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- PRINT ON ONE SIDE ONLY

FORM AR21

To be used for reporting years starting on or after 6 April 2015

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	SOCIETY OF RADIOGRAPHERS		
Year ended:	30 SEPTEMBER 2016		
List no:	520		
Head or Main Office:	207 PROVIDENCE SQUARE MILL STREET LONDON SE21 2EW		
Website address (if available)	www.sor.org		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	(Click the appropriate box)
General Secretary:	RICHARD EVANS		
Telephone Number:	020 7740 7200		
Contact name for queries regarding	DAVID GOULDS		
Telephone Number:	020 7740 7207		
E-mail:	davidg@sor.org		

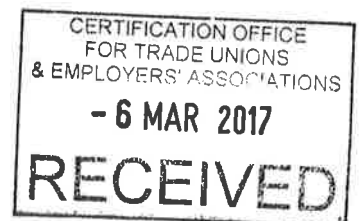
PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:
Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



(Revised February 2017)

RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	5370	99	4	63	5536
FEMALE	20110	816	16	178	21120
TOTAL	25480	915	20	241	A 26656

Number of members included in totals box 'A' above for whom no home or authorised address is held:

154

Number of members at end of year contributing to the General Fund

25255

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
PRESIDENT	SHEILA HASSAN	STEVE HERRING	06.07.2016
PRESIDENT ELECT	STEVE HERRING	GARETH THOMAS	06.07.2016
VICE PRESIDENT	GARETH THOMAS	SUE WEBB	06.07.2016
PAST PRESIDENT	KAREN SMITH	SHEILA HASSAN	06.07.2016

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

**SOCIETY OF RADIOGRAPHERS COUNCIL MEMBERS (DIRECTORS OF THE SOCIETY) AS AT
30 SEPTEMBER 2016**

Officers

President

Mr S Herring BSc (Hons) PgD

President Elect

Mr G Thomas BSc (Hons) PgDip FHEA

Vice President

Mrs S Webb BSc (Hons)

Immediate Past President

Mrs S Hassan DCR(T)

Regional Representatives

Scotland

Mr J Burton DCR(T)

Miss C Donaldson BSc (Hons)

Mrs N Wilson MSc BSc TDCR(R) HDCR(R) DCR(R)
Cert Ed

Yorkshire & North Trent

Mrs K Smith MSc DCR(T)

Northern

Mr P Cosson DCR(R) BSc PgC PGCE D.Prof

North West

Mr A Powell BSc (Hons) (R)

Northern Ireland

Mrs G Hodges DCR (T)

Wales

Mr G Thomas BSc (Hons) PgDip FHEA

Mr C Kalinka MSc DRI DCR(R)

Midlands

Mrs T Flight DCR(R)

Eastern

Mrs S Webb BSc (Hons)

London

Mrs S Hassan DCR(T)

South East

Mrs J Howes DCR(R)

South West

Mr T Beaumont BSc (Hons) (R)

**THE SOCIETY OF RADIOGRAPHERS
STATEMENT OF COMPREHENSIVE INCOME
YEAR ENDED 30 SEPTEMBER 2016**

	Notes	2016 £	2015 £
INCOME			
Membership income	2b	6,094,933	5,726,521
Other operating income	4	<u>239,256</u>	<u>271,215</u>
		6,334,189	5,997,736
EXPENDITURE			
Staff costs	5	1,800,067	1,648,327
Other operating charges	7	<u>4,306,933</u>	<u>4,320,654</u>
		6,107,000	5,968,981
OPERATING SURPLUS		<u>227,189</u>	<u>28,755</u>
INCOME RECEIVABLE FROM INVESTMENTS, BANK ACCOUNTS AND DEPOSITS			
Bank interest receivable		139	-
Income from investments		103,806	91,120
Investment gains / (losses)		<u>511,190</u>	<u>(131,148)</u>
		615,135	(40,028)
SURPLUS / (DEFICIT) FOR THE FINANCIAL YEAR		842,324	(11,273)
Actuarial (losses)	6	<u>(1,064,000)</u>	<u>(20,000)</u>
TOTAL COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR		<u>(221,676)</u>	<u>(31,273)</u>
Surplus brought forward		<u>3,694,921</u>	<u>3,726,194</u>
SURPLUS CARRIED FORWARD		<u>3,473,245</u>	<u>3,694,921</u>

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

and names:

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GENERAL FUND-See overleaf

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		
		TOTAL INCOME
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
		TOTAL EXPENDITURE
Surplus (deficit) for year		(221,676)
Amount of general fund at beginning of year	(Restated)	3,694,921
Amount of general fund at end of year		3,473,245

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies N/A		
TOTAL FEDERATION AND OTHER BODIES		
Other income See Note 4 to the accounts		
TOTAL OTHER INCOME		
TOTAL OF ALL OTHER INCOME		

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

See Notes 5 and 7 to the accounts

	£		£
Representation – Employment Related Issues		brought forward	
		Education and Training services	
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
		Salary Costs	
Advisory Services			
		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	

(See notes 24 and 25)

FUND 2		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

FUND 3		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

(See notes 24 and 25)

FUND 4		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

FUND 5		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(See notes 24 and 25)

FUND 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

FUND 7		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(see notes 26 to 31) **NB Not brought into operation until after 30 September 2016**

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
NII RETURN		£	£
Income	Members contributions and levies		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount of political fund at beginning of year		
	Amount of political fund at the end of year (as Balance Sheet)		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£	£
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political fund		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33) See Notes 5 and 7 to the accounts

	£
Administrative Expenses	
Remuneration and expenses of staff	
Salaries and Wages included in above	£
Auditors' fees	
Legal and Professional fees	
Occupancy costs	
Stationery, printing, postage, telephone, etc.	
Expenses of Executive Committee (Head Office)	
Expenses of conferences	
Other administrative expenses (specify)	
Other Outgoings	
Interest payable:	
Bank loans (including overdrafts)	
Mortgages	
Other loans	
Depreciation	
Taxation	
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Total	
Charged to:	
General Fund (Page 3)	
Fund (Account)	
Fund (Account)	
Fund (Account)	
Fund (Account)	
Total	

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits		
				Description	Value £	
PRESIDENT	-	-	-	-	-	-
PRESIDENT ELECT	-	-	-	-	-	-
VICE PRESIDENT	-	-	-	-	-	-
PAST PRESIDENT	-	-	-	-	-	-
MEMBERS OF COUNCIL	-	-	-	-	-	-
CHIEF EXECUTIVE OFFICER	53,771	6,860	9,550	-	-	70,181

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

See page 3 (Statement of Comprehensive Income) of this return

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
		Total investment income	
		Credited to:	
		General Fund (Page 3)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	

BALANCE SHEET as at 30th September 2016

(see notes 47 to 50)

See overleaf

Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand		
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		
	TOTAL ASSETS		
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
	Sundry creditors		
	Accrued expenses		
	Provisions		
	Other liabilities		
	TOTAL LIABILITIES		
	TOTAL ASSETS		

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

See Note 8 to the accounts

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold				
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfer s						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfer s						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

**THE SOCIETY OF RADIOGRAPHERS
STATEMENT OF FINANCIAL POSITION
AS AT 30 SEPTEMBER 2016**

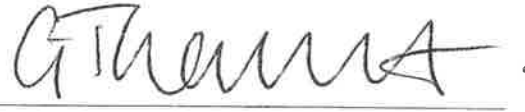
	Notes	2016 £	2015 £
FIXED ASSETS			
Intangible assets	2, 9	57,775	47,056
Tangible assets	2, 8	77,124	2,188
Investment in subsidiary company	11	2	2
Fixed asset investments	2, 10	<u>3,780,818</u>	<u>2,936,631</u>
		<u>3,915,719</u>	<u>2,985,877</u>
CURRENT ASSETS			
Debtors	12	464,719	440,111
Cash at bank and in hand	13	<u>775,043</u>	<u>809,168</u>
		1,239,762	1,249,279
CREDITORS: amounts falling due within one year	14	<u>499,236</u>	<u>472,235</u>
NET CURRENT ASSETS		<u>740,526</u>	<u>777,044</u>
TOTAL NET ASSETS excluding pension liability		<u>4,656,245</u>	<u>3,762,921</u>
Pension scheme liability,	6	<u>(1,183,000)</u>	<u>(68,000)</u>
TOTAL NET ASSETS including pension liability		<u>3,473,245</u>	<u>3,694,921</u>
RESERVES			
General fund		<u>4,656,245</u>	<u>3,762,921</u>
TOTAL FUNDS before pension liability		<u>4,656,245</u>	<u>3,762,921</u>
Pension scheme funding reserve		<u>(1,183,000)</u>	<u>(68,000)</u>
TOTAL FUNDS after pension liability	16	<u>3,473,245</u>	<u>3,694,921</u>

These accounts have been prepared in accordance with the provisions of the small companies' regime within Part 15 of the Companies Act 2006.

The financial statements were approved and authorised for issue by the Council on 15th February 2017.



President: Mr Steve Herring



President- Elect: Mr Gareth Thomas

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

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

See Note 10 to the accounts

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)		
Market Value of Quoted Investment		
UNQUOTED Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)		
Market Value of Unquoted Investments		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME The College of Radiographers	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 1287383 (also registered as a charity No.272505).		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME The College of Radiographers	NAMES OF SHAREHOLDERS – The Society of Radiographers is the only member(shareholder) of the College as a wholly-owned subsidiary.		

SUMMARY SHEET

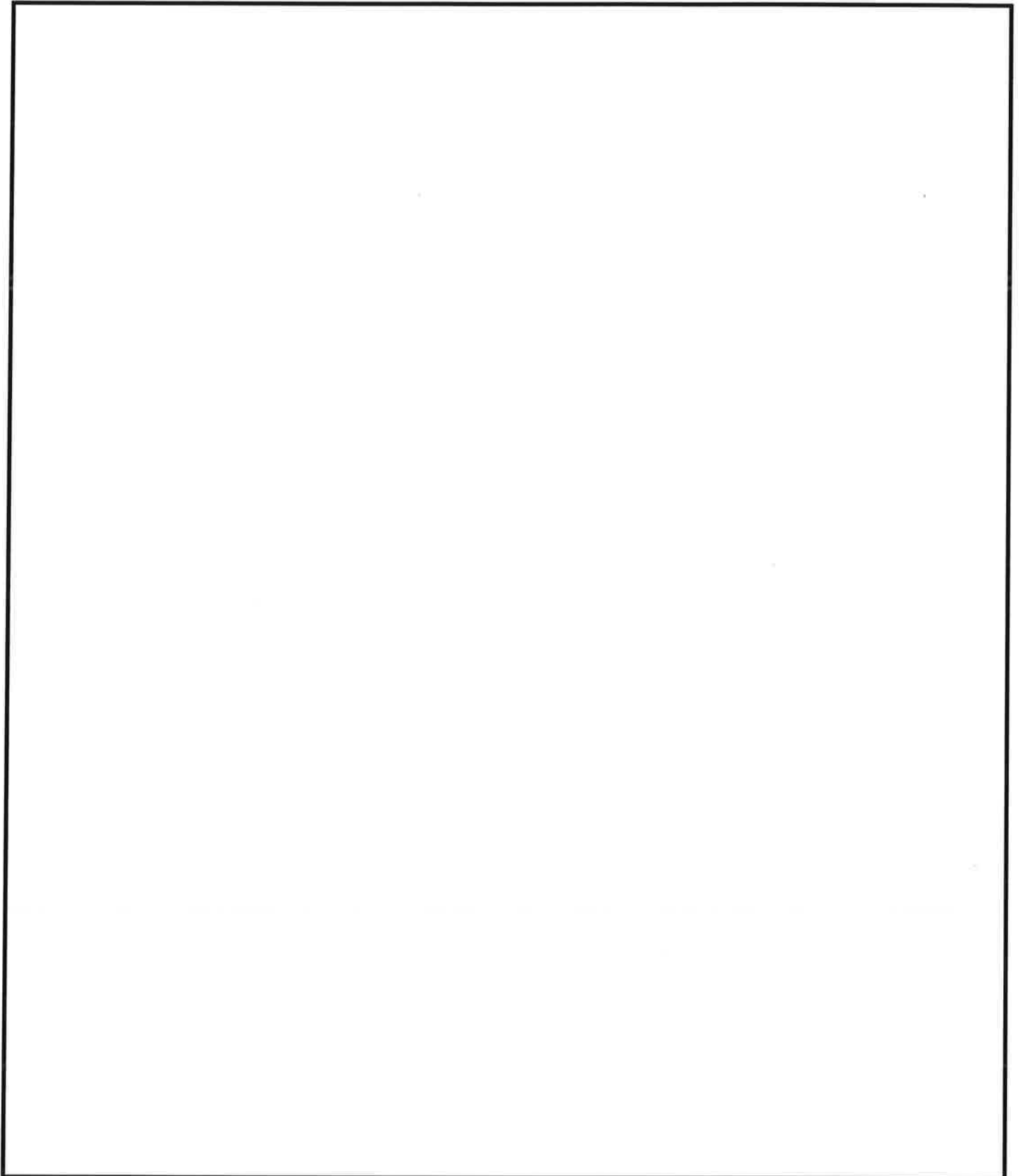
(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	6,094,933		6,094,933
From Investments	103,806		103,806
Other Income (including increases by revaluation of assets)	750,585		750,585
Total Income	6,949,324		6,949,324
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	7,171,000		7,171,000
Funds at beginning of year (including reserves)	(Restated)3,694,921		(Restated)3,694,921
Funds at end of year (including reserves)	3,473,245		3,473,245
ASSETS			
Fixed Assets			134,901
Investment Assets			3,780,818
Other Assets			1,239,762
		Total Assets	5,155,481
LIABILITIES			
		Total Liabilities	1,682,236
NET ASSETS (Total Assets less Total Liabilities)			3,473,245

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

All notes to the accounts must be entered on or attached to this part of the return.

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ACCOUNTING POLICIES



(see notes 74 and 75)

See overleaf

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>RICHARD EVANS</u> Date: <u>27th FEBRUARY 2017</u>	PRESIDENT'S	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>STEVE HERRING</u> Date: <u>27th FEBRUARY 2017</u>
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CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input checked="" type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A MEMBERSHIP AUDIT CERTIFICATE PROVIDED (See Pages 23 and 24 and Notes 88 to 94)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES/ NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
(See section 36(3) of the 1992 Act, set out in note 83)

YES/ NO

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
(See section 36(4) of the 1992 Act set out in rule 83)

YES/ NO

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

SEE SEPARATE REPORT

AUDITOR'S REPORT (section one)

PLEASE REFER TO SEPARATE REPORT

Signature(s) of auditor or auditors:	Crowe Clark Whitehill LLP	
Name(s):	Crowe Clark Whitehill LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS AND REGISTERED AUDITORS	
Address(es):	ST BRIDES HOUSE 10 SALISBURY SQUARE LONDON, EC4Y 8EH	
Date:	3.3.17	
Contact name and telephone number:	MIKE HICKS 020 7842 7100	

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.

AUDITORS REPORT TO THE MEMBERS OF THE SOCIETY OF RADIOGRAPHERS

We have audited the financial statements on pages 3 to 19 which have been prepared under the accounting policies set out on page 19.

This report is made solely to the Society's members, as a body. Our audit work has been undertaken so that we might state to the Society's members 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 Society and the Society's members as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of Officers and Auditors for the Financial Statements

The Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 require the officers of The Society of Radiographers to: keep proper accounting records which give a true and fair view of the state of affairs of The Society of Radiographers and explain its transactions; establish and maintain a satisfactory system of control of the accounting records, cash holdings and all the receipts and remittances; prepare an annual return for the Certification Officer giving a true and fair view of the revenue account and balance sheet and provide members of The Society of Radiographers with a statement of income and expenditure for the period.

It is our responsibility to form an independent opinion, based on our audit, on those financial statements and to report our opinion to you.

Basis of Opinion

We conducted our audit in accordance with 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 judgements made by the officers in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all 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 our opinion we also evaluated the overall adequacy of the presentation of the information in the financial statements.

Unqualified Opinion

In our opinion the financial statements give a true and fair view of the state of the Society's affairs as at 30 September 2015 and of its transactions for the year then ended.

Crowe Clark Whitehill LLP

Crowe Clark Whitehill LLP
Chartered Accountants and Registered Auditors

3.3.17

St Bride's House
10 Salisbury Square
London, EC4Y 8EH

MEMBERSHIP AUDIT CERTIFICATE

(see notes 88 to 94)

made in accordance with section 24ZD of the
Trade Union and Labour Relations (Consolidation) Act 1992.

At the end of the reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

YES/NO

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21.

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21.

MEMBERSHIP AUDIT CERTIFICATE SECTION ONE

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

1. In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

YES/NO

2. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

YES/NO

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) **send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.**

MEMBERSHIP AUDIT CERTIFICATE (continued)

Signature of assurer	Come for interview w/
Name	CROWE CLARK WHITEHILL LLP
Address	ST. BRIDE'S HOUSE, 10 SALISBURY SQUARE, LONDON EC4Y 8EH
Date	3.7.17
Contact name and telephone number	MIKE HICKS 020 7842 7100

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

1. COMPANY INFORMATION

The Society of Radiographers is incorporated under the Companies Act with Limited liability and has a licence to dispose of the word "Limited" in its title. The Society is a company limited by guarantee registered in the UK under number 169483. The Society's registered office is Quartz House, 207 Providence Square, Mill Street, London SE1 2EW.

2. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with FRS102, the financial reporting standard applicable in the UK and Ireland. This is the first year in which the financial statements have been prepared under FRS102.

The Society has adopted FRS 102 for the first time when preparing these financial statements. The transition date to FRS 102 was 1 October 2014 and the last financial statements prepared under the previous financial reporting framework were prepared for the year ended 30 September 2015. An explanation and reconciliation of how the transition to FRS 102 has affected the reported financial position and financial performance is provided in note 19.

b) Turnover - membership subscriptions

An annual subscription is paid by members each year to The Society of Radiographers, which provides the benefits arising from both The Society and The College of Radiographers and is accounted for on a receivable basis. A contribution of £1,980,000 (2015: £1,880,000) representing 32.5% (2015: 32.8%) of the subscription income, has been made to the College during the year.

c) Depreciation and amortisation

Fixed assets are capitalised where their cost exceeds £500. Smaller amounts are sometimes capitalised, provided the expected useful life of the asset is in line with the appropriate period set out below;

Depreciation is provided on the straight line basis over the useful life of the asset as follows:

Office furniture and equipment	over ten years
Computer equipment	over four years

Amortisation of software and website development is charged on a straight-line basis over four years.

d) Expenditure

All expenditure is accounted for on an accruals basis and includes irrecoverable VAT under partial exemption rules.

e) Pension costs

The Society operates a defined benefit pension scheme in conjunction with The College of Radiographers for the benefit of its employees. The current service cost, calculated in accordance with the requirements of FRS102, is charged to the income and expenditure account each year. Pension cost is assessed in accordance with the advice of a qualified actuary. Actuarial gains and losses arising are recognised within the statement of comprehensive income under the heading 'actuarial gains/(losses)'.

f) Absence of consolidated financial statements

The Society has not prepared consolidated financial statements since it is not required to do so as it qualifies as a small parent company of a small group. The financial statements of the subsidiary undertaking are not included with these financial statements.

g) Cash flow statement

The Society qualifies as a small entity under FRS102 section 1a and is therefore not required to prepare a summary of cash flow.

h) Fixed Asset Investments

Listed investments are stated at market value. Gains and losses on investments are calculated as the difference between market value at the start and end of the financial year and are recognised in the profit and loss account.

i) Going Concern

The financial statements have been prepared in accordance with applicable United Kingdom law and accounting standards. The financial statements have been prepared on a going-concern basis as discussed in report of Council on page 6.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

2. ACCOUNTING POLICIES (CONTINUED)

j) Key judgements and estimates

In the application of the Society's accounting policies, Directors are required to make judgements, estimates, and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described in the accounting policies and are summarised below:

Pension liabilities – The Society recognises its liability to its defined benefit pension scheme which involves a number of estimations as disclosed in note 6.

h) Financial instruments

The Society has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

Investments held as part of an investment portfolio are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure.

At the statement of financial position date the Society held financial assets at amortised cost of £1,200,131 (2015 £1,210,187). Financial assets at fair value through income or expenditure of £3,780,818 (2015 £2,936,631) and Financial liabilities at amortised cost of £444,417 (2015 £413,873)

3. MEMBERS' GUARANTEE

The Society is a company limited by guarantee. In the event of a winding up, the liability of each member would not exceed £1.

4.

OTHER OPERATING INCOME

	2016	2015
	£	£
Magazine income	165,105	217,154
Website income	34,218	18,723
National Councils and Regional Committees	26,266	23,864
Merchandise and sundry income	7,467	5,374
Radiographer & Rep of the Year sponsorship	6,200	6,100
	239,256	271,215

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

5.	EMPLOYEES	2016	2015
	The average number of employees in the year was 29 (2015: 27.5)		
	The average numbers in each category are as follows:-	No.	No.
	Senior officers	3	3
	Trade union staff	13	12.5
	Finance and administration staff	13	12
		29	27.5
		2016	2015
	Employment costs:	£	£
	Wages and salaries	1,227,960	1,169,882
	Pension fund governance & Life assurance	162,433	139,682
	Social security costs	138,925	130,533
	Pension Scheme Current Service Cost	253,000	200,000
	Total cost of staff employed	1,782,318	1,640,097
	Temporary Staff	17,749	8,230
	Total Staffing Cost	1,800,067	1,648,327

The members of the Council are the directors of the Society and are not remunerated. The Society offers compensation to the employer of the elected president each year, in recognition of the time commitment required by the role. No expenditure has been incurred during the financial year in respect of such compensation (2015: £15,000).

The key management personnel of the Society are the members of the Council and the senior officers shown on page 2 of the Report of The Council. Some of these individuals are also senior officers of the College of Radiographers and therefore the cost of their employment is shared between the two entities. The aggregate remuneration charged to the Society in respect of key management personnel during the year was £206,440 (2015: £200,841).

6. ACCOUNTING FOR RETIREMENT BENEFITS

The Society of Radiographers operates a defined benefit scheme in the UK which also includes employees of the College of Radiographers. This is a separate trustee administered fund holding the pension scheme assets to meet long term pension liabilities. A full actuarial valuation was carried out at 30th June 2013 and updated to 30th September 2016 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

This most recent actuarial valuation showed a surplus of £8,000. In addition and in accordance with the actuarial valuation, the group has agreed with the trustees that it will pay 18.1 % of pensionable earnings in respect of the cost of accruing benefits and will meet expenses of the scheme and levies to the Pension Protection Fund. Member contributions are payable in addition and were paid at the rate of 7.8% of pensionable pay until 31st July 2016 and 8.0% of pensionable pay from 1st August 2016.

Liabilities in respect of the active members are split between the Society and College in accordance with information supplied by the Trustees. The liabilities in respect of deferred members and pensioners are split in the same proportion as the active members. The value of the assets is split in proportion to the value of the liabilities. This is consistent with the approach adopted in previous years.

Present values of defined benefit obligation, fair value of assets and defined benefit asset (liability)	2016	2015
	£'000s	£'000s
Fair value of plan assets	9,903	8,436
Present value of defined benefit obligation	(11,773)	(8,544)
Deficit in plan	(1,870)	(108)

As all actuarial gains and assets are recognised, the surplus or deficit shown above is that recognised in the statement of financial position.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

6. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

The Society's share of the above figures is as follows:

	2016 £'000s	2015 £'000s
Fair value of plan assets	6,269	5,340
Present value of defined benefit obligation	(7,452)	(5,408)
Deficit in plan	(1,183)	(68)

Reconciliation of opening and closing balances of the defined benefit obligation

	Period ended 30/9/16 £'000s	Period ended 30/9/15 £'000s
Defined benefit obligation at start of period	5,408	4,936
Current service cost	253	200
Interest expense	206	197
Contributions by plan participants	89	98
Actuarial losses (gains)	1,562	52
Benefits Paid	(66)	(75)
Defined benefit obligation at end of period	7,452	5,408

Reconciliation of opening and closing balances of the fair value of plan assets

	Period ended 30/9/16 £'000s	Period ended 30/9/15 £'000s
Fair value of plan assets at start of period	5,340	4,915
Interest income	203	195
Actuarial gains (losses)	498	32
Contributions by the company	205	175
Contributions by plan participants	89	98
Benefits paid	(66)	(75)
Fair value of plan assets at end of period	6,269	5,340

The actual return on the scheme assets over the period ended 30 September 2016 was £701,000.

Defined benefit costs recognised in profit or loss

	Period ended 30/9/16 £'000s	Period ended 30/9/15 £'000s
Current service cost	253	200
Net interest cost	3	2
Defined benefit costs recognised in profit and loss account	256	202

Assets

	30/9/16 £'000s	30/9/15 £'000s
Equities	4,144	3,640
Bonds	1,522	1,320
Trustee accounts & cash	603	380
Total assets	6,269	5,340

None of the fair values of the assets shown above include any of the company's own financial instruments or any property occupied by, or other assets used by, the company.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

6. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

Defined benefit costs recognised in other comprehensive income

	Period ended 30/9/16 £'000s	Period ended 30/9/15 £'000s
Return on plan assets (excluding amounts included in net interest cost) - gain (loss)	498	32
Experience gains and losses arising on the plan liabilities - gain (loss)	47	(18)
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities - gain (loss)	(1,609)	(34)
Total amount recognised in other comprehensive income - gain (loss)	(1,064)	(20)

Assumptions

	30/9/16 % per annum	30/9/15 % per annum
Discount rate	2.35	3.70
Inflation (RPI)	3.20	3.20
Inflation (CPI)	2.20	2.20
Salary growth	2.95	2.95
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.20	2.20
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.20	2.20
Allowance for commutation of pension for cash at retirement	50% of post A Day	No allowance

The mortality assumptions adopted at 30 September 2016 imply the following life expectancies:

Male retiring in 2016	22.1
Female retiring in 2015	24.4
Male retiring in 2036	23.8
Female in 2036	26.3

7. OTHER OPERATING CHARGES COMPRISE

	2016 £	2015 £
Magazine costs	492,421	483,976
Regional offices and workplace representatives costs	167,793	177,682
Country Councils and Regional Committees	55,717	57,601
Public Relations and Communications	38,198	48,365
Website	94,226	65,370
Members' public liability insurance	424,503	367,800
TUC affiliation and conferences	83,056	94,363
Other Industrial Relations and Annual Conference costs	122,773	160,189
Industrial injuries expenses, etc.	57,001	159,625
Membership expenses and ballots	43,933	57,512
Occupancy expenses	109,360	107,257
Auditors' remuneration - audit	17,250	11,400
Depreciation (including recharge from College)	50,928	63,597
Irrecoverable VAT under partial exemption	69,136	61,777
Other administrative expenses	483,918	487,025
Pension Scheme net interest cost	3,000	2,000
Benevolent Fund helpline costs	8,720	30,115
Contribution to The Society of Radiographers Benevolent Fund	5,000	5,000
Contribution to The College of Radiographers	1,980,000	1,880,000
	4,306,933	4,320,654

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

8. TANGIBLE FIXED ASSETS	Office Equipment £	Computer Hardware £	Total £
Cost			
At 1 October 2015	405	7,135	7,540
Additions	75,060	2,112	77,172
Disposals	-	(90)	(90)
At 30 September 2016	75,465	9,157	84,622
Depreciation			
At 1 October 2015	40	5,312	5,352
Charge for the year	108	2,128	2,236
Disposals	-	(90)	(90)
At 30 September 2016	148	7,350	7,498
Net book value at 30 September 2016	75,317	1,807	77,124
<i>Net book value at 30 September 2015</i>	365	1,823	2,188
9. INTANGIBLE FIXED ASSETS		Computer Software and Website Development £	
Cost			
At 1 October 2015		138,414	
Additions		28,365	
Disposals		-	
At 30 September 2016		166,779	
Amortisation			
At 1 October 2015		91,358	
Charge for the year		17,646	
Disposals		-	
At 30 September 2016		109,004	
Net book value at 30 September 2016		57,775	
<i>Net book value at 30 September 2015</i>		47,056	
10. FIXED ASSET INVESTMENTS		2016 £	2015 £
Market value of listed investments at 1 October		2,936,631	2,745,302
Additions at cost		674,251	498,726
Disposal proceeds		(341,254)	(176,249)
Investment (losses) / gains		511,190	(131,148)
Market value of listed investments at 30 September		3,780,818	2,936,631

The portfolio of securities represented by the listed investments above is managed on behalf of the Society by Rathbones Investment Management Limited in the form of two, broadly equal in market value, accounts. A floating charge applies to the second of these accounts to give effect to a contingent asset guarantee of £1,500,000 granted to the Trustees of the pension scheme by the Society as sponsoring employer. Full details of the instrument setting out the specific circumstances in which the floating charge would crystallise into a fixed charge in favour of the pension scheme Trustees have been filed with the Registrar of Companies.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

11. SUBSIDIARY UNDERTAKING

The Society owns all the issued share capital of The College of Radiographers, a registered charity. The subsidiary undertaking had net income of £92,237 (2015: £37,418) for the year, which has been added to its funds to give an aggregate of funds of at 30 September 2016 of £4,340,875 (2015: £4,283,620).

At the 30 September 2016, The College of Radiographers owed the Society £315,001 (2015: £303,917).

TRANSACTIONS between parent and subsidiary include:	2016	2015
	£	£
Contribution paid by the Society to the College	1,980,000	1,880,000
Occupancy costs charged by the College to the Society	109,359	107,257
Administration costs charged by the College to the Society	102,677	107,980
Insurance costs charged by the Society to the College	16,092	18,789
Salary costs charged to the College by the Society	1,395,437	1,278,192

12. DEBTORS

	2016	2015
	£	£
Amounts owed by subsidiary undertaking	315,001	303,917
Other debtors and prepayments	149,718	136,194
	<u>464,719</u>	<u>440,111</u>

13. CASH AT BANK

	2016	2015
	£	£
Head Office cash at bank	738,931	765,638
Countries/ Regions cash at bank	36,112	43,530
	<u>775,043</u>	<u>809,168</u>

14. CREDITORS

	2016	2015
	£	£
Taxation and Social Security	74,634	72,309
Deferred income (including annual subscriptions received in advance)	54,819	58,362
Purchase Ledger Creditors	169,729	177,005
Accruals	200,054	164,559
	<u>499,236</u>	<u>472,235</u>

Included in accruals above is holiday pay accrued as a result of services rendered during the current period and which employees are entitled to carry forward. The cost is measured as the salary payable for the period of absence.

15. DEFERRED INCOME

	£
At 1 st October 2015	58,362
Deferred income released in year	(58,362)
Income deferred in year	54,819
At 30 th September 2016	<u>54,819</u>

Income has been deferred so as to be recognised in the same period that the relevant services are provided. Deferred income includes membership income received in advance, sponsorship and registration fees for regional study days.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE ACCOUNTS
YEAR ENDED 30TH SEPTEMBER 2016**

16. RECONCILIATION OF MOVEMENT IN TOTAL RESERVES

	£
(Deficit)/Surplus for the financial year	(221,676)
Total reserves at 1 October 2015	3,694,921
Total reserves at 30 September 2016	3,473,245

17. CONSTITUTION

The Society of Radiographers is incorporated under the Companies Act with Limited liability and has a licence to dispose of the word "Limited" in its title.

18. RELATED PARTY TRANSACTIONS

The directors of the Society have the power to appoint Trustees of the Society of Radiographers Benevolent Fund, a charity registered in England and Wales under no. 326398. The Benevolent Fund is therefore a related party. During the year ending 30th September 2016;

The Society donated £5,000 to the Benevolent Fund (2015: 5,000). A further £573 was donated by the Society's Regional Committees and National Councils (2015: £424). The pilot project to establish outsourced helpline arrangements, for which the Society met costs totalling £8,720 during the year (2015: £30,115) has now been concluded and the arrangement will not be made permanent. The fund will continue to receive administrative support from employees of the Society. During the period, the Society also met legal fees of £378 to update the Benevolent Fund's trust deed.

Except for the transactions disclosed above and those with the College of Radiographers disclosed in note 11, there were no other related party transactions during the year to 30th September 2016. (2015: None).

19. TRANSITION TO FRS102

The Society has adopted FRS102 for the year ended 30th September 2016 and has restated the comparative prior year amounts.

Prior to applying FRS102 the Society did not make provision for the cost of holiday which had been accrued but not taken at the end of the year and which employees are entitled to carry forward. FRS102 requires this cost to be recognised in the period when the holiday was earned. The comparative creditors figure for 2015 has been increased by £40,000 to reflect this.

The share of defined benefit pension costs recognised in the profit and loss and other comprehensive income respectively are now calculated in accordance with the requirements of FRS102.

Capitalised software and website development expenditure has been reclassified from tangible to intangible fixed assets and is now shown separately in the statement of financial position and analysed in note 9.

Reconciliation of reserves	At 1 October 2014	At 30 September 2015
Reserves as previously stated	3,766,194	3,734,921
Holiday pay accrual	(40,000)	(40,000)
Reserves as restated	3,726,194	3,694,921
Reconciliation of 2015 surplus for the period		2015
2015 deficit as previously stated		(31,273)
Holiday pay accrual		-
2015 deficit as restated		(31,273)