

Trustees' Report and  
Unaudited Financial Statements for the Year Ended 31 March 2023  
for  
The Oxford Centre for Buddhist Studies

Chapman Robinson and Moore Limited  
30 Bankside Court  
Stationfields  
Kidlington  
Oxford  
OX5 1JE

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for the Year Ended 31 March 2023

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Trustees' Report  
for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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 (FRS 102) (effective 1 January 2019).

**OBJECTIVES AND ACTIVITIES**

**The purpose of the charity as set out in its governing document**

The object of the Charity is to advance the education of the public by holding and administering funds for permanent and temporary teaching posts, and temporary research posts, in Buddhist Studies at Oxford University; by the administration of teaching and research activities in Buddhist Studies undertaken at Oxford University; and by agreeing arrangements for collaboration in respect of Buddhist Studies teaching and research with the University of Oxford (and Colleges, Faculties and Departments within it), and with other organisations involved in generating and diffusing academically sound information about the Buddhist Tradition.

**The main activities undertaken in relation to those purposes during the year.**

The Centre continues with its Access Initiatives.

The Pali programme online goes from strength to strength. This provides a full learning pathway for potential students. It starts with a comprehensive introduction, which leaves students able to translate Pali texts themselves, with the help of study aids such as dictionaries. Levels 2 -3 build on this proficiency and Level 4 offers the chance to work in a more advanced way with Pali texts, and verse. The courses continue to prove popular and garner good reviews.

We also carried out an online Advanced Pali Reading course in August 2022 for graduates of the introductory course. This helps them deepen their studies, and translation skills.

Thus the Centre continues to provide a coherent learning pathway for those interested in Pali to progress from very little knowledge to an advanced level. This pathway is open to anyone who is interested, and has the time to follow their studies. It is built on the signature introductory course developed by Professor Gombrich over a decade ago, which has been acclaimed for its ease of use.

The Pali Hub continues to grow. This project is building a comprehensive bibliography of all scholarship related to Pali and Early Buddhism available on the web. It now stands at over 15,000 records and plans are in place for further development, including beyond Anglophone academia.

Professor Gombrich gave personal individual Pali teaching, as well as an "Introduction to Buddhism" talk to students of the Institute of Education at the University. Both took place online.

The Centre continues to publish its Journal, with a strong commitment towards intelligibility whilst preserving academic rigour. The new single annual publication schedule, is working well.

A great deal of time this year was put into securing funds to run the Pali Translation Project. This aims to translate all remaining parts of the Pali canon, and commentaries into English, making them freely available on SuttaCentral.

Funds to secure the first two years of the project were acquired in May 2023.

**The main activities undertaken during the year to further the charity's purpose for the public benefit.**

The Centre continues to focus on online resources, and is strategically placed to provide an important contribution to Buddhist Studies in this area. We have developed, and continue to improve, an internet platform that includes teaching, research aids, and lectures, that helps people deepen their studies.

The Centre also continues its readiness to support Buddhist Studies at the University of Oxford through the actions listed in the previous section.

Trustees' Report  
for the Year Ended 31 March 2023

**OBJECTIVES AND ACTIVITIES**

**The short term and longer term aims and objectives.**

The long term aims of the charity are to establish the Centre in Buddhist Studies permanently. Teaching courses ensure the development of Pali scholarship in the West after a period of decline. The framework for study provided by the Centre provides interested parties with many resources to explore Buddhism.

In the short term, the securing of funds for both the charity, and the pilot of a large translation project give the Centre a firm base to develop its future plans. New courses with an even wider appeal - such as courses on the Buddha, and early Buddhism - are being developed.

The Centre is moving ahead on translating the Pali Introductory course to Marathi, and plans to train teachers to deliver those courses.

**The charity's strategies for achieving its aims and objectives in the future.**

The charity continues developing relationships with several academic bodies to ensure that its plans can be brought to fruition, including an important collaboration agreement.

Having secured the first tranche of funding for its major translation project, the focus of the next few years will be on utilising this success to source funds for the full project.

The online on demand courses have raised the profile of the Centre, and future courses are planned to have a broader appeal.

**How the activities undertaken during the year contributed to the achievement of the aims and objectives.**

The continuation of the online on-demand courses is proving a very effective way to fulfil the Centre's aim of disseminating Buddhist scholarship to as large an audience as possible. The Advanced Reading course, and Pali Hub build on this, creating a growing community of people actively engaged in Pali studies.

**Resources used in the activities undertaken during the year.**

The Centre has made extensive use of technology within the last year, exploring the simplest and most satisfactory ways to deliver teaching online. It has had great success with this, gaining praise for the setup of its resources.

The Centre has used a large part of its resources to employ two members of paid staff, an Office Manager and an Operations and Development Manager; the Centre has offices rented from Wolfson College, Oxford University.

**Social investment policies and how these contributed to the achievement of charity's aims and objectives during the year.**

The Centre has provided reductions in its course fees to students with reduced financial means who have shown an aptitude for the work.

Lectures are provided free of charge on its website, and volumes of its Journal become open access after one year. The Pali Hub development provides online resources in Early Buddhist scholarship which are completely open access.

The new translation project will be providing English translations of hitherto untranslated Pali texts, that will be freely available to everyone on the internet

**The contribution of volunteers during the year.**

The Centre has benefited from voluntary help in the cataloguing of its library, and the preparation of a Pali bibliography. Its online ventures have also been supported by voluntary input from technical and teaching staff.

Trustees' Report  
for the Year Ended 31 March 2023

**OBJECTIVES AND ACTIVITIES**

**Grant making policies and how these contributed to the charity during the year.**

There were no grants awarded this year.

**The main achievements and performance of the charity during the year.**

The Centre has held a large schedule of online activities this year, furthering its goals in education, stimulating Pali Studies, and disseminating the fruits of scholarship to a wider public. It has kept good financial reserves, and has secured funds for the first two years of an ambitious project.

**Fundraising activities during the year.**

The Centre has a good relationship with several existing and prospective supporters, which it has cultivated during the year, as well as securing initial funds for a large project that would ensure its survival for the next 10 - 15 years.

**The difference the charity's performance during the year has made to the beneficiaries of the charity.**

Thanks to the Centre's operation, students and members of the public have gained access to educational activities that would not otherwise be available. Pali studies is receiving a lot of support: students both within Oxford University and abroad are being given the chance to deepen their knowledge and pursue their academic interests.

Through the Journal, lecture series, teaching and other activities, the Centre has contributed and supported advancement in the academic discussion of Buddhism in the modern world.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The charity is controlled by its governing documents, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

05834539 (England and Wales)

**Registered Charity number**

1114960

**Registered office**

John Eccles House  
Robert Robinson Avenue  
Oxford Science Park  
Oxford  
OX4 4GP

Trustees' Report  
for the Year Ended 31 March 2023

**Trustees**

Mr G M Bamford Retired (deceased 3/2/2023)  
Mrs J R Block Retired corporate executive, CLO  
Venerable Dr K Dhammasami Buddhist Monk  
Professor D N Gellner University Teacher  
Professor R F Gombrich Retired academic  
V Y Jin Esq. Chief Strategist & Chief Counsel (resigned 30/6/2022)  
Professor R B Kapadia Educational Consultant  
Dr A J L Morris Book Publisher  
Dr J C Westerhoff Associate Professor (resigned 6/7/2022)  
Mr C Shaw Chair of Trustees  
Dr R Farmer Psychiatrist  
Dr J B Katz Semi-retired University Teacher  
Dr J O Meiland Barrister & retired University Teacher

**Company Secretary**

Mrs S Gianni

**Independent Examiner**

Chapman Robinson and Moore Limited  
30 Bankside Court  
Stationfields  
Kidlington  
Oxford  
OX5 1JE

Approved by order of the board of trustees on 7<sup>th</sup> December, 2023 and signed on its behalf by:

C M M Shaw

Mr C Shaw - Trustee

Independent Examiner's Report to the Trustees of  
The Oxford Centre for Buddhist Studies

**Independent examiner's report to the trustees of The Oxford Centre for Buddhist Studies ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

**Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

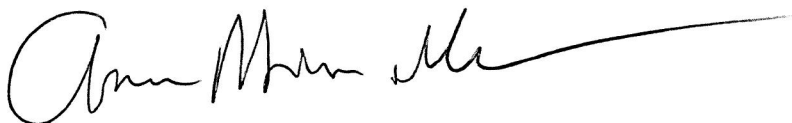
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alan Sowden

Chapman Robinson and Moore Limited  
30 Bankside Court  
Stationfields  
Kidlington  
Oxford  
OX5 1JE

Date: 07/12/23

Statement of Financial Activities  
for the Year Ended 31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	31/3/23 Total funds £	31/3/22 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		7,938	7,150	15,088	30,095
<b>Charitable activities</b>					
Charitable activities		17,648	-	17,648	14,398
Investment income	2	<u>46</u>	<u>-</u>	<u>46</u>	<u>-</u>
<b>Total</b>		<u>25,632</u>	<u>7,150</u>	<u>32,782</u>	<u>44,493</u>
<b>EXPENDITURE ON</b>					
Raising funds	3	5,074	-	5,074	143
<b>Charitable activities</b>					
Charitable activities		59,471	11,224	70,695	71,907
Other		<u>1,889</u>	<u>-</u>	<u>1,889</u>	<u>1,781</u>
<b>Total</b>		<u>66,434</u>	<u>11,224</u>	<u>77,658</u>	<u>73,831</u>
<b>NET INCOME/(EXPENDITURE)</b>		(40,802)	(4,074)	(44,876)	(29,338)
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>66,123</u>	<u>14,852</u>	<u>80,975</u>	<u>110,313</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>25,321</u></u>	<u><u>10,778</u></u>	<u><u>36,099</u></u>	<u><u>80,975</u></u>



Balance Sheet  
31 March 2023

	Notes	Unrestricted fund £	Restricted fund £	31/3/23 Total funds £	31/3/22 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	309	-	309	535
<b>CURRENT ASSETS</b>					
Debtors	9	5,202	-	5,202	6,222
Cash at bank		<u>26,206</u>	<u>10,778</u>	<u>36,984</u>	<u>76,960</u>
		31,408	10,778	42,186	83,182
<b>CREDITORS</b>					
Amounts falling due within one year	10	(6,396)	-	(6,396)	(2,742)
<b>NET CURRENT ASSETS</b>		<u>25,012</u>	<u>10,778</u>	<u>35,790</u>	<u>80,440</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		25,321	10,778	36,099	80,975
<b>NET ASSETS</b>		<u>25,321</u>	<u>10,778</u>	<u>36,099</u>	<u>80,975</u>
<b>FUNDS</b>	11				
Unrestricted funds				25,321	66,123
Restricted funds				<u>10,778</u>	<u>14,852</u>
<b>TOTAL FUNDS</b>				<u>36,099</u>	<u>80,975</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

Balance Sheet - continued  
31 March 2023

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

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

.....  
Mr C Shaw - Trustee

Notes to the Financial Statements  
for the Year Ended 31 March 2023

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain assets.

**Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 25% on reducing balance
Computer equipment	- 20% on reducing balance

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Restricted funds are made up of money used for Pali teaching - Diri Def, Student awards and Research into buddhism.

**Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**2. INVESTMENT INCOME**

	31/3/23	31/3/22
	£	£
Bank interest receivable	<u>46</u>	<u>-</u>

**3. RAISING FUNDS**

**Raising donations and legacies**

	31/3/23	31/3/22
	£	£
Support costs	<u>5,074</u>	<u>143</u>

**4. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	31/3/23	31/3/22
	£	£
Depreciation - owned assets	<u>226</u>	<u>271</u>

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

**Trustees' expenses**

In 2023 trustees were reimbursed a total of £NIL for expenses incurred performing duties for the charity. (2022 - £NIL)

**6. STAFF COSTS**

The average monthly number of employees during the year was as follows:

	31/3/23	31/3/22
Administration	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	23,595	6,500	30,095
<b>Charitable activities</b>			
Charitable activities	<u>14,398</u>	<u>-</u>	<u>14,398</u>
<b>Total</b>	<u>37,993</u>	<u>6,500</u>	<u>44,493</u>
<b>EXPENDITURE ON</b>			
Raising funds	143	-	143
<b>Charitable activities</b>			
Charitable activities	63,123	8,784	71,907
Other	<u>1,781</u>	<u>-</u>	<u>1,781</u>
<b>Total</b>	<u>65,047</u>	<u>8,784</u>	<u>73,831</u>
<b>NET INCOME/(EXPENDITURE)</b>	(27,054)	(2,284)	(29,338)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>93,177</u>	<u>17,136</u>	<u>110,313</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>66,123</u>	<u>14,852</u>	<u>80,975</u>

8. TANGIBLE FIXED ASSETS

	Plant and machinery £	Computer equipment £	Totals £
<b>COST</b>			
At 1 April 2022 and 31 March 2023	<u>3,456</u>	<u>596</u>	<u>4,052</u>
<b>DEPRECIATION</b>			
At 1 April 2022	3,138	379	3,517
Charge for year	<u>172</u>	<u>54</u>	<u>226</u>
At 31 March 2023	<u>3,310</u>	<u>433</u>	<u>3,743</u>
<b>NET BOOK VALUE</b>			
At 31 March 2023	<u>146</u>	<u>163</u>	<u>309</u>
At 31 March 2022	<u>318</u>	<u>217</u>	<u>535</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/23	31/3/22
	£	£
Trade debtors	-	163
Other debtors	2,475	2,475
Prepayments	<u>2,727</u>	<u>3,584</u>
	<u>5,202</u>	<u>6,222</u>

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31/3/23	31/3/22
	£	£
Trade creditors	1,404	845
Deferred income	100	100
Accrued expenses	<u>4,892</u>	<u>1,797</u>
	<u>6,396</u>	<u>2,742</u>

**11. MOVEMENT IN FUNDS**

	At 1/4/22	Net movement in funds	At 31/3/23
	£	£	£
<b>Unrestricted funds</b>			
General fund	66,123	(40,802)	25,321
<b>Restricted funds</b>			
General Fund	14,852	(4,074)	10,778
	<u>80,975</u>	<u>(44,876)</u>	<u>36,099</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	25,632	(66,434)	(40,802)
<b>Restricted funds</b>			
General Fund	7,150	(11,224)	(4,074)
	<u>32,782</u>	<u>(77,658)</u>	<u>(44,876)</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**11. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1/4/21 £	Net movement in funds £	At 31/3/22 £
<b>Unrestricted funds</b>			
General fund	93,177	(27,054)	66,123
<b>Restricted funds</b>			
General Fund	17,136	(2,284)	14,852
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>110,313</u>	<u>(29,338)</u>	<u>80,975</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	37,993	(65,047)	(27,054)
<b>Restricted funds</b>			
General Fund	6,500	(8,784)	(2,284)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>44,493</u>	<u>(73,831)</u>	<u>(29,338)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/21 £	Net movement in funds £	At 31/3/23 £
<b>Unrestricted funds</b>			
General fund	93,177	(67,856)	25,321
<b>Restricted funds</b>			
General Fund	17,136	(6,358)	10,778
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>110,313</u>	<u>(74,214)</u>	<u>36,099</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**11. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	63,625	(131,481)	(67,856)
<b>Restricted funds</b>			
General Fund	13,650	(20,008)	(6,358)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>77,275</u>	<u>(151,489)</u>	<u>(74,214)</u>

Details of restricted funds in the year are as follows:

	Opening01/04/22	Income	Expense	Closing31/03/23
Pali Teaching - DIRI DEF	£0	£6,000	£6,000	£0
Pali Hub-Greco/Bhanubandh	£8,519	£0	£783	£7,736
Pali Canon Access Project	£0	£1,150	£1,071	£79
Chinese Contemporary Buddhism	£3,700	£0	£2,037	£1,663
Sanjukta's Fund	£2,633	£0	£1,333	£1,300

**12. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2023.



Detailed Statement of Financial Activities  
for the Year Ended 31 March 2023

	31/3/23 £	31/3/22 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	4,342	18,423
Gift aid	126	1,380
Direct debit donations	990	880
Online donations	2,480	2,912
Pali teaching DIRI DEF	6,000	6,000
Pali Canon Access Project	<u>1,150</u>	<u>500</u>
	15,088	30,095
<b>Investment income</b>		
Bank interest receivable	46	-
<b>Charitable activities</b>		
Journal subscriptions	1,000	1,633
Pali advanced reading course	2,772	802
Pali online courses	<u>13,876</u>	<u>11,963</u>
	<u>17,648</u>	<u>14,398</u>
<b>Total incoming resources</b>	32,782	44,493
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Research into Buddhism - Sanjukta	2,037	-
Library costs	-	80
Pali Hub	-	584
Journal costs	6,582	2,978
Pali reading club	551	577
Pali advanced reading courses	1,000	1,000
Royalties	7,516	7,616
Pali on-line courses	2,107	495
Fund raising	<u>-</u>	<u>1,346</u>
	19,793	14,676
<b>Other</b>		
Independent Examiner's fees	1,830	1,758
Governance	<u>59</u>	<u>23</u>
	1,889	1,781
<b>Support costs</b>		
<b>Management</b>		
Insurance	348	236

The Oxford Centre for Buddhist Studies

Detailed Statement of Financial Activities  
for the Year Ended 31 March 2023

	31/3/23 £	31/3/22 £
<b>Management</b>		
<b>Finance</b>		
Bank and Paypal charges	602	499
<b>Human resources</b>		
Wages	36,553	38,481
Pensions	<u>999</u>	<u>867</u>
	37,552	39,348
<b>Other</b>		
Rent	15,086	14,630
Postage	1	126
Stationery and printing	105	94
IT expenses	1,807	1,583
Depreciation & Amortisation	227	271
Sundries	<u>248</u>	<u>587</u>
	<u>17,474</u>	<u>17,291</u>
Total resources expended	<u>77,658</u>	<u>73,831</u>
<b>Net expenditure</b>	<u>(44,876)</u>	<u>(29,338)</u>

This page does not form part of the statutory financial statements