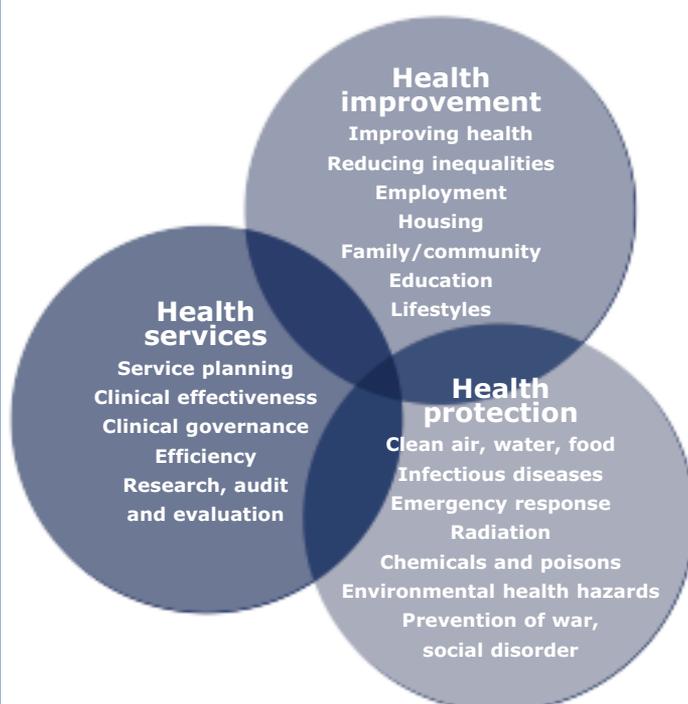


Introduction from the President

2003 has been an exciting and challenging year for both the Faculty and its members. Never has the profile of public health, or the expectations on us, been so high: we are being given a real opportunity to advocate for improving the public's health and for the resources needed to achieve this. The Faculty has risen to the challenge.

The key areas of Faculty activity

The Faculty continues to focus on the three main areas of public health activity, as agreed by the Board at the 2002 away day. They are:



The Faculty addresses these public health domains through the three main strands of its activities, which are:

- Professional Affairs
- Education and Standards
- Policy and Advocacy contribution

These three areas help us to structure the way we work as an organisation, including the brief given to Faculty Officers and staff.

This report gives details of our achievements in each of these areas over the last year, progress only possible because of the contributions and team-working of members and staff of the Faculty.

The Faculty's name change

At the Faculty's Annual General Meeting on 25 June the Faculty formally changed its name from the Faculty of Public Health Medicine to the Faculty of Public Health, with the support of the Board and the membership. The change of name is significant, indicating that we are now a truly multidisciplinary organisation, and we have continued to work with other organisations to develop opportunities to expand the specialist workforce for public health. The launch in May of the UK Voluntary Register for Public Health Specialists demonstrates the commitment of the Faculty and its partners, the Royal Institute of Public Health and the Multidisciplinary Public Health Forum, to developing a specialist workforce from a wide variety of backgrounds.

Following the structural changes of *Shifting the Balance of Power* in 2002, many members faced further reorganisation, not only in Wales with the creation of the National Public Health Service for Wales, but with the implementation of *Getting Ahead of the Curve* and the creation of the Health Protection Agency in April 2003. The Faculty regards health protection as a core element of all public health practice and continues to take a leading role in supporting the workforce through these developmental changes, as well as seeking ways of supporting further specialist professional development in health protection.

Developing partnerships

During 2003 the Faculty sought to formalise its role with many of the partnership agencies and organisations that it works with. This included a number of key public health organisations both within the UK and throughout the world. As described later in this report, a number of memoranda of understanding have been established. Whilst there is still more work to be done in this area, these memoranda provide a solid foundation for the Faculty to take forward its work in 2004. We have also benefited from the support of the NHS Leadership Centre, which is particularly valuable at a time when our roles are changing and the expectations of leadership are high. We look forward to developing our work in this area.

Annual Scientific Meeting

It was a busy year for events, the highlight for me being the Annual Scientific Meeting (ASM) in June,

which was regarded by many members as the best yet. Using the theme of art in health, delegates found the wide variety of events both stimulating and useful. We were delighted to be able to welcome amongst others Tessa Jowell, the Secretary of State for Culture, Media and Sport, Sir Iain Chalmers and Lord Hunt of Kingsheath.

We were also delighted to welcome Melanie Johnson to give her first speech as Minister of Public Health. The ASM is also the time when we recognise distinguished contributions to public health and we welcomed as Honorary Fellows, Sir Iain Chalmers, Dame Deirdre Hine, Lord Naran Patel and Dame Rosemary Rue.

Board away day

The Board held its annual away day in September, which was facilitated by Faculty member, Jenny Griffiths. We agreed that our key issues to take forward in 2004 would include: developing academic public health, advocacy on key public health issues such as obesity, providing support for the new structure created by the Health Protection Agency, building on the opportunities provided by Modernising Medical Careers and continuing the Faculty's work on developing multidisciplinary public health and the Voluntary Register. Since the away day I am pleased to say that progress has been made in all of these areas, details of which can be found later in this report.

International public health

I was fortunate to be asked to co-chair the Hong Kong Government's enquiry in to the outbreak of SARS. It demonstrated to me once again the global nature of public health and the need to work with colleagues and members in other countries to support the development of public health specialists who are well trained and able to deliver the improved health of our populations. We continue to build on this work across the world through our International Committee.

The profile of public health

Due in no small part to the Wanless Review, public health has never been so high on the political agenda. The Faculty looks forward to contributing to the implementation of the White Paper – Choosing Health. Coupled with the opportunity to build on the Wanless reviews in both England and

Wales, this consultation provides a vital opportunity to improve the health of the population. We are also delighted to be contributing to the public health review in Northern Ireland. As a relatively small Faculty it is essential that all of our members embrace these opportunities and are able to contribute to and shape the public health agenda.

Acknowledgements

It remains for me to thank all of you who have contributed to developing and sustaining the Faculty's work over the last year. I am particularly grateful to Paul Scourfield for his leadership of the office staff and to all of them for their unstinting hard work and their flexibility in the face of significant change. I would like to pay tribute to the Officers who have worked incredibly hard and provided leadership and expertise in their areas of responsibility, and to the Board members for their valuable contribution over the year.

Particular thanks go to our Vice President, Peter Donnelly, our Academic Registrar, Ian Harvey and our Policy Adviser, Fiona Adshead, whose terms of office will end at the 2004 AGM. Our congratulations go to both Peter and Fiona who have been appointed Deputy Chief Medical Officers in Scotland and in England, respectively.

Sincere thanks go to all members who support the work of the Faculty, in particular, regional advisers, examiners, visitors, CPD co-ordinators, appointments assessors and all of those who have supported our policy work, through producing consultation responses, representing the Faculty and offering expertise. As I have often said, the Faculty is the sum of its membership. Our work cannot be achieved without your continued support and commitment.

This has been my last full year as Faculty President and my term of office has been exciting, challenging and extremely rewarding. I would like to extend my congratulations to Rod Griffiths and Graham Winyard, who will take over as President and Vice President in June 2004. I trust they will find a solid platform from which the Faculty can continue to play its essential role in public health.



Professor Siân Griffiths OBE
Faculty President

Education and Standards

The Faculty's education and standards role is directed by the Faculty's Academic Registrar, Ian Harvey, and Assistant Academic Registrar, Sushma Acquilla, and is supported by the Education and Training department. The Standards Committee is chaired by Jean Chapple, Assistant Registrar.

A busy twelve months

The 12 month period since the last AGM has been eventful for the Education and Training group within the Faculty. The continuing responsibilities for organising and quality assuring the Part I and II exams have remained a core function, and the group has been delighted at the success in the Part II MFPH of our first candidates from backgrounds other than medicine.

The Education and Training Department undertakes a great deal of "hidden" but nonetheless vital work, including initial registration and monitoring of progress through RITA and exams, culminating in recommendation for the award of Certificate of Completion of Specialist Training (CCST) to the Specialist Training Authority.

We are in the process of adding to this the growing number of specialist trainees from disciplines other than medicine who, on successful completion of structured training and exams, will be recommended for inclusion on the new Voluntary Register for Specialists in Public Health. Premila Webster and Lillian Somerville are the Directors of Training responsible for these processes. The Voluntary Register will thus operate in parallel with the GMC Specialist Register.

The Voluntary Register

The Voluntary Register for Public Health Specialists was launched in May. The launch was the culmination of much hard work by the Tripartite group (the Faculty of Public Health, the Royal Institute of Public Health and the Multidisciplinary Public Health Forum).

The primary, and most important, function of the Register is to protect the public by maintaining the professional standards of practice of specialists in public health.

The Register is an independent professional regulatory body and its work overseen by a Joint Board with representatives from the three

organisations. The Faculty is well represented on the Voluntary Register Joint Board (Ian Harvey, Paul Scourfield and Sheila Adams) and Ian Harvey is Vice Chair of its Registration Panel. Lillian Somerville is the Board's Vice Chair and Jim McEwen (past President of the Faculty) is Chair.

Training

Change is as always in the air and we must adapt to altering circumstances. First of all the Specialist Training Authority (STA) will disappear in October 2004 to be replaced by the PMETB (Postgraduate Medical Education and Training Board), which will for the first time unify postgraduate medical training across primary and secondary care.

We are fortunate that Siân Griffiths has been appointed to PMETB and will be able to continue to guide and advise us after her term of office as President ends.

It is clear that PMETB will, quite rightly, insist that Royal Colleges and Faculties are open to greater scrutiny in terms of their training and examination requirements. Pre-empting this, we have secured the valuable input of an educationalist (Richard Wakeford, with experience of working with a range of medical Colleges) who has already reported on our exam and assessment processes (particularly part II) and will continue to advise us on necessary changes.

In the meantime it has been important to continue our good relationship with the STA and Sushma Acquilla and Ian Harvey have continued to represent the Faculty at its meetings.

Not only is PMETB being established, but the report *Modernising Medical Careers* heralds a fundamental reconsideration of the structure of postgraduate medical education in the UK, with a two year foundation period after qualification, followed by basic and then higher specialist training. It is likely that in many specialities the period from qualification to consultant appointment will be further shortened.

For public health the challenge is to ensure that experience of the specialty can be incorporated into the early phase of training. At the moment the second Foundation year is considered a key opportunity for this and Rob Cooper (West Midlands Programme Director) is playing an important role in encouraging such developments across the UK.



Examinations

Brian McCloskey and Michael Robinson (Chair and Deputy Chair of Part II examiners) have been energetic in modifying and improving our Part II exam processes.

This has been achieved by convening highly-valued "de-briefing" meetings for examiners after exam sittings, an innovation highly commended by Richard Wakeford in his report on exam and assessment processes.

Their energies, and those of the examiners for both Part II and Part I (chaired by Steve George) are enormously appreciated by the Faculty.

Faculty visits

Amidst these continuing changes we have maintained the high standard of our programme of visits to training programmes, incorporating quality assurance of all specialist training, and including, in most cases, so-called "top up" training for experienced specialists applying to the Voluntary Register via the portfolio assessment route.

Celia Duff has provided invaluable leadership in this area over several years as Director of Training (Visits) and her successor David Williams is welcomed to the team.

International links

In the interests of internationalising public health, Sushma Acquilla and other colleagues have also led us to improved mutual recognition of exams with other Colleges worldwide.

Agreement has now been reached with the Australian Faculty of Public Health Medicine with regard to mutual recognition of CPD and with the Hong Kong College of Community Medicine on mutual recognition of Part II examinations.

We have also moved to a more structured approach to overseas training, through setting up a formal visit to approve seconded training posts at the World Health Organization (WHO).

Continuing Professional Development

Continuing Professional Development (CPD) has benefited enormously from Yvonne Doyle's input as CPD Director and her successor Ann Palmer (and her Deputy, Robin Knill-Jones) are very welcome. CPD participation runs at about 90% and a random sample audit of 2002 CPD returns has recently been completed in collaboration with region and country-based CPD coordinators.

The audit had a high response at 92% and we are also planning to improve the CPD section of the Faculty website with online forms and guidance. In addition, the Faculty is working with CPD Directors through the Academy of Medical Royal Colleges towards a European accreditation scheme.

Training in health protection

The Faculty's Health Protection Working Party report on Training in Health Protection has had a positive influence in widening the opportunities for more prolonged periods of specialised training in health protection.

The Working Party carefully documented the extent to which RITA competencies and other key milestones could be attained from what might, at first sight, appear to be specialised training locations.

Similar considerations apply to other training locations that may currently be thought of as specialised, including academic public health departments and government departments.

This report can be downloaded from the publications section of the Faculty website.

Training Programme Directors

Closer liaison at national level during the last year between Faculty Advisers and Training Programme Directors (who of course work closely within their own programmes) has been particularly helpful, stimulated by the active participation of Graham Winyard as lead Dean (until his election as Vice President) for Public Health.

This has been especially helpful in terms of updating and clarifying the Faculty-recommended RITA processes, work led by Edmund Jessop, Director of Training (RITA).

Faculty Research Committee

The Faculty Research Committee has been launched and had its first meetings with the aim of identifying and promulgating examples of good practice in joint working between academic and NHS public health departments.

Peter Burney as Chair of HOADs (Heads of Academic Departments) has been most helpful in this. Academic public health, long undervalued within many universities – especially those with medical schools – stands on the edge of a possible renaissance, with intensive interest within UK government departments and major charities such as the Wellcome Trust. It is worth being reminded that over 20% of public health specialists are employed within academic departments.

Standards Committee

Several work programmes initiated by the Standards Committee over the last few years have either been completed (appraisal and revalidation) or taken forward by other groups (Voluntary Register).

The Standards Committee has concentrated over the last year on work with the National Clinical Assessment Authority (NCAA).

This provides a support service to health authorities, primary care trusts and hospital and community trusts which are faced with concerns over the performance of an individual doctor.

The NCAA does not currently have a remit to provide support for non-medically qualified staff, but the Standards Committee is involved in the development of an assessment framework for public health staff and in negotiating possible ways to include public health specialists.

The terms of reference and the membership of the Standards Committee are being reviewed in the light of future work to be done by the Faculty.

Acknowledgements

Ian Harvey would like to extend his thanks to all his colleagues (including examiners, visitors and CPD co-ordinators) for their help and support – especially Sushma Acquilla, Dragana Milosevic and her team within the Faculty Education and Training Department – in responding so positively to the need for change whilst maintaining stability and high standards for those already 'in the system'.



Professional Affairs

The work of this area of the Faculty's activity is carried out by the Registrar, Selena Gray, and the Assistant Registrar, Jean Chapple, with the support of the assistant Chief Executive's department.

Senior public health appointments

One of the Faculty's statutory functions is to nominate external assessors to serve on appointments committees for NHS consultant grade posts in England, Wales and Northern Ireland. In Scotland, a national panel handles the nomination process.

Since the beginning of 2002, specialists in public health from a background other than medicine have been able to apply for the majority of senior public health posts in England. The Faculty has responded to the new arrangements by nominating an additional external specialist assessor to serve on appointments committees for all consultant/specialist posts.

Changes in the NHS announced in 2001 to establish primary care trusts and strategic health authorities in England led to a substantial increase in the number of advisory appointments committees (AACs) needed to recruit almost the entire public health workforce into new posts during 2002.

The number of AACs continued at a high level in 2003 (Table 1). The proportion of appointments made to advisory appointments committees held remained steady against 2002 figures at 78%, with no appointment made at 22% of AACs held, again similar to the 2002 figure (21%).

However, the number of cancelled AACs in 2003 returned to pre *Shifting the balance of Power* levels at nearly one quarter of the total requests for assessors.

The demand for assessors halved in 2003 over the 2002 figures but is still not back to the lower levels prior to the NHS changes. Continued movement in the public health workforce, the NHS reorganisation in Wales and the establishment of the Health Protection Agency in 2003 have contributed to the continuing high numbers of AACs.

The Faculty would like to thank all of those who participate in the AAC process, from those who write and check job descriptions in line with Faculty

guidance, to those who participate in AACs and return reports on the process to the Faculty.

Workforce planning

In October 2003, the Faculty, with the support of the Department of Health (England), carried out a census of all Faculty members in the UK (and PCT Directors of Public Health not known to be members).

The results provided essential information to support an increased workforce capacity which is needed to meet the growing public health agenda.

The most significant recommendation was that the Faculty should adopt and promote a new national target of 25 consultants and specialists in public health per million population (2.5 per 100,000 per population at local level) to be achieved by 2006. The full report of the findings can be found on the Faculty's website.

Faculty Local Affairs Committees

The Local Affairs Committees continue to provide a useful forum for members to reflect their views to the Faculty Board. These groups play an increasingly important part in ensuring that the Board are aware of members' views.

It is planned to review the function of these committees in the coming year and share good practice that has been established in many parts of the country.

Clinical Excellence Awards

In October 2003, the Department of Health (England) published guidance on the new NHS consultants' clinical excellence awards scheme for the 2004 awards round.

The new scheme has replaced the former separate schemes for discretionary points and distinction awards in England & Wales with a single more graduated scheme with common criteria covering both national and local elements.

The role of the medical royal colleges (including that of the Faculty) remained largely unchanged with nominations being sought for the higher awards (at Platinum, Gold, Silver and Bronze levels).

There was concern that the new arrangements could lead to exclusion of public health input at local level and the Faculty will be monitoring this in

Table 1. Senior public health appointments 2003

Consultants in Public Health Medicine and Specialists in Public Health							
<i>Report from the Assistant Registrar</i>							
Year	Requests for Assessors	Appointments made (by post)	Appointees with MFPH/FFPH/HonFPH	Other Appointees	No Appointment Made	AAC Cancelled	Result Unknown
1998	116	84 [inc 1 appointee who turned down post after appointment]	77	6 [inc 2 with MRCPPath 1 with MFPHM (Aus)]	12	18	2
1999	128	85	81	4 [2 with MRCPPath 1 with HonMFPHM 1 public health specialist]	19	24	0
2000	138	92	85	7 [1 MRCP, 1 with non-UK quals 3 SpRMs, 2 SPHs]	18	28	0
2001			<i>Figures not available</i>				
2002	481	323	306	26 [inc 2 with MRCPPath 1 with FFPHM (SA) 1 on GMC Spec Reg in haematology 2 SpRMs, 2 DFPHMs]	88	56	14
2003	232	135	105	30 [inc 7 DFPH, 1 lapsed MFPH 2 lapsed SpRMs, 2 SpRM 14 SPH, 1 overseas quals 2 medic non members, 1 MRCPPath 1 MFPHM Ireland]	38	56	3

In 2003: 1. 3 requests for Assessors were received from Northern Ireland. These figures are included in the above summary.

2. 1 request for Assessors was received from Scotland for a CPHM/SPH post. This figure is included in the above summary.

16 advertisements for posts in Scotland were noted.

In 2002: The figures for those appointed in columns 4 & 5 include job shares so do not equal the number of appointments made in column 3 which are by post.

2004. Earlier in 2003, the Faculty had submitted nominations for the 2003 distinction awards rounds in the separate schemes run in England & Wales, Scotland, Northern Ireland and the Defence Medical Services.

Distinction grades of membership

In 2003 the Fellowship Committee considered 152 proposals for the Faculty's distinction grades of membership: Honorary Fellow, Fellow and Member through Distinction.

Associate status

The number of new 'associates' of the Faculty has increased in 2003.

This is not a membership category but allows those working in the many diverse areas of public health to keep in touch with public health developments by receiving Faculty mailings and also having access to the many electronic specialist groups that have been developed.

The introduction of 'corporate associate' has been slower to attract organisations and a review of marketing procedures is planned for 2004.



Policy and Advocacy Contribution

The Faculty's advocacy role is directed by the Faculty's President, Siân Griffiths, and Vice-President, Peter Donnelly, through the Policy Committee, its Cardiovascular Health Working Group and its Information and Intelligence Committee. This work is supported by the Policy Adviser, Fiona Adshead, and the Policy and Communications Department.

This key area of Faculty activity has been significantly developed over the last three years and 2003 saw a busy schedule of consultation responses, events and publications, much of which was carried out in partnership with other organisations.

Working in partnership to develop policy

The Faculty continued to promote active partnership working and has developed and strengthened its relationship with other organisations with an interest in public health. A collaborative approach enables the Faculty to have a greater impact in its policy role and to promote public health more widely.

In order to give structure to its partnerships, the Faculty has entered in to a series of memoranda of understanding with key organisations, which are underpinned by agreed joint work programmes. The first Memorandum of Understanding was signed with the Health Development Agency in September.

The Faculty also maintains formal links to related organisations through providing representatives to a wide variety of committees and working groups. This is made possible through the commitment of Faculty members.

The Faculty's joint work with the Academy of Medical Royal Colleges proved particularly successful.

In November, the Faculty signed a letter to the Times with all the UK Medical Royal Colleges to call for legislation to make public places smoke free. The letter was published in conjunction with the launch of a report entitled: *Tobacco Smoke Pollution: The Hard Facts*. The letter and report received extensive media coverage and as result, smoking in the workplace has remained a high profile public health debate.

The Faculty has also been working in partnership with the Royal College of Physicians and the Royal College of Paediatrics and Child Health to produce a report on obesity, to contain hard-hitting recommendations for prevention.

This work has been taken forward by a small working group and the report is due for publication in early 2004.

The Faculty continues to work in close partnership with those organisations for which it provides administrative services: the Association of Directors of Public Health, the Public Health Medicine Environment Group, the Multidisciplinary Public Health Forum, and the Public Health and Primary Care Group.

Influencing policy through responding to consultations

Throughout the year, the Faculty provided responses to a wide range of consultations. This important area of activity is made possible through the hard work of Faculty members.

The Wanless Review, in which key stakeholders in public health were asked to provide evidence on a series of questions, provided a major opportunity to make the case for greater upstream intervention to prevent disease; not only within the NHS, but across all sectors which impact on health.

The Faculty was pleased to work in partnership with the NHS Confederation, the Local Government Association, the UK Public Health Association and the Association of Public Health Observatories to construct a response.

Publications

The Faculty was involved in the production of a range of reports and publications aimed to support the public health workforce.

The Faculty, with the Public Health Resource Unit and the Association of Public Health Observatories produced online guidance on the production and content of annual reports for directors of public health (DPH), to reflect the changing structures in the NHS, particularly the new role of the DPH within PCTs.

In March, a fuel poverty and health toolkit aimed at primary care organisations was published by the National Heart Forum, the Eaga Partnership Charitable Trust, Help the Aged, the Met Office and the Faculty of Public Health. The aim of the toolkit

is to improve the quality of life, to reduce morbidity and avoidable winter deaths, and to reduce winter strain on the NHS by encouraging strategic planners and health professionals to devise and implement well targeted local strategies to reduce fuel poverty.

The Faculty's Health Protection Working Party produced two publications, *Health Protection and Training* and *Health Protection On-call*, aimed at providing clear guidance to public health specialists on the health protection skills expected of them.

The Faculty's Cardiovascular Health Working Group, chaired by Alan Maryon Davis, is currently producing a hypertension toolkit aimed at primary care organisations. *Easing the Pressure* will be published in autumn 2004 in collaboration with the National Heart Forum. The National Heart Forum, Met Office and the Faculty are also producing a toolkit on food poverty, which will be launched at the Faculty's ASM 2004.

The Faculty's Policy Committee and Cardiovascular Health Working Group have agreed to co-ordinate the production of short briefing statements on a range of public health issues. These will be designed to provide easy access to information and will be primarily an on-line resource.

Events

2003 was an extremely active year for events, with the highlight of the Faculty calendar being the Annual Scientific Meeting held in Eastbourne in June. Over 500 people attended the conference, which held a series of high quality plenary and parallel sessions on a wide range of public health issues. A new three-day structure was introduced and proved extremely successful.

The conference was opened by Tessa Jowell MP, Secretary of State for Culture, Media and Sport; Melanie Johnson MP, Minister for Public Health and John Wyn Owen, Secretary of the Nuffield Trust.

The theme of arts in health proved popular and informative, in particular the excellent *Sixteen*, a play by the Box Clever Theatre Company, which addressed issues of teenage sexuality. In addition to the arts in health theme, the conference also focussed on international public health.

The DARE lecture, entitled *Beyond systematic reviews: addressing important unanswered questions* was given by Sir Iain Chalmers, Lord Philip Hunt gave the King's Fund Lecture, entitled

Building a powerful public health movement, bringing to a close our series of King's Fund lectures. Our thanks go to Julia Neuberger for all her support to the Faculty on this.

The following prizes were given at the awards ceremony:

Wilfrid Harding Faculty Prize to Dr Edmund Jessop and Dr Alan Maryon Davis.

Alwyn Smith Prize to Dr Lillian Somerville and Mrs Jenny Wright.

Cochrane Prize to Ms Louise Morganstein.

Michael O'Brien Prize to Dr Joanna Reeve.

Sir John Brotherston Prize to Ms Anushka Soni.

The McEwen Award to Dr Karen Lock.

The Annual Scientific Meeting is made possible by the hard work of the Meetings Sub-Committee, in particular its chair, Liz Scott.

The Faculty organised several one-day conferences in partnership over the year, including: the NHS Alliance on public health and primary care trusts, the British Association of Medical Managers of public health in acute trusts and the Child Public Health Information Group on a multi-disciplinary approach to promoting child public health.

As a collaborator on the UKPHA Annual Public Health Forum, the Faculty organised two sessions at the conference in March.

November was an exceptionally busy month for the Faculty and saw the Scottish Affairs Committee's 3rd annual conference, the Welsh Affairs Committee's biennial Cochrane Lecture given by Professor Peter Elwood, the International Committee's workshop on Iraq and the Annual Public Health Lecture, given by Charles Clarke MP, Secretary of State for Education and Skills.

Communications

Throughout 2003, the Faculty has worked hard to improve its communications, with its members, related organisations and the media. The Faculty's quarterly newsletter *ph.com* was redesigned and had special editions focussing on Wales, Scotland, health protection and the Voluntary Register.

The Faculty's change of name was an opportunity to reconsider the Faculty's branding and to design new information leaflets detailing the work of the Faculty and the services it offers.

Work on the relaunch of the Faculty's electronic



network is well underway and is due for completion in Spring 2004.

The Faculty is an official collaborator on the new weekly newsletter *Public Health News*, which is distributed to our membership.

This has already proved a useful vehicle for the Faculty, in terms of raising awareness of key issues that the Faculty is involved with.

Public Health News has certainly contributed to the raised media profile of public health over the course of the year. The public profile of the Faculty has increased significantly, in no small part due to the untiring commitment of the Faculty President, Siân Griffiths.

Developing international public health links

The International Committee, chaired by Paul Johnstone, was active during the year in taking forward the work set out in its five-year plan. An International Trainees Working Group was established to provide support to the committee.

The Faculty saw a strengthening of its links with Hong Kong, Australia and New Zealand, through the signing of a Memorandum of Agreement to launch an international consortium of public health faculties and colleges. A Memorandum of Understanding was also signed with the WHO Eastern Mediterranean Regional Office, and discussions on collaborative working were held with the College of Physicians and Surgeons in Pakistan and the Council of Health Ministers of the Gulf Co-operation Council States.

The International Committee again held a highly successful session during the Annual Scientific Meeting on *Globalisation and health*. This was followed in November by a workshop on *Making a difference: the health of Iraq*, at which a number of key actions were identified. These will be progressed during 2004.

The European Working Group, chaired by Mark McCarthy, hosted a visit by representatives of the Lithuanian Public Health Association to the Faculty's conference in June and a twinning arrangement was subsequently established between Sefton for Health and two towns in Lithuania.

The Faculty also appointed a part-time Europe research assistant to undertake a review of public health practice and specialist registration processes across the EU.

Management and Administration

The day-to-day management of the Faculty office is the responsibility of the Chief Executive, (formerly Faculty Secretary) Paul Scourfield, who in turn reports to the Registrar. 2003 has been a stable year for staffing at the Faculty with a very low turnover of personnel. This has enabled additional funds, usually allocated for recruitment, to be invested into training for Faculty staff, building a stronger, better skilled team.

The Charity Commission guidance on risk management has been implemented and a Risk Management Adviser for the Faculty has been appointed.

It is also expected that legislative change to the way in which the Faculty can become a Company by Limited Guarantee will also protect the trustees and 'incorporate' the Faculty formally. Preliminary work with our parent colleges has already started and received a positive response. It is expected that further work will be needed once the legislative changes come into force.

The Faculty office is located in a Grade 1 listed, eighteenth-century building, with offices covering five floors. To ensure that we comply with the 1995 Disability Discrimination Act the Faculty has commissioned a disability audit. It is hoped that this will provide us with guidance on how best to make the building accessible to all.

As a growing organisation space is becoming an increasing problem. The Faculty is looking at ways of maximising existing space and part of this will include the move to electronic storage of archive material.

The Faculty has continued to keep pace with the changes in the IT world. In particular, plans to renew the central database are well underway. To improve security of data storage, off-site facilities have been sourced and are in operation.

Finance and Risk Management

The work of this area of Faculty activity is carried out by the Treasurer, Keith Baker, succeeded by Keith Williams, with the support of the Finance and Membership Records Department.

In June 2003 the Faculty name was changed but, as the status of the Faculty did not alter the financial statements have been prepared for the full year to 31 December.

The unrestricted fund shows an increase of £142,166 in net assets which is partly due to the upturn in the stock market and a surplus of 5.5% of the total incoming resources. During the year the Faculty received grants towards the cost of specific activities without which there would have been a much reduced balance carried forward.

One of the Faculty's core financial activities remains its examinations. The Faculty has a policy that these should be cost neutral. The increase in candidate numbers has absorbed the rising costs and in 2003 this policy target was achieved.

Faculty reserves

The Board considers that the Faculty requires reserves to enable it to meet any unpredictable increase in expenditure or fall in income.

The Board considers that reserves should be maintained at a level of at least equal to the average annual expenditure on unrestricted funds with the view that this should gradually be increased towards a figure nearer to two years' expenditure.

Based on 2003 figures, the current reserves represent the expenditure for a little more than a year.

Risk management

This year the Risk Management Audit and Finance Committee was formally established and continued to assess the major risks to which the Faculty is exposed, in particular to those related to the operations and finance of the Faculty.

A formal Risk Register is currently being prepared by the Risk Management Adviser. The Board is satisfied that there are systems currently in place to mitigate the Faculty's exposure to major risks. It believes that one major risk relates to the Faculty's

standard setting role and considers that there is adequate insurance cover in this respect.

The financial activities of the Faculty are monitored on a regular basis and the Board considers this would highlight any unexpected reduction in income or increase in expenditure.

Investment policy

The Faculty's current investment portfolio is in line with the investment policy which is:

- to employ a firm of professional advisers to manage the portfolio on a discretionary basis subject to specifically requested guidelines
- to hold the individual stocks and shares in the name of a nominee company
- to have separate individual portfolios for prizes funds
- to manage the general portfolio as one fund which will include, but not be limited to, equities, cash and fixed interest investments.
- not to invest, at the time of purchase, more than 5% of the portfolio in any one company
- to require the portfolio to maintain the aggregate value (in sterling) in real terms with the aim of bettering the returns of an appropriate index.
- to have an evolving socially responsible investment (SRI) policy based upon explicit principles for investment which will be implemented by the professional advisors. The current principles state that the Faculty will not knowingly invest in any sector or business the activities of which wholly or mostly have a direct, detrimental effect on health.

During the year the principles of the SRI policy have also been applied to the acceptance of educational grants.

To ensure a positive implication of this policy members of the Faculty have been asked to advise the Risk Management Adviser if they consider that any company at any time fails to meet these principles. If proved to be the case no grants would be accepted from the company nor any investments made in the company.



Constitution and Membership

Membership

The table below shows the changes in numbers in the various categories of membership of the Faculty over the last six years.

	2003	2002	2001	2000	1999	1998
UK Fellows	682	613	550	510	477	428
UK Members	635	603	620	642	662	680
Specialist Registrar/Specialist Trainee Members	106	110	116	142	178	197
Diplomate Members	200	173	123	78	17	-
Honorary Members	367	309	253	223	162	146
Overseas Fellows	125	131	105	100	93	89
Overseas Members	110	109	109	121	121	113
Retired Fellows	469	469	476	463	419	429
Retired Members	374	378	399	395	272	302

Total membership 3068 2895 2751 2674 2401 2384

A list of those Members, Specialist Registrar/Specialist Trainee Members and Diplomate Members admitted during 2003 is shown in Annex 1.

Objects

The objects of the Faculty are:

- to promote for the public benefit the advancement of knowledge in the field of public health
- to develop public health with a view to maintaining the highest possible standards of professional competence and practice and to act as an authoritative body for the purpose of consultation in matters of education or public interest concerning public health.

Constitution

The Faculty of Public Health is a faculty of the Royal Colleges of Physicians of the United Kingdom, that is to say, the Royal College of Physicians of Edinburgh, the Royal College of Physicians and Surgeons of Glasgow and the Royal College of Physicians of London.

It is a registered charity (number 263894). The governing instrument of the Faculty is its Standing Orders.

Functions of the Board

The Board is responsible for managing the business of the Faculty and for ensuring that the functions, objects and powers of the Faculty are carried out in accordance with its Standing Orders.

Members of the Board are trustees of the Faculty in charity law.

Organisation

A number of standing committees and sub-committees report to the Board. The functions of the Executive Committee, the Fellowship Committee and the Education Committee are set out in the Faculty's Standing Orders.

Standing committees and sub-committees are delegated powers by the Board to deal with a wide range of matters. Special committees with a limited lifespan may be appointed by the Board at any time to enquire into any matter on its behalf.

The Executive Committee has the power to act on behalf of the Board at the request of the President in matters of urgency.

Faculty Officers

The Faculty Officers for 2003 are:

- Professor Siân Griffiths OBE** (President)
- Professor Peter Donnelly** (Vice-President)
- Dr Keith Williams** (Registrar) (to June 2003)
- Professor Ian Harvey** (Academic Registrar)
- Dr Keith Baker** (Treasurer) (to June 2003)
- Dr Sushma Aquilla** (Assistant Academic Registrar)
- Dr Jean Chapple** (Assistant Registrar)

The following were elected to take office from June 2003:

- Dr Keith Williams** Treasurer
- Dr Selena Gray** Registrar

Principal advisers

Bankers

National Westminster Bank Plc
125 Great Portland Street
London W1N 6AX

Solicitors

Hempsons Solicitors
40 Villiers Street
London WC2N 6NJ

Auditors

Messrs Baker Tilly
Chartered Accountants
46 Clarendon Road
Watford WD17 1HE

Investment Managers

NCL Smith & Williamson
9-12 Basinghall Street
London EC2V 5NS

Resources

The Faculty's financial resources are described in the financial statements in Annex 2.

In addition to its paid staff, the Faculty relies heavily on the voluntary work of its Honorary Officers, Board and committee members.

Approved on behalf of the Board by:



President



Annex 1

Members, Specialist Registrar/Specialist Trainee Members and Diplomate Members admitted between 1 January 2003 and 31 December 2003.

Members

ABDEL AZIZ, Muna Ibrahim
 ABUBAKAR, Ibrahim Ibrahim
 ADDEI, Dianne Juliette
 ADEDEJI, Olufunke Titilola
 AL-SHARIFI, Houda
 ANDERSON, Sarah Ruth
 ANGWIN, Hilary Vivien
 ATCHA, Zakyeya
 BELL, Anita Jane
 BENNETT, Robert Hugh
 BOSE, Sadhana
 BRUCE, Margaret Pauline
 CARLISLE, Robin Dawes
 CARROLL, Kevin John
 CLEAVE, Nicola Jane
 COETZEE, Nicol
 CONNOR, Martin Paul
 DAVIES, Sara Joy
 DE BEER, Zacharias Johannes
 DUFFELL, Erika Frances
 EATON, Kenneth Anthony
 EDWARDS, Dympna
 FOSTER, Kirsty Jane
 FREEMAN, Ruth Edwina
 FULLER, Sabrina Susan
 GAJRAJ, Roger Joel
 GHAFFARY-ANARAKI, Soudabeh
 GODSON, Jennifer Helen
 GREEN, John Richard
 GREEN, Stephen Thomas
 HALL, Elizabeth Frances
 HALL, Julie Lyn
 HALL, Pamela Anita
 HARRISON, Dominic Peter
 HART, Judy
 HAWKINGS, Martin Daunton
 HOGAN, Helen Rosemarie
 HOLLAND, Richard Charles
 HOPE, Ronald Anthony
 HOWE, Andrew David
 IRVINE, William Neil
 KAURA, Rashmi
 KENDALL, Nicholas Peter
 LAURENCE, Bruce

LAWYOIN, Taiwo Olubanke Oluwakemi
 LEAHY, George
 LEE, Shui-Shan
 LILLEY, Michael Edward
 LIRATSOPULOS, Georgios
 MAHER, Dermot
 MANGOUD, Abdallah Mohmed
 MATHEW, Suzanna
 MCGUIGAN, Christopher Charles
 MCMICHAEL, John Alan
 MEMON, Anjum
 MOUNTFORD, Lesley
 NAZROO, Jacques Yzet
 NICHOLLS, Margot Jane
 NURSE, Joanna Mary
 O'DONNELL, Marian Lucy
 O'SUILLEABHAIN, Brian P
 OGILVIE, David Bruce
 OLIVER, Maria Isabel
 PILLAYE, Jayshree
 PRENDERGAST, Michael John
 PRITCHARD, Alison Jane
 RODGER, Alison Jane
 RUGGLES, Ruth
 RUTLEDGE, Philip
 RUTTER, Harald Roderick
 SABRI, Belgacem
 SANDHAM, Jacqueline Sandra
 SEDGWICK, James Edward Charles
 SEEHRA, Chatranjan Singh
 SEXTON, Jonathan
 SHAHID, Swarngit Kaur
 SIVAKUMARAN, Nadarajah
 SMITH, Alan
 STEWART, John Walter
 TAHIR, Mamoona
 TAYLOR, David Graham
 TURBITT, Deborah Ann
 VERGIS, Mercy Elizabeth
 WATT, Richard Geddie
 WEINER, Christopher
 WHELTON, Helen Pauline
 WORRALL, Anne Marie



Diplomate Members

ABU AFFAN, Mayada Ali
 ARUNA, Olusola Simiat
 AU, Ka Wing
 BAGADE, Abhijit Chandrakant
 BARRETT, Sandra Mary
 BREEN, Emer Patricia
 BROWN, Richard Clive
 CHAN, Kwok Tim
 CHOI, Hui Yeung
 COPPING, Joanna Ruth
 CORBEN DE ROMERO, Sara
 CRAMP, Geoffrey Joseph
 CRONJE, Rebecca Kim
 CROSS, Tanya Julia
 DE MARTIN, Sarah Dolores
 DJURETIC, Tamara
 EASMON, Charles John James
 FORDE, Ian
 FOSTER, Samantha
 GWYNN, Alan Martin
 HAMILTON, Susan Sanyu Alice
 HARRISON, Wayne Nicholas
 HENNESSY, Edmond Peter
 HILL, Alistair Roland
 HOWLETT-SHIPLEY, Ruth Mary
 HUMPHREYS, Ciaran Philip
 JOHN, Nicola Rosemary
 JOYNES, Emma Victoria
 KALSI, Gurmukh Singh
 KIRKPATRICK, Aidan
 KORKODILOS, Marilena
 KUMARAN, Kalyanaraman
 LINES, Stuart Mark
 LOVITT, Chris
 MACKENZIE, Douglas Graham
 MACLENNAN, Iain Ross
 MAXWELL, Janet Mary
 MCKELVEY, Samuel David
 MERCY, Linda Catherine
 MILLETT, Christopher Joseph
 MUSSARD, Jennifer Jane
 MYTTON, Julie Ann
 NG, Ping Sum Sammy
 NIGHTINGALE, Karen Elizabeth
 O'HORA, Aidan Patrick
 O'SULLIVAN, Bernadine
 OKEAHIALAM, Christopher Jude
 OTHIENO, Richard Ofwono
 REES, Sian

REEVE, Joanne Lucy
 RIXOM, Andrew James
 ROBERTSON, Wendy
 ROCHE, Anita Mary
 RODERICK, Marion
 RUSSELL, Rachel
 SCHWARTZ, Ellen Corine
 SIN, Ka-Wai
 SONNENBERG, Pamela
 SUBRAMONIA IYER, Subramony
 THOMAS, Peter William
 WILKINS, Lisa Katherine
 WONG, Yuk Ming Alice

Specialist Registrar/ Specialist Trainee Members

AFZA, Musarrat
 ALI, Ayesha
 BERNHAUT, Joanne
 BOTHRA, Vinay
 BROWNE, Mary
 CARTER, Helen
 CHAMPION, Jennifer
 DILLIWAY, Greg
 DONKIN, Lynn Margaret
 EPHRAIM, Anyanate A
 HACKER, Jenny Jane
 HERRON, Louise
 HIRD, Caroline
 HOYSAL, Nagpal
 HUSSAIN, Sabina Fatima
 IKEAGWU, Ejitu
 LAKSHMAN, Rajalakshmi
 LOBO, Marie-Claire Magdalene
 MAHMOOD, Arif
 MAROSSY, Agnes Eva
 MCCALL, Jacqueline Ruth
 MCNULTY, Sarah
 MINDLIN, Miranda Juliet
 O'HAGAN, Denise
 O'MOORE, Eamonn Joseph
 PASHAYAN, Nora
 PEREIRA, Anita Maria
 REANEY, Elizabeth Ann
 SARGEANT, Lincoln Alexander
 TENNANT, Dorothy Janet Ruth
 THOMAS, Shylaja
 VARNEY, Justin Sinclair
 WILLOUGHBY, Bruce Jamieson
 WILSON, Louise Elizabeth



Annex 2

Financial statements for the year ended 31 December 2003

Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom

Status: The Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom is a Registered Charity.

Charity number: 263894

Statement of trustees' responsibilities

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing those financial statements the trustees are required to:

- a select suitable accounting policies and then apply them consistently;
- b make judgements and estimates that are reasonable and prudent;
- c state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- d prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 1993.

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.

Auditors' Report to the Fellows and Members of the Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom

We have audited the financial statements on pages 20 to 26.

This report is made solely to the Faculty's trustees as a body, in accordance with the Charities Act 1993. Our audit work has been undertaken so that we might state to the Faculty trustees those matters we are required to state to them in an auditor's 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 Faculty and the Faculty's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The trustees' responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards are set out in the Statement of Trustees' Responsibilities.

We have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Charities Act 1993. We also report to you if, in our opinion, the Annual Report is not consistent with the financial statements, if the charity has not kept proper accounting records, or if we have not received all the information and explanations we require for our audit.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements.

We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of audit opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements.

It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

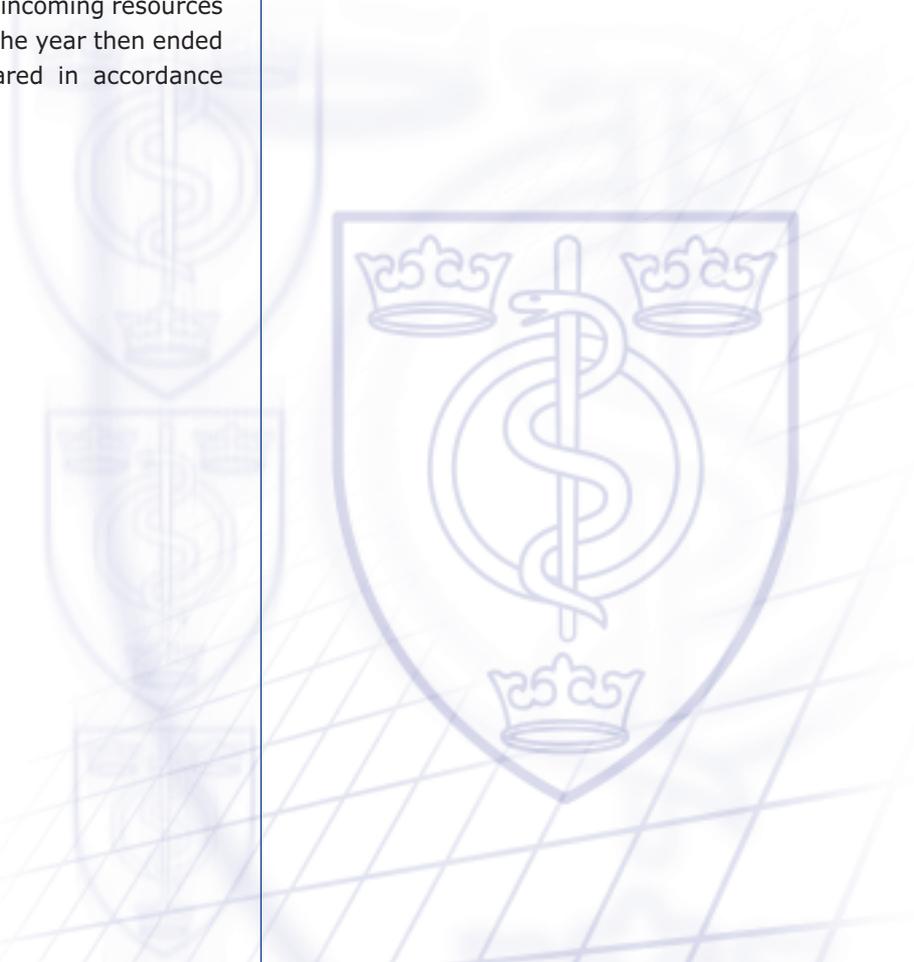
We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material mis-statement, whether caused by fraud or other irregularity or error.

In forming an opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the Faculty's affairs as at 31 December 2003 and of its incoming resources and application of resources in the year then ended and have been properly prepared in accordance with the Charities Act 1993.

Baker Tilly
Registered Auditor
Chartered Accountants
46 Clarendon Road
Watford
WD17 1JJ



Statement of financial activities for the year ended 31 December 2003

	Note	Unrestricted Fund £	Designated Funds £	Restricted Funds £	Total 2003 £	Total 2002 £
Incoming resources						
Investment income	2	54,084	3,157	0	57,241	60,576
Donations and gifts		321	0	0	321	3,205
Activities in furtherance of the charitable objects						
Special Funds - awards lectures, etc	10	0	132	2,504	2,636	2,435
General	2	1,056,317	0	100,783	1,157,100	986,230
Total incoming resources		1,110,722	3,289	103,287	1,217,298	1,052,446
Resources expended						
Cost of generating funds		5,435	0	0	5,435	8,032
Activities in furtherance of the charitable objects						
Special Funds - awards lectures etc	10	0	4,741	2,504	7,245	30,194
General	3	964,614	0	99,817	1,064,431	944,241
Management and administration	3	62,894	0	0	62,894	64,428
Total resources expended		1,032,943	4,741	102,321	1,140,005	1,046,895
Net Incoming/(outgoing) resources before transfers						
		77,779	(1,452)	966	77,293	5,551
Transfers between funds		(15,660)	15,660	0	0	0
Net incoming resources for the year		62,119	14,208	966	77,293	5,551
Other recognised gains and losses						
Net gains/(losses) on investments	6	80,047	8,659	0	88,706	(169,788)
Net movement in funds for year		142,166	22,867	966	165,999	(164,237)
Balance brought forward at 1 January		1,048,305	115,436	202,590	1,366,331	1,530,568
Balance carried forward as at 31 December		1,190,471	138,303	203,556	1,532,330	1,366,331

Balance sheet as at 31 December 2003

	Note	Unrestricted Fund £	Designated Funds £	Restricted Funds £	Total 2003 £	Total 2002 £
Fixed assets	5	11,068	0	0	11,068	7,252
Investments at market value	6	780,651	68,053	0	848,704	705,282
		<u>791,719</u>	<u>68,053</u>	<u>0</u>	<u>859,772</u>	<u>712,534</u>
Current assets						
Debtors and prepayments	8	54,678	0	22,162	76,840	61,839
Bank balances and cash	7	621,057	70,291	181,442	872,790	857,457
Total current assets		675,735	70,291	203,604	949,630	919,296
Less current liabilities						
Creditors	9	276,983	41	48	277,072	265,499
Total current liabilities		<u>276,983</u>	<u>41</u>	<u>48</u>	<u>277,072</u>	<u>265,499</u>
Net current assets		<u>398,752</u>	<u>70,250</u>	<u>203,556</u>	<u>672,558</u>	<u>653,797</u>
Net assets		<u>1,190,471</u>	<u>138,303</u>	<u>203,556</u>	<u>1,532,330</u>	<u>1,366,331</u>
Represented by						
Unrestricted fund		1,190,471	0	0	1,190,471	1,048,305
Designated fund	10	0	138,303	0	138,303	115,436
Restricted fund	10	0	0	203,556	203,556	202,590
		<u>1,190,471</u>	<u>138,303</u>	<u>203,556</u>	<u>1,532,330</u>	<u>1,366,331</u>

Approved by the Board on the 23/3/2004 and signed on its behalf by



Professor Siân Griffiths
President



Dr Selena Gray
Registrar



Notes to financial statements for the year ended 31 December 2003

Note 1

Accounting Policies

- (a) The financial statements are prepared under the historical cost basis convention as modified by the inclusion of investments at market value. In preparing the financial statements the Faculty follows best practice as laid down in the Statement of Recommended Practice *Accounting and Reporting by Charities* (SORP 2000) issued in October 2000.
- (b) Equipment and furnishings with an individual cost price exceeding £3,000 have been included in fixed assets. All other equipment and furnishings purchased have been included as outgoing resources in the Statement of Financial Activities SOFA.
Depreciation of fixed assets is calculated on cost, on the straight line basis over 2 years.
- (c) Fixed asset investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluation and disposals throughout the year.
- (d) All incoming resources are included in the SOFA when the Faculty is legally entitled to the income and the amount can be quantified with reasonable accuracy.
- (e) Interest is gross and dividends include the related tax credits. The accounts reflect tax recoverable.
- (f) Credit has been taken in the accounts for subscriptions due but unpaid.
- (g) Unrestricted funds are funds which do not have any specific conditions attached to them regarding their use.
- (h) Designated funds are amounts set aside by the Board from unrestricted funds for specified projects and monies or gifts given to the Faculty with guidance only for their use. The Faculty has power to decide and amend their use.
- (i) Restricted funds are monies and gifts given to the Faculty with stipulated terms and conditions that cannot be changed by the Faculty. Credit is taken for grants agreed but not yet received, to cover the cost of work already undertaken.
- (j) Resources expended:
Expenditure is included on an accruals basis.
Costs of generating funds comprise those costs directly attributable to managing the investment portfolio and raising investment income.
Management and administration costs have been apportioned on the basis of the room usage and staff time.
- (k) The annual rentals of operating leases are charged to the profit and loss account on a straight line basis over the lease term.

Notes to financial statements for the year ended 31 December 2003

Note 2

Incoming resources

	Unrestricted Fund £	Designated Funds £	Restricted Funds £	Total 2003 £	Total 2002 £
Investment Income					
Bank interest earned on cash balances	30,712	3,157	0	33,869	37,478
Income from investment portfolio	23,372	0	0	23,372	23,098
Total as shown on page 20	<u>54,084</u>	<u>3,157</u>	<u>0</u>	<u>57,241</u>	<u>60,576</u>

Activities in furtherance of the charitable objects

Subscription and registration fees	703,922	0	0	703,922	635,072
Education and other standard setting activities	331,671	0	73,283	404,954	344,646
Public health advocacy and external relations	20,724	0	27,500	48,224	6,512
Total as shown on page 20	<u>1,056,317</u>	<u>0</u>	<u>100,783</u>	<u>1,157,100</u>	<u>986,230</u>

Note 3

Outgoing resources

Activities in furtherance of the charitable objects

General

Education and other standard setting activities	546,989	0	97,367	644,356	547,798
Public health advocacy and external relations	285,660	0	2,450	288,110	285,853
Constitutional and membership	131,965	0	0	131,965	110,590
Total as shown on page 20	<u>964,614</u>	<u>0</u>	<u>99,817</u>	<u>1,064,431</u>	<u>944,241</u>
Management and administration	62,894	0	0	62,894	64,428

Professional advice includes payments to the auditors of £8,800



Notes to financial statements for the year ended 31 December 2003

Note 4

Faculty staff and members of the Board

	2003	2002
The number of staff whose annual salary excluding pension costs was over £50,000	1	1
The average number (full time equivalent) of staff was	20	20

Staff Costs

	£	£
Salaries	497,883	453,865
Social Security costs	47,253	42,557
Pension	45,531	49,642
Total	590,667	546,064

The Faculty made contributions during the year to defined contribution personal pension schemes in respect of twenty-one members of staff. Contributions are charged to the financial statements in the year in which the liability arises. The Faculty also made contributions in respect of one member of staff to the Royal College of Physicians (1973) Staff Pension scheme, which provides benefits based on final pensionable pay.

Payments made to members of the Board (including Faculty Officers) during the year were: reimbursements of travelling expenses totalling £19,094 (2002 £7,583) to a total of seventeen members. No honoraria were paid to Faculty Officers during the year.

Note 5

Statement regarding fixed assets

	Computer Equipment £	Office Furniture & Equipment £	Donated Items £	Total £
Cost				
At 1 January	16,774	34,624	4,912	56,310
Additions during the year	7,632	0	0	7,632
Disposals during the year	0	0	0	0
As at 31 December	<u>24,406</u>	<u>34,624</u>	<u>4,912</u>	<u>63,942</u>
Depreciation				
At 1 January	16,774	32,284	0	49,058
Disposals during the year	0	0	0	0
Charge for the year	3,816	0	0	3,816
As at 31 December	<u>20,590</u>	<u>32,284</u>	<u>0</u>	<u>52,874</u>
Net book Value				
As at 31 December 2003	3,816	2,340	4,912	11,068
As at 31 December 2002	0	2,340	4,912	7,252

Notes to financial statements for the year ended 31 December 2003

Note 6

Investments

	Unrestricted Fund £	Designated Funds £	Restricted Funds £	Total 2003 £	Total 2002 £
Market Value at 1 January	645,888	59,394	0	705,282	880,540
Capital Introduced	60,000	0	0	60,000	0
Net gains/(losses) on revaluation	80,047	8,659	0	88,706	(169,788)
Capital withdrawn	(5,284)	0	0	(5,284)	(5,470)
Market Value at 31 December	<u>780,651</u>	<u>68,053</u>	<u>0</u>	<u>848,704</u>	<u>705,282</u>
UK Equities	442,868	0	0	442,868	376,476
UK Unit/Investment Trusts	210,492	54,389	0	264,881	147,198
Government Stock	59,853	0	0	59,853	88,884
Fixed Interest	60,875	13,245	0	74,120	61,882
Cash	6,563	419	0	6,982	30,842
	<u>780,651</u>	<u>68,053</u>	<u>0</u>	<u>848,704</u>	<u>705,282</u>

The following investments have an individual market value which constitutes more than 5% of the total market value of the unrestricted fund portfolio: S&W European Trust Income Units (5.05%) S&W American Trust Income (8.08%) Charities Property Fund (7.13%).

Note 7

Bank balances and cash

	Unrestricted Fund £	Designated Funds £	Restricted Funds £	Total 2003 £	Total 2002 £
Short term interest bearing accounts	99,120	31,481	0	130,601	150,617
Money Market account	479,748	38,810	181,442	700,000	700,000
Current account	42,101	0	0	42,101	6,784
Cash	88	0	0	88	56
	<u>621,057</u>	<u>70,291</u>	<u>181,442</u>	<u>872,790</u>	<u>857,457</u>

Note 8

Debtors and prepayments

	Unrestricted Fund £	Designated Funds £	Restricted Funds £	Total 2003 £	Total 2002 £
Income Tax recoverable	71	0	0	71	3,866
Prepayments	11,154	0	0	11,154	4,562
Grants agreed but not received	0	0	22,162	22,162	19,368
Other debtors	43,453	0	0	43,453	34,043
	<u>54,678</u>	<u>0</u>	<u>22,162</u>	<u>76,840</u>	<u>61,839</u>

Note 9

Creditors amounts falling due within one year

	Unrestricted Fund £	Designated Funds £	Restricted Funds £	Total 2003 £	Total 2002 £
Income received in advance	83,265	0	0	83,265	74,252
Personal pension reserve	44,420	0	0	44,420	42,658
Other creditors	149,298	41	48	149,387	148,589
	<u>276,983</u>	<u>41</u>	<u>48</u>	<u>277,072</u>	<u>265,499</u>



Notes to financial statements for the year ended 31 December 2003

Note 10

Details of fund movements during the year

	Balance at 31 Dec-02 £	Incoming resources £	Outgoing resources £	Other recognised gains £	Balance at 31 Dec 03 £
Designated Funds					
Monies/gifts given to the Faculty					
Littlejohn Gairdner Prize fund	5,763	185	91	458	6,315
Alwyn Smith Prize Fund	610	39	73	70	646
Wilfrid Harding Faculty Prize fund	2,171	96	207	175	2,235
Cochrane Prize Fund	12,797	412	279	1,332	14,262
BACP Travelling Fellowship	15,720	855	0	831	17,406
O'Brien Prize Fund	1,660	123	108	119	1,794
Welsh Affairs Committee Fund	4,532	109	0	0	4,641
Scottish Affairs Committee Fund	4,515	55	221	0	4,349
DARE Lecture	26,535	983	3,654	5,674	29,538
June and Sidney Crown Award	7,492	300	0	0	7,792
The McEwen Award	3,301	132	108	0	3,325
Amounts set aside by the Board					
Development and improvement fund	30,340	15,660	0	0	46,000
Total	115,436	18,949	4,741	8,659	138,303
Restricted Funds					
Kings Fund Lecture	0	2,504	2,504	0	0
Purchasing development project grant	63,873	0	0	0	63,873
BUPA Fellowship	10,729	0	0	0	10,729
Old grants	9,283	0	0	0	9,283
Audit grants	62,979	0	24,260	0	38,719
Educational grants	17,111	73,283	66,693	0	23,701
Sundry grants	6,000	0	0	0	6,000
HOADS Fund	857	0	214	0	643
Development of specialist role in public health	6,414	0	6,414	0	0
Primary care and public health learning sets	5,921	0	0	0	5,921
Health informatics	8,500	0	0	0	8,500
Electronic library for public health	10,923	0	0	0	10,923
Public Health in Trusts	0	15,000	0	0	15,000
European Public Health research grant	0	12,500	2,236	0	10,264
Total	202,590	103,287	102,321	0	203,556

Note 11

Operating lease charges during the year in respect of equipment total £9,252 (2002 £9,252)

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