

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	The Association for Clinical Biochemistry and Laboratory Medicine				
Year ended:	31st December 2020				
List no:					
Head or Main Office address:	130-132 Tooley Street				
	London				
Postcode	SE1 2TU				
Website address (if available)	https://www.acb.org.uk/				
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Dr Sarah J Glover				
Telephone Number:	0151 252 5486				
Contact name for queries regarding the completion of this return	Miss Cheryl J Taylor				
Telephone Number:	020 7403 8001				
E-mail:	cheryl@acb.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

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

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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	411	15	14	45	485
Female	715	22	16	25	778
Other	10		1		11
Total	1,136	37	31	70	A 1,274

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

1,274

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

Change of Officers

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

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
President / President-Elect	Professor Ian Stuart Young	Dr Bernard Lewis Croal (President-Elect)	25th June 2020
Executive Officer	n/a	Dr Elizabeth Alice Louise Bateman and Dr Robert	25th June 2020
National Officer	Dr Bernard Lewis Croal and vacant	Miss Fionnige Dinnis Christine Peiris and Mrs	25th June 2020
Regional Officer	Dr Andrea Lorraine Patterson	Miss Roanna George	25th June 2020
Regional Officer	Dr Kevin Alexander Deans	Ms Rebecca Pattenden	25th June 2020
Regional Officer	Dr Elinor Violet Hanna and Dr Sean Joseph	Dr Jennifer Frances Cundick and Dr Elinor	25th June 2020

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:

and names:

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held
Professor Neil Raymond Anderson	President
Dr Sarah Jane Glover	Company Secretary
Dr Bernard Lewis Croal	Executive Officer
Dr Michael Patrick Bosomworth	Executive Officer
Miss Kamaljit Kaur	Executive Officer
Mrs Hazel-Ann Douglas Borthwick	Executive Officer
Mrs Alexandra Marie Yates	Executive Officer
Dr Mayur Vinaychandra Patel	Executive Officer
Dr Emma Jane Lewis	Executive Officer
Mrs Sarah Michelle Jane Robinson	Executive Officer
Dr Robert John Shorten	Executive Officer
Dr Elizabeth Alice Louise Bateman	Executive Officer
Ms Catherine Frances Baillie	Executive Officer
Miss Prangige Dilini Christine Peiris	National Officer
Dr Christopher James Duff	National Officer
Mrs Sophie Hepburn	National Officer
Dr Shirley Ann Bowles	Regional Officer
Dr Jennifer Brady	Regional Officer
Dr Hannah Delaney	Regional Officer
Ms Rebecca Pattenden	Regional Officer
Dr Jennifer Frances Cundick	Regional Officer
Dr Sharman Donna Harris	Regional Officer
Pervaz Mohammed	Regional Officer
Miss Roanna George	Regional Officer
Dr Robyn Lisa Shea	Regional Officer

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		602,018
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		602,018
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)	13,704	
Total of other income (as at page 4)		13,704
Total income		615,722
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		740,993
Federation and other bodies (specify)		
Unrealised loss on listed investments		-18,619
Total expenditure Federation and other bodies		-18,619
Taxation		9,715
Total expenditure		732,089
Interfund Transfers OUT		
Surplus (deficit) for year		-116,367
Amount of general fund at beginning of year		2,459,541
Amount of general fund at end of year		2,343,174

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	
Any Other Sources	
Income from fixed assets investments	16,160
Deficit on disposal of investments	-2,870
Interest receivable and similar income	414
Total other sources	13,704
Total of all other income	13,704

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

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

(See notes 21 and 23)

Fund 2		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 21 and 23)

Fund 4		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 21 and 23)

Fund 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 21 and 23)

Fund 8		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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		

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1	To be completed by trade unions which maintain their own political fund
---------------------------------	--

Income	Members contributions and levies			
	Investment income (as at page 12)			
Other income (specify)				
	Total other income as specified			
	Total income			

Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period

Expenditure A (as at page i)			
Expenditure B (as at page ii)			
Expenditure C (as at page iii)			
Expenditure D (as at page iv)			
Expenditure E (as at page v)			
Expenditure F (as at page vi)			
Non-political expenditure (as at page vii)			
	Total expenditure		
	Surplus (deficit) for year		
	Amount of political fund at beginning of year		
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		
	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 contribute to the political fund		

Political fund account 2	To be completed by trade unions which act as components of a central trade union
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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			
	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			

Political fund account expenditure (c)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
Total			

Political fund account expenditure (f)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or political party	£
Total	

Expenditure from the political fund not falling within section 72 (1) of the trade union & labour relations (consolidation) act 1992

For expenditure not falling within section 72 (1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£

Total expenditure

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£

Total expenditure

(c) the total amount of all other money expended	£

Total expenditure

Total of all expenditures

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		
Salaries and Wages included in above	316,042	316,042
Auditors' fees		16,000
Legal and Professional fees		29,161
Occupancy costs		57,077
Stationery, printing, postage, telephone, etc.		5,971
Expenses of Executive Committee (Head Office)		23,907
Expenses of conferences		53,993
Other administrative expenses (specify)		
Computer software		27,852
Finance charges		9,550
Donations and bursaries		-232
Publications		34,687
Committee expenses		58,313
Accountancy fees		15,738
Sundry		43,776
Bad debts		13,807
Other Outgoings		
Taxation		
Depreciation		9,715
Amortisation		27,948
		7,403
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Unrealised loss on listed investments		-18,619
tretert		
Total		732,089
Charged to:	General Fund (Page 3)	740,993
Total		740,993

Analysis of investment income

(see notes 47 and 48)

	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			414
Other investment income (specify)			
Deficit on disposal of listed investments			-2,870
Income from fixed asset investments			16,160
			13,704
		Total investment income	13,704
		Credited to:	
		General Fund (Page 3)	
		Political Fund	
		Total Investment Funds	

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year	1,068,067		109,833		2,040	1,179,940
Additions			508		88,839	89,347
Disposals						
Revaluation/Transfers						
At end of year	1,068,067		110,341		90,879	1,269,287
Accumulated Depreciation						
At start of year	405,642		94,623		2,040	502,305
Charges for year	21,361		6,587		7,403	35,351
Disposals						
Revaluation/Transfers						
At end of year	427,003		101,210		9,443	537,656
Net book value at end of year	641,064		9,131		81,436	731,631
Net book value at end of previous year	662,425		15,210			677,635

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	1,510,594	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment	1,510,594	
Unquoted		
Equities	100,000	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet) Market Value of Unquoted Investments	100,000	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	602,018		602,018
From Investments			
Other Income (including increases by revaluation of assets)	13,704		13,704
Total Income	615,722		615,722
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	732,089		732,089
Funds at beginning of year (including reserves)	2,459,541		2,459,541
Funds at end of year (including reserves)	2,343,174		2,343,174
Assets			
Fixed Assets			731,631
Investment Assets			1,610,594
Other Assets			
		Total Assets	2,342,225
Liabilities		Total Liabilities	-949
Net Assets (Total Assets less Total Liabilities)			2,343,174

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves)			
Funds at end of year (including reserves)			
Assets			
Fixed Assets			
Investment Assets			
Other Assets			
		Total Assets	
Liabilities		Total Liabilities	
Net Assets (Total Assets less Total Liabilities)			

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	No
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

If **YES**, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

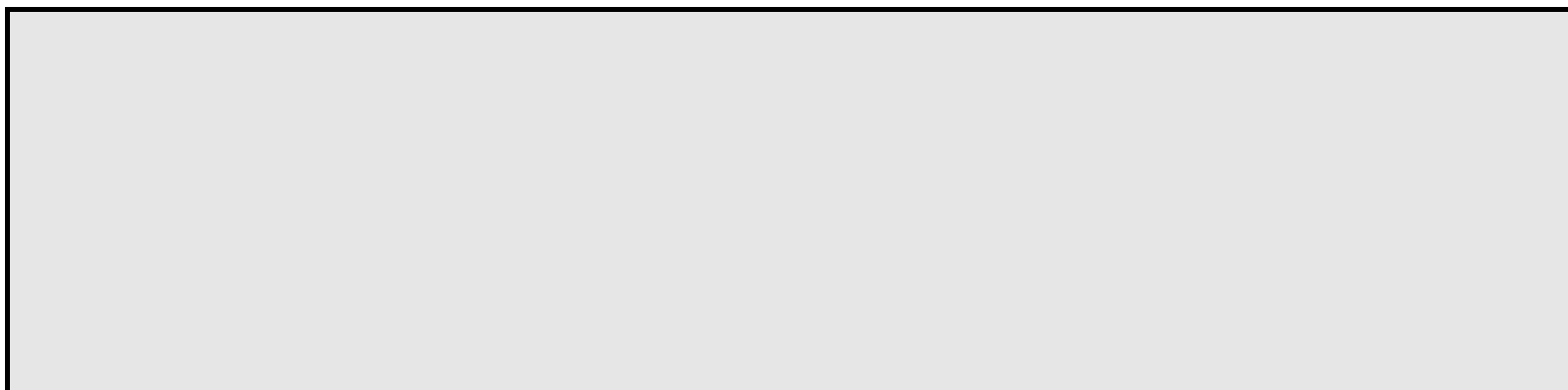
Notes to the accounts

(see notes 82 and 83)

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

Accounting policies

(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:	Chairman's Signature:
Name: Dr Sarah J Glover	Name: Professor Neil Raymond Anderson <small>(or other official whose position should be stated)</small>
Date: 25th May 2021	Date: 25th May 2021

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes		No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes		No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes		To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		No	

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

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 related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. 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 note 92)

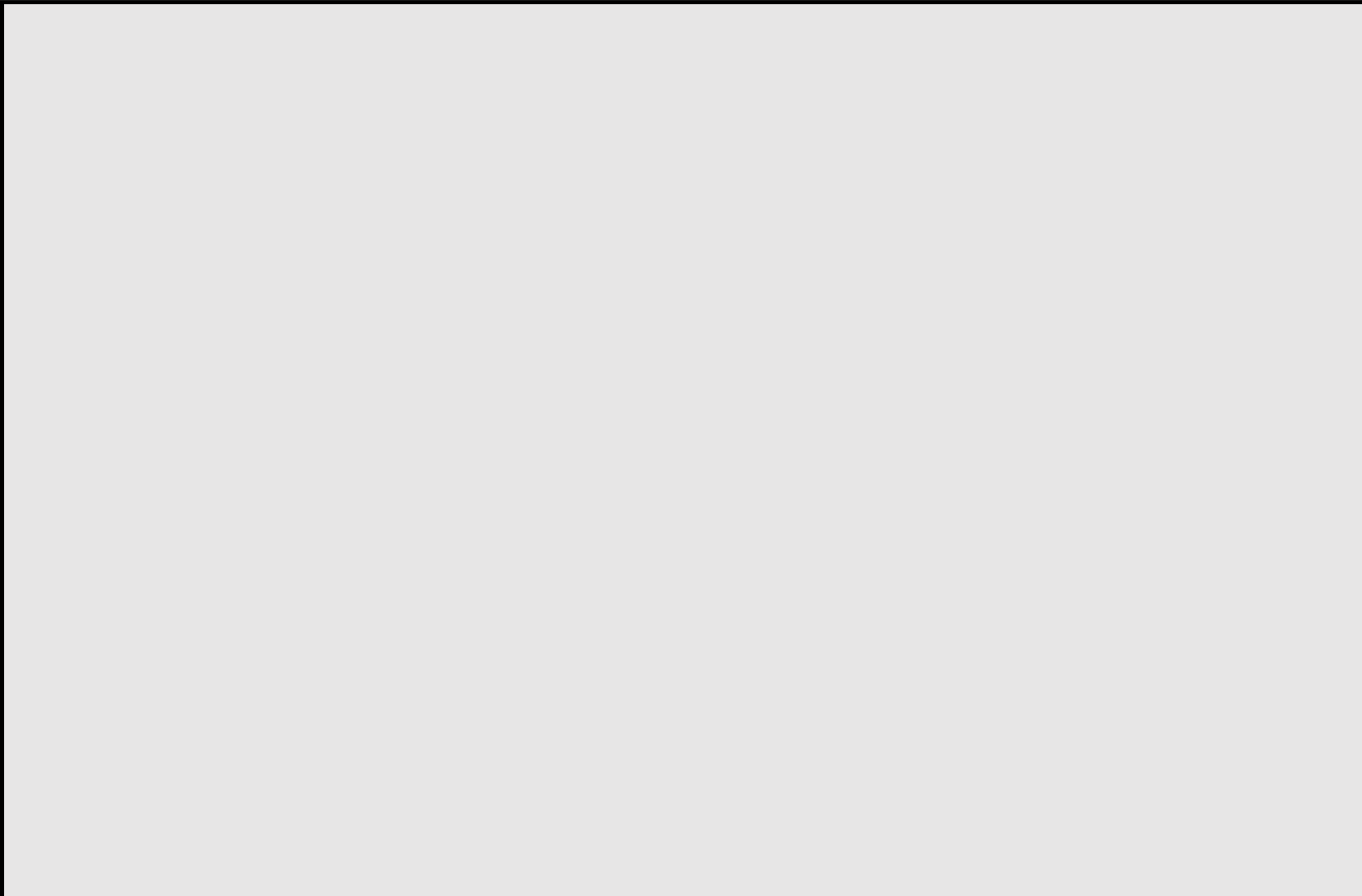
Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- **give a true and fair view of the matters to which they relate to.**
- **have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.**

Auditor's report (continued)



Signature(s) of auditor or auditors:		
Name(s):	Buzzacott LLP	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	130 Wood Street	
	London	
	Postcode	
	EC2ZV 6DL	
Date	28-May-21	
Contact name for inquiries and telephone number:	Mark Worsey 442075561200	

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

Membership audit certificate

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

(See notes 97 to 103)

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

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 inforamation 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	
Name	Mr Michael John Lester, ACB Membership Manager
Address	130-132 Tooley Street, London SE1 2TU
Date	28th June 2021
Contact name and telephone number	Mike Lester, mike@acb.org.uk, 020 4542 6044

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE (CONTINUED)**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE**

Opinion

We have audited the financial statements of The Association for Clinical Biochemistry and Laboratory Medicine (the 'company') for the year ended 31 December 2020, which comprise the Statement of Comprehensive income, the Statement of Financial Position, the Statement of Changes in Equity and Notes to the Financial Statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2020 and of its loss for the year then ended;
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Directors' Report. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE (CONTINUED)**

to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a Strategic report.

Responsibilities of directors

As explained more fully in the Directors' responsibilities statement on page 1, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of membership organisations;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, the Trade Union Act 2016, employment legislation and taxation legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.
- We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:
 - making enquiries of management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE (CONTINUED)**

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members 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 for our audit work, for this report, or for the opinions we have formed.



Mark Worsey (Senior Statutory Auditor)

for and on behalf of

Buzzacott LLP
Statutory Auditor

130 Wood Street
London
EC2V 6DL
Date: 28 May 2021

Registered number: 00863235

**THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY
MEDICINE**

(A company limited by guarantee)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

COMPANY INFORMATION

Directors

Dr N R Anderson
Ms C F Baillie
Dr J Brady (appointed 25 June 2020)
Mrs H A Borthwick
Dr M P Bosomworth
Dr S A Bowles
Dr J F Cundick (appointed 25 June 2020)
Dr S J Costelloe (resigned 25 June 2020)
Dr K A Deans (resigned 25 June 2020)
C J Duff
Miss R George (appointed 25 June 2020)
Dr E Hanna (resigned 25 June 2020)
Dr E A L Bateman (appointed 25 June 2020)
Ms S Hepburn (appointed 21 September 2020)
Miss K Kaur
Dr E J Lewis
Ms R Pattenden (appointed 25 June 2020)
Dr R J Shorten (appointed 25 June 2020)
Dr A L Patterson (resigned 25 June 2020)
Mrs S M J Robinson (appointed 25 June 2020)
Dr B L Croal
Dr H Delaney
Dr S J Glover
Dr S D Harris
P Mohammed
Dr M V Patel
Dr R Shea
Mrs A M Yates
Miss P D C Peiris (appointed 21 September 2020)
Prof I S Young (resigned 25 June 2020)

Company secretary

Dr S J Glover

Registered number

00863235

Registered office

130-132 Tooley Street
London
SE1 2TU

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

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Statement of financial position	9 - 10
Statement of changes in equity	11 - 12
Notes to the financial statements	13 - 24
The following pages do not form part of the statutory financial statements:	
Detailed profit and loss account and summaries	25 - 27

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

The directors present their report and the financial statements of the Association for Clinical Biochemistry and Laboratory Medicine ('the company' or 'the association') for the year ended 31 December 2020.

Directors' responsibilities statement

The directors are responsible for preparing the Directors' report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Directors

The directors who served during the year were:

Dr N R Anderson
Ms C F Baillie
Dr J Brady (appointed 25 June 2020)
Mrs H A Borthwick
Dr M P Bosomworth
Dr S A Bowles
Dr J F Cundick (appointed 25 June 2020)
Dr S J Costelloe (resigned 25 June 2020)
Dr K A Deans (resigned 25 June 2020)
C J Duff
Miss R George (appointed 25 June 2020)
Dr E Hanna (resigned 25 June 2020)
Dr E A L Bateman (appointed 25 June 2020)
Ms S Hepburn (appointed 21 September 2020)
Miss K Kaur
Dr E J Lewis
Ms R Pattenden (appointed 25 June 2020)
Dr R J Shorten (appointed 25 June 2020)
Dr A L Patterson (resigned 25 June 2020)
Mrs S M J Robinson (appointed 25 June 2020)

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Dr B L Croal
Dr H Delaney
Dr S J Glover
Dr S D Harris
P Mohammed
Dr M V Patel
Dr R Shea
Mrs A M Yates
Miss P D C Peiris (appointed 21 September 2020)
Prof I S Young (resigned 25 June 2020)

Future developments

The association's overall objectives remain unchanged. They include activities relating to education and training (including the organisation of regional and national meetings), the promotion of research and development, publishing, public engagement and cooperation with nationally and internationally based cognate organisations. We do not expect these objectives to change materially in the next 12 months.

The worldwide outbreak of the coronavirus pandemic (COVID-19) has caused extensive disruptions to organisations globally with major implications for the association's operations and finances which has persisted beyond the reporting date of the accounts. The directors acknowledge and recognise the potential impact of the COVID-19 pandemic on the future operations of the association, its members, partners, stakeholders and on the wider society. Key areas of the company's operations that have been impacted include:

a) Following the advice issued by the UK Government in March 2020 regarding employees working from home and other social distancing measures, staff are not permitted to work at the Company's offices. Nevertheless the association's staff have successfully been able to work remotely and are able to carry out all their undertakings whilst working from home.

b) association's meetings and events - The association was not able to convene events such as its FOCUS 2020 meeting as well as other smaller scientific based meetings and events. For 2021 the association has rebranded its national meeting UKMedLab and for 2021 will host the meeting online over 5 days. UKMedLab 2022 will revert to a physical meeting at the ICC in Belfast. Where practicable smaller meetings have taken place online and attendance numbers have increased compared to physical events. This has led to an increase in membership applications.

The directors are satisfied with the alternative plans that have been put in place to ensure that disruption to the association's operations arising from COVID-19 is minimised. The deferral of the national meeting until 2022 does not have a detrimental effect on the association's finances given that it will host an online alternative in 2021. In addition the association has diversified income streams and therefore it is confident that its business model remains robust.

The directors are therefore of the opinion that despite the impact of COVID-19, the association remains a going concern over the next twelve months from the signing of the financial statements.

Disclosure of information to auditor

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditor is unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

Small companies exemption

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the board on 14-May-2021

and signed on its behalf.



Dr M P Bosomworth
Director

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE**

Opinion

We have audited the financial statements of The Association for Clinical Biochemistry and Laboratory Medicine (the 'company') for the year ended 31 December 2020, which comprise the Statement of Comprehensive income, the Statement of Financial Position, the Statement of Changes in Equity and Notes to the Financial Statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2020 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Directors' Report. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE (CONTINUED)**

to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a Strategic report.

Responsibilities of directors

As explained more fully in the Directors' responsibilities statement on page 1, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE (CONTINUED)**

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of membership organisations;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, the Trade Union Act 2016, employment legislation and taxation legislation;

We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.
- We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:
 - making enquiries of management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
 - considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION FOR CLINICAL
BIOCHEMISTRY AND LABORATORY MEDICINE (CONTINUED)**

- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members 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 for our audit work, for this report, or for the opinions we have formed.



Mark Worsey (Senior Statutory Auditor)

for and on behalf of
Buzzacott LLP
Statutory Auditor

130 Wood Street
London
EC2V 6DL
Date: 18 May 2021

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020 £	2019 £
Turnover	602,018	733,474
Gross profit	602,018	733,474
Administrative expenses	(740,993)	(883,205)
Unrealised gain on listed investments	18,619	75,322
Operating loss	(120,356)	(74,409)
Income from fixed assets investments	16,160	18,790
(Deficit)/surplus on disposal of investments	(2,870)	15,149
Interest receivable and similar income	414	1,244
Loss before tax	(106,652)	(39,226)
Tax on loss	(9,715)	(14,015)
Loss for the financial year	(116,367)	(53,241)
Other comprehensive income for the year		
Total comprehensive income for the year	(116,367)	(53,241)

There were no recognised gains and losses for 2020 or 2019 other than those included in the statement of comprehensive income.

The notes on pages 13 to 24 form part of these financial statements.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)
REGISTERED NUMBER: 00863235

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2020

	Note	2020 £	2019 £
Fixed assets			
Intangible assets	8	81,436	-
Tangible assets	9	650,195	677,635
Investments	10	1,610,594	1,606,991
		<u>2,342,225</u>	<u>2,284,626</u>
Current assets			
Debtors: amounts falling due within one year	11	98,340	143,047
Cash at bank and in hand		309,380	443,408
		<u>407,720</u>	<u>586,455</u>
Creditors: amounts falling due within one year	12	(328,717)	(343,201)
Net current assets		<u>79,003</u>	<u>243,254</u>
Total assets less current liabilities		<u>2,421,228</u>	<u>2,527,880</u>
Provisions for liabilities			
Deferred tax	13	(78,054)	(68,339)
		<u>(78,054)</u>	<u>(68,339)</u>
Net assets		<u><u>2,343,174</u></u>	<u><u>2,459,541</u></u>
Capital and reserves			
Revaluation reserve	14	420,614	401,995
Other reserves	14	1,886,121	1,813,737
Profit and loss account	14	36,439	243,809
		<u>2,343,174</u>	<u>2,459,541</u>

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)
REGISTERED NUMBER: 00863235

STATEMENT OF FINANCIAL POSITION (CONTINUED)
AS AT 31 DECEMBER 2020

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102 Section 1A - small entities.

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 14-May-2021



Dr M P Bosomworth
Director

The notes on pages 13 to 24 form part of these financial statements.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Revaluation reserve	Other reserves	Profit and loss account	Total equity
	£	£	£	£
At 1 January 2020	401,995	1,813,737	243,809	2,459,541
Comprehensive income for the year				
Loss for the year	-	-	(116,367)	(116,367)
	-----	-----	-----	-----
Total comprehensive income for the year	-	-	(116,367)	(116,367)
Transfer to/from profit and loss account	18,619	72,384	(91,003)	-
	-----	-----	-----	-----
Transfer to/from profit and loss account	18,619	72,384	(91,003)	-
	-----	-----	-----	-----
At 31 December 2020	420,614	1,886,121	36,439	2,343,174
	=====	=====	=====	=====

The notes on pages 13 to 24 form part of these financial statements.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Revaluation reserve	Other reserves	Profit and loss account	Total equity
	£	£	£	£
At 1 January 2019	326,673	1,802,949	383,160	2,512,782
Comprehensive income for the year				
Loss for the year	-	-	(53,241)	(53,241)
	-----	-----	-----	-----
Total comprehensive income for the year	-	-	(53,241)	(53,241)
Transfer to/from profit and loss account	75,322	10,788	(86,110)	-
	-----	-----	-----	-----
Transfer to/from profit and loss account	75,322	10,788	(86,110)	-
	-----	-----	-----	-----
At 31 December 2019	401,995	1,813,737	243,809	2,459,541
	=====	=====	=====	=====

The notes on pages 13 to 24 form part of these financial statements.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

The association is a private company limited by guarantee, incorporated in the United Kingdom (England and Wales). Its registered office and principal place of business is 130-132, Tooley Street, London SE1 2TU. The company registration number is 00863235.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006

The association is a parent undertaking of a small group and as such is not required by Companies Act 2006 to prepare group accounts. These financial statements therefore present information about the company as an individual undertaking and not about its group.

The following principal accounting policies have been applied:

2.2 Going concern

The association's forecasts and projections, taking account of possible changes in trading performance, show that the association can meet its liabilities as they fall due. In making this decision the directors have taken into consideration the risks and uncertainties arising from the COVID-19 pandemic.

On this basis, the directors consider that the company will continue in operational existence for the foreseeable future and accordingly consider it appropriate to prepare the financial statements on a going concern basis.

2.3 Turnover

Turnover is recognised to the extent that it is probable that the economic benefits will flow to the company and the turnover can be reliably measured. Turnover is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before turnover is recognised:

Rendering of services

Turnover from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of turnover can be measured reliably;
- it is probable that the company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

Annual subscriptions are allocated according to their renewal date which runs synchronous with the financial year. Subscriptions relating to the year are included in the Statement of Comprehensive Income and those relating to the following year are shown in creditors as deferred income.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.4 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the lease term.

2.5 Research and development

In the research phase of an internal project it is not possible to demonstrate that the project will generate future economic benefits and hence all expenditure on research shall be recognised as an expense when it is incurred. Intangible assets are recognised from the development phase of a project if and only if certain specific criteria are met in order to demonstrate the asset will generate probable future economic benefits and that its cost can be reliably measured. The capitalised development costs are subsequently amortised on a straight line basis over their useful economic lives, which range from 3 to 6 years.

If it is not possible to distinguish between the research phase and the development phase of an internal project, the expenditure is treated as if it were all incurred in the research phase only.

2.6 Interest income

Interest income is recognised in the Statement of Comprehensive income using the effective interest method.

2.7 Pensions

Group personal pension plan

The association operates a defined contribution group personal pension scheme for its employees. Annual contributions by the association in respect of the group personal pension scheme available to staff members are charged to the Statement of Comprehensive income in the period in which they are payable.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.8 Current and deferred taxation

The tax expense for the year comprises current and deferred tax. Tax is recognised in profit or loss except that a charge attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Company operates and generates income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the Statement of financial position date, except that:

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits; and
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

2.9 Intangible assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

The estimated useful lives range as follows:

Software	-	3 years
----------	---	---------

2.10 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The Company adds to the carrying amount of an item of fixed assets the cost of replacing part of such an item when that cost is incurred, if the replacement part is expected to provide incremental future benefits to the Company. The carrying amount of the replaced part is derecognised. Repairs and maintenance are charged to profit or loss during the period in which they are incurred.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.10 Tangible fixed assets (continued)

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Long-term leasehold property	-	2%
Office equipment	-	25%
Computer equipment	-	33%

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.11 Valuation of investments

Investments in unlisted Company shares, whose market value can be reliably determined, are remeasured to market value at each balance sheet date. Gains and losses on remeasurement are recognised in the Statement of comprehensive income for the period. Where market value cannot be reliably determined, such investments are stated at historic cost less impairment.

Investments in listed company shares are remeasured to market value at each Statement of financial position date. Gains and losses on remeasurement are recognised in profit or loss for the period.

2.12 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.13 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

2. Accounting policies (continued)

2.14 Provisions for liabilities

Provisions are made where an event has taken place that gives the Company a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to profit or loss in the year that the Company becomes aware of the obligation, and are measured at the best estimate at the Statement of financial position date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Statement of financial position.

2.15 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of comprehensive income.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the reporting date.

3. Turnover

The whole of the turnover is attributable to promoting the advancement of Clinical Biochemistry and Laboratory Medicine. All turnover arose within the United Kingdom.

4. Operating loss

The operating loss is stated after charging:

	2020	<i>2019</i>
	£	£
Depreciation of tangible fixed assets	35,351	25,432
Fees payable to the company's auditor for the audit of the company's financial statements	16,000	14,000
Defined contribution pension cost	21,722	14,120
	=====	=====

5. Employees

The average monthly number of employees, including directors, during the year was 8 (2019 - 6).

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Interest receivable

	2020	<i>2019</i>
	£	£
Other interest receivable	414	<i>1,244</i>
	<u>414</u>	<u><i>1,244</i></u>

7. Taxation

	2020	<i>2019</i>
	£	£
Corporation tax		
Current tax on profits for the year	-	<i>491</i>
Adjustments in respect of previous periods	-	<i>719</i>
	<u>-</u>	<u><i>1,210</i></u>
Total current tax	<u>-</u>	<u><i>1,210</i></u>
Deferred tax		
Origination and reversal of timing differences	9,715	<i>12,805</i>
Total deferred tax	<u>9,715</u>	<u><i>12,805</i></u>
Taxation on profit on ordinary activities	<u>9,715</u>	<u><i>14,015</i></u>

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

7. Taxation (continued)

Factors affecting tax charge for the year

The tax assessed for the year is higher than (2019 - higher than) the standard rate of corporation tax in the UK of 19% (2019 - 19%). The differences are explained below:

	2020	2019
	£	£
Loss on ordinary activities before tax	(106,652)	(39,226)
Loss on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2019 - 19%)	(20,264)	(7,453)
Effects of:		
Adjustments to tax charge in respect of prior periods	-	719
Other timing differences leading to an increase (decrease) in taxation	29,979	20,749
Total tax charge for the year	9,715	14,015

Factors that may affect future tax charges

On 3 March 2021, the government announced its intention to increase the corporation tax rate from 1 April 2023. This rate will taper from 19% for businesses with taxable profits of less than £50,000 to 25% for businesses with profits over £250,000. This is anticipated to be substantively enacted once the Finance Bill 2021 passes the House of Commons.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

8. Intangible assets

	Software £
Cost	
At 1 January 2020	2,040
Additions	88,839
At 31 December 2020	90,879
Amortisation	
At 1 January 2020	2,040
Charge for the year on owned assets	7,403
At 31 December 2020	9,443
Net book value	
At 31 December 2020	81,436
<i>At 31 December 2019</i>	-

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

9. Tangible fixed assets

	Long-term leasehold property £	Office equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 January 2020	1,068,067	58,199	51,634	1,177,900
Additions	-	-	508	508
At 31 December 2020	<u>1,068,067</u>	<u>58,199</u>	<u>52,142</u>	<u>1,178,408</u>
Depreciation				
At 1 January 2020	405,642	58,199	36,424	500,265
Charge for the year on owned assets	21,361	-	6,587	27,948
At 31 December 2020	<u>427,003</u>	<u>58,199</u>	<u>43,011</u>	<u>528,213</u>
Net book value				
At 31 December 2020	<u>641,064</u>	-	<u>9,131</u>	<u>650,195</u>
At 31 December 2019	<u>662,425</u>	-	<u>15,210</u>	<u>677,635</u>

10. Fixed asset investments

	Listed investments £	Unlisted investments £	Total £
Cost or valuation			
At 1 January 2020	1,506,991	100,000	1,606,991
Additions	356,173	-	356,173
Disposals	(371,189)	-	(371,189)
Revaluations	18,619	-	18,619
At 31 December 2020	<u>1,510,594</u>	<u>100,000</u>	<u>1,610,594</u>

The cost of listed investments (including cash held awaiting investment) at 31 December 2020 was £1,087,681 (2019 - £1,102,697). Unlisted investments are comprised of £100,000 Lombard International Bonds. Accordingly they are included at cost less provision for any permanent diminution in value.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

10. Fixed asset investments (continued)

Biochemistry Conferences. Clinical Biochemistry Conferences is a company limited by guarantee and a registered charity. The company was incorporated on 8 January 2003 and the objects of the charity are to advance, spread and increase the knowledge, for the public benefit, of all aspects of the study of medical science concerned with clinical biochemistry and laboratory medicine and their diagnostic systems.

Clinical Biochemistry Conferences prepares accounts to 31 December. The latest accounts prepared for the year ended 31 December 2020 show a loss of £33,482 (2019 - loss of £9,962) and total reserves of £32,876 (2019 - £66,358).

11. Debtors

	2020	2019
	£	£
Trade debtors	33,758	94,743
Other debtors	2,376	3,158
Prepayments and accrued income	62,206	45,146
	98,340	143,047

12. Creditors: Amounts falling due within one year

	2020	2019
	£	£
Trade creditors	104,385	140,375
Amounts owed to group undertakings	33,191	66,595
Corporation tax	491	491
Other taxation and social security	25,892	9,285
Other creditors	143,450	92,578
Accruals and deferred income	21,308	33,877
	328,717	343,201

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

13. Deferred taxation

	2020 £	2019 £
At beginning of year	(68,339)	(55,534)
Charged to profit or loss	(9,715)	(12,805)
At end of year	(78,054)	(68,339)

The provision for deferred taxation is made up as follows:

	2020 £	2019 £
Provision for timing differences	(78,054)	(68,339)
	(78,054)	(68,339)

14. Reserves

Revaluation reserve

The revaluation reserve represents the unrealised increase in market value above original cost on listed investments held at the end of the financial period.

Other reserves

The fixed asset fund represents the balance of the association's funds that are invested in tangible fixed assets, intangibles and investments at cost less depreciation, amortisation, provision for any diminution in value and also less the balance owed to the Clinical Biochemistry Conferences.

Profit and loss account

Includes all other current and prior period retained profits and losses.

15. Company status

The company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the company in the event of liquidation.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

16. Pensions

The company operates a defined contribution pension scheme on behalf of its employees. During the year, pension contributions for those staff amounted to £21,722 (2019 - £14,120). At 31 December 2020 the amounts payable with respect to amounts owed to the pension scheme amounted to £2,686 (2019 - £1,398).

17. Commitments under operating leases

At 31 December 2020 the Company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2020	<i>2019</i>
	£	£
Later than 5 years	583,200	<i>583,500</i>
	<u>583,200</u>	<i><u>583,500</u></i>

18. Related party transactions

During the year the company repaid £33,404 of the loan due to the Clinical Biochemistry Conferences. At 31 December 2020 £33,191 (2019 - £66,595) was due to the Clinical Biochemistry Conferences, a subsidiary of the association, in the form of an interest-free loan. During the year a grant of £30,000 was provided by the Clinical Biochemistry Conferences to the company.

During the year the company received amounts totaling £Nil (2019 - £5,232) from CP Stewart Memorial Fund. At 31 December 2020 £Nil (2019 - £Nil) was due from CP Stewart Memorial Fund, a charity of which Dr M P Bosomworth, Dr N R Anderson and Mr P Newland are trustees.

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**DETAILED PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020 £	2019 £
Turnover	602,018	733,474
Gross profit	<u>602,018</u>	<u>733,474</u>
Other operating income	<u>18,619</u>	<u>75,322</u>
Less: overheads		
Administration expenses	(740,993)	(883,205)
Operating loss	<u>(120,356)</u>	<u>(74,409)</u>
Interest receivable	414	1,244
Investment income	13,290	33,939
Tax on loss on ordinary activities	(9,715)	(14,015)
Loss for the year	<u>(116,367)</u>	<u>(53,241)</u>

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020 £	2019 £
Turnover		
Turnover	602,018	733,474
	<u>602,018</u>	<u>733,474</u>
	<u><u>602,018</u></u>	<u><u>733,474</u></u>
	2020 £	2019 £
Other operating income		
Unrealised gain on listed investments	18,619	75,322
	<u>18,619</u>	<u>75,322</u>
	<u><u>18,619</u></u>	<u><u>75,322</u></u>
	2020 £	2019 £
Administration expenses		
Bank charges	3,334	6,585
Bad debts	13,807	-
Depreciation - plant and machinery	21,361	21,361
Depreciation - fixtures and fittings	6,587	4,071
Amortisation - intangible fixed assets	7,403	-
ACB Committees	6,443	149,665
Federation of Clinical Scientists	31,945	41,411
Publication costs	34,389	45,319
Education	46,600	143,021
Administration	480,212	389,053
Regions	4,360	17,738
Student Scholarships	58,352	34,777
Council activities	17,803	20,080
LTO UK	2,179	2,990
Investment fees	6,218	7,134
	<u>740,993</u>	<u>883,205</u>
	<u><u>740,993</u></u>	<u><u>883,205</u></u>

THE ASSOCIATION FOR CLINICAL BIOCHEMISTRY AND LABORATORY MEDICINE
(A company limited by guarantee)

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020 £	2019 £
Interest receivable		
Bank interest receivable	414	1,244
	<u>414</u>	<u>1,244</u>
	2020 £	2019 £
Investment income		
Income from fixed asset investments	16,160	18,790
Profit/loss on disposal of listed investments	(2,870)	15,149
	<u>13,290</u>	<u>33,939</u>