



Faculty of Occupational Medicine

Annual Report and Accounts

2025

Charity Commission No 1139516

Scottish Charity No SCO40060

Registered in England No 07461063

OUR VISION

Healthy working lives for all.

OUR POSITION

The Faculty of Occupational Medicine believes everyone of working age has the right to benefit from healthy and rewarding work while not putting themselves or others at unreasonable risk. To achieve healthy working lives for all, we work towards comprehensive provision of timely and effective occupational health advice in all employment sectors, so that ill health and injury related to work may be prevented, to support those with health conditions and disabilities in their work, and for all who would wish to and are able to work, to be reap the benefit from being in good work.

OUR MISSION

To drive improvement in the health of the working age population through safe and effective occupational health capability and by developing and supporting the good practice of occupational medicine. To provide public benefit through the protection of people at work by ensuring the highest professional standards of competence, quality and ethical integrity.

OUR VALUES

Collaborative, Authoritative, Relevant, Ethical

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TRUSTEES' REPORT

Introduction from the President and Chair of Trustees, Dr Robin Cordell



It has been a busy year for the Faculty.

Our engagement with health and work nationally has included our contribution to the updated 2025 Academy of Medical Royal Colleges, Royal College of Nursing, and Allied Health Professionals Consensus Statement on Health and Work, presented to Ministers.

We have been engaged closely also with the Keep Britain Working (KBW) Review, led by Sir Charlie Mayfield, and the vanguard phase launched following publication of the KBW final report in November 2025.

The interest government has in keeping people well in work, and the KBW work in particular, represent a real opportunity to make a difference to the prevention of ill health relating to work, and in supporting those with health conditions and disabilities to stay in work, across all sectors.

We had an excellent annual SOM-FOM occupational health conference in Brighton in June. The keynote talks given by Sir Stephen Timms MP, Minister for Disability, Dr Gail Allsopp, Chief Medical Adviser at the Department for Work and Pensions, and other distinguished speakers including Dame Jenny Harries and Dame Carol Black made clear the opportunity we have to enable real improvement in the health of workers nationally. Following this, we in FOM Board agreed to explore setting up a sister charity to support FOM's vision of healthy working lives for all – the College of Work and Health – and following discussion with a wide range of stakeholders, including the HSE, we announced the foundation work for this in September 2025.

Through the efforts of the Academic Dean, Faculty staff and the examiners, further places for the diploma examinations have been created as demand grows, and we are increasing the number of trained examiners for the MFOM Part 2, as well as for the Diploma in Occupational Medicine, where eligibility to examine now extends to those with MFOM Part 2/AFOM.

We broke with tradition in September by having an Awards Event and lunch this year for prize winners, new Members and Fellows and their families. I have been highly impressed by the quality of those joining our specialty, whether through the formal resident doctor route or the portfolio pathway. Occupational medicine is popular and numbers of specialty trainees have increased in 2025 from the number in 2024. I have also been encouraging commercial provider colleagues to establish training posts in their organisations.

In 2025 the Ethics Committee was reformed in line with new terms of reference, and the ninth edition of the Ethics Guidance is expected to be published on the Faculty's website in Spring 2026, available to all free of charge. We are unique amongst the Medical Royal Colleges and Faculties in not increasing membership fees since 2017, and we remain in a sound position financially.

I should like to thank all members and all volunteers, including examiners, whose work is so critical to the future of the specialty. I would also like to pay tribute to Hilary Winch and all members of the Ethics Committee for all the work they have done in just a few months. Finally, I thank my colleagues on the Board for their invaluable contributions, and the FOM staff, led by Louise Craig, for their exceptional work again in 2025.

Dr Robin Cordell MBA FRCP FFOM

CHARITY INFORMATION

BOARD OF TRUSTEES, COUNCIL AND OTHER KEY APPOINTMENTS

Board of Trustees

The Board of Trustees comprises the charity Trustees of the Faculty of Occupational Medicine (FOM). The Trustees are also the directors of the company under the Companies Act 2006. Except where indicated, the following all served as Trustees and directors throughout 2025:

Dr Robin Cordell	President
Dr Rikard Moen	Registrar & Deputy President (to Sept 2025)
Dr Tosin Talabi	Registrar & Deputy President (from Sept 2025)
Dr Momed Deen	Academic Dean & Deputy President (to June 2025)
Dr Helena Katherine Nixon	Academic Dean & Deputy President (from Sept 2025)
Rachel Suff	Lay member, Employers' Representative (from Mar 2025)
Dr Lisa Curran	Elected member (to Sept 2025)
Dr Shriti Pattani OBE	Elected member (from Sept 2025)
Prof. Neil Greenberg	Co-opted (to June 2025)
Prof. Joanna Yarker	Co-opted (from March 2025)
Dr Yousef Habbab	Treasurer (to Sept 2025)
Dr Anli Zhou	Treasurer (from Sept 2025)
Ms Lynsey Mann	Lay Member, Employees' Representative

Council

The Council meets four times a year and is chaired by the Academic Dean.

Council membership for 2025 was as follows:

Dr Momed Deen	Academic Dean and Chair of Council (to June 2025)
Dr Helena Nixon	Academic Dean and Chair of Council (from Sept 2025)
Dr Tosin Talabi	Director of Examinations (to Sept 2025) and Registrar & Deputy President (from Sept 2025)
Dr Steve Boorman CBE	Chair of Council for Work and Health (to June 2025)
Dr Daniel Border	Resident (Trainee) Representative (to June 2025)
Dr Aidan Challen	Associate Member
Dr Robin Cordell	President
Ms Louise Craig	FOM Chief Executive Officer
Dr Lisa Curran	Director of Training (to Sept 2025)
Dr Anne De Bono OBE	Representative from the NHS
Dr David Flower	Retired Members' Representative
Dr David Haldane	Convenor of FOM Scotland
Dr Rikard Moen	Registrar (to Sept. 2025)
Dr Finola Ryan	Scientific Officer

Dr Ashika Sequeira	Portfolio Pathway Representative
Dr Jon Spiro	Portfolio Pathway Lead
Dr Andrew Sproston	Convenor of FOM Wales
Dr Tolani Osunsanya	Director of Examinations (from Oct 2025)
Dr Martin Tohill	Convenor of FOM Northern Ireland (from Dec 2025)
Dr Denise Connelly	Convenor of FOM Northern Ireland (to June 2025)
Dr Kabir Varghese	Residents' Representative (from June 2025)
Ms Hilary Winch	Chair of the Ethics Committee (from Sept 2025)
Dr Danny Wong	Responsible Officer for Revalidation

Other key appointments

Dr Tolani Osunsanya	Director of Examinations (from Oct 2025)
Dr Prosenjit Giri	Deputy Director of Examinations
Dr Dravendranath Reetoo	Chief Examiner, MFOM Part 1 and DOccMed up to May 2025
Dr Helena Nixon	Deputy Chief Examiner MFOM Part 1 and DOccMed up to June 2025
Dr Manju Menon	Deputy Chief Examiner MFOM Part 1 and DOccMed up to June 2025
Dr Satish Raja	Deputy Chief Examiner, MFOM Part 1 and DOccMed from Sept 2025
Dr Louise Holden	Chief Examiner, MFOM Part 2 up to June 2025
Dr Hanaa Sayed	Chief Examiner MFO Part 2 from June 2025
Dr Isam Rustom	Deputy Chief Examiner, MFOM Part 2 from Sept 2025
Dr Arif Moothadeth	Deputy Chief Examiner, MFOM Part 2 from Sept 2025
Wg Cdr Philip Lucas	Chief Examiner, DAvMed
Wg Cdr Joseph Britton	Deputy Chief Examiner, DAvMed
Dr Henry Lupa	Deputy Chief Examiner, DAvMed
Dr Danny Wong	Chief Examiner, HAVS
Dr Isam Rustom	Deputy Chief Examiner, HAVS
Ms Anna Porter	Chief Examiner, DipOHPrac
Ms Beverly Jones	Deputy Chief Examiner, DipOHPrac from June 2025
Ms Sarah Davies	Deputy Chief Examiner, DipOHPrac from June 2025

Membership

	2024	2025
Fellows	215	201
Honorary Fellows	111	110
Members	353	341
Associates	92	83
Specialty Trainees	66	72
Affiliating Diplomates	360	403
Life Members	80	80
Retired Members	45	65
Revalidating Subscribers	6	6
Affiliate	38	40
Student/foundation year doctor	40	43
Total	1,406	1,444

REFERENCE AND ADMINISTRATIVE INFORMATION

The FOM's address: 1, St Andrews Place
London
NW1 4LB

www.fom.ac.uk

Charity Commission Number: 1139516
Scottish Charity Number: SCO40060
Registered Company Number: 07461063

Bankers: Lloyds Bank plc
Langham Place branch
PO Box 1000
BX1 1LT

Solicitors: Hempsons
Third Floor
3 Dorset Rise
London
EC4Y 8EN

Auditors: Griffin Stone Moscrop & Co
21-27 Lamb's Conduit Street
Holborn
London
WC1N 3GS

The Board of Trustees, who are also the directors of the charitable company, officers and key appointments, are listed on pages 4 and 5.

The FOM Board of Trustees presents its annual report for the year ended 31 December 2025 under the Charities Act 2011 and the Charities Accounts (Scotland) Regulations 2006, together with the audited accounts for the year, and confirms that these comply with current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities'. The report is also a Directors' Report as required by Section 415 of the Companies Act 2006.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The FOM is governed by its Articles of Association dating from December 2010 and last amended in October 2017. The FOM's constitution is set out in its Articles of Association.

Recruitment and training of Trustees

Under the Articles of Association, elected members, lay members and co-optees normally serve on the Board of Trustees until the second, third or fourth Annual General Meeting following the one at which their election is announced. Elected members may not serve for more than two consecutive elected terms totalling six years, after which they become ineligible for re-election until a period of one year has elapsed.

Trustees are inducted into the workings of the FOM through induction meetings and the issuing of information, which includes relevant material from the Charity Commission, Office of the Scottish Charity Regulator, Companies House, as well as documentation on the FOM's constitution, code of conduct, declarations of interest, annual risk register review and strategic planning, staff structure and key functions. All trustees are provided with a role description. Mentoring support is provided by more experienced members of the Board of Trustees.

Organisational management

Trustees are also directors of the incorporated charity. The Board of Trustees is legally responsible for the overall management and control of the FOM and meets quarterly. The President, Academic Dean, Registrar, Treasurer and up to three other Trustees are elected by the membership. There are two Lay Trustees, representing employers and employees, and the Board may co-opt up to three Trustees.

The Board may establish committees or working groups as it sees fit to contribute to the delivery of the strategic aims and objectives of the FOM.

The Council is a key professional advisory committee and meets quarterly to consider professional matters related to the specialty of occupational medicine and to make recommendations to the Board.

Risk management

In July 2025, the Board of Trustees carried out a review of the Faculty's strengths, weaknesses, opportunities and threats (SWOT) and reflected on FOM's operating environment including political, economic, social, technological, legal and environmental factors (PESTLE). This informed a review of the FOM's Risk Register and an update of mitigation measures.

Controls that are used by the charity for risk identification and management include:

- Regular monitoring of key risks by the President, Deputy Presidents (Registrar and Academic Dean) and the Chief Executive Officer, with regular online meetings, and escalation to all trustees and external professional advisers as required;
- Consulting and engaging with Medical Royal Colleges and Faculties, regulatory bodies and other key stakeholders, to share learning and information about emerging trends;
- Frequent communication between and amongst trustees and FOM senior staff to identify risks early, put mitigation measures in place, and monitor their effectiveness;
- Periodic review and updating of FOM's Risk Register by the Board of Trustees;
- Agendas and minutes/notes for all FOM Board and committee meetings, and regular review of the terms of reference for all working groups and committees;
- Budget setting, management accounting and quarterly performance reports to the Board;
- Established organisational structures and lines of reporting;
- Formal written policies; and
- Clear financial protocols, including authorisation and approval levels.

The Board identifies and mitigates against risks, but it is recognised that systems can only provide reasonable but not absolute assurance.

Public benefit

FOM is a charity and exists for public benefit. Through its work, FOM aims to ensure that those providing occupational health services are suitably qualified and that employers, workers, government and the public in general can identify safe, effective and good quality

occupational health services through the SEQOHS accreditation scheme. The following work is at the heart of the societal benefit provided by FOM:

- FOM sets, upholds and updates professional standards in occupational medicine and occupational health.
- FOM supports and assesses doctors seeking specialty registration and also provides a range of qualifications for doctors and allied health professionals.
- FOM is responsible for providing and updating the postgraduate curriculum for specialty training in occupational medicine in the UK and works closely with the General Medical Council (GMC) to ensure approval for any curricular changes.
- FOM's education and qualification programmes ensure that standards are achieved throughout the profession, and that they are maintained through continuous professional development. FOM's members commit to annual appraisals and undergo a rigorous process of revalidation through FOM and other designated bodies.
- FOM contributes advice to major national committees and working groups. FOM also works to increase capacity in occupational medicine and health, and believes that access to good occupational health should be available to everyone in the working age population.
- FOM sets, promotes and upholds standards for organisations providing occupational health services through the SEQOHS accreditation scheme. SEQOHS is widely recognised as the national standard for occupational health services providing safe, effective and good quality services.

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

Fundraising compliance

FOM had no fundraising activities in 2025 requiring disclosure under S162A of the Charities Act 2011.

Charitable objectives

The FOM's objectives, as set out in its Articles of Association, are to:

1. Promote for the public benefit the advancement of education and knowledge in the field of occupational medicine;

2. Act as an authoritative body for the purpose of consultation in matters of educational or public interest concerning occupational medicine;
3. Develop and maintain for the public benefit the good practice of occupational medicine with a view to providing for the protection of people at work by ensuring the highest professional standards of competence and ethical integrity.

Key Achievements

Health and Work Consensus Statement

FOM has co-ordinated the update to the 2019 Health Professionals Health and Work Consensus Statement co-badged by the Academy of Medical Royal Colleges (AoMRC), the Royal College of Nursing and the Allied Health Professionals Federation. The statement was discussed with Ministers on the 14th January 2025 and was formally launched by AoMRC on the 20th January 2025.

The Health and Work Consensus Statement includes five actions, which NHS England will work with health professionals to deliver. These are to enable every healthcare professional to:

1. Ask the work question – what do you do for work, how are you managing in work, and what may help you get back to work?
2. Understand through training the importance of work as a health outcome, how health may be promoted through good work, and where to signpost their patients who need further support.
3. Be able to advise their patients through

easy access to up to date guidance from Government, professional bodies, and work and health professionals on the impact of health conditions and treatment on their work, and on adjustments to assist those with disabilities.

4. Derive most value from the “Fit Note” in primary care, hospitals and in the community, through training for health professionals, and utilising updated easy to use guidance.

5. Recognise their own role to support healthy and safe working environments, looking after their own health and wellbeing and promoting the health and wellbeing of their colleagues within the organisations in which they work.

Occupational Health 2025, Brighton

The Faculty's annual conference, Leading OH into the Future, organised and delivered in partnership with the Society of Occupational Medicine, took place in Brighton on the 17th and 18th June.

With unique workplace visit opportunities, a packed educational programme, fun networking opportunities, a buddy scheme for newcomers and even an early morning sea swim, the 2025 Annual Scientific Meeting proved hugely popular.



FOM President Dr Robin Cordell presents Dr Alice Rutter with the 2024 Peter Taylor award.

London Centre for Work and Health 2025

FOM was proud to promote a series of free, monthly webinars throughout 2025. LCWH is a cross-institutional partnership involving clinical and academic researchers from Guy's and St Thomas' NHS Foundation Trust, Imperial College London, King's College London, Queen Mary (University of London), University College London, University of Southampton, Affinity Health at Work and other external partners. Sessions included second victim phenomenon, work-related stress diagnosis, and silicosis in artificial stone workers.

FOM Awards and AGM

On 18th September 2025 FOM welcomed new Members and Fellows, and their guests to a celebration and lunch to recognise their achievements. Awards were also made for academic excellence at the 2025 Awards Day which was held at the Royal Society of Medicine. Following the Awards Event, FOM held its AGM.

Ethics Committee

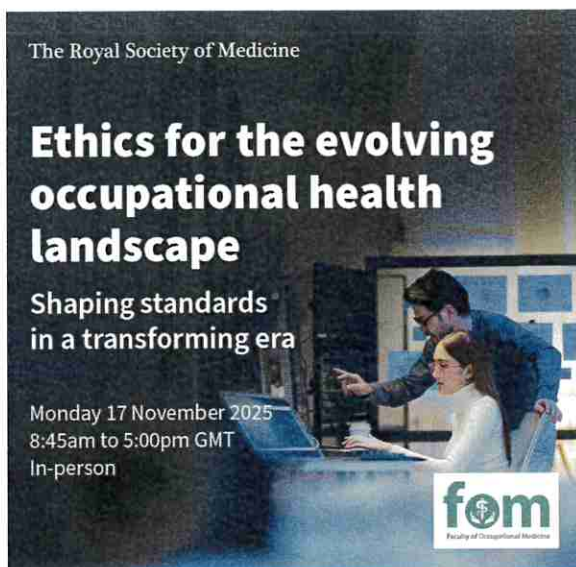
During 2025 the terms of reference for the Faculty's Ethics Committee were updated, providing new opportunities for individuals to apply for positions and engage in its work. Vacancies for joining the Ethics Committee were advertised in June and attracted much interest. Having had twice as many applications as vacancies for the medical and nursing members on the Ethics Committee, the FOM Board appointed a balanced team with complementary skills and experience and have appointed Hilary Winch as Chair. Hilary is well known to us in FOM, having been part of the 2023 SEQOHS standards review steering group, and also as Chair of the NHS Health at Work Network.

The Committee promptly started work on updating the guidance. A full draft was circulated towards the end of 2025 and online publication, free to all, is expected in the first half of 2026.

FOM-RSM Ethics conference

A joint in person meeting with the Royal Society of Medicine (RSM) Occupational Medicine section on Ethics was held at the RSM in London on 17th November 2025

Leading experts in occupational health, law, and policy provided a day of insightful discussion, practical learning, and peer engagement.



The conference, entitled *Ethics for the Evolving Occupational Health Landscape: Shaping Standards in a Transforming Era* explored the ethical impact of emerging technology, developments in employment law, and modern practice in occupational health.



L-R (top row) Dr Chandrakant (Chandra) Mutalik, Professor Gillian Leng CBE, President, Royal Society of Medicine,

(bottom row) Dr Shairana Naleem, and Mark Landon of Weightmans LLP.

FOM-FPH-SOM Working Group

The FOM is delighted to announce that, in partnership with the Faculty of Public Health and SOM, a new tripartite working group was established to:

- Share, advise and comment on national and local work and health policy and initiatives;
- Facilitate education for members and others in work and health such as through webinars and occasional conferences; and
- Advocate the value of occupational medicine within public health training courses, and vice versa.

This new group will meet online, up to four times a year.

Promoting FOM and SEQOHS

FOM and SEQOHS exhibited at both the Health and Wellbeing at Work event in March at the NEC, and the NHS Health at Work Network Conference in September. Footfall at our stands was very high for both events and ahead of the September event we were pleased to provide an update on the operational SEQOHS review that took place throughout 2025.



L-R: Merv Young, Head of Assessment & Quality, Paul Sales, Examinations Manager

SEQOHS Operational Review

Building on the review of the SEQOHS Standards, led by Dr Robin Cordell in 2022/23, a project commenced to review and modernise SEQOHS operations. After preliminary discussions with key stakeholders, such as the HSE, data from multiple sources spanning five years was analysed, including the output from an online survey of providers,

Evidence-based recommendations for improvement were drafted. SEQOHS Assessors added their experiences to this work.

The recommendations focus on:

- Speeding up application-to-accreditation turnaround time
- Assessing only to SEQOHS standards – and not beyond these
- Supporting providers to maintain accreditation through audit and tailored advice

Work will start in 2026 to implement the recommendations, ensuring that providers receive advance notice of any changes and are provided with appropriate support and advice as they move towards the new ways of working.

FOM Website and Database

During 2025 a major project to design a new website for FOM and to also replace the database system used by FOM began. A tendering process was put in place and LightMedia were appointed as the developers. This will provide an opportunity to overhaul and modernise content, and ensure it is easier to navigate and locate information. It is also necessary to replace FOM's ageing database with a dynamic system linked to the new website. A project team is working on this major development for FOM and it is expected to be implemented in 2026.

Medical Council on Alcohol (MCA) Symposium

The annual MCA symposium is a key event for health professionals working to reduce alcohol-related health harms and took place in-person on 19th November at the Royal College of Physicians (London). FOM was pleased to sponsor this event in accordance with its charitable and public benefit purposes related to work and health. Speakers included FOM Fellow Dr David Fox.

FOM Guidance on Alcohol and Substance Use in the Working Environment

FOM is pleased to report that a review of this important guidance was undertaken, led by Prof Paul Lian, who worked in partnership with a group of experts to update the guidance. When complete, the updated guidance will be published on the Faculty's website. It is anticipated that this will be in Spring 2026. Many thanks to all involved in this excellent project.

Keep Britain Working Review

Throughout 2025, FOM continued to engage with senior figures in Government and officials, together with colleagues that include those in the Council for Work and Health, the Society of Occupational Medicine and the National School of Occupational Health. We continue to advocate for access to quality assured work and health professional advice for all employees nationally, the self-employed and those returning to work after a period out of work due to ill-health. Having published the Discovery phase in March 2025, the Keep Britain Working review was published on 5th November 2025. Work is expected to continue on this important development for the sector into 2026 and beyond.

College of Work and Health

On 24th September we contacted FOM members and then published more widely the work the Board is undertaking towards establishing a sister charity: the College of Work and Health. One of the key drivers for

this is to build upon the work FOM already undertakes in developing and delivering qualifications and setting standards for the benefit of the whole sector. We are continuing our engagement with stakeholders and have received a great deal of helpful and positive feedback.

We are also holding additional Board meetings to steer this work, and regular updates on our progress will follow in newsletters and on our website. Whilst this is being supported as part of our wider charitable aims to support the work-and-health sector, no changes will be made within the Faculty or for FOM members until detailed information is available and shared, and a vote can be taken. Members may decide at that future time, most likely late 2026 or early 2027, to join with the College while maintaining the Faculty's own identity, or members may decide to remain separate.

Regular updates on the progress of the new College will be provided and no money paid by doctors for FOM membership or services will be used for this purpose. In late 2025, following consultation, the FOM Board agreed that the Diploma in Occupational Health Practice (DipOHPrac), available for nurses, physiotherapists and occupational therapists will transfer to a different faculty in the College in 2026. It was also agreed that the 2025 income generated by the DipOHPrac qualification will be transferred in accordance with public benefit to support the creation of the College. Beyond that, the College will be self-funding.

Looking forward

In 2026 the Faculty will continue to work with a wide range of stakeholders and partners to raise the profile of work-and-health and foster a better understanding of the impact of good work on good health. We will work collaboratively to raise standards, and promote competence and multi-disciplinary working.

There are major projects to be delivered in the coming year, including delivering a new website and database, and implementing the findings of the SEQOHS operational review.

The Faculty continues to grow in terms of its reach and influence, and work will continue with regulators, Government and professional bodies to ensure competence, clarity, and multidisciplinary connection in the sector. We will also continue to participate in a number of advisory and expert working groups.

Our strategic priorities for the next three years are outlined as follows.

We will work with partners and strengthen our impact by...

1. Being a trusted and independent advisor on occupational health issues.
2. Setting and maintaining standards in occupational health qualifications, competence and service delivery that protect the UK workforce.
3. Extending the number and range of qualifications and memberships, and establish an international footprint.

We will build our capacity by...

4. Upgrading FOM's digital infrastructure to include a new website and resources.
5. Recruiting and retaining sufficient volunteers and staff to support growth.
6. Reviewing the governance of, and engagement with, committees.

We will consolidate financial resilience and encourage knowledge sharing by...

7. Optimising investments and updating FOM's sustainable reserves policy.
8. Reviewing and enhancing member benefits.
9. Introducing new approaches to sharing ideas and learning.

FINANCE REVIEW

Performance during the year

Trustees are pleased to report that FOM achieved a surplus in 2025 of £193,585 (2024: £238,011).

The Faculty has achieved a surplus each year since 2018, which has brought financial stability and offers the opportunity to invest in developing FOM, and allows the Faculty to continue to offer free events for Resident and Portfolio Pathway doctors, and to not increase membership fees which have remained at the same level as they were in 2017. The Faculty is unique among all other medical Royal Colleges and Faculties in supporting its members in this way.

During 2025 work began on a new website for the Faculty and also updating the ePortfolio. We anticipate work to be completed on both of these projects in 2026.

A decision was also taken to widen the charity's influence in line with its societal objectives and to donate income generated by the Diploma in Occupational Health Practice (DipOHPrac) qualification in 2025 to a new sister charity – the College of Work and Health. This amount represents only 3% of the Faculty's income in 2025 and these monies were paid to the Faculty by nurses, physiotherapists and occupational therapists and in some cases by their employers. It seemed fitting to use those funds to form a charity that will provide ongoing support to health professionals working in the sector who are not doctors, and to do so for public benefit. The 2025 surplus of £193,585 refers to the surplus achieved after the donation has been taken into consideration.

Income received in 2025 was £1,656,147 up 6% on the previous year (2024: £1,559,797). Expenditure increased by 11% as a result of inflation and the increase in employer's national insurance contributions.

Income from membership subscriptions in 2025 remained steady, while income from qualifications increased by 25% as more examinations were taken by candidates. During 2025, we took steps to increase our capacity to deliver examinations and to address waiting lists, allowing us to offer access to examinations for more candidates.

Income from SEQOHS increased by only 2%. During 2025 a review of operational processes was undertaken to inform recommendations which we will start to implement in 2026.

Income diversification in 2025 was 23% membership (25% in 2024), 30% qualifications (25% in 2024), 34% SEQOHS (36% in 2024), 8% revalidation (8% in 2024) and 5% other (6% in 2024). The Board will review income diversification again in 2026.

In 2025 FOM began a project to invest in a new website and new membership database, and it is anticipated that this will be delivered in 2026.

Reserves

At 31st December 2025, FOM had total funds of £3,310,364 (2024: £3,116,780). Of this total, £75,432 are restricted funds and not available for general purposes. Due to the investment in the long leasehold building, at this time the charity has free reserves of £1,886,756 (2024: £1,715,569). Free reserves are unrestricted funds, excluding those elements that can only be realised by disposing of tangible or intangible fixed assets or money set aside for future activities.

The FOM currently leases office space at 1 St Andrews Place, London, within the estate of the Royal College of Physicians (London). The premises owned by the FOM in Greenwich are free from any mortgage and the Faculty has re-paid all bank loans taken out against this property. The Board of Trustees will obtain a formal, written report prepared by a qualified chartered surveyor in early 2026 with a view to selling the property in Greenwich.

Pension

All FOM staff are automatically enrolled on a pension scheme, in line with legislation regarding workplace pensions. The scheme used is The People's Pension, which is a defined contribution scheme. Thus, no pension liabilities will arise from its continuing implementation.

Budget 2026

In December 2025, the Board of Trustees approved a 2026 budget which sets an income target of £1,481,975 and a budgeted expenditure of £1,478,546. The 2026 budget was drafted using a zero-based budgeting approach that requires all expenses to be fully justified for each new budget period, and functions within FOM are analysed based on importance and cost. The 2026 budgeted surplus is £2,748 based on no increase to membership subscriptions since 2017.

Going Concern

In reviewing FOM as a going concern, the Trustees have considered operations, income, expenditure and future cash flow of the charity, including areas where there may be uncertainty or delays in future receipts of income, and have considered potential mitigations. Budgets and a cash flow forecast have been prepared through to June 2027, and sensitivity analysis performed on key assumptions. The financial forecasting indicates that the cash reserves are adequate to meet the charity's obligations as they fall due.

Trustees remain of the opinion that there are no material uncertainties, that the going concern assumption remains appropriate, and that the financial statements can continue to be prepared on this basis.

AWARDS, PRIZES and FELLOWSHIPS

Awards and prizes are usually presented in the year following achievement.

Peter Taylor Award

The Peter Taylor Award is given to the candidate(s) who have undertaken research which, in the opinion of an academic panel, is outstanding.

Dr Clare Fernandes and Dr John Colvin

William Taylor Award

In 1994 the Faculty established a memorial fund in memory of the late Professor William Taylor, one of the FOM's most distinguished Fellows. The fund is used to provide an examination prize to be presented each year to the candidate who, at the first attempt, passes all sections of the Part 2 MFOM/AFOM examination and attains the highest overall mark.

Dr Alice Rutter

Diploma in Occupational Medicine (DOccMed) Award

Dr Thomas Rowland

Diploma in Occupational Health Practice (DipOHPrac) Award (joint winners)

Melanie Crookes

David Olukayode

Fellows (FFOM)

Dr Clare Fernandes

Dr Susanna Gillibrand

Dr Mohammed Arif Moothadeth

Members (MFOM)

Dr Alexander Bacon

Dr Mimi Bhattacharyya

Major Philippa Callegari

Dr Rachael Clark

Dr Alexandra Colby

Dr Gary Ferguson

Dr Stephen Freyne

Dr Paul Harris

Dr Magdalena Janus

Dr Mark Leeming
Dr Donna McCarten
Dr Victoria Naoui
Dr Rachel Phillips
Dr Anneka Varma
Dr Alison Westwell

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of the Faculty of Occupational Medicine for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland). They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and

- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

AUDITORS

Griffin Stone Moscrop & Co has indicated its willingness to be appointed as statutory auditor.

This report has been prepared taking advantage of the exemptions available under the provisions of the Companies Act 2006 applicable to small companies.

APPROVED by the Trustees and directors on 16th June 2026 and signed on their behalf by:

Robin Cordell

Dr Robin Cordell MBA FRCP FFOM

Independent Auditor's Report to the Members and Trustees of the Faculty of Occupational Medicine

Opinion

We have audited the financial statements of the Faculty of Occupational Medicine for the year ended 31 December 2025 which comprise the Statement of Financial Activities, Statement of Financial Position, Cash Flow Statement and notes to the financial statements, including 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 charitable company's affairs as at 31 December 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 the trustee'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 charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's 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.

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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 trustees 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 trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company 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 auditors' 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:

- carrying out substantive checking to supporting documents on a sample basis of individual transactions within income and expenditure to give comfort that on a sample basis the SOFA does not contain any irregular items;
- carrying out walk-through testing to verify that the charity's accounting systems and controls are being implemented as designed; and
- verifying that material balances within the Balance Sheet are supported by third party evidence to confirm the existence and valuation of these balances at the balance sheet date.

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for> This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable

company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Robert Smith (senior statutory auditor) for and on behalf of
Griffin Stone Moscrop & Co
Chartered Accountants
Statutory Auditors
21-27 Lamb's Conduit Street
London
WC1N 3GS

Date: 13th July 2026

STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income & Expenditure Account)
Year ended 31 December 2025

		General Funds	Restricted Funds	Total 2025	Total 2024
	Notes	£	£	£	£
INCOME FROM					
Charitable activities					
Subscriptions		386,852	-	386,852	388,206
Qualifications and training		493,826	-	493,826	393,665
Publications		5,091	-	5,091	7,701
SEQOHS		569,338	-	569,338	560,688
MoHaWK		13,685	-	13,685	15,025
Revalidation		125,478	-	125,478	117,172
Grants and contracts			-		
Conferences and events		9,564	-	9,564	20,892
Other activities					
Other income		182	-	182	148
Interest on mortgage		-	-	-	-
Investment income		52,131	-	52,131	56,301
Total		1,656,147	-	1,656,147	1,559,797
EXPENDITURE					
Charitable activities	2,3,4	1,462,562	-	1,462,562	1,321,786
Net income/(expenditure)		193,585	-	193,585	238,011
Net movement in funds		193,585	-	193,585	238,011
Reconciliation of funds					
Total funds brought forward at 1 January 2025	12	3,041,348	75,432	3,116,780	2,878,769
Total funds carried forward at 31 December 2025		3,234,933	75,432	3,310,364	3,116,780
		=====	=====	=====	=====

All income has been generated from continuing operations.

All recognised gains are included in the Statement of Financial Activities.

STATEMENT OF FINANCIAL POSITION

31 December 2025

	Notes	£	2025 £	£	2024 £
FIXED ASSETS					
Tangible assets	7	1,294,989		1,323,279	
Intangible assets	8	53,187		2,500	
			1,348,176		1,325,279
CURRENT ASSETS					
Debtors	9	135,291		122,227	
Cash on deposit		378,190		874,218	
Cash at bank and in hand		2,077,508		1,262,716	
		2,590,988		2,259,161	
CREDITORS					
Amounts falling due within one year	10	(628,801)		(468,160)	
		(628,801)		(468,160)	
NET CURRENT ASSETS			1,962,188		1,791,001
NET ASSETS			3,310,364		3,116,780
Unrestricted funds					
General funds	12	3,234,933		3,041,348	
			3,234,933		3,041,348
Restricted funds	12		75,432		75,432
TOTAL FUNDS			3,310,364		3,116,780

The financial statements, which were approved and authorised for issue by the Board of Trustees and directors of the company on 16th June 2026, were signed below on its behalf by:

President:

Robin Cordell

Dr Robin Cordell

Treasurer:

Yue Zhou

Mrs Yue Zhou

Company Registration No: 07461063

	2025	2024
STATEMENT OF CASH FLOWS		
Year ended 31 December 2025		
Reconciliation of net Income / (expenditure) to net cash flow from operating activities	£	£
Net Income / (Expenditure) for the reporting period per SOFA	193,585	238,011
Depreciation charges	34,766	33,350
Dividends and interest from investments	(52,131)	(56,301)
(Income)/decrease in debtors	(13,064)	(3,326)
Income/(decrease) in creditors	160,645	193
Net cash (used in) operating activities	323,801	211,927
Cash flows from investing activities:		
Dividends and interest from investments	52,131	56,301
Purchase of property, plant and equipment	(6,481)	(4,433)
Purchase of intangible assets	(50,687)	(2,500)
Net cash (used in) investing activities	(5,037)	49,368
Change in cash and cash equivalents in the reporting period	318,763	261,295
Cash and cash equivalents at the beginning of the reporting period	2,136,934	1,875,639
Cash and cash equivalents at the end of the reporting period	2,455,697	2,136,934
Analysis of cash and cash equivalents:	2025	2024
	£	£
Cash in hand	2,077,508	1,262,716
Notice deposits (less than 3 months)	378,190	874,218
Total cash and cash equivalents	2,455,697	2,136,934

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 December 2025

1 ACCOUNTING POLICIES

Company Information

The FOM is a Public Benefit Entity registered as charity and a company limited by guarantee (Company registration No: 07461063). The address of the registered office is 1, St Andrews Place, London, NW1 4LB. The Charity is registered in England and Wales (registered number 1139513) and in Scotland (registered number SCO40060).

(a) Basis of preparation of the accounts

The financial statements have been prepared under the historical cost convention in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The functional currency of the Foundation is considered to be GBP because that is the currency of the primary economic environment in which the FOM operates.

(b) Going concern

The Board of Trustees has a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and remain of the opinion that there are no material uncertainties and that the going concern assumption remains appropriate and that the financial statements continue to be prepared on this basis. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

(c) Tangible Fixed assets

Individual tangible fixed assets costing £500 or more are capitalised at cost.

Depreciation is charged so as to write off the cost of an asset over its expected useful life.

Depreciation is calculated on each class of asset as follows:

Office equipment	33.33% straight line
Fixtures & fittings	20.00% straight line
Air-conditioning plant	20.00% straight line
Leasehold Property	2.00% straight line

(d) Intangible Fixed assets

All individual intangible fixed assets are capitalised at cost.

Amortisation is charged so as to write off the cost of an asset over its expected useful life. For IT projects, expected useful life is estimated to be five years at which point support from the developer is withdrawn and replacement IT solutions are required. Amortisation is calculated on each class of asset as follows:

IT projects: 20.00% straight line

(e) Income

Income from subscriptions is accounted for on an accruals basis. Any income relating to future periods is included in deferred income.

Income in respect of grants, appeals and donations is recognised upon a receivable or received basis whichever is the earlier.

Income from examinations is recognised on the date the examination takes place and income received in advance is treated as deferred income.

Donated facilities are included at the value to the Trustees where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

(f) Operating leases

Instalments under operating lease agreements are charged to the Statement of Financial Activities account in the year in which they are incurred.

(g) Investments

Investments are included at market value.

Unrealised gains and losses on investments arising in the year are included in the Statement of Financial Activities for the year in which they arise.

(h) Cash held at bank and in hand

Cash held at bank and in hand include cash held in the Faculty's current bank account, its no notice savings bank account and its petty cash.

(i) Financial instruments

Financial assets held at amortised cost comprise cash held at bank and in hand, cash on deposit and trade debtors. Financial liabilities held at amortised cost comprise trade creditors.

(j) Pensions

Contributions are made on behalf of certain employees into a workplace defined contribution scheme called The People's Pension managed by B&CE. Amounts are charged to the Statement of Financial Activities as incurred.

(k) Funds

Unrestricted general funds are funds which the Trustees can use at their discretion in accordance with the objects of the Faculty. The Trustees have designated part of this sum as a capital fund, equal to the value of the investments which are to be used to ensure the future of the Faculty.

Restricted funds are funds which must be used for specific purposes in accordance with the donors' wishes.

(l) Basis of allocation of costs

Staff costs are allocated based on the amount of time individuals dedicate to carrying out specific functions of the Faculty.

All other costs are allocated on a specific basis.

(m) Expenditure

Activities in furtherance of the Faculty's objects include costs relating to examinations, memberships and education and training and include an appropriate proportion of support costs. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Support costs have been allocated to charitable and fundraising activity on the basis of time spent by staff in supporting the operation.

Governance costs are those incurred in connection with enabling the charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

(n) Legal status

The Faculty of Occupational Medicine is a private company limited by guarantee. Every Registrant undertakes to contribute such amount as may be required (not exceeding one pound) to the assets of the charity in the event of its being wound up while he/she is a Registrant, or within one year after he ceases to be a Registrant, for payment of the debts and liabilities of the Faculty contracted before he/she ceases to be a Registrant and of the costs, charges and expenses of winding-up and for the adjustment of the rights of the contributories among themselves. The Faculty's Articles of Association defines a Registrant as: Specialty Registrars, Associates, Members, Fellows, elected representatives of subscriber classes, lay Trustees, Trustees who represent the College (Royal College of Physicians) and

co-opted Trustees, who are members of the Faculty for the purposes of the Companies Acts.

(o) Key judgements and assumptions

No judgements, apart from those involving estimations or assumptions, were made in the preparation of these financial statements and notes.

2	ANALYSIS OF COSTS	Direct Costs £	Direct Salaries £	Support Costs £	Total 2025 £	Total 2024 £
	Qualifications and training	87,809	204,456	129,119	421,385	328,089
	Publication	3,240	-	-	3,240	-
	Revalidation, professional development and standards	44,899	108,582	68,572	222,053	209,674
	Administration of funds	-	2,207	1,394	3,601	3,498
	Conferences, events and projects	13,244	22,196	14,017	49,456	47,016
	Membership	65,743	51,624	32,602	149,969	154,623
	Meetings	16,200	-	-	16,200	8,819
	MoHAWK	7,900	2,207	1,394	11,501	11,398
	College of Work and Health	54,788	-	-	54,788	-
	SEQOHS	135,451	242,055	152,864	530,369	557,841
		<u>429,273</u> =====	<u>633,327</u> =====	<u>399,962</u> =====	<u>1,462,562</u> =====	<u>1,321,048</u> =====

Support costs of £399,962 (2024: £367,230) have been allocated across activities. Support costs have been apportioned based on the staffing costs of each activity in order to reflect the demands each activity makes on central support resources.

3	BREAKDOWN OF SUPPORT COSTS	2025	2024
		£	£
	Staff	57,025	31,343
	Communication	8,902	7,829
	Printing, postage and stationery	2,560	1,887
	Premises	38,555	35,986
	Repairs and maintenance	14,922	16,068
	Advertising and recruitment	7,700	1,899
	Irrecoverable VAT	25,905	28,490
	Accountancy fees	897	831
	Governance costs	66,726	49,834
	Depreciation	34,769	33,350
	Other direct costs	142,001	159,713
		399,962	367,230
		=====	=====

4	GOVERNANCE COSTS	2025	2024
		£	£
	Staff	51,257	35,810
	Audit fees	7,800	7,000
	Trustees' meetings	7,670	7,025
		66,726	49,834
		=====	=====

5 REMUNERATION OF TRUSTEES

The Trustees did not receive remuneration or any benefits during the year for their services (2024: nil). Eight Trustees were reimbursed for expenses incurred in relation to Faculty business amounting to £10,557 (2024: 8 Trustees - £8,531). These expenses included private mileage, rail/tube fare, accommodation, parking and subsistence.

6 STAFF COSTS	2025 £	2024 £
Wages and salaries	624,816	521,902
Social security costs	81,191	58,955
Pension costs	35,601	30,583
	741,608	611,440
	=====	=====
The average head count (number of staff employed during the year) was:	13	11
	=====	=====

Salary ranges are calculated inclusive of all costs of employment, including employer's National Insurance and employer's pension contributions.

In 2025 one member of staff was in the £120,001 to £150,000 range for salary, national insurance and pension costs (2024: 1).

In 2025 one member of staff was in the £80,001 to £110,000 range for salary, national insurance and pension costs (2024: 1).

In 2025 one member of staff was in the £70,001 to £80,000 range for salary, national insurance and pension costs (2024: 1).

The total of employee benefits including salaries received by the key management personnel of the Faculty was £483,682 (2024: £456,164). Key management personnel comprise: Chief Executive Officer; Head of Assessment & Quality; Head of Finance and Membership; Examinations and Training Manager; Professional Standards Manager and SEQOHS Accreditation Manager.

7	TANGIBLE FIXED ASSETS	Leasehold Property £	Office equipment £	Total £
	Cost			
	At 1 January 2025	1,547,216	79,679	1,626,895
	Additions	-	6,481	6,481
	At 31 December 2025	1,547,216	86,160	1,633,376
	Depreciation			
	At 1 January 2025	(227,086)	(76,535)	(303,621)
	Depreciation in current year	(30,943)	(3,823)	(34,766)
	At 31 December 2025	(258,029)	(80,358)	(338,387)
	Net Book Value			
	At 31 December 2025	1,289,187	5,802	1,294,989
		=====	=====	=====
	At 31 December 2024	1,320,131	3,147	1,323,279
		=====	=====	=====

8	INTANGIBLE FIXED ASSETS	IT Project £	Total £
	Cost		
	At 1 January 2025	2,500	2,500
	Additions	50,687	50,687
	At 31 December 2025	53,187	53,187
	Depreciation		
	At 1 January 2025	-	-
	Depreciation in current year	-	-
	At 31 December 2025	-	-
	Net Book Value		
	At 31 December 2025	53,187	53,187
		=====	=====
	At 31 December 2024	2,500	2,500
		=====	=====

9	DEBTORS			2025 £	2024 £
	Accrued income			10,200	28,835
	Trade debtors			85,417	53,717
	Prepayments			39,674	39,675
				<u>135,291</u>	<u>122,227</u>
				=====	=====
10	CREDITORS: amounts falling due within one year			2025 £	2024 £
	Trade creditors			43,092	19,312
	Credit cards			3,015	2,315
	Accruals			35,906	20,726
	Deferred income	Note 11		444,406	394,310
	Tax, social security, and pensions			47,594	31,497
	College of Work and Health (CWH)			54,788	-
				<u>628,801</u>	<u>468,160</u>
				=====	=====
11	DEFERRED INCOME	Examinations £	Subscriptions £	SEQOHS £	TOTAL 2025 £
	Balance at 1 January 2025	19,110	103,817	271,382	394,310
	Amounts released during the year	(19,110)	(103,817)	(271,382)	(394,310)
	Amounts deferred in the year	41,220	101,040	302,146	444,406
	Balance at 31 December 2025	<u>41,220</u>	<u>101,040</u>	<u>302,146</u>	<u>444,406</u>
		=====	=====	=====	=====

12 FUNDS	As at 1 January 2025 £	Incoming resources £	Outgoing Resources £	As at 31 December 2025 £
a) Restricted funds				
Good Practice Guidelines Funds				
Rolls Royce Guidelines Fund	4,499	-	-	4,499
Academic Activities Funds				
Mobbs Travelling Fellowship Fund	4,166	-	-	4,166
Donald Hunter Lecture Fund	11,069	-	-	11,069
Ernestine Henry Lecture Fund	3,087	-	-	3,087
ExxonMobil Elective Fellowships Fund	1,695	-	-	1,695
Wilf Howe Fund	4,181	-	-	4,181
Department of Health				
(e-LfH) e-learning	44,736	-	-	44,736
HWM diploma grant	2,000	-	-	2,000
	<u>75,432</u>	<u>-</u>	<u>-</u>	<u>75,432</u>
b) General funds	3,041,348	1,656,147	(1,462,562)	3,234,933
Total funds	<u>3,116,780</u> =====	<u>1,656,147</u> =====	<u>(1,462,562)</u> =====	<u>3,310,364</u> =====

DESCRIPTION OF FUNDS

Restricted Funds:

Good Practice Guidelines Funds:

Rolls Royce Guidelines Funds were provided originally to cover the costs of Faculty back pain guidance and leaflets. As sufficient guidance was available elsewhere, the Faculty negotiated an alternative use with the provider.

Academic Activities Funds

Donald Hunter Lecture provides funds for the costs incurred in connection with a biennial lecture given in his memory.

Ernestine Henry Lecture endows a lecture in memory of Mrs Ernestine Henry to be delivered at least once every three years.

Esso Research Fellowship Fund comprises a number of annual donations, to provide a research fellowship.

ExxonMobil Elective Fellowships Fund funds electives open to medical undergraduates and doctors in Foundation Years 1 and 2.

Wilf Howe Fund provides a prize for an innovative project in memory of Dr Wilf Howe.

William Taylor Memorial Fund provides for an examination prize.

Department of Health:

e-LfH provided funding for the development of learning modules on health and work for general practitioners.

Diploma grant provides funding to develop a new diploma.

Professional briefings grant provides funding to run professional briefing workshops.

13	FUNDS	As at 1 January 2024	Incoming resources	Outgoing Resources	As at 31 December 2024
a)	Restricted funds	£	£	£	£
	Good Practice Guidelines Funds				
	Rolls Royce Guidelines Fund	4,499	-	-	4,499
	Academic Activities Funds				
	Mobbs Travelling Fellowship Fund	4,166	-	-	4,166
	Donald Hunter Lecture Fund	11,069	-	-	11,069
	Ernestine Henry Lecture Fund	3,087	-	-	3,087
	Esso Research Fellowship Fund	563	-	(563)	-
	ExxonMobil Elective Fellowships Fund	1,695	-	-	1,695
	Wilf Howe Fund	4,181	-	-	4,181
	William Taylor Memorial Fund	70	-	(70)	-
	Department of Health				
	(e-LfH) e-learning	44,736	-	-	44,736
	HWM diploma grant	2,000	-	-	2,000
	Professional Briefings grant	105	-	(150)	-
		<u>76,171</u>	<u>-</u>	<u>(738)</u>	<u>75,432</u>
b)	General funds	2,802,598	1,559,797	(1,320,048)	3,041,348
	Total funds	<u>2,878,769</u> =====	<u>1,559,797</u> =====	<u>(1,321,786)</u> =====	<u>3,116,780</u> =====

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

The net assets are held for the various funds as follows:

	Unrestricted General £	Restricted £	Total £
Tangible fixed assets	1,348,176	-	1,348,176
Net current assets	1,886,756	75,432	1,962,188
	<u>3,234,932</u>	<u>75,432</u>	<u>3,310,364</u>
	=====	=====	=====

15 ANALYSIS OF NET ASSETS BETWEEN FUNDS 2024

The net assets are held for the various funds as follows:

	Unrestricted General £	Restricted £	Total £
Tangible fixed assets	1,352,279	-	1,352,279
Net current assets	1,715,569	75,432	1,791,001
	<u>3,041,348</u>	<u>75,432</u>	<u>3,116,780</u>
	=====	=====	=====

16 COMMITMENTS UNDER OPERATING LEASES

	2025 £	2024 £
Not later than 1 year	6,300	6,300
	<u>6,300</u>	<u>6,300</u>
	=====	=====

17 CONNECTED CHARITY

The Faculty of Occupational Medicine is an independent registered charity responsible for its own administration and financial management.

18 RELATED PARTY TRANSACTIONS

During the year, the charity made a one-off donation of £54,788 to support the formation of the College of Work and Health, an incorporated charity in which FOM is a member. This balance is included within Creditors at the Balance Sheet date.

19 STATEMENT OF FINANCIAL ACTIVITIES 2024

		General Funds	Restricted Funds	Total 2024	Total 2023
	Notes	£	£	£	£
INCOME FROM					
Charitable activities					
Subscriptions		388,206	-	388,206	392,192
Qualifications and training		393,665	-	393,665	395,035
Publications		7,701	-	7,701	6,716
SEQOHS		560,688	-	560,688	549,155
MoHaWK		15,025	-	15,025	13,100
Revalidation		117,172	-	117,172	114,024
Grants and contracts		-	-	-	-
Conferences and events		20,892	-	20,892	15,366
Other activities					
Other income		148	-	148	168
Interest on mortgage		-	-	-	-
Investment income		56,301	-	56,301	29,578
Total		<u>1,559,797</u>	<u>-</u>	<u>1,559,797</u>	<u>1,515,334</u>
EXPENDITURE					
Charitable activities	2,3,4	<u>1,321,048</u>	<u>738</u>	<u>1,321,786</u>	<u>1,260,222</u>
Net income/(expenditure)		<u>238,749</u>	<u>(738)</u>	<u>238,011</u>	<u>255,112</u>
Net movement in funds		<u>238,749</u>	<u>(738)</u>	<u>238,011</u>	<u>255,112</u>
Reconciliation of funds					
Total funds brought forward at 1 January 2024	15	2,802,598	76,171	2,878,769	2,623,656
Total funds carried forward at 31 December 2024		<u>3,041,348</u>	<u>75,432</u>	<u>3,116,780</u>	<u>2,878,769</u>
		=====	=====	=====	=====

All income has been generated from continuing operations.

All recognised gains are included in the Statement of Financial Activities.



www.fom.ac.uk

www.seqohs.org

1 St Andrew's Place
London
NW1 4LE

2 Lovibond Lane
London
SE10 9FY