



**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2023**

FOR

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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FOR THE YEAR ENDED 31 MARCH 2023**

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HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Public benefit

Healthcare People Management Association (HPMA) is a membership body representing all people professionals at every level within Workforce, OD and Human Resources in the health and care industries across the United Kingdom.

Its primary objectives are to promote and protect good health for the public benefit through developing and maintaining good practice in the science of people management, including bringing together all those working in human resources, workforce, people management and related people services within health and care services in a UK-wide network. Promoting excellence in people management, organisational development and leadership within health and care services and working in partnership with other organisations, health and care commissioners, and providers to benefit patients through people management, organisation development and leadership.

Additionally, undertaking studies and research into people management and related services within health and care services and publishing useful results.

The Trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

ACHIEVEMENT AND PERFORMANCE

Achievements and Performance

The year ending 31st March 2023 has been a rewarding year where we have continued to support our membership during what has been another challenging year for the NHS. However, the Charity continued progressing on its 3-year strategy and our underpinning five key workstreams.

HPMA celebrated its 49th Year.

Healthcare organisations have never been so challenged with significant pressures on the service, particularly the workforce, to deliver in a challenging climate with an ever-challenging workforce supply and the ongoing impact of industrial action. HPMA has continued to grow in relation to membership during 2022 - 2023, providing both face-to-face and virtual opportunities for development, supporting our profession through the challenges they have faced whilst maintaining their personal development, building upon activity from previous years.

Key Achievements through 2022 - 2023

- Successful HPMA Awards and conference in September 2022.
- Successful bid to commission a Deputy Chief People Officer Programme for NHS England, which will be delivered during 2023 - 2024.
- Ongoing collaboration with Chartered Institute of Personnel and Development (CIPD), Healthcare People Management Association (HPMA), Public Services People Managers Association (PPMA) and Universities Human Resources (UHR utilising the MoU, with several joint events for senior workforce leaders across the North of England.
- Continued increase in the number of events held virtually by the central team open to all members across the UK.
- A continued increase in visibility on social media with regular improvements to the website.
- Launched our third piece of research into Employee Relations in the NHS.
- Continued increase of opportunities for members of the North Academy with successful programmes in relation to Business Partners development, peer supervision and curious conversations.
- Increased membership both from a corporate and a commercial perspective.

Our vision as a Charity remains the same, which is 'Improving Health Through People' as it is vital more than ever that our wider healthcare workforce feel nurtured and cared for in relation to their well-being given the challenges that Covid19 and the 'new normal' have presented. Happy staff means happy patients and families who received excellent care from staff who feel supported and cared for themselves. HPMA continues to set the culture for world-class people management, ensuring exceptional care and supporting workforce professionals to deliver excellence in workforce delivery every single day.

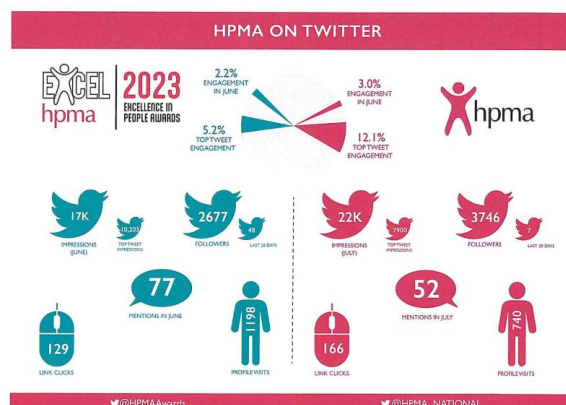
HPMA continued to focus on its five ambitions arising from our strategy during 2022- 2023.

Continually develop our people.

HPMA has continued to increase the number of national events, mainly on a virtual platform, developing a core offer for members, which will continue to be built upon during 2023-2024. This has facilitated an enhanced offer to what the branches also offer for their local membership.

Engaging our members

We are continually working on communications to ensure that we can communicate directly with individuals within the membership, and work has continued with our member organisations on seeking up-to-date information that facilitates the work for the Charity. We have continued to benefit from our specialist communications support, who have supported our brand's increased promotion alongside increased social media visibility, mainly twitter and LinkedIn. The infographic below shows the year at a glance for both the awards handle and our national handle.



HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

Provide leading-edge practice and research.

The calibre of our award entries continues to illustrate leading-edge practice and excellence, providing great case studies, examples of approaches and a diverse range of interventions. We have organised events for shortlisted applicants to share their work for the broader benefit of our membership. Employment Relations research was undertaken again to facilitate the comparison of how the world of NHS has evolved post COVID or, as we would say, the 'new normal'.

Lead Talent management for our profession.

The Charity succeeded in its bid to commission aspiring Deputy Chief People Officer development programme designed to support the emergence of talent and provide skills and experience for new people leaders moving forward into the changing world of work. The two academies have undertaken a great deal of work in supporting the development of our profession to ensure we nurture and support our talent.

Provide support for our members.

This is an emergent ambition for the Charity, and we are keen to explore opportunities for our membership in relation to mentoring, coaching and welfare support building on programmes and practices that have been tried and tested and linking in with the four nations to ascertain what is available and how we can promote and enhance the offer.

Branch Achievements

All branches have found the past year very challenging, given the pressure on the branch volunteers in relation to the ongoing challenges from Covid19 and the ongoing industrial action. However, most branches have continued to host events and development for their members, using virtual platforms, which have increased the reach compared to face-to-face events, which is great. The central team have continued to enhance the core offer for all members to maintain momentum and meet the needs of our members. Events that branches have organised have been successful and provided much-needed support locally, encouraging new members to join branches, which is always refreshing and injects new ideas to support branch development. The Charity has benefited from the move to virtual events, meaning an increased number of attendees can benefit from the development —ranging up to 285 attendees for some of the online webinars for national and branch events.

London, SE and SC Branch

The following provides highlights of the main achievements of the London, SE and SC Branch for the 22/23 annual report:

- They delivered a successful core development programme entitled 'Stepping Forward as a future-focused people professional'. The programme involved the delivery of approximately 150 events throughout the course of the year and received our highest-ever satisfaction rates.
- They designed, commissioned, and delivered the first-ever anti-racist leadership programme for people professionals. There were 22 senior people professionals completing the training, and the feedback was highly positive. On the back of the programme's success, they secured further funding to deliver a second cohort.
- They delivered their first hybrid annual conference in November 2022 entitled 'Ourselves, our people, our passion —how the people profession is driving the future of healthcare'. They had 100 participants in the room and 200 online. The conference received excellent feedback.
- They continued to support the PInclusiveHR movement for change and launched the 5-step challenge to change. Their work on improving equality and diversity for the people profession won the National Health and Care Award for best corporate initiative.
- They delivered the first anti-racism conference for the people profession on July 22 for 70 participants.
- They delivered their fourth aspirant Business Partner leadership programme for 18 participants and rolled out the fourth year of their aspirant Deputy Workforce Director programme for 22 participants.
- They supported piloting the new NHS talent framework 'Scope for Growth' for the people profession across 9 NHS organisations.

North Academy

The following provides highlights of the first seven months of the North Academy.

- Northern Academy established —soft launch September 2022, bringing together 3 HPMa branches —North West, North East & Cumbria, and Yorkshire & Humber.
- Programme Development Director recruited (15 hours/week)
- Number of Programmes introduced and made available to HPMa North Academy members.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

- People Business Partner Programme successfully designed, implemented, and evaluated 26 participants (6 months duration, blended learning).
- Curious Conversations Programme implemented and successfully evaluated (10 hours of virtual learning, 7 cohorts).
- Pilot - Peer Supervision Programme for band 6 Advisers successfully ran in Yorkshire & Humber (4 half-day sessions in person).
- Learning needs analysis surveyed members to determine needs to inform the Learning Programme for 2023/2024.
- Annual Programme 2023/2024 launched to members in April 2023.

Yorkshire and Humber Branch

The Yorkshire and Humber Branch saw considerable change during the year with the departure of Joint Vice Presidents Laura Smith and Jenny Allen, Chief People Officers at Leeds Community Healthcare NHS Trust in October 2022. They had invested a significant amount of time in developing the Branch over the previous three years, including the COVID Pandemic. Their incredible leadership ensured the branch delivered events virtually to ensure the HR/OD community of Y8 H still had access to personal and professional development. The branch wishes to thank them both for their dedication to the People Profession. To continue their great work, Suzanne Hartshorne, Deputy Director of People 8 OD from Yorkshire Ambulance Service and Lindsey Jenson, Deputy Chief People Officer at South Yorkshire Partnership NHS Trust, became Joint Vice Presidents in November 2022. They are both proud to lead the branch and look forward to continuing to lead such an active and committed branch.

The branch continues to be supported by Hempsons, whose dedication, loyalty, and pure quality events management have meant the Branch has continued to grow in strength and reputation with participation from members being active and creative. Their legal knowledge has developed from the HR admin teams to Chief People Officers.

This year saw the launch of the HPM North Academy, hence the buzz and excitement of an increased offer, which gave the Branch even more pride and loyalty into continuing to invest personal time to develop their programme. Due to industrial action and patient demand, the branch committee doubled in size and ensured they could provide a great programme despite capacity issues in Trusts. Highlights of the year include:

- March 2022: Webinar HR Essentials Programme: Managing ill health and reasonable adjustments.
- May 2022: Webinar HR Essentials Programme: Redundancy & Restructuring. It is always a popular choice with considerable engagement from all levels.
- July 2022: Webinar HR Essentials Programme: Social media —uses and abuses.
- September 2022: Webinar HR Essentials Programme: Employment contracts (A Practical Guide), which supported the development of our recruitment and HR administration teams
- November 2022: We met the SUMO Guy, who delivered an enjoyable and valuable session providing insights and practical tools about supporting our health and well-being.
- November 2022: Webinar: Hybrid, agile and atypical working —the employment law issues.
- February 2023: We continued with our HR Essentials programme with a session on TUPE that had an incredible 217 people with a Q&A lasting 90 minutes!
- March 2023: Anna Herko at Herkofy ran two webinars, the Psychology and Neuroscience of Change, which supported members to deepen their understanding of the diverse reactions to change, especially constructively supporting colleagues experiencing unpredictable and ambiguous environments. A second session from Anna helped members use Analytics using data to sell ideas.

Membership

Membership has risen slightly over the year with around 250 organisations, and approximately 83% of NHS organisations are now corporate members. The number of commercial members has steadily increased over the year, similar to previous years, and this remains an area of focus for the coming year, alongside re engaging members who chose not to renew in 2022-23.

National Awards

We had over 260 entries submitted, with 234 different submitting entrants across 136 organisations.

Entries by category	Submitted
NHS employers award for well being	51
Team of the year	24
Hill Dickinson award for education, learning and development initiative	23
Capsticks award for innovation	23
Mills and Reeve award for leading in equality, diversity and inclusion	18
Browne Jacobson award for excellence in employee engagement	16
University of Bradford award for cross sector working	16
Bevan Brittan award for digital and workforce analytics	16
Ward Hadaway Star award	15
Academi Wales award for excellence in organisational development	15

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HSJ jobs award for systems workforce planning and development	10
Director of the year	9
Social partnership forum award for partnership working between employers and trade unions	8
Deputy director of the year	7
Health education and improvement Wales (HEIW) award for working smarter	7
HST talent acquisition strategy of the year award	7
President's award for outstanding lifetime achievement	1

Entries by branch	Submitted
North West	57
Yorkshire and the Humber	33
London	31
Cymru	31
West Midlands	30
South Central & South East	17
South West	17
North East and Cumbria	16
East Midlands	16
East of England	12
Northern Ireland	5
Scotland	1

Key performance indicators

To deliver its charitable purpose, HPMA brings a diverse range of people together to learn, share experiences and best practices on all aspects of human resources, workforce, organisational development, people management and transformational change, to name a few. This year's focus has been to increase the membership of the Charity working with organisations and commercial members alike continuing to enable an increase in the number of national and branch events.

The result has been a steady increase in the number of members, despite several organisations merging to create much larger health and care organisations and thus reducing our potential catchment. In relation to the number of events we have put on nationally and locally, the London Academy totals over 120, providing a significant number of CPD hours for our members.

FINANCIAL REVIEW

Financial position

HPMA retained its corporate membership model for 2022 - 2023, considering the current financial challenges facing the sector, continuing to demonstrate value for money and maintaining consistent membership.

Income from membership has slightly increased to £385,908 (2022: £379,747), and our overall sponsorship has increased to £311,100 (2022: £27,790). Among other smaller sponsorships for branch events, we received £75,000 from NHS England for the FPLP Programme this year, £100,000 towards the development of our North Academy from 2 North West-based Integrated Boards and £45,000 for the Anti Racist Leadership Programme from London-based Foundation Trust, and with sponsorship and branch events our total income reached £1,012,811 (2022: £583,908) for the year.

Other than Head Office salaries and expenditure on contractors, expenditure has been predominantly on specialist trainers and speakers for the events, purchasing virtual platforms in light of the move to delivery of events virtually, which has meant a reduction in expenditure on venues and catering. It is worthy of note that our commercial partners have made considerable contributions in the form of event sponsorship, content and other services offered pro bono or at much-reduced rates, reflecting the charitable nature of HPMA activities and the connection many feel to HPMA's charitable objectives. We want to convey our thanks to all those who have supported us during the year, as without their generosity, we would not have been able to undertake so much activity.

Expenditure continued to be tightly controlled as the Trustees have a high desire to ensure that as much spending as possible is focused on delivering HPMA's charitable objectives. The accounting system has continued to be developed in a year, providing more responsive support to branches and ensuring more robust financial governance.

Principal funding sources

Membership fees provided £385,908 (38.17%) and sponsorship fees provided £311,100 (30.72%) of generated income. This excludes the gifts of assets, donated services and grants received.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW

Reserves policy

HPMA reserves have been slowly built up over many years and now stand at £612,396. All reserves are held in funds whose use is at the discretion of the Trustees if they are used to further the objects and aims of the Charity. The Trustees set the reserves policy.

The Association's policy is to secure its viability beyond the immediate future. This requires income to be put aside when this can be afforded as a reserve against future uncertainties and opportunities. The Trustees have adopted the following Reserves Policy:

- All funds are unrestricted income funds. These are split into General funds and Branch funds
- The Branch funds are to be built up to be equal to or greater than one year's expenditure of the branch.
- Collectively, the funds are to be built up to equal to or greater than one year's total expenditure.

None of the funds are in deficit.

Going concern

The Trustees consider there are no material uncertainties about the Charity's ability to continue as a going concern.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

HPMA was incorporated as a Charitable Incorporated Organisation (CIO) on 28th June 2016. Its constitution, rules and bylaws govern the association. The registered name, registered office and the names of the Trustees, other officers and National Council members are listed on page 7 of this report. The Board of Trustees are the legal Trustees and have control of the assets of the Charity.

Recruitment and appointment of new trustees

The composition and size of the Board of Trustees are reviewed regularly to assess the skills profile of the Board, relevant to its requirement to meet the needs of the Charity. The Board, through the Chair, is responsible for appointing Trustees, who are recruited from as broad a network of personal contacts as possible.

Organisational structure

The Association is managed by a Board of Trustees comprising up to 12 Trustees. The Trustees receive no remuneration but can claim reasonable travel-related expenses, and elected members serve for between 1 and 3 years but can be re-elected at the Annual General Meeting. An Executive Committee assists the Trustees and consults with Vice Presidents appointed to each branch.

Members are organised into 11 branches covering regions of the UK, 8 across England and 1 in each devolved nation. Each branch appoints a Vice President, and they, in turn, represent the branch as members of the National Council. The National Council is the members' representative body inputting into activities, events, and other matters. All other branches have varied amounts of activity given the impact of the pandemic, and this will be reviewed going forward to ensure that all branches improve their levels of development and activity to meet the emergent strategy.

The Board of Trustees will consult with the National Council on some issues and remain ultimately responsible for all financial and statutory matters, providing oversight to the strategy and ensuring that activities are aligned with HPMA's charitable objectives.

HPMA is committed to recruiting Trustees with the appropriate skills and talents. Vacancies for Trustees are advertised across the National Council and branch committees. Trustees receive an induction from the President, Executive Director and Honorary Treasurer and often attend national and branch events.

To manage the day-to-day activities of the Charity, there is an Executive, which consists of the President, Deputy President, and the Chief Executive. The President and Deputy President are elected by the National Council and serve as both Trustees and members of the National Council to ensure continuity, and the Chief Executive attends both meetings.

The Trustees would like to take this opportunity to thank the Chief Executive and the HPMA staff, all the Vice Presidents, members of the National Council and members of the branch committees for all that they do voluntarily on top of an extremely challenging day job.

Induction and training of new trustees

All new Trustees are briefed on their responsibilities and statutory obligations under charity law. In addition, all Trustees are encouraged to attend appropriate Trustee training courses, such as the one-day courses for the Chair, Investment Training for Trustees and Trustee Training Course. All Trustees are given the opportunity to meet key members of staff.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Charity regards the management of risk as a key issue. A risk register is maintained and is reviewed regularly throughout the year by the Executive Committee and is presented at every other meeting of the Board of Trustees.

Quarterly management accounts and related information are produced and regularly scrutinised by branch committees and the national council; this ensures that the Trustees receive data. Financial resilience is the greatest challenge discussed and recognised by the Trustees.

This relates to the stability and sustainability of income, which during the last year has improved. Equally, HPMa monitors the risk associated with overspending, and HPMa operates with a largely variable cost base. If income is not received, then expenditure can be very quickly reduced.

The other primary risk for the Charity relates to its reputation as an association supporting people professionals and is carefully managed when events are organised, speakers booked, and content confirmed. HPMa remains focused on its role in education and professional development and now makes informed statements in response to national workforce issues. HPMa has a code of conduct in place yet has had no cause to enforce it.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1167883

Principal address

PO Box 343
Lytham St Annes
Lancashire
FY8 9JF

Trustees

D McAlister Trustee
J M Marshall Trustee
J S Wilkinson Trustee
D J Tarrant Trustee
S F Hobbs Trustee
S F Morley Trustee
D Holmes Trustee
D A Royles Trustee

Auditors

Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

National Council Members - 1.4.22-31.3.23

Mrs Victoria Downing-Burn, Vice President - South West
Mr Chris Carron, Vice President - Scotland
Mr David Holmes, Vice President - West Midlands
Mr Craig Desousa, Vice President – London, South Central & South East (left March 2023)
Ms K Cummun and Ms L Bevan – London, South Central & South East commenced May 2023)
Mr Gareth Hardacre – Vice President Wales (appointed 1 April 2021)
Mrs Suzanne Hartshorne & Mrs Lyndsey Jensen – Yorkshire & Humber (appointed November 2022)
Ms Amanda Rawlings, Vice President - East Midlands
Mrs Annesley Donald, Vice President - East of England
Mrs Jacqui Reid, Vice President – Northern Ireland (appointed 1 December 2021)
Mrs Michelle Cloney, Vice President – North West (appointed 1 September 2021)
Mrs Lynne Shaw – Vice President North East and Cumbria (appointed 1 September 2021)

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- 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;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on and signed on its behalf by:

.....
D McAlister - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

Opinion

We have audited the financial statements of Healthcare People Management Association (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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 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.

Other matters

In the previous accounting period an audit was not undertaken, therefore the corresponding figures are unaudited. Sufficient and appropriate audit evidence was obtained to ensure the other opening balances do not contain misstatements that materially affect the current period's financial statements.

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
- sufficient accounting records have not been kept; 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 are responsible for the preparation of the financial statements which 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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:

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- enquiring of management, including obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud.
- obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Charity. The key laws and regulations we considered in this context included the UK Companies Act and relevant tax legislation.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- enquiring of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- evaluating the operational rationale of any significant transactions that are unusual or outside the normal course of operations.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION**

Use of our report

This report is made solely to the charity'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 charity'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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Bevan Buckland LLP (Statutory Auditors)
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date:

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	-	-	41,000
Charitable activities	4				
Charitable activities		1,012,811	-	1,012,811	542,906
Investment income	3	-	-	-	2
Total		<u>1,012,811</u>	<u>-</u>	<u>1,012,811</u>	<u>583,908</u>
EXPENDITURE ON					
Raising funds	5	15,282	-	15,282	-
Charitable activities	6				
Charitable activities		862,673	-	862,673	581,854
Other		-	-	-	1,191
Total		<u>877,955</u>	<u>-</u>	<u>877,955</u>	<u>583,045</u>
NET INCOME		134,856	-	134,856	863
RECONCILIATION OF FUNDS					
Total funds brought forward		477,540	-	477,540	476,677
TOTAL FUNDS CARRIED FORWARD		<u><u>612,396</u></u>	<u><u>-</u></u>	<u><u>612,396</u></u>	<u><u>477,540</u></u>

The notes form part of these financial statements

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

**BALANCE SHEET
31 MARCH 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	16,154	-	16,154	22,952
CURRENT ASSETS					
Debtors	13	489,135	-	489,135	106,835
Cash at bank		<u>484,675</u>	<u>-</u>	<u>484,675</u>	<u>475,848</u>
		973,810	-	973,810	582,683
CREDITORS					
Amounts falling due within one year	14	<u>(377,568)</u>	<u>-</u>	<u>(377,568)</u>	<u>(128,095)</u>
NET CURRENT ASSETS		<u>596,242</u>	<u>-</u>	<u>596,242</u>	<u>454,588</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>612,396</u>	<u>-</u>	<u>612,396</u>	<u>477,540</u>
NET ASSETS		<u>612,396</u>	<u>-</u>	<u>612,396</u>	<u>477,540</u>
FUNDS	15				
Unrestricted funds				<u>612,396</u>	<u>477,540</u>
TOTAL FUNDS				<u>612,396</u>	<u>477,540</u>

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

.....
D McAlister - Trustee

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023**

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	<u>9,148</u>	<u>85,895</u>
Net cash provided by operating activities		<u>9,148</u>	<u>85,895</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(321)	(55,048)
Interest received		<u>-</u>	<u>2</u>
Net cash used in investing activities		<u>(321)</u>	<u>(55,046)</u>
Cash flows from financing activities			
Capital repayments in year		<u>-</u>	<u>27,524</u>
Net cash provided by financing activities		<u>-</u>	<u>27,524</u>
		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		8,827	58,373
Cash and cash equivalents at the beginning of the reporting period		<u>475,848</u>	<u>417,475</u>
Cash and cash equivalents at the end of the reporting period		<u><u>484,675</u></u>	<u><u>475,848</u></u>

The notes form part of these financial statements

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income for the reporting period (as per the Statement of Financial Activities)	134,856	863
Adjustments for:		
Depreciation charges	7,119	5,299
Interest received	-	(2)
Decrease in stocks	-	100,909
Increase in debtors	(382,300)	(21,842)
Increase in creditors	<u>249,473</u>	<u>668</u>
Net cash provided by operations	<u>9,148</u>	<u>85,895</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.22 £	Cash flow £	At 31.3.23 £
Net cash			
Cash at bank	<u>475,848</u>	<u>8,827</u>	<u>484,675</u>
	<u>475,848</u>	<u>8,827</u>	<u>484,675</u>
Total	<u>475,848</u>	<u>8,827</u>	<u>484,675</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

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.

Membership fees and sponsorship income

Membership income is recognised on a daily accruals basis. Any income received in advance is deferred until the next period. Sponsorship income is recognised once the sponsored event has occurred.

Deferred Income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received.

Donated services and facilities

Where services or facilities are provided to the Charity as a donation that would normally be purchased from our suppliers, this benefit is included in the financial statements at its fair value unless its fair value cannot be reliably measured, then at the cost to the donor or the resale value of goods that are to be sold.

Expenditure

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

Tangible fixed assets

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

Computer equipment - 25% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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

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.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES - continued

Creditors and provisions

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

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES - continued

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

Hire purchase and Leasing agreements

Assets obtained under hire purchase contracts or finance leases are capitalised in the balance sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the lease term, whichever is shorter.

The interest element of these obligations is charged to profit or loss over the relevant period. The capital element of the future payments is treated as a liability.

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the period of the lease.

Employee benefits

The charity provides a range of benefits to employees, paid holiday arrangements and defined benefit and defined contribution pension plans.

Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

Functional and Presentational currency

The functional and presentational currency is £ sterling.

Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

2. DONATIONS AND LEGACIES

	2023 £	2022 £
Grants	<u>-</u>	<u>41,000</u>

Grants received, included in the above, are as follows:

	2023 £	2022 £
Other grants	<u>-</u>	<u>41,000</u>

3. INVESTMENT INCOME

	2023 £	2022 £
Deposit account interest	<u>-</u>	<u>2</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023 £	2022 £
Membership	Charitable activities	385,908	379,747
Sponsorship and events	Charitable activities	<u>626,903</u>	<u>163,159</u>
		<u><u>1,012,811</u></u>	<u><u>542,906</u></u>

5. RAISING FUNDS

Raising donations and legacies

	2023 £	2022 £
Support costs	<u>15,282</u>	<u>-</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 7) £	Totals £
Charitable activities	<u>692,881</u>	<u>169,792</u>	<u><u>862,673</u></u>

7. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Raising donations and legacies	-	-	15,282	15,282
Charitable activities	<u>131,447</u>	<u>130</u>	<u>38,215</u>	<u>169,792</u>
	<u><u>131,447</u></u>	<u><u>130</u></u>	<u><u>53,497</u></u>	<u><u>185,074</u></u>

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

During the year, the Charity made the following payments to trustees:

Name	Position	£	Reason
D Royales	President	552	Travel expenses
D Tarrant	Trustee	247	Travel expenses
D McAlister	Trustee	<u>125</u>	Travel expenses
		924	

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

9. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	124,966	187,561
Social security costs	<u>6,481</u>	<u>-</u>
	<u>131,447</u>	<u>187,561</u>

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

	2023	2022
	<u>3</u>	<u>3</u>
Average number of employees		

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	41,000
Charitable activities	542,906
Investment income	<u>2</u>
Total	<u>583,908</u>
EXPENDITURE ON	
Charitable activities	
Charitable activities	581,854
Other	<u>1,191</u>
Total	<u>583,045</u>
NET INCOME	863
RECONCILIATION OF FUNDS	
Total funds brought forward	<u>476,677</u>
TOTAL FUNDS CARRIED FORWARD	<u>477,540</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2023

11. PRIOR YEAR ADJUSTMENT

A prior year adjustment was done in financial statements to 31st March 2023 to disclosure the £83,649 debtors in year end 2022 as debtors, on the balance sheet as previously they were wrongly classified as stock and work in progress. This is in line with the requirements of the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice.

12. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2022	28,452
Additions	<u>321</u>
At 31 March 2023	<u>28,773</u>
DEPRECIATION	
At 1 April 2022	5,500
Charge for year	<u>7,119</u>
At 31 March 2023	<u>12,619</u>
NET BOOK VALUE	
At 31 March 2023	<u>16,154</u>
At 31 March 2022	<u>22,952</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	227,624	22,626
Other debtors	251,055	83,649
VAT	3,640	-
Prepayments	<u>6,816</u>	<u>560</u>
	<u>489,135</u>	<u>106,835</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	56,595	32,750
Taxation and social security	2,210	1,946
Other creditors	<u>318,763</u>	<u>93,399</u>
	<u>377,568</u>	<u>128,095</u>

15. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	477,540	134,856	(160,000)	452,396
Designated fund-FPLP	-	-	75,000	75,000
Designated fund-Aspire Deputy Director	-	-	85,000	85,000
	<u>477,540</u>	<u>134,856</u>	<u>-</u>	<u>612,396</u>
TOTAL FUNDS	<u>477,540</u>	<u>134,856</u>	<u>-</u>	<u>612,396</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2023

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,012,811	(877,955)	134,856
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>1,012,811</u>	<u>(877,955)</u>	<u>134,856</u>

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	476,677	863	477,540
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>476,677</u>	<u>863</u>	<u>477,540</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	583,908	(583,045)	863
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>583,908</u>	<u>(583,045)</u>	<u>863</u>

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

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	476,677	135,719	(160,000)	452,396
Designated fund-FPLP	-	-	75,000	75,000
Designated fund-Aspire Deputy Director	-	-	85,000	85,000
	<hr/>	<hr/>	<hr/>	<hr/>
	<u>476,677</u>	<u>135,719</u>	<u>-</u>	<u>612,396</u>
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>476,677</u>	<u>135,719</u>	<u>-</u>	<u>612,396</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,596,719	(1,461,000)	135,719
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>1,596,719</u>	<u>(1,461,000)</u>	<u>135,719</u>

16. RELATED PARTY DISCLOSURES

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

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants	-	41,000
Investment income		
Deposit account interest	-	2
Charitable activities		
Membership	385,908	379,747
Sponsorship and events	<u>626,903</u>	<u>163,159</u>
	<u>1,012,811</u>	<u>542,906</u>
Total incoming resources	1,012,811	583,908
EXPENDITURE		
Charitable activities		
Rent	-	15,167
Contractors and consultancy	91,371	40,900
Events and awards expenses	511,894	292,199
General expenses	4,327	6,376
Marketing and publicity	34,922	3,949
Research and development	2,950	-
Telephone internet & computer	34,661	9,672
Donations	-	1,500
Bad debts	5,637	-
Depreciation of tangible fixed assets	<u>7,119</u>	<u>5,299</u>
	692,881	375,062
Other		
Bad debts	-	1,191
Support costs		
Management		
Wages	124,966	187,561
Social security	<u>6,481</u>	<u>-</u>
	131,447	187,561
Finance		
Bank charges	130	180
Governance costs		
Auditors' remuneration	12,000	-
Bookkeeping	25,625	19,051
Accountancy fees	6,490	-
Strategic Management Costs	8,458	-
Trustees Reimbursed Expenses	<u>924</u>	<u>-</u>
	<u>53,497</u>	<u>19,051</u>
Total resources expended	<u>877,955</u>	<u>583,045</u>
Net income	<u><u>134,856</u></u>	<u><u>863</u></u>

This page does not form part of the statutory financial statements