



Supporting occupational health
and wellbeing professionals



Trustees' report
and financial
statements for
the year ended
31 December 2020

Signal Boost

Welcome to our Signal Boost project – a weekly page for charitable organisations to get their message out to a global audience, free of charge. Today, a message from **The Society of Occupational Medicine**



The Society of Occupational Medicine (SOM) was established in 1935 as a professional charity to support occupational and workplace health. It informs policymakers, employers, and employees as to evidence-based approaches to workplace health, supporting improvement in current policies.

Through its journal, *Occupational Medicine*, SOM tackles the most pressing issues facing occupational and workplace health today such as reviewing the evidence on airborne transmission of covid-19, the best approaches to control covid-19 transmission in hospitals and support staff. SOM also supports potential authors and trains article reviewers.

During the covid-19 lockdown, SOM campaigned to protect health care workers, highlighting the conflict between their duty to care for patients and the need to protect themselves and loved ones. SOM has supported the development of more effective policies on

issues such as PPE with regulators and Government and the need for universal access to occupational health has been highlighted during this covid-19 crisis.

Recently, SOM convened multidisciplinary expert groups, producing evidence-based toolkits for people returning to work with organisations such as Acas, the Chartered Institute of Personnel Development, the mental health charity Mind and Business in the Community. Currently, with partners, a “covid age” tool is being developed that helps assess an individual’s overall vulnerability to covid-19.

SOM commissions leading researchers at universities and research institutes to improve understanding of key workplace health issues.

Recent reports include a research synthesis around the mental health of doctors and the value of occupational health research.

SOM is a small charity and needs support to:

- Fund research that promotes, protects, and improves good health at work during and after the covid-19 pandemic.

- Increase its capacity to offer evidence-based guidance on key issues (such as protecting gig economy workers) to Government.

- Draw together multidisciplinary expertise to identify and tackle new issues arising in the workplace such as the best way to improve mental health at work.

Want to help?

For more information go to som.org.uk. To donate, telephone 0203 910 4534 or email finance@som.org.uk. We can claim gift aid for UK taxpayers

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Above: The SOM was featured in *New Scientist* in October 2020

Front cover: The SOM hosted a workplace visit with Occupational Health Trainees to RAF Henlow in February 2020



President's report

Professor Anne Harriss

The effects of COVID-19 have been horrendous for many who have lost friends, relatives, and colleagues. However, COVID-19 has been an opportunity for occupational health professionals to demonstrate their value; and, from the perspective of being President of SOM, for SOM to demonstrate its value to members.

Thanks are due to all of you who have worked with us over the last year, particularly those who have helped to produce toolkits and webinars. Several SOM resources have been developed with organisations, including, but not restricted to the Royal College of Psychiatrists, Chartered Institute of Personnel and Development, Mind and Business in the Community. I would particularly like to thank Professor Gail Kinman, an occupational psychologist, who was integral to developing two SOM publications – *The Mental Health and Wellbeing of Nurses and Midwives in the United Kingdom* and *Responding to the death by suicide of a colleague in Primary Care: A postvention framework*.

COVID-19 brought workplace health to the forefront, providing SOM with opportunities such as multi-disciplinary meetings with the Health and Safety Executive and Faculties of Occupational Medicine, Occupational Health Nursing, and Public Health. I have also been involved in supporting the Nursing and Midwifery Council with its consultation on its proposed standards for registration for Specialist Community Public Health Nurses.

I would like to acknowledge the work of SOM regional groups in the UK and internationally. Every year SOM recognises the work of one regional group who has seen the largest increase in membership. In 2020 we acknowledged the success of two groups: the Yorkshire and the North West Regional Groups.

SOM members have stepped up to the plate during this pandemic. Many members also contribute to our fantastic Journal. A particular thanks to our Honorary Editor, Dr Steven Nimmo. It is the SOM members that make SOM the organisation that it is. I am also pleased to see that SOM membership has increased; we continue to welcome members from across a range of professions, including medicine, nursing, allied health, and vocational rehabilitation.

Our strategic aims are that: SOM attracts and retains members and supports their professional development; SOM is recognised as the leading voice for collaboration and partnership with others; and effective management of SOM. These objectives have largely been achieved and a review will occur to carry SOM forward. In 2021 I will be handing the baton on to Dr Jayne Moore. I hope that she has an equally fulfilling Presidency.

A handwritten signature in blue ink, which appears to read 'A. Harriss'.



CEO's report

Nick Pahl

As the pandemic hit, the pace of responsiveness multiplied. SOM needed to be “just in time” and the office team moved to work (very effectively) at home. A wider team emerged led by SOM, of SOM members and professionals from different disciplines and organisations. Subgroups on PPE and mental health at work were formed. New communication channels opened with daily briefs, weekly webinars, and front-line networks.

Occupational Medicine experts such as Professor Ewan Macdonald, quickly “called out” the Government’s position on PPE standards and supply. We knew little about COVID -19 though, for example in terms of transmission mechanisms. SOM hosted a webinar with an Italian occupational medicine expert, sadly “ahead” of the UK in terms of COVID impact, as to what they were experiencing. It was inspiring to see leadership by SOM members – from helping set up Nightingale Hospitals to NHS volunteering. Thankfully, NHS England also put in place new procurement mechanisms to support expansion of NHS OH teams.

In April, we moved to a focus on awareness of controlling risks to healthcare professionals. Dr Will Ponsonby, then SOM President, publicly rejected the Government’s rhetoric of professionals on a front line “war”. Instead, we campaigned with the BMA and others “that no healthcare worker should die of COVID transmission” if proper controls are in place. We focused on rationality, objective truth and weighing up the evidence.

With the end of the initial lockdown in June, SOM focused on safe return to work. New partnerships emerged with organisations such as the Bevan Commission, Mind, CIPD, BITC and Acas, offering a joint return to work toolkit. In July we launched a new report on the mental health of nurses and midwives (supported by the RCN Foundation).

In October, we were pleased that SOM was profiled in New Scientist magazine. However, pressures quickly re-started in terms of questions on testing, and risk of COVID transmission. With the University of Glasgow, we hosted a summit on approaches to risk in November with leading academics such as Professor Sir David Spiegelhalter.

Despite these challenges, members continued to receive SOM services such as the Journal, Appraisals, and we continued to host special interest group meetings on issues such as HAVS, sleep, MSK, CESR and MFOM revision. We also showed international solidarity with partners in India, Ireland, and via the International Occupational Medicine Society Collaborative. We hosted webinars for 5,400 people and membership grew to 1,860.

In 2021, a focus will be on Long COVID, supporting OH leaders through mentoring and training, and to continue our Government lobbying. I am very grateful for the support and expertise from SOM members, Council, the Board and of course to the staff team who have been so professional, good natured and flexible.

A handwritten signature in blue ink that reads "Nick Pahl".



Honorary Treasurer's Report

Dr Sheetal Chavda

In a difficult year, SOM achieved a surplus, with effective cost control and membership growth. A saving on premises costs occurred as SOM moved offices the previous year and there was also a reduction in travel costs.

There has also been an encouraging diversification of income streams from areas such as webinars, corporate supporters, and sponsorship income. Journal income and expenditure was slightly ahead of target. Appraisal income and expenditure continue to be aligned.

SOM is also grateful for the income 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.

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, SOM Honorary Treasurer, is Chair of the SOM Diversity and Inclusion Task Force. The Task Force have been addressing the importance of this issue with key stakeholders – including a focus on risk assessments with COVID-19. There have been health system wide gaps on ensuring these occur, despite assurances.

Dr Chavda has been in discussion with organisations such as NHS Employers, the BMA, GMC, RCN, and Professional Standards Authority.

Webinars on this key issue have been held and plans are in place to carry out research, develop and disseminate further resources.

A SOM Board statement has also been issued.

Logo: Louis Prado; the Noun Project

Legal and administrative details for the year ended 31 December 2020

Trustees	<p>Professor Anne Harriss President (from June 2020)</p> <p>Dr David McLoughlin Past President (from June 2019–June 2020)</p> <p>Dr Will Ponsonby President (from June 2019–June 2020)</p> <p>Dr Jayne Moore President elect (from June 2020)</p> <p>Dr Anthony Mawson Honorary Secretary (until June 2020)</p> <p>Dr Rae-Wen Chang Honorary Secretary (from July 2020)</p> <p>Dr Sheetal Chavda Honorary Treasurer (from June 2019)</p> <p>Dr Rick Taylor Chair of Council (to June 2020)</p> <p>Dr Vicky Mason Chair of Council (from June 2020)</p> <p>Mr Charles Alberts (to June 2020)</p> <p>Professor Neil Greenberg (from June 2020)</p> <p>Mr Shaun Davis</p> <p>Mr Richard Sheret</p>	<p>Honorary Strategic Clinical Advisers – Christine Poulter and Dr Lali Japaridze</p>
Status	The Society of Occupational Medicine is a registered charity in England & Wales (1965) and Scotland (2010)	
Governing document	The charity constitution was revised in June 2017 and the Company Constitution was approved in June 2018	
Charity and company numbers	England 1184142; Scotland SC041935; Company no 11380861	
Registered office	2 St Andrews Place, London, NW1 4LB	
Bank	Lloyds Bank plc Kings Cross Branch PO Box 1000 BX1 1LP	
Auditors	PKF LittleJohn LLP 15 Westferry Circus Canary Wharf London E14 4HD	
Investment managers	Investec Wealth & Investment Limited 30 Gresham Street London EC2V 7QN	
Solicitors	Hempsons Solicitors Hempsons House 40 Villiers Street, London WC2N 6NJ	

Awards

Honorary Membership

Dr Ivan Ivanov, WHO
Dame Donna Kinnair, RCN CEO

Golden Jubilee Award

Dr Duncan Parker

Esso Prize

Shift work and ischaemic heart disease: meta-analysis and dose-response relationship by Man Cheng, Heng He, Dongming Wang, Luli Xu, Bin Wang, Kim Myong Ho and Weihong Chen published 29th March 2019.



SOM's Occupational Health Awards occurred on 5th November 2020. **The Outstanding Occupational Health Initiative award** was won by IPRS and was sponsored by SOM Corporate Supporter [Medigold Health](#).

The **Outstanding Occupational Health Practitioner award** was won by Dr Laran Chetty and was sponsored by [Health Management](#).

A special commendation was given to Rachel Dunbar-Rees.

The **Outstanding Contribution by an Employer to Workplace Health and Wellbeing award** was won by Health Management with London Fire Brigade and was sponsored by [NEBOSH](#).

The **Outstanding Occupational Health Team award** was won by Newcastle OHS and was sponsored by SOM Corporate Supporter [Civica](#) (formerly Warwick International).

A special commendation was given to OHWorks.

COVID award winner – Dr Tony Williams, MA MB, BChir, FFOM

Examples of SOM Webinars in 2020

Mental health in the workplace – Emma Mamo, Mind

Mental health of nurses report – Professor Gail Kinman / Dr Kevin Teoh

MSK and Work – Joe Loftus, Occupational Health Physiotherapist

Supporting patients with musculoskeletal conditions to remain in work – Professor Gary McFarlane, University of Aberdeen

How to set up your own OH practice – Dr Honor Abaecheta and Louise Trotter

Beryllium – Kathryn Creek

Long COVID – Dr Clare Rayner

Health professionals in difficulty – Professor Gail Kinman, Birkbeck, University of London

COVID & Travel Medicine – Dr Dipti Patel

Employment law and workplace health – Lindsey Cartwright, Morton Fraser Lawyers

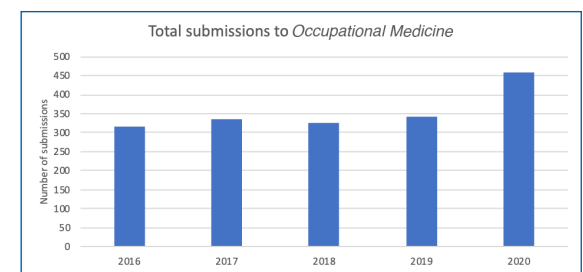
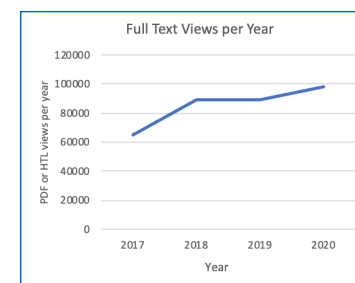
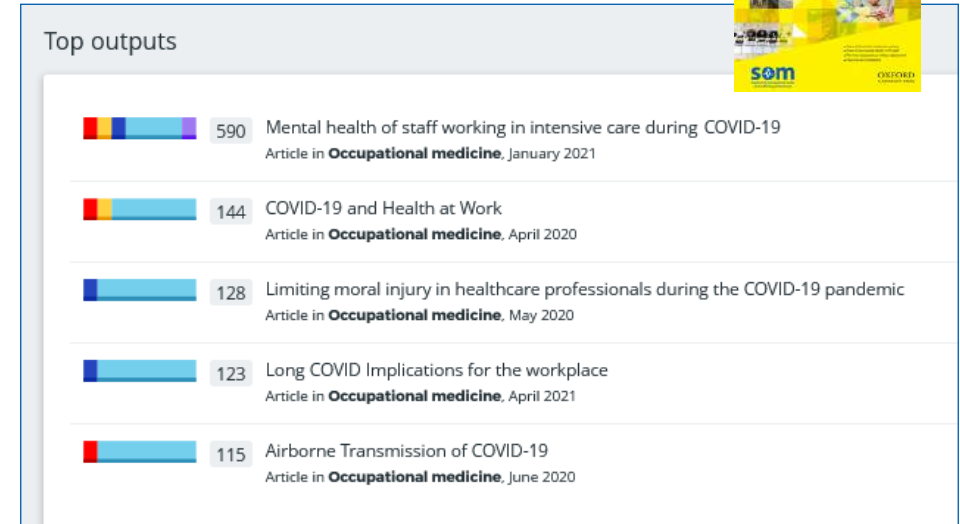
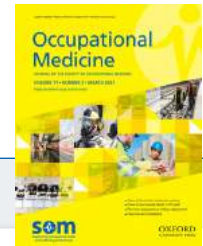
Achievements

- OH universal access campaign launched - 15 MPs responded
- Launched online magazine
- Successful OM Jobs and Career Fair
- Started MFOM revision sessions in addition to regular CESR support group meetings
- Christmas SOM Lecture with Dame Carol Black
- “COVID and Risk” event with FOM and University of Glasgow – over 200 attendees
- 2020 Awards on November 5th with Sir Norman Lamb
- Regular multidisciplinary forums, breakfast seminars with C3/RAND and MSK at work network meetings
- Launch with Louise Tebboth Foundation on postvention on suicide in primary care – 29th September

SOM communications reach

2,061 followers on Twitter, 5,006 followers on LinkedIn and 690 followers on Facebook

Journal achievements



Citation distribution, 2015-2020

Year of publication	Articles published	Citations in 2015	Citations in 2016	Citations in 2017	Citations in 2018	Citations in 2019	Citations in 2020
2015	168	73	146	205	224	321	344
2016	173		65	121	175	258	288
2017	169			33	99	197	259
2018	151				38	133	161
2019	146					51	103
2020	194						246

Objects of the Charity

SOM was previously established as an unincorporated charity and Trustees agreed to move to a more modern Charitable Company Limited by Guarantee at its AGM in 2017, with the new constitution agreed in 2018. The Charity was launched in January 2020, following registration of the Charity with the Charities Commission and Companies House.

The Society's objects are:

- prevention and management of work-related ill health, occupational diseases and injuries and the protection of health of people at work;
- the relief of those in need due to ill-health, disease, injury, or disability by supporting them to keep in work or assist them to get into work.
- advancing education, including the promotion and stimulation of research in the field of occupational health and medicine and related environmental issues, by the publication of such research and the provision of guidance and advice on occupational health and medicine and environmental health issues, including by forming for the above purposes a group of medical practitioners, nurses and allied health professionals interested in the practice of occupational health and medicine in any of its branches.

A new strategy for 2020-23 was signed off in 2019. The majority of the SOM's funds are raised through membership subscriptions. Results for the year show income of £183,458 (2019: £103,698). Funds of the Group as of 31 December 2020 amounted to £958,973 (2019: £775,515).

Organisational structure

The SOM employs 6 staff: a CEO, a finance manager, an operations and membership manager, an assistant editor, a communications

and events manager, an appraisal and membership co-ordinator. 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

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 2020.

Investment powers and policy

The Trustees reviewed and approved the Investment policies in June 2020. 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. Trustees annually review performance and appetite for risk and there were no change risk level views in 2020.



Dr Ivan Ivanov was given an Honorary membership of the SOM at its 2020 AGM

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 special Board meeting in April 2020, the SOM Board reviewed a revised budget. SOM Trustees agreed that COVID-19 did not represent a material uncertainty on the entity's ability to continue as a going concern.

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 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-

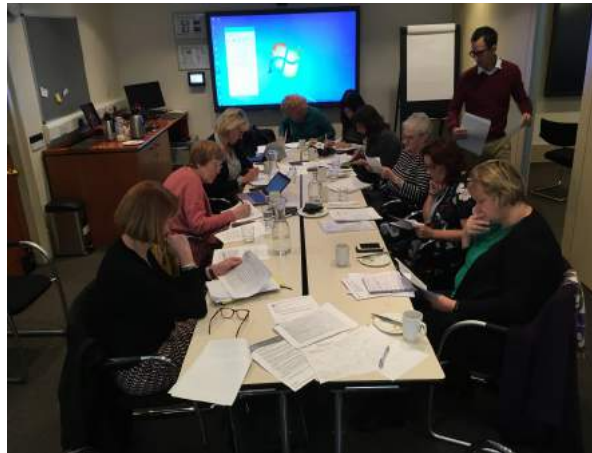
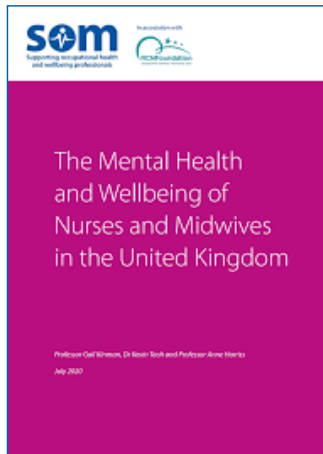
end amounted to £581,749 considering the net book value of fixed assets. This exceeds 5 months' core expenditure and is satisfactory. The reserves policy was reviewed by the Board in June 2020.

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 the Board in June 2020.

Risk Statement

The Charity Commission requires the Trustees examine the major risks to which the SOM 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.



“ The challenges faced by the nursing and midwifery profession in the current climate means that the mental health and wellbeing of nurses and midwives has never been more important. ”

Deepa Korea, RCN Foundation director

Far left: The report and steering group of the mental health of nurses and midwives report, supported by the RCN Foundation. Left: SOM Council members at a SOM Away Day

Public benefit statement

The SOM’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.



Dr Will Ponsonby, SOM Past President with his Past President’s medal

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 SOM 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 and

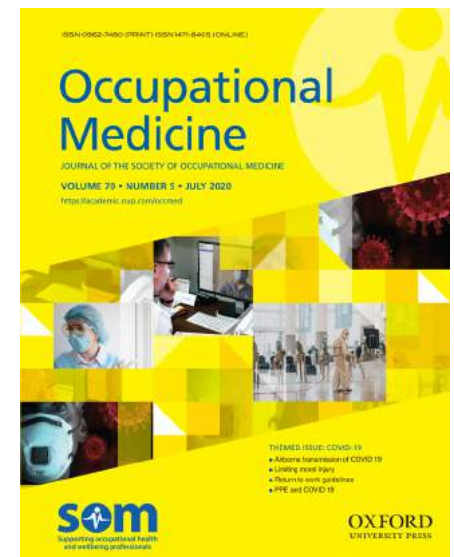
up to 3 co-opted members who shall serve for three years, renewed for up to another 3 years. All members shall cease to be Trustees on completion of their term of office.

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 2020 auditors of the charity was agreed at the Annual General Meeting in June 2020.



The July 2020 issue of Occupational Medicine was devoted to COVID-19

Statement of Trustees' responsibilities

The Trustees (who are also Directors of The Society of Occupational Medicine for the purposes of company law) are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company and Charity law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have elected to prepare the Financial Statements in accordance with the Charities' Statement of Recommended Practice, Accounting and Reporting by Charities and United Kingdom Financial Reporting and Accounting Standards. Under Company and Charity law the Trustees must not approve the Financial Statements unless they are satisfied that they give a true and fair view of the situation of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure of the Charitable Company for that period. In preparing these 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;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company 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 Companies Act 2006 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.

Provision of information to auditors

So far as each of the Trustees and directors at the time the report is approved are aware:

- a) there is no relevant audit information of which the auditors are unaware and,
- b) that they have taken all the steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report was approved and authorised by the Trustees on 23 June 2021 and signed on their behalf by



Dr Sheetal Chavda
Honorary Treasurer



Dr Rae Wen Chang
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 'charitable company') for the year ended 31 December 2020 which comprise Consolidated Statement of Financial Activities, the Parent Charity Statement of Financial Activities, the Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 charitable company's affairs as at 31 December 2020 and of the charity's incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 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 charitable company 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 sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees' annual report. Our opinion on the charitable company financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the report of the trustees, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the report of the trustees' has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' annual report.

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

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities statement, the trustees are responsible for the preparation of the 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 financial statements, the trustees are responsible for assessing the charitable company'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 charitable company 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 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 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 as a whole 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the charitable company and the sector in which they operate to identify laws and regulations that could reasonably be expected to have a direct effect on the financial statements. We obtained our understanding in this regard through discussions with management, industry research, accumulated knowledge and experience of the sector.
- We determined the principal laws and regulations relevant to the charitable company in this regard to be those arising from the Companies Act 2006, Charities Act 2011, Charities and Trustee Investment (Scotland) Act 2005, Financial Reporting

Standard 102, and relevant employee legislation.

- We designed our audit procedures to ensure the audit team considered whether there were any indications of non-compliance by the charitable company with those laws and regulations. These procedures included, but were not limited to enquiries of management, and the review of minutes.
- We also identified the risks of material misstatement of the financial statements due to fraud. We considered, in addition to the non-rebuttable presumption of a risk of fraud arising from management override of controls. We reviewed the assumptions and judgements made by management..
- As in all of our audits, we addressed the risk of fraud arising from management override of controls by performing audit procedures which included, but were not limited to: the testing of journals; reviewing accounting estimates for evidence of bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and 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 charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....
Alastair Duke
(Senior statutory auditor)

For and on behalf of
PKF Littlejohn LLP
 15 Westferry Circus
 Statutory auditor
 Canary Wharf
 London E14 4HD

..... 2021

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 2020

	Group Funds £	Central Funds £	Designated Funds £	Permanent Endowment Fund £	2020 Total £	Restated 2019 Total £
Income and endowments from:						
Donations and legacies	-	-	-	-	-	25,000
Charitable activities:						
Member services	-	303,714	-	-	303,714	266,702
Member meetings	2,717	-	-	-	2,717	-
The Journal	-	174,167	-	-	174,167	161,284
Quality Assured Appraisal Scheme	-	173,240	-	-	173,240	257,890
Investment income	-	8,830	1,438	-	10,268	12,916
Other trading activities	-	160,278	-	-	160,278	205,797
Total income	2,717	820,229	1,438	-	824,384	929,589
Expenditure on:						
Raising funds	-	5,927	761	-	6,688	6,489
Charitable activities:						
Member services	-	153,355	-	-	153,355	163,160
Member meetings	-	51,517	-	-	51,517	60,722
Journal costs	-	177,161	-	-	177,161	178,609
Quality Assured Appraisal Scheme	-	177,412	-	-	177,412	273,282
Other	-	-	-	-	-	25,000
Other:						
Awards and prizes	-	-	-	-	-	10,480
Corporate affairs	-	73,329	-	-	73,329	105,287
Commercial trading costs	-	31,122	-	-	31,122	63,854
Total expenditure	-	669,823	761	-	670,584	886,883
Net income before net gains on investments	2,717	150,406	677	-	153,800	42,706
Realised and Unrealised gains	-	16,390	4,631	8,637	29,658	60,992
Net income for the year	2,717	166,796	5,308	8,637	183,458	103,698
Net movement in funds	2,717	166,796	5,308	8,637	183,458	103,698
Reconciliation of funds:						
Total funds brought forward	97,597	431,707	88,277	157,934	775,515	671,817
Total funds carried forward	100,314	598,503	93,585	166,571	958,973	775,515

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 2020

	Group Funds	Central Funds	Designated Funds	Permanent Endowment Fund	2020 Total	Restated
						2019 Total
	£	£	£	£	£	£
Income and endowments from:						
Donations and legacies	-	-	-	-	-	25,000
Charitable activities:						
Member services	-	303,714	-	-	303,714	266,702
Member meetings	2,717	-	-	-	2,717	-
The Journal	-	174,167	-	-	174,167	161,284
Quality Assured Appraisal Scheme	-	173,240	-	-	173,240	257,890
Investment income	-	8,830	1,438	-	10,268	12,916
Other income	-	129,156	-	-	129,156	104,607
Total Income	2,717	789,107	1,438	-	793,262	828,399
Expenditure on:						
Raising funds	-	5,927	761	-	6,688	6,489
Charitable activities:						
Member services	-	153,355	-	-	153,355	163,160
Member meetings	-	51,517	-	-	51,517	60,722
Journal costs	-	177,161	-	-	177,161	178,609
Quality Assured Appraisal Scheme	-	177,412	-	-	177,412	273,282
Other	-	-	-	-	-	25,000
Other:						
Awards and prizes	-	-	-	-	-	10,480
Corporate affairs	-	73,329	-	-	73,329	105,287
Total expenditure	-	638,701	761	-	639,462	823,029
Net income before net gains on investments	2,717	150,406	677	-	153,800	5,370
Realised and Unrealised gains	-	16,390	4,631	8,637	29,658	60,992
Net income for the year	2,717	166,796	5,308	8,637	183,458	66,362
Net movement in funds	2,717	166,796	5,308	8,637	183,458	66,362
Reconciliation of funds:						
Total funds brought forward	97,597	394,354	88,277	157,934	738,162	671,800
Total funds carried forward	100,314	561,150	93,585	166,571	921,620	738,162

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 2020

Notes	2020		2019	
	Group £	Charity £	Group £	Charity £
Fixed Assets				
Intangible Assets	12,833	12,833	24,765	24,765
Tangible fixed assets	3,921	3,921	4,286	4,286
Investments	575,860	575,870	542,315	542,325
	592,614	592,624	571,366	571,376
Current Assets				
Debtors	118,785	110,007	161,654	141,388
Cash at bank and in hand	399,438	372,009	293,532	254,481
	518,223	482,016	455,186	395,869
Current Liabilities				
Creditors: amounts falling due within one year	(151,864)	(153,020)	(251,037)	(229,083)
Net Current Assets	366,359	328,996	204,149	166,786
Net Assets	958,973	921,620	775,515	738,162
Represented by:				
Unrestricted funds				
Group funds	100,314	100,314	97,597	97,597
Central funds	598,503	561,150	431,707	394,354
Designated funds	93,585	93,585	88,277	88,277
Permanent endowment fund	166,571	166,571	157,934	157,934
Total Funds	958,973	921,620	775,515	738,162

The financial statements were approved by the Board of Trustees for issue on 23rd June 2021 and were signed on its behalf by:

Dr Sheetal Chavda *Honorary Treasurer*

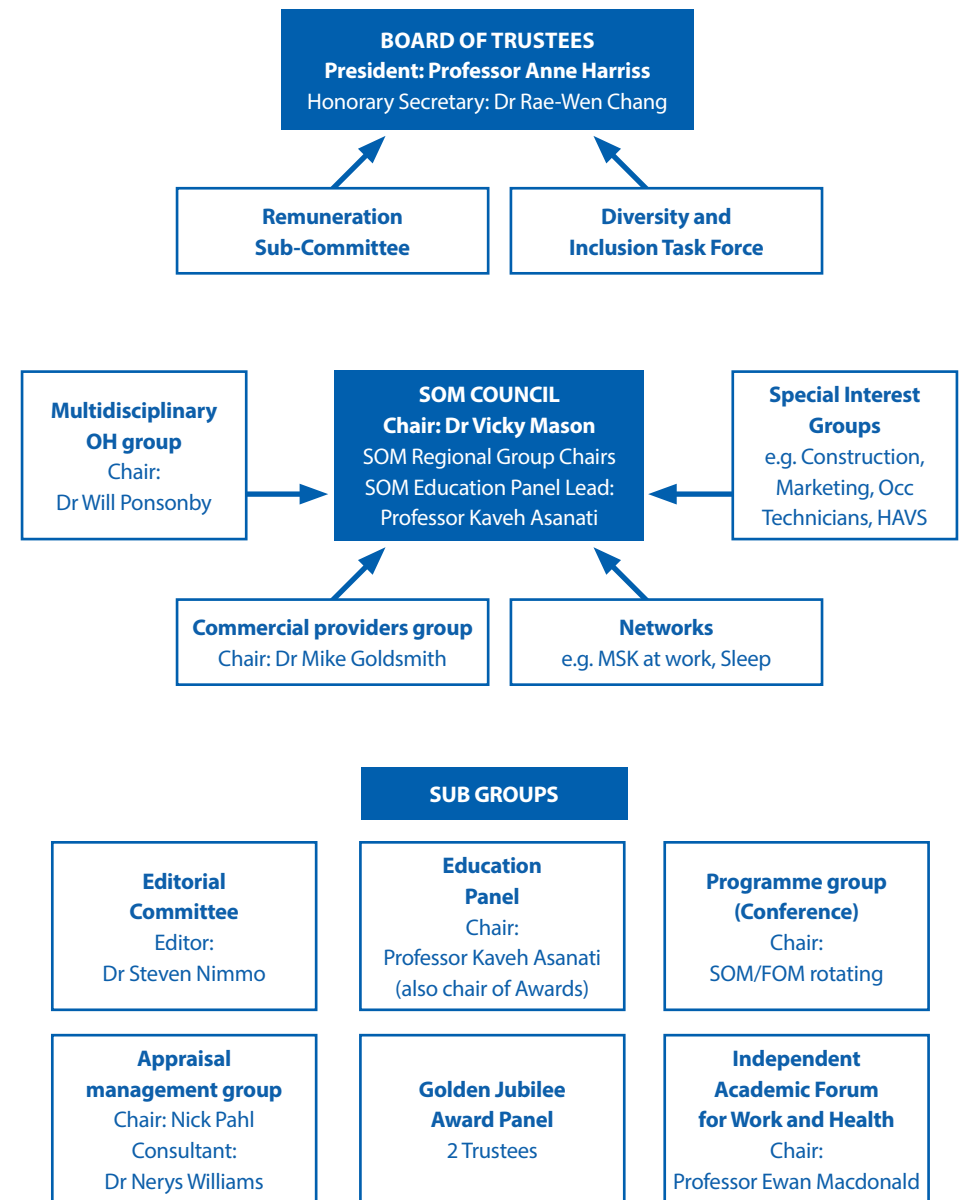
Dr Rae-Wen Chang *Honorary Secretary*

For anyone wanting to see the full audited set of accounts,
please contact the Finance Manager at finance@som.org.uk

Thanks to our corporate supporters



The Society of Occupational Medicine structure December 2020



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 OH. 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
- Collaborate with us by becoming a Corporate Partner
- Sign up to our e mail lists
- Sign up to our mental health commitment as below
- Volunteer with us



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