

**Registered Company No. 1829725**

**Registered Charity No. 326633**

**The International Federation of Training and Development Organisations Limited**

**Reports of the Trustees and Financial Statements**

**For the year ended 31st December 2023**

**TaxAssist Accountants**

**Kestrel Court**

**Portishead**

**Somerset**

**BS20 7AN**

**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
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**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

The Trustees who are also Directors of the Charity for the purposes of the Companies Act 2006, present their report with the financial statements of the Charity for the year ended 31st December 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP 'Accounting and Reporting by Charities' issued in March 2005.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

1829725

**Registered Charity number**

326633

**Registered office**

B7 Kestrel Court, Harbour Road, Portishead, BS20 7AN,  
United Kingdom

**Trustees**

Ghalib ALHOSNI	Oman	Dr. Luis Pedro SERRA RAMOS	Portugal
Dr Mohammad BIN FAHAD	UAE	Dr. Cheing-Chung SHEN	Taiwan
Dr Nancy Burns	USA	Dr. Haidamous WAFAA	Lebanon
Dr (Ms) Anita CHAUHAN	India		
Dr Vinayshil Gautam	India		
Dr (Mrs) Tayo Ola GEORGE	Nigeria		
Mr Ayush GUPTA	India		
Mrs Janet Iyabo Kofo JOLAOSO	Nigeria		
Mr Raed Khanfar	Jordan		
Mr Ranjan Kumar Mohapatra	India		
Dr Harris NEELIAH	Mauritius		
Dr Patricia PHILLIPS	USA		
Prof Dr. Abraham PIUS	UK		
Tayo ROTIMI	Nigeria		
Dr Helmi Ibrahim SALLAM	Egypt		

**Company Secretary**

Dr Uddesh Kumar Kohli                      India

**Accountants**

TaxAssist Accountants  
Kestrel Court, Portishead  
Somerset, BS20 7AN

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**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

The General Body of IFTDO consists of all Full members of the IFTDO and members of the Executive Board. The Board consists of a President, President- Elect, Past President, Chair, Chair Elect, Honorary Treasurer and ten Members at Large and four representatives of the Associate Members, one representing each Region. The General Body, at the Annual General Meeting (held at the time of the Annual Conference), (i) appoints the President and President-Elect and Past President for a term of about one year, from one Annual Conference to the next, and (ii) elects the Chair and Honorary Treasurer and ten Members at Large for a two-year term, beginning the following January. It also elects a Chair-Elect for a one year term, who is normally elected the Chair in the following year. The four Associate Member Representatives are elected region-wise by the respective Associate Members in the region. The Secretary can be elected or appointed, and is presently appointed. The Executive Board runs the affairs of the Charity. It has appointed several Committees to help in different areas of activity.

**OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT**

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in about 25 countries. IFTDO's vision is to be a unique and effective resource to the HRD profession working globally for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness. The main object of the Charity is the development and maintenance of a worldwide network of information and HR dedicated to developing, expanding and transferring the knowledge, technology and impact of HR development throughout national and multi-national professional, educational, government and commercial organisations and their members.

The main activities of the charity to support of its objectives are: an annual World Conference held in different parts of the world, IFTDO News and IFTDO Journal for members, a web site to enable exchange of knowledge, annual awards to recognize and promote outstanding HRD practices. In addition, the IFTDO participates in Training and Development events and provides a forum for the exchange of ideas and experiences. It also participates in activities of concerned UN agencies.

## ACHIEVEMENTS AND PERFORMANCE

**50th IFTDO World Conference** and Golden Jubilee Celebrations, Cairo, which were to be held in November 2023, had to be postponed to April 22-24, 2024. A Conference Task Force, under the Chairmanship of the President Helmi Sallam has been very actively working during 2023 on Conference Program and arrangements.

**Strategic Action Plan** – An elaborate Strategic Plan was prepared by the Strategy Committee headed by Tayo Rotimi. The Action Plan, recommended by the Committee, was largely approved by the Board.

**Webinars** - 3 webinars were organized, conducted by Dr. Ahmed, Dr. Patti Phillips, and Dr. Abdullah Al Hamed, between June to Dec 2023.

**Website:** A new website has been developed and launched after revamping the existing website.

**Newsletter:** Three Newsletters, edited by Dr. A C Joshi, were released during 2023.

**Women Empowerment Project in Nigeria** - The second IFTDO-TOTAL Energies Project approved in 2022 by Total Energies, Nigeria, was implemented during 2023. The third Empowerment grant was also paid to 23 widows across two states on December 12 and 19, 2023, and the Program was very successful, with widows expressing their gratitude and joy. Two Orientation Programs were organized for freshers at the Covenant University, Nigeria

IFTDO continues to have **consultative status with ECOSOC of UN**. It continued to participate in United Nations activities, including the **UN Global Compact Program** which is aimed at corporate citizenship in which over 10,000 organisations are participating in over 130 countries.

## FINANCIAL REVIEW AND RESERVES POLICY

IFTDO's policy is to maintain reserves at around US\$400,000 to ensure continuity of operation under all circumstances and to demonstrate sound financial management practices.

## ON BEHALF OF THE BOARD

04 Mar 2024

U K Kohli

(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
<b>Incoming resources</b>			
<i>Incoming resources from generated funds</i>			
Subscriptions		29,385	15,657
Conferences		-	15,704
Certification and training		-	-1,924
Awards		-	-
Bank Interest		9,660	11,097
Development fund		-	-
<b>Total incoming resources</b>		<b>39,046</b>	<b>40,533</b>
 <b>Resources expended</b>			
<i>Charitable activities</i>			
Award expenditure		-	-
Research expenditure		-	-
Development expenditure		-	-
Other costs		1,033	4,704
<i>Governance costs</i>	<b>5</b>	24,152	25,580
Provision for Bad debts		942	-
<b>Total resources expended</b>		<b>26,127</b>	<b>30,284</b>
 <i>Net incoming resources for the year</i>	<b>6</b>	12,919	10,249
Total funds brought forward		328,816	318,567
Total funds carried forward		341,735	328,816

**The notes on pages 6 to 8 form part of these financial statements.**

**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

		2023		2022	
	Notes	£	£	£	£
<b>CURRENT ASSETS</b>					
Debtors	2	17,313		-	
Provision for Bad debts		-	17,313	-	
Cash at the bank and in hand	3	408,133		393,645	
		<u>408,133</u>		<u>393,645</u>	
<b>CREDITORS</b>					
Amount falling due within one year	4	<u>-66,398</u>		<u>-64,829</u>	
<b>NET CURRENT ASSETS</b>			<u>341,735</u>		<u>328,816</u>
<b>NET ASSETS</b>			<u>341,735</u>		<u>328,816</u>
<b>RESERVES</b>					
Profit and loss account			<u>341,735</u>		<u>328,816</u>
<b>TOTAL FUNDS</b>			<u>341,735</u>		<u>328,816</u>

For the year ended 31st December 2023, the company was entitled to exemption from audit under section 477(2) of the Companies Act 2006.

The Members have not required the company to obtain an audit in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for:

- (i) ensuring the company keeps accounting records which comply with Sections 386; and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirements of Section 393, and which otherwise comply with the requirements of the Companies Act relating to accounts, so far as is applicable to the company.

The accounts have been prepared in accordance with the Charities SORP (FRS102) and the Charities Act 2011.

04 Mar 2024

The accounts were approved by the Board of Trustees on ..... and were signed on its behalf by:

U K Kohli

(This document was digitally signed with Signable)

Dr Uddesh Kumar Kohli (Secretary)

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**The International Federation of Training and Development Organisations Limited**  
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**For the year ended 31st December 2023**

**1 ACCOUNTING POLICIES**

The following accounting policies have been used consistently in dealing with items which are considered material to the company's financial statements.

**Basis of accounting**

The financial statements have been prepared under the historical cost accounting convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities' issued in March 2005.

**Foreign currency**

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction. Exchange differences are taken into account in arriving at the operating profit.

**Conference contributions**

The guaranteed minimum conference contribution is recognised as income in the conference year. Any conference surplus is not recognised as income until actually received unless its receipt is reasonably certain.

**Subscriptions**

Subscriptions are recognised when they are received. Any subscriptions relating to future periods are treated as deferred income.

**Change in presentation currency**

On 1 January 2023, The International Federation of Training and Development Organisations Limited changed its reporting currency from US Dollars to sterling to provide greater transparency for stakeholders in the UK. In accordance with IAS 8, Accounting Policies, Changes in Accounting Estimates and Errors, this change in presentational currency was applied retrospectively and accordingly, prior year comparatives have been restated.



**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

<b>2</b>	<b>DEBTORS</b>	<b>2023</b>	<b>2022</b>
		<b>£</b>	<b>£</b>
	Trade Debtors	17,313	-
	less Provision for Bad debts	<u>-17,313</u>	<u>-</u>
		-	-
<b>3</b>	<b>CASH AT BANK</b>		
	Cash in hand	-	-
	Lloyds TSB sterling account	2,484	2,359
	Lloyds TSB dollar account	22,617	18,547
	Longer term deposit account	383,032	372,709
	Prepayments	<u>-</u>	<u>30</u>
		<u>408,133</u>	<u>393,645</u>
<b>4</b>	<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		
	Trade creditors	1,162	785
	Deferred income - Development Fund	18,160	18,160
	Deferred income - subscriptions in advance	20,988	20,061
	Deferred income - awards	15,999	15,999
	Deferred income - research	50	49
	Deferred income - conference	7,852	7,852
	Accruals and deferred income	<u>2,188</u>	<u>1,923</u>
		<u>66,398</u>	<u>64,829</u>
<b>5</b>	<b>GOVERNANCE COSTS</b>		
	Management	14,133	9,422
	Accounting	6,831	8,307
	CEO fee	1,468	5,936
	Bank charges	1,450	1,566
	(Profit) / Loss on foreign exchange	<u>269</u>	<u>349</u>
		<u>24,152</u>	<u>25,580</u>

**The International Federation of Training and Development Organisations Limited**  
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**For the year ended 31st December 2023**

**6 RELATED PARTY DISCLOSURES**

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to £14,133.

**7 CHARITABLE STATUS**

The company is a registered charity.

**8 TAXATION**

The directors are of the opinion that the company's present activities are exempt from corporation tax.

**9 COMPANY LIMITED BY GUARANTEE**

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

	<b>2023</b>	<b>2022</b>
<b>INCOME</b>	<b>£</b>	<b>£</b>
Subscriptions	29,385	15,657
Conferences	-	15,704
Certification and training	0	-1,924
Awards	-	-
Sponsorship	-	-
Bank Interest	9,660	11,097
Development fund	-	-
	<u>39,046</u>	<u>40,533</u>
<b>EXPENDITURE</b>		
Award expenditure	-	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	1,450	1,566
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	761	3,923
Management fees	14,133	9,422
Marketing	-	-
CEO fee	1,468	5,936
Travel and subsistence	-	522
Accountancy	6,831	8,307
(Profit) / Loss on foreign exchange	269	349
Others - Miscellaneous	272	259
Provision for Bad debts - increase	942	-
	<u>26,127</u>	<u>30,284</u>
	<u>12,919</u>	<u>10,249</u>



**Issuer** TaxAssist Accountants

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#### Parties involved with this document

Document processed	Party + Fingerprint
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Tue, 5th Mar 2024 13:19:36 UTC	Sergey Pimonov - Copied In (e1cc24767f5a90cee8bdcb98ade894f7)

#### Audit history log

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Tue, 5th Mar 2024 13:19:38 UTC	Dr Uddesh Kohli viewed the envelope (49.36.138.57)
Tue, 5th Mar 2024 13:19:36 UTC	Document emailed to party email (18.170.57.59)
Tue, 5th Mar 2024 13:19:36 UTC	This envelope has been signed by all parties (49.36.138.57)
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Mon, 4th Mar 2024 13:36:18 UTC	Sergey Pimonov has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Dr Uddesh Kohli has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Envelope generated. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Document generated with fingerprint 678505b12bc554fa45ee5adf250bd121. (18.134.205.28)
Mon, 4th Mar 2024 13:36:16 UTC	Envelope generated with fingerprint 6c1bc4f1c9871685f98b039209dd906d (18.133.63.166)

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<b>NET ASSETS</b>			<u>341,735</u>		<u>328,816</u>
<b>RESERVES</b>					
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**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

<b>2 DEBTORS</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade Debtors	17,313	-
less Provision for Bad debts	<u>-17,313</u>	<u>-</u>
	<u>-</u>	<u>-</u>
 <b>3 CASH AT BANK</b>		
Cash in hand	-	-
Lloyds TSB sterling account	2,484	2,359
Lloyds TSB dollar account	22,617	18,547
Longer term deposit account	383,032	372,709
Prepayments	<u>-</u>	<u>30</u>
	<u>408,133</u>	<u>393,645</u>
 <b>4 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		
Trade creditors	1,162	785
Deferred income - Development Fund	18,160	18,160
Deferred income - subscriptions in advance	20,988	20,061
Deferred income - awards	15,999	15,999
Deferred income - research	50	49
Deferred income - conference	7,852	7,852
Accruals and deferred income	<u>2,188</u>	<u>1,923</u>
	<u>66,398</u>	<u>64,829</u>
 <b>5 GOVERNANCE COSTS</b>		
Management	14,133	9,422
Accounting	6,831	8,307
CEO fee	1,468	5,936
Bank charges	1,450	1,566
(Profit) / Loss on foreign exchange	<u>269</u>	<u>349</u>
	<u>24,152</u>	<u>25,580</u>

**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

**6 RELATED PARTY DISCLOSURES**

During the year Dr Uddesh Kumar Kohli, company secretary, provided secretarial and other services to the company for which total fees and expenses payable amounted to £14,133.

**7 CHARITABLE STATUS**

The company is a registered charity.

**8 TAXATION**

The directors are of the opinion that the company's present activities are exempt from corporation tax.

**9 COMPANY LIMITED BY GUARANTEE**

The company is limited by guarantee and therefore there are no individual controlling parties. The company is controlled by the directors and its members.

**The International Federation of Training and Development Organisations Limited**  
**Registered Company No. 1829725**  
**For the year ended 31st December 2023**

	<b>2023</b>	<b>2022</b>
<b>INCOME</b>	<b>£</b>	<b>£</b>
Subscriptions	29,385	15,657
Conferences	-	15,704
Certification and training	0	-1,924
Awards	-	-
Sponsorship	-	-
Bank Interest	9,660	11,097
Development fund	-	-
	<u>39,046</u>	<u>40,533</u>
<b>EXPENDITURE</b>		
Award expenditure	-	-
Research expenditure	-	-
Development expenditure	-	-
Bank service charges	1,450	1,566
Office and equipment expenses	-	-
Postage and delivery	-	-
Printing, website and other	761	3,923
Management fees	14,133	9,422
Marketing	-	-
CEO fee	1,468	5,936
Travel and subsistence	-	522
Accountancy	6,831	8,307
(Profit) / Loss on foreign exchange	269	349
Others - Miscellaneous	272	259
Provision for Bad debts - increase	942	-
	<u>26,127</u>	<u>30,284</u>
	<u>12,919</u>	<u>10,249</u>



**Issuer** TaxAssist Accountants

**Document generated** Mon, 4th Mar 2024 13:36:16 UTC

**Document fingerprint** 678505b12bc554fa45ee5adf250bd121

#### Parties involved with this document

Document processed	Party + Fingerprint
Tue, 5th Mar 2024 13:19:35 UTC	Dr Uddesh Kohli - Signer (ecb945ad625b83e9c3659fb395e214cc)
Tue, 5th Mar 2024 13:19:36 UTC	Sergey Pimonov - Copied In (e1cc24767f5a90cee8bdcdb98ade894f7)

#### Audit history log

Date	Action
Tue, 5th Mar 2024 13:19:38 UTC	Dr Uddesh Kohli viewed the envelope (49.36.138.57)
Tue, 5th Mar 2024 13:19:36 UTC	Document emailed to party email (18.170.57.59)
Tue, 5th Mar 2024 13:19:36 UTC	This envelope has been signed by all parties (49.36.138.57)
Tue, 5th Mar 2024 13:19:36 UTC	Sent the envelope to Sergey Pimonov for signing (49.36.138.57)
Tue, 5th Mar 2024 13:19:35 UTC	Dr Uddesh Kohli signed the envelope (49.36.138.57)
Tue, 5th Mar 2024 13:17:27 UTC	Dr Uddesh Kohli viewed the envelope (49.36.138.57)
Mon, 4th Mar 2024 13:36:25 UTC	Document emailed to party email (13.40.209.74)
Mon, 4th Mar 2024 13:36:18 UTC	Sent the envelope to Dr Uddesh Kohli for signing. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Envelope has been set to automatically remind the active signer every 3 day(s). (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Sergey Pimonov has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Dr Uddesh Kohli has been assigned to this envelope. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Envelope generated. (18.134.205.28)
Mon, 4th Mar 2024 13:36:18 UTC	Document generated with fingerprint 678505b12bc554fa45ee5adf250bd121. (18.134.205.28)
Mon, 4th Mar 2024 13:36:16 UTC	Envelope generated with fingerprint 6c1bc4f1c9871685f98b039209dd906d (18.133.63.166)





Section A

Independent Examiner's Report

Report to the trustees/  
members of

Charity Name

INTERNATIONAL FEDERATION OF TRAINING AND DEVELOPMENT  
ORGANISATIONS LIMITED(THE)

On accounts for the  
year ended

31.12.2023

Charity no  
(if any)

326633

Set out on pages

1-9

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above  
charity ("the Trust") for the year ended **31.12.2023**.

Responsibilities and  
basis of report

As the charity's trustees, you are responsible for the preparation of the  
accounts in accordance with the requirements of the Charities Act 2011  
("the Act").

I report in respect of my examination of the Trust's accounts carried out  
under section 145 of the 2011 Act and in carrying out my examination, I  
have followed all the applicable Directions given by the Charity  
Commission under section 145(5)(b) of the Act.

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have  
come to my attention in connection with the examination (other than that  
disclosed below \*) which gives me cause to believe that in, any material  
respect:

- the accounting records were not kept in accordance with section 130  
of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements  
concerning the form and content of accounts set out in the Charities  
(Accounts and Reports) Regulations 2008 other than any  
requirement that the accounts give a 'true and fair' view which is not  
a matter considered as part of an independent examination.

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

\* Please delete the words in the brackets if they do not apply.

Signed:

Date:

11/03/2024

Name:

Alison Redwood

**Relevant professional qualification(s) or body (if any):**

AFA  
Institute of Financial Accountants

**Address:**

TaxAssist Accountants

B7 Kestrel Court, Harbour Road

Portishead BS20 7AN

## Section B

### Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**