

**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**

**CONTENTS OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2024**

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	<b>Page</b>
<b>Report of the Trustees</b>	1 to 14
<b>Report of the Independent Auditors</b>	15 to 17
<b>Statement of Financial Activities</b>	18
<b>Balance Sheet</b>	19 to 20
<b>Cash Flow Statement</b>	21
<b>Notes to the Cash Flow Statement</b>	22
<b>Notes to the Financial Statements</b>	23 to 33
<b>Detailed Statement of Financial Activities</b>	33 to 35



**REPORT OF THE BOARD OF TRUSTEES  
FOR THE PERIOD ENDING 31<sup>st</sup> 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**

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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 1<sup>st</sup> 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**

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**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

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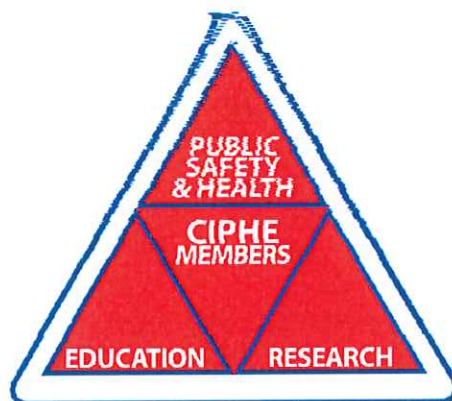
#### OBJECTIVES

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**

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#### 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 1<sup>st</sup> 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 &  
HEATING ENGINEERING**

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

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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 31<sup>st</sup> 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**

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#### 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 &  
HEATING ENGINEERING**

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

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

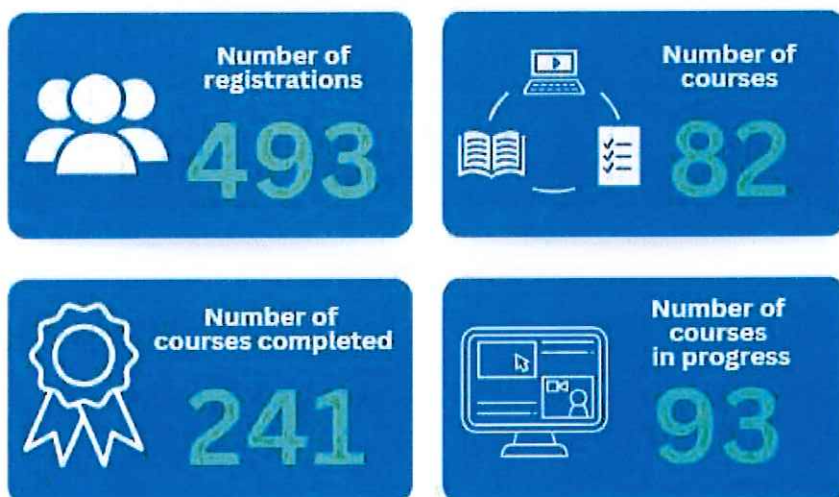
New T Levels have been launched and are currently being trialled across the country. New criteria for work experience have now been applied as well as funding for employers.

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](http://www.pandhengineering.co.uk).

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

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

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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 695<sup>th</sup> 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.

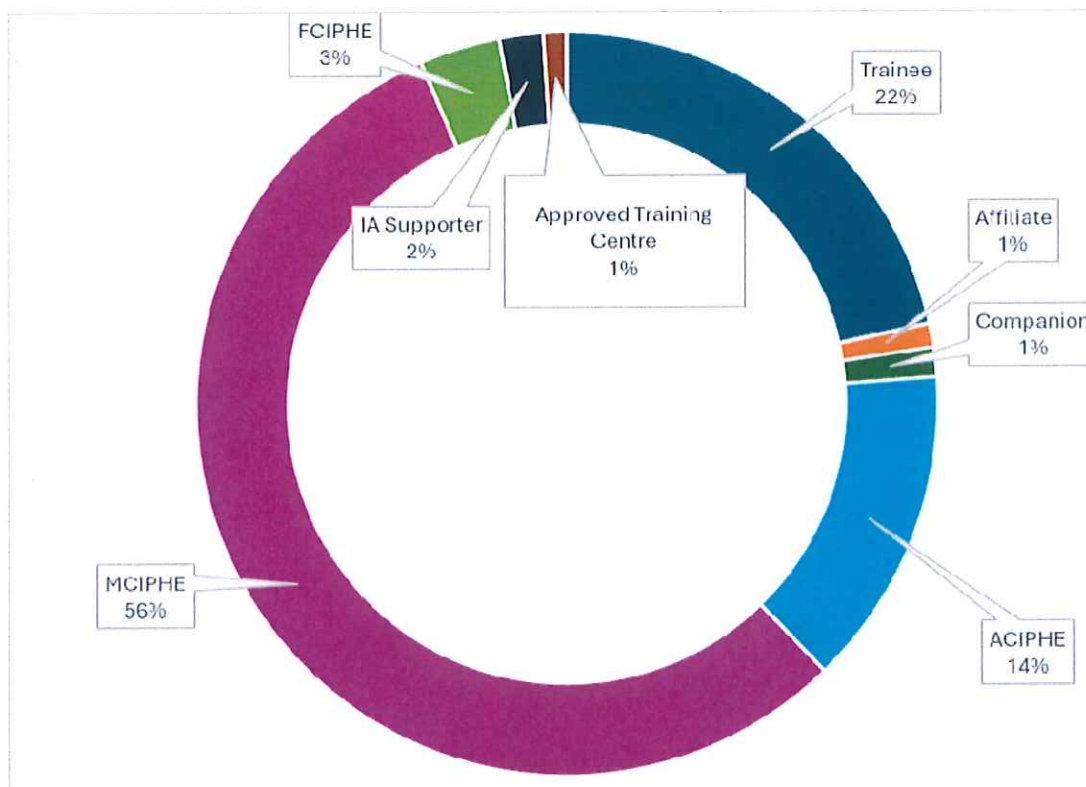
The PESDG Heating Section is currently under internal review by Paul Harmer and Mike Maskrey after being externally reviewed by a number of industry experts. Parts 1 to 4 have currently been completed, with work continuing via regular meetings.

### MEMBERSHIP & PROMOTION

#### Membership and Engineering Council

The total membership as at 31<sup>st</sup> 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 FCIPHE together totalled 73% of CIPHE membership

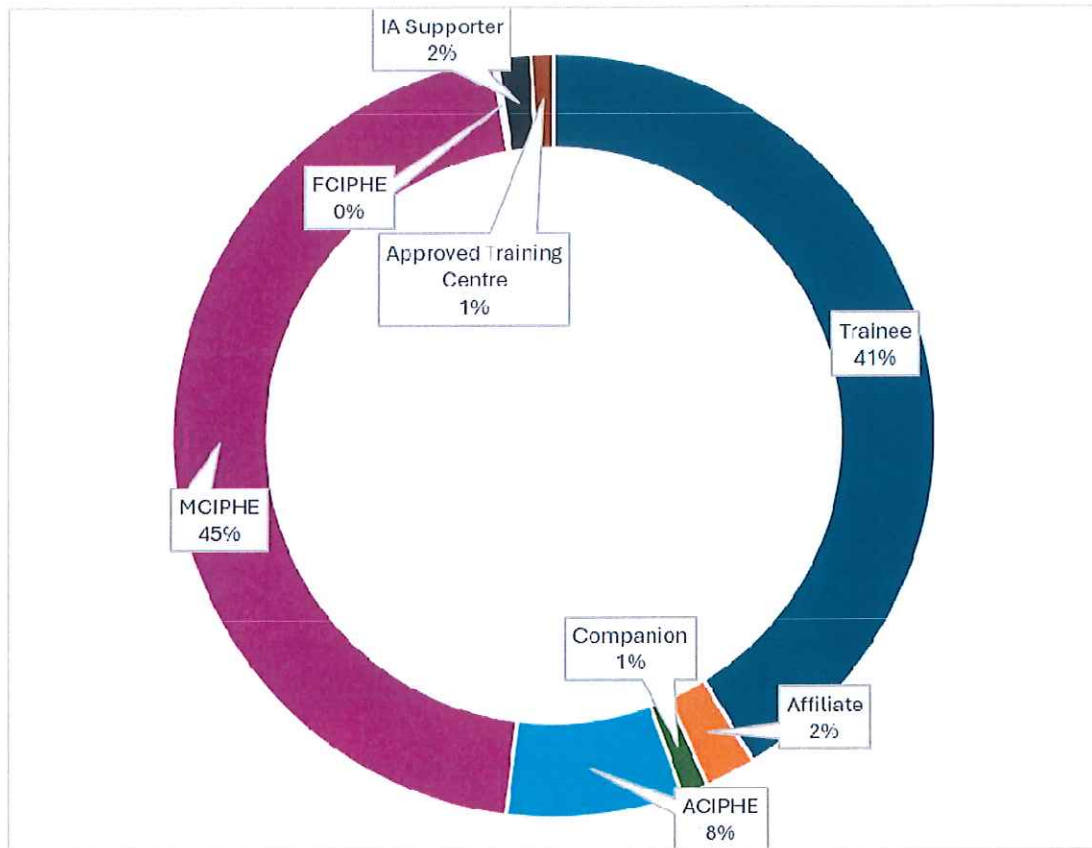


**THE CHARTERED INSTITUTE OF PLUMBING &  
HEATING ENGINEERING**

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

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**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 11<sup>th</sup> 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.

## THE CHARTERED INSTITUTE OF PLUMBING & HEATING ENGINEERING

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

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#### 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 16<sup>th</sup> AGM of CIPHE was held on Friday 7<sup>th</sup> 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**

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**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**

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**STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS**

In so far as the trustees are aware:

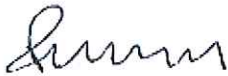
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**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**

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**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**

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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:

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**

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

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

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**

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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 £
<b>Cash flows from operating activities</b>			
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>
<b>Cash flows from investing activities</b>			
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>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(34,428)</b>	<b>17,334</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b><u>684,573</u></b>	<b><u>667,239</u></b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b><u><u>650,145</u></u></b>	<b><u><u>684,573</u></u></b>

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 £
<b>Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	<b>187,611</b>	<b>(22,104)</b>
<b>Adjustments for:</b>		
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
<b>Net cash (used in)/provided by operations</b>	<b><u>(25,822)</u></b>	<b><u>40,654</u></b>

**2. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.1.24 £	Cash flow £	At 31.12.24 £
<b>Net cash</b>			
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>
<b>Total</b>	<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**

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**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**

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

**3. INVESTMENT INCOME**

	<b>2024</b>	2023
	<b>£</b>	£
Deposit account interest	<b><u>51,168</u></b>	<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**

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

**5. RAISING FUNDS**

**Other trading activities**

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

**6. CHARITABLE ACTIVITIES COSTS**

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

**7. GRANTS PAYABLE**

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

**8. SUPPORT COSTS**

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

**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	<b>7,669</b>	-	-	-	<b>90,469</b>
Support Services for Members	<b>7,669</b>	<b>9,243</b>	<b>14,814</b>	<b>10,911</b>	<b>297,006</b>
Maintaining Professional Standards & Awareness	<b><u>7,671</u></b>	<b><u>36,972</u></b>	<b><u>59,254</u></b>	<b><u>43,634</u></b>	<b><u>282,430</u></b>
	<b><u>23,009</u></b>	<b><u>46,215</u></b>	<b><u>74,068</u></b>	<b><u>54,545</u></b>	<b><u>669,905</u></b>

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):

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

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

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

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

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

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

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

	<b>2024</b>	2023
£60,001 - £70,000	<b>1</b>	1
£100,001 - £110,000	<b>1</b>	1
	<b><u>2</u></b>	<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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
<b>Charitable activities</b>			
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>
<b>Total</b>	<u>1,094,308</u>	<u>-</u>	<u>1,094,308</u>
 <b>EXPENDITURE ON</b>			
Raising funds	19,864	-	19,864
<b>Charitable activities</b>			
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>
<b>Total</b>	<u>1,116,412</u>	<u>-</u>	<u>1,116,412</u>
 <b>NET INCOME/(EXPENDITURE)</b>	(22,104)	-	(22,104)
<b>Other recognised gains/(losses)</b>			
Gains on revaluation of fixed assets	<u>310,000</u>	<u>-</u>	<u>310,000</u>
<b>Net movement in funds</b>	287,896	-	287,896
 <b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>1,273,223</u>	<u>-</u>	<u>1,273,223</u>
 <b>TOTAL FUNDS CARRIED FORWARD</b>	<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 £
<b>COST</b>	
At 1st January 2024	<b>190,108</b>
Additions	<b><u>46,296</u></b>
At 31st December 2024	<b><u>236,404</u></b>
<b>AMORTISATION</b>	
At 1st January 2024	<b>138,960</b>
Charge for year	<b><u>54,168</u></b>
At 31st December 2024	<b><u>193,128</u></b>
<b>NET BOOK VALUE</b>	
At 31st December 2024	<b><u>43,276</u></b>
At 31st December 2023	<b><u>51,148</u></b>

**15. TANGIBLE FIXED ASSETS**

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

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 £
<b>MARKET VALUE</b>			
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
<b>NET BOOK VALUE</b>			
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	
	<b>100</b>	

	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><b>76,260</b></u>	<u><b>61,005</b></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><b>345,927</b></u>	<u><b>349,521</b></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:

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

**21. MOVEMENT IN FUNDS**

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
<b>Unrestricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>				
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>
<b>TOTAL FUNDS</b>	<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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Other trading activities</b>		
Sales of supplies	79,657	57,876
Office services	83,154	30,617
Sundry income	<u>4,482</u>	<u>15,108</u>
	<b>167,293</b>	103,601
<b>Investment income</b>		
Deposit account interest	51,168	13,875
<b>Charitable activities</b>		
Fees from members	948,580	940,737
Publications	<u>36,408</u>	<u>36,095</u>
	<b>984,988</b>	976,832
<b>Other income</b>		
Gain on sale of tangible fixed assets	<u>219,253</u>	-
<b>Total incoming resources</b>	<b>1,422,702</b>	1,094,308
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Cost of supplies sold	22,925	19,864
<b>Charitable activities</b>		
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	<u>25,996</u>	<u>24,148</u>
	<b>550,144</b>	492,137
<b>Support costs</b>		
<b>Staff costs</b>		
Wages	205,792	224,540
Social security	16,934	15,919
Pensions	13,156	12,988
Other staff costs	<u>34,307</u>	<u>7,178</u>
	<b>270,189</b>	260,625
<b>Communications</b>		
Telephone	4,020	4,117
Carried forward	<u>4,020</u>	4,117

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

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

	2024 £	2023 £
<b>Communications</b>		
Brought forward	4,020	4,117
Postage and stationery	<u>26,802</u>	<u>22,525</u>
	<b>30,822</b>	26,642
<b>Office costs</b>		
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>
	<b>134,875</b>	137,383
<b>Premises costs</b>		
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>
	<b>36,182</b>	14,949
<b>Finance costs</b>		
Bank charges	8,828	8,402
Card service charges	<u>14,181</u>	<u>7,670</u>
	<b>23,009</b>	16,072
<b>Other</b>		
Legal & professional fees	10,986	3,843
Subscriptions	5,335	5,652
Unrecoverable VAT	<u>29,894</u>	<u>23,038</u>
	<b>46,215</b>	32,533
<b>Meeting &amp; conference expenses</b>		
Meeting expenses	27,864	32,636
Website expenses	46,204	44,230
Event expenses	<u>-</u>	<u>5,106</u>
	<b>74,068</b>	81,972
<b>Governance costs</b>		
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>
	<b>54,545</b>	34,235
Total resources expended	<u><b>1,242,974</b></u>	<u>1,116,412</u>
<b>Net income/(expenditure)</b>	<u><b>179,728</b></u>	<u>(22,104)</u>