An initial bridging loan available to get you started

Expected Annual Earnings of 70-80k.

Contact: Roy Refael [scroyrefael@gmail.com](mailto:scroyrefael@gmail.com)  
07939 050 735 [www.lifechiropractic.co.uk](http://www.lifechiropractic.co.uk)

### CHIROPRACTOR REQUIRED IN GRANTHAM

Grantham Chiropractic Clinic Ltd trading as Living Health are looking for either an experienced, self motivated Chiropractor or a newly qualified Chiropractor looking to establish themselves to join its team of natural health therapists.

Our clinic was established in 1994 and enjoys an excellent reputation as a centre of complementary therapies.

We are initially looking for a part time, self-employed Chiropractor but see no reason why this could not develop into a full time position.

This is an excellent opportunity so why not come and meet us and have a look around our lovely clinic?

You can visit our website to get a feel for our clinic: [www.livinghealth.co.uk](http://www.livinghealth.co.uk)

To apply send your CV with a covering letter to Sandra Good [sandragood@livinghealth.co.uk](mailto:sandragood@livinghealth.co.uk)

### WE NEED YOUR HELP!

After continued growth and expansion we need an enthusiastic Chiropractor to help us adjust everyone!

We have a great location in a private medical building in the professional area of Bolton. You will have one to one support to help deal with the transition between being a new graduate and practising Chiropractor. Personal mentorship with your on-site principle chiropractor will give you guidance to help you develop and learn quickly.

Greater Manchester is a superb area, benefitting from a vibrant city centre, yet also near the countryside, and great transport links.

The package we offer includes a monthly salary, achievable bonuses, and fees paid as part of an employed position.

*"I've worked with this team for two years and the advice on all aspects of my Chiropractic life has helped me enormously."* Michelle Tan DC

We want to help you to be a great Chiropractor...

Which means being valued by your colleagues and local community, and being part of a fun environment in which you can learn, grow and earn!

Email your CV to Carol at [boltonchiropractic@hotmail.co.uk](mailto:boltonchiropractic@hotmail.co.uk) we would love to hear from you!

### ASSOCIATE CHIROPRACTOR - JERSEY

Amazing opportunity to live, work & play in beautiful, sunny Jersey (C.I.)

Position - Full-Time Associate Chiropractor to take over existing patient base + build thereafter within a well-established multi-disciplinary Chiropractic/Wellness Centre.

- Connectivity - (Southampton) = 30 min (London) = 40 min / France (St. Malo) = 1 hour.
- Location - Stunning waterfront location in St. Helier (Jersey) within beautiful & newly developed modern premises.
- Salary - Circa £60k+/year + max 20% Tax.
- Starting Date: Jan/Feb 2019

Please send CV + Covering letter to: [admin@the-wellness-centre.com](mailto:admin@the-wellness-centre.com)

For more information on our centre please see our website: [www.jerseychiropractic.com](http://www.jerseychiropractic.com)

### ARE YOU WANTING TO JOIN A SUCCESSFUL, INNOVATIVE AND ETHICAL CLINIC?

Is your goal to learn how to identify and prioritise the deeper issues underlying your patient's back and neck pain, to improve your professional skills, results and confidence?

We are looking for an associate who enjoys problem solving, lateral thinking and having fun. Strong ethical and communication skills are viewed as essential; together with the motivation to build a busy, vibrant practise.

The successful candidate will join a multidisciplinary team, including 3 chiropractors, who emphasise afferentation based diagnostic testing to help deliver outstanding care to their patients.

For more details on the position and initial support package please see <http://back-in-action.com/contact-us/jobs-available> or feel free to get in contact if you require further information, an application form or to submit your CV.

Thanks,

The Back-in-Action Team

Contact Louis 01772 749389

[www.back-in-action.com](http://www.back-in-action.com)  
[reception@back-in-action.com](mailto:reception@back-in-action.com)

### ASSOCIATE POSITION IN ESSEX

Based in Essex, the Chelmsford Chiropractic Clinic has been established for 47 years and is a highly respected clinic in the local community. Chelmsford is a vibrant growing city only 30 minutes from London.

- We have an associate who is sadly moving away so a position is available to take over an existing patient base.
- Our very busy clinic is continually growing with consistently high numbers of new patients along with a very large existing patient base in excess of 25,000.
- We are always investing in new facilities and are equipped with shockwave therapy (training if required), diagnostic ultrasound, digital x-ray and more
- Assistance with fees available for the right candidate
- We are looking for either part time or full time. Both qualified and new graduates are welcome
- 1:1 mentoring with the clinic director including RCOC PRS candidates and radiography training if required. Reporting services are typically used for x-ray.
- A variety of different techniques are used including diversified, activator methods, muscle testing, SOT and dry needling
- Good financial income with long term career progression
- Work with an experienced, supportive team

So if you are an enthusiastic, motivated chiropractor looking to work in a well established clinic with a supportive and committed team then please send your CV with a covering letter to [readd@chelmsfordchiroclinic.co.uk](mailto:readd@chelmsfordchiroclinic.co.uk)

If you would like to discuss the position please call Dr Dicken Read on 01245 353078.

Please visit our website for more information: [www.chelmsfordchiroclinic.co.uk](http://www.chelmsfordchiroclinic.co.uk)

**EXCELLENT OPPORTUNITY - ASSOCIATE POSITION**

We have an excellent opportunity to take over from a successful, established chiropractor who is leaving to go travelling in November 2018.

**Our Ethos:** Our ethos is simple; we provide great care and we get great results. Our focus is patient based – which means our goal is to get the results the patient came in looking for. We do this with simple, effective treatment techniques delivered expertly and appropriately. Being results based a key part of our strategy is to assess outcomes measures specific to the patient as a benchmark for progress at the start and end of each treatment session. We believe in the effectiveness of manual therapy and we believe that it is a key part of the process in patient recovery. We work closely with physiotherapy and strength and conditioning to establish sustained relief and robust future strategies for our patients.

**Our Clinics:** Our clinics are located Liverpool next to John Lennon Airport and central Wirral. They are separate buildings with light, airy rooms, generous reception and a welcoming professional atmosphere. Multidisciplinary in nature we have a great team of like-minded practitioners who work collaboratively to get results. Be part of a supportive, proactive and forward thinking practice.

If you would like mentoring or inhouse CPD you will be delighted with the world class provision for this. Our lead practitioners both lecture Nationally and Internationally and have both developed as well as lectured in techniques. They both have Elite level sports experience providing an unparalleled opportunity to gain both chiro and physio perspective of sports injuries in a clinical setting. We have great links to a number of local sports opportunities if the right candidate is interested.

**Our Associate Position:** Full time opportunity (40 hours/week) over 2 clinics; Liverpool & Wirral Existing established patient base of £50K/ anum with scope to expand Inhouse mentoring and CPD. If you are looking for a genuine clinical experience where your colleagues are interested in creating a cohesive and positive environment this is the clinic for you! Whether you are looking to break the mould or build a new one, as long as you are clinically curious, a positive personality and looking to communicate you will fit right in!

Please get in touch as we would love to hear from you.  
Donna Strachan 07973987182  
[donnastrachan@gmail.com](mailto:donnastrachan@gmail.com)

**ASSOCIATE OPPORTUNITY IN EDINBURGH**

An exciting opportunity for an associate chiropractor is available at our state-of-the-art clinic in beautiful Edinburgh Scotland. The ideal candidate will have excellent communication skills, a clear sense of purpose and a confident disposition. The successful candidate will be working as a valued member of a multi-disciplinary team consisting of other chiropractors, sports massage therapists and podiatrists with plenty of support if needed. If you would like to join a busy, dynamic and warm wellness-based practice then we would love to hear from you.

0131 2261336 [shaunadunbar@hotmail.com](mailto:shaunadunbar@hotmail.com)  
[www.capitalchiropractic.co.uk](http://www.capitalchiropractic.co.uk)

**PART TIME ASSOCIATED WANTED**

An experienced, self-motivated Chiropractor is required to join a clinic in Bromsgrove, Worcestershire. The clinic was established by its current owner in 1995 and has an excellent reputation with a solid patient base. Initially we are looking for a part time, self-employed Chiropractor with the potential to grow this role into a full-time position. The Clinic is primarily diversified with SOT, activator and dry needling treatments incorporated into our practice. This is an excellent opportunity for a chiropractor who has a few years clinical experience and is able to build and maintain a patient base. The position has become available due to the recent retirement of a long term associate.

Please visit our website for more information:  
[www.bromsgrove-chiropractic.co.uk](http://www.bromsgrove-chiropractic.co.uk)

To apply send your CV with a covering letter to [bromsgrovechiropractic@talktalk.net](mailto:bromsgrovechiropractic@talktalk.net)

**GREAT CHIROPRACTIC OPPORTUNITY AVAILABLE!**

One of our chiropractors is wanting to pursue a career in his home-county so we are looking for a hard working and enthusiastic chiropractor, willing to help out with promotional tasks and events, to start in January 2019. You will be taking over a busy existing patient base on a part time basis (7 shifts per week), split between clinics in Mansfield and Leicester. There will be a possibility of building up more hours/shifts.

The leaving chiropractor has a strong interest in sports chiropractic and a similar interest would be advantageous.

The clinics are progressive in the treatments techniques used and are always encouraging the chiropractors to learn more. We hold regular chiropractic meetings discussing patients, the running of the clinic and treatment techniques.

If you can see yourself working in a modern, light and friendly environment with excellent front desk support and regular chiropractic meetings, please send your CV and a Covering letter to practice manager Soraya Mangrolia on [healthonhand@yahoo.com](mailto:healthonhand@yahoo.com)  
Visit us on [www.healthonhand.co.uk](http://www.healthonhand.co.uk) 0116 2101619

**ASSOCIATE POSITION IN BRISTOL**

We are looking for a new associate to come and join our very friendly and supportive clinic in Bristol.

Our approach is evidence based, broadly diversified but very open minded. If you are a friendly, warm hearted and independent person who likes the freedom of longer treatment times (20-30mins) and enjoys working in a multidisciplinary setting with regular CPD sessions and case discussions and tons of support, then this is for you. You will have the freedom and support to be the practitioner that you want to be and we offer great remuneration on a self-employed basis.

The position offers the opportunity to very quickly build a patient base (we get high numbers of new patients).

We offer flexible working arrangements – we can offer the position as a full time or part time basis.

Best of all it is in the heart of Bristol – the best city in the world!

Please get in touch for more information.  
Harry Kauntze [info@bristolbackpain.co.uk](mailto:info@bristolbackpain.co.uk)  
0117 972 3518 <http://bristolbackpain.com>

**CHIROPRACTIC ASSOCIATE OPPORTUNITY**

A rare opportunity has opened to join a result driven, busy, vibrant and supporting clinic in leafy, highly sort after, Fulham, South West London.

Fulham, despite being in vibrant London, is unique in that it is has a village 'feel' to it thus enjoying the benefits of both city and village life.

The perfect candidate must be full of life, enthusiastic, willing to learn and happy to teach what you can offer us. Delivering exceptional care and an excellent service to the community is considered the norm.

Will take over a patient base from the outgoing associate who is leaving at the end of December 2018. Start date is beginning of January 2019 however finding the right candidate is most important.

Coaching, support and being part of the bigger Team is part of this package. The Clinic has been in operation for over 20 years.

Preferably email your CV to:  
[rob@fulhambackcare.co.uk](mailto:rob@fulhambackcare.co.uk)

Or call our CA Team on 02077313737.

We look forward to meeting you soon.

**ASSOCIATE REQUIRED - ROMSEY HAMPSHIRE**

Associate Chiropractor required to join friendly team in busy clinic and take on a patient list for minimum commitment of two to three years.

Mentoring and support available if needed. New graduates considered.

Contact: Alistair <https://alistairmillerchiropractic.co.uk>  
[alimiller@doctors.org.uk](mailto:alimiller@doctors.org.uk)

**ASSOCIATE CHIROPRACTOR FOR WELL ESTABLISHED, FRIENDLY SEASIDE PRACTICE**

Leigh on Sea was voted the happiest place to live in the UK in a 2018 national survey. It's very cosmopolitan, having loads of restaurants, shops and cafés. We are based only 45 minutes from London too, giving us the best of both worlds being close to the action but also being surrounded by countryside and coastline

We understand the importance of working in a supportive environment and love mentoring our passionate team to achieve their goals. We have a thriving patient base and will ensure that you have the opportunity to build yours as well.

We are right for each other if you:

- Want support from experienced, inspired chiropractors.
- Are a team player who likes to get involved.
- Want a great work-life balance with a 5 days week. No weekends!
- Want great salary potential.
- Want GCC and association fees paid.
- Want a 3 month retainer to get you started while you build your patient base

Send your application and covering letter to:  
[jon@optimumpinecentre.co.uk](mailto:jon@optimumpinecentre.co.uk)  
[www.optimumpinecentre.co.uk](http://www.optimumpinecentre.co.uk)

**ASSOCIATE CHIROPRACTOR - CHORLEY**

A fantastic opportunity to join the thriving and well-established Back in Motion Chiropractic Clinic in Buckshaw Village, Chorley. Excellent remuneration rates and experienced front desk staff make this an ideal opportunity for both experienced and newly graduated practitioners. Please send CV and enquiries to [info@backinmotion.co.uk](mailto:info@backinmotion.co.uk)

**SUPERB OPPORTUNITY FOR AN ASSOCIATE CHIROPRACTOR NORTH ESSEX / CAMBS**

Due to overseas relocation, Saffron Walden Chiropractic Clinic, established 2000, offers a superb opportunity for an associate chiropractor to join our busy team from July/August 2019.

The successful candidate will be an enthusiastic and motivated person with good adjusting as well as patient management skills.

The clinic prides itself on individual patient-centred care for the whole family.

With strong support from experienced chiropractors and our friendly, professional front desk team this position will suit both an experienced chiropractor as well as a recent graduate.

Saffron Walden is a popular market town with good access to both Cambridge and London.

Contact Penny Eady  
[swchiropractic@btconnect.com](mailto:swchiropractic@btconnect.com)  
01799 516517 [www.saffronwaldenchiropractic.co.uk](http://www.saffronwaldenchiropractic.co.uk)

**CLINICS FOR SALE OR WANTED****CHIROPRACTIC CLINIC FOR SALE IN THE HEART OF THE WYE VALLEY, SOUTH HEREFORDSHIRE**

Situated in the South Herefordshire village of Symonds Yat, in the beautiful Wye Valley with great links to local towns, schools and road routes. This is an exciting opportunity to buy a growing clinic with room to expand. Sale due to the owner relocating.

Established in 2013, the clinic currently runs 3 days a week but has great potential to expand to 5. Low overheads and free onsite parking. The clinic has a reception area, 1 treatment room, 2 x washroom facilities, kitchen and is situated on the ground floor.

The clinic has a current database of 700+ patients, and is a very family friendly practice with many regular patients. Over 60 % new patients are referred. The clinic has grown based mainly on reputation with minimal advertising. This is an excellent opportunity for anyone wanting to achieve a good income working part time to suit you or to increase income by expanding the clinic's opening hours, adding services or associates and building patient numbers.

For more information and to discuss this opportunity further, please email or call.

Melissa Folly 01600 890 282  
[info@shireschiropracticclinic.co.uk](mailto:info@shireschiropracticclinic.co.uk)  
[www.shireschiropracticclinic.co.uk](http://www.shireschiropracticclinic.co.uk)

**CHIROPRACTIC BUSINESS WANTED - SOUTH WEST LONDON**

Nordic Balance ([www.nordicbalance.co.uk](http://www.nordicbalance.co.uk)) is a health and fitness company based in St James's, in central London. We have been operating for 10 years, offering a range of 1-2-1 services including (amongst others) a team of physiotherapists, osteopaths and chiropractors. We have a rounded, holistic approach to health and wellbeing and are looking for the right opportunity to expand. Specifically, we are looking for a small Chiropractic clinic, somewhere in South West London, which has been trading for at least 4 years, is profitable and is looking to sell. If you are interested and have a business which you think is suitable, or would like to discuss this further, please contact Pierre on [pierre@nordicbalance.co.uk](mailto:pierre@nordicbalance.co.uk)

**CLINIC FOR SALE HEBDEN BRIDGE**

Would you like to run your own clinic? Would you like this to be in the "4th funkiest town in the world" with a "delightfully relaxed vibe" and "the town with most local identity"?

Hebden Bridge Chiropractic was established fifteen years ago and has an excellent reputation in the local community and further afield. It is a calm and relaxing place to work. Most new patients are through word of mouth. Excellent relationship with local GP's and health care professionals.

The clinic has two treatment rooms, the second currently being used by three massage therapists, a reflexologist and a counsellor. It is leasehold, on the ground floor with a shop front.

The current chiropractor works 3.5 days per week and wishes to retire but is happy to stay on for a time to ensure a smooth transition. [debbiedinc@hotmail.com](mailto:debbiedinc@hotmail.com)

**SWANSEA PRACTICE FOR SALE**

Due to the death of my husband, Simon, and my advancing age I am offering The Uplands Chiropractic Clinic, Swansea, up for sale. Established in January 1983, the 4th chiropractic clinic in Wales, it has a large patient base and a very good reputation. Housed in a 3 storey, freehold, semidetached building with planning permission for a ground floor clinic and accommodation on the two top floors (kitchen, bathroom, toilet and 4 rooms), with large garage and front and rear gardens. At the moment the clinic is worked by one part-time associate and myself, also part-time, assisted by 2 part-time receptionists. The aim is to sell the premises, goodwill and contents, incl X-ray facilities. Enquiries to Inge Marie U Leyson at Email:- [imul@ynys.myzen.co.uk](mailto:imul@ynys.myzen.co.uk)

**LECTURERS WANTED****BIOMEDICINE LECTURERS WANTED - LONDON AND BRIGHTON**

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[recruitment@naturopathy-uk.com](mailto:recruitment@naturopathy-uk.com)

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