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- PRINT ON ONE SIDE ONLY

FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	British Medical Association
Year ended:	31 December 2017
List no:	397T
Head or Main Office:	BMA House Tavistock Square London WC1H 9JP
Website address (if available)	www.bma.org.uk
Has the address changed during the year to which the return relates?	Yes
General Secretary:	Dr Chaand Nagpaul
Telephone Number:	020 7383 6000
Contact name for queries regarding	Jay Patel
Telephone Number:	020 7383 6293
E-mail:	jpatel@bma.org.uk

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: 0330 109 3602

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 Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX

For Unions based in Scotland:

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



(Revised November 2017)

British Medical Association

Report and financial statements 2017

Officers and professional advisers

Members of Council

BMA council generally has 34 voting members. For the new council to be assembled in July 2018, this will increase to a maximum of 74.

Each is directly elected by the membership to give a geographical and cross-branch of practice mix. There are also 21 ex-officio non-voting members, including those who chair the many committees reporting to council.

Council is the principal executive committee (PEC) of the trade union as set out by trade union legislation (TULCRA). It sets the strategic direction of the Association in line with policy decided by the representative body at the annual representative meeting (ARM), and is responsible for the formulation of policy throughout the year between ARMs, and for delegating the implementation of policy to the company by way of aims and desired outcomes. Council has responsibility for overseeing the co-ordination and timing of policy implementation of the Association, and the authority to resolve disputes between other BMA bodies and to authorise industrial action.

Council also appoints members to central boards and committees, can establish additional committees and working groups.

Dr David Bailey

Dr JS Bamrah

Dr Philip Banfield

Dr Rob Barnett

Mr Charles John Mackinnon Bell

Dr Peter Bennie

Mr Harrison Carter

Dr John Chisholm

Dr Andrew Collier

Ms Amanda Cool

Dr Peter Curry

Professor Peter Dangerfield

Dr Jacqueline Davis

Dr Andrew Dearden (Treasurer)

Ms Anumita Dhullipala

Dr Thomas Dolphin

Dr Peter M English

Dr Sam Everington

Dr Helen Fidler

Professor Claire Gerada

Dr Sundeep Grewal

Dr Robert Harwood

Dr Sara Ann Hedderwick (Deputy chair of Council)

Dr Peter Holden

Dr Marie-Louise Irvine

Mr Dominic Ian Aubrey-Jones

Dr Iain Thomas Robert Kennedy

Mr Amit Kochhar

Dr Hamed Nadeem Khan

Professor Dame Parveen J Kumar

Mr Joseph Lippincott III

Mr Derek Machin

Dr Johann Malawana

Dr J Brendan McKeating

Dr Helena McKeown (Deputy chair of representative body)

Dr Lewis Morrision

Dr Kitty Mohan

Dr Michael Moran

Dr Anthea Mowat (Chair of representative body)

Dr Chaand Nagpaul (Chair of council)

Dr Kevin O'Kane

Dr Clive Peedell

Dr Trevor Pickersgill

Professor Allyson Mary Pollock

Professor Michael Rees

Professor Wendy Savage

Dr Radhakrishna Shanbhag

Sir John Temple (President)

Dr Richard Vautrey Dr Stephen Watkins

Dr Mark James Stewart Weir

Dr Rajiv Wijesuriya

Dr John D Woods

British Medical Association

Report and financial statements 2017

Officers and professional advisers

BMA board of directors

The directors are responsible for the management of the finances and general administration of the BMA. They ensure the implementation of the strategic and operational objectives and resolutions made by council, pursuant to the Articles of the Association.

Mr Keith Ward, Chief executive
Dr Andrew Dearden, Treasurer
Dr Anthea Mowat, Chair of representative body
Dr Lewis Morrison, Council member
Mrs Joan Howard, Lay member

Mr Patrick Murphy, Finance and corporate services director
Dr Chaand Nagpaul, Chair of Council (appointed 29 June 2017)
Dr JS Bamrah, Council member
Dr John Chisholm, Council member (appointed 21st November 2017)
Mr Joseph Lippincott III, BMJ Chair (appointed 15th March 2017)

Lawyers

Gateley Ship Canal House 98 King Street Manchester M2 4WU

Capital Law Capital Building Tyndall Street Cardiff CF10 4AZ

Bankers

NatWest Tavistock Square Branch PO Box 83 Tavistock House Tavistock Square London WC1H 9XA

Registered Office

BMA House Tavistock Square London WC1H 9JP

Auditor

Deloitte LLP Statutory Auditor London, United Kingdom

RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR					
	Great Northern Irish Elsewhere Abroad Republic (including Channel Islands)					
MALE	75,481	2,655	77	1,678	79,891	
FEMALE	72,403	2,895	56	1,017	76,371	
TOTAL	147,884	5,550	133	2,695	A 156,262	

Number of members at end of year contributing to the General Fund Number of members included in totals box 'A' above for whom no home or authorised address is held:

150,608
2,566

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 person's 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	Professor Pali Hungin	Sir John Temple	July 2017
Council chair	Dr Mark Porter	Dr Chaand Nagpaul	July 2017

State whether the union is:

a.	A branch of another trade union?	Yes	No 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:		
	and names:		

^		-	-				
<i>-</i>	L 10			VC	_	INI	
			-		_		- 80

(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	TOTAL INCOME	
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	EVDENDITUDE	
TOTAL	EXPENDITURE	
Surplus (deficit) for year	Î	
Amount of general fund at beginning of year		
Amount of general fund at end of year		

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND	OTHER BODIES	
Other income		
TOTAL	OTHER INCOME	
TOTAL OF ALL	OTHER INCOME	

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation –		brought forward	
Employment Related Issues		Education and Training services	
Representation –			
Non Employment Related Issues	;4		
		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 inco	me as specified	
		Total Income	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	То	tal Expenditure	
	Surplus (Defi	cit) for the year	
	Amount of fund at be		
	Amount of fund at the end of year (as	Balance Sheet)	
	Normalian of manufactures of the Control		
	Number of members contributing	g at end of year	

FUND 3			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inco	me as specified	
		Total Income	
			-
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page		3
	10)		
	То	tal Expenditure	
		cit) for the year	
	Amount of fund at be		
	Amount of fund at the end of year (as	Balance Sheet)	
	Number of members contributing	g 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 inco	me as specified	
		Total Income	
Expenditure	Benefits to members Administrative expenses and other expenditure (as at page 10)		
	To	tal Expenditure	
	Surplus (Def	icit) for the year	
	Amount of fund at be	eginning of year	
	Amount of fund at the end of year (as	Balance Sheet)	
	Number of members contributin	g at end of year	

FUND 5			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inco	me as specified	
		Total Income	
		,	¥
Expenditure	D 61 1	r	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		tal Expenditure	
		,	
	Surplus (Defi	icit) for the year	
	Amount of fund at be		
	Amount of fund at the end of year (as	Balance Sheet)	
	Number of manifestation (1997)		
	Number of members contributing	g 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 inco	me as specified				
		Total Income				
Expenditure	Benefits to members Administrative expenses and other expenditure (as at page 10)					
	Total Expenditure					
	Surplus (Defi	cit) for the year				
	Amount of fund at be					
	Amount of fund at the end of year (as					
	Number of members contributing	g at end of year				

FUND 7		Fund Account		
Name:		£	£	
Income				
	From members			
	Investment income (as at page 12)			
	Other income (specify)			
	Total other inco	me as specified		
		Total Income		
Expenditure				
	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
	To	tal 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 contributin	g at end of year		

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1 To be completed by trade unions which maintain their own fund			own fund
		£	£
Income	Members contributions and levies		
	Investment income (as at page 12) Other income (specify)		
	Total other i	ncome 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	
	Surpl	us (deficit) for year	
	Amount of political fund a	t beginning of year	
Amount of political fund at the end of year (as Balance Sheet)			
		- 1	
	Number of members at end of year contributing	to the political fund	
	Number of members at end of the year not contributing		
Number of men political fund	nbers at end of year who have completed an exemption notice and do not therefore		

POLITICAL F	UND ACCOUNT 2 To be completed by trade unions which act as o	components of a c	entral trade union
		£	t
Income	Contributions and levies collected from members on behalf of central political Funds received back from central political fund Other income (specify)		
	Total other in	come as specified	
		Total income	
Expenditure	MANUFACTURE DE LA CARROCO DECRETA. MENAGEMBRE CARROLD MIN. RECONSTRUCTO DE MANUFACTO.		
	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	
	Surplu	ıs (deficit) for year	
	Amount held on behalf of trade union political fund at	beginning of year	
	Amount remitted to ce	entral political fund	
	Amount held on behalf of central political f	und at end of year	
	Number of members at end of year contributing t	o the political fund	
	Number of members at end of the year not contributing t	10 March 10	
Number of me political fund	embers at end of year who have completed an exemption notice and do not therefore		

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

(see notes 32 and 33)

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)	
Total	

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	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 in	vestment income	
Credited to:	_		
		ral Fund (Page 3)	
		Fund (Account)	
	F	Fund (Account)	
		Political Fund	
	T .(.)		
	I otal Ir	vestment Income	

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS (see notes 34 to 44 below)

Pension of the Benefits Other Benefits £ S £ Description £ 15,508 96,736 15,508 139,522 82,112	Gross Salary Employers N.I. contributions
Description Value £	
15,508	ભ
15,508	20,174
15,508	85,500
	110,769
	76,827

BALANCE SHEET as at

(see notes 47 to 50)

Previous Year		£	£
Teal	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		
	тот	AL 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	
	тот	AL ASSETS	

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Freehold old £	Buildings Leaseh £	Furniture and Equipment £	Motor Vehicles £	Not used for union business	Total £
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					(a	
Net book value at						
end of previous year						

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED		All Funds	Political Fund
		Except	
		Political Funds	£
		£	
	Equition (e.g. Charac)		
	Equities (e.g. Shares)		
	Government Securities (Gilts)	1	
	Government Securities (Girls)		
	Other quoted securities (to be specified)		
	other quoted decarties (to be specified)		
	TOTAL QUOTED (as Balance Sheet)		
	Market Value of Quoted Investment		
UNQUOTED	Equities		
	Government Securities (Gilts)		
	Martenara		
	Mortgages		
	Bank and Building Societies		
	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		V=0	
union, have a controlling interest in any limited company?		YES	NO[_]
If YES name the relevant companies:			
COMPANY NAME		STRATION NUMB and & Wales, state	
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES	NO
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAR	REHOLDERS	

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	48,082,000	0	48,082,000
From Investments	5,626,000	0	5,626,000
Other Income (including increases by revaluation of	84,230,000	0	84,230,000
Total Income	137,938,000	0	137,938,000
EXPENDITURE (including decreases by	(113,158,000)		(113,158,000)
Total Expenditure	24,780,000	0	24,780,000
Funds at beginning of year (including reserves) Funds at end of year (including reserves)	78,092,000 102,872,000	0	78,092,000 102,872,000
ASSETS			
	Fixed Assets		9,729,000
	Investment Assets		126,023,000
	Other Assets		49,208,000
		Total Assets	184,960,000
LIABILITIES		Total Liabilities	(82,088,000)
NET ASSETS (Total Assets les	102,872,000		

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)

SIGNATURES TO THE (see notes 76) including the accounts and balance	3 and 77)					
Secretary's Signature: (or other official whose position should be stated) Name:			-			
CHECK LIST (see notes 78 to 80) (please tick as appropriate)						
IS THE RETURN OF OFFICERS ATTACHED?		YES		NO		
(see Page 2 and Note 12) HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED?		YES		NO		
(see Page 2 and Note 12) HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)		YES		NO		
HAS THE AUDITOR'S REPORT BEEN COMPLETED?		YES		NO		
(see Pages 20 and 21 and Notes 2 and 77) IS A RULE BOOK ENCLOSED?		YES		NO		
(see Notes 8 and 78) A MEMBER'S STATEMENT IS:		ENCLOSED		TO FOLLOW		
(see Note 80) HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 50)		YES		NO		
(see Page 17 and Notes 7 and 59) IS A MEMBERSHIP AUDIT CERTIFICATE PROVIDED (See Pages 23 and 24 and Notes 88 to 94)		YES		NO		

AUDITOR'S REPORT

(see notes 81 to 86)

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

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 See 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

In respect of (a) and (c) please refer to the auditor's report in the attached BMA group annual report and consolidated financial statements for the year ended 31 December 2017, which gives the equivalent opinion.

We confirm for (b) that we have carried out such investigations to confirm that the trade union has maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28.

- 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

In respect of (a) please refer to the auditor's report in the attached BMA group annual report and consolidated financial statements for the year ended 31 December 2017, which gives the equivalent opinion.

In respect of (b), YES, we are of the opinion that the union has complied with section 28 of the 1992 Act and has established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.

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 attached BMA group annual report and consolidated financial statements for the year ended 31 December 2017.

AUDITOR'S REPORT (section one)

The above responses merely reference matters set out in our attached independent auditor's report to the British Medical Association on the financial statements of the British Medical Association for the year ended 31 December 2017 dated 19 April 2018 (the "annual financial statements auditor's report"). This report is not a substitute for reading the "annual financial statements auditor's report" and the financial statements to which they relate. We have not performed any additional procedures in giving this report except for agreeing that the amounts and disclosures in the return are accurately extracted from the attached annual financial statements. The above responses and the annual financial statements auditor's report, including the opinion, are made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company'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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed. Signature(s) of auditor or auditors: 15. What Reza Motazedi, for and on Name(s): behalf of Deloitte LLP. Profession(s) or Calling(s): Partner - Head of Charity and Not for Profit Deloitte LLP Address(es): 2 New Street London EC4A 3BZ 171512018 Date: Contact name and telephone number: 020 7007 7646 N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany

this return.

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?



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?



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





13 JUL 2018

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	
Signature of assurer	
Name	Richard Thomas – Partner – Capital Law Limited
Address	Capital Law Limited Capital Building Tyndall Street, Cardiff CF10 4AZ
Date	12 June 2018
Contact name and telephone number	Richard Thomas – 02920 474 436