

THE CHARTERED INSTITUTE OF PLUMBING AND HEATING ENGINEERING

England & Wales · Charity number 1124517

Details

Status Registered

Legal form Other

Company number [RC000822](#)

Registered 2008-06-16

Register [View on the Charity Commission register](#)

Contact

Address 3 Capricorn Centre
Cranes Farm Road
Basildon
Essex
SS14 3JA

Phone 01708463100

Email info@ciphe.org.uk

Website www.ciphe.org.uk

Activities

Objects: A ADVANCE FOR THE BENEFIT AND EDUCATION OF THE PUBLIC THE SCIENCE, PRACTICE AND PRINCIPLES OF PLUMBING AND HEATING ENGINEERING.B FURTHER THE EDUCATION OF PERSONS, WHETHER RESIDENT IN THE UNITED KINGDOM OR ELSEWHERE, IN THE USE OF MATERIALS, APPARATUS, MEASURES, METHODS AND PRECAUTIONS RELATED TO THE SCIENCE, PRACTICE AND PRINCIPLES OF PLUMBING AND HEATING ENGINEERING PARTICULARLY FOR THE PURPOSE OF ENHANCING THE SAFETY OF THE PUBLIC.C PROMOTE THE STUDY OF, AND RESEARCH INTO, THE SCIENCE, PRACTICE AND PRINCIPLES OF PLUMBING AND HEATING ENGINEERING AND ALLIED SUBJECTS AND TO PUBLISH THE USEFUL RESULT OF SUCH STUDY AND RESEARCH FOR THE BENEFIT AND EDUCATION OF THE PUBLIC.

Activities: The purpose of the CIPHE IS to protect the health and safety of the public through a strong qualified membership reinforced by their competency and technical expertise. To create technical excellence so the public will receive the benefit of a protected environment and enhanced sustainability with improved safety and health.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Environment/conservation/heritage
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL AND OVERSEAS.
- China
- Hong Kong
- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,422,702	£1,242,974	£1,748,730	9
2023-12-31	£1,094,308	£1,116,412	£1,561,119	11
2022-12-31	£1,046,614	£1,045,811	£1,273,223	11
2021-12-31	£882,984	£917,890	£1,272,420	11
2020-12-31	£884,055	£922,547	£1,307,326	12

Trustees

Name	Role	Appointed
Charles Michael Brooks		2022-06-17
Geoff Westall		2021-06-18
Kevin McCallister		2019-06-21
Melville Alphonso Gumbs		2024-06-06
Neil Overton		2023-06-22
Nick Jones BA ACA		2014-06-21
Peter George Thom		2019-11-19

Accounts

REGISTERED COMPANY NUMBER: RC000822 (England and Wales)
REGISTERED CHARITY NUMBER: 1124517

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2024
FOR
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

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FOR THE YEAR ENDED 31ST DECEMBER 2024**

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**REPORT OF THE BOARD OF TRUSTEES
FOR THE PERIOD ENDING 31st DECEMBER 2024**

Proud to be a Professional

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

The Trustees present their report with the financial statements of the charity for the year ending 31st December 2024. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in accordance with the Financial Reporting Standard for Smaller Entities effective 1st January 2019. In addition, Trustees have paid due regard to the Charity Commission's guidance on public benefit in determining activities CIPHE should undertake.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

RC000822 (England and Wales)

Registered Charity number

1124517

Registered office

Saxon House
27 Duke Street
Chelmsford
CM1 1HT

Trustees

P. Massey
N. Jones BA ACA
K. McCallister EngTech MCIPHE RP
N. Overton MCIPHE
R. Mallender EngTech FCIPHE RP – ceased 07.06.24
G. Westall EngTech MCIPHE RP
C. Brooks
M. Gumbs EngTech MCIPHE RP – appointed 07.06.24

Co-Opted and Observer Specialists to the Board of Trustees

P. Thom FCIPHE FRSA FCIM AIGEM
T. Morrison – date of resignation 18.11.24
M. Bridges EngTech MCIPHE RP
H. Hung EngTech HonFCIPHE RP (Immediate Past President) – ceased 07.06.24

Honorary Company Secretary

C. Brooks

President

Y. Orgill – appointed 07.06.24
A. Wildish CEng FCIPHE (Immediate Past President) – from 07.06.24

Chief Executive Officer

Kevin Wellman EngTech FCIPHE RP

Auditors

Clemence Hoar Cummings
Chartered Accountants
Riverside House, 1 - 5 Como Street
Romford
Essex RM7 7DN

Solicitors

Penningtons Manches Cooper LLP
31 Chertsey Street
Guildford
Surrey GU1 4HD

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

Bankers

Barclays Bank PLC
Knightsbridge Business Centre
PO Box 32014
London NW1 2ZG

Investment Advisors

Cazenove Capital
Schroder Co. Limited
1 London Wall Place
London EC2Y 5AU

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Chartered Institute of Plumbing and Heating Engineering is a company incorporated by Royal Charter, granted on 12th February 2008. It is a registered charity, obtaining charitable status on 16 June 2008. The Institute is governed by its Royal Charter and Bye-Laws. The Bye-Laws and Regulations are under constant review and were last updated in 2017 and 2020 respectively, and future amendments will be carried out when necessary.

Recruitment and appointment of new Trustees

Applications for Trusteeship are sought by advertisement.

Induction and training of new Trustees

After appointment, an induction is arranged for new Trustees. Trustees serve up to a four-year period and may be re-elected for a further four-year period (effective from 2018). The Trustees meet at least five times a year to review the strategy and performance and to set the operating plans and budgets.

Organisational structure

There are committees covering membership, professional standards, technical services and investments. The Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the Institute.

Related parties

The Institute is the registered owner of 100% of the issued capital of Plumbing and Heating Promotions Limited, which became dormant in 2022. The Institute is also the registered owner of 100% of the issued share capital of GreenPlumb Limited and SafePlumb Limited, which have remained dormant since their respective incorporation.

Risk management

The Trustees have introduced a formal risk management process to assess business risks and implement risk management strategies. The Trustees are pleased to report that the charity's internal financial controls, in particular, conform to guidelines issued by the Charity Commission. The Trustees are fully cognisant of their responsibility to evaluate and manage business risk, which they classified as:

- a. Governance and Management
- b. Operational Risks
- c. Financial Risk
- d. Environmental and External Factors
- e. Compliance
- f. Other Risks not classifiable under the above headings.

The Executive team discuss and rate business risks as they are identified. On-going monitoring and updates on risk management are undertaken through reports provided by the Chief Executive Officer.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

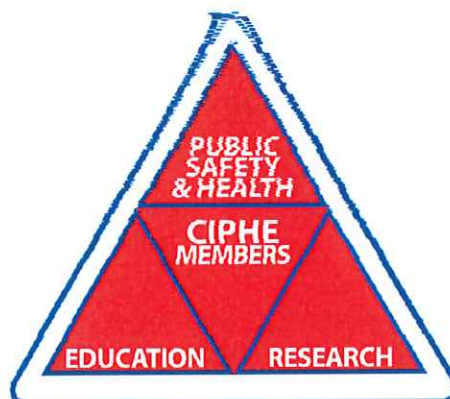
OBJECTIVES

The **Purpose** of the CIPHE is to enhance the safety, health and wellbeing of the public through a strong qualified membership reinforced by their competency and technical expertise.

The **Mission** of the CIPHE is to operate as an independent technical and professional focal point and be a catalyst for the plumbing and heating industry by providing technical and professional standards, expertise, education and technical innovation to the operatives within its scope.

The **Vision** of the CIPHE is to create technical excellence through which the public will receive the benefit of a protected environment and enhanced sustainability together with improved safety and health through the provision of correctly installed, commissioned, maintained and decommissioned plumbing and heating systems.

The aims of the CIPHE are summarised in four areas in the following graphic:



Strategic Plan

The Strategic Plan is fully reviewed each year. The Board approved the 2025 - 27 Strategic Plan, which continues to focus on a number of the key activities in support of its role as the Chartered body for the plumbing and heating industry.

Our strategy focusses on harnessing the considerable expertise available within the CIPHE, our membership and our industry colleagues. Together we work to promote best practice, create training opportunities, and enhance education within the plumbing and heating industry.

To further safeguard public interest, especially for the vulnerable, and encourage safety within all buildings, an object of the CIPHE is to double membership which ultimately will lead to a safer environment and help to outlaw rogue installers. The Strategic Plan is underpinned by a manifesto summarising key activities which is promoted to government, consumers and the industry.

The CIPHE's prime aim is to advance for the benefit of the public the science, practice and principles of plumbing and heating engineering and in exercising its responsibilities to satisfy the requirements of the Charity Commission. It fulfils its objectives through several activities. A summary of these and key achievements follows:

ACTIVITIES AND ACHIEVEMENTS

Public Benefit

Public benefit is derived from the activities set out below particularly in raising the safety, health and environmental aspects of plumbing and heating engineering in the perception of the public.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

Consumer Support

The Institute continues to provide support to members of the public through telephone enquiries and through publication of articles in consumer magazines. In addition, it promotes the *Find a Professional* listing which is available through the CIPHE website. In 2024 it was decided that the Institute would develop a model that increased the number of businesses listing via the online business directory. It was subsequently agreed that from 1st January 2025, there would be two types of listing available – the long-standing paid for premium service (including further enhancements) and a further one that was included within the standard membership fee.

Building Safety Advisory Panel CIPHE continues to support the Building Safety Advisory Panel (BSAP). This was formerly Working Group 2 that was instigated after the Grenfell Tower Fire. The Construction Leadership Council (CLC) is championing and supporting the delivery of safe and high-quality buildings for those who live and work in them.

Engineering & Building Services Skills Authority (EBSSA)

CIPHE is pleased to be proactively involved with EBSSA which was convened by Actuate UK members together with other leading sector bodies, such as BEAMA, TICA and the standards organisation MCS, to provide a credible authoritative voice for skills across all engineering and building services.

The key objectives of this coalition are to provide analysis based on transparent data on the sector skills demand and supply, and utilise this evidence to highlight needs, educate, influence policy makers and providers to close the skills shortage gaps with measurable interventions.

EBSSA is involved in the Construction Leadership Council's Skills Working Group 2, part of wider industry and government efforts to 'raise the bar' on individual competence within the built environment in line with the new post-Grenfell competence regime established by the Building Safety Act.

Royal Academy of Engineering (RAEng)

CIPHE continues to support the RAEng and regularly promotes the need for improvements in education and licensing. Support was given to the report: 'Engineering a resilient and prosperous future' which addressed policy priorities for the next UK parliament. RAEng hosts meeting with Professional Engineering Institutes and the Engineering Council (EC). At the PEC meeting in November the EC announced that it was considering a review of the 2012 statement on the status of engineers. It plans to gather views on the potential future of regulatory approach, in the light of expected increased focus on public trust and the need to have the right mechanisms to demonstrate both technical competence and professional commitment. The CIPHE has been campaigning for this for many decades.

Government Engagement

CIPHE enjoyed a much increased engagement with numerous government departments including, IfATE, DESNZ, the Building Safety Regulator and Defra.

DESNZ responded to the feedback on the 'Increasing Boiler Efficiency Standards consultation' which CIPHE responded to. It was encouraging to see that the department is wanting to mandate training for low temperature systems. CIPHE's qualification which is regulated by OFQUAL has seen over 2,000 individuals attend the low temperature training since its launch two years ago.

Defra invited CIPHE to numerous round table events as well one to one meetings. Early in the year Defra officials raised concerns about the current plumbing apprenticeship. It also announced that it would be introducing a Mandatory Water Labelling Efficiency Scheme in 2025.

Net Zero

Following the government's response to the Improving Boiler Efficiency Standards consultation, the CIPHE wrote to DESNZ seeking clarification as to when the Low Temperature Qualification will be mandated.

The CIPHE produced a Home Heating Guide, which explains the various New Zero technologies in further detail. It was made available to public and industry alike through the website. It has been reproduced and promoted by Trustmark at their events and exhibitions.

The Institute continues to encourage the government to introduce licensing and mandatory training to all involved with plumbing and net zero activities.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

Plumbing apprenticeship

The DfE raised concerns with IfATE regarding the low completion rates for the current apprenticeship. CIPHE was approached to investigate further and report back. An Education Survey was circulated widely and found that 90% of respondents were supportive of a proposal to develop both Level 2 and Level 3 apprenticeships. Some 360 responses from members and non-members were received. A Plumbing Employers' Group was established which attracted support from over 30 employers. They developed proposals to apply to IfATE to develop a Level 2 and Level 3 apprenticeship. The submission that was made to IfATE's Route Panel was extensive and was supported by many messages of support from employers, a heating manufacturer, industry associations and independent training providers. It was encouraging to see a comprehensive letter from Defra in full support of the new apprenticeship. The interview with IfATE's Route Panel took place in December and during the first week of 2025, written confirmation was received advising that CIPHE through its Plumbing Employers' Group should develop the Standards for Level 2 and Level 3.

Register of Plumbers – Public Register

The Worshipful Company of Plumbers established the Register, which gives the public access to qualified plumbers, in 1886. It helps protect public health and safety and promotes the competence and conduct of good plumbers.

In 1909, the Company handed over day-to-day management of its Register to the National Council for the Registration of Plumbers, which, in 1953, was renamed the Registered Plumbers Association.

When the Association amalgamated with the Institute of Plumbing in 1970, the Worshipful Company relinquished the Register and award of the designation "Registered Plumber" to the new Institute.

As at 31st December 2024, 70,403 individuals had been entered onto the Register.

The Register of Plumbers is maintained in the Membership Department and is available for inspection by any member of the public by appointment.

Register of Heating Professionals – Public Register

Since its launch in January 2010, 880 members have been entered on to the Register of Heating Professionals.

WaterSafe – Public Register

The CIPHE continued its involvement with WaterSafe whose objectives are to contribute to the safety of drinking water supplies and protection of customers, by:

- Bringing together six Approved Contractors' Schemes.
- Promoting good plumbing practice and compliance with the Water Supply (Water Fittings) Regulations and Scottish Water Byelaws.
- Providing easy access to online search facility listing approved and competent plumbing businesses.
- Reducing the risk to drinking water supplies from poor plumbing practice

The number of WaterSafe registered members of CIPHE increased by 20% from 331 to 396 in 2024, 8.8% of a total of 4,510 Approved Plumbers registered with the scheme.

WaterSafe contributes towards public health by helping consumers to protect their drinking water and avoid rogue traders by offering them an accessible online directory of qualified plumbers.

Which? Trusted Trader

CIPHE continues to collaborate with Which? Trusted Trader to promote positive consumer facing messaging regarding the plumbing and heating industry and provides a platform for them to communicate with members through the membership benefits and services guide and resources. In 2024, this has included developing a CIPHE membership offer for members of the Which? Trusted Trader scheme.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

CIPHE Manifesto

The manifesto continues to be published on an annual basis. It was distributed widely during the year and continues to be received favourably, especially by the trade press.

Covering key issues such as the health, safety and welfare of the public, the environment, education, regulation and licencing, the CIPHE's manifesto sits the plumbing and heating industry at the centre of many key areas of Government policy, such as health, education, housing, energy and the environment.

An updated manifesto, including focused priority items for 2025 – 2027 was launched in December.

Supporting Consumers through the Registration Authority

The Institute has a duty to investigate complaints that allege a member has not complied with the Code of Professional Standards to act professionally, competently and responsibly. Upon notification of such complaints, the complainant is required to complete a form, which is then submitted to the Investigation Panel (IP) to proceed further. During 2024, the Panel investigated 5 complaints, referring 2 to the Disciplinary Committee.

The Disciplinary Committee impose sanctions on members when a complaint against them has been upheld. During 2024, 1 member was removed from membership for failing to adhere to the Code of Professional Standards

Education

Educational Pathway

A new career pathway flowchart has been produced by the CIPHE which details each route a learner might take across domestic plumbing and heating as well as commercial and industrial.

The Approved Training Centres increased to 74 during the year.

Educational Development through Competition

The CIPHE continues to support and engage with competitions. Heating Installer Plumber of the Year (HIPLOY) and a new all-Female Skills competition attract a wide audience across England. Jerry Whiteley (Technical Manager) is the Head Judge for both competitions which are valued by education, manufacturers and industry bodies. It provides access to a younger audience and capitalises their knowledge of the CIPHE and what it stands for. We also support the Heating Installer of the Year Awards that hold a review and celebrate best practice for existing installers. This is celebrated at the largest plumbing and heating show in June each year at the NEC InstallerShow. During the show we are also privileged to support and judge the Installer Merit Awards for services people do out of kindness.

Latterly, we were also asked to judge the PHAM News Energy Efficiency Awards held in London for their successes in designing energy efficient heating and hot water systems across the UK.

The range of competitions we support has grown, to now include the HPM magazine. The success of the HIPLOY competition and the Female Skills competitions bring many ways of engagements. Training providers and their learners, manufacturers all seek the CIPHE services.

Langley College have used our service for training learners on Water Regulations and G 3 hot water systems. These courses are part of the prerequisites for accessing green technologies.

One other new service provided is a Deep Dive quality checks for FE providers. Quality of teaching and learning and the student experience is a vital quality check, we provided an independent service for the IOW College who will use this to improve delivery of plumbing and heating learning.

Building Services Engineering Employer Industry Board

CIPHE were invited by City & Guilds to partake in the Building Services Engineering Employer Industry Board along with industry experts and employers to ensure the skills employers need are met for a more productive workforce. Our representation is through the Employer Industry Board (EIB) which forms part of this group.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

The EIB comprises of employers, professional bodies and other sector organisations who collaborate to ensure that educational services are fit for purpose.

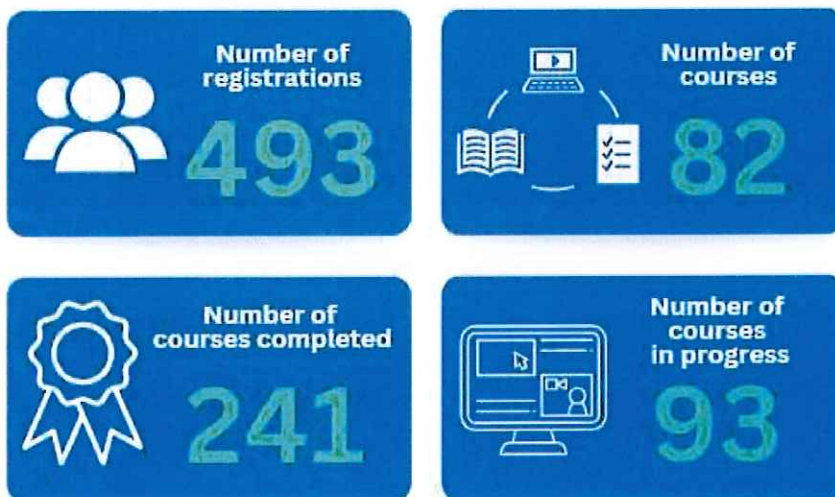
New T Levels have been launched and are currently being trialled across the country. New criteria for work experience have now been applied as well as funding for employers.

The contract for the T Levels has changed hands from City and Guilds to EAL/Wjec. They are revising the structure of the pathways by combining plumbing and heating as one. Retention of learners has been an issue, and the restructuring is part of their solution. The Technical team has been invited to review content and to ensure mapping will meet the proposed changes of the apprenticeship.

Continuing Professional Development and Academy

A requirement of the Code of Professional Standards is that members should undertake CPD to broaden and maintain their knowledge and the CIPHE recommends that members should undertake 30 hours of CPD on an annual basis. The Institute delivers many ways by which members can earn CPD hours, including via CPD articles in P&H Engineering magazine.

The CIPHE Academy attracted 493 registered users and 241 completed courses, with a further 93 courses in progress by year-end.



To assist with monitoring CPD, the CIPHE supports mycareerpath®, which is an online professional development system, designed by the Engineering Council and adopted by many professional engineering institutions for use by their members.

The CIPHE digital project is incorporating techtalk© and smarttalk© content, providing informed technical and professional education and training across a range of subjects. The video content has collectively had more than 70,000 views to date. The CIPHE Plumbing Engineering Services Design Guide has been made freely available online for members and work to update the Guide section by section continues.

A website for the member magazine, P&H Engineering, is accessible at www.pandhengineering.co.uk.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

Approved Training Centre

The CIPHE has continued to promote its revised Approved Training Centre model that includes membership for the trainers and access to digital training tools that have been developed too.

The following colleges joined the Institute as Approved Training Centres (ATC) in 2024:

- Anglia Training Centre @ College of West Anglia
- Blackburn College
- Ideal Heating Expert Academy – Hull
- Ideal Heating Expert Academy – Leeds
- Ideal Heating Expert Academy – Luton
- North Shropshire College
- South West Construction Academy Ltd
- Walsall Training Centre Ltd
- Wigan & Leigh College

Industry Engagement

World Plumbing Council

The World Plumbing Council (WPC) signed a Memorandum of Understanding (MOU) with WorldSkills International. This agreement marks a major milestone, celebrating 20 years of collaboration between the organisations. We commend Ruben Duggan for achieving Silver medal at the 47th WorldSkills Competition that was held in Lyon, France.

The WPC sought applications for its three annual scholarships:

- Two Education and Training Scholarships for individuals actively involved in their local plumbing industry: These scholarships allow professionals to travel internationally and gain new insights into the industry.
- One United Association Instructor Training Program Scholarship: This scholarship enables a trainer, instructor or teacher from the plumbing industry to attend the annual United Association Instructor Training Program in Ann Arbor, Michigan, USA.

The CEO updated the WPC Executive Board on progress for the WPC Conference in June 2026 in collaboration with the InstallerSHOW. The logo was launched at the 2024 InstallerSHOW to great acclaim.

Lord Mayor Lecture

The CEO was invited by the 695th Lord Mayor of London to carry out a virtual lecture as part of the Gresham Society Lecture Series. The presentation on behalf of the Worshipful Company of Plumbers was entitled 'The Need for Green Plumbing, UK & Worldwide'.

Construction Industry Council (CIC)

CIPHE continues to support the CIC which is an umbrella body for the Built Environment professions with 35 Members and 20 Associate members collectively representing over 500,000 people and several thousand businesses. During the year the CIC has engaged with industry and government departments regarding numerous issues including: Invest 2035: the UK's modern industrial strategy, Golden Thread guidance, Building A Safer, Healthier And More Sustainable Future For All and Manifestos from the Built Environment.

Industrial Associates

CIPHE continues to partner on projects with some of the Industrial Associates Development Group – ranging from support for apprenticeships and training to product focused CPD, the low carbon agenda, and shared priorities on matters of public safety, wellbeing and the plumbing and heating industry workforce. Regular Industrial Associate focused communications are included amongst the rest of our output to members. Feedback from Industrial Associates highlights their support for CIPHE key messages such as the manifesto. Issues around the aging workforce, current and future skills-gap, professional routes into the industry and what this will mean for their businesses and their products continue to be a priority and provide opportunities for CIPHE to highlight them. During a meeting hosted by Fernox in November Industrial Associates were given an insight into the 3D technical project they had kindly sponsored depicting a residential household plumbing and underfloor heating system. It will be launched to colleges and training centres in January.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

RESEARCH & TECHNICAL

Technical Strategy Group

The Technical Strategy Group (TSG) operates as an independent technical and professional focal point and aims to be an authority to the plumbing and heating industry by providing technical standards, guidance, expertise and education & technical innovation. It achieves this through the appointment of Technical Working Groups; the following Groups have been established: Water Safety; Heating; Controls, Hot and Cold Water Services and Above & Below Ground Drainage. In addition to this, the CIPHE have engaged in a wide variety of technical industry group meetings ensuring both the installer and consumer are being represented correctly. This included revisions to the building regulations and other matters associated with both water safety and the future of heat in buildings. In addition, work commenced on carrying out revisions to the Plumbing Engineering Services Design Guide.

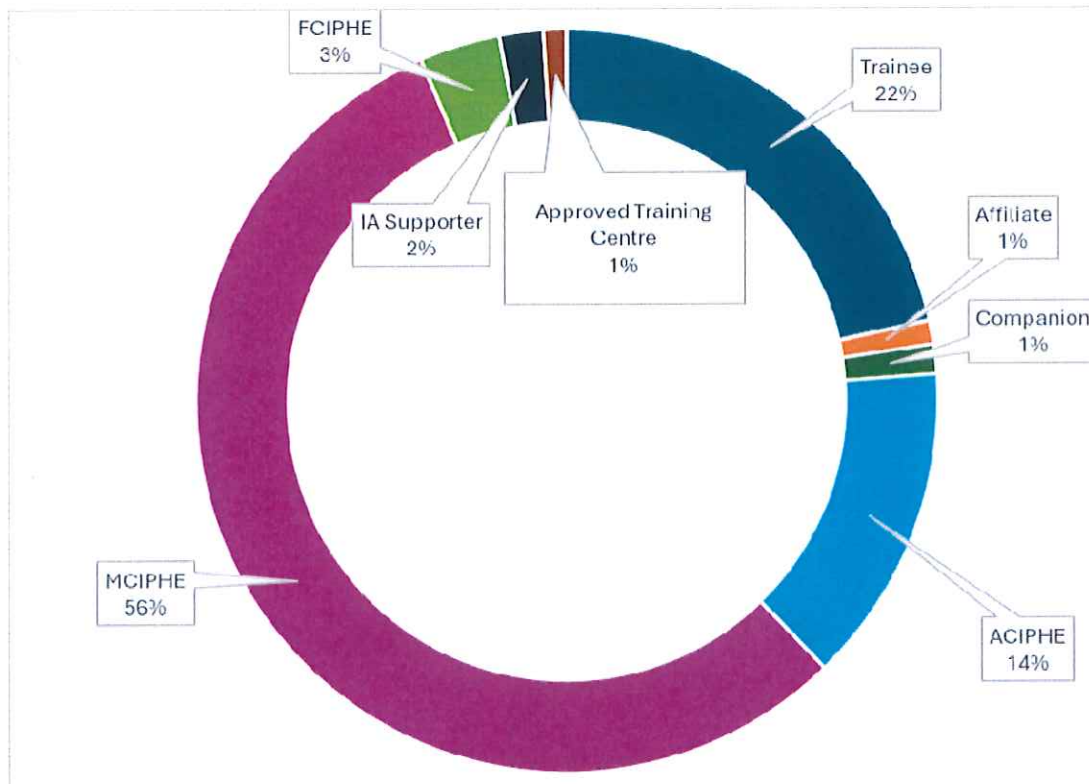
The PESDG Heating Section is currently under internal review by Paul Harmer and Mike Maskrey after being externally reviewed by a number of industry experts. Parts 1 to 4 have currently been completed, with work continuing via regular meetings.

MEMBERSHIP & PROMOTION

Membership and Engineering Council

The total membership as at 31st December 2023 was 7,483, an increase of 4% year-on-year.

Membership breakdown by category (Dec 2024)

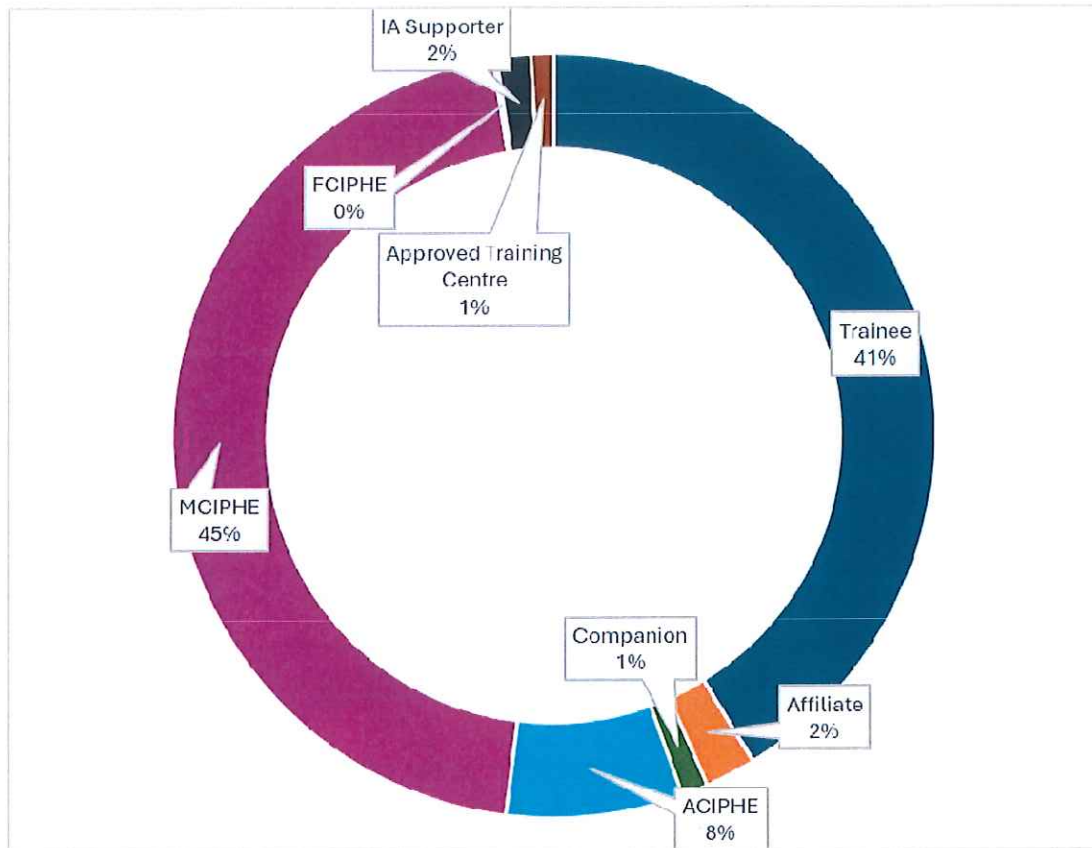


At the end of 2024, ACIPHE, MCIPHE and FCIPE together totalled 73% of CIPHE membership

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

Application breakdown by category 2024



Throughout 2024, ACIPHE, MCIPHE and FCIPHE totalled 53% of membership applications received

During 2024, 8 applicants were newly registered at EngTech level, 1 at IEng level and 0 at CEng level.

As at the end of 2024, the Institute had 652 Engineering Technicians, 67 Incorporated Engineers and 25 Chartered Engineers.

Master Plumber Certificate

On Monday 11th March 2024, the Master Certificate Awards for Construction Liveries were held at the Egyptian Hall, Mansion House hosted by Lord Mayor Alderman Professor Michael Mainelli. Nigel Baldwin EngTech FCIPHE RP and Adrian Paul Liddell EngTech MCIPHE RP RHP were presented with their Master Plumber Certificates.

Plumbing Professionals Development Scheme

In January 2024, The CIPHE and Worshipful Company of Plumbers launched its Plumbing Professionals Development Scheme having identified 10 talented individuals to support in the early stages of their careers. Through the year, this has included providing additional learning opportunities and experiences, networking and support via a mentoring programme and encouragement and guidance to achieve advanced stages of professional registration and recognition. The scheme continues into 2025 with a new cohort of beneficiaries identified.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

Exhibitions

The CIPHE was again a key partner and exhibitor at the InstallerSHOW in its new home at the Birmingham NEC. Once again, CIPHE partnered with a number of Industrial Associate members to run a competition that meant CIPHE was visible to help drive footfall across a number of stands. The Institute assisted and contributed to presentations at the event, the promotion of a Certificate of Excellence in conjunction with the Worshipful Company of Plumbers and with judging for the Installer Merit Awards and the Heating Installer of the Year Award. Overall, the event was another great success for the CIPHE, generating new members, strengthening ties with existing members.

Promotional Campaigns and Media

The CIPHE has worked closely with the plumbing and heating trade press, who consistently assisted in promoting the CIPHE key messages. CIPHE, via its staff and its members, has also been increasingly prominent in national media regarding plumbing and heating issues, including an appearance on This Morning, and an extensive consumer focused advisory piece in Grand Designs magazine.

Fuel Poverty

The CIPHE continues its calls for greater levels of communication between government and organisations such as the CIPHE to establish long-term strategies which will combat the fuel poverty epidemic. The CIPHE and its membership is dedicated to safeguarding the most vulnerable in society, and that includes those living in fuel poverty. With continued volatility surrounding fuel prices there is increasing concern that many more people will enter into fuel poverty. The Government must seek to protect these people; only by working together can we stop the unnecessary and highly preventable deaths attributable to this issue.

Website statistics

CIPHE web traffic has declined compared to 2023, but the number of pages visited and average length of time spent on the website have both increased:

- Site users: 51,226
- Sessions: 78,390
- Sessions per user: 1.53
- Page views: 260,217
- Pages per session: 5.08
- Average engagement time per user: 02:26

In addition, during 2024, the following transactions took place through the website:

- 352 people joined online - total value of £63,697
- 830 shop orders placed - total value of £29,762
- 1,922 membership renewal payments made online – total value of £302,422

Social Media

The CIPHE is active on social media. In 2024, we decided to de-prioritise the use of X (formerly known as Twitter) and instead focus attention on Instagram instead. By the year-end, our followers across our priority channels had increased as follows:

LinkedIn	6,058 (13% increase)
Facebook	3,091 (2% increase)
Instagram	713 (started year at 0)

Annual General Meeting

The 16th AGM of CIPHE was held on Friday 7th June. The AGM was held at Macdonald Alveston Manor Hotel & Spa in Stratford-Upon-Avon and was also conducted via Zoom Conference Facilities. In excess of 51 members participated worldwide to see Yvonne Orgill take office as National President and Jason Clark as Vice-President. Melville Gumbs was elected as Voting Member Trustee to serve on the Board for 4 years.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

FINANCIAL REVIEW

Reserves policy

The Trustees regularly review the reserves of the charity to meet its financial commitments and achieve its objectives. They consider that the charity had sufficient reserves to operate for the next 12 months and into the foreseeable future.

The prime objective of the reserves policy of the Trustees is to maximise CIPHE surplus funds which are held in a range of interest bearing bank accounts. In particular the General Fund is invested with due regard to potential calls on the fund as identified in the Strategic Plan.

Investment policy and objectives

The Institute has the power to make any investment that the Trustees see fit.

Following the sale of the freehold property at 64 Station Lane an Investment Committee was formed and Cazenove were appointed as the CIPHE investment advisors. The property sale proceeds have been part invested in a cautious portfolio fund ready for a purchase of a new freehold premises and part invested in a longer term portfolio to maximise yields. The investment objective is to produce the best investment return within an acceptable level of risk.

Head Office

In June 2024 we relocated out of 64 Station Lane following its sale, to a managed office in Saxon House, Chelmsford as a temporary measure while we seek a more permanent residence.

ACKNOWLEDGEMENT

The CIPHE 2024 Trustee Report is structured around our key objectives and highlights key activities throughout the year. Acknowledgement and appreciation must be given to the Trustees, Presidents, committee and working group representatives, volunteers, staff and industry stakeholders who have assisted the CIPHE throughout the year.

Your commitment and enthusiasm in supporting our aims and activities has challenged, motivated and inspired the CIPHE to progress and we look forward to working closely with you in the coming years.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of The Chartered Institute of Plumbing & Heating Engineering for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

In so far as the trustees are aware:

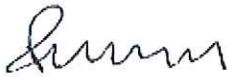
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD OF TRUSTEES:

Approved by order of the board of trustees on 26/03/2025..... and signed on its behalf by:



.....
By order of the Board of Trustees
Paul Massey, Chairman

Date: 26/03/2025

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

Opinion

We have audited the financial statements of The Chartered Institute of Plumbing & Heating Engineering (the 'charitable company') for the year ended 31st December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st December 2024 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 the provisions available for small entities, in the circumstances set out in note 23 to the financial statements, 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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

We have designed our work to ensure that laws and regulations have been adhered to, and the transactions undertaken by the Charity are properly reflected in the financial statements. We designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Enquiring of management as to actual and potential litigation and claims.

We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud. To address the risk of fraud through management bias and override of controls, we tested journal entries to identify unusual transactions. Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected, and alleged fraud.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

We have evaluated the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

We concluded 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.

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.

We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected. We plan our work specifically to identify any areas where there is a susceptibility to fraud such as understatement of subscription income, or material mis-statement such as understatement of subscriptions received in advance, then design tests to mitigate this risk. Our work includes a proof in total based on the tiered subscription rates of membership, and ensuring that the appropriate revenue has been recognised.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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

Clemence Hoar Cummings

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Date: 26 March 2025

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Educational Magazines & Directory		36,408	-	36,408	36,095
Maintaining Professional Standards & Awareness		948,580	-	948,580	940,737
Other trading activities	2	167,293	-	167,293	103,601
Investment income	3	51,168	-	51,168	13,875
Other income		219,253	-	219,253	-
Total		<u>1,422,702</u>	<u>-</u>	<u>1,422,702</u>	<u>1,094,308</u>
 EXPENDITURE ON					
Raising funds	5	22,925	-	22,925	19,864
Charitable activities	6				
Educational Magazines & Directory		391,590	-	391,590	349,173
Support Services for Members		323,002	-	323,002	293,044
Maintaining Professional Standards & Awareness		505,457	-	505,457	454,331
Total		<u>1,242,974</u>	<u>-</u>	<u>1,242,974</u>	<u>1,116,412</u>
 Net gains on investments		<u>7,883</u>	<u>-</u>	<u>7,883</u>	<u>-</u>
 NET INCOME/(EXPENDITURE)		187,611	-	187,611	(22,104)
Other recognised gains/(losses)					
Gains on revaluation of fixed assets		<u>-</u>	<u>-</u>	<u>-</u>	<u>310,000</u>
Net movement in funds		187,611	-	187,611	287,896
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>1,561,119</u>	<u>-</u>	<u>1,561,119</u>	<u>1,273,223</u>
 TOTAL FUNDS CARRIED FORWARD		<u>1,748,730</u>	<u>-</u>	<u>1,748,730</u>	<u>1,561,119</u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET
31ST DECEMBER 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Intangible assets	14	43,276	-	43,276	51,148
Tangible assets	15	8,707	-	8,707	1,105,278
Investments	16	1,310,251	-	1,310,251	3
		1,362,234	-	1,362,234	1,156,429
CURRENT ASSETS					
Stocks	17	6,018	-	6,018	8,633
Debtors	18	76,260	-	76,260	61,005
Cash at bank		650,145	-	650,145	684,573
		732,423	-	732,423	754,211
CREDITORS					
Amounts falling due within one year	19	(345,927)	-	(345,927)	(349,521)
		386,496	-	386,496	404,690
NET CURRENT ASSETS					
		1,748,730	-	1,748,730	1,561,119
TOTAL ASSETS LESS CURRENT LIABILITIES					
		1,748,730	-	1,748,730	1,561,119
NET ASSETS		1,748,730	-	1,748,730	1,561,119
FUNDS	21				
Unrestricted funds:					
General fund				1,740,847	528,134
Revaluation Reserve				7,883	1,032,985
				1,748,730	1,561,119
TOTAL FUNDS				1,748,730	1,561,119

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2024.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

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.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET - continued
31ST DECEMBER 2024**

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
26 March 2025 and were signed on its behalf by:



.....
N R Jones - Trustee



.....
P Massey - Trustee

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	(25,822)	40,654
Interest paid		<u>(23,009)</u>	<u>(16,072)</u>
Net cash (used in)/provided by operating activities		<u>(48,831)</u>	<u>24,582</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(46,296)	(15,525)
Purchase of tangible fixed assets		(7,357)	(5,598)
Purchase of fixed asset investments		(1,302,365)	-
Sale of tangible fixed assets		1,319,253	-
Interest received		<u>51,168</u>	<u>13,875</u>
Net cash provided by/(used in) investing activities		<u>14,403</u>	<u>(7,248)</u>
Change in cash and cash equivalents in the reporting period		(34,428)	17,334
Cash and cash equivalents at the beginning of the reporting period		<u>684,573</u>	<u>667,239</u>
Cash and cash equivalents at the end of the reporting period		<u><u>650,145</u></u>	<u><u>684,573</u></u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2024**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	187,611	(22,104)
Adjustments for:		
Depreciation charges	58,096	51,986
Losses on investments	(7,883)	-
Profit on disposal of fixed assets	(219,253)	-
Interest received	(51,168)	(13,875)
Interest paid	23,009	16,072
Decrease/(increase) in stocks	2,615	(1,758)
Increase in debtors	(15,255)	(18,013)
(Decrease)/increase in creditors	(3,594)	28,346
Net cash (used in)/provided by operations	<u>(25,822)</u>	<u>40,654</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24 £	Cash flow £	At 31.12.24 £
Net cash			
Cash at bank	<u>684,573</u>	<u>(34,428)</u>	<u>650,145</u>
	<u>684,573</u>	<u>(34,428)</u>	<u>650,145</u>
Total	<u><u>684,573</u></u>	<u><u>(34,428)</u></u>	<u><u>650,145</u></u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2024**

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, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The services provided by the charity are detailed in the report of the Trustees in order to benefit the general public.

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. the following specific policies are applied to particular categories of income:

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

- Investment income and membership fees are included when receivable. Subscriptions received in advance are recognised as deferred income.

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets

Development costs are held at cost until the intangible asset is available for use.

Amortisation will be provided at the following annual rate in order to write off each asset over its estimated useful life.

Development costs at 25% on cost

Tangible fixed assets

Freehold property is held at fair value. Any adjustments in fair value will show as a surplus or deficit in the year.

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

Fixtures and fittings at 25% on cost

Investments

The holding values of shares in subsidiary undertakings are reported at historical cost.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

1. ACCOUNTING POLICIES - continued

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

As a charity, The Chartered Institute of Plumbing and Heating Engineering is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

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.

Designated funds are unrestricted funds 'ring fenced' by the trustees for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

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.

2. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Sales of supplies	79,657	57,876
Office services	83,154	30,617
Sundry income	<u>4,482</u>	<u>15,108</u>
	<u>167,293</u>	<u>103,601</u>

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>51,168</u>	<u>13,875</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

4. INCOME FROM CHARITABLE ACTIVITIES

		2024	2023
	Activity	£	£
Publications	Educational Magazines & Directory	36,408	36,095
Fees from members	Maintaining Professional Standards & Awareness	948,580	940,737
		<u>984,988</u>	<u>976,832</u>

5. RAISING FUNDS

Other trading activities

	2024	2023
	£	£
Cost of supplies sold	<u>22,925</u>	<u>19,864</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Educational Magazines & Directory	301,121	-	90,469	391,590
Support Services for Members	-	25,996	297,006	323,002
Maintaining Professional Standards & Awareness	223,027	-	282,430	505,457
	<u>524,148</u>	<u>25,996</u>	<u>669,905</u>	<u>1,220,049</u>

7. GRANTS PAYABLE

	2024	2023
	£	£
Support Services for Members	<u>25,996</u>	<u>24,148</u>

8. SUPPORT COSTS

	Staff costs £	Commun- ications £	Office costs £	Premises costs £
Educational Magazines & Directory	24,316	10,273	44,953	3,258
Support Services for Members	175,623	10,273	44,955	23,518
Maintaining Professional Standards & Awareness	70,250	10,276	44,967	9,406
	<u>270,189</u>	<u>30,822</u>	<u>134,875</u>	<u>36,182</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

8. SUPPORT COSTS - continued

	Finance costs £	Other £	Meeting & conference expenses £	Governance costs £	Totals £
Educational Magazines & Directory	7,669	-	-	-	90,469
Support Services for Members	7,669	9,243	14,814	10,911	297,006
Maintaining Professional Standards & Awareness	7,671	36,972	59,254	43,634	282,430
	<u>23,009</u>	<u>46,215</u>	<u>74,068</u>	<u>54,545</u>	<u>669,905</u>

Activity	Basis of allocation
Staff costs	Use of Staff Time
Communications	Use of Resources
Office costs	Use of Resources
Premises costs	Use of Staff Time
Finance costs	Use of Resources
Other	Use of Resources
Meeting & conference expenses	Use of Resources
Governance costs	Use of Resources

9. NET INCOME/(EXPENDITURE)

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

	2024	2023
	£	£
Auditors' remuneration	10,897	10,058
Taxation compliance services	1,085	1,045
Depreciation - owned assets	3,928	4,459
Other operating leases	24,036	-
Surplus on disposal of fixed assets	(219,253)	-
Development costs amortisation	<u>54,168</u>	<u>47,527</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2024 nor for the year ended 31st December 2023.

Trustees' expenses

Reimbursed meeting and travel expenses totalling £1,923 (2023: £652 were paid to two of the trustees during the year.

Expenditure related to the Presidents dinner event were £4,192 (2023: £4,432).

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

11. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	490,042	456,052
Social security costs	46,961	42,822
Other pension costs	30,246	29,415
	<u>567,249</u>	<u>528,289</u>

The full time equivalent number of employees for the year was as follows;

	2024	2023
Membership	3.5	4.5
Technical	2.6	2.4
Support	3	3
Total	<u>9.1</u>	<u>9.9</u>

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

	2024	2023
Management	3	3
Technical	3	3
Administration	5	5
	<u>11</u>	<u>11</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	1	1
£100,001 - £110,000	1	1
	<u>2</u>	<u>2</u>

Key Management personnel employee benefits are £172,107 (2023: £163,358).

12. HIGHER EARNING EMPLOYEES

Contributions totalling £17,905 (2023: £17,019) paid during the year under money purchase scheme for higher paid employees.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Educational Magazines & Directory	36,095	-	36,095
Maintaining Professional Standards & Awareness	940,737	-	940,737
Other trading activities	103,601	-	103,601
Investment income	<u>13,875</u>	<u>-</u>	<u>13,875</u>
Total	<u>1,094,308</u>	<u>-</u>	<u>1,094,308</u>
 EXPENDITURE ON			
Raising funds	19,864	-	19,864
Charitable activities			
Educational Magazines & Directory	349,173	-	349,173
Support Services for Members	293,044	-	293,044
Maintaining Professional Standards & Awareness	<u>454,331</u>	<u>-</u>	<u>454,331</u>
Total	<u>1,116,412</u>	<u>-</u>	<u>1,116,412</u>
 NET INCOME/(EXPENDITURE)	(22,104)	-	(22,104)
Other recognised gains/(losses)			
Gains on revaluation of fixed assets	<u>310,000</u>	<u>-</u>	<u>310,000</u>
Net movement in funds	287,896	-	287,896
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>1,273,223</u>	<u>-</u>	<u>1,273,223</u>
 TOTAL FUNDS CARRIED FORWARD	<u><u>1,561,119</u></u>	<u><u>-</u></u>	<u><u>1,561,119</u></u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

14. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1st January 2024	190,108
Additions	<u>46,296</u>
At 31st December 2024	<u>236,404</u>
AMORTISATION	
At 1st January 2024	138,960
Charge for year	<u>54,168</u>
At 31st December 2024	<u>193,128</u>
NET BOOK VALUE	
At 31st December 2024	<u><u>43,276</u></u>
At 31st December 2023	<u><u>51,148</u></u>

15. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1st January 2024	1,100,000	56,838	1,156,838
Additions	-	7,357	7,357
Disposals	<u>(1,100,000)</u>	<u>(42,784)</u>	<u>(1,142,784)</u>
At 31st December 2024	<u>-</u>	<u>21,411</u>	<u>21,411</u>
DEPRECIATION			
At 1st January 2024	-	51,560	51,560
Charge for year	-	3,928	3,928
Eliminated on disposal	<u>-</u>	<u>(42,784)</u>	<u>(42,784)</u>
At 31st December 2024	<u>-</u>	<u>12,704</u>	<u>12,704</u>
NET BOOK VALUE			
At 31st December 2024	<u><u>-</u></u>	<u><u>8,707</u></u>	<u><u>8,707</u></u>
At 31st December 2023	<u><u>1,100,000</u></u>	<u><u>5,278</u></u>	<u><u>1,105,278</u></u>

The Institute also owns the President's Chain and Lady's Pendant which have not been incorporated into the balance sheet. The Chain and Pendant are valued for insurance purposes.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

16. FIXED ASSET INVESTMENTS

	Shares in group undertakings £	Listed investments £	Totals £
MARKET VALUE			
At 1st January 2024	3	-	3
Additions	-	1,302,365	1,302,365
Revaluations	-	7,883	7,883
	<u>3</u>	<u>1,310,248</u>	<u>1,310,251</u>
At 31st December 2024	3	1,310,248	1,310,251
NET BOOK VALUE			
At 31st December 2024	<u>3</u>	<u>1,310,248</u>	<u>1,310,251</u>
At 31st December 2023	<u>3</u>	<u>-</u>	<u>3</u>

There were no investment assets outside the UK.

Cost or valuation at 31st December 2024 is represented by:

	Shares in group undertakings £	Listed investments £	Totals £
Valuation in 2024	-	7,883	7,883
Cost	<u>3</u>	<u>1,302,365</u>	<u>1,302,368</u>
	<u>3</u>	<u>1,310,248</u>	<u>1,310,251</u>

The company's investments at the balance sheet date in the share capital of companies include the following:

Plumbing & Heating Promotions Limited

Registered office: Saxon House, 27 Duke Street, Chelmsford, Essex, CM1 1HT

Nature of business: Non-trading

	% holding	2024 £	2023 £
Class of share:			
Ordinary	100		
Aggregate capital and reserves		1	1

Greenplumb Limited

Registered office: Saxon House, 27 Duke Street, Chelmsford, Essex, CM1 1HT

Nature of business: Non-trading

	% holding	2024 £	2023 £
Class of share:			
Ordinary	100		
Aggregate capital and reserves		1	1

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

16. FIXED ASSET INVESTMENTS - continued

Safeplumb Limited

Registered office: Saxon House, 27 Duke Street, Chelmsford, Essex, CM1 1HT

Nature of business: Non-trading

Class of share:	%	
Ordinary	holding	
	100	

	2024	2023
	£	£
Aggregate capital and reserves	1	1

Market value is considered to be the same as historical cost.

17. STOCKS

	2024	2023
	£	£
Stocks	<u>6,018</u>	<u>8,633</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	19,038	21,408
Other debtors	6,100	100
VAT	4,772	-
Prepayments & accrued income	<u>46,350</u>	<u>39,497</u>
	<u>76,260</u>	<u>61,005</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	10,933	15,119
Social security and other taxes	14,609	16,635
VAT	~	84
Other creditors	8,719	8,719
Deferred income	296,726	292,960
Accrued expenses	<u>14,940</u>	<u>16,004</u>
	<u>345,927</u>	<u>349,521</u>

Deferred income represents 2025 membership fees received before the 31st December 2024 of £296,726 (2023: £292,960) are included in creditors: amounts falling due within one year.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

20. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	<u>18,000</u>	<u>-</u>

21. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	528,134	179,728	1,032,985	1,740,847
Revaluation Reserve	<u>1,032,985</u>	<u>7,883</u>	<u>(1,032,985)</u>	<u>7,883</u>
	<u>1,561,119</u>	<u>187,611</u>	<u>-</u>	<u>1,748,730</u>
TOTAL FUNDS	<u>1,561,119</u>	<u>187,611</u>	<u>-</u>	<u>1,748,730</u>

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,422,702	(1,242,974)	-	179,728
Revaluation Reserve	<u>-</u>	<u>-</u>	<u>7,883</u>	<u>7,883</u>
	<u>1,422,702</u>	<u>(1,242,974)</u>	<u>7,883</u>	<u>187,611</u>
TOTAL FUNDS	<u>1,422,702</u>	<u>(1,242,974)</u>	<u>7,883</u>	<u>187,611</u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	550,238	(22,104)	528,134
Revaluation Reserve	<u>722,985</u>	<u>310,000</u>	<u>1,032,985</u>
	<u>1,273,223</u>	<u>287,896</u>	<u>1,561,119</u>
TOTAL FUNDS	<u>1,273,223</u>	<u>287,896</u>	<u>1,561,119</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

21. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,094,308	(1,116,412)	-	(22,104)
Revaluation Reserve	-	-	310,000	310,000
	<u>1,094,308</u>	<u>(1,116,412)</u>	<u>310,000</u>	<u>287,896</u>
TOTAL FUNDS	<u>1,094,308</u>	<u>(1,116,412)</u>	<u>310,000</u>	<u>287,896</u>

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

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	550,238	157,624	1,032,985	1,740,847
Revaluation Reserve	<u>722,985</u>	<u>317,883</u>	<u>(1,032,985)</u>	<u>7,883</u>
	<u>1,273,223</u>	<u>475,507</u>	<u>-</u>	<u>1,748,730</u>
TOTAL FUNDS	<u>1,273,223</u>	<u>475,507</u>	<u>-</u>	<u>1,748,730</u>

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 £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	2,517,010	(2,359,386)	-	157,624
Revaluation Reserve	-	-	317,883	317,883
	<u>2,517,010</u>	<u>(2,359,386)</u>	<u>317,883</u>	<u>475,507</u>
TOTAL FUNDS	<u>2,517,010</u>	<u>(2,359,386)</u>	<u>317,883</u>	<u>475,507</u>

22. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2024.

23. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Other trading activities		
Sales of supplies	79,657	57,876
Office services	83,154	30,617
Sundry income	4,482	15,108
	167,293	103,601
Investment income		
Deposit account interest	51,168	13,875
Charitable activities		
Fees from members	948,580	940,737
Publications	36,408	36,095
	984,988	976,832
Other income		
Gain on sale of tangible fixed assets	219,253	-
Total incoming resources	1,422,702	1,094,308
EXPENDITURE		
Other trading activities		
Cost of supplies sold	22,925	19,864
Charitable activities		
Wages	247,698	214,197
Social security	26,338	23,378
Pensions	14,768	14,135
Maintaining professional standards	55,618	56,755
Magazine costs	103,046	97,128
Awareness	64,363	49,763
Service for members	12,317	12,633
Grants to institutions	25,996	24,148
	550,144	492,137
Support costs		
Staff costs		
Wages	205,792	224,540
Social security	16,934	15,919
Pensions	13,156	12,988
Other staff costs	34,307	7,178
	270,189	260,625
Communications		
Telephone	4,020	4,117
Carried forward	4,020	4,117

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

	2024 £	2023 £
Communications		
Brought forward	4,020	4,117
Postage and stationery	<u>26,802</u>	<u>22,525</u>
	30,822	26,642
Office costs		
Insurance	12,892	13,229
Postage and stationery	14,194	19,961
Repairs and renewals	2,332	5,057
Sundries	3,468	5,800
IT support services	43,893	41,350
Depreciation of tangible fixed assets	<u>58,096</u>	<u>51,986</u>
	134,875	137,383
Premises costs		
Other operating leases	24,036	-
Rates and water	1,428	3,552
Light and heat	3,752	5,842
Premises repairs	<u>6,966</u>	<u>5,555</u>
	36,182	14,949
Finance costs		
Bank charges	8,828	8,402
Card service charges	<u>14,181</u>	<u>7,670</u>
	23,009	16,072
Other		
Legal & professional fees	10,986	3,843
Subscriptions	5,335	5,652
Unrecoverable VAT	<u>29,894</u>	<u>23,038</u>
	46,215	32,533
Meeting & conference expenses		
Meeting expenses	27,864	32,636
Website expenses	46,204	44,230
Event expenses	<u>-</u>	<u>5,106</u>
	74,068	81,972
Governance costs		
Wages	36,552	17,315
Social security	3,689	3,525
Pensions	2,322	2,292
Auditors' remuneration	10,897	10,058
Auditors' remuneration for non-audit work	<u>1,085</u>	<u>1,045</u>
	54,545	34,235
Total resources expended	<u>1,242,974</u>	<u>1,116,412</u>
Net income/(expenditure)	<u>179,728</u>	<u>(22,104)</u>

Accounts

REGISTERED COMPANY NUMBER: RC000822 (England and Wales)
REGISTERED CHARITY NUMBER: 1124517

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2023
FOR
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

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FOR THE YEAR ENDED 31ST DECEMBER 2023**

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**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**



**REPORT OF THE BOARD OF TRUSTEES
FOR THE YEAR ENDING 31st DECEMBER 2023**

Proud to be a Professional

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

The Trustees present their report with the financial statements of the charity for the year ending 31st December 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 (FRS102) (effective 1 January 2019) In addition, Trustees have paid due regard to the Charity Commission's guidance on public benefit in determining activities CIPHE should undertake.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

RC000822 (England and Wales)

Registered Charity number

1124517

Registered office

64 Station Lane
Hornchurch
Essex RM12 6NB

Trustees

P. Massey
N. Jones BA ACA
K. McCallister EngTech MCIPHE RP
M. Bridges EngTech MCIPHE RP – ceased 22.06.23
N. Overton MCIPHE – appointed 22.06.23
R. Mallender EngTech FCIPHE RP – appointed 22.06.23
G. Westall EngTech MCIPHE RP
C. Brooks

Co-Opted and Observer Specialists to the Board of Trustees

P. Thom FCIPHE FRSA FCIM AIGEM – co-opted 19.11.19
T. Morrison – co-opted 16.03.22
M. Bridges EngTech MCIPHE RP – from 20.09.23
M. Gumbs EngTech MCIPHE RP (Immediate Past President) – ceased 22.06.23
H. Hung EngTech HonFCIPHE RP (Immediate Past President) – from 22.06.23

Honorary Company Secretary

C. Brooks

President

H. Hung EngTech HonFCIPHE RP – ceased 22.06.23
A. Wildish CEng FCIPHE – appointed 22.06.23

Chief Executive Officer

Kevin Wellman EngTech FCIPHE RP

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

Auditors

Clemence Hoar Cummings
Chartered Accountants
Riverside House, 1 - 5 Como Street
Romford
Essex RM7 7DN

Solicitors

Penningtons Manches Cooper LLP
31 Chertsey Street
Guildford
Surrey
GU1 4HD

Bankers

Barclays Bank PLC
Knightsbridge Business Centre
PO Box 32014
London NW1 2ZG

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Chartered Institute of Plumbing and Heating Engineering is a company incorporated by Royal Charter, granted on 12th February 2008. It is a registered charity, obtaining charitable status on 16 June 2008. The Institute is governed by its Royal Charter and Bye-Laws. The Bye-Laws and Regulations are under constant review and were last updated in 2017 and 2020 respectively, and future amendments will be carried out when necessary.

Recruitment and appointment of new Trustees

Applications for Trusteeship are sought by advertisement.

Induction and training of new Trustees

After appointment, an induction is arranged for new Trustees. Trustees serve up to a four-year period and may be re-elected for a further four-year period (effective from 2018). The Trustees meet at least five times a year to review the strategy and performance and to set the operating plans and budgets.

Organisational structure

There are committees covering membership, professional standards and technical services. The Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the Institute.

Related parties

The Institute is the registered owner of 100% of the issued capital of Plumbing and Heating Promotions Limited, which became dormant in 2022. The Institute is also the registered owner of 100% of the issued share capital of GreenPlumb Limited and SafePlumb Limited, which have remained dormant since their respective incorporation.

Risk management

The Trustees have introduced a formal risk management process to assess business risks and implement risk management strategies. The Trustees are pleased to report that the charity's internal financial controls, in particular, conform to guidelines issued by the Charity Commission. The Trustees are fully cognisant of their responsibility to evaluate and manage business risk, which they classified as:

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

- a. Governance and Management
- b. Operational Risks
- c. Financial Risk
- d. Environmental and External Factors
- e. Compliance
- f. Other Risks not classifiable under the above headings.

The Executive team discuss and rate business risks as they are identified. On-going monitoring and updates on risk management is undertaken through reports provided by the Chief Executive Officer.

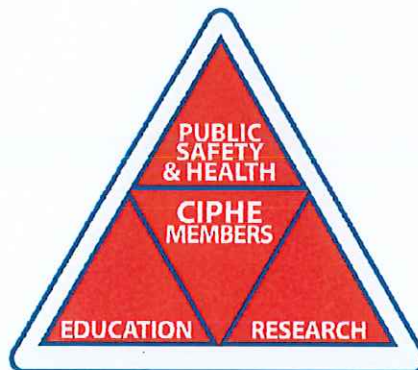
OBJECTIVES

The **Purpose** of the CIPHE is to enhance the safety, health and wellbeing of the public through a strong qualified membership reinforced by their competency and technical expertise.

The **Mission** of the CIPHE is to operate as an independent technical and professional focal point and be a catalyst for the plumbing and heating industry by providing technical and professional standards, expertise, education and technical innovation to the operatives within its scope.

The **Vision** of the CIPHE is to create technical excellence through which the public will receive the benefit of a protected environment and enhanced sustainability together with improved safety and health through the provision of correctly installed, commissioned, maintained and decommissioned plumbing and heating systems.

The aims of the CIPHE are summarised in four areas in the following graphic:



Strategic Plan

The Strategic Plan is fully reviewed each year. The Board approved the 2024 - 26 Strategic Plan, which continues to focus on a number of the key activities in support of its role as the Chartered body for the plumbing and heating industry.

Our strategy focusses on harnessing the considerable expertise available within the CIPHE, our membership and our industry colleagues. Together we work to promote best practice, create training opportunities, and enhance education within the plumbing and heating industry.

To further safeguard public interest, especially for the vulnerable, and encourage safety within all buildings, an object of the CIPHE is to double membership which ultimately will lead to a safer environment and help to outlaw rogue installers. The Strategic Plan is underpinned by a manifesto summarising key activities which is promoted to government, consumers and the industry.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

The CIPHE's prime aim is to advance for the benefit of the public the science, practice and principles of plumbing and heating engineering and in exercising its responsibilities to satisfy the requirements of the Charity Commission. It fulfils its objectives through several activities. A summary of these and key achievements follows:

ACTIVITIES AND ACHIEVEMENTS

Public Benefit

Public benefit is derived from the activities set out below particularly in raising the safety, health and environmental aspects of plumbing and heating engineering in the perception of the public.

Consumer Support

The Institute continues to provide support to members of the public through telephone enquiries and through publication of articles in consumer magazines. In addition, it promotes the *Find a Professional* listing which is available through the CIPHE website.

Grenfell Tower Fire Disaster

CIPHE continues to support Working Group 1 responsible for the competency of engineers and Working Group 2, dealing with installer competency. The construction industry and built environment sector continue to encourage improvements to regulations and standards for public benefit.

Working Groups 1 is to merge with Working Group 8 (Building Safety Managers) and thereafter will transition to become the Building Safety Advisory Panel (BSAP). Terms of Reference are yet to be agreed.

Working Group 2 recently reported that the Minimum Technical Competences (MTC) review has concluded, the apprenticeship standard has now been reviewed. The End Point Assessments have been agreed and are anticipated to be released in early 2024. They raised their concerns that there now appears to be some contradiction between apprenticeship standards, mainly affecting heat pumps which will need to be further explored. Under the auspices of Working Group 2 the Engineering and Building Services Skills Authority was convened by Actuate UK members together with other leading sector bodies, such as BEAMA, CIPHE, TICA and MCS, to provide a credible authoritative voice for skills across all engineering and building services. Its official launch will be in early 2024.

Royal Academy of Engineering (RAEng)

Following on from an inquiry led by Lord Knight and Lord Willets, CIPHE participated in a virtual roundtable to discuss 'Fit for the future: growing and sustaining engineering and technology apprenticeships for young people'. Education and training is becoming an integral part of government and industry discussions. CIPHE is proactively involved in many discussions covering skills shortages and fit for purpose education.

The RAEng sought assistance from CIPHE in briefing one of their new Fellows on Net Zero and current industry problems/challenges.

Government Engagement

Communications and engagement with various government departments continued as they sought CIPHE's support with consultation documents and through dialogue with civil servants and attendance at meetings; Engagement activities included involvement with the following: Heat and Buildings Strategy; Clean Heat Directorate, Healthy Homes & Buildings, Mandatory Water Efficiency Label, Electrification of Heat, Mission Xero Coalition, Go Science Heat Pump roundtable, IfATE and the 2025 Future Homes standard.

CIPHE also responded to the following consultations: Improving Boiler Efficiency Standards, Hydrogen for Heat, WC Performance Specification in England and Wales and the Net Zero review. Parliament is justifiably committed to reducing our carbon footprint however, there is no doubt that much more needs to be done to address the skills shortages so as to achieve previously set Net Zero aspirations. CIPHE continues to support the need for mandated training and/or licensing of the trade which remains to be the best way to resolve skills issues which continue to blight our industry. This was highlighted during a roundtable meeting with the Shadow Minister for Defra following the report 'Flowing Forward -Safeguarding the UK's Water System'.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

The CIPHE was invited to apply to participate in IfATE's Employer Directory which enables direct feedback from Chartered Institutes on apprenticeship standards.

Register of Plumbers – Public Register

The Worshipful Company of Plumbers established the Register, which gives the public access to qualified plumbers, in 1886. It helps protect public health and safety and promotes the competence and conduct of good plumbers.

In 1909, the Company handed over day-to-day management of its Register to the National Council for the Registration of Plumbers, which, in 1953, was renamed the Registered Plumbers Association.

When the Association amalgamated with the Institute of Plumbing in 1970, the Worshipful Company relinquished the Register and award of the designation "Registered Plumber" to the new Institute.

As at 31st December 2023, 70,314 individuals had been entered onto the Register.

The Register of Plumbers is maintained in the Membership Department and is available for inspection by any member of the public by appointment.

Register of Heating Professionals – Public Register

Since its launch in January 2010, 878 members have been entered on to the Register of Heating Professionals.

WaterSafe – Public Register

The CIPHE continued its involvement with WaterSafe whose objectives are to contribute to the safety of drinking water supplies and protection of customers, by:

- Bringing together six Approved Contractors' Schemes.
- Promoting good plumbing practice and compliance with the Water Supply (Water Fittings) Regulations and Scottish Water Byelaws.
- Providing easy access to online search facility listing approved and competent plumbing businesses.
- Reducing the risk to drinking water supplies from poor plumbing practice

The number of WaterSafe registered members of CIPHE increased by 35% from 245 to 331 in 2023, 6.8% of a total of 4,861 Approved Plumbers registered with the scheme.

WaterSafe contributes towards public health by helping consumers to protect their drinking water and avoid rogue traders by offering them an accessible online directory of qualified plumbers.

Which? Trusted Trader

CIPHE continues to collaborate with Which? Trusted Trader to promote positive consumer facing messaging regarding the plumbing and heating industry and provides a platform for them to communicate with members through the membership benefits and services guide and resources.

CIPHE Manifesto

The manifesto continues to be published on an annual basis. It was distributed widely during the year and continues to be received favourably, especially by the trade press.

Covering key issues such as the health, safety and welfare of the public, the environment, education, regulation and licencing, the CIPHE's manifesto sits the plumbing and heating industry at the centre of many key areas of Government policy, such as health, education, housing, energy and the environment. An updated manifesto, including focused priority items for the year will be launched in the first quarter of 2024 in advance of the General Election.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2023

Supporting Consumers through the Registration Authority

The Institute has a duty to investigate complaints that allege a member has not complied with the Code of Professional Standards to act professionally, competently and responsibly. Upon notification of such complaints, the complainant is required to complete a form, which is then submitted to the Investigation Panel (IP) to proceed further. During 2023, the Panel investigated 7 complaints, referring 3 to the Disciplinary Committee.

The Disciplinary Committee impose sanctions on members when a complaint against them has been upheld. During 2023, 1 member was removed from membership for failing to adhere to the Code of Professional Standards.

Education

Educational Pathway

A new career pathway flowchart has been produced by the CIPHE which details each route a learner might take across domestic plumbing and heating as well as commercial and industrial.

The Approved Training Centres increased to 68 during the year.

Trailblazer Apprenticeship

The Plumbing and Domestic Heating Technician Standard had a small funding increase from £21K to £22K, which is quite an achievement. Awarding bodies are rewriting the curriculum content to meet the revised pathways and assessments. It is aimed to be launched for the academic year 2024/2025.

Whilst the CIPHE advocates that full competency is held by achievement of Level 3, the landscape has changed in many ways. Recruitment of apprenticeships has been hit hard across England since the introduction of a Level 3 only pathway which became the route after frameworks ceased being funded in 2020. Employers have sought their own solutions to overcome this, as well as colleges due to loss of income. This in turn has brought about three new pathways that bring into question "why do a four-year Level 3 route when competing routes are more cost effective and shorter?". Removal of a Level 2 apprenticeship has also led to many people either learning out of date qualifications or none at all.

We believe this situation is so serious to our industry in the long term, that there needs to be a fresh look at the structure now unfolding. We have now started conversations with IfATE and industry to discuss a better way forward.

Educational Development through Competition

The CIPHE continues to support and engage with competitions. Heating Installer Plumber of the Year (HIPLOY) and a new all-Female Skills competition attract a wide audience across England. Jerry Whiteley (Technical Manager) is the Head Judge for both competitions which are valued by education, manufacturers and industry bodies. It provides access to a younger audience and capitalises their knowledge of the CIPHE and what it stands for. We also support the Heating Installer of the Year Awards that hold a review and celebrates best practice for existing installers. This is celebrated at the largest plumbing and heating show in June each year at the NEC InstallerShow. During the show we are also privileged to support and judge the Installer Merit Awards for services people do out of kindness.

Latterly, we were also asked to judge the PHAM News Energy Efficiency Awards held in London for their successes in designing energy efficient heating and hot water systems across the UK.

Building Services Engineering Employer Industry Board

CIPHE were invited by City & Guilds to partake in the Building Services Engineering Employer Industry Board along with industry experts and employers to ensure the skills employers need are met for a more productive workforce. Our representation is through the Employer Industry Board (EIB) which forms part of this group.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

The EIB comprises of employers, professional bodies and other sector organisations who collaborate to ensure that educational services are fit for purpose.

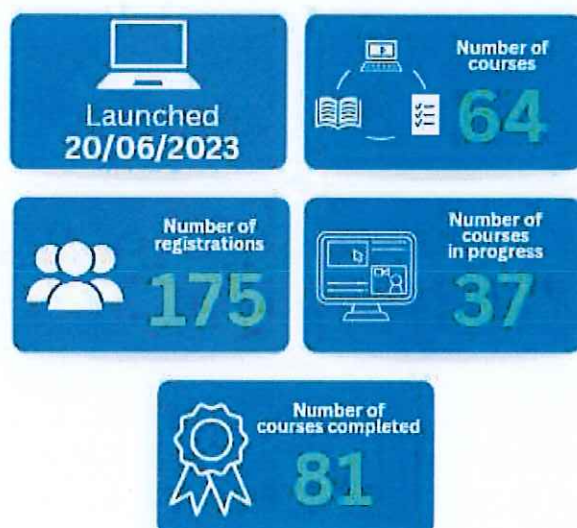
New T Levels have been launched and are currently being trialled across the country. New criteria for work experience have now been applied as well as funding for employers.

Continuing Professional Development and Academy

A requirement of the Code of Professional Standards is that members should undertake CPD to broaden and maintain their knowledge and the CIPHE recommends that members should undertake 30 hours of CPD on an annual basis. The Institute delivers many ways by which members can earn CPD hours, including via CPD articles in P&H Engineering magazine.

The CIPHE Academy underwent a soft launch late in June, to include testing amongst a small group of members. During this period, the primary focus was on testing, including the running order of courses, ensuring the content was effective, and aligning the platform's look and feel with the branding of CIPHE.

The figures by year-end, were 175 registered users and 81 completed courses. Wider release and promotion will see these numbers increase through 2024.



To assist with monitoring CPD, the CIPHE supports mycareerpath®, which is an online professional development system, designed by the Engineering Council and adopted by many professional engineering institutions for use by their members.

The CIPHE digital project is incorporating techtalk© and smarttalk© content, providing informed technical and professional education and training across a range of subjects. The video content has collectively had more than 70,000 views to date. The CIPHE Plumbing Engineering Services Design Guide has been made freely available online for members and work to update the Guide section by section continues.

A website for the member magazine, P&H Engineering, is accessible at www.pandhengineering.co.uk.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2023

The CIPHE has continues to promote its revised Approved Training Centre model that includes membership for the trainers and access to digital training tools that have been developed too.

The following colleges joined the Institute as Approved Training Centres (ATC) in 2023: Abingdon & Witney College, Bath College, London South-East Colleges, Nescot College, Northampton College, Oxford Energy Academy, Richmond College, The City of Liverpool College, Trafford and Stockport College Group and West Suffolk College. Additionally, Viessmann Group and LG Electronics achieved ATC status for their training centres.

Industry Engagement

World Plumbing Council

The 2023 World Plumbing Conference was held in Shanghai, with some 2,000 people representing a dozen nations in attendance, either in person or virtually.

Attendees had the opportunity to immerse themselves in presentations, panel discussions and workshops, delving into the latest research, trends and best practices.

Dave Viola, CEO of the IAPMO Group of the United States, was elected to a three-year term as Chair of WPC Executive Board and CIPHE CEO Kevin Wellman was appointed Deputy Chair. Following a competitive selection process, it was agreed that the UK would host the 2026 World Plumbing conference which will be facilitated by the CIPHE.

Worshipful Company of Plumbers Annual Lecture

The CEO was invited to be one of three speakers at the Annual Lecture entitled "Who Needs University, When Apprenticeships are Better?". The discussion focussed on the benefits of paid apprenticeships versus university, and the variety of pathways that are available to those who begin their careers by gaining hands-on work experience alongside additional training.

The other speakers involved in the discussion were Carl Arntzen, CEO of Worcester Bosch and Neil Collishaw, CEO at BPEC.

Construction Industry Council

CIPHE continues to support the CIC, especially with its work on post Grenfell activities and with the Building Safety Bill.

Following a meeting with the new CIC Chair, Wei Yang, on 6th November CIPHE was invited to participate in CIC's Education & Training Group.

The CIC endorsed a letter from the Construction Leadership Council to the Chancellor of the Exchequer which raised a number of concerns including the fact that confidence in the construction pipeline in respect of future work is at its lowest point since 2008. This is through a combination of planning constraints, changes in direction on the infrastructure pipeline and nervousness in both homeowners and the private sector asset owners. In addition, the volatility of material inflation in recent months has added further uncertainty to the industry which is now seeing insolvencies across the sector at the highest levels for a decade.

Industrial Associates

CIPHE continues to partner on projects with some of the Industrial Associates Development Group – ranging from support for apprenticeships and training to product focused CPD, the low carbon agenda, and shared priorities on matters of public safety, wellbeing and the plumbing and heating industry workforce. Regular Industrial Associate focused communications are included amongst the rest of our output to members. Feedback from Industrial Associates highlights their support for CIPHE key messages such as the manifesto. Issues around the aging workforce, current and future skills-gap, professional routes into the industry and what this will mean for their businesses and their products continue to be a priority and provide opportunities for CIPHE to highlight them.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

RESEARCH & TECHNICAL

Technical Strategy Group

The Technical Strategy Group (TSG) operates as an independent technical and professional focal point and aims to be an authority to the plumbing and heating industry by providing technical standards, guidance, expertise and education & technical innovation. It achieves this through the appointment of Technical Working Groups; the following Groups have been established: Water Safety; Heating; Controls, Hot and Cold Water Services and Above & Below Ground Drainage. In addition to this, the CIPHE have engaged in a wide variety of technical industry group meetings ensuring both the installer and consumer are being represented correctly. This included revisions to the building regulations and other matters associated with both water safety and the future of heat in buildings. In addition, work commenced on carrying out revisions to the Plumbing Engineering Services Design Guide.

Education

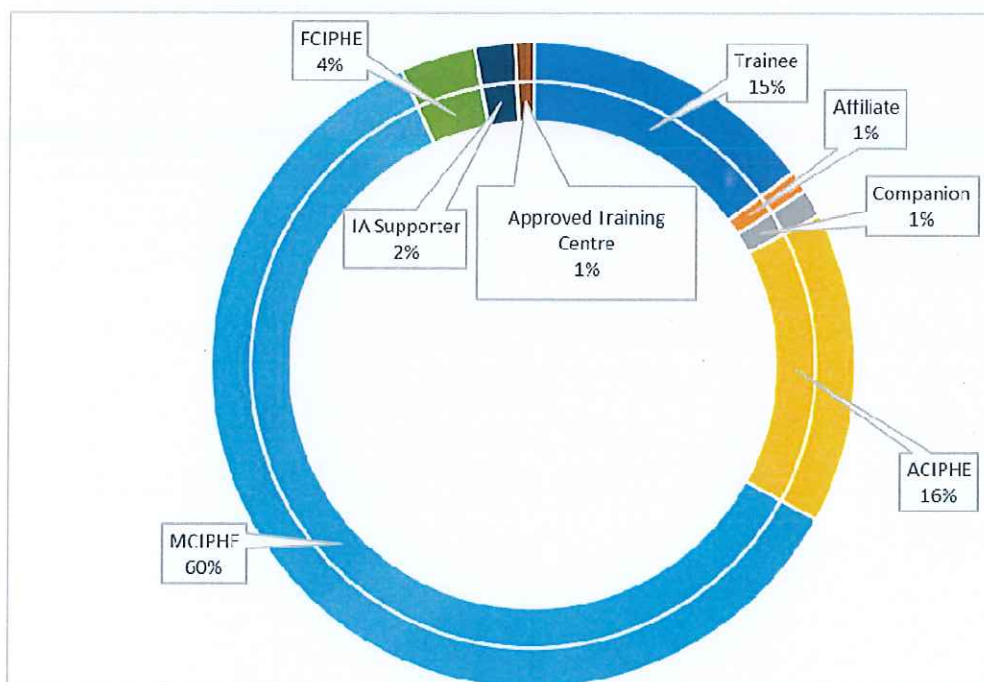
The Experienced Worker Route and its content has been agreed in principle by the working parties and will complement the Level 3 apprenticeship. The new route is anticipated to be launched in 2024.

MEMBERSHIP & PROMOTION

Membership and Engineering Council

The total membership as at 31st December 2023 was 7,194, an increase of 9% year-on-year.

Membership breakdown by category (Dec 2023)

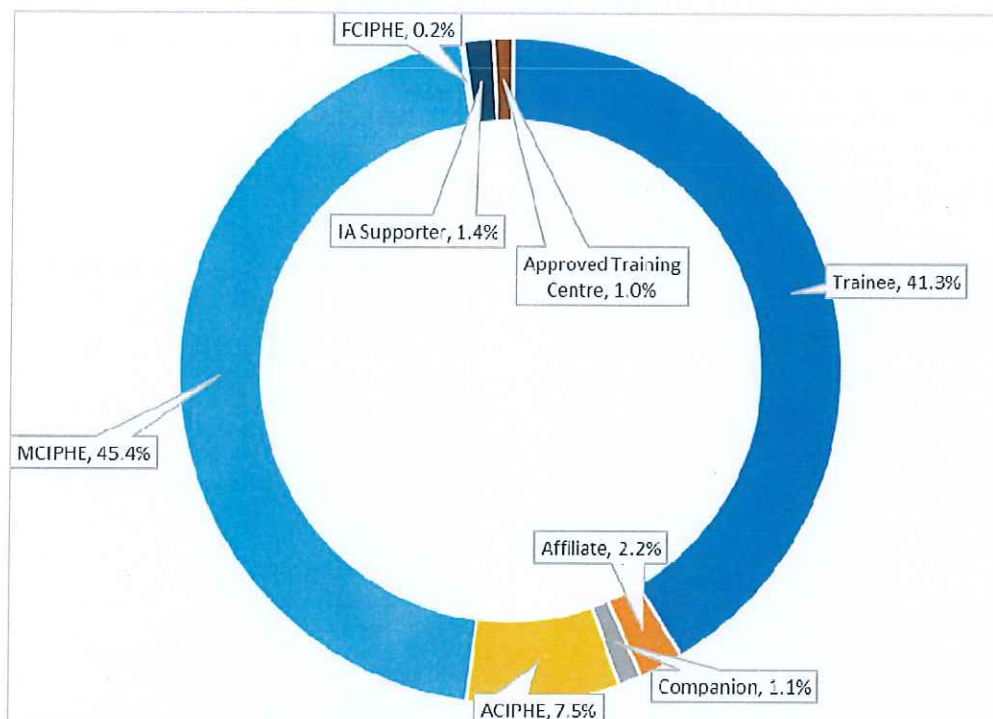


1,246 Membership applications were received in total throughout 2023.

**THE CHARTERED INSTITUTE OF PLUMBING &
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Application breakdown by category 2023



During 2023, 12 applicants were newly registered at EngTech level, 0 at IEng level and 1 at CEng level.

As at the end of 2023, the Institute had 741 Engineering Technicians, 84 Incorporated Engineers and 29 Chartered Engineers.

Master Plumber Certificate

On 27th March 2023, the Master Certificate Awards for Construction Liveries were held at the Egyptian Hall, Mansion House hosted by Lord Mayor Alderman Nicholas Lyons. Dennis Coates EngTech MCIPHE RP, Mark Merritt EngTech MCIPHE RP, Christopher Bates EngTech MCIPHE RP RHP and Robert Mallender EngTech FCIPHE RP were presented with their Master Plumber Certificates. The Lord Mayor also presented a Journeyman Certificate to Conna Green MCIPHE RP.

Plumbing Professionals Development Scheme

The CIPHE and Worshipful Company of Plumbers will jointly deliver and run the Plumbing Professionals Development Scheme (PPDS) for talent in the plumbing and heating engineering industry. It will provide mentoring support and guidance to plumbers as they embark on their careers.

Exhibitions

The CIPHE was again a key partner and exhibitor at the InstallerSHOW in its new home at the Birmingham NEC. Once again, CIPHE partnered with a number of Industrial Associate members to run a competition that meant CIPHE was visible across a number of stands to help drive footfall across a number of stands. The Institute assisted and contributed to presentations at the event, the promotion of a Certificate of Excellence in conjunction with the Worshipful Company of Plumbers and with judging for the Installer Merit Awards and the Heating Installer of the Year Award. Overall, the event was another great success for the CIPHE, generating new members, strengthening ties with existing members.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

Promotional Campaigns and Media

The CIPHE has worked closely with the plumbing and heating trade press, who consistently assisted in promoting the *Proud to be a Professional* and customer safety, health and wellbeing campaigns and provided significant coverage on the CIPHE manifesto. CIPHE has also been increasingly prominent in national media regarding plumbing and heating issues, including an appearance on the Tonight programme by Jerry Whiteley for its investigation into heat pumps.

Fuel Poverty

The CIPHE continues its calls for greater levels of communication between government and organisations such as the CIPHE to establish long-term strategies which will combat the fuel poverty epidemic. The CIPHE and its membership is dedicated to safeguarding the most vulnerable in society, and that includes those living in fuel poverty. With continued volatility surrounding fuel prices there is increasing concern that many more people will enter into fuel poverty. The Government must seek to protect these people; only by working together can we stop the unnecessary and highly preventable deaths attributable to this issue.

Website statistics

The launch of the CIPHE website in April means reporting on a year that was 25% old website and 75% new. However, there have been some really positive trends that the CIPHE can report on:

- Site users: 72,866
- Sessions: 102,801
- Sessions per user: 1.41
- Page views: 324,473
- Pages per session: 3.16
- Average session duration: 02:21

In addition, during 2023, the following transactions took place through the website:

- 420 people joined online - total value of £75,552
- 1,093 shop orders placed - total value of £30,235
- 1,655 membership renewal payments made online - total value of £247,360

Social Media

The CIPHE is active on social media and at the year-end had increased its followers on all 3 platforms:

LinkedIn	22%
Facebook	4.6%
X (formerly known as Twitter)	0.1%

Annual General Meeting

The 15th AGM of CIPHE was held on Thursday 22nd June. The AGM was kindly hosted by Geberit Training Academy at their premises in Warwick and was also conducted via Zoom Conference Facilities. In excess of 47 members participated worldwide to see Alex Wildish take office as National President and Yvonne Orgill as Vice-President. Neil Overton was elected as Voting Member Trustee to serve on the Board for 4 years and Rob Mallender was elected to serve as a Voting Member Trustee to serve for 1 year.

FINANCIAL REVIEW

Reserves policy

The Trustees regularly review the reserves of the charity to meet its financial commitments and achieve its objectives. They consider that the charity had sufficient reserves to operate for the next 12 months and into the foreseeable future.

The prime objective of the reserves policy of the Trustees is to maximise CIPHE surplus funds which are held in a range of interest bearing bank accounts. In particular the General Fund is invested with due regard to potential calls on the fund as identified in the Strategic Plan.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

Investment policy and objectives

The Institute has the power to make any investment that the Trustees see fit.

Head Office

Following an extensive review of 64 Station Lane, including costs of refurbishment and staffing, the Board of Trustees agreed to put the property on the market with a view to selling the building and land. Fenn Wright Estate and Letting Agency were appointed to oversee the sale and the CEO has been tasked with finding alternative premises.

ACKNOWLEDGEMENT

The CIPHE 2023 Trustee Report is structured around our key objectives and highlights key activities throughout the year. Acknowledgement and appreciation must be given to the Trustees, Presidents, Branches, volunteers, staff and industry stakeholders who have assisted the CIPHE throughout the year.

Your commitment and enthusiasm in supporting our aims and activities has challenged, motivated and inspired the CIPHE to progress and we look forward to working closely with you in the coming years.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- review, update and, if necessary, ensure they acquire the necessary skills to discharge their responsibilities as a Trustee;
- review the declaration of interest at each meeting;
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the Charity, to enable them to ensure that the financial statements comply with the requirements. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

As far as the Trustees are aware, there is no relevant information of which the Charity's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee, in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD OF TRUSTEES:



By order of the Board of Trustees
Paul Massey, Chairman

Date: 20th March 2024

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Opinion

We have audited the financial statements of The Chartered Institute of Plumbing & Heating Engineering (the 'charitable company') for the year ended 31st December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st December 2023 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 the provisions available for small entities, in the circumstances set out in note 23 to the financial statements, 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
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Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud. We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.

We plan our work specifically to identify any areas where there is a susceptibility to fraud such as understatement of subscription income, or material mis-statement such as understatement of subscriptions received in advance, then design tests to mitigate this risk. Our work includes a proof in total based on the tiered subscription rates of membership, and ensuring that the appropriate revenue has been recognised.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
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Use of our report

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

Clemence Hoar Cummings

Clemence Hoar Cummings

Chartered Accountants and Statutory Auditor

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Riverside House

1-5 Como Street

Romford

Essex

RM7 7DN

20th March 2024

**THE CHARTERED INSTITUTE OF PLUMBING &
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**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	-	-	94,793
Charitable activities	5				
Educational Magazines & Directory		36,095	-	36,095	29,976
Maintaining Professional Standards & Awareness		940,737	-	940,737	853,379
Other trading activities	3	103,601	-	103,601	65,850
Investment income	4	13,875	-	13,875	2,616
Total		1,094,308	-	1,094,308	1,046,614
EXPENDITURE ON					
Raising funds	6	19,864	-	19,864	8,342
Charitable activities	7				
Educational Magazines & Directory		349,173	-	349,173	254,925
Support Services for Members		293,044	-	293,044	290,844
Maintaining Professional Standards & Awareness		454,331	-	454,331	491,700
Total		1,116,412	-	1,116,412	1,045,811
NET INCOME/(EXPENDITURE)		(22,104)	-	(22,104)	803
Other recognised gains/(losses)					
Gains on revaluation of fixed assets		310,000	-	310,000	-
Net movement in funds		287,896	-	287,896	803
RECONCILIATION OF FUNDS					
Total funds brought forward		1,273,223	-	1,273,223	1,272,420
TOTAL FUNDS CARRIED FORWARD		1,561,119	-	1,561,119	1,273,223

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
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**BALANCE SHEET
31ST DECEMBER 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Intangible assets	15	51,148	-	51,148	83,150
Tangible assets	16	1,105,278	-	1,105,278	794,139
Investments	17	3	-	3	3
		1,156,429	-	1,156,429	877,292
CURRENT ASSETS					
Stocks	18	8,633	-	8,633	6,875
Debtors	19	61,005	-	61,005	42,992
Cash at bank		684,573	-	684,573	667,239
		754,211	-	754,211	717,106
CREDITORS					
Amounts falling due within one year	20	(349,521)	-	(349,521)	(321,175)
NET CURRENT ASSETS		404,690	-	404,690	395,931
TOTAL ASSETS LESS CURRENT LIABILITIES		1,561,119	-	1,561,119	1,273,223
NET ASSETS		1,561,119	-	1,561,119	1,273,223
FUNDS	21				
Unrestricted funds:					
General fund				528,134	550,238
Revaluation Reserve				1,032,985	722,985
				1,561,119	1,273,223
TOTAL FUNDS				1,561,119	1,273,223

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

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

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.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

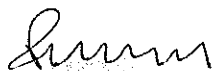
**BALANCE SHEET - continued
31ST DECEMBER 2023**

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 20th March 2024 and were signed on its behalf by:



N R Jones - Trustee



P Massey - Trustee

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2023**

Notes	2023 £	2022 £
Cash flows from operating activities		
Cash generated from operations 1	40,654	166,159
Interest paid	<u>(16,072)</u>	<u>(12,722)</u>
Net cash provided by operating activities	<u>24,582</u>	<u>153,437</u>
Cash flows from investing activities		
Purchase of intangible fixed assets	(15,525)	(3,075)
Purchase of tangible fixed assets	(5,598)	(1,561)
Interest received	<u>13,875</u>	<u>2,616</u>
Net cash used in investing activities	<u>(7,248)</u>	<u>(2,020)</u>
Change in cash and cash equivalents in the reporting period	<u>17,334</u>	<u>151,417</u>
Cash and cash equivalents at the beginning of the reporting period	<u>667,239</u>	<u>515,822</u>
Cash and cash equivalents at the end of the reporting period	<u><u>684,573</u></u>	<u><u>667,239</u></u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2023**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(22,104)	803
Adjustments for:		
Depreciation charges	51,986	46,948
Interest received	(13,875)	(2,616)
Interest paid	16,072	12,722
Increase in stocks	(1,758)	(355)
Increase in debtors	(18,013)	(8,184)
Increase in creditors	28,346	<u>116,841</u>
Net cash provided by operations	<u>40,654</u>	<u>166,159</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.23 £	Cash flow £	At 31.12.23 £
Net cash			
Cash at bank	<u>667,239</u>	<u>17,334</u>	<u>684,573</u>
	<u>667,239</u>	<u>17,334</u>	<u>684,573</u>
Total	<u>667,239</u>	<u>17,334</u>	<u>684,573</u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 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, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The services provided by the charity are detailed in the report of the Trustees in order to benefit the general public.

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. the following specific policies are applied to particular categories of income:

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

- Investment income and membership fees are included when receivable. Subscriptions received in advance are recognised as deferred income.

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets

Development costs are held at cost until the intangible asset is available for use.

Amortisation will be provided at the following annual rate in order to write off each asset over its estimated useful life.

Development costs at 25% on cost

Tangible fixed assets

Freehold property is held at fair value. Any adjustments in fair value will show as a surplus or deficit in the year.

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

Fixtures and fittings at 25% on cost

Investments

The holding values of shares in subsidiary undertakings are reported at historical cost.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

1. ACCOUNTING POLICIES - continued

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

As a charity, The Chartered Institute of Plumbing and Heating Engineering is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

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.

Designated funds are unrestricted funds 'ring fenced' by the trustees for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Legacies	<u>-</u>	<u>94,793</u>

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Sales of supplies	57,876	41,698
Office services	30,617	11,467
Sundry income	<u>15,108</u>	<u>12,685</u>
	<u>103,601</u>	<u>65,850</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

4. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	<u>13,875</u>	<u>2,616</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2023	2022
	£	£
Publications	36,095	29,976
Fees from members	<u>940,737</u>	<u>853,379</u>
	<u>976,832</u>	<u>883,355</u>

6. RAISING FUNDS

Other trading activities

	2023	2022
	£	£
Cost of supplies sold	<u>19,864</u>	<u>8,342</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 8) £	Support costs (see note 9) £	Totals £
Educational Magazines & Directory	264,343	-	84,830	349,173
Support Services for Members	-	24,148	268,896	293,044
Maintaining Professional Standards & Awareness	<u>203,646</u>	-	<u>250,685</u>	<u>454,331</u>
	<u>467,989</u>	<u>24,148</u>	<u>604,411</u>	<u>1,096,548</u>

8. GRANTS PAYABLE

	2023	2022
	£	£
Support Services for Members	<u>24,148</u>	<u>23,386</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

9. SUPPORT COSTS

	Staff costs £	Communi- cations £	Office costs £	Premises costs £
Educational Magazines & Directory	23,457	8,879	45,789	1,347
Support Services for Members	169,406	8,880	45,790	9,716
Maintaining Professional Standards & Awareness	<u>67,762</u>	<u>8,883</u>	<u>45,804</u>	<u>3,886</u>
	<u>260,625</u>	<u>26,642</u>	<u>137,383</u>	<u>14,949</u>
	Finance costs £	Other £	Meeting & conference expenses £	Governance costs £
Educational Magazines & Directory	5,358	-	-	-
Support Services for Members	5,356	6,507	16,394	6,847
Maintaining Professional Standards & Awareness	<u>5,358</u>	<u>26,026</u>	<u>65,578</u>	<u>27,388</u>
	<u>16,072</u>	<u>32,533</u>	<u>81,972</u>	<u>34,235</u>
				<u>604,411</u>
Activity	Basis of allocation			
Staff costs	Use of Staff Time			
Communications	Use of Resources			
Office costs	Use of Resources			
Premises costs	Use of Staff Time			
Finance costs	Use of Resources			
Other	Use of Resources			
Meeting & conference expenses	Use of Resources			
Governance costs	Use of Resources			

10. NET INCOME/(EXPENDITURE)

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

	2023	2022
	£	£
Auditors' remuneration	10,058	9,016
Taxation compliance services	1,045	968
Depreciation - owned assets	4,459	3,302
Development costs amortisation	<u>47,527</u>	<u>43,646</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

11. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

Reimbursed meeting and travel expenses totalling £652 (2022: £517) were paid to two of the trustees during the year. Other meeting costs met by the charity on behalf of the Board of the Trustees were NIL (2022: £372).

Expenditure related to the Presidents dinner event were £4,432 (2022: £3,819).

12. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	456,052	417,609
Social security costs	42,822	40,981
Other pension costs	29,415	30,495
	<u>528,289</u>	<u>489,085</u>

The full time equivalent number of employees for the year was as follows;

	2023	2022
Membership	4.5	5
Technical	2.4	1.6
Support	3	3
Total	<u>9.9</u>	<u>9.6</u>

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

	2023	2022
Management	3	3
Technical	3	2
Administration	5	6
	<u>11</u>	<u>11</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	1	-
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-
	<u>2</u>	<u>1</u>

Key Management personnel employee benefits are £163,358 (2022: £156,295).

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

13. HIGHER EARNING EMPLOYEES

Contributions totalling £17,019 (2022: £16,262) paid during the year under money purchase scheme for higher paid employees.

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	94,793	-	94,793
Charitable activities			
Educational Magazines & Directory	29,976	-	29,976
Maintaining Professional Standards & Awareness	853,379	-	853,379
Other trading activities	65,850	-	65,850
Investment income	<u>2,616</u>	<u>-</u>	<u>2,616</u>
Total	<u>1,046,614</u>	<u>-</u>	<u>1,046,614</u>
EXPENDITURE ON			
Raising funds	8,342	-	8,342
Charitable activities			
Educational Magazines & Directory	254,925	-	254,925
Support Services for Members	290,844	-	290,844
Maintaining Professional Standards & Awareness	<u>491,700</u>	<u>-</u>	<u>491,700</u>
Total	<u>1,045,811</u>	<u>-</u>	<u>1,045,811</u>
NET INCOME	803	-	803
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>1,272,420</u>	<u>-</u>	<u>1,272,420</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>1,273,223</u></u>	<u><u>-</u></u>	<u><u>1,273,223</u></u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

15. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1st January 2023	174,583
Additions	<u>15,525</u>
At 31st December 2023	<u>190,108</u>
AMORTISATION	
At 1st January 2023	91,433
Charge for year	<u>47,527</u>
At 31st December 2023	<u>138,960</u>
NET BOOK VALUE	
At 31st December 2023	<u>51,148</u>
At 31st December 2022	<u>83,150</u>

16. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST OR VALUATION			
At 1st January 2023	790,000	57,475	847,475
Additions	-	5,598	5,598
Disposals	-	(6,235)	(6,235)
Revaluations	<u>310,000</u>	<u>-</u>	<u>310,000</u>
At 31st December 2023	<u>1,100,000</u>	<u>56,838</u>	<u>1,156,838</u>
DEPRECIATION			
At 1st January 2023	-	53,336	53,336
Charge for year	-	4,459	4,459
Eliminated on disposal	-	(6,235)	(6,235)
At 31st December 2023	<u>-</u>	<u>51,560</u>	<u>51,560</u>
NET BOOK VALUE			
At 31st December 2023	<u>1,100,000</u>	<u>5,278</u>	<u>1,105,278</u>
At 31st December 2022	<u>790,000</u>	<u>4,139</u>	<u>794,139</u>

Included in cost or valuation of land and buildings is freehold land of £500,000 (2022 - £500,000) which is not depreciated.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

16. TANGIBLE FIXED ASSETS - continued

Cost or valuation at 31st December 2023 is represented by:

	Freehold property £	Fixtures and fittings £	Totals £
Valuation in 2023	310,000	-	310,000
Cost	790,000	56,838	846,838
	<u>1,100,000</u>	<u>56,838</u>	<u>1,156,838</u>

The Freehold Property was valued at 31 December 2023 by John Hogan Ba (Hons) MSC MRICS of Fenn Wright, A firm regulated by RICS.

The Institute also owns the President's Chain and Lady's Pendant which have not been incorporated into the balance sheet. The Chain and Pendant are valued for insurance purposes.

17. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st January 2023 and 31st December 2023	<u>3</u>
NET BOOK VALUE	
At 31st December 2023	<u>3</u>
At 31st December 2022	<u>3</u>

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Plumbing & Heating Promotions Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB
Nature of business: Non-trading

	%	2023	2022
Class of share:	holding	£	£
Ordinary	100	1	1
Aggregate capital and reserves			

Greenplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB
Nature of business: Non-trading

	%	2023	2022
Class of share:	holding	£	£
Ordinary	100	1	1
Aggregate capital and reserves			

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

17. FIXED ASSET INVESTMENTS - continued

Safeplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

Class of share:	%
Ordinary	holding 100

	2023	2022
	£	£
Aggregate capital and reserves	1	1

Market value is considered to be the same as historical cost.

18. STOCKS

	2023	2022
	£	£
Stocks	<u>8,633</u>	<u>6,875</u>

19. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	21,408	9,727
Other debtors	100	100
VAT	-	1,117
Prepayments & accrued income	<u>39,497</u>	<u>32,048</u>
	<u>61,005</u>	<u>42,992</u>

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	15,119	12,036
Social security and other taxes	16,635	894
VAT	84	-
Other creditors	8,719	11,705
Deferred income	292,960	238,331
Accrued expenses	<u>16,004</u>	<u>58,209</u>
	<u>349,521</u>	<u>321,175</u>

Deferred income represents 2024 membership fees received before the 31st December 2023 of £292,960 (2022: £238,331) are included in creditors: amounts falling due within one year.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

21. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	550,238	(22,104)	528,134
Revaluation Reserve	722,985	310,000	1,032,985
	<u>1,273,223</u>	<u>287,896</u>	<u>1,561,119</u>
TOTAL FUNDS	<u>1,273,223</u>	<u>287,896</u>	<u>1,561,119</u>

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,094,308	(1,116,412)	-	(22,104)
Revaluation Reserve	-	-	310,000	310,000
	<u>1,094,308</u>	<u>(1,116,412)</u>	<u>310,000</u>	<u>287,896</u>
TOTAL FUNDS	<u>1,094,308</u>	<u>(1,116,412)</u>	<u>310,000</u>	<u>287,896</u>

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	549,435	803	550,238
Revaluation Reserve	722,985	-	722,985
	<u>1,272,420</u>	<u>803</u>	<u>1,273,223</u>
TOTAL FUNDS	<u>1,272,420</u>	<u>803</u>	<u>1,273,223</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,046,614	(1,045,811)	803
	<u>1,046,614</u>	<u>(1,045,811)</u>	<u>803</u>
TOTAL FUNDS	<u>1,046,614</u>	<u>(1,045,811)</u>	<u>803</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023**

21. MOVEMENT IN FUNDS - continued

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

	At 1.1.22 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	549,435	(21,301)	528,134
Revaluation Reserve	<u>722,985</u>	<u>310,000</u>	<u>1,032,985</u>
	<u>1,272,420</u>	<u>288,699</u>	<u>1,561,119</u>
TOTAL FUNDS	<u>1,272,420</u>	<u>288,699</u>	<u>1,561,119</u>

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 £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	2,140,922	(2,162,223)	-	(21,301)
Revaluation Reserve	<u>-</u>	<u>-</u>	<u>310,000</u>	<u>310,000</u>
	<u>2,140,922</u>	<u>(2,162,223)</u>	<u>310,000</u>	<u>288,699</u>
TOTAL FUNDS	<u>2,140,922</u>	<u>(2,162,223)</u>	<u>310,000</u>	<u>288,699</u>

Revaluation Reserve

The full £932,985 balance in the revaluation reserve relates to the Freehold Property revaluation made in the years ended 31 December 2021 (£722,985) and 31 December 2023 (£310,000)

22. RELATED PARTY DISCLOSURES

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

23. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Legacies	-	94,793
Other trading activities		
Sales of supplies	57,876	41,698
Office services	30,617	11,467
Sundry income	15,108	12,685
	103,601	65,850
Investment income		
Deposit account interest	13,875	2,616
Charitable activities		
Fees from members	940,737	853,379
Publications	36,095	29,976
	976,832	883,355
Total incoming resources	1,094,308	1,046,614
EXPENDITURE		
Other trading activities		
Cost of supplies sold	19,864	8,342
Charitable activities		
Wages	214,197	173,199
Social security	23,378	19,702
Pensions	14,135	13,029
Maintaining professional standards	56,755	55,888
Magazine costs	97,128	93,105
Awareness	49,763	53,687
Service for members	12,633	10,142
Grants to institutions	24,148	23,386
	492,137	442,138
Support costs		
Staff costs		
Wages	224,540	213,304
Social security	15,919	18,045
Pensions	12,988	15,248
Other staff costs	7,178	12,825
	260,625	259,422
Communications		
Telephone	4,117	4,014
Carried forward	4,117	4,014

This page does not form part of the statutory financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023**

	2023 £	2022 £
Communications		
Brought forward	4,117	4,014
Postage and stationery	<u>22,525</u>	<u>19,425</u>
	26,642	23,439
Office costs		
Insurance	13,229	13,258
Postage and stationery	19,961	16,201
Repairs and renewals	5,057	6,226
Sundries	5,800	5,502
IT support services	41,350	35,815
Depreciation of tangible fixed assets	<u>51,986</u>	<u>46,947</u>
	137,383	123,949
Premises costs		
Rates and water	3,552	3,284
Light and heat	5,842	3,960
Premises repairs	<u>5,555</u>	<u>15,664</u>
	14,949	22,908
Finance costs		
Bank charges	8,402	7,955
Card service charges	<u>7,670</u>	<u>4,767</u>
	16,072	12,722
Other		
Legal & professional fees	3,843	3,385
Subscriptions	5,652	5,347
Unrecoverable VAT	<u>23,038</u>	<u>24,207</u>
	32,533	32,939
Meeting & conference expenses		
Meeting expenses	32,636	29,714
Website expenses	44,230	43,696
Event expenses	<u>5,106</u>	<u>-</u>
	81,972	73,410
Governance costs		
Wages	17,315	31,106
Social security	3,525	3,234
Pensions	2,292	2,218
Auditors' remuneration	10,058	9,016
Auditors' remuneration for non audit work	<u>1,045</u>	<u>968</u>
	34,235	46,542
Total resources expended	<u>1,116,412</u>	<u>1,045,811</u>
Net (expenditure)/income	<u>(22,104)</u>	<u>803</u>

This page does not form part of the statutory financial statements.

Accounts

REGISTERED COMPANY NUMBER: RC000822 (England and Wales)
REGISTERED CHARITY NUMBER: 1124517

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022
FOR
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

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FOR THE YEAR ENDED 31 DECEMBER 2022**

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**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**



**REPORT OF THE BOARD OF TRUSTEES
FOR THE PERIOD ENDING 31st DECEMBER 2022**

Proud to be a Professional

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

The Trustees present their report with the financial statements of the charity for the year ending 31st December 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in accordance with the Financial Reporting Standard for Smaller Entities effective 1st January 2015. In addition, Trustees have paid due regard to the Charity Commission's guidance on public benefit in determining activities CIPHE should undertake.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

RC000822 (England and Wales)

Registered Charity number

1124517

Registered office

64 Station Lane
Hornchurch
Essex RM12 6NB

Trustees

P.N. Gale BA Hons – ceased 17.06.22
N. Jones BA ACA
P. Massey – appointed Chairman 17.06.22
K. McCallister EngTech MCIPHE RP – re-appointed 17.06.22
M. Bridges EngTech MCIPHE RP
P. Thom FCIPHE FRSA FCIM AIGEM – co-opted 19.11.19
P. Williams EngTech LCGI MCIPHE RP – resigned 17.05.22
G. Westall EngTech MCIPHE RP
C. Brooks – appointed 17.06.22
T. Morrison – co-opted 16.03.22

Honorary Company Secretary

K. Wellman EngTech FCIPHE RP – ceased 17.06.22
C. Brooks – appointed 17.06.22

President

M. Gumbs EngTech MCIPHE RP – ceased 17.06.22
H. Hung EngTech HonFCIPHE RP – appointed 17.06.22

Chief Executive Officer

Kevin Wellman EngTech FCIPHE RP

Auditors

Clemence Hoar Cummings
Chartered Accountants
Riverside House, 1 - 5 Como Street
Romford
Essex RM7 7DN

Solicitors

Penningtons Manches Cooper LLP
Matrix House, Basing View
Basingstoke
Hampshire RG21 4DZ

Bankers

Barclays Bank PLC
Knightsbridge Business Centre
PO Box 32014
London NW1 2ZG

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Chartered Institute of Plumbing and Heating Engineering is a company incorporated by Royal Charter, granted on 12th February 2008. It is a registered charity, obtaining charitable status on 16 June 2008. The Institute is governed by its Royal Charter and Bye-Laws. The Bye-Laws and Regulations are under constant review and were last updated in 2017, and future amendments will be carried out when necessary.

Recruitment and appointment of new Trustees

Applications for Trusteeship are sought by advertisement.

Induction and training of new Trustees

After appointment, an induction is arranged for new Trustees. Trustees serve up to a four-year period and may be re-elected for a further four-year period (effective from 2018). The Trustees meet at least five times a year to review the strategy and performance and to set the operating plans and budgets.

Organisational structure

There are committees covering membership, professional standards and technical services. The Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the Institute.

Related parties

The Institute is the registered owner of 100% of the issued capital of Plumbing and Heating Promotions Limited, which became dormant during the year. The Institute is also the registered owner of 100% of the issued share capital of GreenPlumb Limited and SafePlumb Limited, which have remained dormant since their respective incorporation.

Risk management

The Trustees have introduced a formal risk management process to assess business risks and implement risk management strategies. The Trustees are pleased to report that the charity's internal financial controls, in particular, conform to guidelines issued by the Charity Commission. The Trustees are fully cognisant of their responsibility to evaluate and manage business risk, which they classified as:

- a. Governance and Management
- b. Operational Risks
- c. Financial Risk
- d. Environmental and External Factors
- e. Compliance
- f. Other Risks not classifiable under the above headings.

The Executive team discuss and rate business risks as they are identified. On-going monitoring and updates on risk management is undertaken through reports provided by the Chief Executive Officer.

OBJECTIVES

The **Purpose** of the CIPHE is to enhance the safety, health and wellbeing of the public through a strong qualified membership reinforced by their competency and technical expertise.

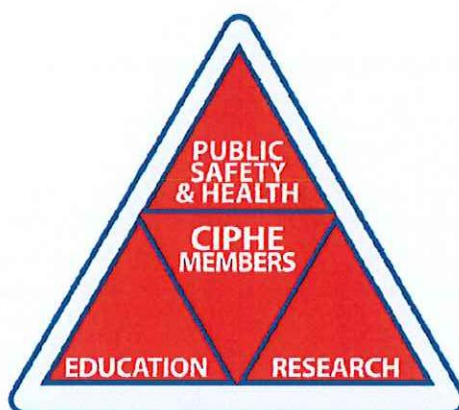
The **Mission** of the CIPHE is to operate as an independent technical and professional focal point and be a catalyst for the plumbing and heating industry by providing technical and professional standards, expertise, education and technical innovation to the operatives within its scope.

The **Vision** of the CIPHE is to create technical excellence through which the public will receive the benefit of a protected environment and enhanced sustainability together with improved safety and health through the provision of correctly installed, commissioned, maintained and decommissioned plumbing and heating systems.

The aims of the CIPHE are summarised in four areas in the following graphic:

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**



Strategic Plan

The Strategic Plan is fully reviewed each year. The Board approved the 2023-25 Strategic Plan, which continues to focus on a number of the key activities in support of its role as the Chartered body for the plumbing and heating industry.

Our strategy focusses on harnessing the considerable expertise available within the CIPHE, our membership and our industry colleagues. Together we work to promote best practice, create training opportunities, and enhance education within the plumbing and heating industry.

The CIPHE's prime aim is to advance for the benefit of the public the science, practice and principles of plumbing and heating engineering and in exercising its responsibilities to satisfy the requirements of the Charity Commission. It fulfils its objectives through several activities. A summary of these and key achievements follows:

ACTIVITIES AND ACHIEVEMENTS

Public Benefit

Public benefit is derived from the activities set out below particularly in raising the safety, health and environmental aspects of plumbing and heating engineering in the perception of the public.

COVID-19

The coronavirus pandemic had an immediate and long-lasting impact globally and its legacy will continue to have far reaching implications for the future. Whilst the UK has seen post lockdown recovery the pandemic continues to thrive elsewhere in the world, not least being in Asia.

Consumer Support

The Institute continues to provide support to members of the public through telephone enquiries and through publication of articles in consumer magazines. In addition, it promotes the *Find a Professional* listing which is available through the CIPHE website.

Grenfell Tower Fire Disaster

Following the Grenfell Tower tragedy in June 2017, Dame Judith Hackitt was commissioned by the UK Government to undertake an independent review of building regulations and fire safety. Dame Judith's report, 'Building a Safer Future,' identified a lack of consistency in the processes and standards for assuring the skills, knowledge, experience and behaviours of those working on Higher-Risk Buildings (HRBs) as constituting a major flaw in the current regulatory system.

In response to Dame Judith's report a Competence Steering Group was set up under the auspices of the Industry Response Group, which had been established in the immediate aftermath of the Grenfell Tower Fire. The Competence Steering Group published two reports – Raising the Bar (2018) and Setting the Bar (2020).

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

These reports led to development of the 1BSI Flex 8670, Built environment - Core criteria for building safety in competence frameworks - Code of Practice. BSI Flex 8670 sets core building safety criteria for built environment competence frameworks for bodies that assess the competence of designers, contractors, fire risk assessors, building managers and other specialist technical or corporate roles including engineers and technicians working on higher-risk buildings.

Dame Judith's report informed drafting of building safety legislation which led to the Building Safety Act 2022. The intention is to ensure that everyone doing design work or building work is competent to do their work in a way that ensures compliance with building regulations.

In response to these reports, the Engineering Council has developed UK-SPEC HRB as a Proprietary Standard of the Engineering Council which contextualises UK-SPEC for use in the built environment sector. It has been designed for the UK engineering profession to assess the competence and commitment of individual engineers and technicians for working in/on higher-risk buildings. UK-SPEC HRB incorporates the criteria from BSI Flex 8670 and sets out a sector specific competence framework consisting of a core and discipline annexes. For most engineers and technicians demonstrating competence could involve registration against the core framework only or including one or a combination of the discipline annexes; fire engineering, structural engineering and building services engineering. Working Group 1 (Engineers) has been heavily involved with this activity.

Royal Academy of Engineering (RAEng)

RAEng and the Engineering Council have collaborated in recent years with regards to Engineering Ethics. As part of that work the Engineering Ethics Reference Group, which reported in June 2021, identified a number of actions that would help to embed an ethical culture in UK engineering. One of those actions was to carry out a review of UK engineering to provide a snapshot of its current ethical culture.

The CIPHE, through Immediate Past President Melville Gumbs, was invited to partake in the Review of ethical culture and practices in engineering as one of two representatives of the PEI community. In addition, CIPHE supported the National Engineering Policy Centre's inaugural five-year strategy to the end of 2027. It has four strategic aims, namely: 1. Deploy engineering insights, 2. Promote engineering's role in policy, 3. Develop an inclusive and forward-looking partnership and 4. Extend its expert networks beyond engineering.

Government Engagement

Communications and engagement with government increased substantially through a number of areas and activities including: Heat and Buildings Strategy; Renewable Heat Incentive; Clean Heat Directorate, Healthy Homes & Buildings, Water Efficiency, Electrification of Heat and the 2025 Future Homes standard.

CIPHE also responded to the following consultations: UK Mandatory Water Efficiency Labelling, Hydrogen for Heat, WC Performance Specification in England and Wales and the Net Zero review.

Register of Plumbers – Public Register

The Worshipful Company of Plumbers established the Register, which gives the public access to qualified plumbers, in 1886. It helps protect public health and safety and promotes the competence and conduct of good plumbers.

In 1909, the Company handed over day-to-day management of its Register to the National Council for the Registration of Plumbers, which, in 1953, was renamed the Registered Plumbers Association.

When the Association amalgamated with the Institute of Plumbing in 1970, the Worshipful Company relinquished the Register and award of the designation "Registered Plumber" to the new Institute.

As at 31st December 2022, 70,241 individuals had been entered onto the Register.

The Register of Plumbers is maintained in the Membership Department and is available for inspection by any member of the public by appointment.

Register of Heating Professionals – Public Register

Since its launch in January 2010, 875 members have been entered on to the Register of Heating Professionals.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

WaterSafe – Public Register

The CIPHE continued its involvement with WaterSafe whose objectives are to contribute to the safety of drinking water supplies and protection of customers, by:

- Bringing together the seven existing Approved Contractors' Schemes.
- Promoting good plumbing practice and compliance with the Water Supply (Water Fittings) Regulations and Scottish Water Byelaws.
- Providing easy access to online search facility listing approved and competent plumbing businesses.
- Reducing the risk to drinking water supplies from poor plumbing practice

At the end of 2022 2,405 businesses across the industry, employing 4,956 Approved Plumbers had signed up to WaterSafe. In addition, there were 1,259 Approved Water Supply Pipe businesses employing 1,984 Approved Installers.

WaterSafe contributes towards public health by helping consumers to protect their drinking water and avoid rogue traders by offering them an accessible online directory of qualified plumbers.

Which? Trusted Trader

CIPHE continues to collaborate with Which? Trusted Trader to promote positive consumer facing messaging regarding the plumbing and heating industry and provides a platform for them to communicate with members through the membership benefits and services guide and resources.

CIPHE Manifesto

The manifesto continues to be published on an annual basis. It was distributed widely during the year and continues to be received favourably, especially by the trade press.

Covering key issues such as the health, safety and welfare of the public, the environment, education, regulation and licencing, the CIPHE's manifesto sits the plumbing and heating industry at the centre of many key areas of Government policy, such as health, education, housing, energy and the environment.

An updated manifesto, including focused priority items for the year will be launched in the first quarter of 2023.

Supporting Consumers through the Registration Authority

The Institute has a duty to investigate complaints that allege a member has not complied with the Code of Professional Standards to act professionally, competently and responsibly. Upon notification of such complaints, the complainant is required to complete a form, which is then submitted to the Investigation Panel (IP) to proceed further. During 2022, the Panel investigated 7 complaints, referring 6 to the Disciplinary Committee.

The Disciplinary Committee impose sanctions on members when a complaint against them has been upheld. During 2022, 1 member was removed from membership for failing to adhere to the Code of Professional Standards.

Education

Educational Pathway

Career Pathways are promoted to students and members through the flowchart during presentations to Colleges and Approved Training Centres. The flowchart is available on the website via the following hyperlink: <https://www.ciphe.org.uk/professional/careers--trainees/career-pathways/>.

Education suffered extensively from the impact of the pandemic but following the relaxation of Covid restrictions, visits to colleges and Approved Training Centres re-commenced.

Approved Training Centres increased to 61 during the year.

Trailblazer Apprenticeship

A review of the Trailblazer Standard was completed during the year with a number of improvements being proposed. One such modification is to include a unit on industrial plumbing which could help with larger businesses who do this type of work that doesn't map into the present domestic criteria. Oil and

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

solid fuel would be removed completely. Solar Thermal and Heat Pumps will be retained as a pathway with water recycling and boosted supplies will be embedded into the syllabus. Awarding Organisations have been tasked with updating the End Point Assessments which they hope to complete in 2023.

Educational Development through Competition

The CIPHE continues to support the HIP Learner of the Year annual competition and headed up the judging for the 2022 competition. A method of engagement and assessment was developed, along with the practical task for the area heats and the designs for the live final. The final was held at Worcester Bosch HQ and live streamed at a very prestigious event.

Building Services Engineering Employer Board

The new T Levels have been launched and are being trialled across the country. New criteria for work experience have now been applied as well as funding for employers.

Continuing Professional Development and e-learning

A requirement of the Code of Professional Standards is that members should undertake CPD to broaden and maintain their knowledge and the CIPHE recommends that members should undertake 30 hours of CPD on an annual basis. The Institute delivers many ways by which members can earn CPD hours, including via CPD articles in P&H Engineering magazine. The CIPHE has invested in a new training academy to provide and promote the importance of CPD (<https://cipheacademy.org.uk/>). This includes content to be made available to members and non-members as CIPHE prioritises its remit as an educational charity. To assist with monitoring CPD, the CIPHE supports mycareerpath®, which is an online professional development system, designed by the Engineering Council and adopted by many professional engineering institutions for use by their members.

The CIPHE digital project is incorporating techtalk® and smarttalk® content, providing informed technical and professional education and training across a range of subjects. The video content has collectively had more than 70,000 views to date. The CIPHE Plumbing Engineering Services Design Guide has been made freely available online for members and work to update the Guide section by section continues.

A website for the member magazine, P&H Engineering, is accessible at www.pandhengineering.co.uk.

Approved Training Centre

The CIPHE has revised its Approved Training Centre model to introduce a level that includes membership for the trainers and access to the digital training tools that have been developed too.

The following colleges joined the Institute as Approved Training Centres in 2022: Access Training (Cardiff, Hertfordshire and Kent), Grant UK Training Academy, Harlow College, Kendal College, Langley College, Middlesbrough College, Mid Kent College, Quantum Group Training Centre, SMB College Group and Stamford College.

Legacy

CIPHE was the beneficiary of a legacy from the estate of Ronald Gill, a longstanding member, when his wife sadly passed away during the year, following on from his passing in 2020. The Board of Trustees agreed it would be appropriate for the funds to be allocated to specific technical and membership awareness related projects. In this regard greater emphasis will be placed on technical and training support in addition to promoting plumbing apprenticeships to schoolchildren.

Industry Engagement

World Plumbing Council

As a consequence of the ongoing issues associated with the COVID-19 pandemic, Executive Board meetings continue to be held remotely. The profile and promotion of World Plumbing Day (WPD) increases year by year and with the need to maintain good hygiene to prevent the spread of viruses it is likely that WPD will have greater significance in the future. Many countries are reaffirming the need to use licensed plumbers to safeguard plumbing systems and promote the fact that 'The Plumber Protects the Health of the Nation'.

The WPC General Meeting was held in December and attracted participants from around the globe. After the formal business was concluded a series of presentations took place facilitated by Christoph Lohr, The

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

IAPMO Group (USA). The panellists included:

Rich Benkowski, UA Department of Education (USA)
S. Vishwanath, Professor (India)
David Jongeneel, Assistant Director in the Australian Government Department of Climate Change,
Energy, the Environment and Water, Water Efficiency Labelling and Standards (WELS) Section

Construction Industry Council

CIPHE continues to support the CIC, especially with its work on post Grenfell activities and in the development of the Building Safety Bill. Elsewhere the CIC has called on Government to work more directly with employers and the professions to ensure degree apprenticeships remain a demand led and valuable career route for a better skilled workforce in the construction and built environment sector.

Industrial Associates

CIPHE continues to partner on projects with some of the Industrial Associates Development Group – ranging from support for apprenticeships and training to product focused CPD, the low carbon agenda, and shared priorities on matters of public safety, wellbeing and the plumbing and heating industry workforce. Regular Industrial Associate focused communications are included amongst the rest of our output to members. Feedback from Industrial Associates highlights their support for CIPHE key messages such as the manifesto. Issues around the aging workforce, current and future skills-gap, professional routes into the industry and what this will mean for their businesses and their products continue to be a priority and provide opportunities for CIPHE to highlight them.

RESEARCH & TECHNICAL

Technical Strategy Group

The Technical Strategy Group (TSG) operates as an independent technical and professional focal point and aims to be an authority to the plumbing and heating industry by providing technical standards, guidance, expertise and education & technical innovation. It achieves this through the appointment of Technical Working Groups; the following Groups have been established: Water Safety; Heating; Controls, Hot and Cold Water Services and Above & Below Ground Drainage. In addition to this, the CIPHE have engaged in a wide variety of technical industry group meetings ensuring both the installer and consumer are being represented correctly. This includes future updates to the building regulations and other matters associated with both water safety and the future of heat in buildings. In addition, work commenced on carrying out revisions to the Plumbing Engineering Services Design Guide.

Renewables and Low Carbon Technical Working Group

With support from Industrial Associates, industry organisations and LCL Awards the Group developed the CIPHE Low Temperature Heating and Hot Water Design Qualification. The course has attracted encouragement from government with Lord Callanan, Minister for Business, Energy & Corporate Responsibility writing the Foreword for the Insight Guide which accompanies the training course. The course was launched at the President's Dinner in March.

Education

The Experienced Worker Route and its content has been agreed in principle by the working parties and will be linked with the review and outcome of the Level 3 apprenticeship. This is underway and due out in late 2023.

MEMBERSHIP & PROMOTION

Membership and Engineering Council

The total membership as at 31st December 2022 was 6,617.

843 Membership Applications were received in total throughout 2022 which included 8 Industrial Associates and 12 ATCs.

During 2022, 6 applicants were newly registered at EngTech level, 0 at IEng level and 8 at CEng level.

As at the end of 2022, the Institute had 741 Engineering Technicians, 84 Incorporated Engineers and 29 Chartered Engineers.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Engineering Council Licence Review

The Quality Assurance Committee (QAC) of the Engineering Council, at its October meeting, approved a renewal of a four-year licence for Registration (CEng, IEng and EngTech), Accreditation and Approval qualifications and apprenticeships.

Engineering UK

During the year CIPHE signed up to the Tomorrow's Engineers Code. Signatories are organisations with UK operations that fund, design and/or deliver engineering-inspiration activities and want to work together with others to inspire a diverse engineering workforce.

Collaborating with other Professional Engineering Institutes will provide a better understanding of what works and ultimately improve the quality, inclusivity, targeting and reach of activities designed to inspire young people.

Master Plumber Certificate

On 14th March 2022, Mansion House hosted the Master Certificate Awards for construction liveries at which Lord Mayor Alderman Vincent Keaveny presented a number of certificates across the construction sector. Ben Baylis IEng MCIPHE RP and Christopher Flaherty EngTech MCIPHE RP both received their Master Plumber Certificates; Dennis Coates EngTech MCIPHE RP was awarded his Journeyman Certificate and Ryan Moore ACIPHE RP was awarded his Apprentice Certificate.

Sam Colmer EngTech LCGI MCIPHE RP received his Master Plumber Certificate at his place of work in October by the Immediate Past President, Mel Gumbs.

Exhibitions

The CIPHE was a key partner and exhibitor at the InstallerSHOW in its new home at the Birmingham NEC. Once again, CIPHE partnered with a number of Industrial Associate members to run a competition that meant CIPHE was visible across a number of stands, drew a lot of footfall for all participants, and was a huge success. The Institute assisted and contributed to presentations at the event, the promotion of a Certificate of Excellence in conjunction with the Worshipful Company of Plumbers and with judging for the Installer Merit Awards and the Heating Installer of the Year Award.

Promotional Campaigns and Media

The CIPHE has worked closely with the plumbing and heating trade press, who consistently assisted in promoting the *Proud to be a Professional* and customer safety, health and wellbeing campaigns and provided significant coverage on the CIPHE manifesto. CIPHE has also been increasingly prominent in national media regarding plumbing and heating issues, including Channel 4, The Daily Mail, The Daily Express, The Daily Telegraph and the BBC.

Fuel Poverty

The CIPHE continues its calls for greater levels of communication between government and organisations such as the CIPHE to establish long-term strategies which will combat the fuel poverty epidemic. The CIPHE and its membership is dedicated to safeguarding the most vulnerable in society, and that includes those living in fuel poverty. With fuel prices increasing again in 2023 there is increasing concern that many more people will enter into fuel poverty. The Government must seek to protect these people; only by working together can we stop the unnecessary and highly preventable deaths attributable to this issue.

Digital/Membership Engagement Strategy

The new MS Dynamics CRM and Implicit Accounts Management software systems have bedded in during 2022. These were followed by the launch of the new CIPHE website in April 2022. The first quarter of 2023 will see the launch of the new online training academy too.

Website statistics

The launch of the CIPHE website in April means reporting on a year that was 25% old website and 75% new. However, there have been some really positive trends that the CIPHE can report on:

- Site users: 72,866
- Sessions: 102,801
- Sessions per user: 1.41
- Page views: 324,473

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

- Pages per session: 3.16
- Average session duration: 02:21

In addition, during the 9 months in 2022 of the new website being live:

- 157 people joined online
- 531 shop orders placed online
- 1,194 membership renewal payments made online

Social Media

The CIPHE is active on social media and at the year-end had increased its Twitter following by 0.1% to 9,939, its Facebook followers by 4.6% to 2,945 and its LinkedIn page followers by 22% to 4,457 followers.

Annual General Meeting

The 14th AGM of CIPHE was held on Friday 17th June. The AGM was held as a hybrid event with members attending the offices of &Meetings in The Minories, London EC1 and via Zoom Conference Facilities. In excess of 120 members participated worldwide to see Dr. Henry Hung take office as National President and Alex Wildish as Vice-President. Kevin McCallister was re-elected as Voting Member Trustee, to serve on the Board for a further 4 years.

FINANCIAL REVIEW

The financial results for the year are set out in the attached accounts. They show a surplus of £803 for the year, compared with a deficit of £34,906 for the year ended 31 December 2021. The total reserves at 31 December 2022 were £1,273,223 compared with £1,272,420 at 31 December 2021. Total expenditure during the year was £1,045,811 compared with total expenditure of £917,890 during the year ended 31 December 2021.

Reserves policy

The Trustees regularly review the reserves of the charity to meet its financial commitments and achieve its objectives. They consider that the charity had sufficient reserves to operate for the next 12 months and into the foreseeable future.

The prime objective of the reserves policy of the Trustees is to maximise CIPHE surplus funds which are held in a range of interest bearing bank accounts. In particular the General Fund is invested with due regard to potential calls on the fund as identified in the Strategic Plan.

Investment policy and objectives

The Institute has the power to make any investment that the Trustees see fit.

ACKNOWLEDGEMENT

The CIPHE 2022 Trustee Report is structured around our key objectives and highlights key activities throughout the year. Acknowledgement and appreciation must be given to the Trustees, Presidents, Branches, volunteers, staff and industry stakeholders who have assisted the CIPHE throughout the year.

Your commitment and enthusiasm in supporting our aims and activities has challenged, motivated and inspired the CIPHE to progress and we look forward to working closely with you in the coming years.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- review, update and, if necessary, ensure they acquire the necessary skills to discharge their responsibilities as a Trustee;
- review the declaration of interest at each meeting;

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

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

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the Charity, to enable them to ensure that the financial statements comply with the requirements. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

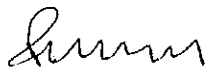
STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

As far as the Trustees are aware, there is no relevant information of which the Charity's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee, in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD OF TRUSTEES:



By order of the Board of Trustees
Paul Massey, Chairman

Date: 8th March 2023

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Opinion

We have audited the financial statements of The Chartered Institute of Plumbing & Heating Engineering (the 'charitable 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 a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 the provisions available for small entities, in the circumstances set out in note 23 to the financial statements, 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud. We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.

We plan our work specifically to identify any areas where there is a susceptibility to fraud such as understatement of subscription income, or material mis-statement such as understatement of subscriptions received in advance, then design tests to mitigate this risk. Our work includes a proof in total based on the tiered subscription rates of membership, and ensuring that the appropriate revenue has been recognised.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Use of our report

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

Clemence Hoar Cummings

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Date: *8 March 2023*

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	94,793	-	94,793	-
Charitable activities					
Educational Magazines & Directory		29,976	-	29,976	22,381
Maintaining Professional Standards & Awareness		853,379	-	853,379	803,600
Other trading activities	3	65,850	-	65,850	27,752
Investment income	4	2,616	-	2,616	1,002
Other income		-	-	-	28,249
Total		<u>1,046,614</u>	<u>-</u>	<u>1,046,614</u>	<u>882,984</u>
EXPENDITURE ON					
Raising funds	6	8,342	-	8,342	4,713
Charitable activities	7				
Educational Magazines & Directory		254,925	-	254,925	190,797
Support Services for Members		290,844	-	290,844	392,817
Maintaining Professional Standards & Awareness		491,700	-	491,700	329,563
Total		<u>1,045,811</u>	<u>-</u>	<u>1,045,811</u>	<u>917,890</u>
NET INCOME/(EXPENDITURE)		803	-	803	(34,906)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>1,272,420</u>	-	<u>1,272,420</u>	1,307,326
TOTAL FUNDS CARRIED FORWARD		<u>1,273,223</u>	<u>-</u>	<u>1,273,223</u>	<u>1,272,420</u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET
31 DECEMBER 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Intangible assets	15	83,150	-	83,150	123,721
Tangible assets	16	794,139	-	794,139	795,880
Investments	17	3	-	3	3
		877,292	-	877,292	919,604
CURRENT ASSETS					
Stocks	18	6,875	-	6,875	6,520
Debtors	19	42,992	-	42,992	34,808
Cash at bank		667,239	-	667,239	515,822
		717,106	-	717,106	557,150
CREDITORS					
Amounts falling due within one year	20	(321,175)	-	(321,175)	(204,334)
NET CURRENT ASSETS		395,931	-	395,931	352,816
TOTAL ASSETS LESS CURRENT LIABILITIES		1,273,223	-	1,273,223	1,272,420
NET ASSETS		1,273,223	-	1,273,223	1,272,420
FUNDS	21				
Unrestricted funds:					
General fund				550,238	549,435
Revaluation Reserve				722,985	722,985
				1,273,223	1,272,420
TOTAL FUNDS				1,273,223	1,272,420

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

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.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET - continued
31 DECEMBER 2022**

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 8 March 2023 and were signed on its behalf by:



.....
P Massey - Trustee



.....
N R Jones - Trustee

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022**

Notes	2022 £	2021 £
Cash flows from operating activities		
Cash generated from operations 1	166,159	(288,704)
Interest paid	<u>(12,722)</u>	<u>(12,927)</u>
Net cash provided by/(used in) operating activities	<u>153,437</u>	<u>(301,631)</u>
Cash flows from investing activities		
Purchase of intangible fixed assets	(3,075)	(30,030)
Purchase of tangible fixed assets	(1,561)	(1,195)
Interest received	<u>2,616</u>	<u>1,002</u>
Net cash used in investing activities	<u>(2,020)</u>	<u>(30,223)</u>
Change in cash and cash equivalents in the reporting period	151,417	(331,854)
Cash and cash equivalents at the beginning of the reporting period	<u>515,822</u>	<u>847,676</u>
Cash and cash equivalents at the end of the reporting period	<u><u>667,239</u></u>	<u><u>515,822</u></u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net Income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	803	(34,906)
Adjustments for:		
Depreciation charges	46,948	47,211
Interest received	(2,616)	(1,002)
Interest paid	12,722	12,927
(Increase)/decrease in stocks	(355)	265
Increase in debtors	(8,184)	(11,385)
Increase/(decrease) in creditors	<u>116,841</u>	<u>(301,814)</u>
Net cash provided by/(used in) operations	<u>166,159</u>	<u>(288,704)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22	Cash flow	At 31.12.22
	£	£	£
Net cash			
Cash at bank	<u>515,822</u>	<u>151,417</u>	<u>667,239</u>
	<u>515,822</u>	<u>151,417</u>	<u>667,239</u>
Total	<u>515,822</u>	<u>151,417</u>	<u>667,239</u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

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

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, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The services provided by the charity are detailed in the report of the Trustees in order to benefit the general public.

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. The following specific policies are applied to particular categories of income:

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income and membership fees are included when receivable. Subscriptions received in advance are recognised as deferred income.

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets

Development costs are held at cost until the intangible asset is available for use.

Amortisation will be provided at the following annual rate in order to write off each asset over its estimated useful life.

Development costs at 25% on cost

Tangible fixed assets

Freehold property is held at fair value. Any adjustments in fair value will show as a surplus or deficit in the year.

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

Fixtures and fittings at 25% on cost

Investments

The holding values of shares in subsidiary undertakings are reported at historical cost.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. ACCOUNTING POLICIES - continued

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

As a charity, The Chartered Institute of Plumbing and Heating Engineering is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

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.

Designated funds are unrestricted funds 'ring fenced' by the trustees for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

European projects

Income is recognised in full when The Chartered Institute of Plumbing & Heating Engineering is unconditionally entitled to receive it.

The entitlement of income is dependent on the probability of the successful completion of each project. The balance of income received is deferred forward until such time that entitlement is confirmed.

Incurred expenditure is recognised immediately in the current period of account.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Legacies	<u>94,793</u>	<u>-</u>

3. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Sales of supplies	41,698	7,121
Office services	11,467	9,088
Sundry income	<u>12,685</u>	<u>11,543</u>
	<u>65,850</u>	<u>27,752</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

4. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	<u>2,616</u>	<u>1,002</u>

5. INCOME FROM CHARITABLE ACTIVITIES

		2022	2021
	Activity	£	£
Publications	Educational Magazines & Directory	29,976	22,381
Fees from members	Maintaining Professional Standards & Awareness	<u>853,379</u>	<u>803,600</u>
		<u>883,355</u>	<u>825,981</u>

6. RAISING FUNDS

Other trading activities

	2022	2021
	£	£
Cost of supplies sold	<u>8,342</u>	<u>4,713</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 8) £	Support costs (see note 9) £	Totals £
Educational Magazines & Directory	176,152	-	78,773	254,925
Support Services for Members	-	23,386	267,458	290,844
Maintaining Professional Standards & Awareness	<u>242,600</u>	-	<u>249,100</u>	<u>491,700</u>
	<u>418,752</u>	<u>23,386</u>	<u>595,331</u>	<u>1,037,469</u>

8. GRANTS PAYABLE

	2022	2021
	£	£
Support Services for Members	<u>23,386</u>	<u>20,790</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

9. SUPPORT COSTS

	Staff costs £	Communi- cations £	Office costs £	Premises costs £
Educational Magazines & Directory	23,348	7,813	41,312	2,060
Support Services for Members	168,624	7,812	41,313	14,891
Maintaining Professional Standards & Awareness	<u>67,450</u>	<u>7,814</u>	<u>41,324</u>	<u>5,957</u>
	<u>259,422</u>	<u>23,439</u>	<u>123,949</u>	<u>22,908</u>

	Finance costs £	Other £	Meeting & conference expenses £	Governance costs £	Totals £
Educational Magazines & Directory	4,240	-	-	-	78,773
Support Services for Members	4,241	6,587	14,681	9,309	267,458
Maintaining Professional Standards & Awareness	<u>4,241</u>	<u>26,352</u>	<u>58,729</u>	<u>37,233</u>	<u>249,100</u>
	<u>12,722</u>	<u>32,939</u>	<u>73,410</u>	<u>46,542</u>	<u>595,331</u>

Activity	Basis of allocation
Staff costs	Use of Staff Time
Communi cations	Use of Resources
Office costs	Use of Resources
Premises costs	Use of Staff Time
Finance costs	Use of Resources
Other	Use of Resources
Meeting & conference expenses	Use of Resources
Governance costs	Use of Resources

10. NET INCOME/(EXPENDITURE)

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

	2022	2021
	£	£
Auditors' remuneration	9,016	8,500
Taxation compliance services	968	939
Depreciation - owned assets	3,302	4,334
Development costs amortisation	<u>43,646</u>	<u>42,877</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

Reimbursed meeting and travel expenses totalling £517 (2021: £2,828) were paid to two of the trustees during the year. Other meeting costs met by the charity on behalf of the Board of the Trustees were £372 (2021: £45).

Expenditure related to the Presidents dinner event were £3,819 (2021: NIL).

12. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	417,609	374,139
Social security costs	40,981	34,578
Other pension costs	30,495	27,826
	<u>489,085</u>	<u>436,543</u>

The full time equivalent number of employees for the year was as follows;

	2022	2021
Membership	5	4
Technical	1.6	1.6
Support	3	4
Total	<u>9.6</u>	<u>9.6</u>

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

	2022	2021
Management	3	3
Technical	2	2
Administration	6	6
	<u>11</u>	<u>11</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£90,001 - £100,000	<u>1</u>	<u>1</u>

Key Management personnel employee benefits are £156,295 (2021: £152,547).

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

13. HIGHER EARNING EMPLOYEES

Contributions totalling £16,262 (2021: £15,821) paid during the year under money purchase scheme for higher paid employees.

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Educational Magazines & Directory	22,381	-	22,381
Maintaining Professional Standards & Awareness	803,600	-	803,600
Other trading activities	27,752	-	27,752
Investment Income	1,002	-	1,002
Other income	28,249	-	28,249
Total	<u>882,984</u>	<u>-</u>	<u>882,984</u>
EXPENDITURE ON			
Raising funds	4,713	-	4,713
Charitable activities			
Educational Magazines & Directory	190,797	-	190,797
Support Services for Members	392,817	-	392,817
Maintaining Professional Standards & Awareness	329,563	-	329,563
Total	<u>917,890</u>	<u>-</u>	<u>917,890</u>
NET INCOME/(EXPENDITURE)	(34,906)	-	(34,906)
RECONCILIATION OF FUNDS			
Total funds brought forward	1,307,326	-	1,307,326
TOTAL FUNDS CARRIED FORWARD	<u>1,272,420</u>	<u>-</u>	<u>1,272,420</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

15. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1 January 2022	233,391
Additions	3,075
Disposals	(61,883)
At 31 December 2022	<u>174,583</u>
AMORTISATION	
At 1 January 2022	109,670
Charge for year	43,646
Eliminated on disposal	(61,883)
At 31 December 2022	<u>91,433</u>
NET BOOK VALUE	
At 31 December 2022	<u>83,150</u>
At 31 December 2021	<u>123,721</u>

16. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 January 2022	790,000	129,523	919,523
Additions	-	1,561	1,561
Disposals	-	(73,609)	(73,609)
At 31 December 2022	<u>790,000</u>	<u>57,475</u>	<u>847,475</u>
DEPRECIATION			
At 1 January 2022	-	123,643	123,643
Charge for year	-	3,302	3,302
Eliminated on disposal	-	(73,609)	(73,609)
At 31 December 2022	-	<u>53,336</u>	<u>53,336</u>
NET BOOK VALUE			
At 31 December 2022	<u>790,000</u>	<u>4,139</u>	<u>794,139</u>
At 31 December 2021	<u>790,000</u>	<u>5,880</u>	<u>795,880</u>

Included in cost or valuation of land and buildings is freehold land of £500,000 (2021 - £500,000) which is not depreciated.

The Freehold Property was valued at 10 November 2021 by Mr D Butcher BSc. Hons MRICS of Messrs Kemsley LLP, a RICS registered valuer. The Trustees consider the valuation still represents the value at the year end.

The Institute also owns the President's Chain and Lady's Pendant which have not been incorporated into the balance sheet. The Chain and Pendant are valued for insurance purposes.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

17. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1 January 2022 and 31 December 2022	<u>3</u>
NET BOOK VALUE	
At 31 December 2022	<u><u>3</u></u>
At 31 December 2021	<u><u>3</u></u>

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Plumbing & Heating Promotions Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

	%		
Class of share:	holding		
Ordinary	100		
		2022	2021
		£	£
Aggregate capital and reserves		1	1

Greenplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

	%		
Class of share:	holding		
Ordinary	100		
		2022	2021
		£	£
Aggregate capital and reserves		1	1

Safeplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

	%		
Class of share:	holding		
Ordinary	100		
		2022	2021
		£	£
Aggregate capital and reserves		1	1

Market value is considered to be the same as historical cost.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

18. STOCKS

	2022	2021
	£	£
Stocks	<u>6,875</u>	<u>6,520</u>

19. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	9,727	5,015
Other debtors	100	100
VAT	1,117	2,951
Prepayments & accrued Income	<u>32,048</u>	<u>26,742</u>
	<u>42,992</u>	<u>34,808</u>

20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	12,036	40,059
Social security and other taxes	894	17,465
Other creditors	11,705	10,451
Deferred income	238,331	121,194
Accrued expenses	<u>58,209</u>	<u>15,165</u>
	<u>321,175</u>	<u>204,334</u>

Deferred income represents 2022 membership fees received before the 31st December 2022 of £238,331 (2021:£121,194) are included in creditors: amounts falling due within one year.

21. MOVEMENT IN FUNDS

	At 1.1.22	Net movement in funds	At
	£	£	31.12.22 £
Unrestricted funds			
General fund	549,435	803	550,238
Revaluation Reserve	<u>722,985</u>	-	<u>722,985</u>
	<u>1,272,420</u>	<u>803</u>	<u>1,273,223</u>
TOTAL FUNDS	<u>1,272,420</u>	<u>803</u>	<u>1,273,223</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,046,614	(1,045,811)	803
	<u>1,046,614</u>	<u>(1,045,811)</u>	<u>803</u>
TOTAL FUNDS	<u>1,046,614</u>	<u>(1,045,811)</u>	<u>803</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

21. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	584,341	(34,906)	549,435
Revaluation Reserve	<u>722,985</u>	<u>-</u>	<u>722,985</u>
	<u>1,307,326</u>	<u>(34,906)</u>	<u>1,272,420</u>
TOTAL FUNDS	<u>1,307,326</u>	<u>(34,906)</u>	<u>1,272,420</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	882,984	(917,890)	(34,906)
	<u>882,984</u>	<u>(917,890)</u>	<u>(34,906)</u>
TOTAL FUNDS	<u>882,984</u>	<u>(917,890)</u>	<u>(34,906)</u>

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

	At 1.1.21 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	584,341	(34,103)	550,238
Revaluation Reserve	<u>722,985</u>	<u>-</u>	<u>722,985</u>
	<u>1,307,326</u>	<u>(34,103)</u>	<u>1,273,223</u>
TOTAL FUNDS	<u>1,307,326</u>	<u>(34,103)</u>	<u>1,273,223</u>

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 £
Unrestricted funds			
General fund	1,929,598	(1,963,701)	(34,103)
	<u>1,929,598</u>	<u>(1,963,701)</u>	<u>(34,103)</u>
TOTAL FUNDS	<u>1,929,598</u>	<u>(1,963,701)</u>	<u>(34,103)</u>

Revaluation Reserve

The full £722,985 balance in the revaluation reserve relates to the Freehold Property revaluation made in the year ended 31 December 2021.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

22. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2022.

23. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Legacies	94,793	-
Other trading activities		
Sales of supplies	41,698	7,121
Office services	11,467	9,088
Sundry Income	12,685	11,543
	65,850	27,752
Investment Income		
Deposit account interest	2,616	1,002
Charitable activities		
Fees from members	853,379	803,600
Publications	29,976	22,381
	883,355	825,981
Other income		
Grant income	-	28,249
Total incoming resources	1,046,614	882,984
EXPENDITURE		
Other trading activities		
Cost of supplies sold	8,342	4,713
Charitable activities		
Wages	173,199	42,060
Social security	19,702	3,281
Pensions	13,029	2,059
Maintaining professional standards	55,888	56,637
Magazine costs	93,105	96,599
Awareness	53,687	41,525
Service for members	10,142	7,623
Grants to Institutions	23,386	20,790
	442,138	270,574
Support costs		
Staff costs		
Wages	213,304	304,444
Social security	18,045	28,576
Pensions	15,248	23,723
Other staff costs	12,825	10,880
	259,422	367,623

This page does not form part of the statutory financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
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**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

	2022 £	2021 £
Staff costs		
Communications		
Telephone	4,014	3,429
Postage and stationery	<u>19,425</u>	<u>17,691</u>
	23,439	21,120
Office costs		
Insurance	13,258	14,274
Postage and stationery	16,201	13,459
Repairs and renewals	6,226	5,621
Sundries	5,502	3,087
IT support services	35,815	40,565
Depreciation of tangible fixed assets	<u>46,947</u>	<u>47,211</u>
	123,949	124,217
Premises costs		
Rates and water	3,284	3,247
Light and heat	3,960	1,934
Premises repairs	<u>15,664</u>	<u>3,016</u>
	22,908	8,197
Finance costs		
Bank charges	7,955	6,223
Card service charges	<u>4,767</u>	<u>6,704</u>
	12,722	12,927
Other		
Legal & professional fees	3,385	5,955
Subscriptions	5,347	5,046
Unrecoverable VAT	<u>24,207</u>	<u>18,975</u>
	32,939	29,976
Meeting & conference expenses		
Meeting expenses	29,714	9,489
Website expenses	<u>43,696</u>	<u>27,215</u>
	73,410	36,704
Governance costs		
Wages	31,106	27,635
Social security	3,234	2,721
Pensions	2,218	2,044
Auditors' remuneration	9,016	8,500
Auditors' remuneration for non audit work	<u>968</u>	<u>939</u>
	<u>46,542</u>	<u>41,839</u>
Total resources expended	<u>1,045,811</u>	<u>917,890</u>
Net income/(expenditure)	<u>803</u>	<u>(34,906)</u>

This page does not form part of the statutory financial statements

Accounts

REGISTERED COMPANY NUMBER: RC000822 (England and Wales)
REGISTERED CHARITY NUMBER: 1124517

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021
FOR
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

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FOR THE YEAR ENDED 31 DECEMBER 2021**

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**REPORT OF THE BOARD OF TRUSTEES
FOR THE PERIOD ENDING 31st DECEMBER 2021**

Proud to be a Professional

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021**

The Trustees present their report with the financial statements of the charity for the year ending 31st December 2021. 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2019). In addition, Trustees have paid due regard to the Charity Commission's guidance on public benefit in determining activities CIPHE should undertake.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

RC000822 (England and Wales)

Registered Charity number

1124517

Registered office

64 Station Lane
Hornchurch
Essex RM12 6NB

Trustees

P.N. Gale BA Hons
N. Jones BA ACA
P. Massey
K. McCallister EngTech MCIPHE RP
M. Bridges EngTech MCIPHE RP
J. Allsopp MCIPHE RP – ceased 18.06.21
P. Thom FCIPHE FRSA FCIM AIGEM – co-opted 19.11.19
P. Williams EngTech LCGI MCIPHE RP
G. Westall EngTech MCIPHE RP – appointed 18.06.21

Honorary Company Secretary

M. Rooze LL.B – resigned 10.11.21
K. Wellman EngTech FCIPHE RP – appointed 10.11.21

President

M. Gumbs EngTech MCIPHE RP – appointed 19.06.20

Chief Executive Officer

Kevin Wellman EngTech FCIPHE RP

Auditors

Clemence Hoar Cummings
Chartered Accountants
Riverside House, 1 - 5 Como Street
Romford
Essex RM7 7DN

Solicitors

Penningtons Manches Cooper LLP
Matrix House, Basing View
Basingstoke
Hampshire RG21 4DZ

Bankers

Barclays Bank PLC
Knightsbridge Business Centre
PO Box 32014
London NW1 2ZG

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Chartered Institute of Plumbing and Heating Engineering is a company incorporated by Royal Charter, granted on 12th February 2008. It is a registered charity, obtaining charitable status on 16 June 2008. The Institute is governed by its Royal Charter and Bye-Laws. The Bye-Laws and Regulations are under constant review and were last updated in 2017, and future amendments will be carried out when necessary.

Recruitment and appointment of new Trustees

Applications for Trusteeship are sought by advertisement.

Induction and training of new Trustees

After appointment, an induction is arranged for new Trustees. Trustees serve up to a four-year period and may be re-elected for a further four year period (effective from 2018). The Trustees meet at least five times a year to review the strategy and performance and to set the operating plans and budgets.

Organisational structure

There are committees covering membership, professional standards and technical services. The Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the Institute.

Related parties

The Institute is the registered owner of 100% of the issued capital of Plumbing and Heating Promotions Limited, which has been incorporated to carry out commercial activities relating to the promotion of exhibitions and similar activities. The Institute is also the registered owner of 100% of the issued share capital of GreenPlumb Limited and SafePlumb Limited, which have remained dormant since their respective incorporation.

Risk management

The Trustees have introduced a formal risk management process to assess business risks and implement risk management strategies. The Trustees are pleased to report that the charity's internal financial controls, in particular, conform to guidelines issued by the Charity Commission. The Trustees are fully cognisant of their responsibility to evaluate and manage business risk, which they classified as:

Governance and Management

Operational Risks
Financial Risk
Environmental and External Factors
Compliance
Other Risks not classifiable under the above headings.

The Executive team discuss and rate business risks as they are identified. On-going monitoring and updates on risk management is undertaken through reports provided by the Chief Executive Officer.

OBJECTIVES

The **Purpose** of the CIPHE is to enhance the safety, health and wellbeing of the public through a strong qualified membership reinforced by their competency and technical expertise.

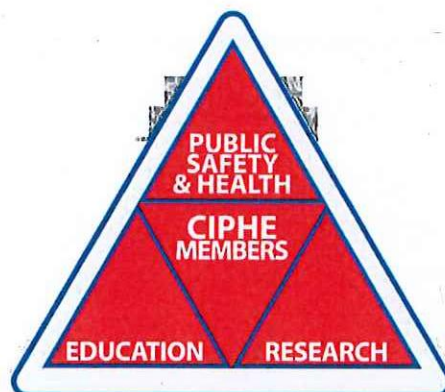
The **Mission** of the CIPHE is to operate as an Independent technical and professional focal point and be a catalyst for the plumbing and heating industry by providing technical and professional standards, expertise, education and technical innovation to the operatives within its scope.

The **Vision** of the CIPHE is to create technical excellence through which the public will receive the benefit of a protected environment and enhanced sustainability together with improved safety and health through the provision of correctly installed, commissioned, maintained and decommissioned plumbing and heating systems.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021**

The aims of the CIPHE are summarised in four areas in the following graphic:



Strategic Plan

The Strategic Plan is fully reviewed each year. The Board approved the 2022-24 Strategic Plan, which continues to focus on a number of the key activities in support of its role as the Chartered body for the plumbing and heating industry.

Our strategy focusses on harnessing the considerable expertise available within the CIPHE, our membership and our industry colleagues. Together we work to promote best practice, create training opportunities, and enhance education within the plumbing and heating industry.

The CIPHE's prime aim is to advance for the benefit of the public the science, practice and principles of plumbing and heating engineering and in exercising its responsibilities to satisfy the requirements of the Charity Commission. It fulfils its objectives through several activities. A summary of these and key achievements follows:

ACTIVITIES AND ACHIEVEMENTS

Public Benefit

Public benefit is derived from the activities set out below particularly in raising the safety, health and environmental aspects of plumbing and heating engineering in the perception of the public.

COVID-19

The coronavirus pandemic had an immediate and long-lasting impact globally and its legacy will undoubtedly have far reaching implications for the future. Throughout the year CIPHE has provided guidance on minimising risks associated with the pandemic and post lockdown recovery.

Consumer Support

The Institute continues to provide support to members of the public through telephone enquiries and through publication of articles in consumer magazines. In addition, it promotes the Find a Professional listing which is available through the CIPHE website.

Grenfell Tower Fire Disaster

The Engineering Council leads Working Group 1 and was invited to develop a contextualised competence standard for engineers working on Higher-Risk Residential Buildings (HRRBs).

The Engineering Council committed to work with the professional engineering institutions (PEIs and the broader cross-industry Competence Steering Group (CSG) to take this forward, as one of a series of solutions to enhance engineering competence and public safety.

PEIs including CIPHE united to discuss contextualised registration for HRRBs and how this could work in practice. WG1's proposals were included in the CSG interim report, Raising the Bar and this work is now moving into the development phase.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

Royal Academy of Engineering (RAEng)

CIPHE supported the development of a strategy for the National Engineering Policy Centre and was one of the signatories in response to the 2021 Government's Spending Review.

Government Engagement

Communications and engagement with government increased substantially through a number of areas and activities including: Heat and Buildings Strategy; Renewable Heat Incentive; Hydrogen Heating Trial; Sustainable Warmth; Clean Heat Directorate and Healthy Homes & Buildings.

The demise of the Green Homes Grant Scheme was not a surprise but nonetheless frustrating for all involved. CIPHE expressed its concerns on numerous occasions that the Scheme appeared to place greater emphasis on business probity rather than technical competency. CIPHE has offered to meet with officials to help develop a meaningful alternative.

Gas Safety Week

During September, the CIPHE added its support once again to the GAS SAFETY week, raising consumer awareness of the dangers of using unqualified gas fitters.

Licensing

The Federation of Master Builders has proposed a Licence to Build for construction companies through the Domestic Building Works (Consumer Protection) Bill. It attracted support across the industry and with parliamentarians. Following a debate on 19th November the Bill was withdrawn due to lack of support in the Houses of Parliament. The Ministers preferred to maintain existing measures including support of TrustMark and Competent Persons Schemes. The Bill also failed to define 'Domestic Building Works'.

Whilst the COVID-19 pandemic has distracted attention from issues such as licensing there are plumbing related matters which reinforce the need for stringent controls in the plumbing and heating industry. Ongoing incidents leading to hospital admissions for those suffering burns from pipes, radiators and appliances and also those scalded by hot water provides ongoing justification why the CIPHE will continue to promote and support registration campaigns at every opportunity.

Register of Plumbers – Public Register

The Worshipful Company of Plumbers established the Register, which gives the public access to qualified plumbers, in 1886. It helps protect public health and safety and promotes the competence and conduct of good plumbers.

In 1909, the Company handed over day-to-day management of its Register to the National Council for the Registration of Plumbers, which, in 1953, was renamed the Registered Plumbers Association.

When the Association amalgamated with the Institute of Plumbing in 1970, the Worshipful Company relinquished the Register and award of the designation "Registered Plumber" to the new Institute.

As at 31st December 2021, 70,165 individuals had been entered onto the Register.

The Register of Plumbers is maintained in the Membership Department and is available for inspection by any member of the public by appointment.

Register of Heating Professionals – Public Register

Since its launch in January 2010, 872 members have been entered on to the Register of Heating Professionals.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

WaterSafe – Public Register

The CIPHE continued its involvement with WaterSafe whose objectives are to contribute to the safety of drinking water supplies and protection of customers, by:

- Bringing together the seven existing Approved Contractors' Schemes.
- Promoting good plumbing practice and compliance with the Water Supply (Water Fittings) Regulations and Scottish Water Byelaws.
- Providing easy access to online search facility listing approved and competent plumbing businesses.
- Reducing the risk to drinking water supplies from poor plumbing practice

At the end of 2021 2,569 businesses across the industry, employing 5,147 Approved Plumbers had signed up to WaterSafe.

WaterSafe contributes towards public health by helping consumers to protect their drinking water and avoid rogue traders by offering them an accessible online directory of qualified plumbers.

Which? Trusted Trader

CIPHE continues to collaborate with Which? Trusted Trader to promote positive consumer facing messaging regarding the plumbing and heating industry and provides platform for them to communicate with members through the membership benefits and services guide and resources.

Insurance Industry

Further discussions took place with leading insurance underwriters regarding water related issues including escape of water, pressure testing, risk mitigation and competency of installers. Discussions continued with the Construction Insurance Risk Engineers Group looking at how competence and qualification can be recognised in Insurance premiums and risk assessment. The CIREG Best Practice Guidance - Managing Escape of Water Risk on Construction Sites, which CIPHE helped to update is well used across the insurance sector.

CIPHE Manifesto

The manifesto continues to be published on an annual basis. It was distributed widely during the year and continues to be received favourably, especially by the trade press.

Covering key issues such as the health, safety and welfare of the public, the environment, education, regulation and licencing, the CIPHE's manifesto sits the plumbing and heating industry at the centre of many key areas of Government policy, such as health, education, housing, energy and the environment.

An updated manifesto, including focused priority items for the year will be launched in the first quarter of 2022.

Supporting Consumers through the Registration Authority

The Institute has a duty to investigate complaints that allege a member has not complied with the Code of Professional Standards to act professionally, competently and responsibly. Upon notification of such complaints, the complainant is required to complete a form, which is then submitted to the Investigation Panel (IP) to proceed further. During 2021, the Panel investigated 8 complaints, referring 6 to the Disciplinary Committee.

The Disciplinary Committee impose sanctions on members when a complaint against them has been upheld. During 2021, 1 member was removed from membership for failing to adhere to the Code of Professional Standards.

Education

Educational Pathway

Career Pathways are promoted to students and members through the flowchart during presentations to Colleges and Approved Training Centres. The flowchart is available on the website via the following hyperlink: <https://tinyurl.com/w6qqvxl>.

Education has continued to suffer from the impact of the pandemic and this is still the case going forward as students and staff fall ill or need to isolate. During 2021 support has been given to colleges with on-line

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021**

presentations, some of which has been carried out jointly with Industrial Associates.

Trailblazer Apprenticeship

A review of the Trailblazer Standard commenced during the year with a number of Improvements being proposed, one such modification is to include a unit on industrial plumbing. This could help with larger businesses who do this type of work that doesn't map into the present domestic criteria. Oil and solid fuel would be removed completely. Solar Thermal and Heat Pumps will be retained as a pathway with water recycling and boosted supplies embedded into the syllabus.

Educational Development through Competition

The CIPHE continues to support the HIP Learner of the Year annual competition and headed up the judging for the 2021 competition, which was mainly on-line. A method of engagement and assessment was developed, along with the practical task for the area heats and the designs for the live final. The final was delivered across each area winner's college and an independent judge was to hand.

Working Groups

The Institute have been Involved in reviewing competencies against the backdrop of changes to Buildings Regulations and have also been appointed onto the BSI group to review Water Supply-Internal systems and components. We have also participated with Energy Utility Skills meetings on the review and developments of national occupational standards.

The CIPHE is working with the four awarding organisations and APHC on the agreement and development of an experienced/upskilling worker route at level 3 and is making suitable progress towards a suitable program for experienced workers in possession of a level 2. Eligible candidates will be encouraged to seek professional registration with the Engineering Council. Feedback from both industry and education is encouraging and it is hoped that the program will be launched mid-2022.

Building Services Engineering Employer Board

Hosted by City & Guilds, meetings were held throughout 2021 to discuss employer engagement and buy-in for the Level 3 T-Level qualification, due to be launched in September 2022.

Continuing Professional Development and e-learning

A requirement of the Code of Professional Standards is that members should undertake CPD to broaden and maintain their knowledge and the CIPHE recommends that members should undertake 30 hours of CPD on an annual basis. CIPHE delivers many ways by which members can earn CPD hours, including via CPD articles in P&H Engineering magazine and online via the e-Learning Academy (www.ciphepd.org.uk). Members are issued with CPD certificates and the Institute can monitor the commitment made by members to CPD on an annual basis. Recording CPD is an important activity and is considered during membership upgrades. To assist with monitoring CPD the CIPHE supports mycareerpath®, which is an online professional development system, designed by the Engineering Council and adopted by many professional engineering institutions for use by their members.

The CIPHE digital project is incorporating techtalk® and smarttalk® content, providing informed technical and professional education and training across a range of subjects. The video content has collectively had 69,460 views to date. The CIPHE Plumbing Engineering Services Design Guide has been made freely available online for members and work to update the Guide section by section continues.

A website for the member magazine, P&H Engineering, is accessible at www.pandhengineering.co.uk.

Approved Training Centre

The CIPHE has revised its Approved Training Centre model to introduce a level that includes membership for the trainers and access to the digital training tools that have been developed too.

Despite the ongoing pandemic, the following colleges have joined the Institute as Approved Training Centres : Oldham, Colchester, Derby and Harris Professional Skills 6th Form. ATC (Energy) Limited and South Eastern Regional College have joined as Professional Approved Training Centres.

THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

Industry Engagement

World Plumbing Council

As a consequence of the ongoing issues associated with COVID-19 pandemic Executive Board meetings continue to be held remotely. The profile and promotion of World Plumbing Day (WPD) increases year by year and with the need to maintain good hygiene to prevent the spread of viruses it is likely that WPD will have greater significance in the future. Many countries are reaffirming the need to use licensed plumbers to safeguard plumbing systems and promote the fact that 'The Plumber Protects the Health of the Nation'.

The WPC General Meeting was held in November and attracted participants from around the globe. After the formal business was concluded a series of presentations took place facilitated by Paul Bonsak, IAPMO R&T Oceania. The panellists were: David Norman, Chief Executive Officer at Future Fuels CRC, Melbourne, Victoria, Australia; Alexander Ziehe, Director of Business Development Asia Pacific / Head of Sales Oceania at Viessmann and Mary Usovicz, UMass Lowell, USA

Construction Industry Council

CIPHE continues to support the CIC, especially with its work on post Grenfell activities and in the development of the Building Safety Bill. Elsewhere the CIC has called on Government to work more directly with employers and the professions to ensure degree apprenticeships remain a demand led and valuable career route for a better skilled workforce in the construction and built environment sector.

Industrial Associates

CIPHE is now partnering on projects with some of the Industrial Associates Development Group – this ranges from support for apprenticeships and training to product focused CPD, the low carbon agenda and shared priorities on matters of public safety and wellbeing and the plumbing and heating industry workforce. Regular Industrial Associate focused communications are included amongst the rest of our output to members. Feedback from Industrial Associates highlights their support for CIPHE key messages. They are gravely concerned regarding issues around the aging workforce, current and future skills-gap, professional routes into the industry and what this will mean for their businesses and their products and will provide channels to help CIPHE highlight them.

RESEARCH & TECHNICAL

Technical Strategy Group

The Technical Strategy Group (TSG) operates as an independent technical and professional focal point and aims to be an authority to the plumbing and heating industry by providing technical standards, guidance, expertise and education & technical innovation. It achieves this through the appointment of Technical Working Groups; the following Groups have been established: Water Safety; Heating; Controls, Hot and Cold Water Services and above and below ground drainage. In addition to this, the CIPHE have engaged in a wide variety of technical industry group meetings ensuring both the installer and consumer are being represented correctly. This includes future updates to the building regulations and other matters associated with both water safety and the future of heat in buildings.

Renewables and Low Carbon Technical Working Group

With support from Industrial associates, industry organisations and LCL Awards the Group developed the CIPHE Low Temperature Heating and Hot Water Design Qualification. The course has attracted encouragement from government with Lord Callanan, Minister for Business, Energy & Corporate Responsibility writing the Foreword for the Insight Guide which accompanies the training course.

Education

The technical team have contributed to a range of educational matters including the development of qualifications in Wales, T Levels and training provision in association with a leading manufacturer to support apprentices. CIPHE also advises government on the future of heat in the UK through the Electrification of Heat Task Group and the MHCLG Minimum Technical Competence Group for Heating and Hot Water.

In conjunction with Ideal Standard, an Above Ground Drainage & Sanitation learning module has been developed. The Interactive learning resource will be a valuable tool across many industry sectors as it contains much more than a standard curriculum yet maps into all aspects of learning. It will be launched in early 2022.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021**

MEMBERSHIP & PROMOTION

Membership and Engineering Council

The total membership as at 31st December 2021 was 6,373.

423 Membership Applications were received in total throughout 2021 which included 9 Industrial Associates and 8 ATCs.

During 2021, 28 applicants were registered at EngTech level, 1 at IEng and 2 at CEng level.

As at the end of 2021, the Institute had 800 Engineering Technicians, 88 Incorporated Engineers and 17 Chartered Engineers.

Master Plumber Certificate

Due to the ongoing pandemic, there was no formal presentation of Certificates for The Master Plumber Scheme; however the following members applied and were successful: Lai Chun Wai, Tang Ho Yin, Benjamin Bayliss, Christopher Flaherty and Samuel Colmer. Both Dennis Coates and Chan Chun To were successful in obtaining their Journeyman Plumber Certificate.

It is hoped that they will formally receive their Certificates in 2022.

Exhibitions

The CIPHE exhibited at The Installer Show at Coventry, the first industry event of its type to run again since the end of 2019. CIPHE partnered with a number of Industrial Associate members to run a competition that meant CIPHE was visible across a number of stands, drove a lot of footfall for all participants, and was a huge success. The Institute assisted with the judging of the Installer Merit Awards and the Heating Installer of the year awards.

Promotional Campaigns

The CIPHE worked closely with the plumbing and heating trade press, who consistently assisted in promoting the Proud to be a Professional and customer safety, health and wellbeing campaigns and provided significant coverage on the CIPHE manifesto.

Fuel Poverty

The CIPHE continues its calls for greater levels of communication between government and organisations such as the CIPHE to establish long-term strategies which will combat the fuel poverty epidemic. The CIPHE and its membership is dedicated to safeguarding the most vulnerable in society, and that includes those living in fuel poverty. With fuel prices likely to increase substantially in 2022 there is increasing concern that fuel poverty will increase significantly. The Government must seek to protect these people; only by working together can we stop the unnecessary and highly preventable deaths attributable to this issue.

Digital/Membership Engagement Strategy

The new MS Dynamics CRM platform launched at the end of November 2021. Next on the agenda is the launch of the new main website for the Institute, followed by the launch of a new online learning management system (LMS).

Website statistics

The CIPHE website had 103,711 visits during 2021, a fall of 5.9% on the previous period. This was distributed across 76,859 different users, down by 7.6% on 2020. The new website will be launched in 2022.

Measurements and activity on the CIPHEpd website have ceased in preparation for the new CIPHEAcademy that will launch in 2022.

Social Media

The CIPHE is active on social media and at the year-end had increased its Twitter following by 2% to 9,929, its Facebook followers by 45% to 2,815 and its LinkedIn Company page followers by 209% to 3,652 followers.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021**

Annual General Meeting

The 13th AGM of CIPHE was held on Friday 18th June. The AGM was held via Zoom Conference Facilities. A total of 140 members participated from 6 countries. It was agreed that Melville Gumbs would remain as National President and Dr. Henry Hung as Vice-President. Geoff Westall was elected as a Voting Member Trustee, to serve on the Board for 4 years.

FINANCIAL REVIEW

Reserves policy

The Trustees regularly review the reserves of the charity to meet its financial commitments and achieve its objectives. They consider that the charity had sufficient reserves to operate for the next 12 months and into the foreseeable future.

The prime objective of the reserves policy of the Trustees is to maximise CIPHE surplus funds which are held in a range of interest bearing bank accounts. In particular the General Fund is invested with due regard to potential calls on the fund as identified in the Strategic Plan.

Investment policy and objectives

The Institute has the power to make any investment that the Trustees see fit.

ACKNOWLEDGEMENT

The CIPHE 2021 Trustee Report is structured around our key objectives and highlights key activities throughout the year. Acknowledgement and appreciation must be given to the Trustees, Presidents, Branches, volunteers, staff and industry stakeholders who have assisted the CIPHE throughout the year.

Your commitment and enthusiasm in supporting our aims and activities has challenged, motivated and inspired the CIPHE to progress and we look forward to working closely with you in the coming years.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- review, update and, if necessary, ensure they acquire the necessary skills to discharge their responsibilities as a Trustee;
- review the declaration of interest at each meeting;
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the Charity, to enable them to ensure that the financial statements comply with the requirements. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

As far as the Trustees are aware, there is no relevant information of which the Charity's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee, in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021**

AUDITORS

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD OF TRUSTEES:



By order of the Board of Trustees
Nick Gale BA Hons, Chairman

Date: 16th March 2022

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Opinion

We have audited the financial statements of The Chartered Institute of Plumbing & Heating Engineering (the 'charitable company') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2021 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 the provisions available for small entities, in the circumstances set out in note 23 to the financial statements, 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We have designed our work to ensure that laws and regulations have been adhered to, and the transactions undertaken by the Charity are properly reflected in the financial statements.
- We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud. We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.
- We plan our work specifically to identify any areas where there is a susceptibility to fraud such as understatement of subscription income, or material mis-statement such as understatement of subscriptions received in advance, then design tests to mitigate this risk. Our work includes a proof in total based on the tiered subscription rates of membership and ensuring that the appropriate revenue has been recognised.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Use of our report

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

Clemence Hoar Cummings

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Date: *18 March 2022*

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Educational Magazines & Directory		22,381	-	22,381	26,968
Maintaining Professional Standards & Awareness		803,600	-	803,600	810,219
Other trading activities	2	27,752	-	27,752	33,441
Investment income	3	1,002	-	1,002	4,182
Other income		28,249	-	28,249	9,245
Total		882,984	-	882,984	884,055
EXPENDITURE ON					
Raising funds	5	4,713	-	4,713	2,489
Charitable activities	6				
Educational Magazines & Directory		190,797	-	190,797	182,461
Support Services for Members		392,817	-	392,817	360,263
Maintaining Professional Standards & Awareness		329,563	-	329,563	377,334
Total		917,890	-	917,890	922,547
NET INCOME/(EXPENDITURE)		(34,906)	-	(34,906)	(38,492)
RECONCILIATION OF FUNDS					
Total funds brought forward		1,307,326	-	1,307,326	1,345,818
TOTAL FUNDS CARRIED FORWARD		<u>1,272,420</u>	-	<u>1,272,420</u>	<u>1,307,326</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET
31 DECEMBER 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Intangible assets	14	123,721	-	123,721	136,568
Tangible assets	15	795,880	-	795,880	799,019
Investments	16	3	-	3	3
		<u>919,604</u>	-	<u>919,604</u>	935,590
CURRENT ASSETS					
Stocks	17	6,520	-	6,520	6,785
Debtors	18	34,808	-	34,808	23,423
Cash at bank		<u>515,822</u>	-	<u>515,822</u>	847,676
		<u>557,150</u>	-	<u>557,150</u>	877,884
CREDITORS					
Amounts falling due within one year	19	(204,334)	-	(204,334)	(506,148)
NET CURRENT ASSETS		<u>352,816</u>	-	<u>352,816</u>	371,736
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,272,420</u>	-	<u>1,272,420</u>	1,307,326
NET ASSETS		<u>1,272,420</u>	-	<u>1,272,420</u>	<u>1,307,326</u>
FUNDS	20				
Unrestricted funds:					
General fund				549,435	584,341
Fair Value Reserve				<u>722,985</u>	<u>722,985</u>
				<u>1,272,420</u>	<u>1,307,326</u>
TOTAL FUNDS				<u>1,272,420</u>	<u>1,307,326</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

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.

The notes form part of these financial statements

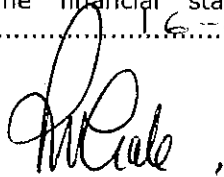
**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET - continued
31 DECEMBER 2021**

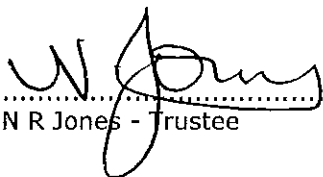
These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

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 16-03-22 and were signed on its behalf by:



.....
N Gale - Trustee



.....
N R Jones - Trustee

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	(288,704)	(39,180)
Interest paid		<u>(12,927)</u>	<u>(7,191)</u>
Net cash used in operating activities		<u>(301,631)</u>	<u>(46,371)</u>
Cash flows from Investing activities			
Purchase of intangible fixed assets		(30,030)	(114,335)
Purchase of tangible fixed assets		(1,195)	(9,483)
Interest received		<u>1,002</u>	<u>4,182</u>
Net cash used in Investing activities		<u>(30,223)</u>	<u>(119,636)</u>
Change in cash and cash equivalents in the reporting period		(331,854)	(166,007)
Cash and cash equivalents at the beginning of the reporting period		<u>847,676</u>	<u>1,013,683</u>
Cash and cash equivalents at the end of the reporting period		<u>515,822</u>	<u>847,676</u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES			
	2021	2020	
	£	£	
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(34,906)	(38,492)	
Adjustments for:			
Depreciation charges	47,211	10,236	
Interest received	(1,002)	(4,182)	
Interest paid	12,927	7,191	
Decrease/(increase) in stocks	265	(1,523)	
(Increase)/decrease in debtors	(11,385)	12,558	
Decrease in creditors	(301,814)	(24,968)	
Net cash used in operations	<u>(288,704)</u>	<u>(39,180)</u>	
 2. ANALYSIS OF CHANGES IN NET FUNDS			
	At 1.1.21	Cash flow	At 31.12.21
	£	£	£
Net cash			
Cash at bank	<u>847,676</u>	<u>(331,854)</u>	<u>515,822</u>
	<u>847,676</u>	<u>(331,854)</u>	<u>515,822</u>
Total	<u>847,676</u>	<u>(331,854)</u>	<u>515,822</u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

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, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The services provided by the charity are detailed in the report of the Trustees in order to benefit the general public.

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. the following specific policies are applied to particular categories of income:

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

- Investment income and membership fees are included when receivable. Subscriptions received in advance are recognised as deferred income.

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets

Development costs are held at cost until the intangible asset is available for use.

Amortisation will be provided at the following annual rate in order to write off each asset over its estimated useful life.

Development costs at 25% on cost

Tangible fixed assets

Freehold property is held at fair value. Any adjustments in fair value will show as a surplus or deficit in the year.

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

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Fixtures and fittings at 25% on cost

Investments

The holding values of shares in subsidiary undertakings are reported at historical cost.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

As a charity, The Chartered Institute of Plumbing and Heating Engineering is exempt from tax on Income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

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.

Designated funds are unrestricted funds 'ring fenced' by the trustees for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

European projects

Income is recognised in full when The Chartered Institute of Plumbing & Heating Engineering is unconditionally entitled to receive it.

The entitlement of income is dependent on the probability of the successful completion of each project. The balance of income received is deferred forward until such time that entitlement is confirmed.

Incurred expenditure is recognised immediately in the current period of account.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

2. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Sales of supplies	7,121	5,290
Office services	9,088	22,250
Sundry income	11,543	5,901
	<u>27,752</u>	<u>33,441</u>

3. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	<u>1,002</u>	<u>4,182</u>

4. INCOME FROM CHARITABLE ACTIVITIES

		2021	2020
	Activity	£	£
Publications	Educational Magazines & Directory	22,381	26,968
Fees from members	Maintaining Professional Standards & Awareness	803,600	810,219
		<u>825,981</u>	<u>837,187</u>

5. RAISING FUNDS

Other trading activities

	2021	2020
	£	£
Cost of supplies sold	<u>4,713</u>	<u>2,489</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Educational Magazines & Directory	104,222	-	86,575	190,797
Support Services for Members	27,371	20,790	344,656	392,817
Maintaining Professional Standards & Awareness	<u>118,191</u>	-	<u>211,372</u>	<u>329,563</u>
	<u>249,784</u>	<u>20,790</u>	<u>642,603</u>	<u>913,177</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

7. GRANTS PAYABLE

	2021	2020
	£	£
Support Services for Members	<u>20,790</u>	<u>20,147</u>

8. SUPPORT COSTS

	Staff costs £	Commun- ications £	Office costs £	Premises costs £
Educational Magazines & Directory	33,085	7,040	41,402	739
Support Services for Members	238,956	7,039	41,402	5,327
Maintaining Professional Standards & Awareness	<u>95,582</u>	<u>7,041</u>	<u>41,413</u>	<u>2,131</u>
	<u>367,623</u>	<u>21,120</u>	<u>124,217</u>	<u>8,197</u>

	Finance costs £	Other £	Meeting & conference expenses £	Governance costs £	Totals £
Educational Magazines & Directory	4,309	-	-	-	86,575
Support Services for Members	4,308	5,995	7,341	34,288	344,656
Maintaining Professional Standards & Awareness	<u>4,310</u>	<u>23,981</u>	<u>29,363</u>	<u>7,551</u>	<u>211,372</u>
	<u>12,927</u>	<u>29,976</u>	<u>36,704</u>	<u>41,839</u>	<u>642,603</u>

Activity	Basis of allocation
Staff costs	Use of Staff Time
Communications	Use of Resources
Office costs	Use of Resources
Premises costs	Use of Staff Time
Finance costs	Use of Resources
Other	Use of Resources
Meeting & conference expenses	Use of Resources
Governance costs	Use of Resources

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

9. NET INCOME/(EXPENDITURE)

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

	2021	2020
	£	£
Auditors' remuneration	8,500	8,500
Taxation compliance services	939	1,034
Depreciation - owned assets	4,334	5,326
Development costs amortisation	<u>42,877</u>	<u>4,910</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Trustees' expenses

Reimbursed meeting and travel expenses totalling £2,828 (2020: £1,100) were paid to two of the trustees during the year. Other meeting costs met by the charity on behalf of the Board of the Trustees were £45 (2020: £438).

Reimbursed meeting and travel expenses totalling NIL (2020: £715) were paid to the president and vice president during the year. Expenditure related to the Presidents dinner event were NIL (2020: £5,964)

11. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	374,139	389,150
Social security costs	34,578	35,665
Other pension costs	<u>27,826</u>	<u>27,768</u>
	<u>436,543</u>	<u>452,583</u>

The full time equivalent number of employees for the year was as follows;

	2021	2020
Membership	4	4
Technical	1.6	1.6
Support	<u>4</u>	<u>4</u>
Total	<u>9.6</u>	<u>9.6</u>

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

	2021	2020
Management	3	2
Support services for members	2	2
Administration	<u>6</u>	<u>8</u>
	<u>11</u>	<u>12</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

11. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,001 - £70,000	-	1
£90,001 - £100,000	<u>1</u>	<u>1</u>
	<u>1</u>	<u>2</u>

Key Management personnel employee benefits are £152,547 (2020: £157,583).

12. HIGHER EARNING EMPLOYEES

Contributions totalling £15,821 (2020: £15,821) paid during the year under money purchase scheme for higher paid employees.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Educational Magazines & Directory	26,968	-	26,968
Maintaining Professional Standards & Awareness	810,219	-	810,219
Other trading activities	33,441	-	33,441
Investment income	4,182	-	4,182
Other Income	<u>9,245</u>	<u>-</u>	<u>9,245</u>
Total	884,055	-	884,055
EXPENDITURE ON			
Raising funds	2,489	-	2,489
Charitable activities			
Educational Magazines & Directory	182,461	-	182,461
Support Services for Members	360,263	-	360,263
Maintaining Professional Standards & Awareness	<u>377,334</u>	<u>-</u>	<u>377,334</u>
Total	<u>922,547</u>	<u>-</u>	<u>922,547</u>
NET INCOME/(EXPENDITURE)	(38,492)	-	(38,492)
RECONCILIATION OF FUNDS			
Total funds brought forward	1,345,818	-	1,345,818

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>1,307,326</u>	<u>-</u>	<u>1,307,326</u>

14. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1 January 2021	225,986
Additions	30,030
Disposals	(22,625)
At 31 December 2021	<u>233,391</u>
AMORTISATION	
At 1 January 2021	89,418
Charge for year	42,877
Eliminated on disposal	(22,625)
At 31 December 2021	<u>109,670</u>
NET BOOK VALUE	
At 31 December 2021	<u>123,721</u>
At 31 December 2020	<u>136,568</u>

15. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 January 2021	790,000	128,328	918,328
Additions	<u>-</u>	<u>1,195</u>	<u>1,195</u>
At 31 December 2021	<u>790,000</u>	<u>129,523</u>	<u>919,523</u>
DEPRECIATION			
At 1 January 2021	-	119,309	119,309
Charge for year	<u>-</u>	<u>4,334</u>	<u>4,334</u>
At 31 December 2021	<u>-</u>	<u>123,643</u>	<u>123,643</u>
NET BOOK VALUE			
At 31 December 2021	<u>790,000</u>	<u>5,880</u>	<u>795,880</u>
At 31 December 2020	<u>790,000</u>	<u>9,019</u>	<u>799,019</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

15. TANGIBLE FIXED ASSETS - continued

Included in cost or valuation of land and buildings is freehold land of £500,000 (2020 - £500,000) which is not depreciated.

The Freehold Property was valued at 10 November 2021 by Mr D Butcher BSc, Hons MRICS of Messrs Kemsley LLP, a RICS registered valuer. The Trustees consider the valuation still represents the value at the year end.

The Institute also owns the President's Chain and Lady's Pendant which have not been incorporated into the balance sheet. The Chain and Pendant are valued for insurance purposes.

16. FIXED ASSET INVESTMENTS

Shares in
group
undertakings
£

MARKET VALUE

At 1 January 2021 and 31 December 2021

3

NET BOOK VALUE

At 31 December 2021

3

At 31 December 2020

3

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Plumbing & Heating Promotions Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Trading Subsidiary

	%	
Class of share:	holding	
Ordinary	100	

	2021	2020
	£	£
Aggregate capital and reserves	1	1

Greenplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

	%	
Class of share:	holding	
Ordinary	100	

	2021	2020
	£	£
Aggregate capital and reserves	1	1

**THE CHARTERED INSTITUTE OF PLUMBING &
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**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

16. FIXED ASSET INVESTMENTS - continued

Safeplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

Class of share:	% holding
Ordinary	100

	2021	2020
	£	£
Aggregate capital and reserves	1	1

Market value is considered to be the same as historical cost.

17. STOCKS

	2021	2020
	£	£
Stocks	<u>6,520</u>	<u>6,785</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	5,015	3,480
Other debtors	100	100
VAT	2,951	-
Prepayments & accrued income	<u>26,742</u>	<u>19,843</u>
	<u>34,808</u>	<u>23,423</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	40,059	76,840
Social security and other taxes	17,465	15,342
VAT	-	4,097
Other creditors	10,451	6,747
EU project funding creditor	-	301,514
Deferred Income	121,194	74,703
Accrued expenses	<u>15,165</u>	<u>26,905</u>
	<u>204,334</u>	<u>506,148</u>

Deferred income represents 2021 membership fees received before the 31st December 2021 of £121,194 (2020: £74,703) are included in creditors: amounts falling due within one year.

Included within cash at bank and other creditors is NIL (2020: £301,514) in respect of monies on behalf of all participating partners in the Eagle European research project. CIPHE is the designated project coordinator and has been tasked with distributing this European grant to all the project partners.

The full balance of £301,514 has been paid out during the year to the other participating partners in the project and £28,249 has been recognised as income in the Statement of Financial Activities of CIPHE upon satisfying the criteria of a successful project

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

20. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	584,341	(34,906)	549,435
Fair Value Reserve	722,985	-	722,985
	<u>1,307,326</u>	<u>(34,906)</u>	<u>1,272,420</u>
TOTAL FUNDS	<u>1,307,326</u>	<u>(34,906)</u>	<u>1,272,420</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	882,984	(917,890)	(34,906)
	<u>882,984</u>	<u>(917,890)</u>	<u>(34,906)</u>
TOTAL FUNDS	<u>882,984</u>	<u>(917,890)</u>	<u>(34,906)</u>

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	622,833	(38,492)	584,341
Fair Value Reserve	722,985	-	722,985
	<u>1,345,818</u>	<u>(38,492)</u>	<u>1,307,326</u>
TOTAL FUNDS	<u>1,345,818</u>	<u>(38,492)</u>	<u>1,307,326</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	884,055	(922,547)	(38,492)
	<u>884,055</u>	<u>(922,547)</u>	<u>(38,492)</u>
TOTAL FUNDS	<u>884,055</u>	<u>(922,547)</u>	<u>(38,492)</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

20. MOVEMENT IN FUNDS - continued

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

	At 1.1.20 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	622,833	(73,398)	549,435
Fair Value Reserve	<u>722,985</u>	<u>-</u>	<u>722,985</u>
	<u>1,345,818</u>	<u>(73,398)</u>	<u>1,272,420</u>
TOTAL FUNDS	<u>1,345,818</u>	<u>(73,398)</u>	<u>1,272,420</u>

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 £
Unrestricted funds			
General fund	1,767,039	(1,840,437)	(73,398)
	<u>1,767,039</u>	<u>(1,840,437)</u>	<u>(73,398)</u>
TOTAL FUNDS	<u>1,767,039</u>	<u>(1,840,437)</u>	<u>(73,398)</u>

Fair Value Reserve

The full £722,985 balance in the fair value reserve relates to the Freehold Property revaluation made in the year ended 31 December 2021.

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2021.

22. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Other trading activities		
Sales of supplies	7,121	5,290
Office services	9,088	22,250
Sundry income	<u>11,543</u>	<u>5,901</u>
	27,752	33,441
Investment income		
Deposit account interest	1,002	4,182
Charitable activities		
Fees from members	803,600	810,219
Publications	<u>22,381</u>	<u>26,968</u>
	825,981	837,187
Other Income		
HMRC job retention scheme	-	9,245
Grant income	<u>28,249</u>	<u>-</u>
	28,249	9,245
Total incoming resources	882,984	884,055
EXPENDITURE		
Other trading activities		
Cost of supplies sold	4,713	2,489
Charitable activities		
Wages	42,060	41,645
Social security	3,281	3,278
Pensions	2,059	2,050
Maintaining professional standards	56,637	57,617
Magazine costs	96,599	99,848
Awareness	41,525	55,018
Service for members	7,623	9,739
Grants to institutions	<u>20,790</u>	<u>20,147</u>
	270,574	289,342
Support costs		
Staff costs		
Wages	304,444	319,212
Carried forward	304,444	319,212

This page does not form part of the statutory financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021 £	2020 £
Staff costs		
Brought forward	304,444	319,212
Social security	28,576	29,556
Pensions	23,723	23,678
Other staff costs	<u>10,880</u>	<u>1,887</u>
	367,623	374,333
Communications		
Telephone	3,429	3,422
Postage and stationery	<u>17,691</u>	<u>16,153</u>
	21,120	19,575
Office costs		
Insurance	14,274	12,136
Postage and stationery	13,459	12,919
Repairs and renewals	5,621	6,371
Sundries	3,087	4,945
IT support services	40,565	41,066
Depreciation of tangible fixed assets	<u>47,211</u>	<u>10,236</u>
	124,217	87,673
Premises costs		
Rates and water	3,247	3,245
Light and heat	1,934	4,277
Premises repairs	<u>3,016</u>	<u>4,066</u>
	8,197	11,588
Finance costs		
Bank charges	6,223	1,728
Card service charges	<u>6,704</u>	<u>5,463</u>
	12,927	7,191
Other		
Legal & professional fees	5,955	11,375
Subscriptions	5,046	5,191
Unrecoverable VAT	<u>18,975</u>	<u>27,171</u>
	29,976	43,737
Meeting & conference expenses		
Meeting expenses	9,489	22,051
Website expenses	<u>27,215</u>	<u>21,870</u>
	36,704	43,921

This page does not form part of the statutory financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021 £	2020 £
Meeting & conference expenses		
Governance costs		
Wages	27,635	28,293
Social security	2,721	2,831
Pensions	2,044	2,040
Auditors' remuneration	8,500	8,500
Auditors' remuneration for non audit work	939	1,034
	<u>41,839</u>	<u>42,698</u>
Total resources expended	<u>917,890</u>	<u>922,547</u>
Net expenditure	<u>(34,906)</u>	<u>(38,492)</u>

This page does not form part of the statutory financial statements

Accounts

REGISTERED COMPANY NUMBER: RC000822 (England and Wales)
REGISTERED CHARITY NUMBER: 1124517

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31ST DECEMBER 2020
FOR**

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

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FOR THE YEAR ENDED 31ST DECEMBER 2020**

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**REPORT OF THE BOARD OF TRUSTEES
FOR THE PERIOD ENDING 31st DECEMBER 2020**

Proud to be a Professional

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

The Trustees present their report with the financial statements of the charity for the year ending 31st December 2020. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) (FRS 102) 'Accounting and Reporting by Charities: statement of recommended practice applicable to Charities preparing their accounts in accordance with financial reporting standard in the UK and Republic of Ireland (FRS102)'. In addition, Trustees have paid due regard to the Charity Commission's guidance on public benefit in determining activities CIPHE should undertake.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

RC000822 (England and Wales)

Registered Charity number

1124517

Registered office

64 Station Lane
Hornchurch
Essex RM12 6NB

Trustees

P.N. Gale BA Hons
N. Jones BA ACA
P. Massey – appointed 19.06.20
D. Brindley EngTech FCIPHE RP – ceased 19.06.20
K. McCallister EngTech MCIPHE RP
M. Bridges EngTech MCIPHE RP
J. Allsopp MCIPHE RP
P. Thom FCIPHE FRSA FCIM AIGEM – co-opted 19.11.19
P. Williams EngTech LCGI MCIPHE RP – appointed 19.06.20

Honorary Company Secretary

M. Rooze LL.B

Presidents

EurIng C. Northey FCGI FCIPHE RP – ceased 19.06.20
M. Gumbs EngTech MCIPHE RP – appointed 19.06.20

Chief Executive Officer

Kevin Wellman EngTech FCIPHE RP

Auditors

Clemence Hoar Cummings
Chartered Accountants
Riverside House, 1 - 5 Como Street
Romford
Essex RM7 7DN

Solicitors

Penningtons Manches Cooper LLP
Matrix House, Basing View
Basingstoke
Hampshire RG21 4DZ

Bankers

Barclays Bank PLC
Knightsbridge Business Centre
PO Box 32014
London NW1 2ZG

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Chartered Institute of Plumbing and Heating Engineering is a company incorporated by Royal Charter, granted on 12th February 2008. It is a registered charity, obtaining charitable status on 16 June 2008. The Institute is governed by its Royal Charter and Bye-Laws. The Bye-Laws and Regulations are under constant review and were last updated in 2017, and future amendments will be carried out when necessary.

Recruitment and appointment of new Trustees

Applications for Trusteeship are sought by advertisement.

Induction and training of new Trustees

After appointment, an induction is arranged for new Trustees. Trustees serve up to a four-year period and may be re-elected for a further four year period (effective from 2018). The Trustees meet at least five times a year to review the strategy and performance and to set the operating plans and budgets.

Organisational structure

There are committees covering membership, professional standards and technical services. The Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the Institute.

Related parties

The Institute is the registered owner of 100% of the issued capital of Plumbing and Heating Promotions Limited, which has been incorporated to carry out commercial activities relating to the promotion of exhibitions and similar activities. The Institute is also the registered owner of 100% of the issued share capital of GreenPlumb Limited and SafePlumb Limited, which have remained dormant since their respective incorporation.

Risk management

The Trustees have introduced a formal risk management process to assess business risks and implement risk management strategies. The Trustees are pleased to report that the charity's internal financial controls, in particular, conform to guidelines issued by the Charity Commission. The Trustees are fully cognisant of their responsibility to evaluate and manage business risk, which they classified as:

- a. Governance and Management
- b. Operational Risks
- c. Financial Risk
- d. Environmental and External Factors
- e. Compliance
- f. Other Risks not classifiable under the above headings.

The Executive team discuss and rate business risks as they are identified. On-going monitoring and updates on risk management is undertaken through reports provided by the Chief Executive Officer.

OBJECTIVES

The **Purpose** of the CIPHE is to enhance the safety, health and wellbeing of the public through a strong qualified membership reinforced by their competency and technical expertise.

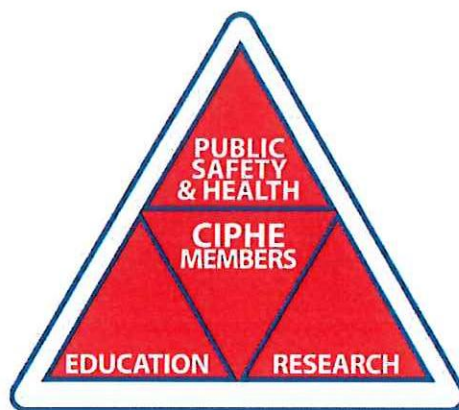
**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

The **Mission** of the CIPHE is to operate as an independent technical and professional focal point and be a catalyst for the plumbing and heating industry by providing technical and professional standards, expertise, education and technical innovation to the operatives within its scope.

The **Vision** of the CIPHE is to create technical excellence through which the public will receive the benefit of a protected environment and enhanced sustainability together with improved safety and health through the provision of correctly installed, commissioned, maintained and decommissioned plumbing and heating systems.

The aims of the CIPHE are summarised in four areas in the following graphic:



Strategic Plan

The Strategic Plan is fully reviewed each year. The Board approved the 2021-23 Strategic Plan, which continues to focus on a number of the key activities in support of its role as the Chartered body for the plumbing and heating industry.

Our strategy focusses on harnessing the considerable expertise available within the CIPHE, our membership and our industry colleagues. Together we work to promote best practice, create training opportunities, and enhance education within the plumbing and heating industry.

The CIPHE's prime aim is to advance for the benefit of the public the science, practice and principles of plumbing and heating engineering and in exercising its responsibilities to satisfy the requirements of the Charity Commission. It fulfils its objectives through several activities. A summary of these and key achievements follows:

ACTIVITIES AND ACHIEVEMENTS

Public Benefit

Public benefit is derived from the activities set out below particularly in raising the safety, health and environmental aspects of plumbing and heating engineering in the perception of the public.

COVID-19

The coronavirus pandemic had an immediate and long-lasting impact globally and its legacy will undoubtedly have far reaching implications for the future. Throughout the year CIPHE has provided guidance on minimising risks associated with the pandemic and post lockdown recovery.

Consumer Support

The Institute continues to provide support to members of the public through telephone enquiries and through publication of articles in consumer magazines. In addition, it promotes the *Find a Professional* listing which is available through the CIPHE website.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

Grenfell Tower Fire Disaster

The CEO continued to represent CIPHE on Working Group 1 dealing with competency of engineers. In response to the report of Dame Judith Hackitt, the Government published *Building a safer future: proposals for reform of the building safety regulatory system*. CIPHE continues to promote greater competency supported by recognised CPD across the construction industry and built environment.

Royal Academy of Engineering (RAEng)

CIPHE maintained its involvement with the RAEng and supported its response to the Government's Spending Review including a joint letter with other Professional Engineering Institute's to the Chancellor of the Exchequer.

Home Office – Points Based Immigration

CIPHE responded to a request from the Home Office for observations on its proposed Points Based Immigration system. CIPHE offered a general note of caution regarding issues relating to the competency of all individuals entering the UK for work purposes. There are numerous occupations, some of which directly impact on the safety, health and wellbeing of the public, that anyone regardless of qualifications or expertise can undertake.

It also observed that whilst competency has been at the forefront of lots of reviews, including post Grenfell activities, it was important to ensure that all involved in the construction industry/built environment are conversant with relevant legislation including Building Regulations, gas & water regulations/byelaws etc. Such 'relevant' competency should, of course, apply to the current workforce as well as those overseas workers who successfully relocate to the UK in the future.

Gas Safety Week

During September, the CIPHE added its support once again to the GAS SAFETY week, raising consumer awareness of the dangers of using unqualified gas fitters.

Licensing

Whilst the COVID-19 pandemic has distracted attention from issues such as licensing there are plumbing related matters which reinforce the need for stringent controls in the plumbing and heating industry. An increase in hospital admissions for those suffering burns from pipes, radiators and appliances and also those scalded by hot water provides ongoing justification why the CIPHE will continue to promote and support registration campaigns at every opportunity.

Register of Plumbers – Public Register

The Worshipful Company of Plumbers established the Register, which gives the public access to qualified plumbers, in 1886. It helps protect public health and safety and promotes the competence and conduct of good plumbers.

In 1909, the Company handed over day-to-day management of its Register to the National Council for the Registration of Plumbers, which, in 1953, was renamed the Registered Plumbers Association.

When the Association amalgamated with the Institute of Plumbing in 1970, the Worshipful Company relinquished the Register and award of the designation "Registered Plumber" to the new Institute.

As at 31st December 2020, 70,093 individuals had been entered onto the Register.

The Register of Plumbers is maintained in the Membership Department and is available for inspection by any member of the public by appointment.

Register of Heating Professionals – Public Register

Since its launch in January 2010, 857 members have been entered on to the Register of Heating Professionals.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

WaterSafe – Public Register

The CIPHE continued its involvement with WaterSafe whose objectives are to contribute to the safety of drinking water supplies and protection of customers, by:

- Bringing together the seven existing Approved Contractors' Schemes.
- Promoting good plumbing practice and compliance with the Water Supply (Water Fittings) Regulations and Scottish Water Byelaws.
- Providing easy access to online search facility listing approved and competent plumbing businesses.
- Reducing the risk to drinking water supplies from poor plumbing practice

2,731 businesses across the industry, employing 5,876 Approved Plumbers have now signed up to WaterSafe.

WaterSafe contributes towards public health by helping consumers to protect their drinking water and avoid rogue traders by offering them an accessible online directory of qualified plumbers.

Which? Trusted Trader

The relationship with Which? Trusted Trader was largely on hold during 2020 as the team on their side was on furlough leave. We have reviewed and are now aiming to get the CIPHE application process approved as a fast route into the Trusted Trader scheme. We have increased the volume of shared content passed between us and shared with each other's audiences. As Which? is a consumer facing organisation, it helps to get key messages of CIPHE's in front of a larger audience. The collaboration between the two charities provides public benefit and helps raise awareness of the need for competent installers.

Insurance Industry

The CIPHE continues to work with leading Insurance underwriters with regards to water related issues including escape of water, Legionnaires' disease, risk mitigation and competency of Installers. Discussions continued with the Construction Insurance Risk Engineers Group looking at how competence and qualification can be recognised in insurance premiums and risk assessment.

CIPHE Manifesto

The manifesto launched in December 2019 was distributed widely during the year and was received favourably, especially by the trade press.

Covering key issues such as the health, safety and welfare of the public, the environment, education, regulation and licencing, the CIPHE's manifesto sits the plumbing and heating industry at the centre of many key areas of Government policy, such as health, education, housing, energy and the environment.

An updated manifesto will be launched in January 2021.

Supporting Consumers through the Registration Authority

The Institute has a duty to investigate complaints that allege a member has not complied with the Code of Professional Standards to act professionally, competently and responsibly. Upon notification of such complaints, the complainant is required to complete a form, which is then submitted to the Investigation Panel (IP) to proceed further. During 2020, the Panel investigated 11 complaints, referring 2 to the Disciplinary Committee.

The Disciplinary Committee impose sanctions on members when a complaint against them has been upheld. During 2020, 2 members were removed from membership for failing to adhere to the Code of Professional Standards.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

Education

Educational Pathway

Career Pathways are promoted to students and members through the flowchart during presentations to Colleges and Approved Training Centres. The flowchart is available on the website via the following hyperlink: <https://tinyurl.com/w6qqvxl>. The academic year has been severely disrupted with the ongoing pandemic. This has led to everything we do being on-line. Many joint webinars have been held with City & Guilds as well as direct on-line contact, which is starting to become a success with new ATCs signing up. There was also great interest in the virtual reality/augmented reality applications, which are available under license to those colleges wishing to get access to advanced learning support resources.

The CIPHE has approval to deliver UVHW courses on-line and we are seeking to do similar with Water Regulations. Both courses require some digital development to transition across and should be available mid-2021.

The CIPHE low carbon technical working group have been discussing the educational pathways required for both new entrants, mature students and for the upskilling of existing fossil fuel installers to enter the future low carbon sector.

Trailblazer Apprenticeship

The Plumbing and Domestic Heating Technician apprenticeship was launched in 2016, however very few providers took it up until September 2020.

There are assorted reasons why providers did not switch immediately to the new Standard, such as it being launched mid-way through the college year and the fact that funding for previous courses was still available for the academic year 2019/20. Also, the Gas Engineering Standard was available with a much more attractive funding package (£27k against £21k for the Plumbing Standard but was reduced to the equivalent amount after a review. Moreover, the scope and timescale for the gas training is half of that required to complete the Plumbing Standard). Feedback from colleges suggested that few liked a four-year route to achievement, and many wanted to keep the level 2 as a steppingstone or jump off point. Of greatest concern was that the Standard prevented applications due to the fuels/renewables being a key outcome that not all employers undertake.

Following engagement with the APHC they agreed to approach the Institute for Apprenticeships and Technical Education recommending a review of the framework be undertaken in 2021.

Educational Development through Competition

The CIPHE continues to support the HIP Learner of the Year annual competition. The CIPHE provides technical expertise in assessing the skills and competence of the competition entrants and this year acted as Head Judge. The CIPHE is recognised as a key sponsor alongside companies which contribute thousands of pounds to be there. The CIPHE gave on-line presentations to the college lecturers in attendance at the regionals and live finals, promoting Approved Training Centre status and encouraging the importance and value of CIPHE membership for trainers and trainees.

Continuing Professional Development and e-learning

A requirement of the Code of Professional Standards is that members should undertake CPD to broaden and maintain their knowledge and the CIPHE recommends that members should undertake 30 hours of CPD on an annual basis. CIPHE delivers many ways by which members can earn CPD hours, including via CPD articles in P&H Engineering magazine and online via the e-Learning Academy (www.ciphepd.org.uk). Members are issued with CPD certificates and the Institute can monitor the commitment made by members to CPD on an annual basis. Recording CPD is an important activity and is considered during membership upgrades. To assist with monitoring CPD the CIPHE supports mycareerpath®, which is an online professional development system, designed by the Engineering Council and adopted by many professional engineering institutions for use by their members.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2020

The CIPHE digital project is incorporating techtalk© and smarttalk© content, providing informed technical and professional education and training across a range of subjects. The video content has collectively had 59,055 views to date. The CIPHE Plumbing Engineering Services Design Guide has been made freely available online for members and work to update the Guide section by section continues.

A website for the member magazine, P&H Engineering, is accessible at www.pandhengineering.co.uk.

Approved Training Centre

The CIPHE has revised its Approved Training Centre model to introduce a level that includes membership for the trainers and access to the digital training tools that have been developed too.

During the pandemic, the Institute has been delivering digital educational content for staff and for learners across its Approved Training Centre network.

Industry Engagement

World Plumbing Council

As a consequence of the COVID-19 pandemic it was agreed to hold Executive Board meetings remotely to great effect. The profile and promotion of World Plumbing Day (WPD) increases year by year and with the need to maintain good hygiene to prevent the spread of viruses it is likely that WPD will have greater significance in the future. Many countries are reaffirming the need to use licensed plumbers to safeguard plumbing systems and promote the fact that 'The Plumber Protects the Health of the Nation'.

The WPC General Meeting was held in December and attracted participants from around the globe. After the formal business was concluded a series of presentations took place by the World Health Organisation and the International Water, Sanitation & Hygiene Foundation. The meeting concluded with a panel discussion on 'Plumbing System Implications Related to the COVID-19 Pandemic'.

Construction Industry Council

Our engagement with the Construction Industry Council (CIC) increased substantially as we were called upon frequently for support and guidance with COVID-19 issues. As a result of contributions made the CIPHE was asked to produce the paper on 'Mitigating the Risk of Building Water Systems'. Other issues covered during the year included guidance on site operating procedures, recognition of critical workers, response to the final report 'Settling the Bar', response to the Migration Advisory Committee and the Government's Spending Review.

Industrial Associates

CIPHE is now partnering on projects with some of the Industrial Associates Development Group – this ranges from support for apprenticeships and training to product focused CPD, the low carbon agenda and shared priorities on matters of public safety and wellbeing and the plumbing and heating industry workforce. Regular Industrial Associate focused communications are included amongst the rest of our output to members. Feedback from Industrial Associates highlights their support for CIPHE key messages. They are gravely concerned regarding issues around the aging workforce, current and future skills-gap, professional routes into the industry and what this will mean for their businesses and their products and will provide channels to help CIPHE highlight them.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

RESEARCH & TECHNICAL

Technical Strategy Group

The Technical Strategy Group (TSG) operates as an independent technical and professional focal point and aims to be an authority to the plumbing and heating industry by providing technical standards, guidance, expertise and education & technical innovation. It achieves this through the appointment of Technical Working Groups; the following Groups have been established: Water Safety; Heating; Controls, Hot and Cold Water Services and above and below ground drainage. In addition to this, the CIPHE have engaged in a wide variety of technical industry group meetings ensuring both the installer and consumer are being represented correctly. This includes future updates to the building regulations and other matters associated with both water safety and the future of heat in buildings.

Legionella Risk Assessment in Domestic Properties

The CIPHE Water Safety Group have developed a guide for assessing the risks associated with legionella in domestic properties. The document is available to purchase from Head Office.

Renewables and Low Carbon Technical Working Group

CIPHE continues to lead a group of industry stakeholders to review the challenges and opportunities surrounding the decarbonisation of heat for the UK to meet its legal binding target of net zero emissions by 2050. An outcome from the Group is the development of a low carbon heating course for installers which is anticipated to be available early in 2021. The course has attracted interest from the Minister of State at the Department of Business, Energy and Industrial Strategy.

Education

The technical team have contributed to a range of educational matters including the development of qualifications in Wales, T Levels and training provision in association with a leading manufacturer to support apprentices. CIPHE also advises government on the future of heat in the UK through the Electrification of Heat Task Group and the MHCLG Minimum Technical Competence Group for Heating and Hot Water.

MEMBERSHIP & PROMOTION

Membership and Engineering Council

The total membership as at 31st December 2020 was 7,158.

793 Membership Applications were received in total throughout 2020 with 769 being accepted and enrolled into Membership. This included 6 Industrial Associates and 1 ATC.

During 2020, 42 applicants were registered at EngTech level and 4 at CEng level.

As at the end of 2020, the Institute had 816 Engineering Technicians, 89 Incorporated Engineers and 14 Chartered Engineers.

Master Plumber Certificate

The Master Plumber Scheme was introduced in 2001 to recognise excellence in the art, craft, science and practice of plumbing. On 2nd March, Mansion House hosted the Master Certificate awards for construction liveries at which The Rt. Hon The Lord Mayor, Alderman William Russell presented several certificates across the construction sector. Keith Walklate EngTech MCIPHE RP, Andrew Mensley EngTech MCIPHE RP and James Hendry EngTech FCIPHE RP received their Master Plumber Certificates at the event.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

Exhibitions

During 2020, the Chartered Institute of Plumbing and Heating Engineering exhibited at PlumbExpo Alexandra Palace and Manchester. Due to the pandemic the regular PHEX exhibitions did not take place.

Promotional Campaigns

The CIPHE worked closely with the plumbing and heating trade press, who consistently assisted in promoting the *Proud to be a Professional* and customer safety, health and wellbeing campaigns and provided significant coverage on the CIPHE manifesto.

Fuel Poverty

The CIPHE continues its calls for greater levels of communication between government and organisations such as the CIPHE to establish long-term strategies which will combat the fuel poverty epidemic. The CIPHE and its membership is dedicated to safeguarding the most vulnerable in society, and that includes those living in fuel poverty. The Government must seek to protect these people; only by working together can we stop the unnecessary and highly preventable deaths attributable to this issue.

Digital/Membership Engagement Strategy

COVID-19 delayed the launch of a new digital platform until 2021, but work has continued to progress. Milestones hit through 2020 included the migration to a new operating system and cloud-based hosting and the introduction of new accountancy software.

Website statistics

The CIPHE website had 110,178 visits during 2020, up by 18.5% on the previous period (which itself was up by 11% on the previous year). This was distributed across 83,312 different users, up by 20% on 2019 (which was up by 17% on 2018).

In 2020, 229 members completed 1,106 courses totalling 395 hours on the CIPHEpd website.

Social Media

The CIPHE is active on social media and at the year-end had increased its Twitter following by 3% to 9,749, its Facebook followers by 30% to 1,948 and its LinkedIn Company page followers by 71% to 1,180 followers.

Annual General Meeting

The 12th AGM of CIPHE was held on Friday 19th June. Due to COVID-19, the AGM was held via Zoom Conference Facilities which gave our members worldwide the opportunity to participate. Melville Gumbs was elected as National President and Dr. Henry Hung as Vice-President. Paul Massey was appointed as Independent Trustee and Paul Williams was elected as a Voting Member Trustee, both to serve on the Board for 4 years.

FINANCIAL REVIEW

Reserves policy

The Trustees regularly review the reserves of the charity to meet its financial commitments and achieve its objectives. They consider that the charity had sufficient reserves to operate for the next 12 months and into the foreseeable future.

The prime objective of the reserves policy of the Trustees is to maximise CIPHE surplus funds which are held in a range of interest bearing bank accounts. In particular the General Fund is invested with due regard to potential calls on the fund as identified in the Strategic Plan.

Investment policy and objectives

The Institute has the power to make any investment that the Trustees see fit.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

ACKNOWLEDGEMENT

The CIPHE 2020 Trustee Report is structured around our key objectives and highlights key activities throughout the year. Acknowledgement and appreciation must be given to the Trustees, Presidents, Branches, volunteers, staff and industry stakeholders who have assisted the CIPHE throughout the year.

Your commitment and enthusiasm in supporting our aims and activities has challenged, motivated and inspired the CIPHE to progress and we look forward to working closely with you in the coming years.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- review, update and, if necessary, ensure they acquire the necessary skills to discharge their responsibilities as a Trustee;
- review the declaration of interest at each meeting;
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the Charity, to enable them to ensure that the financial statements comply with the requirements. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

As far as the Trustees are aware, there is no relevant information of which the Charity's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee, in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD OF TRUSTEES:



By order of the Board of Trustees
Nick Gale BA Hons, Chairman

Date: 10th March 2021

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Opinion

We have audited the financial statements of The Chartered Institute of Plumbing & Heating Engineering (the 'charitable company') for the year ended 31st December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st December 2020 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- We have designed our work to ensure that laws and regulations have been adhered to, and the transactions undertaken by the Charity are properly reflected in the financial statements.
- We have obtained a detailed understanding of the Charity's internal control systems and we have used the knowledge gained to identify any areas of risk of mis-statement or fraud. We have then designed our audit tests in each area to identify whether in respect of the transactions we have selected for testing the relevant controls have operated as expected.
- We plan our work specifically to identify any areas where there is a susceptibility to fraud such as understatement of subscription income, or material mis-statement such as understatement of subscriptions received in advance, then design tests to mitigate this risk. Our work includes a proof in total based on the tiered subscription rates of membership, and ensuring that the appropriate revenue has been recognised.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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

Clemence Hoar Cummings

Clemence Hoar Cummings
Chartered Accountants and Statutory Auditor
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Riverside House, 1-5 Como Street
Romford, Essex
RM7 7DN

Date: *10 March 2021*

**THE CHARTERED INSTITUTE OF PLUMBING &
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**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4				
Educational Magazines & Directory		26,968	-	26,968	34,296
Maintaining Professional Standards & Awareness		810,219	-	810,219	789,081
Other trading activities	2	33,441	-	33,441	54,579
Investment income	3	4,182	-	4,182	7,045
Other Income		9,245	-	9,245	-
Total		884,055	-	884,055	885,001
EXPENDITURE ON					
Raising funds	5	2,489	-	2,489	1,457
Charitable activities	6				
Educational Magazines & Directory		182,461	-	182,461	182,389
Support Services for Members		360,263	-	360,263	361,459
Maintaining Professional Standards & Awareness		377,334	-	377,334	424,742
Total		922,547	-	922,547	970,047
NET INCOME/(EXPENDITURE)		(38,492)	-	(38,492)	(85,046)
RECONCILIATION OF FUNDS					
Total funds brought forward		1,345,818	-	1,345,818	1,430,864
TOTAL FUNDS CARRIED FORWARD		1,307,326	-	1,307,326	1,345,818

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET
AT 31ST DECEMBER 2020**

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
FIXED ASSETS					
Intangible assets	14	136,568	-	136,568	27,143
Tangible assets	15	799,019	-	799,019	794,862
Investments	16	3	-	3	3
		935,590	-	935,590	822,008
CURRENT ASSETS					
Stocks	17	6,785	-	6,785	5,262
Debtors	18	23,423	-	23,423	35,981
Cash at bank		847,676	-	847,676	1,013,683
		877,884	-	877,884	1,054,926
CREDITORS					
Amounts falling due within one year	19	(506,148)	-	(506,148)	(531,116)
NET CURRENT ASSETS		371,736	-	371,736	523,810
TOTAL ASSETS LESS CURRENT LIABILITIES		1,307,326	-	1,307,326	1,345,818
NET ASSETS		1,307,326	-	1,307,326	1,345,818
FUNDS	20				
Unrestricted funds:					
General fund				584,341	622,833
Revaluation Reserve				722,985	722,985
				1,307,326	1,345,818
Restricted funds			-	-	-
TOTAL FUNDS				1,307,326	1,345,818

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**BALANCE SHEET - CONTINUED
AT 31ST DECEMBER 2020**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2020.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

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.

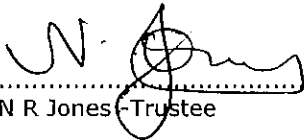
These financial statements have been audited under the requirements of Section 144 of the Charities Act 2011.

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 on 10th March 2021..... and were signed on its behalf by:



.....
N Gale -Trustee



.....
N R Jones -Trustee

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
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**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2020**

	Notes	2020 £	2019 £
Cash flows from operating activities:			
Cash generated from operations	1	(39,180)	(97,500)
Interest paid		<u>(7,191)</u>	<u>(7,617)</u>
Net cash provided by (used in) operating activities		<u>(46,371)</u>	<u>(105,117)</u>
Cash flows from investing activities:			
Purchase of intangible fixed assets		(114,335)	(27,143)
Purchase of tangible fixed assets		(9,483)	(968)
Interest received		<u>4,182</u>	<u>7,045</u>
Net cash provided by (used in) investing activities		<u>(119,636)</u>	<u>(21,066)</u>
Change in cash and cash equivalents in the reporting period		<u>(166,007)</u>	<u>(126,183)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>1,013,683</u>	<u>1,139,866</u>
Cash and cash equivalents at the end of the reporting period		<u><u>847,676</u></u>	<u><u>1,013,683</u></u>

The notes form part of these financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2020**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(38,492)	(85,046)
Adjustments for:		
Depreciation charges	10,236	3,335
Interest received	(4,182)	(7,045)
Interest paid	7,191	7,617
(Increase)/decrease in stocks	(1,523)	251
Decrease in debtors	12,558	11,426
Decrease in creditors	(24,968)	(28,038)
Net cash provided by (used in) operating activities	(39,180)	(97,500)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.20 £	Cash flow £	At 31.12.20 £
Net cash			
Cash at bank	1,013,683	(166,007)	847,676
Total	<u>1,013,683</u>	<u>(166,007)</u>	<u>847,676</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2020**

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 2015)', 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 with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The services provided by the charity are detailed in the report of the Trustees in order to benefit the general public.

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. The following specific policies are applied to particular categories of income:

- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

- Investment income and membership fees are included when receivable. Subscriptions received in advance are recognised as deferred income.

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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets

Development costs are held at cost until the intangible asset is available for use.

Amortisation will be provided at the following annual rate in order to write off each asset over its estimated useful life.

Development costs at 25% on cost

Tangible fixed assets

Freehold property is held at fair value. Any adjustments in fair value will show as a surplus or deficit in the year.

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

Fixtures and fittings at 25% on cost

Investments

The holding values of shares in subsidiary undertakings are reported at historical cost.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

1. ACCOUNTING POLICIES - continued

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

As a charity, The Chartered Institute of Plumbing and Heating Engineering is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

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.

Designated funds are unrestricted funds 'ring fenced' by the trustees for particular purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

European projects

Income is recognised in full when The Chartered Institute of Plumbing & Heating Engineering is unconditionally entitled to receive it.

The entitlement of income is dependent on the probability of the successful completion of each project. The balance of income received is deferred forward until such time that entitlement is confirmed.

Incurred expenditure is recognised immediately in the current period of account.

2. OTHER TRADING ACTIVITIES

	2020	2019
	£	£
Sales of supplies	5,290	2,257
Office services	22,250	8,500
Sundry income	<u>5,901</u>	<u>43,822</u>
	<u>33,441</u>	<u>54,579</u>

3. INVESTMENT INCOME

	2020	2019
	£	£
Deposit account interest	<u>4,182</u>	<u>7,045</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2020	2019
		£	£
Publications	Educational Magazines & Directory	26,968	34,296
Fees from members	Maintaining Professional Standards & Awareness	810,219	789,081
		<u>837,187</u>	<u>823,377</u>

5. RAISING FUNDS

Other trading activities

	2020	2019
	£	£
Cost of supplies sold	<u>2,489</u>	<u>1,457</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct costs	Grant funding of activities	Support costs	Totals
		(See note 7)	(See note 8)	
	£	£	£	£
Educational Magazines & Directory	109,587	-	72,874	182,461
Support Services for Members	25,053	20,147	315,063	360,263
Maintaining Professional Standards & Awareness	<u>134,555</u>	-	<u>242,779</u>	<u>377,334</u>
	<u>269,195</u>	<u>20,147</u>	<u>630,716</u>	<u>920,058</u>

7. GRANTS PAYABLE

	2020	2019
	£	£
Support Services for Members	<u>20,147</u>	<u>18,469</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

8. SUPPORT COSTS

	Staff costs £	Commun- ications £	Office costs £	Premises costs £	
Educational Magazines & Directory	33,691	6,524	29,220	1,042	
Support Services for Members	243,316	6,524	29,222	7,533	
Maintaining Professional Standards & Awareness	<u>97,326</u>	<u>6,527</u>	<u>29,231</u>	<u>3,013</u>	
	<u>374,333</u>	<u>19,575</u>	<u>87,673</u>	<u>11,588</u>	
	Finance costs £	Other £	Meeting & conference expenses £	Governance costs £	Totals £
Educational Magazines & Directory	2,397	-	-	-	72,874
Support Services for Members	2,397	8,747	8,784	8,540	315,063
Maintaining Professional Standards & Awareness	<u>2,397</u>	<u>34,990</u>	<u>35,137</u>	<u>34,158</u>	<u>242,779</u>
	<u>7,191</u>	<u>43,737</u>	<u>43,921</u>	<u>42,698</u>	<u>630,716</u>

Activity	Basis of allocation
Staff costs	Use of Staff Time
Communications	Use of Resources
Office costs	Use of Resources
Premises costs	Use of Staff Time
Finance costs	Use of Resources
Other	Use of Resources
Meeting & conference expenses	Use of Resources
Governance costs	Use of Resources

9. NET INCOME/(EXPENDITURE)

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

	2020 £	2019 £
Auditors' remuneration	8,500	8,500
Taxation compliance services	1,034	939
Depreciation - owned assets	5,326	3,335
Development costs amortisation	<u>4,910</u>	<u>-</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2020 nor for the year ended 31st December 2019.

Trustees' expenses

Reimbursed meeting and travel expenses totalling £1,100 (2019: £6,227) were paid to three of the trustees during the year. Other meeting costs met by the charity on behalf of the Board of the Trustees were £438 (2019: £830).

Reimbursed meeting and travel expenses totalling £715 (2019: £1,062) were paid to the president and vice president during the year. Expenditure related to the Presidents dinner event were £5,964 (2019: £6,649)

11. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	389,150	375,586
Social security costs	35,665	35,320
Other pension costs	<u>27,768</u>	<u>27,147</u>
	<u>452,583</u>	<u>438,053</u>

The full time equivalent number of employees for the year was as follows;

	2020	2019
Membership	4	5
Technical	1.6	1.6
Support	<u>4</u>	<u>4</u>
Total	<u>9.6</u>	<u>10.6</u>

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

	2020	2019
Management	2	2
Support services for members	2	2
Administration	<u>8</u>	<u>7</u>
	<u>12</u>	<u>11</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020	2019
£60,001 - £70,000	1	-
£90,001 - £100,000	<u>1</u>	<u>1</u>
	<u>2</u>	<u>1</u>

Key Management personnel employee benefits are £157,583 (2019: £149,841).

**THE CHARTERED INSTITUTE OF PLUMBING &
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**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

12. HIGHER EARNING EMPLOYEES

Contributions totalling £15,821 (2018: £11,573) paid during the year under money purchase scheme for higher paid employees.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Educational Magazines & Directory	34,296	-	34,296
Maintaining Professional Standards & Awareness	789,081	-	789,081
Other trading activities	19,866	34,713	54,579
Investment Income	<u>7,045</u>	<u>-</u>	<u>7,045</u>
Total	850,288	34,713	885,001
 EXPENDITURE ON			
Raising funds	1,457	-	1,457
Charitable activities			
Educational Magazines & Directory	182,389	-	182,389
Support Services for Members	361,459	-	361,459
Maintaining Professional Standards & Awareness	<u>390,029</u>	<u>34,713</u>	<u>424,742</u>
Total	935,334	34,713	970,047
 NET INCOME/(EXPENDITURE)	(85,046)	-	(85,046)
 RECONCILIATION OF FUNDS			
Total funds brought forward	1,430,864	-	1,430,864
 TOTAL FUNDS CARRIED FORWARD	<u>1,345,818</u>	<u>-</u>	<u>1,345,818</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

14. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1st January 2020	111,651
Additions	<u>114,335</u>
At 31st December 2020	<u>225,986</u>
AMORTISATION	
At 1st January 2020	84,508
Charge for year	<u>4,910</u>
At 31st December 2020	<u>89,418</u>
NET BOOK VALUE	
At 31st December 2020	<u>136,568</u>
At 31st December 2019	<u>27,143</u>

15. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1st January 2020	790,000	135,965	925,965
Additions	-	9,483	9,483
Disposals	<u>-</u>	<u>(17,120)</u>	<u>(17,120)</u>
At 31st December 2020	<u>790,000</u>	<u>128,328</u>	<u>918,328</u>
DEPRECIATION			
At 1st January 2020	-	131,103	131,103
Charge for year	-	5,326	5,326
Eliminated on disposal	<u>-</u>	<u>(17,120)</u>	<u>(17,120)</u>
At 31st December 2020	<u>-</u>	<u>119,309</u>	<u>119,309</u>
NET BOOK VALUE			
At 31st December 2020	<u>790,000</u>	<u>9,019</u>	<u>799,019</u>
At 31st December 2019	<u>790,000</u>	<u>4,862</u>	<u>794,862</u>

Included in cost or valuation of land and buildings is freehold land of £500,000 (2019 - £500,000) which is not depreciated.

The Freehold Property was valued at 31 December 2016 by Mr D Butcher BSc. Hons MRICS of Messrs Kemsley LLP, a RICS registered valuer. The Trustees consider the valuation still represents the value at the year end.

The Institute also owns the President's Chain and Lady's Pendant which have not been incorporated into the balance sheet. The Chain and Pendant are valued for insurance purposes.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

16. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
MARKET VALUE	
At 1st January 2020 and 31st December 2020	<u>3</u>
NET BOOK VALUE	
At 31st December 2020	<u>3</u>
At 31st December 2019	<u>3</u>

There were no Investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Plumbing & Heating Promotions Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Trading Subsidiary

	%		
Class of share:	holding		
Ordinary	100		
		2020	2019
		£	£
Aggregate capital and reserves		<u>1</u>	<u>1</u>

Greenplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

	%		
Class of share:	holding		
Ordinary	100		
		2020	2019
		£	£
Aggregate capital and reserves		<u>1</u>	<u>1</u>

Safeplumb Limited

Registered office: 64 Station Lane, Hornchurch, England, RM12 6NB

Nature of business: Non-trading

	%		
Class of share:	holding		
Ordinary	100		
		2020	2019
		£	£
Aggregate capital and reserves		<u>1</u>	<u>1</u>

Market value is considered to be the same as historical cost.

**THE CHARTERED INSTITUTE OF PLUMBING &
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**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

16. FIXED ASSET INVESTMENTS - continued

17. STOCKS

	2020	2019
	£	£
Stocks	<u>6,785</u>	<u>5,262</u>

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade debtors	3,480	739
Other debtors	100	5,621
VAT	-	7,080
Prepayments & accrued Income	<u>19,843</u>	<u>22,541</u>
	<u>23,423</u>	<u>35,981</u>

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	76,840	50,901
Social security and other taxes	15,342	11,233
VAT	4,097	-
Other creditors	6,747	12,548
EU project funding creditor	301,514	301,514
Deferred Income	74,703	142,775
Accrued expenses	<u>26,905</u>	<u>12,145</u>
	<u>506,148</u>	<u>531,116</u>

Deferred income represents 2021 membership fees received before the 31st December 2020 of £74,703 (2019: £142,775) are included in creditors: amounts falling due within one year.

Included within cash at bank and other creditors is £301,514 (2019: £301,514) in respect of monies on behalf of all participating partners in the Eagle European research project. CIPHE is the designated project coordinator and has been tasked with distributing this European grant to all the project partners.

The full balance of £301,514 (2019: £301,514) is carried forward as Other creditors. £264,004 (2019: £264,004) is due to other participating partners in the project and £37,510 (2019: £37,510) will be recognised as income in the Statement of Financial Activities of CIPHE upon satisfying the criteria of a successful project. Until this time the full balance is liable to be repaid to the funder.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

20. MOVEMENT IN FUNDS

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	622,833	(38,492)	584,341
Revaluation Reserve	<u>722,985</u>	<u>-</u>	<u>722,985</u>
	<u>1,345,818</u>	<u>(38,492)</u>	<u>1,307,326</u>
TOTAL FUNDS	<u>1,345,818</u>	<u>(38,492)</u>	<u>1,307,326</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	884,055	(922,547)	(38,492)
TOTAL FUNDS	<u>884,055</u>	<u>(922,547)</u>	<u>(38,492)</u>

Comparatives for movement in funds

	At 1.1.19 £	Net movement in funds £	At 31.12.19 £
Unrestricted Funds			
General fund	707,879	(85,046)	622,833
Revaluation Reserve	<u>722,985</u>	<u>-</u>	<u>722,985</u>
	<u>1,430,864</u>	<u>(85,046)</u>	<u>1,345,818</u>
TOTAL FUNDS	<u>1,430,864</u>	<u>(85,046)</u>	<u>1,345,818</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	850,288	(935,334)	(85,046)
Restricted funds			
Legal advice for Brexit	<u>34,713</u>	<u>(34,713)</u>	<u>-</u>
TOTAL FUNDS	<u>885,001</u>	<u>(970,047)</u>	<u>(85,046)</u>

**THE CHARTERED INSTITUTE OF PLUMBING &
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**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31ST DECEMBER 2020**

20. MOVEMENT IN FUNDS - continued

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

	At 1.1.19 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	707,879	(123,538)	584,341
Revaluation Reserve	<u>722,985</u>	<u>-</u>	<u>722,985</u>
TOTAL FUNDS	<u>1,430,864</u>	<u>(123,538)</u>	<u>1,307,326</u>

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 £
Unrestricted funds			
General fund	1,734,343	(1,857,881)	(123,538)
Restricted funds			
Legal advice for Brexit	<u>34,713</u>	<u>(34,713)</u>	<u>-</u>
TOTAL FUNDS	<u>1,769,056</u>	<u>(1,892,594)</u>	<u>(123,538)</u>

Revaluation Reserve

The full £722,985 balance in the revaluation reserve relates to the Freehold Property revaluation made on 31 December 2016.

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2020.

22. APB ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

	2020 £	2019 £
INCOME AND ENDOWMENTS		
Other trading activities		
Sales of supplies	5,290	2,257
Office services	22,250	8,500
Sundry income	<u>5,901</u>	<u>43,822</u>
	33,441	54,579
Investment income		
Deposit account interest	4,182	7,045
Charitable activities		
Fees from members	810,219	789,081
Publications	<u>26,968</u>	<u>34,296</u>
	837,187	823,377
Other income		
HMRC job retention scheme	<u>9,245</u>	-
Total Incoming resources	884,055	885,001
EXPENDITURE		
Other trading activities		
Cost of supplies sold	2,489	1,457
Charitable activities		
Wages	41,645	42,727
Social security	3,278	3,431
Pensions	2,050	2,125
Maintaining professional standards	57,617	57,769
Magazine costs	99,848	96,280
Awareness	55,018	85,172
Service for members	9,739	10,378
Grants to institutions	<u>20,147</u>	<u>18,469</u>
	289,342	316,351
Support costs		
Staff costs		
Wages	319,212	305,908
Social security	29,556	29,199
Pensions	23,678	23,030
Other staff costs	<u>1,887</u>	<u>3,717</u>
	374,333	361,854
Communications		
Telephone	3,422	2,384
Postage and stationery	<u>16,153</u>	<u>18,316</u>
	19,575	20,700

This page does not form part of the statutory financial statements

**THE CHARTERED INSTITUTE OF PLUMBING &
HEATING ENGINEERING**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2020**

	2020 £	2019 £
Office costs		
Insurance	12,136	11,442
Postage and stationery	12,919	17,730
Repairs and renewals	6,371	23,960
Sundries	4,945	6,631
IT support services	41,066	33,241
Depreciation of tangible fixed assets	<u>10,236</u>	<u>3,335</u>
	87,673	96,339
Premises costs		
Rates and water	3,245	3,233
Light and heat	4,277	3,983
Premises repairs	<u>4,066</u>	<u>8,342</u>
	11,588	15,558
Finance costs		
Bank charges	1,728	2,091
Card service charges	<u>5,463</u>	<u>5,526</u>
	7,191	7,617
Other		
Legal & professional fees	11,375	8,303
Subscriptions	5,191	5,597
Unrecoverable VAT	<u>27,171</u>	<u>26,170</u>
	43,737	40,070
Meeting & conference expenses		
Meeting expenses	22,051	55,779
Website expenses	<u>21,870</u>	<u>13,250</u>
	43,921	69,029
Governance costs		
Wages	28,293	26,951
Social security	2,831	2,690
Pensions	2,040	1,992
Auditors' remuneration	8,500	8,500
Auditors' remuneration for non audit work	<u>1,034</u>	<u>939</u>
	42,698	41,072
Total resources expended	922,547	970,047
Net expenditure	<u>(38,492)</u>	<u>(85,046)</u>

This page does not form part of the statutory financial statements