# **REGISTRAR OF COMPANIES**

Fellowship of Postgraduate Medicine

**Annual Report and Accounts** 

31 December 2008

TUESDAY

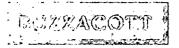


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Company Limited by Guarantee Registration Number 721213 (England and Wales)

Charity Registration Number 313355



## Reports

## Members of the Council

President Prof D R J Singer BMedBiol MD FRCP

Honorary Secretary Dr M J Shaw PhD FRCA

Honorary Treasurer Dr A D Malcolm MD FRCP FFPM

Honorary Deputy Treasurer Prof W L Currie BSc PhD

> Members Dr I Curran

> > Dr K Dheda Dr H Lim

Dr A M Long DCH FRCP FRCPCH

Dr R Moulding

Dr L T Newman CBE FRCGP FRNZCGP Prof D Saltman FRACGP MD FAFPHM

Honorary Fellows Mr J P Hopewell FRCS

Prof D Ingram BA PhD FBCS CEng

MRCP(Hon)

Dr D G James MD FRCP

**Editor** Dr F Moss FRCP

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Charity registration number 313355

> **Auditors** Buzzacott LLP

> > 12 New Fetter Lane

London EC4A 1AG

Investment managers HSBC Global Asset Management

78 St James's Street

London SW1A 1HL

Bankers Barclays Bank plc

8/9 Hanover Square

London W1A 4ZW

Solicitors Druces & Attlee

> Salisbury House London Wall London EC2M 5PS

The Council Members present their statutory report with the accounts of the Fellowship of Postgraduate Medicine for the year ended 31 December 2008.

The accounts have been prepared in accordance with the accounting policies set out on pages 14 and 15 of the attached accounts and comply with the charitable company's memorandum and articles of association, applicable laws, and the requirements of the Statement of Recommended Practice on "Accounting and Reporting by Charities" (SORP 2005) issued in March 2005.

#### Governance, structure and management

#### Constitution

The Fellowship of Postgraduate Medicine is a registered charity and a company limited by guarantee, not having a share capital, (incorporated by licence of the Department of Trade and Industry), Company Registration No. 721213.

#### Organisation

The Fellowship of Postgraduate Medicine operates from 12 Chandos Street in London, which it leases from the Medical Society of London. The Fellowship sub-lets office space to the Institute of Psychosexual Medicine.

The Fellowship came into being through the amalgamation of two organisations, the Fellowship of Medicine and the Postgraduate Medical Association. It was founded to meet the increased demand for training in civilian medicine that followed the end of the Great War (1914-18).

The Fellowship has always been independent of Government and University. It originally had a pioneering role in co-ordinating and providing an impetus to the development of postgraduate medical education in London and throughout the United Kingdom. With the establishment of other organisations such as the British Postgraduate Medical Federation, the Postgraduate Centre movement in hospitals throughout the country, and the postgraduate activities of Royal College and Faculties, its role inevitably changed, and the last course organised by the Fellowship took place in 1974. However, there are important areas of postgraduate medical education and research which are not covered by them, and the Fellowship is active in many of these.

## The Council

The Council Members are elected by the Members and constitute directors of the Fellowship for the purposes of the Companies Act 1985 and trustees of the Fellowship for the purposes of charity legislation.

## Governance, structure and management (continued)

#### The Council (continued)

Council members are recruited from the Fellowship's members by written invitation of the President, after discussion and approval at Council. A recommendation for a person to be invited to join Council may be made by the President or any other member of the Fellowship. There is at present no "initiation" or "training", but as Council Members are Trustees of the Fellowship they will be given information on the roles and responsibilities of trustees of a UK charity and be invited to attend one of the regular Trustee Training Workshops run by Buzzacott LLP. A presentation by Buzzacott LLP staff on the subject at a Council meeting has also been proposed.

The following Members were in office at 31 December 2008 and served throughout the year except where shown:

#### **Council Members**

| Prof P J Barnes   | (Resigned 9 June 2008)                      |
|-------------------|---|
| Dr D J Coltart    | (Resigned 9 June 2008)                      |
| Dr I Curran       | (appointed 9 June 2008 for 4 years)         |
| Prof W L Currie   | (appointed 9 June 2008 for 4 years)         |
| Dr K Dheda        |   |
| Dr H Lim          | (appointed 9 June 2008 for 4 years)         |
| Dr A M Long       |   |
| Dr A D Malcolm    | (re-elected Honorary Treasurer 9 June 2008) |
| Dr D J R Morgan   | (Resigned 9 June 2008)                      |
| Dr R Moulding     | (appointed 9 June 2008 for 4 years)         |
| Dr L T Newman     | (re-appointed 9 June 2008 for 1 year)       |
| Dr M W N Nicholls |   |
| Prof D Saltman    | (appointed 8th September 2008 for 1 year)   |
| Dr M J Shaw       | (re-elected Honorary Secretary 9 June 2008) |
| Prof D R J Singer | (re-elected President 9 June 2008)          |
| Prof A Zumla      | (Resigned 9 June 2008)                      |

The Postgraduate Medical Journal Editor, Dr F Moss, is an ex-officio member of the Council.

#### **Honorary Fellows**

Mr J P Hopewell Prof D Ingram Dr D G James

### Governance, structure and management (continued)

#### The Council (continued)

Management of the Fellowship's affairs is directed by the President and Honorary Secretary, with day-to-day administrative/operational matters being dealt with by the Administrator (part-time employee of the Fellowship). Financial matters are monitored and handled by the Honorary Treasurer and Honorary Deputy Treasurer, with operational matters dealt with under the Treasurer's direction and responsibility by the Administrator. The Treasurer relies on the professional advice on financial matters from the Fellowship's accountants, Investment decisions are delegated to the Fellowship's Investment Manager at HSBC Global Asset Management, and monitored by the Treasurer.

No Council Member received any remuneration for services as a member of the Council during the year (2007 - £,nil).

#### Council Members' responsibilities statement

Company law requires the Council Members, as charity trustees and directors, to prepare accounts which give a true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In preparing accounts giving a true and fair view, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Council members are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enables them to ensure that the accounts comply with the Companies Act 1985. The Council is also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the Trustees confirms that:

- so far as the Trustee is aware, there is no relevant audit information of which the company's auditors are unaware; and
- the Trustee has taken all steps that he/she ought to have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s234ZA of the Companies Act 1985.

## Governance, structure and management (continued)

#### • Risk management

The Treasurer, on behalf of the Council, has undertaken an assessment of the major risks to which the charity is exposed, in particular those relating to the specific operational areas of the charity and its finances, and is working to ensure that controls are in place to mitigate those risks.

## Objectives, activities and relevant policies

## • Activities and specific objectives

The principal objectives of the Fellowship remain the promotion of the postgraduate study of medicine and the support of continuing medical education through.

- 1. Postgraduate Medical Journal.
- 2. Education seminars, workshops and symposia.

### Achievements and performance

#### Review of activities and plans for 2009 and 2010

The following paragraphs outline the main achievements during the year in both of the Fellowship's principal activities.

- Major refurbishment of the 12 Chandos Street premises, providing excellent large and smaller meeting rooms and much improved office space.
- Re-launch of the Postgraduate Medical Journal with and building of a new Editorial Team led by Dr Fiona Moss, with the introduction of Associate Editors focusing on new themes to complement the journal's established contribution to international postgraduate medical education, and a new format website (<a href="http://pmj.bmj.com/">http://pmj.bmj.com/</a>).
- ♦ CPD activities: a national Respiratory Medicine Workshop (<a href="http://www.fpm-uk.org/">http://www.fpm-uk.org/</a>
  June, 2008) and an international event in partnership with the Institute of Advanced Studies at the University of Warwick leading to an International Symposium on Personalising Medicines in September 2008 (<a href="http://go.warwick.ac.uk/cpt/ppm">http://go.warwick.ac.uk/cpt/ppm</a>).
- A further important step has been evolution of the Fellowship's CPD strategy with formulation of a 3 year plan to include further therapeutic area activities, the development of a new stream of workshops on core skills, and development of a number of partnership activities, which will lead from Autumn 2009 to future joint events, initially with the Medical Society of London and the Academy of Medical Educators.
- A key enabling step to ensure that the FPM is well placed to contribute to education and policy relevant to translational medicine has been the addition of new Fellows with expertise from a range of relevant areas, from drug discovery through to management of health systems.

## Achievements and performance (continued)

#### Review of activities and plans for 2009 and 2010 (continued)

- Placement of three postgraduate students at the FPM offices to work on three distinct projects covering a three months period, 1) development of the FPM website, 2) development and administration of CPD activities, 3) organisation of office administration and information management
- ♦ Potential opportunity to hire student interns extending the three months project period to provide continuity and assistance to the officers and council members in generating new revenue streams (for CPD activities and donations to fund research activities).
- Opportunity to increase revenue through the hiring of the two refurbished meeting rooms.

The Postgraduate Medical Journal aims to support junior doctors and their teachers and contribute to the continuing professional development of all doctors by publishing papers on a wide range of topics relevant to the practising clinician and teacher. Papers published in PMJ include those that focus on core competencies; that describe current practice and new developments in all branches of medicine; that describe relevance and impact of translational research on clinical practice; that provide background relevant to examinations; and papers on medical education and medical education research (http://pmj.bmj.com/).

#### Financial report for the year

#### Results for the year

The net income for the year was £43,461 (2007–£60,229) before having taken account of unrealised losses on investments of £155,379 (2007 – gains of £50,068) and realised losses on investments of £68,193 (2007 – gains of £5,298).

#### Investment policy and performance

The Fellowship's investment portfolio is managed by HSBC Global Asset Management subject to the terms of a discretionary management agreement. The investment manager has been instructed by the Fellowship that no purchases are permitted of shares in companies involved in the brewing of alcoholic beverages or the manufacture of tobacco or armaments products. Otherwise, there are no restrictions on the charity's power to invest. Details of the Fellowship's investments are set out in note 9 to the accounts.

The investment strategy takes into account income requirements, the risk profile and the investment manager's view of the market prospects in the medium term. The overall investment policy is to maximise total return, both in terms of income and capital appreciation, through a diversified portfolio to minimise risk.

The charity's investments did not perform as well as last year due to current market conditions.

## Financial report for the year (continued)

## • Reserves policy and financial position

The Fellowship maintains a general fund to continue its promotion of postgraduate study of medicine by publishing a journal, arranging lectures, demonstrations and discussions from time to time. In recent years, the Fellowship has not awarded any grants, and no explicit policy exists. A policy will need to be considered and agreed by Council if the Fellowship is to start such awards.

The Fellowship's policy is to maintain adequate general reserves to provide continuing income from its invested funds, to have general funds sufficient to meet the requirement for working capital, and to meet any temporary shortfall of funds to enable the Fellowship to achieve its charitable objectives.

The balance sheet shows total funds of £943,352. The trustees consider that this level of free reserves matches the parameters set out in the charity's reserves policy above and they, therefore, consider free reserves to be adequate but not excessive.

Signed on behalf of the Council:

Donald M Ryv

7th September 2009

Approved by the Council on:

## Independent auditors' report 31 December 2008

## Auditors' report to the Members of the Fellowship of Postgraduate Medicine

We have audited the accounts on pages 11 to 19 which have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and the accounting policies set out on pages 14 and 15.

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

#### Respective responsibilities of Members of the Council and auditors

As described on page 5, the Council Members are responsible for the preparation of the reort of the council and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view and are properly prepared in accordance with the Companies Act 1985.

We also report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and transactions with the charitable company is not disclosed.

We report to you whether in our opinion the information given in the Report of the Council is consistent with the financial statements.

We read information contained in the Report of the Council and consider whether it is consistent with the audited accounts. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the accounts. Our responsibilities do not extend to any other information.

#### Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the accounts, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

## Independent auditors' report 31 December 2008

## Basis of opinion (continued)

We planned and performed our audit so as to obtain all information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance as to whether the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

## Opinion

In our opinion:

- the accounts give true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the Fellowship's state of affairs as at 31 December 2008 and of its incoming resources and application of resources, including its income and expenditure, in the year then ended;
- have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Report of the Council is consistent with the financial statements.

Chartered Accountants and Registered Auditors

12 New Fetter Lane

London

EC4A 1AG

11 October 2009

## Statement of financial activities Year to 31 December 2008

|  | Notes | Genera<br>Fun<br>200 | <b>d</b> Fund    |
|--|-------|----------------------|------------------|
|  |       |                      |                  |
| Income and expenditure                               |       |                      |                  |
| Incoming resources Incoming resources from generated |       |                      |                  |
| funds  |       |                      |                  |
| . Investment income and interest receivable          | 1     | 32,97                | <b>9</b> 26,444  |
| Incoming resources from charitable activities        |       |                      |                  |
| . Postgraduate Medical Journal                       |       | 362,19               | <b>8</b> 335,920 |
| . Education – seminars                               |       | 86                   | 960              |
| Total incoming resources                             |       | 396,03               | <b>7</b> 363,324 |
| Resources expended                                   |       |                      |                  |
| Costs of generating funds                            |       |                      |                  |
| . Investment managers' fees                          |       | 4,67                 | <b>0</b> 4,821   |
| Charitable activities                                | 2     |                      |                  |
| . Postgraduate Medical Journal                       |       | 216,11               | <b>0</b> 230,219 |
| . Education – seminars, symposiums and support       |       | 50,51                | <b>7</b> 60,625  |
| Governance costs                                     | 4     | 13,08                |                  |
| Total resources expended                             | 7     | 284,38               |                  |
| Total resources experience                           |       |                      |                  |
| Net incoming resources for the year                  | 5     | 111,65               | <b>4</b> 54,931  |
|  |       |                      |                  |
| Realised (losses)/gains on investments               | 9     | (68,19               | <b>3)</b> 5,298  |
| Statement of total recognised gains and losses       |       |                      |                  |
| Net income   |       | 43,46                | 60,229           |
| Unrealised (losses)/ gains on investments            | 9     | (155,37              | <b>9)</b> 50,068 |
| Net movement in funds                                | _     | (111,91              | <del></del>      |
|  |       | (111,91              | 0, 110,237       |
| Balance brought forward                              |       |                      |                  |
| at 1 January 2008                                    |       | 1,055,27             | 944,973          |
| Balance carried forward                              |       | 222                  | . 1055.076       |
| at 31 December 2008                                  |       | 943,35               | 1,055,270        |

## Statement of financial activities (continued) Year to 31 December 2008

| Historical cost net movement in funds  | 2008<br>£ | 2007<br>£ |
|--|-----------|-----------|
| Net movement in funds (page 11)  | (111,918) | 110,297   |
| Unrealised losses/(gains) on investments   | 155,379   | (50,068)  |
| Difference between historical cost realised losses /gains and the actual realised losses/ gains calculated on the revalued amounts | 33,928    | 12,539    |
| Historical cost net movement in funds  | 77,389    | 72,768    |

All of the Fellowship's activities derived from continuing operations during the above two financial

## Balance sheet 31 December 2008

|                                | Notes | 2008<br>£ | 2008<br>£ | 2007<br>£ | 2007<br>£ |
|--------------------------------|-------|-----------|-----------|-----------|-----------|
| Fixed assets                   |       |           |           |           |           |
| Tangible assets                | 8     |           | 18,362    |           | 1,980     |
| Investments                    | 9     |           | 840,538   |           | 983,785   |
|                                |       | -         | 858,900   |           | 985,765   |
| Current assets                 |       |           |           |           |           |
| Debtors                        | 10    | 45,124    |           | 52,781    |           |
| Cash at bank and in hand       |       | 60,708    |           | 28,667    |           |
|                                | _     | 105,832   | -         | 81,448    |           |
| Creditors: amounts falling due |       |           |           |           |           |
| within one year                | 11    | (21,380)  |           | (11,943)  |           |
| Net current assets             | _     |           | 84,452    |           | 69,505    |
| Total net assets               |       | -         | 943,352   |           | 1,055,270 |
| Represented by:                |       |           |           |           |           |
| Funds and reserves             |       |           |           |           |           |
| General fund                   |       |           | 943,352   |           | 1,055,270 |

Approved by the Council and signed on its behalf by:

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Sullemi.
7/9/09

Approved on:

## Principal accounting policies 31 December 2008

## **Basis of accounting**

The accounts have been prepared under the historical cost convention, as modified by the inclusion of investments at market value, and in accordance with the requirements of the Companies Act 1985. Applicable accounting standards and the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005) have been followed in these accounts.

#### Income

All income is credited to the statement of financial activities on an accruals basis.

Publications and conference income receivable is in respect of the Fellowship's charitable activities in promoting the study of medicine.

Investment income comprises dividends and interest receivable and both are shown inclusive of tax recoverable.

#### **Expenditure**

a. The costs of charitable activities comprise expenditure on the charity's primary charitable purposes as described in the report of the council. Such costs include the cost of the production, promotion and other incidental costs associated with the production of the journal, and the costs associated with running seminars and symposiums. These also include the commission chargeable by the publishers, together with editorial fees and expenses.

The costs are directly attributable to specific activities.

b. Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel, financial procedures, provision of office services and equipment and a suitable working environment.

Support costs are allocated between activities with the allocation based on the usage of the office at 12 Chandos Street. Staff costs were previously allocated based on staff time. As the charity now has no employees, this basis has been changed and the comparatives updated accordingly.

c. Governance costs comprise the costs directly attributable to the governance of the charity, including the necessary financial and legal procedures for compliance with statutory requirements.

## Cash flow

The accounts do not include a cash flow statement because the Fellowship, as a small reporting entity, is exempt from the requirement to prepare such a statement under Financial Reporting Standard 1 'Cash flow statements'.

## Principal accounting policies 31 December 2008

## **Tangible fixed assets**

All assets costing more than £1,000 and with a useful economic life exceeding one year are capitalised.

Depreciation is calculated to write down the cost of tangible fixed assets over their expected useful lives as follows:

◆ Office furniture and fittings (pre 2008) - 15% reducing balance

♦ Office furniture and fittings 2008 onwards - 20% on cost

• Computer equipment - 25% on cost

♦ Leasehold refurbishment - over the remaining life of the lease

#### **Investments**

Investments are included on the balance sheet at their market value at the end of the financial period. Realised and unrealised gains and losses are credited, or debited, to the statement of financial activities in the year in which they arise.

#### Fund accounting

The general fund comprises those monies which may be used towards meeting the charitable objectives of the Fellowship at the discretion of the Council.

#### **Leased assets**

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight line basis over the lease term.

## 1 Investment income and interest receivable

|                                   | Total<br>2008<br>£ | Total<br>2007<br>£ |
|-----------------------------------|--------------------|--------------------|
| Equities and fixed interest stock | 30,571             | 23,353             |
| Bank interest                     | 2,408              | _3,091             |
|                                   | 32,979             | 26,444             |

## 2 Costs of activities in furtherance of the charity's objectives

|   | Total<br>2008<br>£ | 2007<br>(as restated) |
|---|--------------------|-----------------------|
| Postgraduate Medical Journal                                |                    |                       |
| Direct costs  |                    |                       |
| . Production, promotion, despatch and website development   | 72,680             | 63,468                |
| . Publishers share of surplus - British Medical Association | 60,885             | 57,146                |
| . Editorial costs   | 70,001             | 63,205                |
| . Editorial redundancies                                    | _                  | 30,684                |
| Support costs (note 3)                                      | 12,544             | 15,716                |
|   | 216,110            | 230,219               |
| Education – seminars, symposiums and support                |                    |                       |
| Direct costs  | 3,479              | 1,691                 |
| Support costs (note 3)                                      | 47,038             | 58,934                |
|   | 50,517             | 60,625                |
| Grand total   | 266,627            | 290,844               |

## 3 Support costs

|  | Governance<br>Costs<br>£ | Postgraduate<br>Medical<br>Journal<br>£ | Education<br>£ | Total<br>2008<br>£ | Total<br>2007<br>£ |
|--|--------------------------|---|----------------|--------------------|--------------------|
| Salaries                                 | 750                      | 3,000                                   | 11,249         | 14,999             | 27,717             |
| Council and other meetings               | 139                      | 554                                     | 2,079          | 2,772              | 3,995              |
| Rent, rates, light and heat              | 1,543                    | 6,173                                   | 23,149         | 30,865             | 30,486             |
| Repairs, cleaning and insurance          | 413                      | 1,654                                   | 6,200          | 8,267              | 9,967              |
| Legal and professional fees              | 1,272                    | 5,089                                   | 19,086         | 25,447             | 27,363             |
| Depreciation and loss on asset disposals | 99                       | 396                                     | 1,485          | 1,980              | 1,076              |
| Printing, postage and stationery         | 11                       | 46                                      | 172            | 229                | 971                |
| Sundry expenses                          | 57                       | 230                                     | 859            | 1,146              | 1,839              |
| Telephone                                | 122                      | 487                                     | 1,826          | 2,435              | 1,486              |
|  | 4,406                    | 17,629                                  | 66,105         | 88,140             | 104,900            |
| Income from sublet rooms                 | (1,270)                  | (5,085)                                 | (19,067)       | (25,422)           | (26,322)           |
|  | 3,136                    | 12,544                                  | 47,038         | 62,718             | 78,578             |

#### **Governance costs**

|                        | Total<br>2008<br>£ | Total<br>2007<br>(as restated)<br>£ |
|------------------------|--------------------|-------------------------------------|
| Auditors' remuneration |                    |                                     |
| . audit                | 7,750              | 7,500                               |
| . non-audit            | 2,200              | 1,300                               |
| Support costs (note 3) | 3,136              | 3,929                               |
|                        | 13,086             | 12,729                              |

## Net incoming resources for the year

This is stated after charging:

|  | 2008<br>f | 2007<br>£ |
|--|-----------|-----------|
| Staff costs (note 6)                       | 14,999    | 27,717    |
| Depreciation                               | 575       | 1,076     |
| Auditors' remuneration                     |           |           |
| . Audit                                    | 7,750     | 7,500     |
| . Accountancy, taxation and other services | 8,375     | 7,085     |
| . HR advice and payroll                    | 10,400    | 700       |
| Operating lease rentals                    | 27,400    | 27,400    |

#### Staff costs and Council Members' remuneration

|  | 2008<br>£ | 2007<br>£ |
|--|-----------|-----------|
| Staff costs during the year were as follows: |           |           |
| Wages and salaries                           | 14,441    | 25,142    |
| Social security costs                        | 558       | 2,575     |
|  | 14,999    | 27,717    |

No employees earned £60,000 per annum or more (including benefits) (2007 – none).

The average number of employees, analysed by function were:

|               | 2008 | 2007 |
|---------------|------|------|
| Support costs | 0.2  | 1.0  |

No members of the Council received any remuneration in respect of their services as a member of the Council during the year (2007 - £nil). No trustees' indemnity insurance premiums were paid during the year (2007 - £nil).

Expenses of £3,944 (2007 - £2,128) were reimbursed to six members of the Council (2007 - six).

#### Taxation

The Fellowship of Postgraduate Medicine is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

## 8 Tangible fixed assets

|                     | Leasehold     | Computer  | Office<br>furniture |          |
|---------------------|---------------|-----------|---------------------|----------|
|                     | refurbishment | equipment | and fittings        | Total    |
|                     | L             | t         | <u>r</u>            | <u>£</u> |
| Cost                |               |           |                     |          |
| At 1 January 2008   |               | 3,185     | 24,706              | 27,891   |
| Additions           | 12,755        | _         | 5,607               | 18,362   |
| Disposals           |               | (3,185)   | (24,706)            | (27,891) |
| At 31 December 2008 | 12,755        |           | 5,607               | 18,362   |
| Depreciation        |               |           |                     |          |
| At 1 January 2008   | _             | 2,787     | 23,124              | 25,911   |
| On disposals        | <del></del>   | (3,185)   | (23,301)            | (26,486) |
| Charge for year     |               | 398       | 177                 | 575      |
| At 31 December 2008 |               |           |                     |          |
| Net book values     |               |           |                     |          |
| At 31 December 2008 | 12,755        |           | 5,607               | 18,362   |
| At 31 December 2007 |               | 398       | 1,582               | 1,980    |

## 9 Investments

|  | 2008<br>£ | 2007<br>£ |
|--|-----------|-----------|
| Listed investments                                 |           | <u>"</u>  |
| Market value at 1 January 2008                     | 927,559   | 827,051   |
| Additions at cost                                  | 218,602   | 115,572   |
| Disposals at carrying value                        | (170,996) | (65,132)  |
| Net unrealised investment (losses) gains           | (155,379) | 50,068    |
| Market value at 31 December 2008                   | 819,786   | 927,559   |
| Cash held by investment managers for re-investment | 20,752    | 56,226    |
|  | 840,538   | 983,785   |
| Cost of listed investments at 31 December 2008     | 805,675   | 724,141   |

Listed investments held at 31 December 2008 comprised the following:

|                             | 2008<br>£ | 2007<br>£ |
|-----------------------------|-----------|-----------|
| UK equities                 | 356,922   | 504,983   |
| Non UK equities             | 178,993   | 182,707   |
| UK Fixed interest stock     | 210,668   | 162,015   |
| Non UK Fixed interest stock | 18,910    | _         |
| Alternative investments     | 54,293    | 77,854    |
|                             | 819,786   | 927,559   |

## 9 Investments (continued)

At 31 December 2008 two individual investment holdings had a market value considered to be material when compared to the entire listed portfolio as at that date.

| Holding  | Market<br>value of<br>holding<br>£ | Percentage<br>of portfolio<br>% |
|--|------------------------------------|---------------------------------|
| HSBC Investments (UK) Ltd Sterling liquidity A GBP | 98,432                             | 12.0                            |
| Ishares  | 63,287                             | 7.7                             |

#### 10 Debtors

|                                | 2008<br>£ | 2007<br>£ |
|--------------------------------|-----------|-----------|
| Trade debtors                  | 34,043    | 44,936    |
| Other debtors                  | 9,811     | 6,931     |
| Prepayments and accrued income | 1,270     | 914       |
|                                | 45,124    | 52,781    |

## 11 Creditors: amounts falling due within one year

|                                 | 2008<br> | 2007<br>£ |
|---------------------------------|----------|-----------|
| Social security and other taxes | _        | _         |
| Accruals                        | 21,380   | 11,943    |
|                                 | 21,380   | 11,943    |

## 12 Liability of members

The Fellowship is constituted as a company limited by guarantee. In the event of the Fellowship being wound up members are required to contribute an amount not exceeding £1.

## 13 Leasing commitments

#### Operating leases

At 31 December 2008 the Fellowship had annual commitments under non-cancellable operating leases as follows:

|                                | Land and b | Land and buildings |  |
|--------------------------------|------------|--------------------|--|
|                                | 2008<br>£  | 2007<br>£          |  |
| Operating leases which expire: |            |                    |  |
| Over five years                | 27,400     | 27,400             |  |