

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Chartered Society of Physiotherapy				
Year ended:	31 December 2023				
List no:	481T				
Head or Main Office address:	3rd Floor South				
	Chancery Exchange				
	10 Furnival Street				
	London				
Postcode	EC4A 1AB				
Website address (if available)	www.csp.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:	Karen Middleton (up to 31.12.23) John Cowman from 2.1.24				
Telephone Number:	2073067864				
Contact name for queries regarding the completion of this return	Maddy Thompson				
Telephone Number:	02073061126				
E-mail:	thompsonm@csp.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:

returns@certoffice.org

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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
	61,774	2,209	96	716	64,795
Total	61,774	2,209	96	716	A 64,795

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

64,795

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

0

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
Member of Council	Katherine Ashmore		2.3.23
Member of Council	Justine Croxton		2.3.23
General Secretary	Karen Middleton		31.12.23

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 and date elected
Leanne Antoine	Member of Council 17/11/21
Ishmael Beckford	Chair of Council 16/11/2022
Jack Chew	Member of Council 16/11/2022
Reshma Patel	Member of Council 17/11/21
Alex Spearritt	Vice Chair of Council 16/11/2022
Gillian Rawlinson	Member of Council 16/11/2022
Srikesavan Sabapathy	Member of Council 16/11/2022
Kelly Walker	Member of Council 16/11/2022
Sylvia Wojciechowski	Member of Council 16/11/2022
Gemma Scott	Member of Council 17/11/21
Claire Sullivan	Trustee of CSP Staff Pension Scheme
Alexandra Mackenzie	Trustee of CSP Staff Pension Scheme
Adam Morgan	Trustee of CSP Staff Pension Scheme
Toby Simon	Trustee of CSP Staff Pension Scheme
Claire Ronald	Trustee of CSP Staff Pension Scheme

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		21,489,000
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		21,489,000
Investment income (as at page 12)		268,000
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	2,689,000	
Total of other income (as at page 4)		2,689,000
		Total income
		24,446,000
	Interfund Transfers IN	5,099,000
Expenditure		
Benefits to members (as at page 5)		13,792,000
Administrative expenses (as at page 10)		7,008,000
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		430,000
		Total expenditure
		21,230,000
	Interfund Transfers OUT	4,694,000
	Surplus (deficit) for year	3,216,000
Amount of general fund at beginning of year		15,178,000
Amount of general fund at end of year		18,798,000

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 journals	488,000
Income for educational purposes	189,000
Income from events	70,000
Grants and miscellaneous	297,000
Gain on Investments	950,000
Gain on Pension	695,000
Total other sources	2,689,000
Total of all other income	2,689,000

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues Services	3,129,000	brought forward Advisory Services	4,087,000
Representation – Non Employment Related Issues		Other Cash Payments	
Communications Journals	958,000	Education and Training services	3,025,000
Dispute Benefits		Negotiated Discount Services	
		Other Benefits and Grants (specify)	
		Professional Liability Insurance	2,211,000
		Events	281,000
		Public Relations	4,188,000
carried forward	4,087,000	Total (should agree with figure in General Fund)	13,792,000

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Property Revaluation Reserve	£	£
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		4,286,000
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		4,286,000
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:	Investment Revaluation Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		420,000
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)		420,000
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Pension Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	2,704,000
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	813,000
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	-7,729,000
		Amount of fund at the end of year (as Balance Sheet)	-5,838,000
		Number of members contributing at end of year	

Fund 5		Fund Account	
Name:	Future Pension volatility mitigation fund	£	£
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	2,608,000
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	7,608,000
		Amount of fund at the end of year (as Balance Sheet)	5,000,000
		Number of members contributing at end of year	

(See notes 21 and 23)

Fund 6		Fund Account		
Name:	Strategic Transformation Fund	£	£	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
Total other income as specified				
Total Income				
Interfund Transfers IN			4,178,000	
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)			4,178,000	
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	
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 (b)

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 of money on the provision of any services or property for use by or on behalf of any political party

Name of political party to which payment was made	Total amount paid during the period
	£
Total	

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 (d)

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 on the maintainance of any holder of political office	
Name of office holder	£
Total	

Political fund account expenditure (e)

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.

Name of political party	£
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	3,260,000
Salaries and Wages included in above	3,042,000
Auditors' fees	40,000
Legal and Professional fees	469,000
Occupancy costs	521,000
Stationery, printing, postage, telephone, etc.	156,000
Expenses of Executive Committee (Head Office)	
Expenses of conferences	37,000
Other administrative expenses (specify)	
IT costs	777,000
Bank charges	54,000
Insurance	148,000
Irrecoverable VAT	298,000
Organisation subs	35,000
Sundry	7,000
Investment management costs	59,000
Travel and subsistence	154,000
Recruitment	124,000
Other Outgoings	
Depreciation	138,000
Pension Finance Charge	355,000
Bad Debt	60,000
Outgoings on land and buildings (specify)	
Loss on disposal of freehold property	316,000
Other outgoings (specify)	
Total	7,008,000
Charged to:	
General Fund (Page 3)	7,008,000
Property Revaluation Reserve	
Investment Revaluation Reserve	
Pension Reserve	
Future Pension volatility mitigation fund	
Strategic Transformation Fund	
Total	7,008,000

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
				Description	Value	
£	£	£		£	£	
General Secretary and Pension Scheme Trustee	135,854	17,493	29,741	Life Insurance	255	183,343
Member of Council				Loss of Earnings honarium	3,100	3,100

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)			251,000
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			17,000
Other investment income (specify)			
			268,000
		Total investment income	268,000
		Credited to:	
		General Fund (Page 3)	268,000
		Property Revaluation Reserve	
		Investment Revaluation Reserve	
		Pension Reserve	
		Future Pension volatility mitigation fund	
		Strategic Transformation Fund	
		Political Fund	
		Total Investment Funds	268,000

Balance sheet as at

31st December 2023

(see notes 49 to 52)

Previous Year		£	£
7,754,000	Fixed Assets (at page 14)		126,000
19,056,000	Investments (as per analysis on page 15)		
	Quoted (Market value £ (18,875,000)		18,875,000
534,000	Unquoted		1,858,000
	Total Investments		20,733,000
	Other Assets		
	Loans to other trade unions		
871,000	Sundry debtors		9,458,000
931,000	Cash at bank and in hand		1,541,000
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
183,000	Intangible Assets		146,000
	Total of other assets		11,145,000
	Total assets		32,004,000
15,178,000	General fund (page 3)		18,798,000
4,286,000	Property Revaluation Reserve		
	Investment Revaluation Reserve		420,000
-7,729,000	Pension Reserve		-5,838,000
7,608,000	Future Pension volatility mitigation fund		5,000,000
	Strategic Transformation Fund		4,178,000
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£835,000	Trade creditors		1,879,000
£207,000	Corporation tax		595,000
£305,000	Other tax and social security		278,000
£615,000	Accruals and deferred income		782,000
£60,000	Membership subscriptions in advance		
£236,000	Other creditors		74,000
£7,729,000	Pension Scheme Liability		5,838,000
	Total liabilities		9,446,000
	Total assets		32,004,000

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	7,620,000		358,000			7,978,000
Additions			59,000			59,000
Disposals	-7,620,000		-77,000			-7,697,000
Revaluation/Transfers						
At end of year			340,000			340,000
Accumulated Depreciation						
At start of year			224,000			224,000
Charges for year			67,000			67,000
Disposals			-77,000			-77,000
Revaluation/Transfers						
At end of year			214,000			214,000
Net book value at end of year			126,000			126,000
Net book value at end of previous year	7,620,000		134,000			7,754,000

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Equities (e.g. Shares)	15,727,000	
Government Securities (Gilts)		
UK	919,000	
Overseas	2,145,000	
Other quoted securities (to be specified)		
Bonds	84,000	
Total quoted (as Balance Sheet)	18,875,000	
Market Value of Quoted Investment	18,875,000	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Short term cash investments	1,858,000	
Total unquoted (as Balance Sheet)	1,858,000	
Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

No

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)

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 shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	21,489,000		21,489,000
From Investments	268,000		268,000
Other Income (including increases by revaluation of assets)	2,689,000		2,689,000
Total Income	24,446,000		24,446,000
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	21,230,000		21,230,000
Funds at beginning of year (including reserves)	19,343,000		19,343,000
Funds at end of year (including reserves)	22,558,000		22,558,000
Assets			
Fixed Assets			126,000
Investment Assets			20,733,000
Other Assets			11,145,000
		Total Assets	32,004,000
Liabilities		Total Liabilities	9,446,000
Net Assets (Total Assets less Total Liabilities)			22,558,000

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)			

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="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"/>

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

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.

Attached on next page.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

1. General information

The Chartered Society of Physiotherapy ("the Society") is incorporated under Royal Charter in the UK and is a trade union on the special register under the Trade Union and Labour Relations (Consolidation) Act 1992. The address of the registered office is given on the Society Information page and the nature of the Society's operations, and its principal activity is set out in the annual report.

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 Financial Reporting Standard 102, the Financial Reporting standard applicable in the UK and the Republic of Ireland.

The financial statements are prepared in GBP and rounded to the nearest thousand.

The preparation of the financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Society's accounting policies.

The following principal accounting policies have been applied:

2.2 Going Concern

The Council confirm that, at the time of approving the financial statements, there is a reasonable expectation that the Society has adequate resources to continue in operational existence for the foreseeable future, and as a result, the going concern basis of preparation has been applied. In arriving at this conclusion, the Council has taken account of current and anticipated trading performance in the current economic conditions, its Corporate Strategy and its reserves position.

Taking the above into account as well as the impacts of inflation noted above, the CSP continues to forecast that it will generate a positive net cash contribution in 2024.

In light of the historic growth in membership numbers as noted previously, we consider a significant drop in membership to be highly unlikely. The CSP has the flexibility within its operation to deliver cost savings should income significantly fall.

Whilst uncertainties exist in the future, the Council are of the opinion that a material uncertainty does not exist and for this reason, the going concern basis continues to be adopted in the preparation of the Society's financial statements.

2.3 Income

Members' subscriptions (except student memberships, see below) are recognised in line with the period of the membership. No adjustment is made in respect of associated arrears. Subscriptions received in advance are accounted for in the financial year to which they relate.

Included as part of income for educational purposes are student membership fees. These fees are payable at the beginning of the course. Since the courses vary in length from 1 to 4 years, the fees are deferred and released as income over the duration of the courses.

Income from events is recognised in the period in which the event takes place.

Income from journals is recognised monthly on an accruals basis according to the period in which the income is earned.

Income from listed investments is accounted for on a receivable basis and other investment income on an accruals basis. The CSP investment policy seeks to achieve capital growth and not income.

Grants of a revenue nature are credited to income in the period to which they relate, unless performance conditions require recognition to be deferred.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

2.5 Taxation

The Society is subject to UK corporation tax on investment income and gains, and surpluses arising from transactions with non-members. Tax is recognised in the Statement of Comprehensive Income 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 Society operates and generates income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the balance sheet 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 balance sheet date.

2.6 Intangible assets and amortisation

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

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.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

- Computer software – 3 to 6 years

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

2.7 Tangible fixed assets and depreciation

Freehold property, including land, is stated at market value less accumulated depreciation and subsequent accumulated impairment losses. The market value of the property is reviewed with sufficient regularity to ensure that the carrying amount does not differ materially from the fair value at the reporting date.

Increases in fair value of freehold property is reported in other comprehensive income and accumulated in funds. However, the increase is recognised in profit or loss only to the extent that it reverses a valuation decrease of the same asset previously recognised in profit or loss. Similarly, the decrease of the asset's carrying amount as a result of a revaluation is only recognised in other comprehensive income to the extent of any previously unrecognised revaluation increase accumulated in equity in respect of that asset.

All other tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

Freehold property	-	over 50 years
Improvements to freehold property	-	over 10 years
Computer equipment	-	over 3 years
Other fixed assets	-	over 5 years

2.8 Investments

Long-term investments are described as Unit Trusts and are classified as fixed assets.

Investments are stated at market value through profit and loss at the reporting date. Realised and unrealised gains and losses on revaluation of fixed asset investments are recognised in the Statement of Comprehensive Income.

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Society anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Comprehensive Income as a finance cost.

2.12 Leases

All leases are "operating leases" and the annual rentals are charged to the income and expenditure account on a straight line basis over the lease term.

Rent free periods or other incentives received for entering a lease are accounted for over the period of the lease so as to spread the benefit received over the lease term.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

2.13 Financial instruments

Financial instruments are classified and accounted for according to the substance of the contractual arrangement as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its liabilities.

Financial assets which are recoverable within one year are initially measured at the transaction price. Financial assets are subsequently measured at amortised cost, being the transaction price less any amounts settled and any impairment losses.

Financial liabilities payable within one year that do not constitute a financing transaction are initially measured at the transaction price and subsequently measured at amortised cost, being the transaction price less any amounts settled.

2.14 Pensions

The Society operates a defined benefits pension scheme called the Chartered Society of Physiotherapy Staff Pension Scheme (the Scheme). The Scheme has been closed to new joiners since April 2020.

The defined benefit pension scheme obligation is valued using the "project unit credit method". The regular costs of providing pension benefits are charged to income and expenditure over the service life of employees on the basis of a constant percentage of earnings. Variations from regular cost arising from periodic actuarial valuations are allocated to operating surplus over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings.

Scheme assets are measured at fair values. Scheme liabilities are measured on an actuarial basis using the projected unit credit method and are discounted at appropriate high quality corporate bond rates. The net surplus or deficit is presented separately from other net assets on the balance sheet.

The current service costs and costs from settlements and curtailments are charged against operating surplus. Past service costs are recognised in the current accounting period. Interest is calculated on the net defined liability. Re-measurements are reported in other comprehensive income.

2.15 Fund accounting

The Society holds a number of funds, which are described in note 16 of these financial statements.

3. Income from services and products

	2023	2022
	£000	£000
Subscriptions	21,489	20,189
Income from journals	488	427
Events	70	-
Income from educational purposes	189	89
Grant and miscellaneous	297	445
Total	22,533	21,150

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

4. Investment income

	2023 £000	2022 £000
Dividends receivable	251	307
Interest receivable	17	28
Total	268	335

5. Analysis of expenditure by area of activity

	2023 £000	2022 £000
Practice and Development	5,236	4,857
Employment Relations and Union Services	3,129	2,998
Journals	958	1,017
Strategy, Policy and Engagement	4,188	4,224
Events	281	176
Administration and finance	6,692	5,769
Less other expenses:		
Pension finance charge	(333)	(539)
Operating expenses	20,151	18,502

6. Auditor's remuneration

	2023 £000	2022 £000
Fees payable to the Society's auditor in respect of:		
The auditing of the accounts of the Society	32	52
Accounts preparation services	4	5
Membership audit	4	4
All taxation advisory services not included above	-	5

7. Staff costs

	2023 £000	2022 £000
Wages and salaries	8,183	7,429
Social security costs	1,229	951
Contribution to defined contribution pension schemes	971	809
Operating costs of defined benefit pension schemes	480	940
Temporary staff costs	347	390
	11,210	10,519

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

7. Staff costs (continued)

The average number of persons employed by the Society during the year was as follows:

	2023 No.	2022 No.
Average full-time equivalents employed	<u>153</u>	<u>163</u>

8. Senior officers

The five Senior Officers (Leadership Team) of the Society are considered to be the key Management Personnel.

Staff costs disclosed in note 7 included the following payments in respect of Senior Officers' emoluments:

	2023 £000	2022 £000
Emoluments	470	456
Employer's pension contributions	<u>91</u>	<u>74</u>
	<u>561</u>	<u>530</u>
Highest paid employee Remuneration	136	136
Employer's pension contribution	<u>30</u>	<u>23</u>
	<u>166</u>	<u>159</u>
Accrued pension lump sum at year end (defined benefit schemes)	<u>-</u>	<u>-</u>

9. Council Members remuneration and expenses

During the year, one Council Member received £3k reimbursement for loss of earnings (2022 - £Nil). No Council Members received any other remuneration or other benefits (2022 - £Nil)

During the year ended 31 December 2023 £8k member expenses have been incurred (2022 - £16k).

10. Taxation

	2023 £000	2022 £000
UK Corporation tax on surplus for the year at 23.5% (2022 – 19%)		
In respect of the current year	175	29
Adjustment in respect of prior periods	<u>242</u>	<u>178</u>
	<u>417</u>	<u>207</u>
Deferred taxation		
Origination and reversal of timing differences	13	(229)
Effect of changes in tax rates	<u>-</u>	<u>229</u>
Tax charge on surplus	<u>430</u>	<u>207</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

7. Staff costs (continued)

The average number of persons employed by the Society during the year was as follows:

	2023 No.	2022 No.
Average full-time equivalents employed	<u>153</u>	<u>163</u>

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The five Senior Officers (Leadership Team) of the Society are considered to be the key Management Personnel.

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Emoluments	470	456
Employer's pension contributions	<u>91</u>	<u>74</u>
	<u>561</u>	<u>530</u>
Highest paid employee Remuneration	136	136
Employer's pension contribution	<u>30</u>	<u>23</u>
	<u>166</u>	<u>159</u>
Accrued pension lump sum at year end (defined benefit schemes)	<u>-</u>	<u>-</u>

9. Council Members remuneration and expenses

During the year, one Council Member received £3k reimbursement for loss of earnings (2022 - £Nil). No Council Members received any other remuneration or other benefits (2022 - £Nil)

During the year ended 31 December 2023 £8k member expenses have been incurred (2022 - £16k).

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In respect of the current year	175	29
Adjustment in respect of prior periods	<u>242</u>	<u>178</u>
	<u>417</u>	<u>207</u>
Deferred taxation		
Origination and reversal of timing differences	13	(229)
Effect of changes in tax rates	-	229
	<u>13</u>	<u>(29)</u>
Tax charge on surplus	<u>430</u>	<u>207</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

Factors affecting tax charge for the year

The tax assessed for the year is lower than (2022 – same as) the standard rate of corporation tax in the UK of 25% (2022 – 19%). The differences are explained below:

Current tax reconciliation

	2023	2022
	£000	£000
Surplus before taxation	2,951	276
At tax rate of 23.52% (2022 – 19%)	694	52
Non-taxable income	(472)	(311)
Tax losses offset against deferred tax	-	-
Other differences	(2)	-
Chargeable losses	67	(384)
Expenses not deductible	-	342
Adjustment to losses	-	3,645
Exempt ABGH distributions	(33)	(45)
Adjustment to tax in respect of previous periods	243	178
Remeasurement of deferred tax for changes in tax rates	5	1,262
Movements in deferred tax not recognised	(72)	(4,532)
Total tax charge for the year	430	207

The Society has a recognised deferred tax liability of £13k (2022 – £nil)

An increase in the future main corporation tax rate to 25% from 1 April 2023, from the previously enacted 19%, was announced at the budget on 3 March 2021, and substantively enacted on 24 May 2021. The deferred tax balance at 31 December 2023 has been calculated based on the rate as at the reporting date.

11. Intangible assets

	Computer software
	£000
Cost	
At 1 January 2023	244
Additions	40
At 31 December 2023	284
Amortisation	
At 1 January 2023	61
Charge for the year	77
At 31 December 2023	138
Net book value	
At 31 December 2023	146
At 31 December 2022	183

Amortisation of intangible fixed assets is included as part of operating expenses in the income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

12. Tangible fixed assets

	Freehold property £000	Computer equipment £000	Other fixed assets £000	Total £000
Cost or valuation				
At 1 January 2023	7,620	175	183	7,978
Additions	-	59	-	59
Disposals	(7,620)	(10)	(67)	(7,697)
At 31 December 2023	-	224	116	340
Depreciation				
At 1 January 2023	-	130	94	224
Charge for the year	-	46	21	67
On disposals	-	(10)	(67)	(77)
At 31 December 2023	-	166	48	214
Net book value				
At 31 December 2023	-	58	68	126
At 31 December 2022	7,620	45	89	7,754

Freehold property includes land, buildings, and improvements to freehold property. Included in freehold property brought forward at 1 January 2022 is land with a cost of approximately £552,000 which has not been depreciated. The historical cost of buildings was £2,782,000. The property was sold in October 2023 and therefore the fixed asset has been disposed of within the year.

Until they were disposed of the freehold office premises were valued at a market value using the Investment Method of Valuation. At 31 December 2022 the market value was confirmed as £7.6m, by Farebrother. The valuation was performed in accordance with the RICS Valuation - Global Standards 2020 incorporating the IVSC International Valuation Standards, and in line with the 'Red Book'. The property was sold for £7.3m in October 2023, and thus a loss of £0.3m has been recognised in 2023.

Depreciation of tangible fixed assets is included as part of operating expenses in the income and expenditure account.

13. Investments

	2023 £000	2022 £000
At valuation		
At 1 January	19,590	19,479
Net acquisitions/(disposals)	252	2,131
Disposals	-	-
Management fee	(59)	-
Unrealised gain/(loss) on investment	950	(2,020)
At 31 December	20,733	19,590

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

13. Investments (continued)

	2023 £000	2022 £000
Historic cost of investments	20,313	20,537
	2023 £000	2022 £000
The investment comprised:		
Listed: Unit Trusts	20,467	19,056
Cash	266	534
At 31 December	20,733	19,590

14. Debtors

	2023 £000	2022 £000
Due within 1 year		
Trade debtors	429	230
Other debtors	1	12
VAT debtor	44	-
Prepayments and accrued income	8,984	629
	9,458	871

15. Creditors: Amounts falling due within one year

	2023 £000	2022 £000
Trade creditors	1,879	835
Corporation tax	595	207
Other taxation and social security	278	305
Other creditors	74	236
Accruals and deferred income	782	615
Membership subscriptions in advance	-	60
	3,608	2,258

THE CHARTERED SOCIETY OF PHYSIOTHERAPY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

16. Statements of funds

	General reserve £000	Property Revaluation reserve £000	Investment revaluation reserve £000	Pension reserve £000	Future pension volatility mitigation reserve £000	Strategic transformation reserve £000	Total £000
As at 1 January 2023	15,177	4,286	-	(7,729)	7,608	-	19,342
Pension revaluation	(695)	-	-	695	-	-	-
Repayments under the pension repayment plan	(2,009)	-	-	2,009	-	-	-
Transfer of pension cost to the pension reserve fund	813	-	-	(813)	-	-	-
Transfer of revaluation reserve on sale of property	4,286	(4,286)	-	-	-	-	-
Transfer operating surplus after tax to strategic transformation reserve	(1,570)	-	-	-	-	1,570	-
Total comprehensive income for the year	3,216	-	-	-	-	-	3,216
Transfer to strategic transformation fund	-	-	-	-	(2,608)	2,608	-
Investment gains over historic cost	(420)	-	420	-	-	-	-
	18,798	0	420	(5,838)	5,000	4,178	22,558

THE CHARTERED SOCIETY OF PHYSIOTHERAPY

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

16. Statements of funds prior year (continued)

	General reserve £000	Property Revaluation reserve £000	Investment revaluation reserve £000	Pension reserve £000	Future pension volatility mitigation reserve £000	Legal reserve £000	Total £000
As at 1 January 2022 as previously stated	14,910	6,747	2,775	(29,832)	5,255	116	(29)
Prior year restatement	(705)	-	-	-	(91)	-	(796)
As at January 2022	14,205	6,747	2,775	(29,832)	5,164	116	(825)
Surplus and other comprehensive income for the year	69	(1,835)	-	21,933	-	-	20,167
Repayments made under the pension repayment plan	-	-	-	1,141	(1,141)	-	-
Transfer from property revaluation fund	626	(626)	-	-	-	-	-
Transfer of investment revaluation to investment revaluation fund	2,775	-	(2,775)	-	-	-	-
Transfer of pension cost to the pension reserves fund	971	-	-	(971)	-	-	-
Transfer of remaining operating surplus to future pension volatility migration fund	(3,585)	-	-	-	3,585	-	-
Transfer of Legal reserve	116	-	-	-	-	(116)	-
	15,177	4,286	-	(7,729)	7,608	-	19,342

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

The funds are described below:

General

The general fund represents funds available for general use of the Society.

Property revaluation reserve

The property revaluation fund represents the accumulated revaluation of the property over and above its value on the historic cost basis. This reserve was released to general funds in 2023 as the property was sold in October 2023.

Investment revaluation reserve

The investment revaluation fund represents the accumulated gains and losses on investments, over and above their historic cost. A transfer is made annually representing the change in fair value in the year.

Pension reserve

The pension reserve represents the defined benefit pension obligation.

Future pension volatility mitigation fund

The triennial valuation of the CSP staff pension scheme performed by the Scheme's actuaries, Barnett Waddingham, estimated a £26m deficit as at 31 March 2021.

In November 2022 the CSP filed a recovery plan with the Pensions Regulator committing to pay down the actuarial deficit over a 11.5-year period. This entailed an increase to the term of the previous recovery plan and the annual payments to approximately £1.4m per year.

In December 2019 the CSP Council agreed that a clearly identifiable reserve should be created in the accounts to mitigate against future risks of a change in pension repayment plan commitments. This reserve includes operating surpluses after taxation from 2018 until 2023.

The CSP recognises that the assumptions taken by the scheme Trustees and actuaries will mean the recovery plan will need to be reviewed following the next triennial valuation as at 31 March 2024. This creates a risk and volatility to CSP reserves that needs to be actively managed.

In 2023 Council decided to cap this fund at £5m, which was the target level set in the 2020-2023 finance strategy.

Strategic transformation fund

The Strategic transformation fund is designated by Council to invest in areas of corporate priority aligned with our Valuing Physiotherapy corporate strategy to 2027. Initial plans for investment will be finalised and committed by Council by 31 December 2024. These will be reviewed annually.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

17. Reconciliation of net movement in funds to net cash flow from operating activities

	Notes	2023 £000	2022 £000
Net income for the year (as per Statement of Comprehensive Income)		2,521	69
Adjustments for:			
(Gain)/Loss on revaluation of investment net of fees	13	(891)	2,020
Investment income received	4	(268)	(335)
Depreciation	12	(10)	77
Amortisation	11	77	45
(Increase)/Decrease in debtors	14	(8,587)	1,034
Increase/(Decrease) in creditors net of tax charge		920	(1,431)
Defined benefit pension items – not involving the pension repayment plan cash payment	16	813	971
Defined benefit cash payments	16	(2,009)	(1,141)
Write off of intangible and tangible fixed assets	12	-	201
Tax charge	10	430	207
Disposal of tangible fixed assets	12	7,697	-
Net cash provided by operating activities		693	1,717

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

18. Pension commitments

The Society operates a defined benefit pension scheme.

The Chartered Society of Physiotherapy (the employer) operates a defined benefit pension arrangement called the Chartered Society of Physiotherapy Staff Pension Scheme (the scheme). The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the scheme is carried out at least once every three years to determine whether the statutory funding objective is met. As part of the process the employer must agree with the trustees of the scheme the contributions to be paid to meet any shortfall against the statutory funding objective and contributions to pay for the future accrual of benefits.

The Scheme is managed by a board of trustees, appointed in part by the employer and in part from elections by members of the scheme. The trustees have responsibility for obtaining valuations of the fund, administering benefit payments, and investing the scheme's assets. The trustees delegate some of these functions to their professional advisers where appropriate. There were no scheme amendments, curtailments, or settlements during the period.

The most recent comprehensive actuarial valuation of the scheme was carried out as at 31 March 2021 and the next valuation of the scheme is due as at 31 March 2024. In November 2022, a new recovery plan and schedule of contributions was agreed with the pension trustees in response to the revised triennial actuarial valuation over a revised timeframe of approximately 11.5 years. The new plan commits the CSP to paying £1.4m per year for the next 11 years.

Presently, the actuarial valuation of the scheme deficit has reduced significantly in the line with the FRS 102 valuation due to improvements in the discount rate assumptions used. In the event that the valuation reveals larger a deficit than expected, the employer may be required to increase contributions above those set out in the existing schedule of contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

In 2022, the CSP contributed an additional £1.1m to its pension scheme as the third instalment of a ten- year deficit recovery plan. Recovery plan payments to the scheme in 2023 were £1.4m and anticipated recovery plan payments to the scheme for 2024 is £1.4m.

Below, you will find information regarding the defined benefit plan, prepared in compliance with section 28 of FRS102. The calculations were carried out by an independent certified actuary. The adjustments consider alterations in financial circumstances, the actual disbursement made during this period, and the effects of granted pensions scheme increments.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 December 2023 %	At 31 December 2022 %
Discount rate	4.6	4.85
Inflation (RPI)	3	3.1
Inflation (CPI)	2.65	2.70
Salary increases	2.65	2.7
Pension increases (RPI max 5%)	2.75	2.85
Proportion married	70	70
Post-retirement mortality	S3PA tables with CMI 2020 projections using a long-term improvement rate of 1.00% p.a.	S3PA tables with CMI 2020 projections using a long-term improvement rate of 1.00% p.a.
Commutation	All members are assumed to take the maximum tax free cash	All members are assumed to take the maximum tax free cash

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

18. Pensions commitments (continued)

Sensitivity analysis

	At 31 December 2023 £000	At 31 December 2022 £000
Discount rate +0.5%	(3,218)	(3,022)
Discount rate -0.5%	3,623	3,403
Inflation +0.5%	3,059	2,785
Inflation -0.5%	(2,446)	(2,376)
Salary increases	168	235
Mortality assumption + 1 year	1,395	-
Mortality assumption – 1 year	(1,422)	-
Commutation	289	71
95% of S2NA tables with CMI 2017 projection and 1.0% p.a. long term rate	-	493

Movements in the fair value of the Society's share of scheme assets were as follows;

	2023 £000	2022 £000
Opening fair value of scheme assets	36,625	39,137
Interest income	1,785	728
Contributions by employer	2,009	1,579
Contributions by scheme participants	77	113
Benefits paid	(1,452)	(938)
Administration costs	(263)	(272)
Return on assets less interest	3,086	(3,722)
Closing fair value of scheme assets	41,867	36,625

The asset split is as follows:

	At 31 December 2023	At 31 December 2022
BlackRock Equities	-	40.4%
Columbia Threadneedle Dynamic Real Return Fund	-	57.3%
Partners Generations Fund	14.5%	-
M&G Total Return Credit Fund	19.4%	-
Legal and General Funds	63.9%	-
Cash	2.2%	2.3%
Total	100%	100%

The actual return on scheme assets was £4,871,000 (2022 – loss of £2,994,000).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

17. Reconciliation of net movement in funds to net cash flow from operating activities

	Notes	2023 £000	2022 £000
Net income for the year (as per Statement of Comprehensive Income)		2,521	69
Adjustments for:			
(Gain)/Loss on revaluation of investment net of fees	13	(891)	2,020
Investment income received	4	(268)	(335)
Depreciation	12	(10)	77
Amortisation	11	77	45
(Increase)/Decrease in debtors	14	(8,587)	1,034
Increase/(Decrease) in creditors net of tax charge		920	(1,431)
Defined benefit pension items – not involving the pension repayment plan cash payment	16	813	971
Defined benefit cash payments	16	(2,009)	(1,141)
Write off of intangible and tangible fixed assets	12	-	201
Tax charge	10	430	207
Disposal of tangible fixed assets	12	7,697	-
Net cash provided by operating activities		693	1,717

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

18. Pension commitments

The Society operates a defined benefit pension scheme.

The Chartered Society of Physiotherapy (the employer) operates a defined benefit pension arrangement called the Chartered Society of Physiotherapy Staff Pension Scheme (the scheme). The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the scheme is carried out at least once every three years to determine whether the statutory funding objective is met. As part of the process the employer must agree with the trustees of the scheme the contributions to be paid to meet any shortfall against the statutory funding objective and contributions to pay for the future accrual of benefits.

The Scheme is managed by a board of trustees, appointed in part by the employer and in part from elections by members of the scheme. The trustees have responsibility for obtaining valuations of the fund, administering benefit payments, and investing the scheme's assets. The trustees delegate some of these functions to their professional advisers where appropriate. There were no scheme amendments, curtailments, or settlements during the period.

The most recent comprehensive actuarial valuation of the scheme was carried out as at 31 March 2021 and the next valuation of the scheme is due as at 31 March 2024. In November 2022, a new recovery plan and schedule of contributions was agreed with the pension trustees in response to the revised triennial actuarial valuation over a revised timeframe of approximately 11.5 years. The new plan commits the CSP to paying £1.4m per year for the next 11 years.

Presently, the actuarial valuation of the scheme deficit has reduced significantly in the line with the FRS 102 valuation due to improvements in the discount rate assumptions used. In the event that the valuation reveals larger a deficit than expected, the employer may be required to increase contributions above those set out in the existing schedule of contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

In 2022, the CSP contributed an additional £1.1m to its pension scheme as the third instalment of a ten- year deficit recovery plan. Recovery plan payments to the scheme in 2023 were £1.4m and anticipated recovery plan payments to the scheme for 2024 is £1.4m.

Below, you will find information regarding the defined benefit plan, prepared in compliance with section 28 of FRS102. The calculations were carried out by an independent certified actuary. The adjustments consider alterations in financial circumstances, the actual disbursement made during this period, and the effects of granted pensions scheme increments.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 December 2023 %	At 31 December 2022 %
Discount rate	4.6	4.85
Inflation (RPI)	3	3.1
Inflation (CPI)	2.65	2.70
Salary increases	2.65	2.7
Pension increases (RPI max 5%)	2.75	2.85
Proportion married	70	70
Post-retirement mortality	S3PA tables with CMI 2020 projections using a long-term improvement rate of 1.00% p.a.	S3PA tables with CMI 2020 projections using a long-term improvement rate of 1.00% p.a.
Commutation	All members are assumed to take the maximum tax free cash	All members are assumed to take the maximum tax free cash

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

18. Pensions commitments (continued)

Sensitivity analysis

	At 31 December 2023 £000	At 31 December 2022 £000
Discount rate +0.5%	(3,218)	(3,022)
Discount rate -0.5%	3,623	3,403
Inflation +0.5%	3,059	2,785
Inflation -0.5%	(2,446)	(2,376)
Salary increases	168	235
Mortality assumption + 1 year	1,395	-
Mortality assumption – 1 year	(1,422)	-
Commutation	289	71
95% of S2NA tables with CMI 2017 projection and 1.0% p.a. long term rate	-	493

Movements in the fair value of the Society's share of scheme assets were as follows;

	2023 £000	2022 £000
Opening fair value of scheme assets	36,625	39,137
Interest income	1,785	728
Contributions by employer	2,009	1,579
Contributions by scheme participants	77	113
Benefits paid	(1,452)	(938)
Administration costs	(263)	(272)
Return on assets less interest	3,086	(3,722)
Closing fair value of scheme assets	41,867	36,625

The asset split is as follows:

	At 31 December 2023	At 31 December 2022
BlackRock Equities	-	40.4%
Columbia Threadneedle Dynamic Real Return Fund	-	57.3%
Partners Generations Fund	14.5%	-
M&G Total Return Credit Fund	19.4%	-
Legal and General Funds	63.9%	-
Cash	2.2%	2.3%
Total	100%	100%

The actual return on scheme assets was £4,871,000 (2022 – loss of £2,994,000).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

18. Pensions commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2023 £000	2022 £000
Opening defined benefit obligation	(44,354)	(68,896)
Current service costs	(217)	(598)
Contributions by scheme participants	(77)	(113)
Past service costs	-	-
Interest on liabilities	(2,118)	(1,267)
Benefits paid	1,452	938
Change due to settlements and curtailments	-	-
Experience loss on liabilities	(2,052)	(4,479)
Changes to demographic assumptions	832	-
Changes to financial assumptions	(1,171)	30,061
Closing defined benefit obligation	(47,705)	(44,354)

The impact on the balance sheet is as follows:

	At 31 December 2023 £000	At 31 December 2022 £000
Fair value of assets	41,867	36,625
Present value of funded obligations	(47,705)	(44,354)
Deficit in scheme	(5,838)	(7,729)

The amounts recognised in the income and expenditure account are as follows:

	Year to 31 December 2023 £000	Year to 31 December 2022 £000
Current service cost	(217)	(598)
Administration costs	(263)	(272)
Interest on liabilities	(2,118)	(1,267)
Interest on assets	1,785	728
Total amount recognised in the income and expenditure account	(813)	(1,409)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

18. Pensions commitments (continued)

The total remeasurements in year are as follows:

	Year to 31 December 2023 £000	Year to 31 December 2022 £000
Gain/(Loss) on assets in excess of interest	3,086	(3,722)
Experience losses on liabilities	(2,052)	(4,479)
Gains from changes to demographic assumptions	832	-
(Losses)/Gains from changes to financial assumptions	(1,171)	30,061
Other	-	73
Total amount recognised in the income and expenditure account	695	21,933

19. Operating lease commitments

At 31 December 2023, the Society had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £000	2022 £000
No later than 1 year	308	290
Later than 1 year and not later than 5 years	242	550
Later than 5 years	-	17
Total	550	857

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

20. Payments to Society Officials

As required by the Trade Union and Labour Relations (Consolidation) Act 1992, the Society has disclosed in its annual return to the Certification Office for Trade Unions and Employers' Associations that no allowances were paid in 2023 to the Chair and Vice-Chair (2022 – none).

21. Related Party Transactions

The Society has two associated registered charities: The Chartered Society of Physiotherapy Charitable Trust and The Chartered Society of Physiotherapy Members' Benevolent Fund. Each has an independent board of trustees. CSP collaborates with both charities as the organisations share similar missions and objectives. Collaboration is split between business as usual (included in any regular service fee) and occasional activities (may be charged separately as agreed by trustees). Activities include provision of finance, payroll investment administration, facilities support, advice and support as required.

The Society provided financial and administrative and support services to the Charitable Trust at a cost of £101,424 (2022 - £90,177) and donated financial administration services to the Charitable Trust with an estimated value of £13,133 (2022: £13,562). As at 31 December 2023 the Charitable Trust owed the Society £110,854 (2022 - £82,537). As at 31 December 2023 the Society owed the Trust £22,398 (2022 - no funds owed).

The Society provided financial administration services with an estimated value of £16,583, at no cost, to the Physiotherapy Benevolent Fund (2022 - £15,595). As at 31 December 2023 the amount owed to the Society was £4,416 (2022 - £6,479).

An amount of £53,460 (2022 - £50,089) was included in the accounts, as administrative and finance expenditure, in respect of amounts paid to the employers of the Chair of Council.. These payments represent compensation for the time officials spend with the Society.

The Chartered Society of Physiotherapy Staff Pension Scheme provides pension benefits for current and previous CSP staff members. Karen Middleton and Claire Sullivan are key management personnel of the CSP and also serve as Trustees of the Chartered Society of Physiotherapy Staff Pension Scheme (Karen Middleton resigned on 31 December 2023).

22. Capital commitments

The Society had no capital commitments at 31 December (2022 - £Nil).

23. Boards and branches

There are 13 boards/regional networks and 12 branches of the Chartered Society of Physiotherapy operated by the Society's members across the regions of the United Kingdom and Crown Dependencies.

Accounting policies



(see notes 84 and 85)

Attached with notes

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: John Cowman (Chief Executive) from 2/1/2024	Name: Ishmael Beckford (Chair of Council)
Date: 20 May 2024	Date: 20 May 2024

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

Refer to attached auditors report on next page.

Signature(s) of auditor or auditors:

R. Weaver

Name(s):

Richard Weaver

Profession(s) or Calling(s):

Auditor

Address(es):

Haysmacintyre LLP

10 Queen Street Place

London

Postcode

EC4R 1AG

Date

22nd May 2024

Contact name for inquiries and telephone number:

Richard Weaver
020 7969 5567

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CHARTERED SOCIETY OF PHYSIOTHERAPY

Opinion

We have audited the financial statements of the Chartered Society of Physiotherapy 'the Society' for the year ended 31 December 2023 which comprise the Statement of Comprehensive Income, Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. 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 Chartered Society of Physiotherapy's affairs as at 31 December 2023 and of the surplus for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

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 Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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

In auditing the financial statements, we have concluded that Council's 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 Society'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 Council with respect to going concern are described in the relevant sections of this report.

Other information

The Council is responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon. 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.

In connection with our audit of the financial statements, 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 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.

We have nothing to report in respect of the following matters in relation to which the regulations require us to report to you if, in our opinion:

- proper accounting records have not been maintained by the Society; or
- a satisfactory system of financial control has not been maintained by the Society; or
- the Society's financial statements are not in agreement with the accounting records and returns.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CHARTERED SOCIETY OF PHYSIOTHERAPY

Respective responsibilities of the Society's Council and auditors

As described on page 4 the Council is responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK & Ireland). Those standards require us to comply with the Financial Reporting Council's Ethical Standard for Auditors.

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:

Based on our understanding of the Society and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Trade Union legislation, data protection regulations and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Trade Union and Labour Relations (Consolidation) Act 1992 and corporation tax regulations.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inappropriate journal entries in respect of revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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.

THE CHARTERED SOCIETY OF PHYSIOTHERAPY

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CHARTERED SOCIETY OF
PHYSIOTHERAPY**

Use of our report

This report is made solely to the members of the Society, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (amended). Our audit work has been undertaken so that we might state to the members of the Society those matters we are required to state to them in an independent auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Society and the members of the Society as a body, for our audit work, for this report, or for the opinion we have formed.

**Haysmacintyre LLP
Chartered Accountants**

Registered Auditors

**10 Queen Street Place
London**

EC4R 1AG

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

Yes

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

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

Yes

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	<i>R. Weaver</i>
Name	Richard Weaver for and on behalf of BDO LLP
Address	Haysmacintyre LLP, 10 Queen Street Place, London, EC4R 1AG
Date	22 May 2024
Contact name and telephone number	Richard Weaver 020 7969 5567

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	