



**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2024**

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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HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. 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 comprised of corporate, commercial and individual members. Its primary objectives are to promote and protect good health for the public benefit and HPMA does this through developing good practice in the science of people management, including operating UK-wide networks for human resources, organisational development and people management professionals in health and care sectors and undertaking studies and research. One of its core ambitions is to represent all people managers working in health and care across the 4 nations of the United Kingdom including people professionals at every level within Workforce and OD.

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.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENT AND PERFORMANCE

Achievements and Performance

HPMA @50th Anniversary - 2024

It is 50 years since the HPMA was originally established. A lot has changed since 1974 including the organisation's status, with the successful achievement of charitable status in June 2016. It remains the case that healthcare organisations across the United Kingdom face significant pressure to deliver in a challenging climate, with pressures on workforce supply and the ongoing impact of industrial action. There is little prospect of the challenges reducing for healthcare organisations given the ever-increasing demand for services arising from amongst other things health inequalities, chronic conditions and 'peak death'. Coupled with a falling birth rate, there is a new generation of workers that want a different employment deal, both of which impact on workforce supply and we have a perfect storm. The healthcare workforce and our members are at the forefront of these challenges. In this context HPMA's mission and its work to support people managers at all levels becomes even more relevant and crucial.

Achievements and Performance highlights 2023-24

Our values underpin what we do but more importantly how we do it. They are:



HPMA Strategy 2022-25

It is more vital than ever that our wider healthcare workforce feel nurtured and cared for in relation to their well-being given the challenges and significant pressures they are experiencing week in week out. Happy staff means happy patients & families and better quality of care and outcomes. HPMA continues to look for new opportunities to work in partnership and to expand existing networks and relationships, to help influence the culture for our members and to create world-class people management. Our strategy sets out five areas of focus, or 'ambitions'. These are:



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The following sections highlight some of the key achievements during 2023-24.

- 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 X (twitter) and LinkedIn.

We have increased the number of followers on our main X account and our LinkedIn followers are also steadily on the rise. Data on positive engagement with our posts is limited but where available this again shows a positive trend.

- Provide leading-edge practice and research

The calibre of our annual 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 deliver an England-wide 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. Working with NHS England as a partner has provided new opportunities for HPMA in terms of profile and future opportunities. Our Academies have undertaken a great deal of work in supporting the development of our profession to ensure we nurture and support our talent and provide model programmes which can be built on for the rest of the UK.

- Provide support for our members

This remains an emergent ambition for us and something which the newly appointed Chief Executive will take forward once in post. During the latter part of 2023-24 we made some progress with increasing the resources on our online hub and utilising the learning needs analysis results to inform the national offer and programmes.

Charity-wide activity and achievements

We have continued to support members and grow our memberships in what has been another challenging year for the National Health Service and healthcare in general. We have seen some changes to our executive leadership with the departure of our Chief Executive, Nicky Ingham, in October 2023 and an Interim Chief Executive appointment in parallel. In early 2024 the search began to find and appoint a new Chief Executive, with support from a Recruitment Agency and following a robust selection process we were pleased to appoint Julie Rogers in March 2024, effective from July 2024.

We are grateful to Tracy Hill for stepping into the Chief Executive role during the year and for ensuring continued progress in our key workstreams and programmes including in relation to inclusion, leadership development, member support, and governance. During the year we also considered and agreed to add a new programme to our portfolio 'Avoiding Harm' which will be taken forward during 2024-25.

HPMA has continued to provide 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. There is no doubt that the universal availability of platforms like Microsoft Teams has enhanced our offer and increased the number of attendees that can benefit from the development, ranging up to 285 attendees for some of the online webinars for national and branch events. Some of the highlights from 2023-24 are:

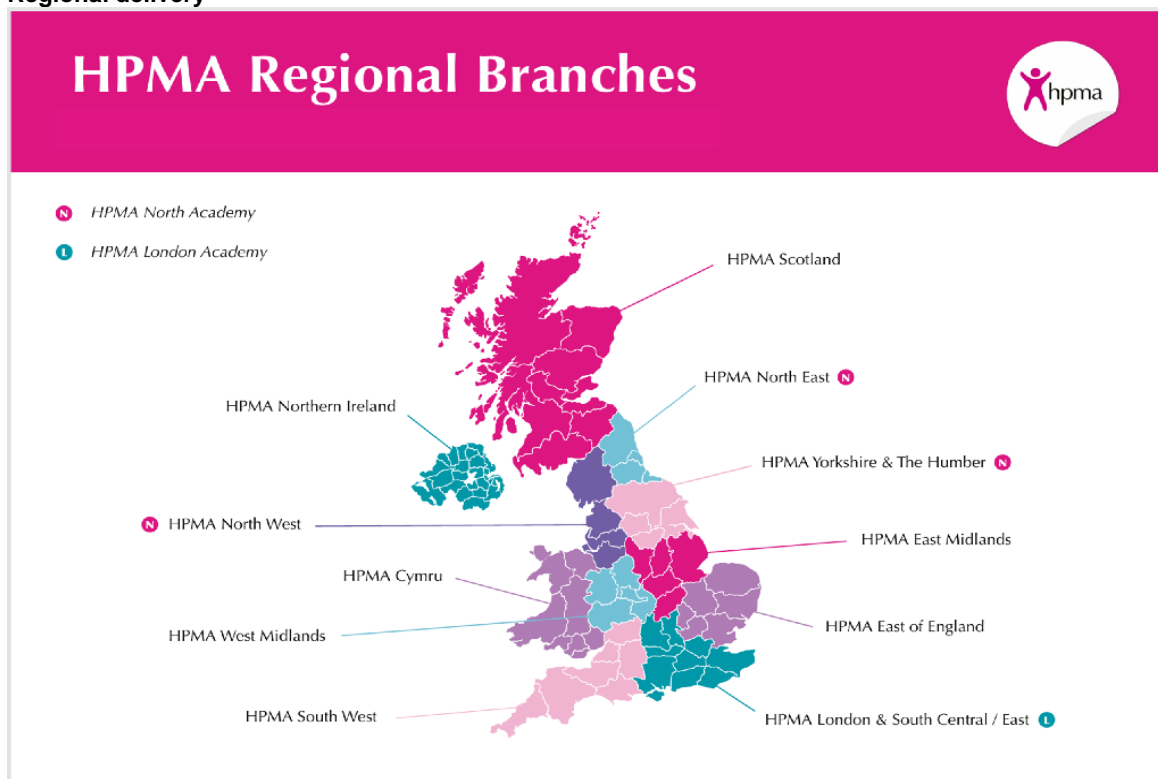
- Successful HPMA Awards and conference in October 2023.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

- Continued success with our #InclusiveHR social movement to bring about a step change in the experience, development and career outcomes for black, Asian and minority ethnic people professionals. We have proactively promoted this work under the banner of #InclusiveHR and have produced a toolkit to provide information and support to organisations signing up to the 5 step challenge to change. 55 organisations signed up in 2023-24. Our London Academy Development Director has been instrumental in promoting and leading this work with its NHS founder, with dedicated input from the charity's people project officer.
- Successful launch of the first pilot cohort of the Future People Leaders Programme commissioned and part-funded by NHS England, which saw 45 people participate.
- A substantial increase in the number of national events open to all members across the UK.
- The completion and launch of the Vice President welcome pack, aimed at new VPs.
- Commissioned and conducted in partnership our third piece of research into Employee Relations in the NHS, due to report in 2024-25.
- Led the North Academy oversight with successful delivery of programmes in relation to Business Partner development, peer supervision and curious conversations.
- Delivered through our London Academy a core programme of 150 learning events, the 5th cohort of our ASPIRE HR/OD Business Partner Programme, the 5th cohort of the ASPIRE deputy director talent pool and the 2nd cohort of the HR and OD anti racist leadership programme

Regional delivery



Our regional branches are led by Vice Presidents who chair the branch committee and oversee activity for their region. There are several branches where we have co-Vice Presidents in post, all are people professionals and volunteers who give their time pro bono. We are extremely grateful for the commitment and contributions of all our Vice Presidents to the charity and the development of people managers across the UK. We also want to recognise the part that employers play in enabling and supporting our volunteers' participation in branch work as well as member attendance at events and training & development programmes.

It has been another challenging year for all our branches, given the pressures on the systems within which they work and the reliance on committee members to find time to take on the doing as well as the collaborating. It reflects the passion and commitment to our cause that despite the challenges most branches have continued to host high-quality and well-attended events and development for members.

London/South East/South Central Academy

The Academy is well-established and runs a substantial programme of activity every year. Members of the Academy pay considerably higher fees than those for our other branches, via a supplement to the Charity's national corporate membership rate. This supplement is discussed and agreed by the Academy 'Board' and forms part of the annual fee arrangements set out by the Charity. Highlights from the Academy include:

- successfully delivered 150 learning events under the programme title 'Developing a collaborative & inclusive people profession to deliver integrated health & care' and achieving consistently high satisfaction rates.

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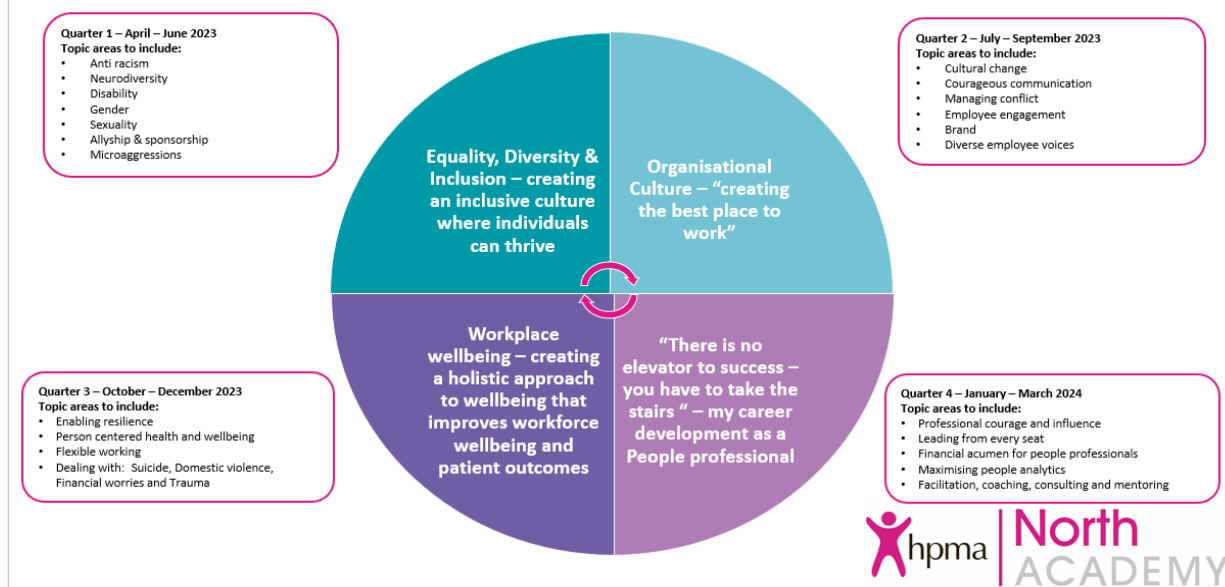
REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

- successfully delivered the 5th cohort of our ASPIRE HR/OD Business Partner Programme for 18 participants and the 5th cohort of the ASPIRE deputy director talent pool for 28 participants.
- implemented the second anti-racist leadership development programme for people professionals with positive feedback.
- delivered a well evaluated conference for 100 people professionals in the room and 150 online, titled 'Leading the Way with Purpose, Integrity and Compassion'.

North Academy

The North Academy covers the Yorkshire & Humber, North East and North West Branches. Members of the cademy pay an additional supplement over and above the national corporate member fee. This is set by the Charity taking account of the views of the National Council. Following the departure of the HPMa's Chief Executive in October 2023 the Development Director for the North Academy agreed to take on the Interim Chief Executive role whilst recruitment was undertaken. This did impact on the volume of activity planned and delivered by the Academy in the second half of the year.

HPMA North Academy – Development Programme 2023 – 2024



Highlights during the year included:

- Delivered 14 webinars covering relevant topics for members.
- Hosted an Organisational Development (OD) Programme consisting of two cohorts, with 39 delegates successfully completing it.
- Wellbeing Programme: 14 members completed a 4-part workshop.

Networking Events: virtual and in-person, enabling members to connect and share best practices.

- Workshops and Training Sessions: Offered a range of workshops and training sessions designed to enhance professional development.

National Conference & Awards 2023-24

Our national conference and awards remain the highlight of the year for many of our partners and members. The event provides an opportunity to showcase and celebrate excellence within the people management arena and categories are hotly contested. Application rates continue to be high and in 2023-24 we had over 260 entries submitted, with 234 different submitting entrants across 136 organisations. Taking place in Leeds for the first time in many years, we saw one of our biggest attendances with over 600 individuals representing all four corners of the UK.

Entries by Category

NHS Employers award for well-being	Submitted
Team of the year	51
Hill Dickinson award for education, learning and development initiative	24
Capsticks award for innovation	23
Mills & Reeve award for leading in equality, diversity and inclusion	23
Browne Jacobson award for excellence in employee engagement	18
	16

Submitted

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University of Bradford Award for cross sector working	16
Bevan Brittan award for digital and workforce analytics	16
Ward Hadaway Star award	15
Academy Wales award for excellence in organisational development	15
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
Presidents award for outstanding lifetime achievement	1

Key performance indicators

To deliver our charitable purpose, we bring 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 again been on increasing our reach and memberships, working with organisations and commercial members alike to continue to enable an increase in the number of national and branch events.

The result has been a steady increase in the number of members both corporate and commercial. We have also seen a positive increase in the number of events delivered nationally and locally, providing a significant number of CPD hours for our members and additional face to face networking opportunities.

Our Strategy, launched in 2022, remains our guiding document to inform our work and partnerships. It includes our vision as a Charity which is 'Improving Health Through People'. Whilst this contains actions to be delivered, there is a need for more focus on KPIs and data to enable the organisation, Trustees and members to track and monitor delivery as well as achievement of outcomes.

FINANCIAL REVIEW

Financial position

HPMA retained its corporate membership model for 2023 - 2024 but did agree with National council an increase in fees. Our fees were increased for corporate members and the North Academy by 15%, the increase for commercial members was 20% and 5% for the London Academy members. Considering the current financial challenges facing the sector, continuing to demonstrate value for money and ensuring membership retention as well as growth has been a priority for us and will continue to be for the foreseeable future.

Income from membership has slightly decreased to £365,214 (2023: £385,908), and our overall sponsorship has decreased to £136,119 (2023: £311,100). Among other smaller sponsorships for branch events, we received £24,000 from NHS England and £36,800 from Surrey Heartlands ICB for the FPLP Programme this year, and £50,000 towards the development of our North Academy from a North West- based Integrated Board, as well as £10,000 from NHS Wales Shared Services Partnership and £8,000 from Health Education and Improvement Wales to support the Welsh branch. Including all sponsorship and branch events our total income reached £1,030,091 (2023: £1,012,811) for the year.

Other than Head Office salaries and expenditure on contractors, expenditure has been predominantly on specialist trainers and speakers for the events. We have again benefited from our commercial partners who 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.

A financial report has been prepared and received at Trustee meetings during the year. The Board of trustees continue to have a focus on ensuring that as much spending as possible is focused on delivering HPMA's charitable objectives.

Principal funding sources

Membership fees provided £365,214 (35.45%), sponsorship fees provided £136,119 (13.2%), branch & programme events including the Future People Leaders Programme provided £166,000 (16%) and Conference & Awards income provided £251,055 (25%) 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 2024

FINANCIAL REVIEW

Reserves policy

HPMA reserves have decreased by just under £98,000 this year and now stand at £514,549. 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 Board of 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 Board of 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. The Charity continues to work towards this goal. 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

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

During 2023-24 the Trustees commissioned a review of the organisation's governance arrangements to ensure that they remained up to date and fit for purpose. The review commenced in Quarter 4 of 2023/24 starting with the key documents that underpin our work. This included the Constitution, Rules and Byelaws, Schemes of Delegation and Terms of Reference for critical groups. There was also an initial report on the decision-making structure, roles and responsibilities and this has led to further work being identified to improve clarity, accountability and transparency in our activities. This work continues during 2024/25, we are now moving ahead with some of the conclusions through the new Chief Executive to revise our governance arrangements.

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 9 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. There has been some turnover in Trustees during 2023-24 and new appointments will be a priority for 2024-25.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

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.

Members are organised into 11 branches covering regions of the UK, 8 across England and 1 in each of Wales, Scotland and Northern Ireland. Each branch has a Vice President (VP) to act as Branch Chair, and they, in turn, represent the branch as members of the National Council. The Board has clarified that nominations to the role of Vice President are to be recommended by branches, but appointments are to be ratified by the Trustees. The National Council is the members' representative body, acts as an advisory group and inputs into activities, events, and other matters. During 2023-24 a decision was taken to extend the membership of the National Council to include key strategic partners from the four nations of the UK. Each branch is expected to have in place a committee to oversee its activity and interface with local members, as well as to work with the national team.

The Board of Trustees will consult with the National Council on some issues but will 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 key members of the organisation and can attend national and branch events. During 2023-24, a new VP handbook was developed and has been made available to all VPs as well as rolled-out to new VPs.

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. In 2023-24 the President role was filled on a job share basis by two individuals. The President and Deputy President roles are voluntary and unremunerated.

The Trustees would like to take this opportunity to thank the Chief Executive, the interim 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 their extremely challenging day jobs.

Induction and training of new trustees

Our policy is for all new Trustees to be 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.

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. Quarterly management accounts and related information are produced with an expectation that these are regularly scrutinised by branch committees as well as at national council and at Board meetings.

Financial resilience is the greatest challenge discussed and recognised by the Trustees. This relates to the stability and sustainability of income. HPMA operates with a largely variable cost base. If sponsorship income is not received, discretionary expenditure can be reduced. The Charity reviews its fee levels annually.

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, set out in the Rules and Byelaws document. There has been no need to use it to date, no reports of breaches or complaints.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1167883

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

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

Janet Wilkinson and Sarah Morley -Joint Presidents - Council Chairs
Victoria Downing-Burns Vice President - South West
Chris Carron Vice President - Scotland
David Holmes Vice President - West Midlands
Karen Chummun Co-Vice Presidents London, South Central & South East (commenced May 2023)
Laura Bevan
Gareth Hardacre Vice President - Wales
Suzanne Hartshorne Co-Vice Presidents Yorkshire & Humber
Lyndsey Jenson
Amanda Rawlings Co-Vice Presidents - East Midlands
Caroline Wade
Annesley Donald Vice President - East of England
Jacqui Reid Vice President - Northern Ireland
Michelle Cloney Vice President - North West
Lynne Shaw Vice President - North East and Cumbria
Nicky Ingham CEO until October 2023
Tracy Hill Interim CEO from October 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.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

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 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 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 included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- 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 2024**

		Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM	Notes				
Charitable activities	2				
Charitable activities		<u>1,030,091</u>	<u>-</u>	<u>1,030,091</u>	<u>1,012,811</u>
 EXPENDITURE ON					
Raising funds	3	38,211	-	38,211	15,282
Charitable activities	4				
Charitable activities		<u>1,089,727</u>	<u>-</u>	<u>1,089,727</u>	<u>862,673</u>
Total		<u>1,127,938</u>	<u>-</u>	<u>1,127,938</u>	<u>877,955</u>
 NET INCOME/(EXPENDITURE)		(97,847)	-	(97,847)	134,856
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>612,396</u>	<u>-</u>	<u>612,396</u>	<u>477,540</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>514,549</u></u>	<u><u>-</u></u>	<u><u>514,549</u></u>	<u><u>612,396</u></u>

The notes form part of these financial statements

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

BALANCE SHEET 31 MARCH 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	9	10,067	-	10,067	16,154
CURRENT ASSETS					
Debtors	10	379,169	-	379,169	489,135
Cash at bank		<u>601,199</u>	<u>-</u>	<u>601,199</u>	<u>484,675</u>
		980,368	-	980,368	973,810
CREDITORS					
Amounts falling due within one year	11	<u>(475,886)</u>	<u>-</u>	<u>(475,886)</u>	<u>(377,568)</u>
NET CURRENT ASSETS		<u>504,482</u>	<u>-</u>	<u>504,482</u>	<u>596,242</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>514,549</u>	<u>-</u>	<u>514,549</u>	<u>612,396</u>
NET ASSETS		<u>514,549</u>	<u>-</u>	<u>514,549</u>	<u>612,396</u>
FUNDS	12				
Unrestricted funds				<u>514,549</u>	<u>612,396</u>
TOTAL FUNDS				<u>514,549</u>	<u>612,396</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 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>117,789</u>	<u>9,148</u>
Net cash provided by operating activities		<u>117,789</u>	<u>9,148</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		<u>(1,265)</u>	<u>(321)</u>
Net cash used in investing activities		<u>(1,265)</u>	<u>(321)</u>
		<hr/>	<hr/>
Change in cash and cash equivalents in the reporting period		116,524	8,827
Cash and cash equivalents at the beginning of the reporting period		<u>484,675</u>	<u>475,848</u>
 Cash and cash equivalents at the end of the reporting period		<u><u>601,199</u></u>	<u><u>484,675</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 2024

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

	2024 £	2023 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(97,847)	134,856
Adjustments for:		
Depreciation charges	7,352	7,119
Decrease/(increase) in debtors	109,966	(382,300)
Increase in creditors	<u>98,318</u>	<u>249,473</u>
Net cash provided by operations	<u>117,789</u>	<u>9,148</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank	<u>484,675</u>	<u>116,524</u>	<u>601,199</u>
	<u>484,675</u>	<u>116,524</u>	<u>601,199</u>
Total	<u>484,675</u>	<u>116,524</u>	<u>601,199</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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.

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.

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.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

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.

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.

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES - continued

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. INCOME FROM CHARITABLE ACTIVITIES

		2024 £	2023 £
	Activity		
Membership	Charitable activities	365,214	385,908
Sponsorship and events		<u>664,877</u>	<u>626,903</u>
		<u>1,030,091</u>	<u>1,012,811</u>

3. RAISING FUNDS

Raising donations and legacies

	2024 £	2023 £
Support costs	<u>38,211</u>	<u>15,282</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 5) £	Totals £
Charitable activities	<u>891,521</u>	<u>198,206</u>	<u>1,089,727</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2024

5. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Raising donations and legacies	-	-	38,211	38,211
Charitable activities	<u>161,163</u>	<u>138</u>	<u>36,905</u>	<u>198,206</u>
	<u>161,163</u>	<u>138</u>	<u>75,116</u>	<u>236,417</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

Name	Position	£	£	Reason
S Morley	President	308	-	Travel expenses
D Tarrant	Trustee	214	247	Travel expenses
D McAlister	Trustee	199	125	Travel expenses
D Royles	President 2023	-	552	Travel expenses
		721	924	

7. STAFF COSTS

	2024 £	2023 £
Wages and salaries	151,665	124,966
Social security costs	<u>9,498</u>	<u>6,481</u>
	<u>161,163</u>	<u>131,447</u>

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

	2024	2023
Average number of employees	<u>3</u>	<u>3</u>

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

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Charitable activities	<u>1,012,811</u>	<u>-</u>	<u>1,012,811</u>
EXPENDITURE ON			
Raising funds			
Raising funds	15,282	-	15,282
Charitable activities			
Charitable activities	<u>862,673</u>	<u>-</u>	<u>862,673</u>
Total	<u>877,955</u>	<u>-</u>	<u>877,955</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME	134,856	-	134,856
RECONCILIATION OF FUNDS			
Total funds brought forward	477,540	-	477,540
TOTAL FUNDS CARRIED FORWARD	<u>612,396</u>	<u>-</u>	<u>612,396</u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2023	28,773
Additions	<u>1,265</u>
At 31 March 2024	<u>30,038</u>
DEPRECIATION	
At 1 April 2023	12,619
Charge for year	<u>7,352</u>
At 31 March 2024	<u>19,971</u>
NET BOOK VALUE	
At 31 March 2024	<u>10,067</u>
At 31 March 2023	<u>16,154</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	66,850	227,624
Other debtors	293,830	251,055
VAT	1,439	3,640
Prepayments	<u>17,050</u>	<u>6,816</u>
	<u>379,169</u>	<u>489,135</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	140,887	56,595
Taxation and social security	2,034	2,210
Other creditors	<u>332,965</u>	<u>318,763</u>
	<u>475,886</u>	<u>377,568</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

12. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	452,396	(12,847)	(30,964)	408,585
Designated fund-FPLP	75,000	-	30,964	105,964
Designated fund-Aspire Deputy Director	85,000	(85,000)	-	-
	<u>612,396</u>	<u>(97,847)</u>	<u>-</u>	<u>514,549</u>
TOTAL FUNDS	<u>612,396</u>	<u>(97,847)</u>	<u>-</u>	<u>514,549</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,030,091	(1,042,938)	(12,847)
Designated fund-Aspire Deputy Director	-	(85,000)	(85,000)
	<u>1,030,091</u>	<u>(1,127,938)</u>	<u>(97,847)</u>
TOTAL FUNDS	<u>1,030,091</u>	<u>(1,127,938)</u>	<u>(97,847)</u>

Comparatives for 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>

Comparative 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
	<u>1,012,811</u>	<u>(877,955)</u>	<u>134,856</u>
TOTAL FUNDS	<u>1,012,811</u>	<u>(877,955)</u>	<u>134,856</u>

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

12. MOVEMENT IN FUNDS - continued

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

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	477,540	122,009	(190,964)	408,585
Designated fund-FPLP	-	-	105,964	105,964
Designated fund-Aspire Deputy Director	-	(85,000)	85,000	-
	<u>477,540</u>	<u>37,009</u>	<u>-</u>	<u>514,549</u>
TOTAL FUNDS	<u>477,540</u>	<u>37,009</u>	<u>-</u>	<u>514,549</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,042,902	(1,920,893)	122,009
Designated fund-Aspire Deputy Director	-	(85,000)	(85,000)
	<u>2,042,902</u>	<u>(2,005,893)</u>	<u>37,009</u>
TOTAL FUNDS	<u>2,042,902</u>	<u>(2,005,893)</u>	<u>37,009</u>

13. RELATED PARTY DISCLOSURES

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

HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION

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

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Charitable activities		
Membership	365,214	385,908
Sponsorship and events	<u>664,877</u>	<u>626,903</u>
	<u>1,030,091</u>	<u>1,012,811</u>
Total incoming resources	1,030,091	1,012,811
EXPENDITURE		
Charitable activities		
Rent	325	-
Contractors and consultancy	166,173	91,371
Events and awards expenses	635,639	511,894
General expenses	13,150	4,327
Marketing and publicity	41,029	34,922
Research and development	-	2,950
Telephone internet & computer	16,829	34,661
Bad debts	(6,830)	5,637
Recruitment costs	17,854	-
Depreciation of tangible fixed assets	<u>7,352</u>	<u>7,119</u>
	891,521	692,881
Support costs		
Management		
Wages	151,665	124,966
Social security	<u>9,498</u>	<u>6,481</u>
	161,163	131,447
Finance		
Bank charges	138	130
Governance costs		
Auditors' remuneration	12,000	12,000
Bookkeeping	25,495	25,625
Accountancy fees	5,900	6,490
Strategic Management Costs	31,000	8,458
Trustees Reimbursed Expenses	<u>721</u>	<u>924</u>
	<u>75,116</u>	<u>53,497</u>
Total resources expended	<u>1,127,938</u>	<u>877,955</u>
Net (expenditure)/income	<u><u>(97,847)</u></u>	<u><u>134,856</u></u>

This page does not form part of the statutory financial statements