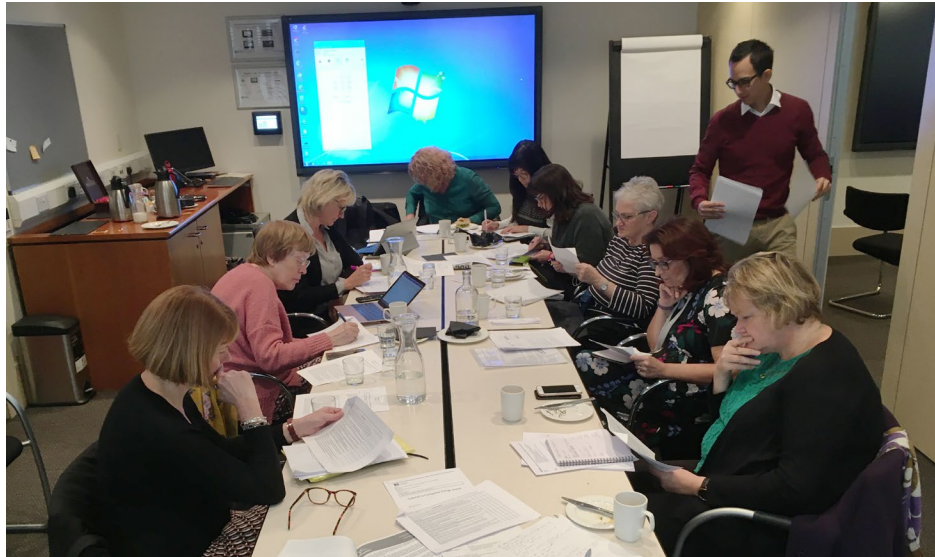




Supporting occupational health  
and wellbeing professionals



Trustees' report  
and financial  
statements for  
the year ended  
31 December 2019



Clockwise from top left: SOM/RCN Foundation steering group meeting on the mental health of nurses; Past President, Air Commodore David McLoughlin, with the FOM President, Dr Anne de Bono; Paul Farmer, CEO of MIND, speaking at the SOM/FOM Conference 2019

Front cover courtesy Kentigern Haworth who says  
 "An open air Buddha statue market in Mandalay, Myanmar with the Royal British Legion a few years ago. I was their medical escort so technically on duty! This picture tells a few salutary tales for the roving OH practitioner. Dust, noise, vibration, challenging ergonomics, trip hazards, lack of basic PPE and probably a whole host of other unseen hazards. It would be fascinating to study what morbidity these skilled artisans suffer in pursuit of their livelihoods and what, if any, provision is made to educate them about workplace hazards and support their occupational health"

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## President's report

This report demonstrates progress against the 3 strategic objectives of the SOM.

1. An increase in our multidisciplinary membership through tangible benefits, fostering a sense of community, and attracting new members.
2. Raised regional, national and international influence of SOM.
3. Ensuring SOM is a cost-effective and efficient organisation, with a stable business model and good governance.

A focus has been to ensure our finances return to a surplus and I am delighted to inform you that this has occurred. This is particularly important as a result of the current COVID-19 pandemic, which is likely to see a worsening of our financial position in 2020.

New activity included a report on the *Value of Occupational Health Research*. We also successfully re-ran our careers day, multiple joint events with other organisations (such as the British Psychological Society) and produced useful outputs from Special Interest Groups, for example, on HAVS.

We continued to increase our national and international influence. We engaged with the Departments of Health and Social Care and Work and Pensions, our Patrons and organisations from Business in the Community to the John Lewis Partnership. In October, SOM responded to the Government's consultation at <https://www.som.org.uk/som-response-government-consultation-health-everyones-business>. In particular, we worked closely with the FOM through joint policy statements, and a joint conference.

We were pleased to receive a grant from the Royal College of Nurses for a report to be launched in 2020 on the mental health of nurses. I was also pleased to attend a SOM / Irish Nurses association meet, the Irish Faculty of Occupational Medicine meeting and host a meeting with Dr B K Sikdar, President of the Indian Association of Occupational Health (West Bengal).

I am very grateful to the many members of the SOM, staff, the Journal team and others who willingly give their time to support SOM activities. In particular, thanks to Pam Keshavarzian we were able to successfully launch a Corporate Supporter scheme.

Finally, we were very pleased to move to the Royal College of Physicians estate in 2019 and signed off a new SOM strategy for 2020-23.

*Dr Will Ponsonby*



## CEO's report

In 2019, we focused on controlling costs and ensuring our members received an improved level of service. We achieved this, seeing an increase in the number of members to 1,725.

This year we facilitated:

- Summit meetings on occupational health (OH) team working and the crisis in the OH workforce in terms of capacity with organisations in our sector
- Round tables e.g. on sleep and work, with the Sleep Council, Mind and others
- Some excellent workplace visits - to military bases, a factory and building site

There continues to be significant interest in workplace wellbeing and SOM has a role to ensure such activities are evidence based and tied in with OH. SOM hosts a wellbeing special interest group and launched a report in December on the *Value of OH to Workplace Wellbeing*.

Thanks to Dr Alice Woolley, a GP Registrar on a placement with SOM for a year who is facilitating a SOM shadowing scheme. This scheme connects doctors interested in OH with companies who are willing to host shadowing doctors in their clinics.

By the end of 2019 SOM had over 12 Corporate Supporters and also generous sponsorship of our new OH Awards. SOM was re-accredited for ISO 9001 for our appraisal service.



*The CEO visited the Welsh Government with members to lobby the CMO about Occupational Health Trainees*

Looking forward, we will continue to support the Academic Forum for OH, which aims to achieve new investment in research. We also host the MSK at Work Network, made up of key stakeholders, and engage with all the UK nations parliaments and assemblies.

Finally, the focus for the future will be on increasing membership and controlling costs in order to ensure our sustainability in challenging circumstances.

*Nick Pahl*

## Honorary Treasurer's Report

SOM focused on cost control and membership growth in order to ensure a surplus in 2019. A saving on premises costs occurred as SOM moved offices and there was also a reduction in salary costs and meeting room costs. There has also been an encouraging diversification of income streams from areas such as webinars, corporates and funders.

Journal income and expenditure was on target, but there are challenges ahead as Journals move to open access, which we are monitoring closely.

Appraisal income and expenditure are now aligned. SOM is also grateful for the income from OH corporates and from sponsors of its awards. There was also encouraging job advertisement income. Investment returns are in addition to the surplus.

Member service costs fell due to a significant reduction in meeting room costs and less expenditure on website maintenance. Governance costs exceed budget due to the legal costs of the move and change of company status.

More recently, we have sought to mitigate against the effects of Covid-19 and take appropriate action to protect our financial interests. I am confident that the work that has been done in the last year to clear our deficit and the ongoing work that is happening will put us in a strong position going forward. We have stress tested the SOM budget for 2020 against Covid-19 and the Board has agreed to factor in further cost reductions such as freezing all unnecessary expenditure, VAT deferral until 2021, and saving on events, corporate affairs and meeting room costs. We have also reviewed our investment strategy and

*The new SOM offices as part of the Royal College of Physicians estate*



adjustments have been made to the portfolio in light of this. Although we are facing difficult times ahead, SOM is well positioned to weather the storm in the long term.

I am grateful to our Finance Manager, Sujal Naik for his hard work in preparing the year's accounts, and to PKF Littlejohn for their thorough and supportive auditing of the accounts.

*Dr Sheetal Chavda*



Louise Aston, Honorary Member, with Dr Will Ponsonby

## Legal and administrative details for the year ended 31 December 2019

Trustees		
	Dr Paul Williams	Past President from June 2018 (June 2018–June 2019)
	Dr David McLoughlin	President (from June 2018–June 2019)
	Dr Will Ponsonby	President (from June 2019)
	Professor Anne Harriss	President elect (from June 2019)
	Dr Anthony Mawson	Honorary Secretary
	Dr Mangala Patil	Honorary Treasurer (to June 2019)
	Dr Sheetal Chavda	Honorary Treasurer (from June 2019)
	Dr Rick Taylor	Chair of Council
	Mr Charles Alberts	
	Mr Shaun Davis	
	Mr Richard Sheret	

A member of the Faculty of Occupational Health Nursing was an observer on the Board.

<b>Status</b>	The Society of Occupational Medicine is a registered charity in England & Wales (1965) and Scotland (2010)
<b>Governing document</b>	The charity was established in 1965 under a Constitution which established the objects and powers of the charity and is governed by its Constitution. The Constitution was revised in June 2017.
<b>Charity numbers</b>	England and Wales: 268555; Scotland: SC041935
<b>Registered office</b>	2 St Andrews Place, London, NW1 4LB
<b>Bank</b>	Lloyds Bank plc Kings Cross Branch PO Box 1000 BX1 1LP
<b>Auditors</b>	PKF LittleJohn LLP 15 Westferry Circus Canary Wharf London E14 4HD
<b>Investment managers</b>	Investec Wealth & Investment Limited 30 Gresham Street London EC2V 7QN
<b>Solicitors</b>	Hempsons Solicitors Hempsons House 40 Villiers Street, London WC2N 6NJ

## Awards

### Honorary Members

Dr Blanaid Hayes, RCPI, and Louise Aston, BITC (above)

### Golden Jubilee Award

Dr Sergio Vargas-Prada Figueroa and Lorraine Anderson

### Regional Group of the year

North Eastern

### Esso Prize

*Vascular component of hand-arm vibration syndrome: a 22-year follow-up study* L. Aarhus, E. Stranden, K.-C. Nordby, E. Einarsdottir, R. Olsen, B. Ruud and R. Bast-Pettersen

**Objects of the Charity**

The objects of the Society shall be to form a group of medical men and women and other allied health professionals interested in the practice of occupational medicine in any of its branches, for the purposes of:

- prevention and management of occupational diseases and injuries and the protection of health of people at work;
- advancing education, including the promotion and stimulation of research in the field of occupational health and environmental issues relating thereto, in particular by the publication of such research and the provision of guidance and advice on occupational health and environmental health issues.
- with a view to furthering the above objects;
- co-operating with other interested professional bodies,
- making representations to medical, governmental and other such bodies as

- may be concerned with any of the aspects of occupational medicine and occupational health; and
- doing all such other things as are necessary.

Strategic objectives are set as a result of these objectives and reviewed at each Board meeting. A new strategy for 2020-23 was signed off at end of 2019. The majority of the SOM's funds are raised through membership subscriptions. Results for the year show net surplus of £103,698. Funds of the Group as at 31 December 2019 amounted to £775,515.

**Organisational structure**

The SOM employs 6 staff: one chief executive officer, one finance manager, one operations and membership manager, one assistant editor, one communications and events manager, an appraisal and membership co-ordinator and a corporate partnerships co-ordinator (until July 2019). Additionally, the SOM thanks the time of several volunteers. Following a thorough

process, Rebecca Lawrence- Bristol will be used as a consultant for the annual conference and Dr Nerys Williams advises on appraisals.

**Related parties and connected organisations**

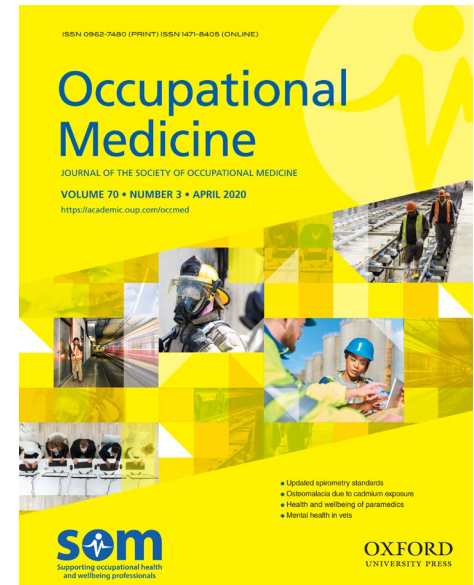
The SOM is not involved as a legal entity with any other parties except by membership and through contracts for services. The SOM is an independent organisation. It has a subsidiary company, SOM Enterprises, that supports activity relating to VAT such as appraisals and job advertisements. SOM has also established a dormant company no 11380861 as it moves to a new Charitable Company limited by guarantee in January 2020.

**Accounting policies**

The Society has adopted the recommendations and is committed to full compliance with the Charities SORP. The accounting policies were reviewed and approved by Trustees in June 2019.

**Investment powers and policy**

The Trustees reviewed and approved the Investment policies in June 2019. The Charity has appointed its investment managers to provide a discretionary portfolio management service. The investment objective is for a long-term positive return and is a balance between income and capital growth, generated with a low – moderate level of risk, and the interest generated by the income. The investment objective of the Golden Jubilee Award is for a long-term positive return and is a balance between income and capital growth generated, with a moderate level of risk, and the interest generated by the income. The investment objective of the SOM Portfolio is for a long-term positive return and is to maximise capital growth with a low - moderate level of risk. The performance in the financial year was affected by fluctuations in the stock market but was generally in line with expectations with a modest growth.



The April cover of Occupational Medicine

**Golden Jubilee Fund**

The purpose of the Golden Jubilee Fund is to provide an award in the order of £4,000 for a travelling research project each year.

**Reserves Policy and concern re COVID-19**

Following a Board meeting in April 2020, the SOM Board reviewed its financial position with a revised budget for 2020 SOM believes COVID-19 does not represent a material uncertainty on the entity's ability to continue as a going concern.

The SOM's reserves support the SOM's aim to provide the necessary infrastructure with respect to administration and premises. Regular meetings with the SOM's investment managers to review the portfolios take place to ensure that an appropriate, ethical and productive reserves policy is maintained. Funds can then be available to support the charity's aims and objectives and to facilitate improved administrative processes, through



The SOM staff at a workplace visit at 22 Bishopsgate



*The SOM Honorary Clinical Adviser appeared on Sky News to talk about sleep and work*

modernisation of information technology systems, and to support the educational activities of the Society's regional groups. This investment in turn supports the membership and promotes good practice and governance. It is the Society's target to maintain a level of free reserves to cover six months core expenditure. Free reserves in the Central Fund at the year-end amounted to £402,656 considering the net book value of fixed assets. This exceeds 5 months' core expenditure and is satisfactory. The reserves policy was reviewed by the Board in June 2019.

#### **Policy for Awards and Prizes**

All awards and prizes are approved directly by Trustees or under the direction of Trustees. All awards and prizes are made singly and do not support activity projected to last beyond one financial year. The policy was reviewed by Council in June 2019.

#### **Risk Statement**

The Charity Commission requires the Trustees examine the major risks to which the Society is exposed and to establish systems to mitigate

these risks. Key risks include competition from other membership organisations, and age range of members, spreading the range of income sources, and ensuring the correct level of risk for investments. The Chief Executive regularly reviews the register of risks. Additionally, the register is reviewed in detail at every Meeting of the Trustees. It has been reviewed again this year and improvements made to reflect the changing external environment and best practice in the charities sector.

#### **Public benefit statement**

The Society's activities focus on practical support for health professionals practising occupational medicine, the specialty of workplace health and wellbeing, and allied occupational health professionals involved in the health of the working age population. It promotes the principle that work is a cornerstone of a healthy and fulfilling life. It supports employers and employees in the promotion and maintenance of health at work. It also works in collaboration with other professional groups with interest in workplace and environmental health in the United Kingdom and abroad. The Trustees

consider that the charity has complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Commission.

#### **Appointment of Trustees**

Under the terms of the SOM's Constitution, by virtue of their office, the Trustees elected by the membership, are the President, the Immediate Past President and the President Elect and the period of office is one year each; the Honorary Secretary and Honorary Treasurer elected by the membership for one year and shall be eligible respectively for re-election for a second, third, fourth and fifth consecutive year of office. These substantive officers are charged with conducting the affairs of the Society, empowered to act for the Society in all matters but shall be bound by any policy of decision or direction received from the Council. The other members are the Chair of the SOM Council appointed and up to 3 co-opted members who shall serve for a maximum of three years. All members shall cease to be Trustees on completion of their term of office.

#### **Induction**

On election/appointment, each new trustee is given an induction pack of essential information: a trustee role description, the governing document, annual reports and accounts and minutes of previous trustee meetings. A new trustee is given the opportunity to find out about the organisation through meetings with key members of staff and visiting the administrative offices for briefings. External training is also provided.

#### **Auditors**

PKF Littlejohn were appointed auditors' in 2017 and a resolution to re-appoint the 2019 auditors of the charity was agreed at the Annual General Meeting in June 2019.



*The CEO speaking at the BBC about the effect of poor sleep on work*



## Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Charity law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the group and parent charity and of the incoming resources and application of resources of the group and parent charity for the year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the group and parent charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Charities Act 2011 and regulations made thereunder. They are also responsible for safeguarding the assets of the group and parent charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are responsible

for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

This report was approved and authorised by the Trustees on 8 June 2020 and signed on their behalf by



Dr Sheetal Chavda  
Honorary Treasurer



Dr Tony Mawson  
Honorary Secretary

## Independent auditors report to the Trustees of the Society of Occupational Medicine

### Opinion

We have audited the financial statements of The Society of Occupational Medicine (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 December 2019 which comprise Consolidated Statement of Financial Activities, the Group and Parent Charity Balance Sheet, the Consolidated Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2019 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and

parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is enough and appropriate to provide a basis for our opinion.

### Emphasis of matter

We draw attention to the accounting policies on page 11 of the financial statements, which describes the trustees' assessment of the COVID-19 impact on the group and charity's ability to continue as a going concern. The trustees have explained that the events arising from the COVID-19 outbreak do not impact the use of the going concern basis of preparation nor do they cast significant doubt about the group and charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our opinion is not modified in this respect.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the group and parent charity financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the parent charity's financial statements; or
- sufficient and proper accounting records have not been kept; or
- the parent charity financial statements are not in agreement with the accounting records; or

- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the group and parent charity financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the group and parent charity financial statements, the trustees are responsible for assessing the group's and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charity or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 151 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder. Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually

or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

[www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities)  
<http://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>  
<https://www.frc.org.uk/auditors/audit-assurance/standards-and-guidance/2010-ethical-standards-for-auditors-1>.

This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone, other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**PKF Littlejohn LLP**

15 Westferry Circus  
 Statutory auditor  
 Canary Wharf  
 London E14 4HD

..... 2020

PKF Littlejohn LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006

Consolidated Statement of Financial Activities (incorporating an income and expenditure account)  
For the year ended 31 December 2019

	Group	Central	Designated	Restricted	Permanent	2019	Restated
	Funds	Funds	Funds	Funds	Fund	Total	2018
		£	£	£	£	£	Total
							£
<b>Income and endowments from:</b>							
Donations and legacies	-	-	-	25,000	-	<b>25,000</b>	-
Charitable activities:							
Member services	-	266,702	-	-	-	<b>266,702</b>	260,277
Member meetings	-	-	-	-	-	-	463
The Journal	-	161,284	-	-	-	<b>161,284</b>	150,390
Quality Assured Appraisal Scheme	-	257,890	-	-	-	<b>257,890</b>	209,580
Investment income	-	10,490	2,426	-	-	<b>12,916</b>	13,312
Other trading activities	-	205,797	-	-	-	<b>205,797</b>	144,479
<b>Total Income</b>	-	<b>902,163</b>	<b>2,426</b>	<b>25,000</b>	-	<b>929,589</b>	<b>778,501</b>
<b>Expenditure on:</b>							
Raising funds	-	5,684	805	-	-	<b>6,489</b>	5,222
Charitable activities:							
Member services	-	163,160	-	-	-	<b>163,160</b>	189,552
Member meetings	-	60,722	-	-	-	<b>60,722</b>	59,545
Journal costs	-	178,609	-	-	-	<b>178,609</b>	193,018
Quality Assured Appraisal Scheme	-	273,282	-	-	-	<b>273,282</b>	240,288
Other	-	-	-	25,000	-	<b>25,000</b>	-
Other:							
Awards and prizes	-	6,480	4,000	-	-	<b>10,480</b>	11,150
Corporate affairs	-	105,287	-	-	-	<b>105,287</b>	127,689
Commercial trading costs	-	63,854	-	-	-	<b>63,854</b>	68,330
<b>Total expenditure</b>	-	<b>857,078</b>	<b>4,805</b>	<b>25,000</b>	-	<b>886,883</b>	<b>894,794</b>
<b>Net income before net gains / (losses) on investments</b>	-	<b>45,085</b>	<b>(2,379)</b>	-	-	<b>42,706</b>	<b>(116,293)</b>
Realised and Unrealised gains/(losses)	-	48,696	4,631	-	7,665	<b>60,992</b>	(25,171)
<b>Net income/(expenditure) for the year</b>	-	<b>93,781</b>	<b>2,252</b>	-	<b>7,665</b>	<b>103,698</b>	<b>(141,464)</b>
<b>Net movement in funds</b>		<b>93,781</b>	<b>2,252</b>	-	<b>7,665</b>	<b>103,698</b>	<b>(141,464)</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward as previously stated	97,597	354,784	86,025	-	150,269	688,675	813,281
Prior year adjustments	-	(16,858)	-	-	-	(16,858)	-
Total funds brought forward as restated	97,597	337,926	86,025	-	150,269	671,817	813,281
<b>Total funds carried forward</b>	<b>97,597</b>	<b>431,707</b>	<b>88,277</b>	-	<b>157,934</b>	<b>775,515</b>	<b>671,817</b>

All amounts relate to continuing operations. The Group has no other gains or losses other than the result for the period.

Parent Charity Statement of Financial Activities (incorporating an income and expenditure account)  
For the year ended 31 December 2019

	Group	Central	Designated	Restricted	Permanent	2019	Restated
	Funds	Funds	Funds	Funds	Fund	Total	2018
		£	£	£	£	£	Total
							£
<b>Income and endowments from:</b>							
Donations and legacies	-	-	-	25,000	-	<b>25,000</b>	-
Charitable activities:							
Member services	-	266,702	-	-	-	<b>266,702</b>	260,277
Member meetings	-	-	-	-	-	-	463
The Journal	-	161,284	-	-	-	<b>161,284</b>	150,390
Quality Assured Appraisal Scheme	-	257,890	-	-	-	<b>257,890</b>	209,580
Investment income	-	10,490	2,426	-	-	<b>12,916</b>	13,312
Other income	-	104,607	-	-	-	<b>104,607</b>	77,854
<b>Total Income</b>	-	<b>800,973</b>	<b>2,426</b>	<b>25,000</b>	-	<b>828,399</b>	<b>711,876</b>
<b>Expenditure on:</b>							
Raising funds	-	5,684	805	-	-	<b>6,489</b>	5,222
Charitable activities:							
Member services	-	163,160	-	-	-	<b>163,160</b>	189,552
Member meetings	-	60,722	-	-	-	<b>60,722</b>	59,545
Journal costs	-	178,609	-	-	-	<b>178,609</b>	193,018
Quality Assured Appraisal Scheme	-	273,282	-	-	-	<b>273,282</b>	240,288
Other	-	-	-	25,000	-	<b>25,000</b>	-
Other:							
Awards and prizes	-	6,480	4,000	-	-	<b>10,480</b>	11,150
Corporate affairs	-	105,287	-	-	-	<b>105,287</b>	127,689
<b>Total expenditure</b>	-	<b>793,224</b>	<b>4,805</b>	<b>25,000</b>	-	<b>823,029</b>	<b>826,464</b>
<b>Net income before net gains / (losses) on investments</b>	-	<b>7,749</b>	<b>(2,379)</b>	-	-	<b>5,370</b>	<b>(114,588)</b>
Realised and Unrealised gains/(losses)	-	48,696	4,631	-	7,665	<b>60,992</b>	(25,171)
<b>Net income/(expenditure) for the year</b>	-	<b>56,445</b>	<b>2,252</b>	-	<b>7,665</b>	<b>66,362</b>	<b>(139,759)</b>
<b>Net movement in funds</b>		<b>56,445</b>	<b>2,252</b>	-	<b>7,665</b>	<b>66,362</b>	<b>(139,759)</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward as previously stated	97,597	344,009	86,025	-	150,269	677,900	811,559
Prior year adjustments	-	(6,100)	-	-	-	(6,100)	-
Total funds brought forward	97,597	337,909	86,025	-	150,269	671,800	811,559
<b>Total funds carried forward</b>	<b>97,597</b>	<b>394,354</b>	<b>88,277</b>	-	<b>157,934</b>	<b>738,162</b>	<b>671,800</b>

All amounts relate to continuing operations. The charity has no other gains or losses other than the result for the period.

**Balance Sheets**  
As at 31 December 2019

	2019		2018	
	Group £	Charity £	Group £	Charity £
<b>Fixed Assets</b>				
Intangible Assets	24,765	24,765	35,017	35,017
Tangible fixed assets	4,286	4,286	2,153	2,153
Investments	542,315	542,325	504,947	504,957
	<u>571,366</u>	<u>571,376</u>	<u>542,117</u>	<u>542,127</u>
<b>Current Assets</b>				
Debtors	161,654	141,388	152,493	141,438
Cash at bank and in hand	293,532	254,481	162,927	138,523
	<u>455,186</u>	<u>395,869</u>	<u>315,420</u>	<u>279,961</u>
<b>Current Liabilities</b>				
Creditors: amounts falling due within one year	(251,037)	(229,083)	(185,720)	(150,288)
<b>Net Current Assets</b>	<u>204,149</u>	<u>166,786</u>	<u>129,700</u>	<u>129,673</u>
<b>Net Assets</b>	<u>775,515</u>	<u>738,162</u>	<u>671,817</u>	<u>671,800</u>
<b>Represented by:</b>				
<b>Unrestricted funds</b>				
Group funds	97,597	97,597	97,597	97,597
Central funds	431,707	394,354	337,926	337,909
Designated funds	88,277	88,277	86,025	86,025
Permanent endowment fund	157,934	157,934	150,269	150,269
<b>Total Funds</b>	<u>775,515</u>	<u>738,162</u>	<u>671,817</u>	<u>671,800</u>

The financial statements were approved by the Board of Trustees for issue on ..... 2020 and were signed on its behalf by:

Dr Sheetal Chavda *Honorary Treasurer*

Dr Antony Mawson *Honorary Secretary*

For anyone wanting to see the full audited set of accounts, please contact the Finance Manager at [finance@som.org.uk](mailto:finance@som.org.uk)

## The Society of Occupational Medicine

The Society of Occupational Medicine (SOM) is the largest and oldest national professional organisation of individuals with an interest in occupational health (OH).

SOM membership is for anyone working in and with an interest in occupational health. Membership demonstrates a commitment to improving health at work, supports professional development and improves future employability enhancing our members' reputation and employability.

Members are part of a multidisciplinary community – including doctors, technicians, nurses, health specialists and other professionals – with access to the information, expertise and learning needed to keep at the forefront of their role. Our members benefit from career development opportunities alongside practical, day-to-day support and guidance, through local and national networks that are open to all.

Through its collective voice, SOM advances knowledge, raises standards and increases awareness and seeks to positively influence the future of OH.

How you can get involved:

- Join us – at [www.som.org.uk](http://www.som.org.uk)
- Collaborate with us by becoming a Corporate Partner
- Engage with us on Twitter and LinkedIn
- Sign up to our e mail lists
- Share our news
- Volunteer with us

## Thanks to our corporate supporters



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