

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Hospital Consultants and Specialists Association				
Year ended:	30 September 2025				
List no:	CO\269T				
Head or Main Office address:	Thomas House				
	Station Hill				
	Overton				
	Basingstoke				
	Hampshire				
Postcode	RG25 3JH				
Website address (if available)	www.hcsa.com				
Has the address changed during the year to which the return relates?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	('X' in appropriate box)
General Secretary:	Martin Bond				
Telephone Number:	01256 771777				
Contact name for queries regarding the completion of this return	Jemma Taylor				
Telephone Number:	01256 771777				
E-mail:	generalsecretary@hcsa.com				

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
	2,747	94		15	2,856
Total	2,747	94		15	A 2,856

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

2,856

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
A full list of changes in			
officers is attached.			

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:

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		1,004,456
From Members: Other income from members (specify)		
Pre existing casework fees		12,472
Total other income from members		12,472
Total of all income from members		1,016,928
Investment income (as at page 12)		6,792
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	193,448	
Total of other income (as at page 4)		193,448
Total income		1,217,168
Interfund Transfers IN		86,581
Expenditure		
Benefits to members (as at page 5)		929,295
Administrative expenses (as at page 10)		265,784
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		28,474
Total expenditure		1,223,553
Interfund Transfers OUT		
Surplus (deficit) for year		-6,385
Amount of general fund at beginning of year		310,035
Amount of general fund at end of year		390,231

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	
Quilter Financial Services Commission Profit on Disposal of Freehold Property	3,448 190,000
Total other sources	193,448
Total of all other income	193,448

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	38,788
Members Legal Expenses	31,864	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
Communications	6,924	Education and Training services	
Dispute Benefits		Salary Cost	890,507
		Negotiated Discount Services	
		Other Benefits and Grants (specify)	
carried forward	38,788	Total (should agree with figure in General Fund)	929,295

(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		

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	

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		96,077
Salaries and Wages included in above	96,077	
Auditors' fees		7,608
Legal and Professional fees		4,606
Occupancy costs		9,549
Stationery, printing, postage, telephone, etc.		6,097
Expenses of Executive Committee (Head Office)		49,474
Expenses of conferences		
Other administrative expenses (specify)		
Miscellaneous Expenses		14,411
Bank Charges		2,291
Computer Maintenance		20,348
Consultancy fees		11,200
Council Election		7,636
Other Outgoings		
Depreciation		2,381
Subscriptions and Affiliations		25,265
Freehold property disposal costs		8,841
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
tretert		
Total		265,784
Charged to:	General Fund (Page 3)	265,784
	Property Fund	
	Strike Fund	
Total		265,784

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
£	£	£		£		
HCSA President (Fees charged on self employed basis)	18,000				18,000	
HCSA General Secretary (Fees charged on self employed basis) until 31/3/25	9,000				9,000	
HCSA General Secretary (employee from 1/4/25)	42,500	5,847	5,270		53,617	
Director of Operations (until 31/3/25) (Redundancy payment included)	115,108	8,640	7,577		131,325	
All other members of the Executive Committee Received no salary or other benefits from the Association.						

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			6,792
Other investment income (specify)			
			6,792
		Total investment income	6,792
		Credited to:	
		General Fund (Page 3)	6,792
		Property Fund	
		Strike Fund	
		Political Fund	
		Total Investment Funds	6,792

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	225,000		168,814			393,814
Additions			1,138			1,138
Disposals	-225,000					-225,000
Revaluation/Transfers						
At end of year			169,952			169,952
Accumulated Depreciation						
At start of year			160,835			160,835
Charges for year			2,381			2,381
Disposals						
Revaluation/Transfers						
At end of year			163,216			163,216
Net book value at end of year						
Net book value at end of year			6,736			6,736
Net book value at end of previous year						
Net book value at end of previous year	225,000		7,979			232,979

Analysis of investments

(see notes 58 and 59)

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

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	1,016,928		1,016,928
From Investments	6,792		6,792
Other Income (including increases by revaluation of assets)	193,448		193,448
Total Income	1,217,168		1,217,168
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	1,223,553		1,223,553
Funds at beginning of year (including reserves)	402,764		402,764
Funds at end of year (including reserves)	396,379		396,379
Assets			
Fixed Assets			6,736
Investment Assets			
Other Assets			471,685
Total Assets			478,421
Liabilities			
Total Liabilities			82,042
Net Assets (Total Assets less Total Liabilities)			396,379

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

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.

I have attached a copy of the HCSA annual audited accounts.

Accounting policies

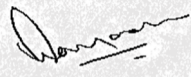

(see notes 84 and 85)

I have attached a copy of the HCSA annual audited accounts.

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:	
			<small>(or other official whose position should be stated)</small>
Name:	Dr Subramanian Narayanan (President)	Name:	Dr Anna Beattie (Vice-President Elect)
Date:	28 March 2026	Date:	28 March 2026

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)

I have attached a copy of the HCSA annual audited accounts.

Signature(s) of auditor or auditors:



Name(s):

Andrew Fisher BA FCA
The Alanbrookes Group Ltd

Profession(s) or Calling(s):

Statutory Auditor

Address(es):

24 Glove Factory Studios

Holt

Wiltshire

Postcode

BA14 6RL

Date

16 March 2026

Contact name for inquiries and
telephone number:

Andrew Fisher
01380 722 918

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 reporting period preceding 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 information and explanations necessary for the performance of his/her functions?

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

Section two

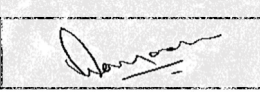
For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

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

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature	
Name	Dr Subramanian Narayanan
Office held	President
Date	28/03/2026

**THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION
EXECUTIVE COMMITTEE'S REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2025**

**THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION
FOR THE YEAR ENDED 30 SEPTEMBER 2025**

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THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

EXECUTIVE COMMITTEE'S REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

The Executive Committee present their annual report and the financial statements of the Association for the year ended 30 September 2025.

Principal activity

The Association is a registered trade union. The principal activity of the Association in the year under review was that of promoting, protecting, advancing and representing the interests of its members in relation to their employing authorities, the National Health Service, and the private medical sector.

Statement of the Executive Committee's responsibilities

The Executive Committee is responsible for preparing its Report and the financial statements in accordance with applicable law and regulations.

The Association's Executive Committee is required to prepare financial statements for each financial year. The Executive Committee has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). In preparing those financial statements, the Executive Committee is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements 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 Association will continue in business.

The Executive Committee is responsible for keeping adequate accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association and enable it to ensure that the financial statements comply with the Trade Union and Labour Relations (Consolidation) Act 1992. The Executive Committee is also responsible for safeguarding the assets of the Association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure of information to auditors

The Executive Committee who held office at the date of approval of this annual report confirm that:

- so far as they are aware, there is no relevant audit information of which the Association's auditors are not aware; and
- they have taken all steps that they ought to have taken as members of the Executive Committee to make themselves aware of any relevant audit information and to establish that the Association's auditors are aware of that information.

Auditors

The auditors, The Alanbrookes Group Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report was approved by the Executive Committee on 16 March 2026 and signed on its behalf by:



.....
Dr Subramanian Narayanan - President

INDEPENDENT AUDITORS REPORT TO MEMBERS OF THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

Opinion

We have audited the financial statements of The Hospital Consultants and Specialists Association for the year ended 30 September 2025 which comprise the Income and Expenditure Account, Balance Sheet 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 (United Kingdom Generally Accepted Accounting Practice), including FRS 102 - Section 1A for Small Entities "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the Association's affairs as at 30 September 2025 and of its surplus/(deficit) for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Practice applicable to smaller entities; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis of 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 Association 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 the provisions available for small entities, in the circumstances set out in note 5 to the financial statements 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 the Executive Committee'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 entity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Association and its environment obtained in the course of the audit, we have not identified material misstatements in the Executive Committee Report.

We have nothing to report in respect of the following matters where we are required 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;
- the financial statements are not in agreement with the accounting records or returns;
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITORS REPORT TO MEMBERS OF THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

.....continued

Responsibilities of the Executive Committee

As explained more fully in the Executive Committee Responsibilities Statement set out on page 1, the Executive Committee 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 Executive Committee 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 Executive Committee are responsible for assessing the Association'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 Executive Committee either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the Association and industry, we evaluated that the principal risks of non-compliance with laws and regulations related to UK tax legislation, Health and Safety Executive legislation, Employment Law and Data Protection legislation, 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 financial statements such as the Trade Union and Labour Relations (Consolidation) Act 1992. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including override of controls). Audit procedures performed included:

- Evaluating management's controls designed to prevent and detect irregularities;
- Substantive testing of specific transactions and balances.

Although we have nothing adverse to report in terms of the results of the procedures listed above, there are inherent limitations in such procedures. We are less likely to become aware of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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

**INDEPENDENT AUDITORS REPORT TO MEMBERS OF THE HOSPITAL
CONSULTANTS AND SPECIALISTS ASSOCIATION**

.....continued

Use of our report

This report is made solely to the Association's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association's members those matters that 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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Andrew Fisher BA FCA, Statutory Auditor
The Alanbrookes Group Ltd
24 Glove Factory Studios
Holt
Wiltshire
BA14 6RL

16 March 2026

THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

	2025		2024	
	£	£	£	£
INCOME				
Subscriptions		1,004,456		966,465
Other income				
Pre-existing casework fees receivable	12,472		4,852	
Grant income receivable	-		5,979	
Bank interest receivable	6,792		11,092	
Commissions receivable	3,448		500	
Strike fund donations receivable	-		2,325	
		<u>22,712</u>		<u>24,748</u>
		<u>1,027,168</u>		<u>991,213</u>
EXPENDITURE				
Staff salaries	749,440		739,773	
Redundancy and pay in lieu of notice	67,948		-	
Employer's national insurance	77,768		66,069	
Staff pensions	84,693		71,875	
Death in service and accident insurance	6,735		5,654	
Recruitment costs	72		-	
Council election costs	7,636		-	
Staff and representatives training costs	1,269		1,933	
President's fees	18,000		18,000	
General Secretary's fees	9,000		18,000	
Wellbeing programme speaker's fees	-		600	
Equipment leasing charges	813		628	
Office relocation costs	2,151		-	
Office rent	3,600		-	
Rates and utilities	(1,376)		6,064	
Office insurance	1,912		1,952	
Telephone and postage	4,815		4,875	
Cleaning expenses	251		1,160	
Printing and stationery	1,282		1,849	
Repairs and renewals	2,449		4,187	
Sundry expenses	3,071		5,740	
Direct debit processing costs	7,909		7,984	
Stripe fees	-		75	
Professional indemnity insurance	1,839		1,910	
IT costs	20,348		18,948	
Membership and affiliations	25,265		26,437	
Travelling and meeting costs	22,474		13,560	
Members' legal expenses	31,864		83,523	
Doctors pay campaign and balloting costs	-		18,091	
Event management	1,648		1,922	
Marketing and promotions	1,228		4,683	
Website costs	3,351		4,445	
CRM costs	697		7,004	

THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

.....continued

	2025		2024	
	£	£	£	£
Consultancy fees	11,200		8,720	
Legal and professional fees	4,606		8,419	
Audit fees	7,608		4,386	
Bank charges and interest	2,291		2,398	
HMRC interest payable	-		2	
Depreciation	2,381		3,001	
Strike fund donations payable	-		200	
	<u>1,186,238</u>		<u>1,164,067</u>	
NET OPERATING (DEFICIT)		(159,070)		(172,854)
EXCEPTIONAL GAINS/(LOSSES)				
Profit on disposal of freehold property	190,000		-	
Freehold property disposal costs	(8,841)		-	
	<u>181,159</u>		<u>-</u>	
OTHER COMPREHENSIVE INCOME				
Unrealised gains on revaluation of freehold property		-		15,000
NET SURPLUS/(DEFICIT) BEFORE TAXATION		<u>22,089</u>		<u>(157,854)</u>
Corporation tax charge		(28,474)		(2,202)
NET (DEFICIT) AFTER TAXATION		<u><u>(6,385)</u></u>		<u><u>(160,056)</u></u>

THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

BALANCE SHEET

AS AT 30 SEPTEMBER 2025

	Notes	£	2025	£	£	2024	£
Fixed assets							
Tangible assets	3		6,736			232,979	
Current assets							
Stocks		273			100		
Debtors and prepayments		27,823			26,065		
Cash at bank and in hand		443,589			204,353		
			<u>471,685</u>			<u>230,518</u>	
Current liabilities							
Creditors and accruals		33,850			40,719		
Corporation tax		28,489			2,217		
Social security and other taxes		19,703			17,797		
			<u>82,042</u>			<u>60,733</u>	
Net current assets			<u>389,643</u>			<u>169,785</u>	
NET ASSETS			<u><u>396,379</u></u>			<u><u>402,764</u></u>	
Financed by:							
Property fund							
Donations from members		-			14,026		
Revaluation surplus		-			72,555		
				-		<u>86,581</u>	
Strike fund			6,148			6,148	
Accumulated fund			<u>390,231</u>			<u>310,035</u>	
TOTAL FUNDS	4		<u><u>396,379</u></u>			<u><u>402,764</u></u>	

The financial statements were approved on 16 March 2026 by the Executive Committee of the Association and signed on their behalf by:



.....
Dr Subramanian Narayanan – President



.....
Dr Anna Beattie – Vice President Elect

THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

1. Accounting policies

1.1. Basis of preparation of the financial statements

The financial statements are prepared in accordance with the historical cost convention as modified by the revaluation of freehold property, and in accordance with the FRS 102 Section 1A Small Entities – The Financial Reporting Standard applicable in the UK and Republic of Ireland.

1.2. Income

Subscriptions received are credited to the Income and Expenditure Account for the accounting period to which they relate. Amounts received relating to future accounting periods are not taken to the Income and Expenditure Account but are carried forward as amounts received in advance.

Other income is included in the Income and Expenditure Account when receivable.

Grants received are recognised in the Income and Expenditure Account in an appropriate manner that matches them with the expenditure towards which they are intended to contribute. Grants for immediate financial support or to cover costs already incurred are recognised immediately in the Income and Expenditure Account. Grants received towards the general activities of the Association over a specific period are recognised in the Income and Expenditure Account over that period. All grants in the Income and Expenditure Account are recognised when all conditions for receipt have been complied with.

1.3. Tangible fixed assets and depreciation

Revalued assets

All assets are carried at historical cost except freehold property, which the Executive Committee have opted to revalue. Revaluations will be made with sufficient regularity to ensure that the carrying value does not differ materially from that at the end of the reporting period.

Non-depreciation of freehold property

The estimated residual value of the Association's freehold property is approximately equal to its net book value. It is the Association's policy to maintain this property to a high standard, so that the estimated residual value will not be impaired over time. The costs of the maintenance are charged to the Income and Expenditure Account as they are incurred. The Executive Committee are of the opinion that any depreciation in respect of the freehold property would be immaterial and consequently no provision is made in the accounts for such depreciation.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful economic life, as follows:

Fixtures and fittings	-	25%	reducing balance
Office equipment	-	25%	reducing balance

THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

.....continued

2. Average number of employees

The average number of employees during the year was 19 (2024 – 19).

3. Tangible fixed assets

	Freehold property £	Fixtures & fittings £	Office equipment £	Total £
Cost or valuation				
As at 1 October 2024	225,000	12,357	156,457	393,814
Additions	-	-	1,138	1,138
Disposals	(225,000)	-	-	(225,000)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
As at 30 September 2025	<u> </u>	<u>12,357</u>	<u>157,595</u>	<u>169,952</u>
Depreciation				
As at 1 October 2024	-	11,771	149,064	160,835
Charge for the year	-	220	2,161	2,381
Eliminated on disposals	-	-	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
As at 30 September 2025	<u> </u>	<u>11,991</u>	<u>151,225</u>	<u>163,216</u>
Net book value				
As at 30 September 2025	<u> </u>	<u>366</u>	<u>6,370</u>	<u>6,736</u>
As at 30 September 2024	<u>225,000</u>	<u>586</u>	<u>7,393</u>	<u>232,979</u>

The freehold property was professionally valued at £225,000 on 14th October 2024. The historical cost of the revalued property was £152,445 and the aggregate depreciation thereon was £Nil.

The property was sold for £415,000 in the year giving rise to a profit on disposal of £190,000. In addition to this, the accumulated revaluation surpluses of £72,555 have become realised, resulting in an overall profit on disposal of £262,555 when compared to historical cost.

The legal title to the freehold property was held by a nominee company, HCSA (Number One) Limited on behalf of the Members of the Association. Following the sale of this property, the nominee company was no longer required and has now been dissolved.

THE HOSPITAL CONSULTANTS AND SPECIALISTS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

.....continued

4. Movement in funds

	Balance at 1 October 2024 £	Surplus/ (deficit) £	Transfers £	Balance at 30 September 2025 £
Property fund:				
Donations from members	14,026	-	(14,026)	-
Revaluation surplus	72,555	-	(72,555)	-
Strike fund	6,148	-	-	6,148
Accumulated fund	310,035	(6,385)	86,581	390,231
	<u>402,764</u>	<u>(6,385)</u>	<u>-</u>	<u>396,379</u>

5. FRC Ethical Standard – provision available for small entities

In common with other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

Fees payable to the Association's auditor in the year:

For the audit of the financial statements £6,144

For all other services £600

6. General information

The Hospital Consultants and Specialists Association is a registered trade union.

The office address is Thomas House, Station Hill, Overton, Basingstoke, RG25 3JH.