

CONTACT



A helping hand for members of the British Chiropractic Association

**British
Chiropractic
Association**



The way ahead: First Contact Practitioners



FEATURE

**A rewarding weekend for the whole team:
BCA Autumn Conference**

*Chiropractic:
Across the ages*

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REPORT

Congratulations and a very warm welcome to our new graduate members!

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Being best placed to meet the new challenges

In the issue of *Contact* we have many firsts! The new BCA CEO, Tom Mullarkey, gives his initial Views from the Cockpit. The BCA has had to go through a major transformation over the last few years. Any organisation must evolve to ensure that it remains fit for purpose and is best placed to meet the new challenges of that time. A model that worked well for the BCA in 1990s isn't necessarily the right way forwards for the 2020s. We are now seeing the BCA team come together under Tom's leadership. You can also read the thoughts of Lisa King, the new Director of Communications and Marketing, and Anne Barlow, Membership and Operations Manager, who many of you will have already had dealings with over the last 14 years.

BCA member, Hannah Fairris, discusses her role as a First Contact Practitioner (FCP) in a GP practice. Hannah is one of only two chiropractors who are currently FCPs. This is in area of huge opportunity for the profession helping to increase the understanding, in other healthcare professionals, of the level of diagnostic skills that Chiropractors possess. The FCP concept follows the theme of the recent WFC ECU Conference in Berlin – EPIC 2019 the Global Opportunities in Spinal Healthcare. Over 900 delegates from over 50 countries heard leading speakers discuss the EPIC (Evidence based, Patient centred, Interprofessional and Collaborative) approaches to spinal health care. With the research now firmly supporting non-pharmacological and non-surgical treatment in low back and joint pain this really is time for Chiropractic to take it's rightful place in the healthcare team.

There were many BCA members at the WFC ECU Conference in Berlin which finished with the announcement of the following ECU and WFC Conferences. The next ECU Conference will take place in Utrecht on 22-24 May 2020, which conveniently for BCA members will be over the Spring Bank Holiday weekend at the start of half term week. The WFC Conference will take place the year after in 2021 on 12-15 May in Tokyo. The Japanese Chiropractic Association are looking to arrange an unrivalled experience for all the visiting delegates so do keep a note of these dates.

All four of the UK Chiropractic institutions – AECC UK, LSBU, MCC and WIOC were well represented at the WFC ECU Conference putting Chiropractic education in the UK firmly on the world map. Phil Dewhurst, Head of School of Chiropractic at AECC UK, writes his first report for *Contact*. He discusses the future vision for the School of Chiropractic (as one of the three Schools at AECC UC) and how they are sharing their expert opinions and commentary on topical issues within chiropractic and the wider healthcare arena. David Byfield announces the addition of two new hospital to the observation program for students, as well as, a new program for clinic interns at WIOC. This will help the interns deliver innovative cutting edge rehabilitation programs so that they are at the forefront of what interventions are effective.

In the next month or so we will be welcoming new graduates to the profession and the BCA. The BCA Student & New Graduate Committee now has a BCA representative for each of the four of the chiropractic institutions allowing you to communicate directly with the BCA. You can find out who your representative is on page 26 along with the additional benefit of BCA membership.

The Autumn BCA Conference is taking place on 12th-13th October 2019. The BCA Conferences are dynamic and vibrant and with a theme of "Chiropractic across the Ages" there is sure to be something of interest for everyone. This year there is also an opportunity to bring your clinical reception team to a special session – "Enhancing the patient experience for practice managers and receptionists". In addition the BCA Awards Dinner is great opportunity to have some fun with the whole clinic team. We look forward to seeing you and your clinic team there!



Rishi Loatey, Editor

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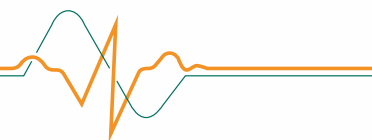


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Contact is produced by:
Trident Print, Lagpond Lane,
Sutton Mandeville, Salisbury,
Wilts SP3 5ND for the
British Chiropractic Association
Tel: 01506 639607
enquiries@chiropractic-uk.co.uk
www.chiropractic-uk.co.uk

Views expressed in this journal do not necessarily represent the policy of the Association, nor does publication of advertisements necessarily imply recommendation.

Contributions are welcomed.
Editorial guidelines available from:
contact@chiropractic-uk.co.uk
They should be marked 'for publication' and addressed to:
British Chiropractic Association,
Blackburn House, Redhouse
Road, Seafield, West Lothian,
EH47 7AQ
Tel: 01506 639607
contact@chiropractic-uk.co.uk

The editorial board reserves the right to reject or edit contributions.
Contact is published by the British Chiropractic Association and distributed free to all BCA Members, Associate Members, Provisional Members, Student Members and recognised colleges
Print run: 1,750 - published quarterly

Advertising:
British Chiropractic Association,
Blackburn House, Redhouse
Road, Seafield, West Lothian,
EH47 7AQ
Tel: 01506 639607
contact@chiropractic-uk.co.uk

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Autumn/Winter 2019 November 1st

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President's message

A varied but rewarding experience

Dear members,
We've seen another exciting period here within the BCA with the exciting addition of two members of staff. We are pleased to have announced the appointment of Tom Mullarkey, MBE and Lisa King to the positions of Chief Executive Officer and Director of Communications and Marketing. They join Anne Barlow to complete the core leadership team, now poised to deliver the new corporate strategy alongside our elected Board of Directors.

With an EPIC week in Berlin, and two brilliant meet and greets, the first half of 2019 has been full of opportunities to meet with our fantastic #BCAfamily! It has been wonderful to spend those occasions getting to speak to each of you about your hopes and aspiration both in your profession lives, but also for chiropractic. It is clear from these conversations that you are incredibly proud to be a part of this profession, this culture which I see from clinician, researcher and academia alike is what will be our driving force. A positive culture is the Holy Grail (yes I have just been to Petra!) when it comes to creating change and empowering people to achieve more and I am delighted to see this philosophy within our Association.

At EPIC 2019, Steve Williams, Tim Button and I were pleased to represent the UK chiropractic profession at both the World Assembly and the European General Council. After hearing from every National Association President and discovering more about the worldwide status of chiropractic, Tim presented to the WFC Assembly on the importance of Membership Engagement to the future of the Association. He discussed our #theBCAcare strategy, telling the room that our members are the heart of the BCA, before we threw ourselves into the conference which you can read about on page 31.

As you read through this edition of *Contact* I'm sure that you will agree, our members are achieving so much. We highlighted the importance of our profession during *Chiropractic Awareness Week*, spreading the message that musculoskeletal problems are addressed in one in eight GP appointments. With the challenge for people to see a doctor, and the number of health professionals coming into the NHS lower than those leaving, there is no quick fix for our NHS with this first sustained fall in GP numbers for 50 years. It is vital therefore, for those able to act in First Contact Practitioner role, such as chiropractors, to relieve the pressures

on primary care services today. For example, we know that 80% of people in the UK will suffer with back and neck issues during their lifetime and, of those, 32% will visit their local GP as the first action, when they could see a chiropractor instead – that's potentially over 17million people that could avoid seeing the GP as their first port of call. You'll read in this edition, the story of our member Hannah Fairris who along with member Jonathan Field are the first chiropractors to take up one of these First Contact Practitioner roles, as ever we are incredibly proud of our members achievements and hope that with our strategy for the profession, we will continue to see an uptake in the chiropractors engaged in these integrated positions.

The BCA were pleased to be invited to take part in the recent UK government consultation on medical reporting in Road Traffic Accidents. Our particular focus being on how they might widen the type of healthcare experts they normally use to submit reports to ensure there is patient choice. Chiropractors are well placed to provide assessments for patients with musculoskeletal complaints after a road traffic accident and we are pleased that the Ministry of Justice UK have recognised the potential benefits of utilising regulated professions in this way.

I am always eager to hear your feedback on the work we are doing and thank you all for making the past two years of having the honour to serve as your President, such a varied but rewarding experience. The insight gifted to me by those who have seen it all before and the vision of those who are going to form our future, continues to inspire me.

"Connect the best of the past to the present and so create the future"

Catherine Quinn, BCA
President



CEO message

View from the Cockpit

I've been at the helm for a few weeks now which seem to have blurred into an unfolding panorama rushing by. At the outset of any job the learning curve is steep but I am so grateful to the BCA Board, particularly our President Catherine Quinn and Treasurer Tim Button, for the help and guidance they have offered and to Anne Barlow, our Operations Manager, for all her knowledge and experience. Fortunately I have been sharing my induction with Lisa King, our new Director of Communications and Marketing and with her established knowledge of the chiropractic profession the learning has been made that much easier too. I have also asked Lisa and Anne to introduce themselves to you later.

I was fortunate to be able to attend the tail-end of the WFC/ECU Congress in Berlin where I had the pleasure of meeting many BCA members and gaining a sense of the place we have in Europe and the World, which is significant. I also had the opportunity to attend several technical and professional sessions to gain an insight into the clinical environment in which chiropractors work. It's tempting to want to grasp more medical detail but my focus has to be on running the BCA which is here to serve you, promote your interests and advance your cause.

First impressions can be erroneous but I hope I'm right in thinking I've landed on my feet. The BCA Strategy – CARE – makes total sense. **Champion and develop the Chiropractic community: Always deliver dynamic support for our members: Robustly represent the profession and Encourage further utilisation of the profession.** This is clear, logical and demands immediate buy-in. What I like so much about it is that it aligns the BCA and the profession precisely without being self-centred or inward-looking. The BCA is here for the benefit of all chiropractors and their profession and whether they're a member or not they have an established, honourable far-seeing advocate on their side. That would make me want to join the BCA, an organisation which is above the narrow rivalries of a 'competitive market' and is trying to lead the way, advancing everyone's interests. A noble cause enjoins a noble style of leadership.

Beyond the moral there is the physical. With the Board and the team I am determined that we will always seek to be the best. The quality of service we offer, the advice, insight and knowledge we provide all have to be top quality and, most importantly, delivered with the human touch. We are reviewing all our systems and processes and, over time, I hope that we will be able to improve and develop what we do for you. Having worked for several years in the fire and security industry I am familiar with risk and loss and it is

already clear to me that BCA Insurance Services is top-drawer. That the BCA comprises such a large proportion of the profession and yet maintains high quality cover at relatively low cost speaks volumes for the value it brings. The insurance industry is not known for being soft on risk and its hard-nosed focus on claims history indicates the collective value of our members' risk profiles giving us and you a tremendous edge. That we are backed by one of the UK's top insurers (RSA) gives further assurance that we are delivering this to incomparable effect.

There is simply no limit to the development of any organisation and with our new additions to the BCA team I am sure that we will be doing everything we can to push those limits. To complete the nautical metaphor, we're setting sail with a fair wind on an exciting new voyage. It's good to be on board.

Tom Mullarkey, MBE,

Chief Executive Officer

tom.mullarkey@chiropractic-uk.co.uk





Anne Barlow, Membership and Operations Manager

Many members may already know me! I have been working with the BCA for over 14 years and have had the pleasure of being able to get to know a good number of you either face to face, on the phone or through email contact. My recent focus for the BCA has been the overall day-to-day operation and many of the varied activities that that entails.

We are now welcoming 2019 graduates into our BCA Family and the teams in Membership and Insurance Services are focussed on getting applicants processed through and promptly into active membership so they can start the next chapter of their chiropractic career. Having seen so many chiropractors come from student membership through to being new graduates and associates, clinic owners and then mentors to the younger generation I never stop being in awe of the tremendous enthusiasm and commitment chiropractors have for their profession. It has stood you in great stead over times of difficulty but has also led to some tremendous developments for the profession in this country.

On a day to day basis members will have contact with several team members particularly Sharon Mill in Membership Services as well as Michelle McKay and Shirley Sherbourne who are in the Support team at Insurance Services. You can find out more about them here: <https://chiropractic-uk.co.uk/whos-who/>

Other people you may come across from time to time are Gina Wilcox and Keith Thompson from our finance team; Emily Worrall and Sarah-Jayne Barber from the Claims team at Insurance Services and Catriona Rice who manages some of our advertising.

It has been a real pleasure to welcome and start to work alongside fellow management team members, Tom and Lisa, as they bring their skills and experience to the BCA. Every member of the wider BCA team is committed to giving you the services, support, assistance and information you need.

I very much look forward to continuing to work with you and for you. Please do get in touch if I can help with anything. anne.barlow@chiropractic-uk.co.uk

Lisa King, Director of Communications & Marketing

The BCA's vibrant community has been incredibly welcoming to me since I started just over two months ago. I've met and spoken to those of you just starting out, to those of you who have been practising for longer than you'd like to remember (your words!) those of you working on your own and those of you working with others. Whilst meeting members it has been clear that you've all got so much to offer your patients, the chiropractic community and the wider healthcare landscape. I'll be looking at how we can effectively hear from our membership and feedback what your elected representatives and staff team are doing to run your Association, championing the issues that are important to you.

I'm thrilled to have joined the BCA at such an exciting time. As the largest chiropractic association in the UK, made up of a dynamic membership and having the influence and reliability of our 94-year heritage, we have so much to take from the opportunities available to us. With the healthcare system in the UK undergoing serious challenges BCA members are well placed to offer expertise. Part of my role will be to look at how the Association can act on your behalf in these wider discussions by understanding how we are perceived by external stakeholders; public, patients, NHS, other healthcare professionals and influencing this perception where necessary.

I'm told by many of you that seeing chiropractic written about and represented in the press and on social media is important to you. I'm pleased to say that the BCA has had a great start to the year, with Chiropractic Awareness Week in April a particular highlight, securing over 35 articles in national and regional press, providing a huge 2.4 million opportunities to be seen.

It's obvious that you're also looking for more content to share on your own social media channels so, when we gave our comment on the GP shortage news story on our Facebook page, you shared this a whopping 157 times reaching over 25,000 people. We'll be working on more opportunities for us to produce more of what you need.

I'm keen to hear from all of our membership so, if you've never reached out to us before, please drop me a line but, in the meantime I'd like to thank you for your warm welcome and enthusiasm to further the profession.

You can contact me on: lisa.king@chiropractic-uk.co.uk



Who are BCA Insurance Services?

It's hard to find care and compassion in robotic helplines. This is why, if you ever need answers in the wake of an insurance claim or query, the BCA will put you through to real and helpful people.

As a trusted insurance partner of the BCA, Lloyd & Whyte is the go-to contact for members seeking advice about insurance.

BCA Insurance Services consists of a claims and support team at Lloyd & Whyte who are there to guide you through claims, questions on your cover or patient complaints if they ever arise.

Introducing your insurance helpline

If you need guidance on anything relating to your insurance as a chiropractor, you will be put through to one of the BCA Insurance Service teams at Lloyd & Whyte. Their advice and support revolves around chiropractic insurance, which might include your:

- Medical Malpractice Insurance
- Professional Indemnity Insurance
- Liability Insurance
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To give you a better impression of who these people are and how they might help you in the future we'd like to introduce you to:

The Claims Team

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Emily Worrall (Claims Manager, Cert CII)



knowledgeable and always willing to help and advise.

I have worked for Lloyd & Whyte for four years. Ultimately my main focus is to ensure client satisfaction and to ensure my team and I are meeting our clients' expectations at their time of need. I love the diversity of my role and I am always prepared to take on new challenges. I am approachable,

Sarah-Jayne Barber (Senior Claims Adviser, Cert CII)



comes to their assets and legal liabilities.

I have worked in the insurance industry for eight years and, previous to the claims team, my role involved selling a variety of commercial insurances within the healthcare industry. This has given me insight into the day-to-day challenges faced by business owners particularly when it

To get in touch with the claims team, call 01823 250595 or email bcainsurance@lloydwhyte.com

The Support Team

This team will help if you have any questions regarding the cover provided by your insurance or if you need to make any changes such as adding entity cover:

Shirley Sherburne (Commercial Operations Consultant, Dip CII)



relating to your cover, you might be talking to me!

I've been at Lloyd & Whyte for four years but I have over 25 years experience in the insurance industry. It's my job to make sure that BCA members are properly protected during the lifetime of their policies so, if you ever have any questions about a policy or you need to let us know of any changes

Michelle McKay (Senior Client Service Adviser, Cert CII)



I joined Lloyd & Whyte six years ago. Within the support team it's my role to answer any queries that BCA members might have about their insurance. If you ever need advice about arranging cover or you need to discuss a current policy Shirley or I will be your first point of contact.

To get in touch with the support team, call 01823 250788 or email bcainsurance@lloydwhyte.com



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First Contact Practitioners:

chiropractors relieving pressure on the NHS in new role

We're all aware of the immense pressure on the NHS particularly in primary care. Think Tank, The Nuffield Trust, recently produced figures for the BBC which show the first sustained drop in GP numbers for 50 years.

Musculoskeletal (MSK) problems are addressed in one in eight GP appointments and an estimated 29% of the UK population live with an MSK condition.

As MSK specialists chiropractors have a key role to play in relieving some of this pressure but still in a First Contact role, providing ease of access for patients. The current title is 'First Contact Physiotherapists' but the term is set to change to 'Practitioner' next year opening the door for more chiropractors to work in First Contact Practitioner (FCP) roles. There are currently two chiropractors working as FCPs and we're proud to say they are **both BCA members**. Here Lisa King caught up with one of them, Hannah Fairris (pictured) to hear about her experience in this role.

A champion for the profession just two years after graduation Hannah found herself in a GP practice as a "happy accident" as she explains.

LK: How did you get in to this First Contact role?

HF: My first exposure to NHS triage was working with Dr Neil Osborne at Christchurch hospital when I was a student at AECC University College. When I became an associate after graduation I realised that, with the typical patient you see, the diagnosis skills we are taught aren't always used as much as I would have liked.

Once I started my own private clinic I thought that I'd use GP triage as a marketing opportunity but realised that, as a patient recruitment initiative, this wasn't going to be successful as many of the NHS patients aren't appropriate for referral to a private clinic for a variety of reasons. But, because I was delivering a better service for MSK patients at the GP surgery, I took this on in an FCP capacity. At present, the P stands for Physiotherapist, but from April 2020 it will be Practitioner.

LK: What have your experiences been?

HF: I'm loving it! The variety of patients I see in the bone and joint clinic (our name for the service) is different from those in private practise work and presents options for career diversity which I hadn't anticipated.

LK: How have your NHS colleagues reacted to you/the service?

HF: Because I'm able to relieve some pressure in the system and the patients have fed back high levels of satisfaction GPs and Advanced Nurse Practitioners are happy. As you can imagine, when there is a new skillset available within the team, there was some trepidation to start with. Of course, because NHS colleagues tend to have more experience of physiotherapists, some do think I am a physio or an osteopath but, by being here and working in this role, I can champion the chiropractic profession. To be honest I haven't had any negative feedback about being a chiropractor just apprehension due to a lack of understanding of our skillset. My NHS colleagues are impressed



that our training is to such a high standard and, most importantly, I can help MSK patients to feel better quicker. *To bring our skillset to the table benefits everyone all round.*

"I'm really keen for chiropractors to be better understood around mainstream healthcare, using our diagnosis skills"

LK: What has been the biggest benefit?

HF: As a chiropractor in a GP practice MSK patients only wait one-two days to see me versus the one-two week wait time for a GP or physiotherapist appointment. I get only positive comments about how this integration works well for everyone; obviously it was a step change to go into to a GP practice but this experience has shown myself and my colleagues that chiropractors are more confident than GPs in MSK diagnosis. The level of reassurance for them as Doctors is huge.

For me the structure of the GP practice provides lots of opportunities to treat and refer, with all of the appropriate 'safety nets' in place because I'm working as part of a wider team. I will take history and do an examination and, if the issue is an MSK one, I will diagnose. If the complaint is not an MSK issue, I arrange a referral.

And the best bit for me personally is that it has transformed my day to day experience of work. Because I'm able to use my diagnosis skills much more than I do in private practise I meet lots of different people and I feel really supported by the network around me."

With 80% of people in the UK suffering neck or back pain in their lifetime and 32% of them visiting their GP as a first action, FCPs in GP practices are a great first step to recognising chiropractors as First Contact support. Raising awareness about these support services available will help people move away from automatically choosing a GP as their first port of call and having two BCA members lead the way will further that conversation.

Annual conference; A lifetime of experiences

"This was a dynamic and vibrant conference, much different from the BCA conference of the past. Fun and energetic with a clear message of what the profession is"
2018 conference delegate

As a profession it's true to say that we often mark out our differences but, one thing is certain, we all treat patients.

Whether they are young, injured, elderly, fit or in ill health, the diversity of people that come through our treatment rooms presents different challenges to us, depending on their circumstances. The BCA Annual Conference is set to address our commonality in treating patients throughout their lifetime.

'Chiropractic through the ages' was developed from your feedback of your day to day needs and interests, as well as how you said you'd like the BCA to represent and develop the profession.

With an enviable line up of speakers, including international representation in the form of Professor Jan Hartvigsen, you'll have skills to use on Monday morning, enjoy reconnecting with your wider team of professionals and will probably pick up some bargains at the trade stands.

CPD hours last year were 7.5 and we've thrown in a "brilliant awards dinner" (your words from last year!) to make the most of your learning weekend.

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See you there!

Bronwen Henley,
Chair of Conference



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Speaker Highlights



Professor Jan Hartvigsen

Well known to many of you, Prof Hartvigsen is a world leader in the promotion of chiropractic treatment. Having featured in the British Medical Journal, as well as other worldwide titles, he'll join us fresh from his latest work on healthcare technology.

Expect an energetic President's lecture, a roaming mic and some marker pens!



Jake Cooke

Right on message with 'chiropractic through the ages', Jake will take you through the links between age, balance and back pain. His special interest in neurology saw Jake take the American Chiropractic Neurology Board exams, passing to develop a clinic specifically around this area.



Aurélie Marchand

As the course leader for the MSc Advanced Professional Practice in Paediatric Musculoskeletal Health at AECC University College. With 10 years in clinical practice under her belt before pursuing her academic career, Aurélie is a favourite with students, celebrated for her hands-on, approachable style.



Jesper Dahl

Jesper's experience in joints and extremities has seen him travel the world with sports professionals, working with everyone from world champions to weekend warriors.

His enthusiasm for this specialist area, coupled with his ability to make difficult material easy to understand, will have you hooked!



Tone Tellefsen Hughes

Building a connection with your community creates an array of opportunities for both you and your practice. Tone's success in establishing her practice within communities includes a Secret Garden project.

Expect to leave her session motivated with ways to grow your practice without 'selling'.



Steve Williams

Steve's specialism in pregnancy and paediatrics sees him lecture regularly in the USA, Australia and Europe. Author of the popular book 'Pregnancy and Paediatrics: A Chiropractic Approach', Steve's session will leave you with extra knowledge and a healthy dose of humour.



A rewarding weekend for your whole team

Did you know that we even have sessions for your clinic reception team? There's a session with Celia Champion on 'Enhancing the patient experience for practice managers and receptionists' and a chance to win the coveted 'Reception Team of the year' - nominations open soon!

Discounted rates from just £99 for your non-chiropractic clinic team

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Win a BCA Award

Recognise your peers, your team and your colleagues!

The BCA awards allows us to celebrate our community and the contributions that our vibrant membership bring to it. Winning an award gives you and your team the chance to celebrate as well as being a brilliant PR opportunity.

Does your clinic reception team deserve special recognition this year?

The BCA Reception Team of the Year Award recognises those people in our clinics who ensure that we can most effectively care for our patients.

Has your associate been an integral part of your clinic team this year?

The BCA Associate of the Year Award recognises a BCA chiropractor, working as an associate, who has contributed to the promotion of the chiropractic profession over the past 12 months and is demonstrating high standards of professionalism, embodying the values of the BCA.

Have you seen a BCA chiropractor making a real difference to the profession?

The BCA Chiropractors' Chiropractor Award recognises a BCA member who has contributed to the profession in a significant way over the past 12 months.

Has your clinic taken on an exciting promotion or outreach project this year?

The BCA Clinic of the Year Award recognises a clinic which has made an impact in their local community this year and promoted the chiropractic profession.

We are looking forward to hearing all about your successes over the past year and how the whole BCA family has contributed to the profession in their own way. These awards are nominated by and voted on by you!

Nominations will open soon with voting in the run up to October. The Awards ceremony will take place on Saturday October 12th, 2019 during the Gala Dinner of the Autumn Conference at the Birmingham Hilton, Metropole.



NEWS round up

Lifetime Achievement award

The BCA were immensely proud to see our member, Tom Greenway, awarded the Roberto Clemente award by FICS The Fédération Internationale de Chiropratique du Sport in recognition of his lifetime of work in sports chiropractic and, most recently as Chair of The Royal College of Chiropractors Sports Faculty. We congratulate Tom on his achievements and his dedication to the advancement of our professions standing on a global stage #BCAfamily #SportsChiro

Global Education Network

The BCA is proud to announce the formation of the Global Education Network for Chiropractic (GEN-C). We are delighted to be able to offer BCA Members inclusive access to this innovative programme, which will soon be available through our membership of the ECU. Developed in a partnership comprising the European Academy of Chiropractic (ECU), The Royal College of Chiropractors and Chiropractic Australia, GEN-C is a collaborative effort which will deliver online evidence-based continuing professional development (CPD) for chiropractors.

Football and Chiropractic

Catherine Quinn and Tim Button represented the BCA at the Football Medicine & Performance Association Conference in May. The theme was *21st Century Player Preparations* and Catherine presented to the conference on the role of a chiropractor in these preparations and how a greater number of clubs may be able to integrate a chiropractor into their medical teams

Castle Street Building

As you will be aware, the office on Castle Street in Reading has been through a thorough 'sort out' but has been unoccupied for over a year, since BCA member services were moved to Edinburgh. This is a Grade 2 listed building which has not proved to be attractive as office space in the rental market, as there are many more modern, open-plan buildings (which is what the market seems to want) available in central Reading. A similar building a few doors down has been unoccupied for over two years. We have taken advice from multiple agents which has included a suggestion that we consider the sale of the building as an alternative route. Given the ongoing costs of maintenance and security, we will be asking our agents to provide us with their assessment of the current sales market and the costs of any preparatory works which might be needed so that we can fully consider all options available. Members will be kept informed throughout this process and should you have any questions, you may direct them to the CEO, Tom Mullarkey tom.mullarkey@chiropractic-uk.co.uk

New chiropractors in the UK

Director of Communications & Marketing, Lisa King, joined the final year chiropractic students of AECC University College at their leavers' breakfast in June. The BCA supports this annual tradition, maintaining contact with the students as they transition into professional life. Similarly, the BCA's Student Committee Chair, Dan Morgan, visited the final year students of WIOC to support them in their next steps. This visit followed an introductory visit from CEO, Tom Mullarkey and Lisa, where Professor David Byfield and Dr Alister Du Rose talked through their latest addition of the Anatomage virtual dissection table which meets modern student expectations to have technology seamlessly integrated into their teaching.

LSBU support

Board member, Owain Thomas and Director of Communications and Marketing, Lisa King, were invited to LSBU to meet with the first year students on the UK's latest chiropractic course. A vibrant discussion on the profession and how the BCA can support these new students, was insightful; they are as keen to be as involved in the profession as the established universities. Without a current alumni network, the support of the BCA family will help these motivated students to thrive.

BCA Elections

Very soon, Full BCA members will be receiving nomination papers and information regarding the forthcoming BCA Board Elections.

All of the roles on the BCA Board are up for re-election. The roles of President, Vice-President and Treasurer must come from amongst existing Board members but all other board roles can be nominated from across the Full membership.

Full details of the nominations and voting process as well as descriptions of the roles available and terms of office will be available in a special summer edition of *Contact* which will drop on your doormats at the end of July/beginning of August. In the meantime, take some time to think about whether you might want to consider running for a Board position.





News from AECC University College

As Head of School of Chiropractic I am delighted to write my first article for *Contact* and to update you on the news from across AECC University College, particularly all the activity our School has undertaken in the last few months. You may be aware that we now have three Schools as part of our organisational structure here at AECC University College. This provides a framework for our diverse portfolio of courses. It also exemplifies how health professionals work in multidisciplinary environments utilising many skill-sets to primarily offer quality care for patients. It's a set-up which affords students a real-to-life experience which prepares them for their careers after graduation.

Spring has been a busy time for our chiropractic students and staff as we enter a period of assessments and exams. It has also been a busy time for our leadership team who have been attending conferences and events across the world. Alongside all this fantastic activity I have been working hard on shaping our future vision for the School of Chiropractic, continuing our position as the founding discipline on which the institution is based.



AECC University College remains the example of excellence in education and research for chiropractic. With our supportive and diverse environment students benefit from evidence-based, clinical experience and our world-renowned specialist expertise. We continue to be a contemporary, vibrant and innovative learning community, building on over 50 years of significant history. We are committed to equipping our graduates with the knowledge, skills and confidence needed for modern chiropractic practise and our initial ambition is to be the number one provider of chiropractic education in the UK.

We are proud to be a leading figure in the future of chiropractic education as one of the founding institutions of the International Chiropractic Educational Collaboration (ICEC) demonstrating our commitment to a core scientific and evidence based approach to chiropractic education. As we develop, my colleagues in the School of Chiropractic are committed to producing innovative and outstanding research of an international standard across a range of specific areas within chiropractic education, biomechanics, patient management and physiology.

It was a pleasure to attend the joint European Chiropractors' Union / World Federation of Chiropractic Conference in Berlin in March. Meeting chiropractic colleagues, alumni and other health professionals was inspiring and the conversations we were having illustrated how the profession is working collaboratively and innovatively to collectively make progress. Many colleagues from AECC University College gave presentations, including Inger Roug, Aurélie Marchand, Professor Stewart Cotterill and student, Savanna Koebisch, who delivered a fantastic presentation on the recruitment and retention of chiropractors in rural and remote Canada. We also extend huge congratulations to former Principal of AECC University College, Professor Haymo Thiel, who received the WFC David Chapman-Smith Honour Award; truly well deserved.

Back in Bournemouth we welcomed over 38 chiropractic clinics for the popular Speed Meet recruitment event on campus to conduct five minute interviews with 50 of our final year chiropractic students. Feedback from the clinics included many positive comments about the high calibre of our AECC University College students

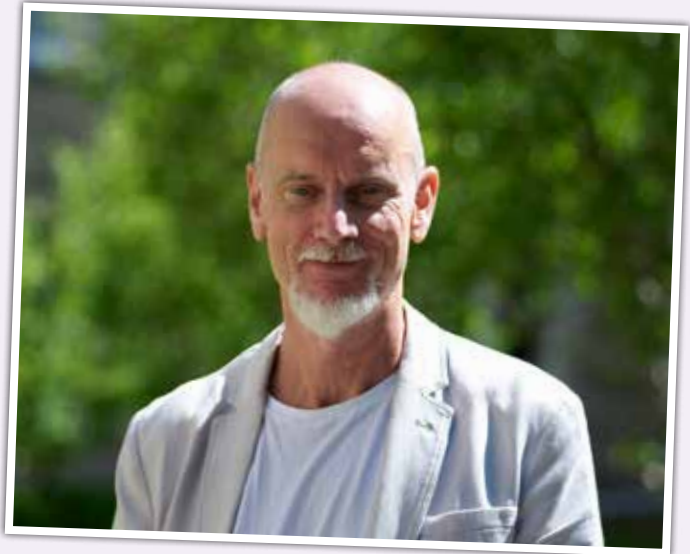
Research from AECC University College

AECC University College, as always, was represented *en masse* at the ECU/WFC 'EPIC' joint conference in Berlin where a number of academic colleagues contributed to the programme across a range of activities. This consisted of plenary and research platform presentations, posters and workshops delivered by key research or subject expertise staff, including Dr Alex Breen, Michelle Holmes and Aurélie Marchand, supported by one of our graduates, a visiting research student and PhD candidate, Amy Miller. A notable addition was the presence of one of our undergraduate students, Savanna Koebisch, who presented her project as a poster at the conference.

Unique for this year was a plenary talk given by our Head of School of Psychology, Sport and Physical Activity, Professor Stewart Cotterill, on the opening morning of the conference. Given our new Academic School structure, which includes the School of Chiropractic and School of Medical Ultrasound, increasingly our aspirations are to develop and consolidate our research impact across disciplines and in inter-professional initiatives where the richness of expertise and resources can be combined to produce more than the sum of the parts.

Continuing this theme we have been busy preparing for possible entry to the UK Research Exercise Framework process in 2020, a national Higher Educational competitive bidding process based on volume and quality of research output since 2014. These rounds of bidding come every seven years or so and this is the first time we are able to throw our small but specialist hat into the ring. Whilst unlikely we will be competing with the likes of the big UK research universities, it will be a step toward playing in the big league and we will need to hit that research ball out of the stadium to get the big funds going forward.

On a more chiropractic focused note, we have been successful again this year in recruiting students to the Programme for Early Chiropractic Research (PERC). This initiative funded by the CRC and in collaboration with WIOC will see three students this year join other recent health care graduates as they pursue a short research



project dropping in on a number of prestigious UK based universities over an 8 week period.

Finally, we have recruited an excellent candidate to our CRC funded PhD at the Faculty of Medicine at the University of Southampton. Paul McCambridge, whom some of you will already know for his excellent rehabilitation workshops and lectures, one given last year at the BCA conference, started in February on his road toward a PhD. He is presently busy attending research skills workshops and formulating the beginnings of a programme of work looking at chiropractors working in or alongside the NHS. In an era where MSK is a prominent workload issue for GPs and the emergence of roles such as First Contact Practitioners, which may become the norm for MSK triage in general practise, the key is understanding the barriers and opportunities chiropractors face in working with others particularly those in Primary Care. This is a contemporary and important focus of work and one which researchers in the School of Chiropractic at AECC University College will be keeping an eye on as opportunities emerge.

Professor Dave Newell

Director of Research

who demonstrated professionalism and openness to a range of opportunities. Massive congratulations to our students who took part and to

the chiropractic clinics who will be recruiting some high-quality, well-trained chiropractors.

Many of you will have seen we have been more proactive in commenting and sharing our expert opinions and commentary on topical issues within chiropractic and the wider health care arena. We recently published a response to the scientific review of the benefits and harms of spinal manipulative therapy for the treatment of low back pain. You can now follow us on Twitter where we'll be taking the conversation online. Make sure you tweet us at @AECCSchoolChiro.

Finally, each year we look forward to welcoming all our alumni back to campus to celebrate special anniversaries or simply to reconnect and party the night away at our Alumni Reunion which takes place on Saturday 21st September 2019 at the indulgent Hilton Hotel. Join us on campus for canapés and a tour then dress to impress at our evening event with a three course meal, live music and disco until late. We can't wait to welcome you back

to see how we've developed and to hear how we plan to continue to grow our reputation as your alma mater. Early bird tickets quickly sold out, so make sure you book your tickets soon: <https://alumnireunion19.eventbrite.co.uk>

Philip Dewhurst

Head of School of Chiropractic
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News from WIOC



Professor Jan Hartvigsen, Dr Alister DuRose, Professor Damian Bailey and Professor David Byfield in Odense developing a research collaboration



Clinical SIG Tim Raven, Stuart Smellie, Jonathan Field and David Byfield



Meeting with Professor Lesley Haig from AECC at WFC Conference

It would be an understatement to say that this has been a very busy academic year! We have just completed all teaching and final exams including the clinic exit assessments. The final year students are currently completing their clinical training requirements in readiness for graduation and moving into the next stage of their professional careers. The clinic team needed to prepare for the new final year intake and clinic induction which commenced in June. Assessment and academic progression boards take place in June and graduation is scheduled for July 9th, so academic staff have been extremely busy grading exams and completing all assessment administration. Nonetheless this is a special time of the year seeing the current class complete the degree requirements and in addition we welcome the new clinic year to the final stage of their academic qualification. The clinic administration team under the leadership of Steph Davey are formulating the induction programme to support our new student clinicians into clinic life in preparation for managing patients. The induction programme is extremely varied from an introduction to GDPR requirements to a thorough review of all clinic procedures and regulations to CPR skills.

Members of academic staff attended the World Federation of Chiropractic / European Chiropractors' Union joint conference back in March. Professor David Byfield, Dr Alister DuRose and Dr Rhys Breckon attended lectures and

meetings throughout the conference. Professor Byfield was also involved in a workshop with colleagues from the EAC Special Interest Group Clinical Chiropractic Dr Tim Raven, Dr Jonathan Field and Dr Stuart Smellie entitled *Managing Psychosocial Issues in Clinical Practice*. Dr DuRose presented some of his biomechanical research looking at spinal behaviour in an invited paper presentation during one of the many research workshops. Staff also attended Researcher's Day prior to the start of the conference and were able to network with colleagues from around the globe sharing ideas about current research interests and contributing to the overall discussion. Professor Byfield also met with colleagues involved with the International Chiropractic Educational Consortium to discuss new signatories and consider changes to the existing educational consensus statement. This was the first meeting of the consortium and the conference provided an excellent backdrop to welcome new members including CMCC, Bridgeport and London South Bank University. The Consortium now has 14 committed institutions and it was decided that Professor David Newell take on the role of Chair, Professor Byfield co-chair and Dr Henrik Lauridsen secretary as we were instrumental in constructing the educational statement about five years previously.

WIOC has recently increased the hospital observation programme for final year students by adding two new



New anatomy

hospitals to the longstanding collaboration with Professor Karras at Prince Charles Hospital. Recent collaborations with Nevill Hall Hospital in Abergavenny, under the direction of Mr Dave Baker and Princess of Wales Hospital under the leadership of Professor Keshav Singhal, will expand our student's experience by engaging with other health care professionals, learning about the NHS and how it works and establishing dialogue with other professionals about chiropractic and the contribution chiropractors could make in the wider health care community. We feel that these observations give our students an opportunity to engage in inter-disciplinary activity and learn that their future lies in a multi-professional environment to manage their patients.

We are also pleased to announce that we have established a strong working relationship with the Back to Roots (B2R) team of Luke Davies, Paul McCambridge and Rhys Shorney. The group took over our functional management module and has been lecturing final year students about self-management protocols, the importance of movement and innovative rehabilitation programmes. They are cutting edge in terms of the evidence and delivering a clear message about which interventions are effective but their strength lies in making exercise fun for patients and establishing goals and objectives, increasing compliance and results. The B2R team will be involved in our clinic induction process this year and they are scheduled to continue

the undergraduate training of our students in year three regarding rehabilitation and exercise. We are very fortunate that this partnership has developed as it reinforces our adherence to the evidence base and equipping our students with the most up to date skills when dealing with conditions of the musculoskeletal system.

Professor Byfield, Dr DuRose and Professor Damian Bailey (lead researcher in the faculty neurovascular lab) visited Professor Jan Hartvigsen at Southern Denmark University to formulate a collaboration with the Danish Twins Registry (DTR) to investigate the association of back pain, physical inactivity and the onset of accelerated cognitive decline. Professor Byfield has secured two external grants to establish this collaboration and analyse the database via a Royal College of Chiropractors Innovation Grant and a grant from the European Council on Chiropractic Research Excellence (ECCRE). The DTR study will constitute the first phase of a PhD programme of study which will lead to an interventional RCT phase in the future to test the impact of physical activity in patients with chronic spinal pain. We are very pleased that this collaboration includes the expertise of Professor Hartvigsen and Professor Kaare Christensen who heads the DTR.

Professor David Byfield
Dr Rhys Breckon

Research at your fingertips

BCA members have exclusive access to the Research Review Service (RRS), where latest research papers are reviewed by a team of top class reviewers. These are published weekly and details posted in *InTouch* and on the BCA Member Twitter feed. In each edition, *Contact* selects recent reviews to highlight. You can access RRS via the Members' Area of the BCA Website: select *Services* tab and then *Research Review Service*.

Non-Pharmacological Management of Persistent Headaches Associated with Neck Pain

Original research authors: Côté P, Yu H, Shearer HM, et al. *Non-pharmacological Management of Persistent Headaches Associated with Neck Pain: A Clinical Practice Guideline from the Ontario Protocol for Traffic Injury Management (OPTIMa) Collaboration* *European Journal of Pain* 2019; doi:10.1002/ejp.1374 [Epub ahead of print].

Research Review by Dr. Ceara Higgins©

Background Information:

Canadians with disabling neck pain are ten times more likely to experience co-morbid headaches than individuals without neck pain⁽⁴⁾; and, after a motor vehicle collision, more than 80% of individuals reporting headaches also report neck pain⁽³⁾ – demonstrating how common it is for the two to occur together. The International Classification of Headache Disorders (ICHD-3) links both tension-type headaches (TTH) and cervicogenic headaches (CGH) to the cervical spine, with tension-type headaches defined as 'typically bilateral, pressing or tightening in quality, and of mild to moderate intensity, lasting minutes to days or unremitting on average for at least three months⁽⁸⁾. TTHs do not worsen with usual physical activity, may or may not be associated with nausea, photophobia or phonophobia, and may be coupled with pericranial tenderness with palpation of the muscles of the head and neck. Cervicogenic headaches are caused by disorders in the bones, discs, and/or soft tissues of the cervical spine, and are commonly accompanied by neck pain⁽⁸⁾.

Previous evidence suggests that exercises for the cervical spine or

manual therapy are effective for treatment of TTH or CGH. Reassurance, acupuncture, exercise, physical therapy (including massage, spinal manipulation, heat or cold, ultrasound, and electrical stimulation), and psychological interventions have been recommended for the treatment of tension-type headaches, while exercise, spinal manipulation and cervical mobilization have been recommended as treatment for cervicogenic headaches. However, these recommendations are from guidelines based on evidence from more than five years ago. Thus, the Ontario Protocol for Traffic Injury Management (OPTIMa) collaboration sought to develop up-to-date clinical guidelines for non-pharmacological management of persistent headaches associated with neck pain.

Pertinent Results:

In cases of headache, clinicians should perform a comprehensive clinical evaluation to rule out major structural (or other) pathologies or migraines, as well as identify any red flags from the history or examination which warrant further investigation and referral. Once major pathology has been ruled out, headaches should be classified as tension-type (TTH) or cervicogenic (CGH) to allow the patient to receive the appropriate evidence-based interventions.

It is important to try to understand the beliefs and expectations of your patients and use proper education and reassurance to address any

misunderstandings or apprehension. Patients should be advised to stay active/exercise, be given information about pain mechanisms, be reassured with regard to the nature and course of their headaches, and be provided with effective interventions within a limited time frame. In patients who are found to have factors that may lead to a delayed recovery, a discussion of these factors and an appropriate adjustment to their plan of care is necessary.

Tension-Type Headaches - Evidence for Treatment:

In patients with *episodic tension-type headaches*, current evidence supports providing patients with information about the nature, management, and course of their headaches, as well as providing low load endurance craniocervical and cervicospinal exercises. These should be provided through a combination of supervised and home-based sessions, with a maximum of eight sessions over six weeks in a supervised clinical environment. Patients should be taught to perform slow and controlled craniocervical flexion against resistance to improve muscular control in the craniocervical and cervicospinal regions. No manipulation of the cervical spine should be offered as there is currently no evidence of effectiveness, and there is evidence showing that cervical manipulation combined with massage is no more effective than inert LASER combined with massage, suggesting that cervical manipulation is

ineffective for the treatment of episodic tension-type headaches.

Patients with *chronic tension-type headaches* should also receive information about the nature, management, and course of tension-type headaches. Clinicians can also consider the use of general exercises (warm-up, neck and shoulder stretching and strengthening, and aerobic exercise) provided through both clinic- and home-based programming, with clinic-based sessions limited to 25 sessions over 12 weeks. Low load endurance craniocervical and cervicospinal exercises as described above may also be considered with a session maximum of eight clinic-based sessions over six weeks. A maximum of 9 sessions of multimodal care offered over eight weeks, and including spinal mobilization, craniocervical exercises, and postural correction can also be offered. Finally, eight sessions of clinical massage may be offered at a length of 45-minutes per session at a frequency of two sessions per week for four weeks. As noted for episodic tension-type headaches, the current evidence does not support the use of cervical spinal manipulation for those with chronic TTH.

Cervicogenic Headaches – Evidence for Treatment:

As with tension-type headaches, patients with *persistent cervicogenic headaches* should receive information about the nature, management and course of their headaches. Low load craniocervical and cervicospinal exercises with resistance, both supervised (up to eight sessions over six weeks) and home-based, or manual therapy (manipulation with or without mobilization) of the cervical and thoracic spine to a maximum of 10 sessions over six weeks, should be considered. This should be an 'either-or' situation. Multimodal care cannot be recommended based on evidence showing that combining low-load endurance exercises with spinal manipulation and mobilization provides no additional benefits to providing either intervention alone, and that providing craniocervical flexion exercises and spinal mobilization is less effective than providing spinal manipulation alone.

Patients should be discharged as

soon as they report significant recovery. It is recommended that clinicians utilize the following self-rated recovery question and answers. "How well do you feel you are recovering from your injuries?" (1 - 6): 1) completely better, 2) much improved, 3) slightly improved, 4) no change, 5) slightly worse, 6) much worse, 7) worse than ever. Patients reporting themselves to be "completely better" or "much improved" should be considered recovered and discharged.

Some non-pharmacological treatments were not recommended due to a lack of evidence in high-quality studies, or inconclusive evidence of effectiveness. These include needle acupuncture, passive physical modalities, stand-alone structured patient education, and work disability prevention interventions.

These guidelines generally agree with previous guidelines with a few important differences. Previous guidelines recommended needle acupuncture where these guidelines did not. However, previous guidelines included studies with a high risk of bias and small sample sizes, which may account for the difference.

Clinical Application & Conclusions:

The OPTIMa recommendations regarding non-pharmacologic management of persistent headaches associated with neck pain are as follows:

- **Recommendation 1:** Evaluation of Headaches Associated with Neck Pain – Clinicians should rule out major structural or other pathologies, or migraines as the cause of headaches. Clinicians should classify headaches as tension-type headache or cervicogenic headache.
- **Recommendation 2:** Management of Persistent Headaches Associated with Neck Pain – Clinicians should provide care in partnership with the patient and involve the patient in care planning and decision-making.
- **Recommendation 3:** Management of Episodic Tension-Type Headaches – Clinicians may consider low load endurance craniocervical and cervicospinal exercises and structured patient education. As there is no evidence of effectiveness, manipulation of the cervical spine should not be offered.



- **Recommendation 4:** Management of Chronic Tension-Type Headaches – Clinicians may consider general exercise, low load endurance craniocervical and cervicospinal exercises, multimodal care (including spinal mobilization, craniocervical exercise, and postural correction), or clinical massage in addition to structured patient education. Manipulation of the cervical spine should not be offered as the sole form of treatment, as there is evidence that it is not effective.
- **Recommendation 5:** Management of Persistent Cervicogenic Headaches – For patients with cervicogenic headaches > 3 months duration, clinicians may consider low load endurance craniocervical and cervicospinal exercises or manual therapy (manipulation with or without mobilization) to the cervical and thoracic spine, in addition to structured patient education. There is no additional benefit to combining spinal manipulation, spinal mobilization, and exercises.
- **Recommendation 6:** Re-evaluation and Discharge – Patients should be reassessed at every visit to determine if the patient needs additional care, if their condition is worsening, or if the patient has recovered.

Implementation of these recommendations help to ensure patients receive uniform, high-quality care based on the best available evidence, helping to improve outcomes, minimize variation in care among locations and providers and improve the efficiency of our healthcare system.

Study Methods:

The OPTiMa Collaboration, a multidisciplinary team comprised of expert clinicians, academics, scientists, a patient liaison, a consumer advocate, a retired judge and automobile insurance industry experts, developed up to date clinical guidelines for a population of adults (≥ 18 years of age), with persistent headaches associated with neck pain (> 3 months duration), including tension-type (TTH) or cervicogenic headaches (CGH). For the purposes of this study, non-pharmacological interventions included acupuncture, exercise, manual therapy, multimodal care, passive physical modalities, soft tissue therapies, structured patient education, and work disability prevention interventions, excluding medications.

Clinical recommendations were developed based on the goals of:

1. accelerating recovery;
2. reducing the intensity of symptoms;
3. promoting early restoration of function;

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4. preventing chronic pain and disability;
5. improving health related quality of life;
6. reducing recurrences; and
7. promoting patients' active participation in their care.

Systematic reviews from the Bone and Joint Decade 2000-2010 Task Force on Neck Pain and Its Associated Disorders⁽⁹⁾ were updated with: 1) six new systematic reviews (published between January 1990 and February 25th, 2017) on the effectiveness and safety of non-invasive, non-pharmacological interventions for the management of persistent headaches associated with neck pain; and 2) one systematic review conducted (but not yet published) by the collaboration on cost-effectiveness of non-invasive, non-pharmacological interventions. Randomized controlled trials (RCTs), cohort studies, and case-control studies comparing non-pharmacological interventions to other interventions, placebo/sham interventions, non-intervention effects associated with wait listing, or no intervention were included.

Clinical outcomes considered included self-rated recovery, functional recovery, disability, pain intensity, health-related quality of life, psychological outcomes, or adverse events. Only studies published in English were included. For the cost-effectiveness review, only full economic evaluations which jointly analysed costs and health outcomes were included. Studies of migraine (with or without aura), traumatic brain injuries, and underlying pathological processes were excluded.

Eligible studies were screened and appraised by random pairs of independent, trained reviewers, using the Scottish Intercollegiate Guidelines Network (SIGN) criteria⁽⁷⁾. Only studies deemed to have a low risk of bias were included. The OPTiMa Collaboration developed the guidelines based on the principles of patient-centered care and the Ontario Health Technology Advisory Committee framework⁽¹⁰⁾, which include evidence-based recommendations based on overall clinical benefits, value for money, and consistency with expected societal and ethical values. A technical team conducted the systematic reviews and the Guideline Expert Panel reviewed and approved all methodology, analysis, and interpretation of the systematic

reviews, reviewed and modified draft recommendations, and approved the final recommendations. In cases where the research evidence was scant, evidence from three other headache guidelines was used to inform the recommendations^(2,5,11). Interventions needed evidence of statistically significant and clinically important benefits, identified in at least one RCT with a low risk of bias, to be considered effective and recommended. In cases of inconclusive evidence of effectiveness, the intervention was not recommended.

Recommended duration of care for specific interventions was based on frequency and duration of care in the low risk of bias study when only one study was used, or on mean frequency and duration of an intervention across studies when more than one low risk of bias study was included.

Study Strengths / Weaknesses: Strengths:

- This study improves on previous clinical practice guidelines by only including studies with a low risk of bias and including information on optimal dosage of interventions (frequency and duration).
- These guidelines are based on a comprehensive literature search and very solid overall methodology (as with all OPTiMa reviews!).
- The recommendations were based on effectiveness, safety, cost-effectiveness, and consistency with societal and ethical values, as well as the lived experiences of patients, and considered effect sizes to determine the usefulness of an intervention.

Weaknesses:

- No high-quality studies were found to evaluate some non-pharmacological interventions. This makes it possible that some effective interventions were discounted due to a lack of quality evidence at this time.
- Little evidence was found on the cost-effectiveness of non-pharmacological interventions for headache associated with neck pain, or the effectiveness of recommended interventions when compared to sham treatments or placebo.
- Only articles published in English were considered, making it possible that high-quality studies in other languages were missed.



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A year of growth and prosperity

Once again it has come to that time of the year where we have the pleasure of welcoming new graduates to this outstanding association and this amazing profession. This has been a year of growth for the profession and the same pattern is due to emerge within the BCA. Over the past 12 months we have made some exciting and critical changes to the Student and New Graduate Committee and, with the continued development of the profession and the introduction of Chiropractic at Southbank University, we have had to expand the committee team considerably. The extra additions to the committee allow you as students

to have a single BCA representative for each institution. We are fortunate to have an extremely passionate team behind us and this new set up allows us to build more personal relationships.

So please meet with your representatives (pictured below).

In the forthcoming weeks an email will be sent to each college, allowing us to introduce ourselves to you and more importantly allowing you to know who you can contact for any queries regarding anything that is BCA related or otherwise.

Over the last 12 months I have been extremely fortunate to have met many students and naturally I am often

asked, “why should I choose the BCA?” and I felt that it was important to share my response with everyone. For me the BCA represents so much more than just “another chiropractic association” we are the oldest UK Association, historically, holding the highest of professional standards and has been integral in the the development of the profession in the UK since its founding in 1925. The BCA was also a founding member of the ECU in 1932 and this year that relationship is vital to remember given the EPIC conference that has just taken place. To me the BCA continues to stand for the highest of standards, professionalism and, of course,



Daniel Morgan
Chair of Committee



Jon Hicks
LSBU



Michael Jordan
McTimoney



Monika Dobrowolska
AECC



Samantha Davies
WIOC

maintaining the highest of morals, integrity and evidence-based practise. All of this whilst offering amazing discounts on fantastic products that are continually being negotiated by our hard working and tenacious Treasurer, Tim Button.

Not only do we have offers on items such as EMS Shock Wave Machines and Alter-G Treadmills; we are also offering fantastic rates on insurance for new graduates and, importantly, new graduates pay no member fees (only insurance) for the year of graduation and for the next year too!

We look forward to welcoming you to this amazing association and I'm excited to meet as many of you as possible in Birmingham in October for what is sure to be an amazing Autumn Conference.

Speak to you all soon,

Dan Morgan

Chair of The Student and New Graduate Committee

Graduands – you're nearly there, well done!

As you leave university behind and step into your professional life the #BCAfamily is proud to welcome you to join the largest representative body of chiropractors in the UK.

We'll support you with everything from discounts that make starting out easier on your pocket, as well as providing you with the most robust and affordable insurance package on the market for chiropractors, (<https://chiropractic-uk.co.uk/membership-benefits/>) allowing you to practise with confidence.

Join the BCA now

As a 2019 graduate, your membership of the BCA is free.


We've made it simple to join; all you have to do is complete our online form. As part of your application we can notify the GCC (if you'd like us to) that you have arranged insurance cover. This will mean that registration with them can be completed more promptly.

<https://chiropractic-uk.co.uk/join-now/>

For nearly 95 years we've been at the forefront of supporting and developing the chiropractic profession, providing a community for you to enjoy both a fulfilling and rewarding career.



As well as the various professional support services that BCA membership brings we know you'll want to check out the brilliant discounts available at big retail brands, as well as chiropractic-specific suppliers. <https://chiropractic-uk.co.uk/bca-plus/>

Our team is here to answer any questions you might have or, if you'd just like to say hello, feel free to contact us on 01506 639607. *Your BCA Team*

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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.

Joint RCC/FICS

We are teaming up with FICS for the fourth time this Autumn to offer a 2.5-day Lower Extremity Seminar. The seminar, which will take place at the Holiday Inn, Peartree Roundabout, Oxford between 25th and 27th October, can be taken as a stand-alone or refresher seminar, but also forms part of the FICS' International Certificate in Sports Chiropractic (ICSC) programme. For further details about the ICSP, which is designed to produce a well-rounded individual chiropractor who is qualified to work at sporting events throughout the world (and which replaces the ICSSP /ICCSA), please visit <https://fics-sport.org/>

CPD Programme

Have you noticed that our CPD programme has grown? Participation in 2019 RCC CPD events to date has nearly matched that for the whole of 2018. You will find a comprehensive list of forthcoming RCC CPD events, including webinars, in this issue of Contact with more to come.

Global Education Network for Chiropractic (GEN-C)

The Royal College is proud to confirm its joint initiative with the European Academy of Chiropractic and Chiropractic Australia to develop a Global Education Network for Chiropractic. GEN-C, which

launches in September, will provide online learning in a variety of forms and will offer the best possible quality content. GEN-C will draw on experts from around the globe, including chiropractors and other health professionals with expertise in musculoskeletal healthcare. In the UK, GEN-C will be available at no cost to BCA members and the wider membership of the Royal College of Chiropractors.

RCC Discovery Service

Have you tried the RCC Discovery Service yet? Keeping up to date with published research is easy for Royal College members. The online RCC Discovery Service enables users to search a huge array of journals, books and articles in one place, including the entire contents of MEDLINE. Many millions of abstracts can be viewed, and the service provides access to more than 3000 full-text journals and publications.

Rob Finch

Chief Executive

e admin@rcc-uk.org

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The Royal College of
Chiropractors

Forthcoming RCC CPD events

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

Communicating with Patients in Pain

29 June 2019 • 09:30

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

Pain Faculty Member Fee: £119.00

College Member Fee: £129.00

Non-College Member Fee: £199.00

The McKenzie Method in the Management of the Cervical Spine

10 July 2019 • 18:30

Venue: Old Thorns, Liphook, Hampshire, GU30 7PE

College Member Fee: £35.00

Non-College Member Fee: £55.00

Assessment and Management of Hypermobility and Connective Tissue Disorders

27 July 2019 • 09:30

Venue: Holiday Inn London Heathrow Airport Ariel, UB3 5AJ
Pregnancy & Paediatrics Faculty
Member Fee: £89.00

College Member Fee: £99.00

Non-College Member Fee: £145.00

Acute Injury Management in Sport and Clinic

4 August 2019 • 09:00

Venue: Copthorne Hotel, Quayside, Newcastle-upon-Tyne, NE1 3RT

Sports Faculty (RCCSF) Member
Fee: £89.00

College Member Fee: £99.00

Non-College Member Fee: £135.00

Chiropractors Working in Elite Sport: Professional Cycling + Velodrome Experience

13 September 2019 • 13:30

Venue: Lee Valley VeloPark, Queen Elizabeth Olympic Park, Abercrombie Rd, Stratford, London, E20 3AB

*Sports Faculty (RCCSF) Member
Fee: £119.00*

College Member Fee: £129.00

Non-College Member Fee: £179.00

FICS/RCC ICCSP Lower Extremity Seminar

25-27 October 2019

Venue: Holiday Inn, Peartree Roundabout, Oxford

Full Registration: £695.00

RCCSF or FICS member: £599.00

*RCCSF or FICS member with
ICCSP: £525.00*

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Throw away the clothes of yesterday

At some time, we all ask, "why am I here?" In professional terms our answer is clear. We have invested in skills, knowledge and competence to combat musculoskeletal disability a scourge that will affect far too many of our fellow human beings in Europe. I feel honoured and proud to be a member of this profession and a very real sense of responsibility to leave it in better shape because of my efforts.

Within the profession we are not all the same and we do not all follow identical routes. A majority will spend their time bringing chiropractic care to the population; others will, through a career devoted to research, seek to expand the scientific base that underpins the care we offer; yet others will invest in seeking to mould an effective political force within healthcare.

I am a practising clinician in Athens, but I will leave to others, such as Jeremy Howick who spoke at our recent joint ECU/WFC Congress, to speak of the importance and impact of empathy in the clinic.

Though I would never put myself forward as a researcher I am an avid supporter of it. So, I am proud that the ECU currently commits 25% of its income to that cause, including strong sponsorship of researchers of tomorrow through the Chiropractic Academy of Research Leadership (CARL) project which included two Britons in its first cohort.

What I fervently believe in is the pivotal importance of political leadership in the profession. This is captured magnificently in the words of Barack Obama on his election as US president in November 2012.

"The task of perfecting our union moves forward... while each of us will pursue our own individual

dreams, we are an American family and we rise or fall together as one nation and as one people."

And he went on to say, *"The role of citizen in our democracy does not end with your vote. America's never been about what can be done for us. It's about what can be done by us together... What makes America exceptional are the bonds that hold together the most diverse nation on earth."*

In our modest way we can respond to that call because our profession mirrors those thoughts.

The importance of the ECU is that it is a body which provides a link between diverse chiropractors across Europe, giving us opportunities to learn from each other and to test ideas as an authentic voice for evidence-based chiropractic.

What we hope for in others we must be willing to offer in return. I accept that this may mean being

prepared to surrender a degree of independent action to the greater good of the whole. As an acute observer and past player of team sports I believe that what distinguishes the giants from the crowd is not just the individual brilliance of the player but their willingness to mobilise that brilliance to make it possible for their teammates to shine.

In short, what I believe that the ECU stands for is throwing away the clothes that have been in our wardrobe for many years which no longer fit and choosing the clothes of tomorrow. Choosing a better tomorrow, not a better yesterday.

Vasileios Gkolfinopoulos
BSc, MSc, MPhil, FEAC
ECU President



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World Federation of Chiropractic

The 15th Biennial WFC Congress, held jointly with the 78th ECU Convention, has been hailed as a resounding success. The Congress, with a theme of *EPIC2019: Global Opportunities in Spine Care*, was held on March 20th-23rd at the magnificent Maritim Hotel in Berlin.

With well in excess of 900 delegates, the Congress was the largest European chiropractic meeting held in recent times, if not ever. Delegates from 52 countries descended on Berlin to enjoy three packed days of inspiring plenary speakers, stimulating discussion panellists, cutting edge science and a selection of 30 diverse workshop sessions.

The Congress contained powerful messages from its keynote speakers which will have left attendees in no doubt as to the need to unite behind the WFC's EPIC principles: evidence-based, people-centred, interprofessional and collaborative care.

Professor Jan Hartvigsen, one of the leading authors of the 2018 low back pain series of papers published in *The Lancet*, pointed out that the world's leading researchers are now advocating non-pharmacologic, non-surgical approaches to the treatment of low back and joint pain. He emphasised that, with chiropractors now having a seat at the table, the profession is now being taken seriously. However he stressed that, for opportunities to be optimised, it was critical for chiropractors to align with international best practise guidelines and referred specifically to the use of diagnostic imaging within the chiropractic profession.

Leading Canadian epidemiologist and chiropractor, Professor Pierre Côté, spoke of the value of interdisciplinary, collaborative research, stating that it was a perfect opportunity for chiropractic to be better understood and accepted. He referred to the WFC's non-state actor status with the WHO providing great opportunities for chiropractic to engage in international and multidisciplinary task forces that can impact health policy. He emphasised the need for true people-centred, collaborative care as a means to advancing. He warned of the risks to acceptance of pseudoscience and encouraged the audience to be critical and questioning in their thinking.

Professor Greg Kawchuk told the audience that had never been a better time to be a chiropractor with better communication and ever-increasing opportunities for clinicians to become involved in practice-based research. He warned of the dangers of irresponsible posting on websites, You Tube and social media.

All three scientists received a standing ovation, with Professor Côté also receiving the WFC David Chapman-Smith Award for his outstanding contribution to chiropractic globally.

Empathy and communication were stressed by Dr Jeremy Howick of Oxford University and Julian Treasure, a multi-million downloaded TED speaker. AECC University College's Professor Stewart Cotterill advocated awareness of emotional intelligence, whilst newly-appointed WFC Board member, Ayla Azad, highlighted the need for awareness of diversity and patient preferences.

BCA President, Catherine Quinn, articulated a powerful vision for sustainability of the profession as part of a panel discussion that included the Presidents of both the WFC and ECU. Speaking after the Congress, Catherine commented, *"EPIC2019 gave chiropractors from across the world an opportunity to come together and celebrate all that we have achieved and all that we hope to attain. In order to create the sustainable future we crave we must continue to invest in the people that make up this profession. This future comes down to whether we choose to take responsibility for our potential to contribute and whether we*

empower others to do so. The future of this profession is so bright but are you going to be a single flame burning brightly or are you going to light the fire of all those around you?"

Science was also a winner in Berlin. With over 200 abstracts received, researchers drew large audiences both at platform and poster presentation sessions. European investigators performed strongly in the WFC NCMIC Research Awards, with Andreas Ecklund picking up the \$10,000 Haldeman Award for his work on maintenance care, while Anne-Marie de Zoete scooped the Early Investigator Award.

The event was capped by its social programme, with the Congress's German Party Night and Gala Awards Banquet each selling out.

The Congress was preceded by the WFC's Assembly of Members, attended by a delegation of the BCA Board led by Catherine Quinn, accompanied by Vice President Steve Williams and Treasurer Tim Button. This meeting saw the unanimous adoption of the WFC's Strategic Plan 2019-2022 as well as the WFC's new governance framework.

Speaking after the event, WFC President Dr Laurie Tassell said "Berlin was a turning point for chiropractors around the world. Let's unite under the EPIC principles and promote our identity as spine care experts in the health care system'. Together we can make a difference".

Richard Brown
WFC Secretary-General



Growing the seeds of research

Writing this whilst sitting in the garden, enjoying the glorious spring weather, my thoughts wander to the similarities between building a sustainable research capacity and a sustainable vegetable patch. But why, I hear you ask?!

Well, you need a rich environment; a well-dug vegetable patch, enriched with all the nutrients and resources it needs, a well-qualified gardener with the appropriate skills to manage it and links to other specialists who can help out and provide their expertise as and when needed. Finally some seedlings to grow and nurture and develop into good strong plants that will support and protect those beneath them and provide good quality produce for years to come.

The same is true for developing research capacity and it's what we've done with our CRC-funded initiatives:

i) provided a research-rich environment at the University of Southampton, a prestigious institution with an international reputation for MSK research and a network of MSK multidisciplinary researchers; ii) embedded a Visiting Research Fellow, Professor Dave Newell, there for five years, ensuring that we have a well-qualified researcher with the appropriate skills and knowledge base to conduct chiropractic-relevant research and iii) provided funding for a PhD post, new-graduate chiropractic interns and final year graduates to partake in research-associated initiatives - the research 'seedlings' that can be developed and nurtured to 'grow' into the chiropractic researchers of tomorrow.

So, like gardening, spring is a busy time for the CRC!

Dave Newell has been continuing with research studies into contextual factors of care, and a study into the efficacy of self-management strategies for chronic pain, working within a multidisciplinary team of health researchers at the University of Southampton. He has been supervising several PhD students including the CRC-funded PhD student, Paul McCambridge, who is undertaking a study into the implementation of chiropractic care in existing NHS MSK healthcare systems.

Paul has been taking his first few tentative steps into the world of research, albeit wobbly ones following a twice-rupture of his Achilles tendon. However, as Paul said, "... you quickly learn as you start your PhD nothing quite goes as

planned and the project is as much about your adaptability as well as your durability..." now that he has recovered he is well underway acquiring the research skills that he will need to complete his PhD.

We were delighted to welcome Jacqui Rix onto our Board of Trustees earlier this year. A qualified chiropractor and member of the teaching faculty at AECC University College, Jacqui brings a wealth of expertise to our board as she is also pursuing her own PhD into the biomechanics of low back pain.

Jacqui presented the CRC poster summarising our research capacity building

initiatives at the recent WFC/ECU Biennial Congress, 'EPIC 2019', held in Berlin at the end of March. Jacqui summarised her thoughts of Berlin:

"...The theme of the joint WFC/ ECU Congress (2019) in Berlin was EPIC. This term became something of a well-used, trendy term in the chiropractic world in the last year. "Be EPIC", "we're EPIC" and even #EPIC began to appear on Facebook and Instagram posts in the last year. It was a declaration, a line in the sand, and in some instances a controversial battle cry. Be evidence-based, be patient-centred, be inter-professional and be collaborative. Not just one of these on occasion, but all of them together. I felt inspired and enthusiastic before I even landed in Berlin.

While the conference was a lot of fun and very inspirational, it did send me home with food for thought and three take home messages. Firstly, I got the distinct impression that the time for 'naval gazing' inward at the profession has come to an end. I felt truly happy walking away from the conference that we have begun to look outwards at our place in musculoskeletal and spinal care. This is a really positive and exciting time for evidence-informed chiropractors to step out and claim their place in musculoskeletal health care. Secondly, the importance of research in our profession. It is difficult to have evidence-based care without evidence. Thirdly, research is underfunded...I cannot thank the BCA enough for their contribution to the CRC. But in general at the conference, researchers across the globe were talking about one thing, the dirty word of funding. Unfortunately, a lack of funding for research could hinder being EPIC..."

We were also delighted to support AECC University College final year student, Savanna Koebisch, attend the WFC/ECU Congress. Savanna had her project investigating the recruitment of chiropractors in rural Canada accepted for a poster presentation. Here's what Savanna had to say about her time in Berlin:

"...The 'EPIC' strapline resonated with many of the experienced clinicians and academics in the crowd, reiterating their style of practice. As a student, it solidified that the chiropractic profession is actively promoting evidence-based practice, and echoed what my chiropractic institution has taught me.

I would encourage any current chiropractic students to consider taking up an interest in research. Whether it's because you like systematic approaches and are a meticulous worker, or because you want to contribute to the profession's future by producing high-quality data; there's something in it for everyone. What stuck with me the most from Berlin, was that the future is in our hands, and that our research can determine chiropractic's course over the next years. Most of all, there is unlimited inspiration, motivation, and support from the existing researchers, who understand the importance

Jacqui Rix and founding CRC Trustee, WFC Sec. General, Richard Brown



of mentorship and involving the upcoming contributors. I want to be an EPIC clinician and academic, and I will always remember Berlin as a milestone in my own history, where my first research poster was exhibited. I would like to thank the CRC and the AECC UC for their support which allowed me to experience this memorable event..."

(For the unabridged articles from Jacqui and Savanna, together with the CRC poster, please visit www.crc-uk.org.uk).

Savanna will be a name to watch out for in the future as she has been selected to participate in this summer's Programme for Early Researchers in Chiropractic (PERC2019). She was selected, along with two other final year chiropractic students, Samantha Ogilvie and Perttu Riipinen, by the CRC Independent Scientific Committee.

The eight-week PERC initiative is affiliated with a well-established research internship run by the Versus Arthritis Centre for Sport, Exercise and Osteoarthritis Research at the University of Nottingham and a network of world-leading MSK researchers at UK universities including Oxford, Southampton, Loughborough, Leeds and Bath. The scheme provides the opportunity for newly graduated chiropractors to work with other new graduate health clinicians, health scientists and medical students to obtain first-hand experiences of multi-disciplinary research environments.

The three interns will be conducting their own research studies under supervision of the research teams at WIOC,

AECC University College and University of Southampton as well as attending interactive research-skills training days on a weekly basis at each of the six other participating institutions. We look forward to hearing the outcome of their internship at chiropractic events over the next year, and no doubt seeing their names in print in years to come!

So, all in all, the first few months of 2019 have been most productive! None of this work would be possible without the generous contribution of all the BCA members so as always an enormous thank you to you all as well as to the CRC Trustees who give their time and an expertise on a voluntary basis to ensure that most of the money raised goes directly to support research and researchers; at the last check, a whopping 96.6%!

Elisabeth Angier

Chair, Chiropractic Research Council



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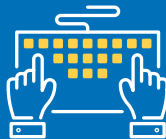
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3. Property & Leases



4. Self Employment



5. Holiday/Holiday Pay



Your Questions Answered

Q: I have had to investigate an employee and am taking them to disciplinary. The employee is requesting to have all of the witness statements and is asking that these are not anonymised. The employees who have given statements have stated that they feel they would be victimised if the statements were given without redactions being made. Am I able to redact the witness statements?

A: Witness statements are often critical within an investigation process and it is therefore recommended that, when possible, statements are collected. Witnesses should be advised that it is a confidential exercise, but their statement may be used within a hearing. Where there is genuinely a concern over wellbeing or fear of the repercussions to the employee then witness statements can be made anonymous. It should be noted however, that a disciplinary hearing needs to be held in a manner where the employee is fully able to build a case for themselves, and therefore tribunals will only allow anonymising in a situation where there is genuine fear of reprisal.

Q: I have an employee who has been working for me for three years. They have asked if they can change from an employee to a freelancer as they are nearing retirement age and wish to work on their own terms. We are agreeable with this, but how can we legally do this?

A: Employment status is a complicated area of law. A person who is genuinely self-employed does not have to accept work when offered and has an unfettered right to send a substitute in their place. HMRC and an Employment Tribunal will also consider other factors such as provision of equipment, training and direction of work, as well as whether the freelancer can be considered to be acting as a business in their own right. Mislabelling of employment status can have substantial financial implications, including - but not limited to - National Minimum Wage compliance, unpaid holiday pay and fines from HMRC.

 Call **0844 561 8133** and quote **25742**

Recruiting taking too long?

Everything you need to know about hiring a chiropractor

For chiropractors trying to recruit into their clinics, it feels like the candidate is in the driving seat. Candidate searches can go on for months affecting workloads and halting the growth of practices. There are over 3,200 chiropractors in the UK but the demand for our care is becoming increasingly popular. Each year around 150 students graduate from Chiropractic Colleges in the UK and graduates are bombarded with options.

So how do you compete? According to our statistics and experience at Chiropractic Jobs Online we have come up with these tips to help increase your applicants and get the right candidate for your clinic.

The early bird catches the worm; start early

You can't always predict when a position will need to be filled. Keep track of your growth and reevaluate your goals along the way. Keep a good relationship with current employees and encourage a reasonable notice period where possible. This means you can post new positions well in advance. The employment process varies but prepare to be looking for a few months, sometimes less and, you guessed it, sometimes longer. Our next point will help you do this in the most economical way.

Use niche advertising mediums

Specialised chiropractic job advertisers understand the chiropractic recruitment market, they have built their businesses from networks of chiropractors and pride themselves on having an ever-filling database. Chiropractic advertising sites understand that the process is unique and offer plans that are targeted and affordable. Using standard advertising platforms risks your ad getting lost in the noise. Most health professions apply directly with NHS or private health centres, because Chiropractic is mainly private sector it wouldn't be natural to search for work on a generic recruitment site. Save money and time by using Chiropractic magazines and Chiropractic job boards. Using the BCA to advertise, for example, will leverage your ability to directly access the pool of 1800 odd practising and student chiropractors.

Make your ad stand out

Chiropractors have busy schedules and spending a morning writing up a vibrant job description simply isn't top of the list? Set aside time because the hour it takes to write a great ad, could be the difference between winning and losing a star candidate.

Start thinking about what your clinic offers that makes it unique. Is it the location, culture, specialisation? Put this into the title. Keep it short and attractive. Have a play with words and don't be scared to make it fun.

In the body explain what it's like to work in the clinic. What are the patients like? Is it a large or small team? Put together an attractive package including any potential to earn and grow with the business. In many cases we'd like to think that the job offering and clinic will be



enough for candidates but, if you want to increase your chances of getting the best talent, you may want to consider this. One trend we have started to see are 'signup' fees. This can be attractive to graduates or Chiropractors who need to relocate. If you are in a position to offer a generous signup fee, can pay for BCA membership and indemnity insurance or can be creative with the annual salary, it might just get you that superstar candidate.

Technology is our friend

Include pictures and videos. Technology has become an expectation. We expect to be able to browse photos and videos before we book a restaurant online. Why would it be different when job hunting? If you can include professional pictures that's a bonus but, even a quick snap on your mobile would help. Videos are a great and quick way to show off your practice. If marketing budgets are a problem, try hiring a student from a film and tv group on Facebook who has access to professional equipment. Make sure you show your clinic in action. Avoid pictures of empty waiting rooms or super close selfies. Use links to content within your ad.

With all of this taken into consideration you should remember that the process takes time. Lookout for sponsorship programmes and always boost your posts on social media. Utilise customer service provided by chiropractic recruitment mediums and you will see results.

Bianca Cooper

Chiropractic Jobs Online
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www.chiropracticjobsonline.com



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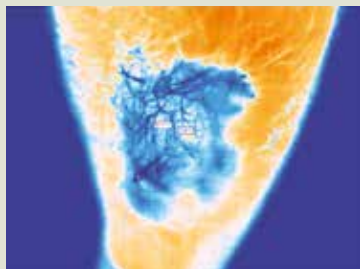
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Post Brexit; Right to work checks

As things stand the UK is now legally set to leave the EU on 31st October 2019 unless a deal can be reached before that date or other circumstance arises. To avoid businesses getting an early Halloween fright, The Home Office has released guidance in response to the uncertainty surrounding the employment of EU nationals post-Brexit. It details how 'right to work checks' should be conducted going forward.

What is this advice, and where can I get it?

This new advice, available on the government website, confirms that no alterations will need to be made to the way these checks are currently undertaken until January 2021. This is provided they comply with existing codes of practice on the prevention of foreign nationals working in the UK illegally.

Essentially organisations do not need to differentiate between EU, EEA and Swiss citizens and their family members who were resident in the UK before or after the UK leaves the EU.

Going forward individuals who fall into these categories will continue to prove their right to work in the UK as they do now, such as by showing a passport or national identity card. Alternatively companies can now

conduct checks through the use of the Home Office online service if the individual has been granted status under the EU Settlement Scheme which has been fully rolled out and is accepting applications.

What are my options?

If you do choose to pursue this option you should remember that employees cannot be made to undertake an online check. In addition, in order for organisations to use this service, they will need to be provided the date of birth and unique sharing code for the person in question. Any checks done in this manner will also need to be clearly recorded.

As things currently stand, if the UK leaves the EU with a deal, EU nationals arriving in the UK prior to the 30th June 2021 will be able to apply for status under the Settlement Scheme. If there isn't a deal, those who are already in the UK prior to the date it leaves the EU will be able to apply. Following this date, there will be a transition period during which time European workers coming to the UK will be able to work for three months without needing to apply.

If the employee wishes to remain for longer, they will need to be granted temporary leave to remain, which will last for 36 months.

What happens after January 2021?

From January 2021 a new checking system will be introduced and it currently remains unclear what form this will take. It is therefore advisable that employers keep fully up to date on this as it develops.

What is clear is that, despite the outcome of Brexit, all Irish citizens are to continue to have the right to work in the UK indefinitely and can prove this right as they currently do, such as through the use of their passport.

Need further guidance?

If the government's released statement hasn't made everything clear to you and you require further assistance, speak to a Croner expert on 0844 561 8133 today and quote membership number 25742.

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When setting up a business, or managing a small one, it can be easy to overlook the health & safety basics. To ensure you're not caught off guard follow these top tips from Croner:

1. Write a H&S policy (or statement of intent)

If you have five or more staff you need to produce a Policy Statement and the policy should outline who the responsible person is and the arrangements for securing health & safety of workers.

The statement should include the duties of managers and supervisors, their responsibilities and ensure that staff have received adequate information, instruction, training and supervision, along with completion of suitable and sufficient Risk Assessments for all activities undertaken at work.

2. Have you completed a Fire Risk Assessment?

Under the *Regulatory Fire Safety Order 2005 (RRFSO 2005)* it is a requirement for businesses and commercial premises to complete Fire Risk Assessments of the area of buildings they occupy and ensure suitable means of detection, fire-fighting equipment and alarms are installed.

3. Are there Trained Fire Marshalls or Wardens on site?

To further support the Fire Risk Assessment a number of trained staff should be responsible to evacuate staff and visitors in the event of an emergency (which may not just be a fire).

4. Have you completed a First Aid Needs Risk Assessment?

The first needs assessment demonstrates to the HSE or the Local Authority (LA) inspector that a company has considered their first aid and decided what requirements are required.

5. When was the fixed wiring inspected?

It is a legal requirement for commercial premises to have their fixed wiring installation inspected and tested periodically by a competent and qualified electrician (usually accredited and working to the *British Standard BS 7671*).

6. Do you have any gas appliances?

If you have any gas appliances such as cookers or boilers you must have them checked at least annually by a Gas Safe Contractor.

7. Are there any small electrical items that are in use?

Employers need to ensure that all electrical equipment used at work is safe for staff to operate; one way to check this is to complete Portable Appliance Testing. A local electrician will simply check equipment and label to confirm it is safe and provide a review date for re-inspection.

8. Do users complete a Display Screen Equipment Risk Assessment?

If your staff use computers it is likely they will need to complete a DSE risk assessment to ensure they are seated correctly with relevant adjustments made to reduce the risk of RSI Repetitive Strain Injury or WRULDs (Work Related Upper Limb Disorders) at work.

9. Have Manual Handling Assessments and Training been provided to staff?

There are specific duties for an employer to ensure that appropriate assessments of tasks and work activities have been completed to both reduce the risk of injury to workers and be compliant with legislation, where possible mechanical handling aids such as a trolley should be provided.

10. Is there any lifting equipment used?

Where lifting equipment is used, there are specific requirements under *LOLER* (The Lifting and Lowering Equipment Regulations) whereby equipment should be inspected and tested.

Need health & safety assistance?

For further information on how we can support you or to find out how your Health & Safety measures up, call Croner on 0844 561 8133 today and quote membership number 25742.






**British
Chiropractic
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British Chiropractic Association
Autumn Conference 2019

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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 have put a tender in to purchase a clinic, will the staff transfer into me if I win the business?

Such a situation will likely be a service provision change as defined by *Transfer of Undertakings (Protection of Employment) Regulations (TUPE) 2006*. A service provision change will exist where:

- Activities cease to be carried out by a client on their own behalf and are carried out instead by another person on the client's behalf (a contractor);
- Activities cease to be carried out by a contractor on a client's behalf and are carried out instead by another contractor on the client's behalf; or
- Activities cease to be carried out by a contractor and are carried out instead by the client on his own behalf.

Generally the employees working under a service as defined above will transfer to the employer securing the tender. TUPE can be an incredibly complicated area of law especially where workers of the contractor work across multiple activities or where there is more than one contractor undertaking the activities.

Employers are best advised to seek expert employment law advice should they suspect that they are involved in a TUPE transfer.

Do I have to comply with the contractual notice periods?

A contract is a legally binding agreement between two parties and it cannot be altered without the consent of both parties, including the notice provisions of an employment contract. *The Employment Rights Act 1996* sets out the minimum notice to be given by both the employer and employee to end the employment relationship, but many employers often include additional notice periods according to their business needs.

Should the employer fail to give the employee the notice period stated in their contract then the employer will be in breach of contract which could give rise to a claim either in the employment tribunal or county court for the money owed.

Do I have to give an employee within their probationary period of six months a statement of main terms during this time?

In accordance with *Section 1* of the *Employment Rights Act*, a contract of employment must be given to the employee within two months of their start date. This is further backed up by employment tribunal case law and even where the employment is terminated with less than two months' service a contract would still be required to be issued.

If an employee refuses to work their notice period can I deduct the amount of days back from them which they refused to work?

It would not be legal to deduct the full amount of days back from the employee, however you can look to deduct any amount over and above their salary it would cost you to cover them. There would need to be a specific clause stating this within the employment handbook, however, it would work out like the below:

- Employee's hourly rate is £10 per hour
- Agency worker to cover employee's salary is £15 per hour
- There is a difference of £5 and therefore you can look to deduct £5 for each hour where the agency worker is having to cover the employee's notice period from the employee's final salary payment.





Do I need to include the salary amount within the statement of main terms of employment?

In accordance with *Section 1* of the *Employment Rights Act 1996*, the statement of main terms needs to include all of the below information:

- the names of the employer and the employee
- the date on which the employment began and on which the period of continuous employment began
- the scale, rate or method of calculating remuneration
- pay intervals (monthly for example) and terms and conditions relating to hours of work (including any terms relating to normal working hours)
- entitlement to holidays, including public holidays and holiday pay
- provision for sick pay and any terms and conditions relating to incapacity for work due to sickness or injury
- pension scheme details
- the length of notice the employee has to give and which he or she is entitled to receive, when terminating the contract
- job title or brief job description

- how long the employment will last, if it is for a fixed-term
- the period for which employment is expected to continue if it is temporary
- the place of work and address of the employer
- details of any collective agreements which apply
- the disciplinary rules and procedure (or reference to a document that is reasonably accessible to the employee where the procedures can be found)
- the person to whom the employee can apply if dissatisfied with any disciplinary or dismissal decision and how an appeal should be raised
- the person to whom the employee can apply to raise a grievance and how a grievance should be raised.

If the employee is to work outside the UK for more than a month the contract should also specify:

- for how long they will be required to do so
- the currency in which he or she is to be paid
- any extra pay they will receive for working outside the UK
- any conditions relating to his or her return to the UK.

I have an employee who is off sick and is to be dismissed due to ill health, do they receive full notice payments?

This will depend on the notice period within the contract of employment and whether the notice is protected in law. According to *Section 86 - 89* of the *Employment Rights Act*, if your notice period is a week or less above the statutory notice period, then the employee will be entitled to receive full pay throughout their notice period.

However, if the contractual notice is over a week above the statutory minimum notice period, then they cannot benefit from the provisions of the *ERA '96* and will only be entitled to receive contractual sick pay or SSP (Statutory Sick Pay) for the notice period.

Talk to an Expert

To speak with an expert and receive advice on any related HR issues, please call the business support helpline included with your British Chiropractic Association membership.

Call **0844 561 8133** today and quote membership number **25742**.

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/

6th July 2019 2019

HePAG Foundation Courses

Peterborough
w www.hepag.org.uk/events/foundation

13th - 14th July 2019

Extremity Adjusting

Mark Charrette • 11 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

17th July 2019

Back in Balance – Dealing with Health Epidemic from a Neurological Point of View

Trevour Berry • 7 hours CPD • London
w http://bit.ly/17julyerchionalondon

- These diary dates can also be found on the members' area of the BCA website: 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

20th - 21st July 2019

Gait Analysis

Brett Winchester • 11 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

27th July 2019

RPW Shockwave – an Introduction

Cliff Eaton • 6 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

10th - 11th August 2019

Examination of the Weight-Bearing Child

Elisabeth Davidson • 10 hours CPD • WIOC
t 01443 482482
e uswcommercial@southwales.ac.uk
w www.southwales.ac.uk/business-services/professional-development/specialist-courses/chiropractic/

10th August 2019

The McKenzie Method of Mechanical Diagnosis

John Thomson • 7 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

7th - 8th September 2019

Care of the Pregnant Pelvis

Elisabeth Davidson • 10 hours CPD • WIOC
t 01443 482482
e uswcommercial@southwales.ac.uk
w www.southwales.ac.uk/business-services/professional-development/specialist-courses/chiropractic/

5th - 6th October 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

11th - 13th October 2019

Dry Needling

Billy Byrne • 21 hours CPD • Dartford, London
t 07748 333372 e craig@club-physio.net
w www.club-physio.com

12th October 2019

The Art of Communication

Jo Blakeley • 6 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

12th - 13th October 2019

BCA Autumn Conference: Chiropractic Across the Ages

Including dedicated stream for Practice Managers and Receptionists, BCA AGM, Gala dinner including BCA Awards presentations.
t 01506 639607
e conferences@chiropractic-uk.co.uk
w http://bit.ly/BCAutConf2019

12th - 13th October 2019

CCEP 1 Advanced Principles of TMJ, Ribs & Shoulder Girdle

Marni Capes • 14 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

19th - 20th October 2019

Neuro Orthopaedic Institute – Mobilisation of the

Neuroimmune System
Tim Beames • 13 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

26th - 27th October 2019

OMT Medical Acupuncture

Giles Gyer and Jimmy Michael • WIOC
t 01443 482482
e uswcommercial@southwales.ac.uk
w www.southwales.ac.uk/business-services/professional-development/specialist-courses/chiropractic/

26th - 27th October 2019

Back to Roots Health Care Methods. Creativity, BPS evidence based care, self-management and clinical application of play

L Davies & P McCambridge • 13 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

2nd - 3rd November 2019

Treating the Older Adult: Preparing for the "Silver Tsunami"

Paul Dougherty • 11 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

8th - 10th November 2019

Dynamic Neuromuscular Stabilisation – Course A

Julia Demekova • 17 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

16th - 17th November 2019

'Toddler to Teen' Paediatric Seminar

Elisabeth Davidson • 10 hours CPD • WIOC
t 01443 482482
e uswcommercial@southwales.ac.uk
w www.southwales.ac.uk/business-services/professional-development/specialist-courses/chiropractic/

16th - 17th November 2019

Functional & Kinetic Treatment with Rehab (FAKTR)

Todd Riddle • 12 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

16th - 17th November 2019

Motion Palpation Institute: Integration Lower

Sarah Macchi • 12 hours CPD • AECC
t 01202 436237 e cpd@aecc.ac.uk
w www.aecc.ac.uk/cpd

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w www.hewebinars.com

CHIROPRACTIC JOBS

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The position is to work alongside the practice owner and replace our existing associate who is leaving in July and maintain/develop the patient base. Relaxed appointment times of 40 minute new patient and 20 min treatment times with full reception and marketing support.

Some experience preferred with good diagnostic, adjusting skills and patient centred approach. GCC registered and professional indemnity insurance.

Please contact info@neuroworks.co.uk with your CV and covering letter.

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Associate vacancy in Hanham High Street Bristol at small but busy patient centered clinic. There are opportunities to be involved with local rugby and athletics teams and local maternity and family groups. You will be self employed and rewarded for increasing your patient numbers. We are an extremely supportive team and the job would be suitable for a recent graduate and experienced associate alike.

Contact Mrs Thompson
contact@bristolchiropracticclinic.com

Hanham High Street, Bristol, BS15 3DP
01172140785 www.bristolchiropracticclinic.com

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Contact: Sarah Birrell 07775 614071
sarah.birrell@camcomsys.net

info@burynaturalhealth.co.uk
www.burynaturalhealth.co.uk

ASSOCIATE REQUIRED

Self employed associate needed to help expanding clinic. Initially the job would be part time but could become full time (4 days a week) as growth demands.

The clinic has been going for 23 years and the two resident male chiropractors have a good local reputation. An interest in a speciality would help and the clinic is happy to support further individual growth and education.

Job is available now.

Contact: Rob Scott 01252404240
rob@farnborough-chiropractic.co.uk
www.farnborough-chiropractic.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 Jo McCarey 01799 516517
swchiropractic@btconnect.com
www.saffronwaldenchiropractic.co.uk

FULL TIME ASSOCIATE REQUIRED

The Lylington Chiropractic Clinic has been treating patients for over 30 years, situated on the coastal boundary of the New Forest National Park and offers a fantastic opportunity to develop a loyal patient base whilst enjoying an active lifestyle outside of the clinic

This family orientated clinic focuses on treating patients of all ages, and offers:

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The opportunity is available for full time hours, based on the BCA approved Contract for Associates. The successful candidate will have support to help grow and develop their own patient base.

If you feel this is a good opportunity for you and you can add something different to our Clinic then please forward your CV to:

colinwellsted@hotmail.co.uk
01590679560 <https://lymingtonchiro.co.uk>

EXCELLENT CHIROPRACTOR FOR SAYER BACK PAIN CLINICS: LONDON (CITY BRANCH) TO START JUNE 2019

Join us part-time at London's leading Clinics to take over a patient base.

Confident, experienced, self-motivated, great adjuster and enthusiastic chiropractor to practice at Sayer Clinics London from June 2019.

GCC registered with valid professional indemnity insurance.

You should have outgoing personality, positive energy, fitness, excellent diversified and digital radiology skills.

Please see www.sayerclinics.com
Email CV to alexandra@sayerclinics.com
Call 020 7937 8978

CHIROPRACTIC ASSOCIATE FULL OR PART TIME

We are looking for a confident and ambitious chiropractor to join our clinic in Bromsgrove, Worcestershire. The clinic was established by its current owner in 1995 and has an excellent reputation with a solid patient base. We are looking for a full time / part time, self-employed chiropractor. We are an evidence based clinic. Our chiropractors use primarily diversified technique, along with needling, blocking & soft tissue techniques. The clinic has recently been fully refurbished and comprises three treatment rooms with individual changing rooms and reception facility. This is an excellent opportunity for either an experienced chiropractor or new graduate who is both confident and able to build and maintain a solid patient base. The position has become available due to the retirement of one of our long term associates.

Please phone 01527 831467 or visit our website for more information: www.bromsgrove-chiropractic.co.uk

To apply either send your CV with a covering letter by email to: bromsgrovechiropractic@talktalk.net or by post to Bromsgrove Chiropractic Clinic, 21 New Road, Bromsgrove, B60 2JQ.

ASSOCIATE POSITION AVAILABLE IN "THE BEST PLACE TO LIVE IN THE EAST OF ENGLAND (SUNDAY TIMES 2019)

- The Bury St Edmunds Chiropractic is looking for a new self-employed associate to start work immediately in this busy and expanding market town in East Anglia. The town is within 90 mins of London, 45 mins to the glorious East Anglian coast, and great road links to the Midlands and the North. It is also the home of the famous Green King brewery!
- The clinic has been established for over 28 years in a converted Victorian building within 250m of the historic Medieval Abbey, the Abbey gardens and within easy reach of the modern shopping centre.
- The position would suit a New Graduate with full PRTS support and mentoring from Fiona Jacobs D.C., C.C.S.P., MSc (Sports Med) MSc (MSK US), the clinic lead and a chiropractor with over 30 years of experience and a specialist interest in Sports Chiropractic. Our other Associate Emily Bevan MChiro, BSc (Anatomy) has additional interests in pregnancy and children.
- The practice is supported by highly efficient, friendly and well trained reception staff that can tailor the days to your individual requirements. You would have your own room and access to changing rooms in a light and pleasant atmosphere.
- Come and talk to us, visit us and see if this is for you.

Contact Fiona Jacobs. 01284 702155
admin@burystedmundschiropractic.co.uk
www.burystedmundschiropractic.co.uk

ASSOCIATE REQUIRED FOR SOUTH EAST LONDON CLINIC

Long established expanding practice in southeast London requires new associate. Preferably using diversified adjusting, drop-piece, flexion-distraction techniques. Days and hours are negotiable. New graduate or more experienced chiropractor welcome.

Contact: Daniel Harvey
sechiropractic277@gmail.com

GREAT WORK LIFE BALANCE AND FULL PATIENT BASE IN CAMBRIDGE!

- 30 hours a week, 5 days a week
- Half Day Shifts (No split shifts)
- 2 Consecutive Days Off
- Full Patient Base
- Full Mentoring Programme
- GCC and BCA fees Paid for New Grads
- Biomechanical Style Clinic with Common Sense Philosophy
- Ethical Visit Times
- Great Team Consisting of 6 Chiropractors and 4 C.As
- Cambridge (25 min from Stansted and 50 min from London)

We are an ethical, evidence-based chiropractic clinic located in Cambridge (25 min from Stansted Airport and 50 minutes from London) with a high flow of new patients and an excellent reputation. Our team consists of 6 full-time chiropractor associates, 3 chiropractic assistants and a practice manager.

We take excellent care of our team and are specialised in training and mentorship. We have very low staff turnover. Our chiropractic associates tend to work for us for an average of 5 years.

We offer a full-time position with a full patient base, replacing one of our chiropractors who is relocating to the United States. We offer career progression with Junior, Intermediate and Senior Levels.

We offer a 2-week induction programme as well as an ongoing Training Programme consisting of weekly clinical technique, patient care and list management skills, one to one weekly coaching and monthly team sessions.

We have a dedicated PRTS trainer on site.

DC's see on average 80 patients a week but could see more if they want to.

The Clinic sees 100+ new patients a month.

Great team with frequent socials.

Work in a great clinic where the team and patients are appreciated and happy.

Still not convinced? This is what our Associate Chiropractors have to say about us:

"I have worked at Milton Chiropractic for over five years. From the interview to the day it has been a great experience. It is a forward-thinking environment with very supportive leadership. The goal is to help everyone reach their full potential, both patients and clinicians. The core of the practice is chiropractic with an open positive attitude to new ideas and techniques. Working and living in Cambridge is also a fantastic experience because it offers a high quality of life and a high calibre of people."

M.Dochnal, Associate Chiropractor Milton Chiropractic Clinic

"After graduation, I started my career as a chiropractor at Milton Chiropractic Clinic. When I was on my search for a clinic to start working for, I was looking for someone who could allow me to develop on both a personal and professional level as a chiropractor. My first meeting with Jasper I realised that he would be able to allow me to make rookie mistakes and ask questions (as a new graduate would do) without feeling embarrassed, guilty or even shy, all within a safe environment. There has never been a closed door at Jaspers office, which in itself made me stay on top of the game! Without the guidance of Jasper, I would not be where I am today."

Case meetings and professional development with the other chiropractors are vital for staying updated and keep learning, something which is highly appreciated by everyone working at Milton Chiropractic Clinic. And also the professional clinic staff makes your day run smoothly.

If you appreciate a continuous developmental environment as well as being able to laugh, I would highly recommend the position at Milton Chiropractic Clinic"

L.Olsen, Associate Chiropractor Milton Chiropractic Clinic

For more info, or a just an informal chat, please contact me. Jasper 01223 864444
www.miltonchiropractic.co.uk
j.hulscher@miltonchiropractic.co.uk

PART-TIME ASSOCIATE POSITION AVAILABLE IN SUFFOLK

Are you looking for?

- 16 to 25 hours per week Monday to Friday.
- A busy, friendly practice with regular supply of NP.
- Committed full-time reception.
- Advertising included.
- Strong following of regular maintenance clients.
- Good remuneration.

Set in the heart of rural Suffolk situated on a working farm the Harmony Chiropractic Clinic shares a beautifully converted barn with a Complementary Health Centre which offers therapies and classes including Yoga, Pilates, Qi Gong and meditation.

We are 20 minutes from the coast at Southwold and 5 minutes from the town of Halesworth where there is a train station. Would suit someone who enjoys the countryside way of life and a busy but relaxed working environment.

Contact: Paul Parolin 07833 321710
info@harmonychiropractic.co.uk
www.harmonychiropractic.co.uk

SUPERSTAR ASSOCIATE CHIROPRACTOR POSITION!

Are you a busy chiropractor who wants to work in the most awesome clinic in Warwickshire? Or are you a new grad, looking for a place to call home? Our expanding business is looking for YOU! We have many options available to suit the right candidate:

- Choose to be employed or self-employed
- Full support and mentoring as needed
- Full-time or part-time available

We are a mainly diversified practice with full x-ray facilities and a gait scanner at your disposal. Located in the heart of Leamington Spa, ahem... ROYAL Leamington Spa, you will be working in the place voted The Best Place To Live in the UK.

If you are yearning to be part of a family, in a fast-paced office with a bunch of positive, happy people with an amazing reputation for successfully helping thousands of patients, please email simon@parkstreetchiropractic.co.uk to apply or to request further details. We look forward to meeting you! #dreamteam2019

Contact Simon Garstin +447810441506
simon@parkstreetchiropractic.co.uk
www.parkstreetchiropractic.co.uk

ASSOCIATE CHIROPRACTOR REQUIRED FOR MULTI-DISCIPLINARY CLINIC IN CARDIFF

Associate chiropractor position in Cardiff to start immediately for busy award-winning clinic (PPQM from 2014). We currently have in-house podiatrists, physiotherapists, acupuncture, sports massage, dietitian, audiologist and clinical psychologist. The clinic was established in 1997 and is well known and respected in the area.

The position is suitable for either someone with experience or a new graduate to include full RCC PRT mentoring. Hours negotiable.

Contact: jude@thellandaffclinic.co.uk
www.cardiffchiropractor.com

CHIROPRACTOR NEEDED IN EDINBURGH

An exciting opportunity awaits an enthusiastic, motivated and experienced associate in the Knight chiropractic clinic, 20 minutes from the beautiful city of Edinburgh.

Strong diversified adjusting skills required with an interest in patient education through rehab/ lifestyle. Clinic was established 15 years ago and has a strong patient base. Owner is relocating so fortunate opportunity to take over patient base. You would be working as the only chiropractor as part of a multidisciplinary team, including podiatry and sports therapy.

Gross self-employed salary £65K plus. Generous percentage. Start date flexible.

If you would like the opportunity to join our clinic or would like more information then contact Dr Gordon Knight by email on gordonknight74@gmail.com or by telephone on +447900481610.

Look forward to hearing from you.

ASSOCIATE CHIROPRACTOR REQUIRED

Enthusiastic, patient, focused, self motivated associate chiropractor required for a long established clinic in Manchester. Female preferred. Primary techniques are diversified and activator.

Post is suitable for a new graduate or experienced chiropractor.

Please send C.V. and cover letter to mccreception@hotmail.com

Dr. Yusuf Patel 0161 8818333
www.manchesterchiropractic.org.uk

EXCELLENT CHIROPRACTOR FOR SAYER BACK PAIN CLINICS: LONDON (CITY BRANCH) TO START MAY 2019

Join us part-time at London's leading Clinics to take over a patient base.

Confident, experienced, self-motivated, great adjuster and enthusiastic chiropractor to practice at Sayer Clinics London from May 2018.

GCC registered with valid professional indemnity insurance.

You should have outgoing personality, positive energy, fitness, excellent diversified and digital radiology skills.

Please see www.sayerclinics.com - Email CV to alexandra@sayerclinics.com - Call 020 7937 8978

JUNIOR/SENIOR ASSOCIATE - INSPIRED HEALTH CHIROPRACTIC

JUNIOR/SENIOR DC ASSOCIATE

About us: The patient experience is the heart of our practice. We are an ethical, evidence-based chiropractic and wellbeing centre in sunny Essex (30 mins to Stanstead, London and the coast) with a high flow of new patients, a good relationship with GPs and an expanding paediatric base. Currently we have 6 full-time chiropractors. We also have 5 sports massage therapists, a psychotherapist and nutritionist who work together as a team for bespoke patient care. We follow the biopsychosocial model and offer ethical visit times. We take excellent care of our team and our speciality is team training and mentorship. We also run associate mentorship programmes for the profession. We have a paediatrics programme and offer pregnancy and baby massage. Our practice is BCA and UCA affiliated, we have a dedicated innovation and marketing team!

About You: We are looking for someone who is:

- Passionate to help people
- Willing to learn and grow
- Has a positive and fun attitude
- Wants to be part of a team
- Will be a great fit for our Inspired Family.

WHAT WE OFFER

Package:

- A full-time employed position, with a great salary + % earnings
- GCC and association fees paid first year
- Relocation package

Progression:

- Career progression with Junior, Intermediate and Senior levels
- Senior DCs expand into leading seminars, mentoring and training

Training:

- 2-week induction programme
- An ongoing training programme: clinical, technique, patient care and list management skills weekly
- 1-1 weekly coaching + weekly team sessions
- In house CPD with 3 offsite days dedicated to personal and team growth + external speakers
- Training in cranial, diversified, visceral adjusting, activator, SOT, paediatrics and pregnancy and access to PRT

Proven results:

- DCs see 80+ adj per week
- Clinic sees 120 NP + 600 wellbeing members per month
- New grads see 50 pts per week in 8 weeks

Environment:

- Great work-life balance (half day shifts and no Saturdays)
- Friendly and supportive team with socials monthly
- Working in a lovely barn where the patients and team are happy

Contact Alexandra Smiljanic
alex@inspiredhealthchiropractic.com

01245 699152 www.inspiredhealthchiropractic.com

LEARN, PROGRESS & THRIVE IN BUSY CHESTER CLINIC

"Helen and the whole team are simply superb. They have created the most caring and supportive environment I have ever worked in. You will be supported throughout in every possible way." Drew (associate DC)

Is this how you feel about your current job? If not, would you like to?

Are you about to graduate and looking for a great position in which to develop your chiropractic career? If the answer's yes, great! Now's your chance to join us! We're expanding and have room in our team for another outstanding associate.

We are offering a full-time position, with competitive salary and achievable bonuses. You can expect to earn between £35k - £40k in your 1st year. We will even pay your GCC and association fees! We provide excellent, ongoing support and mentoring, giving you the tools and confidence you need to build and sustain a flourishing patient list.

The team consists of chiropractors, osteopath, sports massage therapists, and full time front of house. Our fantastic Practice Manager keeps the whole practice running seamlessly, so you can focus on caring for your patients.

We're located in the historic city of Chester, Liverpool and Manchester airports are less than an hour away, and stunning North Wales countryside is just on the doorstep.

If this sounds like the position for you, then we would love to hear from you.

Contact: Helen Harding
helen@hardingchiropractic.co.uk
www.hardingchiropractic.co.uk

ASSOCIATE CHIROPRACTOR FOR WELL ESTABLISHED, FRIENDLY SEASIDE PRACTICE

An exciting opportunity has arisen for an enthusiastic Chiropractor to join our team in Leigh on Sea, Essex.

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 too.

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 6 month retainer while you build your patient base

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

Application and covering letter to:
jon@optimumspinecentre.co.uk
www.optimumspinecentre.co.uk

HEAVEN IN DEVON

We are a small friendly wellness based practice, established 20 years ago, that is looking to replace a wonderful associate who has been with us for 17 years.

The practice is set on Okehampton, fantastic for all outdoor pursuits and only 30 miles from the North Cornwall surf beaches.

We are looking for a dedicated, conscientious associate who has a desire to learn about the broader picture of Chiropractic health.

This is a Clinic that utilises diversified, basic SOT, Thompson, Cranial Osteopathy and nutrition based on Naturopathic principles. A desire to specialise in Sports, paediatrics or Cranial work would be desirable.

The candidate should be able to both maintain and develop their own patient base and to be able to take on more responsibility over time.

Two days are currently available with the potential to develop more.

Earnings are percentage based.

Please call 01837 55118 and send CV to Karen Wallace heidemeer15@gmail.com
<http://okehamptonandbudechiropractichealth>

We look forward to working with you!

PRINCIPLE AND ASSOCIATE CHIROPRACTIC POSITIONS AVAILABLE

The Medical has sites across the country, and we want you to come and join our team of expert chiropractors.

Our aim is to help our patients live healthier, happier lives through exceptional chiropractic care and we're looking for chiropractors to join our expanding team at multiple sites.

Each position will require the individual to be motivated to develop themselves and their clinic within The Medical and support the excellent team around them. We will give you the tools and the freedom to do this, whilst benefiting from the expertise and support of a larger nationwide team of chiropractors.

The Medical provides an exceptional mentoring and CPD programme. Along with personal coaching and we provide exclusive monthly CPD seminars, delivered by the UK's leading lecturers and speakers.

Our in-house support team include internal and external marketing, digital software systems, to help you benefit from a consistent flow of new patients.

What you'll earn (depending on role):

- Guaranteed basic salary with opportunity to earn up to 50k per annum
- Bonus structure
- Pension
- Private healthcare
- GCC & BCA/UCA fees paid
- Paid holiday
- Free access to The Medical CPD programme

About the roles:

- Typical 35-40 hours per week
- Patient-centre approach to chiropractic care
- Personal support from Head office and senior clinicians within the business
- Lots of team events and fun socials

For more information or a chat, please contact Anna on 01174281382 or HR@themedical.co.uk
www.themedical.co.uk

AMAZING OPPORTUNITY - ASSOCIATE REQUIRED

Here is a wonderful opportunity, within our home counties clinic, to take over a very well established patient base, from a departing associate who only works 3 to 3.5 days a week.

The departing associate has Tuesdays and Fridays off (on top of the weekend breaks too) & still earned £40K last year whilst also having 6 weeks off for holidays during the year too.

The option to work more hours (but still have a week day off on top of weekend breaks) & earn the average £60K pa, like our other associates, is also viable, if you are interested.

We are a very busy clinic with a sound, ethical, evidence-based approach to patient care, boasting an excellent reputation in the local community. You'll join an established team of 5 energetic chiro on a phenomenal earnings package (which graduates up to 80%) that you will find very difficult to beat anywhere else.

You will be working in a well-located clinic that benefits from X-ray facilities on site, has an excellent rapport with the local NHS, is the official chiropractor for the local football team, sponsors the local Cricket club & offers a busy, rewarding and energising work environment. You will not be expected to burn yourself out to earn a good living as we spend one hour with a new patient and spend 20 minutes per treatment appointment, thus giving a relaxed environment for not only the practitioner but also for the fee-paying client.

With us you can relax & develop as an ethical Chiropractor in the direction that you chose. We have a diverse team

of chiropractors who embrace a very wide variety of techniques but NOT high-volume sales- pitch 'philosophies'.

We hold regular meetings for case studies, technique reviews & general peer group support for one another too.

New graduates are welcome to apply as the clinic director will assist as PRT mentor.

You will also be able to meet the departing associate and shadow them so as to meet the patient base and have a smooth progression into taking over from them. Meanwhile you will be supplied with new patients too so as to continue to build the patient base.

We have a very large number of new patients presenting to us every month. This is not only due to our extensive & highly successful marketing department, but also due to a very high number of referrals from patients & the NHS. This is all as a direct result of our superb reputation and our patient centred quality of care.

Milton Keynes is a dynamic city that offers access to London by train in only 35 minutes, countryside access in 10 minutes & an abundance of superb facilities right on your doorstep (Gyms, Pubs, Clubs, Restaurants & sports facilities galore) that offers excellent 'out of work hours' entertainment & quality of life benefits too.

Short term free accommodation can be provided to assist your relocation if required too.

To have a chat or if you would like any further information then simply call 01908 372737 today. Likewise; applications & CV can be forwarded to

Gary D Jackson at Milton Keynes Chiropractic Clinic, 63 Aylesbury Street, Bletchley, Milton Keynes, MK2 2BJ or via drgarydjackson@yahoo.com

Earnings between £40,000 & £70,000 are achievable without having to burn yourself out! Why? Because we offer you a brilliant deal, in a busy, ethical environment in the first place.

We have the right work/life balance; do you?

URGENT HELP REQUIRED

Our current (Aussie) Associate is leaving so an opportunity has arisen to join a thriving community focused practice, an hour from London.

Taking over a solid patient base and alongside a Chiropractor with 30 years experience, as well as one other PT Associate who practices Functional Foot Work. We fit the technique to the patient not the patient to the technique. Consequently we use a variety of techniques but all aimed at improving neurological integration.

Banbury is a typical Market Town. We draw our patients from all over the UK. Surrounded by 'Chocolate Box' villages and gorgeous countryside. Leamington Spa is 17 minutes (train), Oxford 19 minutes (train) and Stratford-Upon-Avon 20 minutes drive.. SoHo Farmhouse is 10 minutes drive and Daylesford Farm Shop 25 minutes.

This could be your leg up to a successful career that sees you rewarded handsomely for the effort you are prepared to put in. This is a perfect opportunity for anyone looking to settle and take the next step in life.

Package negotiable depending on experience, ability and commitment. Including 'Buy In' options.

Contact: Kate Roffey 07853301346

klroffey@hotmail.com

www.wellnessvitalitychiro.co.uk

NEW ASSOCIATE CHIROPRACTOR POSITION FOR BUSY OXFORD CLINIC

The Steventon Back Pain Centre in Oxfordshire is looking for a new chiropractor to join the team! Our clinic has been in the area for over 15 years and has a great reputation with a steady influx of new patients weekly.

With one Chiropractor leaving and another lowering their hours, there are plenty of patients to take over to keep you busy! The clinic is conveniently located just outside of Oxford with great train links into London.

Hours are flexible and can be discussed to enable a good work life balance. We are a mechanical approach clinic with focus on Adjustments with Shockwave, Low Level Laser, Ultrasound and Rapid Release equipment to compliment.

We are hoping to find a confident energetic individual with good communication skills who is looking for a relaxed but busy clinic to enjoy working in!

Income is on a percentage basis and so will depend on how many hours you are happy to work. A retainer of £2,000 per month would be offered to the right candidate, with expected earnings to far exceed this.

We are open to both experienced and new graduates with guidance and training offered where needed.

All applicants, questions or queries please get in touch: info@steventonbackpaincentre.co.uk 07504192338 – Dr. Natalie, Clinic owner

Happy job searching!

www.steventonbackpaincentre.co.uk

ASSOCIATE POSITION AVAILABLE

Associate required to work in a multi-disciplinary clinic in St. Neots, Cambridgeshire plus a satellite clinic in Bedford.

Interested applicants must be registered with the General Chiropractic Clinic and members of a Professional Association.

The Principal chiropractor at St. Neots is a member of the British Chiropractic Association and a registered PRTS trainer. Therefore, new graduates may undertake their PRTS and train for their post-graduate D.C. qualification.

For Further details, email the clinic with your CV FAO Dr Vicki Waller to stneotschiro@gmail.com

01480 473472 <https://stneotschiro.co.uk>

ASSOCIATE NEEDED IN A CHIROPRACTIC CLINIC IN BOREHAMWOOD

HERTFORDSHIRE, NORTH WEST LONDON.

Borehamwood Chiro-Practice has been established since 1999 and is looking for a chiropractor. The position is suitable for either an experienced chiropractor or a new graduate, PRT support and mentoring is available.

If you would like more information and to apply please send your CV via email to cmerkier@chiropractice.info

FULL OR PART TIME ASSOCIATE WANTED AT STAFFORD CHIROPRACTIC CLINIC

We are excited to say we are looking for a new full time or part time Chiropractor to join our multi-disciplinary practice.

Our clinic has been established for 25 years and we now have a busy and vibrant practice with an excellent community reputation. We currently have a team which includes 5 Chiropractors and 3 Sports massage therapists. We are a lively and fun-loving clinic where everyone works together and supports each other as a team.

We are committed to helping all our associates reach their potential and are always on hand to offer any support required. We try to keep up to date with the latest techniques and equipment and encourage further learning where possible.

We pride ourselves on providing individual and patient-centered care. We have not only built up great relationships with our patients and their families, but we also work well with other local health practitioners.

This position would be suitable for an experienced Chiropractor or recent graduate and hours are negotiable. You will have the opportunity to help with maternity cover whilst you build your patient base up. All our Chiropractors work on a self-employed basis.

The Clinic is situated in a small commuter village outside the town of Stafford. Stafford is close to the rural countryside of Cannock Chase for walking, hiking, climbing, horse riding or cycling. Only a stone's throw from the Belfry golf club and plenty of local rugby and football clubs and cycling groups. The clinic is located about 30 miles from Birmingham city center and the excellent rail links means you can get to London in just over an hour.

For more information please contact Diane or

Emma on 01785 614040 or

info@stafford-chiropractic.co.uk

MATERNITY COVER REQUIRED

Maternity cover needed in West Sussex near Brighton for minimum of 9 months to take over established practice of equivalent 4 days a week. Starting May/June.

Please contact Sam Bird at

Samanthabird@btconnect.com

01273 461155 www.shorehamchiropractic.co.uk

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 and check out our link www.chislehurstchiro.co.uk/kickstart 02082951733

ASSOCIATE CHIROPRACTOR WANTED FOR 5 STAR ESTABLISHED CENTRE

Established for 18 years in Camberley we have now expanded and moved locally to a state of the art new premises in Yateley. A fantastic location with 4 treatment rooms. Our very busy 5 star rated clinic now has an opportunity available for the right Chiropractor.

With a healthy client base now overflowing we are looking for a passionate and patient focused person who will fit in with our friendly and holistic approach to customers: The key to our success.

You will join our amazing team of Chiropractors, Massage Therapists and Receptionists.

A great team player you will contribute to the buzzing morale and spirit of the staff, customers and business.

Are you looking for a passionate and ambitious company that is dynamic with fresh ideas and amazing Customer Service. Enabling and helping you with current patients and building a long-term Chiropractic client base. All the support you will need and fantastic benefits. (Website being updated)

Contact: Dr Emma Scullion

Istchiropracticcentres@gmail.com 01276681555

<https://m.facebook.com/1stchiropracticcentres>

ASSOCIATE ROLE - CHIPPENHAM

Moose Hall Chiropractic is a thriving, patient centred Practice currently based in Portishead, Bristol with great plans for the future. As a well-respected Practice with a vibrant yet relaxed ambience, we focus on making the lives of our clients healthier and happier within our great community.

Moose Hall Chiropractic has grown very quickly into an extremely successful Practice based on their offer of the highest standards of Chiropractic service - and a strong, proven, client driven marketing strategy.

We are now expanding the Business with the opening of a brand new Practice in the centre of Chippenham. The premises are ready and uniquely located a short walk from the centre of town, railway and bus stations - and within easy reach of commercial and retail businesses, commuter, residential and shopping communities.

We are now building on the extremely successful Practice, Business and Brand of Moose Hall, Portishead and committed to repeating this winning formula in Chippenham.

We are now recruiting for an energetic, motivated, client focused Associate to take the lead Chiropractic role in this new business, leveraging our existing knowledge, patient experience and marketing know-how to make a success of it together.

This is a fantastic opportunity for a motivated Chiropractor to be an integral part of a brand new Practice and to influence the development, culture, scope and direction of growth. You will be joining an experienced and friendly team, providing all the help and support you will need and allowing you the space to create the perfect Practice for you to grow and prosper.

This position is open from now with a generous retainer and % based salary and flexible working hours to suit.

Applications are invited from individuals with GCC registration.

Matthew Smith and Samantha Donaldson
moosehallreception@gmail.com
07795695551 www.moosehallchiro.co.uk

FANTASTIC OPPORTUNITY IN WEST YORKSHIRE TO TAKE OVER A FULL DIARY

Full time associateship with existing patient base available.

Average well over 10 new patients a week! Earn up to 60% of turnover!

Monthly retainer of £2000 pcm for the first 3 months. Supportive and relaxed principle Chiropractors.

Current associate is leaving on excellent terms but has to return home to Malaysia on family matters. He is happy to chat to any prospective candidates about his time with us.

Associateship is shared over more than one clinic but the travel time between clinics is only about 15-20min and traffic minimal.

Clinics on the outskirts of Leeds with beautiful Yorkshire Dales a stones throw away.

Associate needs to be an enthusiastic team player but will have plenty of autonomy in day to day practice.

Please email enquiries to Martin Andersen / Derek Mould: martinandersen25@icloud.com or mould1@btopenworld.com or call 07951 011097 <http://morleychiropractorclinic.com>

WEST WALES CHIROPRACTIC CLINICS

Full time associate Chiropractor wanted. Working five days a week in beautiful West Wales. We have full time clinics in Carmarthen, Milford Haven and Cardigan. PRTS trainer available for new graduates.

Contact me on pjarvis477@btinternet.com

01267231788 <http://westwaleschiropractors.com>

ASSOCIATE POSITION AVAILABLE IN BEAUTIFUL SHROPSHIRE

We are looking for a new graduate or existing associate chiropractor to join our busy, expanding clinic in Shropshire, in July 2019. Our clinic was established in 2003 and has an outstanding reputation for patient care.

We offer excellent working conditions, a great, friendly team atmosphere and full mentoring support including PRTS Training for new graduates.

The position is available as a full time or part time position. Our priority is to find the right candidate, whom we hope will look at this as a long term position with the option in the future of investing in the clinic.

Please email Jane Seymour at chiropractors@icloud.com for further information. 01743 231600 www.jonsharpchiropractic.co.uk

FANTASTIC OPPORTUNITY FOR A PART OR FULL TIME ASSOCIATE CHIROPRACTOR

We are offering a fantastic Part or Full time opportunity for an associate chiropractor at our well established and health oriented chiropractic clinic minutes away from Portsmouth in Hampshire.

The successful Associate will take over some of the current client base and the position can lead to a principal role.

Remunerated on a base salary plus treatment-based percentage basis, training and support will be provided; new graduates with the right outlook, values and work ethic may apply.

Please email your interest and CV to: mychiro@mac.com

02392005136 www.clanfieldchiropractic.com

FULL TIME ASSOCIATE CHIROPRACTOR POSITION: BRISTOL CITY CENTRE

Come and work for our team and be part of our fantastic fun-loving friendly team based in the heart of Bristol. Bristol is a vibrant city full of life and culture in the South west of the UK

We will provide you with 1:1 mentoring as well as team coaching. This will be geared to you building a busy list. Take the stress away from finances, by paying you a retainer plus bonuses.

Our shift pattern means that you can have a great work life balance, consisting of some morning, afternoon and evening shifts.

We also have onsite x-ray facility, and we will teach you how to thoroughly assess the clients so that you will feel confident in leading them.

Our ideal team member would be someone confident and wanting to learn and grow their list and be part of a team.

If you are interested in becoming part of our team, please email your CV and covering letter to Mandee at mandeep@recochiropractic.com

ASSOCIATE POSITION JOB OPPORTUNITY

Richmond Upon Thames, TW9, London

Learn how to have a great work/life balance & how to get busy and stay busy! Get a great start/continuation to your career.

Please visit for a day and send CV and cover letter to Toby Wragg DC tobywragg@hotmail.co.uk 07422 639928 www.imperial-health.co.uk

CLINICS FOR SALE / ROOMS TO LEASE/RENT**CHIROPRACTIC CLINIC FOR SALE**

Excellent and rare opportunity to purchase a well-established Chiropractic clinic, complete with X-ray facilities.

Located in the heart of Leamington Spa in a beautiful Georgian Regency building overlooking the park.

Reception area, two large adjoining treatment rooms, an X-ray department, small kitchen and washroom facilities.

Zenith Hylo table. Patient notes, appointments and fees are all run electronically.

Established in 2005. Female Chiropractor with a loyal maintenance base. Great potential for expansion as is currently run on a 2-3 day basis.

Principal is retiring, but is happy to stay on during the transition.

Clinics/Practices/Rooms » Clinic for sale » Henriette Hald • Leamington Spa
<https://hald-chiropractic.co.uk/home.html>
henriette@hald.co.uk

THERAPY ROOM AT HOLISTIC CENTRE

Two therapy rooms available to hire on a full or part time basis, located in the centre of Lichfield, Staffordshire. This is a great location just 5 minutes walk from the train and bus station and close to local amenities, restaurants, cafes and shops.

The Yoga Collective is a successful yoga studio and holistic centre situated in a grade 2 listed building. It boasts 2 studios, changing rooms showers and toilets. The treatment rooms are spacious and we have a warm and welcoming reception area for clients and complementary tea and coffee.

Visit the following link to experience a walk around our lovely space <https://goo.gl/maps/NgvLSgWprim>

Contact The Yoga collective for more information on 01543 898228 or email info@the-yoga-collective.com

CLINIC. IMMEDIATE PROFITS.

- Massive potential
- High visibility site
- Low overhead – ZERO business rates payable for many years
- Attractive terms
- New long lease at start of agreement
- Owner moving away from the area
- 3 treatment rooms (currently underused)
- City undergoing continuous inward investment after a highly successful year as City of Culture
- Major hub for the Green Energy industry.

Please call/text Dennis Grant 07598 310257
Yorkshire dennisgrant@libero.it

PRACTICE FOR LEASE OR PURCHASE

Mid Sussex practice established in 1987 available for lease or purchase. View the property on Rightmove.co.uk using the postcode TN22 3NN. View through the agent or contact me direct. Purchaser will have first refusal on a second practice in Haywards Heath for lease or to become a partner. Contact drrudd@mac.com for further information.

www.rightmove.co.uk/property-for-sale/property-66668374.html

PROFITABLE, WELL ESTABLISHED CLINIC FOR SALE: ESTABLISHED CLINIC ON THE ISLAND OF ANGLESEY

Reluctantly being placed on the market due to family relocation, this highly successful chiropractic clinic provides an amazing opportunity for either an early career chiropractor or established practitioner.

Located on the island of Anglesey, North Wales, the Llangefni Chiropractic Clinic was established in 2007. With a focus on high quality, patient-centred, evidence-based practice, it has acquired an excellent reputation for the management of spinal and musculoskeletal disorders and has thrived on word-of-mouth referral and excellent relations with the local health care community.

With exceptionally low overheads relative to turnover, Llangefni Chiropractic Clinic is highly profitable and has scope to expand further with additional practitioners if desired. There is an established patient base of nearly 5000 patients, with long-term preventive care, new-olds, and a steady influx of 10-15 new patients per week with no need to advertise.

Recently refurbished to a high standard, Llangefni Chiropractic Clinic benefits from a town centre location and nearby parking.

The clinic building is currently leased and has two fully equipped treatment rooms, a bright, airy reception, kitchen and washroom. Reception staff are experienced, loyal and are highly familiar with the Anglesey community.

The current owner will consider a range of sale options and can offer a transitional working arrangement.

For more information, contact Elisabeth at llangefnichiro@gmail.com

FOR SALE IN BEAUTIFUL CORNWALL

Clinic For Sale in Beautiful Cornwall.

Fantastic opportunity to purchase a thriving clinic in a fast developing area. Set in busy business park/industrial estate with parking on site.

Well established (2005) and fully systematised, busy clinic.

Currently seeing approximately 80 patients per week over 25 hour week, due to owner preferences.

Figures show a good profit on this model, however there is also plenty of room for expansion.

The Clinic itself is approximately 484 square foot, reception area, washroom and two large adjusting rooms at present, however it would be very easy to adapt to open plan if desired.

Opportunity for phased transition available.

Sale due to owner relocating.

Please e-mail: Ahh51239@gmail.com for further information.

EQUIPMENT FOR SALE**X-RAY UNIT FOR SALE**

Fantastic Opportunity to buy a complete X-ray unit. Medstone XHF30 BR-S230/ Control - X. Suitable to operate from simple phase electrical supply. Naomi DR System. Lead Screen

Pick-up North West London area.

POA – Serious offers only.

Contact Hayley Bowden:

ichiropractic1@gmail.com 07880 543 244

ATLAS C2 CHIROPRACTIC TABLE WITH ANTHRACITE GREY LEATHER

Atlas C2 Chiropractic Table with pelvic, lumbar and thoracic drops. Adjustable head piece height. Flexion distraction. 6 years old. Grey (Anthracite) leather, with slightly worn areas in high wear spots (normal wear for a 6 year old table).

Overall good condition. £2500 offers.

Matthew Pigden Belper, Derbyshire 07432 645617

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Chiro 8

PRODUCT FEATURES

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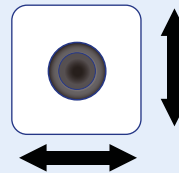
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Chiro 8+

PRODUCT FEATURES

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