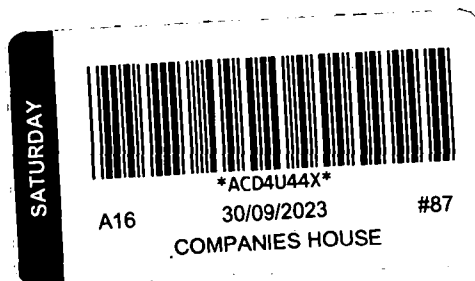


**TROPICAL HEALTH AND EDUCATION TRUST
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022
CHARITY No. 1113101
COMPANY No. 05708871**



TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2022

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TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2022

Trustees:

Ms Roda Ali Ahmed
Ms Janice Barber (resigned 11 July 2022)
Mr Justinian Ash – Chair (appointed 1 January 2022)
Dr Titilola Banjoko
Professor Ged Byrne MBE
Dr Jemima Dennis-Antwi
Ms Claire Hammond (resigned 21 June 2023)
Mr Mike McKirdy
Mr Jonty Roland
Mr Hugh Risebrow
Professor Valerie Fleming (appointed 1 January 2022)
Professor Rosalind Raine (appointed 1 January 2022)
Ms Elaine Green (appointed 14 March 2023)
Mr John Headley (appointed 8 May 2023)
Dr Julia Terry (appointed 30 March 2023)

Chief Executive: Mr Ben Simms

Company Secretary: Ms Jacqueline Mutibwa

Registered Office: 86 – 90 Paul Street
3rd Floor
London
EC2A 4NE

Independent Auditor: Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP

Charity Registration No: 1113101

Registered Company No: 05708871

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2022

The Trustees, who are also the Directors of the company for the purposes of the Companies Act, present their Annual Report, which is also the Directors' report for the purposes of the Companies Act, together with the audited Financial Statements of the company for the year ended 31 December 2022.

The financial statements comply with current statutory requirements, the requirements of the charity's governing document and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP (FRS 102)).

The name of the charity is Tropical Health and Education Trust; it is also known as THET.

The following trustees have acted during the year:

Ms Roda Ali Ahmed
Ms Janice Barber (resigned 1 July 2022)
Mr Justinian Ash (appointed 1 January 2022)
Dr Titilola Banjoko
Professor Ged Byrne MBE
Dr Jemima Dennis-Antwi
Ms Claire Hammond (resigned 21 June 2023)
Mr Mike McKirdy
Mr Jonty Roland
Mr Hugh Risebrow
Professor Valerie Fleming (appointed 1 January 2022)
Professor Rosalind Raine (appointed 1 January 2022)

Chief Executive: Mr Ben Simms
Company Secretary: Ms Jacqueline Mutibwa

Introduction from the Chair of Trustees

2022 was my first year as Chair of Trustees and the first year of implementing our 2022 – 2027 Strategic Plan, adopted in March. I would like to record my thanks to my predecessor, Professor Judith Ellis, for her work in developing the first part of this plan. The four impact goals and six enabling goals described in this report provide the framework for our charitable activity and I am delighted with the progress made.

In November, we received the extremely sad news of the death of our founder, Professor Sir Eldryd Parry. Eldryd's impact on global health is immeasurable and he was respected in all corners of the globe. His entirely respectful interest in the culture and ideas of other people, combined with his energy and charisma, secured mutual trust with partners around the world and proved such a powerful force for good. Following his passing, THET continues to embody Eldryd's philosophy, which he once eloquently distilled as: "Where do you want to go, how can we help you get there, where are the gaps, how can we help you fill them?" Our approach has never been, and never will be "we will do this for you". In his memory, THET has established a Fellowship that will be awarded to an outstanding health worker from an African country to support them in progressing their career and contribution to African health systems.

This year, THET has continued to champion the role of Health Partnerships in delivering Universal Health Coverage, and to advocate for the safety and wellbeing of health workers around the globe. 2022 has not been without its challenges, but with collective tenacity THET has overcome significant hurdles.

The highpoint of the year was perhaps one extraordinary week at the end of August, when we received news of three successful bids for: a £4,640,030 three-year contract with the Department of Health and Social Care (DHSC) for the continuation of our Commonwealth Partnerships for Antimicrobial Stewardship Programme (CwPAMS); a one-year €646,574 contract to support local institutions to strengthen medical education in north-west Syria, and; a £350,000 contract, extending our work with the Ghanaian Government, the Liverpool School of Tropical Medicine (LSTM) and other partners, touching on health workforce leadership and development and midwifery and nursing regulation (bringing the total award to £844,000). We thank the funding organisations for their faith in THET and we are committed to delivering and exceeding the project objectives.

This incredible week is just a snapshot of the great work of our team this year to secure such important funding for our programmes, but also the trust afforded to us by our funding partners.

Digital transformation has become a major priority for the charity. This is seen in our programme work, where technology is allowing us to deliver training in challenging settings, such as Myanmar and North-West Syria. Technology has also been central to the adoption of hybrid working practices for our staff and in the running of many of our events; our online conferences are, for example, far more accessible and inclusive as a result of digital transformation, and we were pleased to have offered free tickets for attendees from LMICs.

In 2022, we hosted two international online conferences, with our flagship autumn conference attracting 61 speakers from 35 countries and 299 attendees, 195 of which attended from LMICs. We are very grateful to our sponsors for enabling this to happen.

The challenges faced by health services during the past year, including strike action and conflict, has underscored the global shortage of health workers. THET continues to address the ethical issues around workforce migration and recruitment whilst simultaneously reinforcing the incredible value of diaspora to the NHS and global health.

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2022

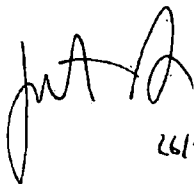
This year, THET has also been at the forefront of advocating for the restoration of UK Official Development Assistance (ODA) spending to 0.7% of GNI, pursuant with the longstanding United Nations target. Whilst it is positive that the government has acknowledged this ask, it is disappointing that the Treasury stated in November 2022 that a return to 0.7% is not expected until after 2027/28 at the earliest. THET will continue to advocate for this important restoration in funding. We do, however, acknowledge the continued government funding we have received during 2022 and going forwards, including the DHSC funding for the CwPAMS project and the FCDO funding for the UKMHF project in Myanmar.

Despite the ongoing challenges presented by the reduction in UK ODA spending, in 2022 THET has supported 39 Health Partnerships to improve their capacity and effectiveness, increased access to healthcare for 446,244 people, and contributed to the training of 14,780 health workers during the year.

THET is driven by deeply committed staff, guided by 12 brilliant Trustees, and supported by a team of dedicated Honorary Advisors. I am proud to be Chair of the Board of Trustees at this amazing and globally respected organisation.

My thanks to all colleagues and Trustees for their wonderful work and support for THET and all the health professionals we have had the pleasure of partnering with.

Mr Justinian Ash
Chair of Trustees



26/9/23

OBJECTIVES AND ACTIVITIES

For over 30 years, THET has been working in partnership to strengthen health systems and build health workforce capacity in low- and middle-income countries (LMICs). Working closely with Ministries of Health and in partnership with UK and LMIC health institutions, and as an NGO in Official Relations with the World Health Organization (WHO), we strengthen health systems by responding to local and national priorities, supporting the training of health professionals, facilitating knowledge exchange and the development of policy and regulatory environments, and offering thought leadership and project management expertise.

In October 2022, we launched our new five-year strategic plan for the period through to the eve of our 40th anniversary in 2028. As well as clearly articulating our role in brokering Health Partnerships and giving expression to our core organisational values, the strategy emphasises the agility that has been fundamental to our ability to flourish in recent years.

At the centre of our approach is the model of Health Partnerships; long-term relationships between UK and LMIC health institutions, which improve health services through the reciprocal exchange of skills, knowledge, and experience. They are rooted in an understanding that equitable relationships between health professionals across borders can benefit all involved.

This report is structured around our Key Performance Indicators (KPIs) for the reporting period. Staff and partners reported progress against a set of quantitative targets and qualitative measures, on a quarterly basis for six Enabling Goals, and every six months on four Impact Goals.

Our dedicated Policy and Learning team gather regular reports from our Programmes teams and grantees. In addition, we commissioned studies to investigate effectiveness, such as value for money, and we developed case studies on project and partnership impact.

In producing this report, THET's Board of Trustees can confirm that they have complied with the duty outlined in the Charities Act 2011 to have due regard to Charity Commission guidance on public benefit.

Headline achievements in 2022

The achievements in the following section are a testament to THET's innovative approach to work with impact and agility in the face of adversity.

- This year saw the first anniversary of the coup in Myanmar on Tuesday 1st February. We were proud to mark the anniversary in association with Royal Medical Colleges across the UK, which lit up their buildings in red to show solidarity and remembrance for health workers who have risked, and lost, their lives to provide care since the deadly military coup took place. The gesture was a powerful tribute to the thousands of individuals who now find themselves in one of the deadliest countries in the world to be a health worker. According to the WHO's Surveillance System for Attacks on Healthcare, within the first year since the coup, 283 attacks have been documented against health workers, accounting for nearly 40% of the global total during that period.
- We have improved access to health services for a total of 446,244 people across our programmes. The two programmes to report on the biggest contribution are: our non-communicable disease (NCD) programme in Ethiopia, where we have screened over 323,752 people; the Myanmar Health Partnership Fund, where the 3 grant projects have been able to reach over 47,123 people directly and many more indirectly through the services provided by supported health workers. In addition, we have seen an increase in access to mental health services in Uganda: 214 people from refugee settings (including host communities) were referred for mental health care because of the attention of a Peer Support Worker. In Somalia,

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2022

our two programmes have strengthened access to maternal and new-born health care for internally displaced women reaching 10,184 adults and children.

- We have contributed to the training of 14,780 health workers. During the last quarter of 2022 alone, our work in Myanmar saw 1,237 GPs benefit from training to improve the quality of care they provide at the community level. Of all our programmes, the Commonwealth Partnerships for Antimicrobial Stewardship (CwPAMS) programme and our HEE funded bursaries have contributed to the most significant numbers of health workers trained. Across these programmes, cadres of health workers trained includes pharmacists, nurses, midwives, doctors, community health workers and allied health workers.
- We have supported 39 Health Partnerships to improve their capacity and effectiveness. The Myanmar Health Partnership Community continues to meet every month through THET's facilitation. In December, through the Nursing Now Challenge Fellowships, THET convened all participants through three Quality Improvement (QI) Project Presentation days, giving Fellows the opportunity to present their QI work which culminated in a final Graduation Ceremony.
- We have retained 90% of our current donors and secured 2 new donors this year. 88% of the funding secured in 2022 comes from governmental donors, predominantly the Department for Health and Social Care (DHSC), NHS England (NHSE), the Foreign, Commonwealth and Development Office (FCDO), and now the European Union (EU). Of the remaining funding secured in 2022 Trusts and Foundations make up 7%, with Corporates 3%, events 2% and individuals at 1%. Over three-quarters (78%) of funding secured this year has been for more than 12 months.
- The uptake of policy and learning positions by THET has influenced 6 organisations, including the Royal College of Emergency Medicine, the Florence Nightingale Foundation, and the WHO Quality Rounds webinar. We have also taken on the secretariat role for the All-Party Parliamentary Group (APPG) for Global Health this year, which will have a significant contribution to our advocacy efforts in the Westminster Parliament.

Our performance against our strategy

1. IMPACT GOAL 1

To strengthen the health workforce and the health systems in which they work.

Across our programmes, the training and development of health workers is contributing to improved access to health services and improved health outcomes. In 2022, we have improved access to health services for a total of 446,244 people and our programmes have helped to train a total of 14,780 health workers. Examples include:

- A total of 15,774 people were started on treatment for their chronic condition because of the ongoing diagnosis and treatment of people with NCDs in Ethiopia. This is crucial to manage their conditions and prevent longer-term complications, including stroke, blindness, and debilitating injuries.
- In Zambia, 66 Biomedical Engineering Technologists (BMETs) are now providing improved maintenance of the oxygen equipment across 126 of the 135 hospitals in the country because of our programme to strengthen medical oxygen related equipment. We developed national Standard Operating Procedures (SOPs) for management and maintenance, and alongside this have secured national adoption of the existing SOPs for all aspects of Health Technology Management (developed during an earlier programme).

- 14 sub-Saharan hospitals now have local Antimicrobial Stewardship action plans in place because of the Commonwealth Partnerships for Antimicrobial Stewardship (CwPAMS) programme. This will make an important contribution to strengthening the management of antimicrobials in these facilities and in the local areas.

Additionally, our advocacy and policy work has seen many successes this year. Examples include:

- We have maintained our status as an NGO in Official Relations with the World Health Organization (WHO). We have contributed to a WHO "Quality Rounds" webinar, advised on a WHO Advocacy Brief, jointly published a Learning Paper on how Health Partnerships have responded to COVID together with the WHO Health Learning Hub, contributed an organisational statement at the World Health Assembly, and provided platforms for WHO speakers at our conferences.
- We have engaged with the DHSC on our Experts in Our Midst diaspora engagement and health worker migration agendas.
- We have engaged with the FCDO on promoting the Health Partnership approach and the Health Partnerships for Myanmar work.
- We have taken on responsibility for running the secretariat of the APPG Global Health under the leadership of Dr Daniel Poulter MP and Baroness Ilora Finlay of Llandaff.

2. IMPACT GOAL 2

To strengthen the health partnership community.

Our work to strengthen the health partnership community is continuing at full pace. Our programmes team work hard to secure funding for our work, and we are delighted that the award of CwPAMS 2 grants were made in April 2023 to continue our work on antimicrobial stewardship.

Examples of our work against this impact goal include:

- Through the Health Partnership Capacity Development Programme, THET held three sessions on 'Finance and HR policies', 'Quality Improvement in healthcare settings', and 'Principles of Sustainable Healthcare in LMICs'. 30 individuals attended the workshops with most participants attending several. All workshops were rated useful or extremely useful by all participants.
- We successfully ran this year's THET Conference this October, entitled 'Reframing Health Partnerships: Diverse Voices in a New Era', designed as always to invest in UK health workers' knowledge of global health. Lead sponsorship came from HEE and Wellcome, and speakers included Dr Tedros (Director General of WHO), Richard Horton (The Lancet), Sue Tranka (Chief Nursing Officer of Wales), Tikhala Itayle, a Director at Women in Global Health, amongst others. CPD points were made available, and all sessions recorded. 299 people across 30 countries attended the conference.
- Since the military coup in Myanmar on 1st February 2021, health professionals involved in Health Partnerships between the UK and Myanmar have come together to support colleagues on the frontline of the response. The Myanmar Health Partnership Community continues to meet every month through THET's facilitation.

3. IMPACT GOAL 3

To be ambitious in our approach to equity and inclusion.

Through the development of the Programme Quality Standards, which contain explicit reference to Gender Equality and Social Inclusion (GESI), all THET teams are being supported and guided to consider GESI in the design of their programmes. This is also a requirement in all new grant programmes.

Examples of our approach to equality and inclusion include:

- The CwPAMS programme required all applicants to express how they have identified barriers to GESI and what steps they intend to take to overcome these. Applicant's responses to this question were a key consideration before approving a grant.
- In Somaliland, we are working with women champions from internally displaced communities to promote awareness of and access to much needed maternal and newborn services.
- Alongside our programmes work, we have developed an organisational approach to integrity which will further increase our understanding of GESI and help to drive improvements in how we promote this throughout the organisation and our programmes.

4. IMPACT GOAL 4

To ensure all our work advances climate mitigation, adaptation, and resilience.

The climate crisis is deeply concerning for individuals across the entire globe. We are dedicated to ensuring that all our work advances climate mitigation, adaptation, and resilience. Examples of our work include:

- Several staff members have trialled the carbon footprint tool in Q4 2022. We will carefully consider their feedback on its effectiveness before rolling the tool out to more staff.
- A draft Programmes Environmental Analysis document has been produced which is currently under review. This is intended to be utilised during the project design process to enable better understanding of the ways in which intended projects have the potential to advance climate mitigation, adaptation, and resilience.

5. ENABLING GOAL 1

Ensure all THET's programmes meet appropriate quality standards.

By the end of December, Programmes Managers had undertaken self-assessments on 70% of our projects based on the new Programmes Quality Standards. Work to ensure quality standard remains ongoing on a continuing basis.

The tools created as part of the Programmes Quality process include a proposal development framework covering required processes and elements of project design, theory of change and logical framework guidance, guidance on the inclusion of GESI, environmental mitigation and adaptation, and embedding safeguarding into programmes.

6. ENABLING GOAL 2

Generate and use robust evidence to inform our work and the work of others, recognising the mutual benefit of collaboration.

We have produced 5 pieces of new evidence and learning. These have been shared internally and amongst our stakeholders. Examples include:

- Dr Matthew Harris and colleagues at Imperial College London have produced a new report and one-page conceptual framework on bidirectional learning, based on research undertaken with Health Partnerships through our longstanding collaboration. The research suggests that there is more to be done to maximise the flow of learning through Health Partnerships to the NHS. As a starting point, Imperial College will deliver workshops for volunteers through the latest HEE bursaries.
- Our Wellbeing Study has received Research Ethics Committee approval and we are now recruiting the first participants from volunteers through the HEE bursaries. The volunteer post-

placement evaluations are also being re-designed and will be used first with the same cohort. We anticipate that both datasets and associated reports will be deposited in the open access UK Data Service Databank.

7. ENABLING GOAL 3

Create a people-centred organisation by bringing alive our core values.

Our HR consultants, Hunter Adams, have completed their audit review of our current policies and HR processes, in line with legislative requirements and best practice with the aim to become a People Centred organisation. The implementation of recommendations will help us to create a people-centred organisation and bring alive our core values.

The results of this year's staff survey were shared in advance of the all-staff meeting on 12th October. The meeting was productive and allowed staff to come together in small breakout discussions to share their thoughts on the recommendations. A timeline of the actions and areas of improvement has commenced with some actions already completed and/or currently underway including the Remuneration and Pay review (Benchmarking) project completed in November.

Safeguarding training for all UK staff took place on 12th December 2022. Key areas including prevention, identifying who is at risk, reporting and responding mechanisms were all covered.

At our Leadership Forum, an external workshop held by Alex-Cole Hamilton which covered the key area of Power and Integrity aims. Initial feedback from the group shows it was an interesting and engaging session with a follow-up brainstorming session planned in due course to take forward some of the actions proposed.

8. ENABLING GOAL 4

Effectively manage our finance and operations across the organisation.

Currently, all our offices are operating within appropriate financial and operational standards. THET's Global Finance Manual, completed in June, will be a key document establishing the financial management framework including financial policies, standards, and procedures for THET both in the UK and for our overseas country offices to develop their own local finance manuals. The finance team introduced the manual formally to all Country Directors at our away day in November and will be scheduling wider training for budget holders in 2023.

9. ENABLING GOAL 5

Strengthen our use of technology across all our work.

THET has continued to make strides in advancing our use of technology across several areas. Examples include:

- Our digital learning projects such as Saving Mothers at Delivery have allowed us to successfully submit our first digital health-based proposal to Odess, to increase the digital inclusivity of our work to date.
- We continue to support both programmes and Health Partnerships with access to Pulse and the use of digital communities to strengthen collaboration and bidirectional learning across the sector.
- The Digital Engagement Officer assesses all digital-based interventions against the Principles for Digital Development. The recent establishment of organisational digital standards will be incorporated into project quality management work moving forward.

10. ENABLING GOAL 6

Generate diverse and sustainable funding.

In 2022, we have retained 90% of our current donors and secured 2 new donors. 88% of the funding secured in 2022 comes from governmental donors, predominantly DHSC, NHS England, FCDO and now the EU. Of the remaining funding secured in 2022 Trusts and Foundations make up 7%, with Corporates 3%, events 2% and individuals at 1%.

Additionally, £5,885,498 of the funding secured this year is for longer than 12 months, with the newly awarded CwPAMS programme accounting for £4.624 million. This means that 78% of funding secured this year has been for more than 12 months.

KEY LESSONS LEARNT – CHALLENGES IN 2022

This year has marked another period of intense activity and institutional change, underscored by continuing political instability relating to UK ODA spending, the ongoing coup and war in Myanmar, and the continuing impact of the COVID-19 pandemic.

It is a testament to all THET staff, Trustees, and Honorary Advisors that the charity has performed so admirably to achieve many of the goals set at the start of the year.

As this report demonstrates the charity continues to adapt, remaining ready for the unexpected and able to move at pace to ensure the organisation's sustainability and growth amidst often compounding crises.

Structure, Governance and Management

THET is a registered charity (registration number 1113101) and is constituted as a company registered in England and Wales and limited by guarantee (registration number 05708871). Its objects and powers are set out in its Memorandum and Articles of Association, which is the charity's governing document.

Trustees

The Directors of THET are the Trustees, collectively known as The Board of Trustees (The Board). The Board, THET's governing body, comprises a minimum of 3 and a maximum of 12 Trustees. Trustees serve an initial term of three years that can be extended for up to a maximum of three years. The trustees are also members of the company. New Trustees are appointed by ordinary resolution at the general meeting. Members of the Board have guaranteed the liabilities of the company up to £1 each.

Trustees are appointed following open advertising in specialist publications or on specialist websites and following a rigorous interview process. All new Trustees are provided with a structured induction programme.

The Board of Trustees has created four specialist sub-committees to assist it with its work: the Finance, Risk and Governance Committee (FRGC), the Programmes Quality Committee, the Remuneration Committee (RemCo) and the External Engagement Committee. Each committee includes members of the Board and may include additional members appointed for their specialist knowledge.

The Finance, Risk and Governance Committee (FRGC), THET's audit committee, chaired by the Treasurer, meets as necessary with the external auditors, both with and without the presence of management. The FRGC reviews the external auditor's management letter and monitors implementation of actions required as a result. The FRGC also has responsibility to advise the Board on whether the audit, risk management and control processes within THET are effective. The

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2022

Remuneration Committee monitors THET's policy on remuneration and benefits for its staff and reports annually to the Board.

The Remuneration Committee meets annually and was chaired by Hugh Risebrow. In 2022, salaries are set after consideration of the cost of living, the financial position of the charity, and roles and responsibilities after taking into account the contracts being handled by THET.

THET's Trustees are responsible for everything that THET does. However, to ensure that THET is managed efficiently and effectively, the Trustees have delegated a range of day-to-day decision-making powers to the Senior Management Team. Trustees have also established appropriate controls and reporting mechanisms to ensure that the Senior Management Team operates within the scope of the powers delegated to it. The delegation policy is updated on an ongoing basis and is formally reviewed and approved by Trustees. The members of the Senior Management Team are not directors for the purposes of company law.

There has been no specific restriction imposed by the charity's governing document on the operation of the Trust. Trustees are authorised by the charity's governing document to invest any money of the Charity not immediately required for its function in appropriate, legal investments provided that any necessary consents are first obtained.

Annual trustee activity

A typical year for a trustee includes the following:

- Attendance at four Board meetings per annum
- Attendance at the AGM
- Attendance at committee meetings, and at ad hoc groups convened for specific purposes
- Attendance at staff or senior management meetings on an occasional basis
- Attendance at events (e.g., public meetings, meetings with THET volunteers/supporters/donors, THET Away Day)
- Attendance at the Annual Conference
- Trustees with specialist knowledge may work with senior management, both to provide advice and support, and to enhance board understanding and scrutiny.

Risk assessment

The Trustees keep strategic and operational risks under quarterly review at the Finance, Risk and Governance meetings, and the full Board of Trustees meetings. This involves an assessment of probability and potential impact, and a discussion of mitigating actions prepared by THET's Senior Management Team. The areas of risk reflect the fact that THET's staff and volunteers operate across many different jurisdictions, meaning that controls around finance and the movement of people are especially important. The risks also examine the extent to which THET is able to evidence the impact of its work and demonstrate Value for Money to its wide range of supporters, both individual and institutional. Finally, the risks look at the charity's ability to generate financial support for its distinctive model of Health Partnership working. In terms of its general affairs, THET operates prudent policies in all its financial operations, with any significant expenditure requiring approval by Trustees. THET also makes arrangements for appropriate insurance cover and other protection where this is appropriate in its activities at home and overseas.

There are a wide range of mitigations in place. In relation to demonstrating impact, for example, THET makes regular use of external evaluations of its work. In relation to income, THET is able to closely track its conversations with donors allowing it to closely track the success of its efforts to grow and diversify its income. In 2021, the main improvements resulting from Trustee discussions around risk were in relation to diversifying income sources. The year also saw the benefit of earlier Trustee conversations in relation to the tightening of procedures around our oversight of financial transactions in particular.

Our approach to fundraising activities

The charity raises funds from diverse sources including institutional donors, Trusts and Foundations, private sector partners and individuals, in the UK and internationally. We have developed an Ethical Fundraising Policy to guide decisions on solicitation and acceptance of funds.

The charity undertakes bi-yearly fundraising campaigns which reach a small number of patrons and supporters who have consented to receive the campaigns. Beyond this the trustees are pleased to receive unsolicited gifts and legacies from patrons and supporters who generously support our work. Beyond this, THET does not currently actively fundraise from the public, run legacy campaigns, or undertake similar fundraising activities in its own right. No complaints have been received from funders or beneficiaries in respect of fundraising activities undertaken by the charity.

Grant-making policies

THET issues grants to Health Partnerships delivering projects in keeping with its mission. Grants are selected following a fair and transparent process whereby applicants are provided with template forms and guidelines that state the purpose of the funds, eligibility criteria and a timeline for submission and selection.

Once awarded, and when contracts are signed, grants are managed in line with the Grants Management System, which sets out checks and controls to ensure that funds are being used for the purpose stated in the application. Financial and narrative reports are submitted at contracted intervals to show levels of spend and activity against plan and, where necessary, to explain exceptional variances. Milestones are set during the inception phase of each grant and progress is measured against these.

Other risk management processes include checks and controls on adequate financial management and verification of the legal protection and safety of those involved in the project. Information is gathered through reports and meetings and through spot checks on receipts and other documentation.

Financial Review:

Key highlights from the 2022 Accounts are:

The principal funding sources in 2022 were government bodies, including the Foreign, Commonwealth and Development Office; public bodies, including Health Education England; corporate entities, such as Johnson & Johnson; and Trusts and Foundations, such as the Bill & Melinda Gates Foundation. This funding is used for various project activities as specified in the donor agreements. For specific details of these projects please refer to Note 16 of the accounts.

Charitable funds

The funds held by THET are in interest-bearing accounts managed by the Charities Aid Foundation from which they can be withdrawn as needed. The Trust is able to meet all its obligation and commitments within its present cash flow and assets.

THET does not hold assets except as detailed in the accounts. The salaries of project staff are derived mainly from grants. THET operates in collaboration with other charitable bodies to pursue its objectives.

Reserves Policy

The Board of Trustees has established a General Reserves Policy which continues to protect our programme work from risk of disruption at short notice due to a lack of funds. The Policy also provides parameters for future strategic plans and contributes towards decision-making. It determines an appropriate target level for general reserves, taking into account the following factors:

- Vulnerability to unplanned changes in financial position, relating mainly to unpredictability of fundraising and unrestricted income and securing future restricted and unrestricted contracts.
- Net financial risk related to the above, taking into account the likely speed of onset as well as the mitigation steps available to management.
- The fact that expenditure is generally predictable and long term, with the exception of 'variable' spend on restricted programmes where risks typically involve unplanned events such as hostile government action or major uninsured health and safety or security emergencies.

This approach provides a target base level of general reserves for good governance; to cover 3 months organisational closure cost and the costs incurred by cessation of programme and grant activity. The basis of determining the target reserves level is kept under review and is adjusted to reflect funded activity, and thus organisational size, taking into account actual and perceptions of risk. The minimum target level of reserves in 2022 was set at £350,000. Reserves were £956,053 at 31 December 2022.

Arrangements for monitoring and reviewing the reserves policy

The reserves policy is, as a minimum, subject to annual review by Trustees, with the next review scheduled for 2023. In addition, the Trustees monitor THET's performance against the budget throughout the year and consider the need for a reconsideration of reserves, dependent upon changes in activity and organisational structure.

General Reserves (Unrestricted)

General reserves are not restricted to or designated for a particular purpose. General reserves are £956,053 (2021 - £561,755) at the end of December 2022. A detailed review of the level of unrestricted reserves was conducted in 2022.

Restricted Funds

These funds are tied to particular purposes, as specified by the donor or as identified at the time of a public appeal. At 31 December 2022, unspent restricted funds were £1,712,105 (2021 - £2,096,003).

Total funds

At 31 December 2022, total funds were £2,668,158 with £2,180 of this relating to fixed assets.

Future plans

This year has seen increased stability due to new programmatic funding, including a £4,640,030 three-year contract with the Department of Health and Social Care (DHSC) for the continuation of our Commonwealth Partnerships for Antimicrobial Stewardship Programme (CwPAMS); a one-year €646,574 contract to support local institutions to strengthen medical education in north-west Syria, and; a £350,000 contract, extending our work with the Ghanaian Government, the Liverpool School of Tropical Medicine (LSTM) and other partners, touching on health workforce leadership and development and midwifery and nursing regulation (bringing the total award to £844,000). We are hopeful that this renewed financial stability will continue in 2023.

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2022

Impact of COVID-19

Although reduced compared to recent years, the impacts of the COVID-19 pandemic have created additional challenges for the charity and has continued to shape the way we work. THET has, however, been able to continue operations remotely, with limited disruption, although some projects have been delayed and onsite monitoring visits have not been possible in all cases. The impact of COVID-19 on THET has therefore been restricted.

Trustees' responsibilities

Company law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these accounts, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Companies Act 2006 and with Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP (FRS 102)). They are 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.

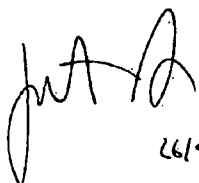
Each of the Trustees confirm that:

- So far as they are aware there is no relevant audit information of which the charity's auditors are unaware, and,
- They have taken all the necessary steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. The trustees have taken the exemption available to small companies and have not prepared a Strategic Report.

Approved by the Board of Trustees on and signed on its behalf by:

Mr Justinian Ash
Chair of Trustees



26/9/23

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TROPICAL HEALTH AND EDUCATION TRUST

Opinion

We have audited the financial statements of Tropical Health and Education Trust ('the company') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 2022 and of its 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 requirements of the Companies Act 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 charitable company'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 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 financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, 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.

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 trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate 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 take advantage of the small companies exemption from preparing a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 15, the trustees (who are also the directors of the charitable company for the purposes of company law) 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

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of

management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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. 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street
London
EC2A 2AP

Date: 29 September 2023

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST DECEMBER 2022

	Note	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Income from:					
Donations and legacies	2	47,583	-	47,583	114,171
Charitable activities	3	364,562	3,643,167	4,007,729	5,894,234
Investment income	4	528	-	528	20
Other income	5	121,638	-	121,638	68,168
Total income		534,311	3,643,167	4,177,478	6,076,593
Expenditure on:					
Raising Funds	6	117,696	-	117,696	143,890
Charitable activities	8	273,911	3,775,497	4,049,408	4,956,042
Total expenditure		391,607	3,775,497	4,167,104	5,099,932
Net income/(expenditure)		142,704	(132,330)	10,374	976,661
Transfers between funds	16a	251,567	(251,567)	-	-
Net movement in funds		394,271	(383,897)	10,374	976,661
Reconciliation of funds:					
Total funds brought forward	16a	561,755	2,096,003	2,657,758	1,681,097
Total funds carried forward	16a	956,026	1,712,106	2,668,132	2,657,758

The Statement of financial activities includes all gains and losses recognised in the year.

A full comparative Statement of Financial Activities is presented in note 23.

The notes on pages 23 to 33 form part of these financial statements.

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

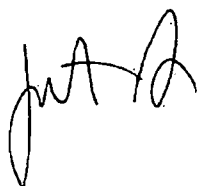
BALANCE SHEET
FOR THE YEAR ENDED 31ST DECEMBER 2022

	Note	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	12		<u>2,154</u>		<u>7,695</u>
			2,154		7,695
Current assets					
Debtors	13	160,757		1,343,848	
Cash at bank and in hand		<u>2,900,090</u>		<u>2,138,007</u>	
		3,060,847		3,481,855	
Liabilities					
Creditors: amounts falling due within one year	14	<u>(394,869)</u>		<u>(831,792)</u>	
Net current assets			<u>2,665,978</u>		<u>2,650,063</u>
Total net assets			<u><u>2,668,132</u></u>		<u><u>2,657,758</u></u>
The funds of the charity					
Restricted income funds			1,712,106		2,096,003
Unrestricted income funds:					
General funds			<u>956,026</u>		<u>561,755</u>
Total charity funds	16a		<u><u>2,668,132</u></u>		<u><u>2,657,758</u></u>

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 26/9/23 and were signed on their behalf by:

.....
Mr Justinian Ash
Chair of Trustees



The notes on pages 23 to 33 form part of these financial statements.

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST DECEMBER 2022

	Note	2022	2021
		£	£
Cash flows from operating activities			
Net cash provided by operating activities		762,308	1,237,164
Cash flows from investing activities:			
Interest received		528	20
Purchases of tangible fixed assets		(753)	(1,866)
Net cash used in investing activities		(225)	(1,846)
Change in cash and cash equivalents in the year		762,083	1,235,318
Cash and cash equivalents at the beginning of the year		2,138,007	902,689
Cash and cash equivalents at the end of the year		2,900,090	2,138,007

Reconciliation of net movements in fund to net cash flow from operating activities

	2022	2021
	£	£
Net income for the reporting period	10,374	976,661
(as per the statement of financial activities)		
Depreciation charges	6,294	8,674
(Gains)/losses on investments	-	-
(Increase)/decrease in debtors	1,183,091	(288,277)
Increase/(decrease) in creditors	(436,923)	540,126
Interest received	(528)	(20)
Net cash provided by operating activities	762,308	1,237,164

Cash and cash equivalents comprise solely cash at bank and in hand during both the current and prior year.

The notes on pages 23 to 33 form part of these financial statements.

1 Accounting policies

a) Statutory information

Tropical Health and Education Trust is a private company limited by guarantee and is incorporated in England and Wales and a charity registered with the Charity Commission. The registered office address is disclosed on the company information page.

b) Basis of preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these financial statements. The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (Second Edition, effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

c) Public benefit entity

Tropical Health and Education Trust constitutes a public benefit entity as defined by FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

d) Going concern

The trustees have prepared, reviewed and formally approved detailed operating and cash flow projections covering the next 12 months to September 2024. On the basis of these projections they have assessed that the Charity has adequate financial resources and structures in place to manage its operational risks. In addition, the budgeting and forecasting process has taken account of the current economic and funding climate and its potential impact on our various sources of income and expenditure. Therefore, the trustees are confident that there is reasonable expectation that the Charity has adequate resources and control mechanisms to continue in operational existence for the foreseeable future and, on this basis the trustees believe, to the best of their belief and knowledge, that the Charity remains as a going concern for at least the period to September 2024 and, accordingly, these financial statements have been prepared on the going concern basis.

e) Income

Income is recognised when the charitable company has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably. When income is received in advance of providing services, it is deferred until THET becomes entitled to that income.

Donations are recognised in the statement of financial activities in the year which they are received, unless the income recognition criteria set out above are met at an earlier date.

For legacies, entitlement is taken as the earlier of the date on which either: (i) the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to THET that a distribution will be made, or (ii) when a distribution is received from the estate. Receipt of a legacy, in whole or part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift of the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102), the donated services from our general volunteers are not included within the financial statements.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

f) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity.

Restricted funds are to be used for specific purposes as laid down by the donor or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes of the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Costs of charitable activities are the costs applied by the charity in undertaking its work and achieving its charitable objectives, as opposed to the cost of raising funds to finance those objectives.

Non-directly attributable costs are allocated based on an estimate of time spent.

Expenditure on raising funds relate to the costs incurred by the charitable company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities includes the costs of directly undertaking the activities which further the purposes and objectives of the charitable company, and their associated support costs.

Grants are included in the statement of financial activities as they become payable. THET's ability to make grant payments is entirely dependent on funding (FCDO, DHSC, HEE, Johnson & Johnson) under the contracts that are the subject to annual renegotiation. In the opinion of the trustees, a constructive obligation is only created when (i) ongoing grant conditions are being fulfilled and, (ii) contract renewal has been successfully negotiated with different grantors.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charitable company is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

Governance costs are the costs associated with the governance arrangements of the charitable company. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

i) Foreign Currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of transaction.

Exchange gains and losses are recognised in the statement of financial activities.

j) Tangible fixed assets

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the costs can be measured reliably.

Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer Equipment	33% straight line
--------------------	-------------------

k) Liabilities and provisions

Creditors and provisions are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1 Accounting policies (continued)

m) Pensions

THET operates a defined contribution pension scheme for the benefit of staff. The charitable company's contribution is charged to the Statement of Financial Activities in the financial year. The charitable company has no liability under the scheme other than for the payment of those contributions.

n) Critical accounting estimates and areas of of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. In the opinion of the trustees there are however no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

2 Income from donations and legacies

	Total Funds 2022 £	Total Funds 2021 £
Donations	47,583	114,171
Legacies	-	-
	47,583	114,171

All income from donations and legacies were unrestricted in the current and previous year.

3 Income from charitable activities

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Programmes & Projects	4,579	3,643,167	3,647,746	5,434,711
Management fee income	359,983	-	359,983	459,523
Total 2022	364,562	3,643,167	4,007,729	5,894,234
Total 2021	465,756	5,428,478	5,894,234	

4 Investment income

	Total Funds 2022 £	Total Funds 2021 £
Investment income - local cash	528	20

All income from investments were unrestricted in the current and previous year.

5 Other income

	Total Funds 2022 £	Total Funds 2021 £
Conference fees	121,638	68,168

All other income was unrestricted in the current and previous year.

6 Expenditure on raising funds

Costs of raising voluntary income

	Total Funds 2022 £	Total Funds 2021 £
Other direct costs	17,569	63,329
Direct salaries	54,475	47,880
Allocated centrally incurred fundraising and governance costs	23,781	20,909
	95,825	132,118
Fundraising trading expenses		
Indirect salaries	21,871	11,772
	117,696	143,890

All costs of raising voluntary income were allocated against unrestricted funds in both the current and prior year.

7 Analysis of grants

	Grants to Institutions 2022 £	Total Funds 2022 £	Total Funds 2021 £
Grants awarded to NHS and academic partners	564,729	564,729	1,464,104
Total 2021	1,464,104	1,464,104	

The Charity has made the following material grants to institutions during the year.

	2022 £
Name of institution	
Addenbrooke's Charitable Trust	67,544
Royal College of Paediatrics and Child Health	49,733
Uganda UK Health Alliance	121,391
	238,668
Other grants to institutions	326,061
	564,729

8 Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Grant funding of activities 2022 £	Support costs 2022 £	Total Funds 2022 £	Total Funds 2021 £
Programmes & Projects	3,210,768	-	273,911	3,484,679	3,491,938
Grants awarded to NHS and academic partners	-	564,729	-	564,729	1,464,104
	3,210,768	564,729	273,911	4,049,408	4,956,042
Total 2021	3,263,165	1,464,104	228,773	4,956,042	

Analysis of direct costs

	Total Funds 2022 £	Total Funds 2021 £
Staff costs	1,243,740	1,300,255
Direct expenditure on programmes and projects	1,967,028	1,962,910
Total	3,210,768	3,263,165

Analysis of support costs

	Total Funds 2022 £	Total Funds 2021 £
Staff costs	131,228	82,401
Governance costs	17,003	13,621
Administration and office expenses	113,993	122,031
Rent and rates	11,687	10,720
	273,911	228,773

9 Auditor's remuneration

The auditor's remuneration amounts to an auditor fee of £14,500 (£13,150) and accounts preparation services of £2,600 (£2,350).

10 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	1,310,738	1,313,982
Social security costs	115,302	102,906
Contribution to defined contribution pension schemes	42,363	42,281
	1,468,403	1,459,169

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2022 No.	2021 No.
£60,000 - £69,999	1	2
£70,000 - £79,999	-	-
£80,000 - £89,999	-	1
£90,000 - £99,999	1	-

The key management personnel of THET comprises the Chief Executive and the Senior Management Team (SMT). The SMT consists of the Director of Finance & Operations and the Director of Programmes. The total employee benefits including pension contributions of the key management personnel were £274,082 (2021 - £257,931).

The trustees were not paid or received any other benefits from employment with the charitable company in the year. No trustee received payment for professional or other services supplied to the charitable company.

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £4,265 (2021 - £Nil).

11 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 No.	2021 No.
Charitable activities - programme and projects	40	45
Administration	6	7
Generating income	1	1
	47	53

12 Tangible fixed assets

	Computer Equipment £	Total £
Cost		
Balance brought forward	31,281	31,281
Additions in year	753	753
Disposals in year	-	-
At the end of the year	32,034	32,034
Depreciation		
Balance brought forward	23,586	23,586
Charge for the year	6,294	6,294
Eliminated on disposal	-	-
At the end of the year	29,880	29,880
Net book value		
As at 31 December 2022	2,154	2,154
As at 31 December 2021	7,695	7,695

All of the above assets are used for charitable purposes.

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

13 Debtors

	2022 £	2021 £
Trade debtors	36,168	1,031,561
Other debtors	39,924	84,617
Prepayments	18,212	37,585
Accrued income	66,453	190,085
	160,757	1,343,848

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	125,818	214,716
Taxation and social security	50,772	45,290
Other creditors	183,898	93,533
Deferred income	-	411,310
Accruals	34,381	66,943
	394,869	831,792

15 Deferred income

Deferred income comprises contracts and other income where the activity to deliver services funded by this income does not occur until the following year.

	2022 £	2021 £
Balance at the beginning of the year	411,310	-
Amount released to income in the year	(411,310)	-
Amount deferred in the year	-	411,310
Balance at the end of the year	-	411,310

16a Movements in funds (current year)

	At 1 January 2022 £	Income £	Expenditure £	Transfers £	At 31 December 2022 £
Restricted funds					
Johnson & Johnson Corporate Citizenship Trust	49,045	1,413	(52,969)	2,511	-
Department for Health and Social Care - CwPAMS	(15,538)	634,447	(462,093)	-	156,816
The Burdett Trust for Nursing Grant	100,933	108,000	(156,614)	-	52,319
Bill & Melinda Gates Foundation	72,538	216,739	(127,033)	(2,233)	160,011
Health Education England	719,078	630,117	(893,791)	(213,622)	241,782
Johnson & Johnson Foundation Scotland (SM@D)	256,572	198,570	(234,123)	(18,889)	202,130
The Department for International Development (UKPHS)	6,984	15,141	(23,599)	1,474	-
Fraxinus Charitable Trust	9,383	210,000	(61,662)	275	157,996
FCDO - Health Partnership Capacity Development (SCCF)	-	56,538	(56,538)	-	-
Department for Health and Social Care - FIWP	691,527	514,327	(989,492)	(7,282)	209,080
Sandoz AG - Novartis Social Business	111,922	146,234	(253,553)	(9,074)	(4,471)
Global Health Partnership - Biomedical Engineering	18,326	-	-	-	18,326
FCDO - UK Myanmar Health Fund (UKMHF)	-	141,109	(141,109)	-	-
EU funded Syria project	-	464,020	(60,841)	-	403,179
Other restricted funds	83,099	99,857	(106,793)	(6,068)	70,095
Remote International Mentoring Partnership Scheme (RIMPS)	-	50,000	(5,156)	-	44,844
UNICEF	(7,866)	156,655	(150,130)	1,341	-
Total restricted funds	2,096,003	3,643,167	(3,775,497)	(251,567)	1,712,106
Unrestricted funds					
General funds	561,755	534,311	(391,607)	251,567	956,026
Total unrestricted funds	561,755	534,311	(391,607)	251,567	956,026
Total funds	2,657,758	4,177,478	(4,167,104)	-	2,668,132

16b Movements in funds (previous year)

	At 1 January 2021	Income	Expenditure	Transfers	At 31 December 2021
	£	£	£	£	£
Restricted funds					
Bill & Melinda Gates Foundation	34,564	129,865	(91,891)	-	72,538
Global Health Partnership - Biomedical Engineering	18,326	-	-	-	18,326
The Burdett Trust for Nursing Grant	-	108,000	(7,067)	-	100,933
Department for Health and Social Care - CwPAMS	105,720	619,359	(740,617)	-	(15,538)
Department for Health and Social Care - FIWP	-	1,678,401	(986,874)	-	691,527
Fraxinus Charitable Trust	48,181	-	(38,798)	-	9,383
Health Education England	646,103	1,279,679	(1,052,707)	(153,997)	719,078
Johnson & Johnson Corporate Citizenship Trust	242,927	8,024	(201,906)	-	49,045
Sandoz AG - Novartis Social Business	65,202	210,439	(176,901)	13,182	111,922
Other restricted funds	75,524	75,213	(70,744)	(4,760)	75,233
SHINE	13,951	26,732	(31,800)	(8,883)	-
FCDO - Health Partnership Capacity Development (SCCF)	-	38,938	(38,938)	-	-
King's College London	(8,552)	130,000	(130,135)	8,687	-
SIDA	24,413	117,228	(228,840)	87,199	-
Johnson & Johnson Foundation Scotland (SM@D)	189,634	200,405	(133,467)	-	256,572
The Department for International Development (UKPHS)	(2,468)	761,544	(752,092)	-	6,984
Welsh Government Programme	-	44,651	(44,492)	(159)	-
Total restricted funds	1,453,525	5,428,478	(4,727,269)	(58,731)	2,096,003
Unrestricted funds					
General funds	227,572	648,115	(372,663)	58,731	561,755
Total unrestricted funds	227,572	648,115	(372,663)	58,731	561,755
Total funds	1,681,097	6,076,593	(5,099,932)	-	2,657,758

The reason for the negative year-end balance for the Novartis Phase II bridge funding (Sandoz AG funded) is that this project started in December 2022, with no income received until 2023.

The overall reason for the transfer of funds from restricted reserves to unrestricted is due to various restricted projects finishing in the year. Where projects are deliverables based, any unspent funds at the end of the project do not need to be returned, and are therefore transferred to unrestricted reserves. In other cases, where the financial reports for projects are prepared in another currency, there is a GBP balance but no balance in the project currency, at the end of the project due to the movements in the relevant exchange rate over the course of the project. This balance is therefore free to be transferred to unrestricted reserves.

Purposes of restricted funds

Johnson & Johnson Corporate Citizenship Trust - Africa Grants Programme

THET received funds in 2016 to set up the Africa Grants Programme. This programme has consisted of 4 rounds of \$500,000 each to support projects of up to 18 months working on global surgery and anaesthesia and increasing access to community healthcare. There are currently 2 programmes running concurrently – the 2018-20 grant which was due to end in September 2021 and the 2020-21 grant which was due to end in September 2021. Both were extended in order to take into account delays brought about by the COVID-19 global pandemic.

Department for Health and Social Care - CwPAMS

Funded by the UK Department for Health and Social Care, CwPAMS is a £2.2 million grants programme for UK-LMIC health partnerships originally running from September 2018 to May 2020. As a result of the impact of the COVID-19 global pandemic, the programme was extended until June 2022. In July 2022 a £4.64 million Phase 2 of this project was agreed with DHSC. THET manages the programme in partnership with Commonwealth Pharmacists Association, who provide technical support to grant holders. 12 partnerships are funded through the programme, operating in Ghana, Tanzania, Uganda, Zambia, Kenya, Malawi, Nigeria and Sierra Leone, with the aim of implementing antimicrobial stewardship improvement projects in alignment with each country's National Action Plan on antimicrobial resistance.

Burdett Trust for Nursing Grant

This programme awards Nursing and Midwifery Quality Improvement Fellowships to build the leadership of nurses and midwives in the UK, Africa and Asia. This programme runs in synergy with the UKPHS programme and the HEE Nursing Now campaign to maximise impact.

Bill and Melinda Gates Foundation

A programme which seeks to take a systematic approach to raising awareness of health and ODA issues amongst sectors of the British public. The original three-year programme finished in July 2022, with a follow-on two-year programme starting in August 2022.

Purposes of restricted funds (continued)

Health Education England

Health Education England (HEE) and the Tropical Health and Education Trust (THET) have been working in partnership since 2016. The partnership allows HEE to offer quality education and training opportunities to NHS staff in Low- and Middle-Income Countries (LMICS). It builds on THET's long-standing role in managing health partnerships between health institutions in the UK and their counterparts across 31 countries in Africa and Asia.

The 2022 Service Level Agreement (SLA) is contracting THET to deliver activities aimed at developing the evidence base for this approach, publicising these opportunities to NHS staff, and continuing activity in Myanmar and Uganda, two countries with especially close ties to the UK health community, through Alliances.

Johnson & Johnson Foundation Scotland - Saving Mothers at Delivery

The vision of this project is that public health facilities in Myanmar and Somaliland are safer places for mothers to undergo emergency procedures related to delivery, and that morbidity arising from these procedures are minimised.

The Department for International Development (UKPHS)

The UK Partnerships for Health Systems programme was originally a £28.5 million programme, awarded by the UK Department for International Development, running for 43 months from December 2020 to July 2023. The programme is being managed by THET with technical input from the Liverpool School of Tropical Medicine. The programme aims to help LMICs build stronger, and more resilient health system, making progress towards universal health coverage through improved health service performance, particularly targeting poor and vulnerable populations. In April 2021, the Foreign, Commonwealth & Development Office (formerly the Department for International Development) decided to cut all of THET's funding, meaning that the UKPHS programme will now be closed down earlier than the original date. Full programme activities continued until the end of July 2021, with minimal activities then continuing until February 2022.

Fraxinus Charitable Trust

The aim of this project is to improve access of marginalised women to quality maternal and obstetric care in Somaliland.

FCDO - UK Aid Direct Grant - Health Partnership Capacity Development (SCCF)

Funding from the Foreign and Commonwealth Development Office for a project to develop Health Partnership Capacity.

Department for Health and Social Care - FIWP

The Future International Workforce Programme (FIWP) is funded by the Department of Health and Social Care. The Programme aims to address the global shortage of nurses by: increasing the quality of nurse training places in supply countries leading to an increase in better trained nurses; delivering training that leads to nurse qualifications to refugees/displaced people; and supporting governments to improve their health workforce management.

Sandoz AG - Novartis Social Business

This project enables rural people suffering from chronic diseases to receive essential care near to their homes from health care workers who are appropriately trained and continuously supported and encouraged to develop their skills.

Global Health Partnership - Biomedical Engineering

In response to a request by the Zambian Ministry of Health, THET and our partners had delivered an innovative and sustainable training and education project, which had assisted with the development and delivery of Master of Medicine courses in the selected clinical specialisms of pathology, anaesthetics, psychiatry and biomedical engineering.

FCDO - UK Myanmar Health Fund (UKMHF)

The aim of this programme is to address various healthcare challenges that have arisen since the coup in Myanmar and to embed longer-term health systems strengthening in the country.

EU funded Syria project

The aim of this programme is mapping and scoping assistance to health care workers and human resources for health including the design of future support to core quality assurance, education and representative functions for the medical profession.

Remote International Mentoring Partnership Scheme (RIMPS)

The Remote International Mentoring Partnership Scheme will enable UK-based individuals from health organisations to provide remote mentoring within up to 10 international health partnerships (with a minimum of 5 mentees per partnership) in low and lower middle-income countries. This will enable health workers to feel better supported in their role, and consequently provide better quality of care, as well as ensuring the continued engagement of health partnerships and individuals in global health work at low cost.

UNICEF

This project is for the provision of consultancy services for the strengthening of medical oxygen systems operations and maintenance for health systems in Zambia

Analysis of net assets between funds

2022	Restricted Funds £	Unrestricted funds £	Total £
Tangible fixed assets	-	2,154	2,154
Net current assets	1,712,106	953,872	2,665,978
Total Funds	1,712,106	956,026	2,668,132
2021	Restricted Funds £	Unrestricted funds £	Total £
Tangible fixed assets	-	7,695	7,695
Net current assets	2,096,003	554,060	2,650,063
Total Funds	2,096,003	561,755	2,657,758

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

17 Legal status of the charitable company

The charitable company is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

18 Capital Commitments

There were no capital commitments not provided for in the financial statements (2021: None).

19 Pension commitments

The Charity operates a defined contribution pension scheme. The assets of this scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £60,911 (2021: £42,281). £7,078 (2021: £7,471) was payable to the fund at the balance sheet date and is included in creditors on the balance sheet.

20 Funds held as intermediary agent

At year end THET acted as an intermediary agent for the following organisations. The balances stated represent cash at bank. The following balances, and any income and expenditure in the period, have not been included in the financial statements:

	Balance held at 1 January 2022	Net receipts/payments 2022	Balance held at 31 December 2022
	£	£	£
Andrew Quayle	(1,525)	-	(1,525)
Links Lusaka	1,690	1,545	3,235
Veta Bailey - TA	4,209	4,000	8,209
Veta Bailey - ET	(872)	-	(872)
	<u>3,502</u>	<u>5,545</u>	<u>9,047</u>

	Balance held at 1 January 2021	Net receipts/payments 2021	Balance held at 31 December 2021
	£	£	£
Andrew Quayle	1,175	(2,700)	(1,525)
Links Lusaka	403	1,287	1,690
NIHRGHRG	(1,908)	1,908	-
NIHR - MY	4,506	(4,506)	-
Veta Bailey - TA	4,209	-	4,209
Veta Bailey - ET	(872)	-	(872)
	<u>7,513</u>	<u>(4,011)</u>	<u>3,502</u>

Andrew Quayle

Funds held on behalf of Andrew Quayle for the support for upgrading medical qualifications in Zambia.

Links Lusaka

These funds are being held by THET on behalf of a link between Lusaka's University Teaching Hospital and Brighton and Sussex University Hospitals and Medical School to support their two-way trips by nurses, doctors and librarians and other allied health professionals for teaching and CPD.

Veta Bailey TA

Funds received to support the development and academic partnership between UK and a Tanzanian partner which will lead to joint research activities with a focus on decentralised care and quality service provision.

Veta Bailey ET

Support to provide training to trainers in stroke care at Jimma and Gondar University Teaching Hospitals in Ethiopia in collaboration with the University of Southampton.

21 Post Balance Sheet Events

There were no post balance sheet events that require disclosure in the period under review (2021: None).

22 Related party transactions

Justinian Ash, a Trustee of Tropical Health and Education Trust and his wife are Trustees of the Fraxinus Trust. During the year the charity received grants totalling £210,000 from this organisation. Details of the projects undertaken by the charity are in note 16.

There were no other related party transactions during 2022 (2021: None).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

TROPICAL HEALTH AND EDUCATION TRUST
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

23 Comparative Statement of Financial Activities (year ended 31 December 2021)

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
	Note			
Income from:				
Donations and legacies	2	114,171	-	114,171
Charitable activities	3	465,756	5,428,478	5,894,234
Investments	4	20	-	20
Other income	5	68,168	-	68,168
		<hr/>	<hr/>	<hr/>
		648,115	5,428,478	6,076,593
		<hr/>	<hr/>	<hr/>
Expenditure on:				
Raising Funds	6	143,890	-	143,890
Charitable activities	8	228,773	4,727,269	4,956,042
		<hr/>	<hr/>	<hr/>
Total expenditure		372,663	4,727,269	5,099,932
		<hr/>	<hr/>	<hr/>
Net (expenditure)/income		275,452	701,209	976,661
Transfers between funds	16	58,731	(58,731)	-
		<hr/>	<hr/>	<hr/>
Net movement in funds		334,183	642,478	976,661
Reconciliation of funds:				
Total funds brought forward		227,572	1,453,525	1,681,097
		<hr/>	<hr/>	<hr/>
Total funds carried forward		561,755	2,096,003	2,657,758
		<hr/>	<hr/>	<hr/>