

COMPANY REGISTRATION NUMBER: 04776439
CHARITY REGISTRATION NUMBER: 1162895

Public Health Register
Company Limited by Guarantee
Unaudited Financial Statements
31 March 2025

Public Health Register

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent examiner's report to the trustees	6
Statement of financial activities (including income and expenditure account)	8
Statement of financial position	9
Notes to the financial statements	10
The following pages do not form part of the financial statements	
Detailed statement of financial activities	19
Notes to the detailed statement of financial activities	21

Public Health Register

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name	Public Health Register
Charity registration number	1162895
Company registration number	04776439
Principal office and registered office	16a The McLaren Building 46 Priory Queensway Birmingham West Midlands B4 7LR

The trustees

Dr J Douglas	
Dr JS Dowd	
Professor DH Evans	
Mr AP Jones	
Dr R Khutan	
Ms H King	(Resigned 31 March 2025)
Professor V Speller	(Resigned 31 March 2025)
Mr DR Vernon	
M Coward	
L Smith	
Mr B Humphrey	
Ms H Featherstone	
Mr JM Sandy	
R Flowers	(Appointed 1 April 2025)

Company secretary	Ms Jessica Lichtenstein
--------------------------	-------------------------

Independent examiner	Malcolm Willcox FCCA Malcolm Willcox & Co Chartered Certified Accountants Hagley House 93 Hagley Road Birmingham B16 8LA
-----------------------------	--

Public Health Register

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

Governing document

The charity is controlled by its governing document, its Articles of Association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is a Public Benefit Entity as defined by FRS 102.

Objectives and activities

Objectives and vision

UK Public Health Register (UKPHR) is an independent, dedicated regulator for public health professionals in the United Kingdom, providing professional regulation to public health specialists, specialty registrars and practitioners from a variety of backgrounds, all of whom have a common core of knowledge and skills. We are an Accredited Register with the Professional Standards Authority (PSA), who have awarded us a Quality Mark.

The Board's vision for the Charity is:

The public will benefit from excellent public health practice delivered by an effectively regulated multi-disciplinary profession who continuously maintain and enhance their professional competence.

The Board is currently working towards a strategy that covers 2024-2029. The strategy has four themes which will help us work towards our vision:

Theme 1 - Maintain, develop, and grow our Register

Theme 2 - Support and enable the multi-disciplinary public health workforce to maintain professional standards

Theme 3 - Promote collaboration across the public health and regulatory sectors to enhance public safety

Theme 4 - Invest in our people and systems

Public Benefit

The Charity's public benefit is the advancement of the health and wellbeing of all people in the United Kingdom. The primary purpose of maintaining the register is protection of the public from harm caused by the misconduct and/or incompetent performance of any public health registrant.

The charity, when planning and performing its activities, has always had regard to the guidance on public benefit issued by the Charity Commission in England and Wales.

Public Health Register

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and performance

During 2024-25, and in pursuit of this public benefit, the Charity has:

- Increased the total number of registrants from 1,378 (on 1 April 2024) to 1,476 (on 31 March 2025)
- Registered our first 14 practitioner registrants via the apprenticeship route
- Completed a review of our specialist registration by portfolio route and published updated guidance
- Completed a review of our practitioner re-registration processes and published updated guidance
- Published an Employer Handbook, which outlines the expectations employers should have of our registrants, and what responsibilities they have regarding those registrants who are employed.
- Reviewed our Standing Orders to bring them up to date with best practice in regulation
- Achieved a successful PSA Accredited Register annual review, with clear plans for recommendations and conditions
- Delivered staff and stakeholder surveys to understand how UKPHR is viewed - overwhelmingly positively
- Delivered a successful and well-received practitioner conference
- Continued with our new data-focussed reporting approach
- Registered our first apprentice graduate public health practitioners
- Completed a review of revalidation for specialist registrants and launched a new process

The Charity's income from registration fees is reasonably predictable and is adequate for the Charity's needs. Costs are well controlled.

Policies and procedures provide comprehensive coverage for the Charity's activities and they are regularly reviewed and updated. The register is published on the Charity's website and can be accessed freely by the public.

The Charity consults registrants and stakeholders on all major changes and has carried out several formal consultations during the year.

Public Health Register

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

The Charity's income is derived from registration fees and necessary training services provided to assessors and verifiers directly related to the portfolio assessment routes to registration. Registration fees are cyclical and generally predictable.

During the last few years with the introduction of a new online registration system, there have been some changes to the way that income is collected. The option to pay registration fees via direct debit started in 2023. This means that instead of receiving an annual spike in fees, fees were divided into 10 instalments collected throughout the year, July through April. However, because those fees cover the entire registration year (running 1 July-30 June), the receipts covering the period after the end of the financial year (April, May, June), although collected during the 2024-25 financial year, are deferred to the following financial year. Although deferrals have been calculated and accounted for in previous years in respect of other methods of fees collection, no adjustment was made for direct debit receipts as they were not considered to be significant. As this method of payment has become more popular the amount to be deferred has become more significant and consequently an adjustment is now required. Consequently, a one-off adjustment of £33,435 has been made to the 2024-25 income amount.

This will not impact accounts in the future. For example, in 2025-26, the deferred amount from 2024-25 will be included in the total income. This will balance out the deferral that will need to be made for the following year. For example, if £30K is deferred from 2024-25 into 2025-26, and £30K (or potentially slightly more if the register continues to grow) from 2025-26 income is deferred into 2026-27, it will generally balance itself out.

Because of the scenario described above, the 2024-25 financial year looks like it has a much larger deficit this year (£60,421). For the purposes of this financial review, the deficit has been deducted from the Charity's end-of-year reserves. However, this does not impact the Charity's actual cash reserves, which remain healthy.

Therefore, the income reported in the current year is affected by a one-off reduction. This is not considered to be a change in accounting policy, rather a revision of an accounting estimate, and consequently no prior year adjustments have been calculated or reported. Having accounted for this revision in full during the 2024-25 financial year means that there will not be any significant impact on future accounts.

Overall, the increase in direct debit payments will help the Charity normalise receipts over the course of the year, rather than having a one-off spike annually. The Charity is also considering whether the registration year should be adjusted to match the financial year, which will remove the need to undertake the time-consuming calculations of these deferrals.

Public Health Register

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review *(continued)*

Reserves Policy

Reported reserves at the end of the financial year were approximately £20,000. However, as described above- this does not reflect the actual cash reserves that would be available in the very unlikely event that the Charity did need to shut down and pay creditors.

It should also be noted that there has been substantial reorganisation over the past two years or so, and there is an ongoing review of costs and income streams with a view to improving financial performance and to build up reserves beyond the target level of 3 months of operating costs (approximately £120K). The board and chief executive are confident about the future.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 30.10.2025 and signed on behalf of the board of trustees by:



Mr AP Jones
Trustee

Public Health Register

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Public Health Register

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of Public Health Register ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts carried out under section 44(1)(c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered member of the Association of Chartered Certified Accountants which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act, section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; or
2. the financial statements do not accord with those records or with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

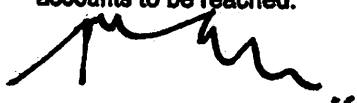
Public Health Register

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Public Health Register *(continued)*

Year ended 31 March 2025

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



Malcolm Willcox FCCA
Independent Examiner

Malcolm Willcox & Co
Chartered Certified Accountants
Hagley House
93 Hagley Road
Birmingham
B16 8LA

28 October 2025

Public Health Register

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		2025		2024
		Unrestricted	Total funds	Total funds
	Note	funds	£	£
		£		
Income				
Subscriptions	5	359,790	359,790	362,733
Charitable activities	6	88,193	88,193	95,464
Other trading activities	7	13,603	13,603	5,547
Investment income	8	3,936	3,936	3,011
Total income		<u>465,522</u>	<u>465,522</u>	<u>466,755</u>
Expenditure				
Expenditure on charitable activities	9,10	525,943	525,943	498,161
Total expenditure		<u>525,943</u>	<u>525,943</u>	<u>498,161</u>
Net expenditure and net movement in funds		<u>(60,421)</u>	<u>(60,421)</u>	<u>(31,406)</u>
Reconciliation of funds				
Total funds brought forward		79,881	79,881	111,287
Total funds carried forward		<u>19,460</u>	<u>19,460</u>	<u>79,881</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 10 to 17 form part of these financial statements.

Public Health Register

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	15	2	2
Current assets			
Debtors	16	27,569	57,797
Cash at bank and in hand		107,542	102,478
		<u>135,111</u>	<u>160,275</u>
Creditors: amounts falling due within one year	17	115,653	80,396
Net current assets		<u>19,458</u>	<u>79,879</u>
Total assets less current liabilities		<u>19,460</u>	<u>79,881</u>
Net assets		<u>19,460</u>	<u>79,881</u>
Funds of the charity			
Unrestricted funds		19,460	79,881
Total charity funds	19	<u>19,460</u>	<u>79,881</u>

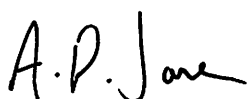
For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 30/09/2025 and are signed on behalf of the board by:



Mr AP Jones
Trustee

The notes on pages 10 to 17 form part of these financial statements.

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England, Wales and Scotland. The address of the registered office is 16a The McLaren Building, 46 Priory Queensway, Birmingham, West Midlands, B4 7LR.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

Going concern

There are no material uncertainties about the charity's ability to continue.

Disclosure exemptions

The entity satisfies the criteria of being a qualifying entity as defined in FRS 102 by reason of being small. As such, advantage has been taken of the following disclosure exemptions available under paragraph 1.12 of FRS 102:

- (a) No cash flow statement has been presented for the company.
- (b) Disclosures in respect of financial instruments have not been presented.

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no judgements (apart from those involving estimations) that management has made in the process of applying the charity's accounting policies that have any significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. As disclosed in the Trustees' report there has been a significant increase in the amount of income deemed to be deferred to the following financial year. The amount deferred and reported in creditors is £76,875. Other than this management does not consider there are any key assumptions or other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of a grant application. There are currently no restricted funds held by the charitable company.

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from subscriptions and the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT as this cannot be recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all activities for raising funds.
- expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.
- All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures and fittings	- 25% straight line
Equipment	- 25% straight line

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided.

4. Limited by guarantee

The liability of members in case of the charity being wound up is limited to £1.

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Subscriptions

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Subscriptions				
Registration fees-specialists	287,352	287,352	303,822	303,822
Registration fees-practitioners	72,438	72,438	58,911	58,911
	<u>359,790</u>	<u>359,790</u>	<u>362,733</u>	<u>362,733</u>

6. Charitable activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Training income	<u>88,193</u>	<u>88,193</u>	<u>95,464</u>	<u>95,464</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Other Income	<u>13,603</u>	<u>13,603</u>	<u>5,547</u>	<u>5,547</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>3,936</u>	<u>3,936</u>	<u>3,011</u>	<u>3,011</u>

9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Registration	522,092	522,092	494,596	494,596
Support costs	3,851	3,851	3,565	3,565
	<u>525,943</u>	<u>525,943</u>	<u>498,161</u>	<u>498,161</u>

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Registration	522,092	–	522,092	494,596
Governance costs	–	3,851	3,851	3,565
	<u>522,092</u>	<u>3,851</u>	<u>525,943</u>	<u>498,161</u>

11. Registration

	Analysis of support costs: membership activities £	Total 2025 £	Total 2024 £
Governance costs	<u>3,851</u>	<u>3,851</u>	<u>3,565</u>

12. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>3,000</u>	<u>3,000</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	220,223	237,613
Social security costs	6,459	20,301
Employer contributions to pension plans	17,997	15,569
	<u>244,679</u>	<u>273,483</u>

The average head count of employees during the year was 6 (2024: 6). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Management	2	2
Administration and support	3	3
	<u>5</u>	<u>5</u>

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

13. Staff costs *(continued)*

The number of employees whose remuneration for the year fell within the following bands, were:

	2025 No.	2024 No.
£110,000 to £119,999	<u>1</u>	<u>1</u>

Key Management Personnel

Key management personnel include the trustees and the chief executive. Total remuneration costs in the year were £119,432. (2024: £114,791).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by any of the trustees

Travel expenses totalling £760 were paid to or on behalf of 4 trustees for attending either full or sub-committee meetings in the year. (2024-3 trustees were paid £444).

15. Tangible fixed assets

	Fixtures and fittings £	Equipment £	Total £
Cost			
At 1 April 2024 and 31 March 2025	<u>6,783</u>	<u>16,639</u>	<u>23,422</u>
Depreciation			
At 1 April 2024 and 31 March 2025	<u>6,782</u>	<u>16,638</u>	<u>23,420</u>
Carrying amount			
At 31 March 2025	<u>1</u>	<u>1</u>	<u>2</u>
At 31 March 2024	<u>1</u>	<u>1</u>	<u>2</u>

16. Debtors

	2025 £	2024 £
Trade debtors	14,280	46,690
Prepayments and accrued income	<u>13,289</u>	<u>11,107</u>
	<u>27,569</u>	<u>57,797</u>

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

17. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	7,192	2
Accruals and deferred income	101,616	73,414
Social security and other taxes	6,845	6,980
	<u>115,653</u>	<u>80,396</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £17,997 (2024: £15,569).

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
General funds	<u>79,881</u>	<u>465,522</u>	<u>(525,943)</u>	<u>19,460</u>

	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
General funds	<u>111,287</u>	<u>466,755</u>	<u>(498,161)</u>	<u>79,881</u>

Public Health Register

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2025 £
Tangible fixed assets	2	2
Current assets	135,111	135,111
Creditors less than 1 year	(115,653)	(115,653)
Net assets	19,460	19,460

	Unrestricted Funds £	Total Funds 2024 £
Tangible fixed assets	2	2
Current assets	160,275	160,275
Creditors less than 1 year	(80,396)	(80,396)
Net assets	79,881	79,881

21. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Not later than 1 year	38,200	–
Later than 1 year and not later than 5 years	–	80,500
	38,200	80,500

22. Related parties

During the year the charity supplied training services to Public Health Wales. The Chair of Trustees, Andrew Jones, is also a consultant to the Trust. The amount invoiced in the year was £6,275 (2024: £5,190). The debts were paid in accordance with normal commercial terms.