



FACULTY OF
PUBLIC HEALTH

UK Faculty of Public Health 2023 Annual Report

www.fph.org.uk

During 2023...



131 SPECIALIST REGISTRARS

ENROLLED ONTO THE PUBLIC HEALTH TRAINING PROGRAMME



1,800

DELEGATES ATTENDED OUR PUBLIC HEALTH ACCREDITED PRACTITIONER MASTERCLASSES



261

CANDIDATES
SAT OUR EXAMINATIONS

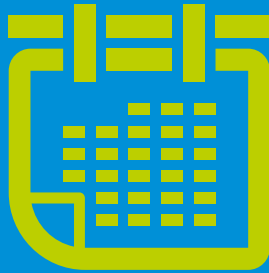


22

CONSULTATION RESPONSES ON A RANGE OF CRITICAL TOPICS



36 FACULTY SPECIAL INTEREST GROUPS
SHARING KNOWLEDGE AND DELIVERING ADVOCACY



1,522

CPD SUBMISSIONS VIA OUR NEW ONLINE DIARY

Contents

Foreword from the President and Chief Executive	2
Our Vision, Mission and Charitable Objects	4
Trustees' Report	6
Education and Training	8
Workforce and Standards	10
Advocacy and Policy	12
Membership and Organisation	14
Our Plans for 2024	18
Treasurer's Report 2022	22
Risk Management	25
Governance	26
Statement of Trustee's Responsibilities	28
Independent Auditor's Report	29
Accounts	32
Thank You	49
Annex 1: Board Members	51
Annex 2: Committee Structure	53

Foreword from the President and Chief Executive

With 2023 bringing many new challenges and opportunities for the public health workforce, it has been a typically busy year for the Faculty and our members.

During the year, we were delighted to visit members in Scotland, Wales, Northern Ireland, and across the UK regions to better understand the challenges our members face on the ground, and how best the Faculty can support them as they work to tackle the health impacts of the cost-of-living crisis, respond to new and returning threats to health including measles, manage the next stage of the COVID-19 pandemic, and deliver many other outstanding programmes of work within an ever-shifting domestic and global political climate.

Delivering this work amidst an increasingly complex landscape has placed huge pressures on the public health workforce, and we would like to thank and congratulate every Faculty member for the work you have delivered during the past 12 months.

We would also like to particularly thank those members who have volunteered their time and expertise to work with the Faculty during 2023 – whether as examiners, advisors, assessors, special interest group or committee members, or representing members working regionally through the Faculty Board. The achievements outlined in the following report would not have been possible without your generosity and committed leadership.

Led by our [Strategic Focus Areas 2022 – 25](#), over the past year the Faculty has delivered on our principles of working in partnership with our members and system collaborators to promote excellence in public health practice, advocate for the best conditions for health to flourish, and advocating the public health workforce as we meet the challenges of today and prepare for the future.

In our core business of Education and Training we have continued work to support a high quality, resilient, diverse, and inclusive public health workforce. The past year saw a record intake to the public health specialty training programme, with 131 registrars joining the scheme. Nearly 300 candidates sat our exams, and 70 different FPH Members and Fellows supported 200 Advisory Appointment Committee panels. In supporting our members and the wider public health workforce we have also worked through our Education and Training Committee to ensure improved clarity, equity, and experience for public health practitioners across their career pathway, including major work to support a [Fair Training Culture in Public Health](#).

In recognition of the pressures faced by our members in responding to the COVID-19 pandemic and mounting challenges across the entire public health system, during 2023 the Faculty launched a new initiative focussed on workforce wellbeing. This work has included recruitment of Regional Wellbeing Champions to raise awareness, promote resources, and collate intelligence on the wellbeing of the public health workforce as well as our wellbeing-focussed 2023 membership survey.

Delivering on our role as an unequivocal and effective advocate for health and equity, we have leveraged our partnerships and influence as a system leader to lead impactful work on key areas of policy including [child food nutrition](#), [climate change](#), [drug policy](#), and supporting better NHS prevention. All of this work is framed by the public health principles of equity and justice, and this past year we have continued our relentless focus on anti-racism, setting out our commitments and strategies in our recently published [Anti-racism Framework](#).

We also continued to drive forward public health knowledge and awareness through our programmes of work on the 'Future of Public Health' and '[What is Public Health?](#)'. Launched during 2023, our highly successful new Distinguished Lecture series on the future of public health practice has featured presentations from Professor Camara Jones and Professor Chris Whitty, whilst our new 'What is Public Health?' resources have shone a spotlight on our profession and the contributions of the diverse public health workforce.

Partnership working is at the foundation of all that we do at the Faculty, and during 2023 we deepened our formal and informal relationships with cross-system partners and allied professions. We launched a new collaborative membership offer with the [Chartered Institute of Environmental Health](#), led work with the Royal College of General Practitioners on a new Dual Accreditation Programme, and delivered a stream at [this year's UKHSA Conference](#) in collaboration with the Association of Directors of Public Health, the Royal Society for Public Health, and other key partners.

We also drove forward our global agenda, working with the World Health Organisation and other international partners to [support global public health workforce capacity and preparedness](#). We agreed a new [Memorandum of Understanding with the International Academy of Public Health](#) to establish a framework for collaboration to promote global population health, and our newly formed [Disasters and Humanitarian Response Special Interest Group](#) now provides a platform for the Faculty and our members to lead necessary work to disseminate public health knowledge and best practice to colleagues and populations in urgent need.

These achievements, and others noted in the following report, represent the collective efforts of hundreds of Faculty members and other external partners, supported by a small but dedicated staff team. We again offer our thanks to those members who have worked with the Faculty during 2023 – and particularly the Faculty Board who have guided us so successfully through the past year.

We hope you enjoy reading this report, and we look forward to another year of working together to support better health for all.



Professor Kevin Fenton PrFPH CBE
President



Dr James Gore HonMFPH
Chief Executive

Our Vision, Mission and Charitable Objects

About FPH

The UK Faculty of Public Health (FPH) is the professional standards body for public health specialists and practitioners. We have around 4000 members, in the four nations of the United Kingdom and overseas.

We define public health as the science and art of preventing disease, prolonging life and promoting health and wellbeing, through the organised efforts of society.

Our Charitable Objects

1

To promote for the public benefit the advancement of knowledge in the field of public health



2

To develop public health with a view to maintaining the highest possible standards of professional competence and practice



3

To act as an authoritative body for the purpose of consultation and advocacy in matters of educational or public interest concerning public health



Our Vision

*Better health for all –
leaving no one behind*

Our Mission

As the professional membership body for public health we will work to promote and protect human health and its wider determinants for everyone in society by:



Playing a leading role in assuring an effective public health workforce



Promoting public health knowledge



Advocating for the reduction of inequalities and for the very best conditions for health and wellbeing to flourish

Trustees' Report:

Achievements and the year ahead

Education and Training

Education and training ambitions for 2023

- Start to develop a new ePortfolio system for registrars and trainers
Procurement process completed and development work started.
- Publish a report on equality issues in examinations and the training pathway
Report drafted and scheduled for publication in early 2024.
- Work with the General Medical Council (GMC) on changes to assessment criteria and potential new routes to registration
New GMC routes launched in late 2023 and FPH guidance and support updated.

Education and training

During 2023, the Education and Training team delivered on core areas of work to ensure that public health registrars continued to be supported by the Faculty throughout their training.

The team also administered several related processes including Out of Programme Training requests, the FPH project scheme, and the portfolio route for those seeking entry onto the Specialist Register with the GMC.

The team engages with a range of bodies including the General Medical Council, the UK Public Health Register, Medical Royal Colleges, and statutory education bodies to do its work.

In 2023, there were 131 registrars enrolled onto the public health training programme and 79 recommended for Certificate of Completion of Training (CCT). The Faculty assessed three GMC portfolio pathway – formerly Certificate for Eligibility for Specialist Registration (CESR) – applications.

Public health training curriculum

In August 2022, the Faculty launched the revised public health training curriculum and provided a series of resources and drop-in sessions to support the implementation of the new curriculum.

In 2023, we submitted our evaluation to the GMC regarding the implementation process and this was accepted by the regulators. In 2024, we will consider the next major curriculum review and develop a plan to manage this project.

Exams

After extensive consultation with public health registrars, regulators, and those involved in the delivery of the training programme, the Faculty decided in 2021 to keep the Diplomate Exam (DFPH) online and return to a face-to-face format for the Final Membership Exam (MFPH).

For the Diplomate Exam, we continued our partnership with TestReach to deliver the exam, and during 2023, 182 candidates sat the exam over two online sittings.

Four successful sittings of the Final Membership exam were delivered during 2023, with a total of 81 candidates sitting the exam.

32 examiners were involved in the marking process for the DFPH exam and 19 examiners were involved in the MFPH exam, a total of 51 examiners supporting our exams. The Faculty is immensely grateful to all these members for their contribution to maintaining the highest standards of public health practice.

A fair training culture in public health

In 2022 the Faculty published a ground-breaking report looking at inequalities in the recruitment process to the public health training programme.

During 2023, a number of actions were taken in response to that report including making the recruitment resources more accessible on a single NHS site, starting to review the numerical reasoning and critical reasoning tests for the assessment centre stage, and trainee-led development of targeted support to disadvantaged groups.

The Faculty has revised its process of assessing requests for reasonable adjustments from examination candidates and improved the accessibility of our exams through revision of the information on the Faculty website and the application process.

Work on the next stage of this programme of work, looking at exam and training outcomes was conducted throughout 2023, and will report in 2024

Workforce and Standards

Workforce and standards ambitions for 2023

- Launch a new Continuing Professional Development (CPD) diary within the FPH members' portal to complement the revised policy introduced in April 2022
New CPD diary successfully launched in March 2023.
- Revise the Faculty workforce strategy
Work on revising the strategy started in 2023 and will be published in 2024.
- Advocate for additional registrar places on the public health training programme
2023 was the highest ever intake of public health registrars on the training programme.

Senior appointments

FPH works to maintain standards in public health by reviewing and approving consultant-level job descriptions and by providing external assessors for interview panels.

2023 has been another busy year of senior public health appointments. During the year, 70 different FPH Members and Fellows sat on 199 Advisory Appointment Committee (AAC) interview panels in their role as Assessors. The Faculty approved 223 job descriptions throughout 2023, compared to 204 in 2022, 286 in 2021 and 244 in 2020.

FPH held three training days for Faculty Assessors to ensure continued capacity for this vital role, with 24 Members and Fellows attending the training.

CPD

In 2022 the Faculty introduced a major change to the CPD requirements for members, emphasising the role of reflection in public health practice. In 2023 we successfully launched a new online CPD diary within the members' portal to complement the new policy; 1522 members made a submission via the new diary in the first year of operation.

Revalidation

During 2023, the Faculty acted as the designated revalidation body for 115 members, made 22 positive revalidation recommendations to the GMC, and held 104 appraisals.

During 2023, FPH commissioned an external review of the revalidation service we offer to members. The last external review was conducted in 2019, with the normal cycle having been disrupted by the COVID-19 pandemic. The report of the review was finalised and agreed in early 2024.

Workforce

The public health training programme expanded significantly in 2023 with a record 131 enrolments and we continue to advocate for additional public health training places. We will work with system partners to promote the role of public health specialists as they work with a range of employers, notably the NHS in England where public health specialists are increasingly supporting Integrated Care Systems (ICSs).

In 2023 the Faculty held a number of workshops focused on the future public health workforce and will continue to work with partners to improve capacity. We also began work on revising the FPH workforce strategy, which will be launched in 2024.

In recognition of the pressures faced by our members in responding to the COVID-19 pandemic, during 2023 the Faculty also launched a new initiative focused on wellbeing. The key aims of this initiative is to better support the wellbeing of FPH members across all four UK nations and overseas, as well as their wider multi-disciplinary teams, and to create supportive working environments essential to delivering high quality work to protect the public's health. This work has included opening recruitment for new Regional Wellbeing Champions who will raise awareness of the systemic factors affecting wellbeing, promote relevant resources, and collate intelligence on issues that impact on the wellbeing of the public health workforce.

Public Health Accredited Practitioner Masterclasses

The Public Health Accredited Practitioner Masterclasses are an introduction to the basic concepts of public health for those who are new to the topic, as well as serving as a refresher course for experienced practitioners.

In response to the pandemic, the masterclasses were successfully moved to an online environment during 2020, and online delivery continued throughout 2023. The programme continues to be popular, and during 2023 the Faculty delivered 73 modular workshops for nine commissioners in England, Wales and Northern Ireland with 1,800 public health practitioners attending.

Advocacy and Policy

Advocacy and policy ambitions for 2023

- Continue to deliver on our strategic objectives in support of the Faculty's mission; Better Health For All - Leaving No-one Behind
During 2023 FPH has delivered a range of advocacy work to support better health for all, including launching a series of high-profile Distinguished Lectures led by global thought leaders in public health.
- Support policy work targeted at reducing health inequalities
A focus on health inequalities has underpinned FPH's advocacy work during 2023, including work on alcohol, drugs, migration, poverty and sexual and women's health.
- Support our Special Interest Groups to promote their work to the wider Faculty membership
Work of Faculty SIGs is regularly promoted through the bulletins, social media and website; with five new SIGs set up in 2023.
- Expand our work on climate and health
FPH held a number of member-focussed events on climate and health knowledge, provided a range of CPD resources, and developed a number of position statements and policy responses.

COVID-19

Three years on from the beginning of the COVID-19 pandemic, during 2023 the Faculty continued to monitor members' wellbeing and take forward learning and legacies from the pandemic.

In June 2023, the independent public inquiry into COVID-19 started public hearings. The inquiry, chaired by Baroness Heather Hallett, is looking at the United Kingdom's response to, and the impact of, the pandemic and lessons for the future.

The Faculty's President, Professor Kevin Fenton, provided [oral evidence](#) in July 2023 as part of module 1 of the inquiry and the Faculty has worked with other colleges and faculties, along with the Academy of Medical Royal Colleges, to support and inform the inquiry's work.

Health inequalities

During 2023, health inequalities remained at the foundation of the Faculty's advocacy work. We continued our work on poverty and the cost of living crisis, jointly holding a conference in 2023 with public health partner bodies and publishing a [statement on public health and poverty](#). A follow-up event will be held in 2024.

The Faculty contributed to – and supported the development of – the Smoke-free generation proposals, started a major piece of advocacy work on children's food poverty and free school meals, and hosted a round table meeting on migration health in 2023. We also published a [range of policy briefings](#) on a number of key public health topics.

The FPH also ran one of the four workstreams at the UK Health Security Agency conference in Leeds in November, focusing on health inequalities.

Climate and health

The Faculty's work on climate and health, and the public health role in responding to and addressing these challenges, was further developed in 2023. Working through our Climate and Health Committee and Sustainable Development Special Interest Group, the Faculty held a major conference on climate and health in June 2023, and further events on air quality, communicating climate change messages, embedding climate into the training curriculum, and a [post-COP28 stock take](#).

Consultation responses

Throughout 2023, the Faculty worked with our members to [provide informed, authoritative responses to consultation documents](#). We responded to 22 formal consultations in 2023 including antimicrobial resistance, prevention in health and social care, health protection regulations, tobacco control, air quality and men's health.

Special Interest Groups

The Faculty's Special Interest Groups went from strength to strength during 2023. There are currently 36 different SIGs covering a vast range of public health topics and policy areas, all driven by the commitment and expertise of Faculty members.

Five new SIGs were formed in 2023, looking at artificial intelligence, disasters and humanitarian response, emergency services, non-communicable diseases in low and middle-income countries, and women's health.

Outstanding public health advocacy was delivered by many SIGs, including on drug policy reform, climate change and sustainability, food, poverty, and sexual and reproductive health.

SIGs continue to be a critical way for the Faculty to develop public health advocacy and for members to explore and contribute to policy areas they are interested in.

Membership and Organisation

Membership and organisation ambitions for 2023

- Launch all remaining phases of the members portal, including the new CPD diary
Launched the new joining functionality for all members, the new AACs function, and the new CPD diary. Further work was also done on the new exam booking system and SIGs/committees function, these will be launched in 2024.
- Continue work on improved digital services and start the development work for a new ePortfolio platform and upgrade the FPH website
The new ePortfolio is under development and will be launched in Summer 2024. The FPH website was upgraded and launched successfully in November 2023.
- Review the membership subscription fee structure
In 2023, for the fifth year in a row membership and examination fees remained the same. The fee structure was reviewed during 2023, and an increase of 5% for membership fees has been implemented for 2024. Exam fee structure changes will also be implemented in 2024/2025.
- Update our standing orders
The standing orders were reviewed by the Governance Committee and FPH Board, and following a legal review they are being updated. This work will be completed in 2024.
- Review the awards and prize's structure
The structure and financial arrangements of the Faculty Awards and Prizes was reviewed and updated during 2023.
- Continue to deliver on our financial strategy with a balanced budget and maintain our ethical investment policy
The Faculty continues to deliver on our financial strategy, ensuring a balanced budget and ethical investments.

FPH membership survey

The Faculty launched its membership survey in late 2023 with a new focus on wellbeing issues. The survey closed in January 2024 and the results will be analysed in early 2024

CIEH membership offer

During 2023 the Faculty joined with the Chartered Institute of Environmental Health (CIEH) to offer reciprocal membership at no extra cost to members. Existing members of FPH are offered the opportunity to opt-in to CIEH Affiliate membership and receive access to all of the associated membership benefits. In reciprocity, all existing members of CIEH are offered the opportunity to opt-in to FPH Associate membership, which has resulted in significant increases to the total FPH membership.

New Faculty website

Over the summer months, we started the process of upgrading the FPH website to refresh the design and introduce some new functionality. The website launched in November 2023 and we have received overwhelmingly positive feedback.

Elections

Elections were held during 2023 for a new Assistant Registrar, five Local Board Members, five Faculty Advisers, ten Deputy Faculty Advisers and five Regional CPD Advisers, with the majority of posts successfully recruited to. A number of Deputy Faculty Adviser and CPD Adviser posts remain vacant due to a lack of nominations.

Members volunteering their time to work with the Faculty

Over 25 committees report directly and indirectly to the Board of Trustees, and approximately 350 members take an active role in at least one or more of these committees.

All of the Faculty members who volunteer their time and expertise to deliver roles such as Faculty Adviser, Committee or SIG Member, Assessor, CPD Adviser, Examiner, or Board Member are essential to the continued successes of the Faculty. We thank them for their dedication, commitment, and support.

Work to update IT infrastructure; Membership Portal & Customer Relationship Management (CRM) systems

In 2023 we successfully launched a further four phases of the members' portal, including updates to our internal systems to facilitate this work:

1. New CPD diary – now linked and within the members profile and portal account.
2. Enrolment process for Specialist Registrars (StRs) – enabling seamless enrolment of new StRs including uploading documents and making payments.
3. Joining and full profile function – enabling individuals to join and apply for membership, pay and download their certificates, invoices and receipts, and upgrade membership where relevant.
4. AACs function – enabling assessors to review and provide feedback to AAC's via the members portal.

The remaining three phases will be launched in 2024.

Awards and Prizes

In 2023 we awarded:

- 9 Honorary Fellows
- 15 Honorary Members
- 37 Fellows through Distinction
- 13 Members through Distinction

Our awards and prizes promote and celebrate the contributions and achievements of our members and the impact they have on improving the public's health. We were delighted to have been able to award so many people and we thank all award sponsors, as well as everyone who submitted nominations.

Sarah Stewart Brown Award for Public Mental Health Award to encourage and promote leadership and innovation in public mental health in the UK among members of the public health community to Chantelle Fatania.

Sir John Brotherston Prize for the best essay or research on a public health topic written by a student or young graduate to Roshan Karthikappallil.

Michael O'Brien Prize for the highest score in the FPH diplomate exam to Beattie Sturrock (March 2023 sitting) and Matthew Quinn (October 2022 sitting).

The McEwen Award for the highest score in the FPH final membership examination to Joseph Jasperse.

Ann Thomas Prize for the highest score in the Faculty's final membership exam by a specialty registrar based in Wales to Penelope Cresswell-Jones.

FPH Trainer Award for exceptional educational supervisors to Kate Bailey and Sara Godward.

Sian Griffiths Global Public Health Award in recognition of the unique contribution of public health professionals working in global public health to Delanjathan Devakumar.

FPH Staff Award in recognition of outstanding work by FPH staff to James Elliott and Marijana Curic.

Sam Ramaiah Award for work on a public health topic that seeks to improve the health of black and minority ethnic communities or reduce health inequalities in the UK to Fatima Wurie and Hadjer Nacer.

Synergy Award in recognition of a strong commitment to, or success in, collaborative working with other organisations on shared public health objectives to Adam Holland.

Alwyn Smith Prize for outstanding contribution to public health research or practice to Yvonne Doyle.

Bazalgette Professorship Champion of Evidence Award in recognition of the public good that results from the translation of public health research into services, infrastructure and the environment to Laura Shallcross.

Cochrane Prize to support an educational activity in the field of public health to Annabel Follows.

Deborah Turbitt Memorial Award for excellence in health protection leadership and management to Hannah Jary.

We hosted a well-attended face to face event to celebrate the achievements of those individuals awarded Honorary and Distinction Grades of membership as well as the prizes and awards detailed above. We are looking forward to celebrating again in 2024.

Global health

In June 2023, we were pleased to welcome Elizabeth Mason as new chair of the Faculty's Global Health Committee. We would like to record our sincere thanks to Neil Squires for his excellent leadership of the committee over many years.

The Faculty continued to support delivery of the World Health Organisation (WHO) roadmap on building the public health and emergency workforce and is represented on the steering group by Professor Squires and Fatai Ogunalyi, former chair of the FPH Specialty Registrars Committee (now a consultant in public health). The Global Health Committee and its SIGs also continued to foster collaboration with other agencies, including the International Association of National Public Health Institutes (IANPHI), the Association of Schools of Public Health in the European Region (ASPHER), and the Association of Public Health Schools in Africa (ASPHA).

Led by Nicole Klynman, our global health advocacy lead, a project was undertaken on 'resettlement schemes for newly arrived migrants to the UK and key public health concerns: a focus on Afghan and Ukrainian refugees'. A final report will be available in 2024.

During the year, we were pleased to welcome the establishment of a new Disasters and Humanitarian Response SIG led by Kanza Ahmed and the reestablishment of the Non-communicable Diseases in Low-and Middle-Income Countries SIG, co-chaired by Allison Beattie and Jay Bagaria. The committee was also pleased to support work undertaken by specialty registrars on achieving equitable access to global health training placements.

Our global health SIGs remain highly active and delivered excellent work during 2023. Activities included:

- A series of webinars hosted by the Africa SIG on strengthening the public health workforce, which attracted audiences from across Africa and beyond.
- The launch of Yemen Public Health Praxis by the Yemen SIG in partnership with Health Professional for Yemen – UK (HPY-UK) and Peoples-Praxis, which offers mentoring for health professionals in Yemen.
- Partnership working between the Sudan SIG and the Sudan Doctors Union to support humanitarian efforts following the outbreak of war, including the amplification of fundraising and social media campaigns to raise awareness of the conflict.
- Supporting the response to the devastating floods in Pakistan through the Pakistan SIG, including preparing a publication for early 2024.
- Publication of a blog by the Global Violence Prevention SIG on the Ukraine War.
- Publication of statements on the crisis in Israel and Palestine, led by the Global Violence Prevention SIG and the Disasters and Humanitarian Response SIG.

Our plans for 2024

Education and training ambitions for 2024:

- Develop and launch a new ePortfolio system for registrars and trainers
- Publish a report on equality issues in examinations and the training pathway
- Review the delivery of the Diplomate Examination

Workforce and standards ambitions for 2024

- Revise the Faculty's workforce strategy with system partners
- Develop a network of wellbeing champions across the UK to support members
- Revise and update Good Public Health Practice

Advocacy and policy ambitions for 2024

- Develop a focussed programme of advocacy in consultation with the Faculty's Board and members
- Advocate on health inequalities, including around the cost-of-living crisis and other key policy areas such as climate change
- Hold Government to account on proper arrangements for the public health system

Membership and Organisation ambitions for 2024

- Launch all remaining phases of the members portal, including the examinations applications process and Special Interest Groups membership
- Deliver on our financial strategy with a balanced budget and maintain our ethical investment policy
- Launch the new ePortfolio platform
- Release updated standing orders for the Faculty
- Review of organisation-wide policies and procedures
- Implement our new Anti-Racism Framework and Action Plan
- Deliver Board elections
- Develop engagement with FPH overseas members

Trustees' Report:

Financial review and governance

Treasurer's Report 2023

I am pleased to present my second report as the FPH Treasurer, and to report that the Faculty achieved an unrestricted surplus of £195,442 in 2023 before investment Gains.

Income was up in 2023 mainly due to increased membership subscription income – despite membership fees being frozen for the fifth year.

Overall, unrestricted costs were up by 8% in 2023, due to the increase in staff costs being offset by a general decline in exam and overhead costs specifically governance, insurance and IT costs.

Total investment gains on unrestricted funds were £85,945. These Gains were positive when compared to last year's performance and showed a recovery in the last quarter.

In 2021 the trustees agreed a programme of improvements to our systems and transferred £485,000 from unrestricted reserves to a designated Systems Development Fund. £123,610 was used in 2022, and a further £156,829 in 2023.

Key objectives set out in the Faculty Financial Strategy have been achieved. A prudent budget has been set for 2024 and I have confidence that the improvement of the financial health of the Faculty will continue.

Financial summary

In looking at our financial statements, the most important figures to consider are those in the columns headed 'unrestricted funds'. These are the sums that are fully available for FPH to use for our operational activities. The other types of funds we report in our accounts have various restrictions placed on them, and they cannot be used for everyday activity. Some of these funds, resource our prizes whilst others relate directly to grant-based projects.

The unrestricted surplus before investment gains (see below) was £195,442, this compares with an unrestricted surplus in 2022 before investment gains of £307,483.

The total surplus for the year before investment gains was £249,052 compared with a surplus of £153,627 in 2022. The overall surplus after investment returns amounted to £334,997 compared with an overall deficit of £115,924 in 2022.

Investments

Our investments are managed by Evelyn Partners (formerly Smith and Williamson) Investment Managers. The key objectives of the FPH investment policy are:

1. Achieve an annual unrestricted income of at least £30,000 from dividends and interest (but it is recognised that this is ambitious in the current climate and revised our forecasts accordingly.)
2. Achieve a return on investment at least in line with inflation within an acceptable level of risk.
3. To channel investments into sectors (where possible) that promote and support public health objectives whilst maintaining acceptable returns where feasible.

Unrestricted investment income in 2023 was £28,336 up from £21,932 in 2022 and the total gain on investments was 4% compared to a loss of 16% in 2022.

Unrestricted reserves

Unrestricted funds at 31 December (excluding designated funds) totalled £2,092,069 currently representing 12 months of normal operational expenditure and 90% of yearly unrestricted turnover.

We continue to aim to maintain reserves of at least 6 months normal operational expenditure.

Other reserves

The following amounts were held at 31 December 2023:

Designated funds	£320,354
Restricted funds	£177,797
Endowment funds	£45,710

Designated Funds

A designated fund is the “ring fencing” of funds, by the trustees, of existing unrestricted funds for a particular project or use by the Faculty.

Details of funds are shown in Note 15 to the accounts.

Impact of COVID-19 and Financial sustainability

The financial impact of the COVID-19 pandemic on the Faculty in 2023 was well-mitigated, which contrasted well with the adverse effects on many health organisations.

We have prepared a cash flow forecast to 31 December 2024 and we are confident that we can maintain our financial solvency whilst continuing to invest in IT system improvements.

Approach to fundraising

The Faculty does not undertake active fundraising activities.

Committee issues

The RMAFC has developed a comprehensive work plan which is Red-Amber-Green (RAG) rated. A Remuneration Committee set up in 2016 has operated satisfactorily.

VAT

From 2016, FPH has been VAT registered.

Audit

I am pleased to report that we received an unqualified audit report for the year.

Thanks

In my second year as Treasurer, I remain very grateful for all the help received from my colleagues in the Faculty.

Firstly, to our President Kevin Fenton and the other Faculty Officers, Executive and Board Members. You constantly provide the appropriate level of both support and challenge, and it is a pleasure to work with you. A special mention once again to my predecessor Ellis Friedman with whom I worked closely on the significant changes to the Membership and Fellowship categories introduced this year. Kajol Kochar remains a constant source of support and wise counsel. George Sabaratnam left for another position shortly after the 2023 Annual General Meeting (AGM) and has been ably followed by Colin Money. Julian Ryder and James Gore continue to give invaluable advice. James in particular is the Faculty's corporate memory bank, ensuring that lessons are learned from the past.

My colleagues on RMAFC continue to impress with their dedication to keeping the Faculty's finances on track and our investments in line with the FPH's high ethical standards. Our lay members Cathy Knowles and Shelagh Kirkland have established themselves as vital committee members during the relatively short time they have been with us. I would also like to thank Christina Gray who, despite a very busy day job, recently took up the role of Faculty Risk Advisor, which I had been temporarily covering.

Finally, a huge thanks to Caroline Wren, for her invaluable support of RMAFC. I am very much looking forward to continuing this important work during the final year of my current term.

Gerry Waldron

Faculty Treasurer, 03 June 2024

Risk management

The Faculty has a risk register which is updated on a regular basis by managers. The register is then reviewed quarterly at the Risk Management, Audit & Finance Committee (RMAFC) who pay particular attention to all high-risk items. Our risk management process complies with the best practice as set out in the latest guidance from the Charity Commission. Significant risks to the Faculty include:

1. **Operation:** Membership unhappy with the way FPH is seen to be responding to COVID related matters. The Faculty has mitigated the impact of this by continuing to deliver services to our membership and the specialty whilst working in a hybrid format.
Mitigation: We have developed our digital offering, as well as our membership and committee engagement.
2. **Operation:** The Faculty recognises that there are risks associated with our IT functions and has designated funds for necessary upgrades. There will be additional demand on internal resources while the development takes place.
Mitigation: A Programme Board has been appointed by the trustees to have oversight of all major projects, including the budget and timelines.
3. **Reputation/Operation:** There is a reputational and operational risk to the Faculty that the required development of a new ePortfolio platform, will result in an inferior experience for users and/or loss of functionality/access to data.
Mitigation: This project is being closely managed through the Programme Board and numerous exploratory meetings will be carried out to ensure experiences, functionality and access is considered and minimised before implementation.
4. **Reputation and Financial:** The Faculty stores and processes personal and sensitive data of their members. We strive to protect data by complying with the General Data Protection Regulations.
Mitigation: Any new processes and services are required to have robust security as standard. The Faculty holds cyber security insurance and is working towards cyber essentials accreditation. We also mitigate against noncompliance by having a data management strategy including annual mandatory training for staff. We have appointed a data protection expert, and their support and guidance is utilised as and when needed.

The Risk Management Audit and Finance Committee is satisfied with the level of risk and the management controls in place to reduce the risks. In financial terms the risks to the organisation are not significant and the future of the Faculty is closely linked to the future development of the Public Health Specialty over time.

Governance

The Faculty of Public Health is a faculty of the Royal Colleges of Physicians of the UK, the latter consisting of the Royal College of Physicians of Edinburgh, the Royal College of Physicians and Surgeons of Glasgow and the Royal College of Physicians of London. FPH is a registered charity (charity number 263894) and its governing instrument is its Standing Orders.

The Faculty has given due consideration to Charity Commission published guidance on the operation of the Public Benefit requirement.

The trustees are the voting members of the FPH Board and comprise:

- A representative of each of the three Royal Colleges of Physicians
- FPH Officers
- Ordinary Board Members, comprising Local and General Board Members
- Co-opted members

The President and Vice President are elected by the membership through a single transferable vote system. Other officers are elected by the trustees. All officers are elected for a term of three years and, with the exception of the President, can stand for a further two-year term.

Ordinary Board Members are elected in accordance with the terms of Standing Orders 37-42 and the detailed procedures for the timetable and the single transferable vote system as agreed by the Board. Co-opted members are elected by the trustees.

The Board members who served during 2023 are listed in appendix 1.

Before taking office, new trustees are presented with the FPH trustee handbook and provided with an induction programme, including a briefing by the President and other officers as appropriate. The trustees are also invited to spend time with FPH staff so they can gain an understanding of how the organisation works.

The Board meets five times a year, once after the Annual General Meeting in accordance with Standing Order 49, three times to discuss general items of business and a fifth time as an away day. The functions and powers of the Board are detailed in Standing Orders 50 and 52.

The vision and mission of the charity were updated in 2019 as part of the development of the FPH strategy for 2020-2025.

The Executive Committee carries out the functions set out in Standing Order 63, which include the power to act on behalf of the Board at the request of the President on matters of urgency.

A number of other standing committees are appointed by the Board to provide the structure to support the principal purposes of the organisation and are, in general, chaired by the officer with responsibility for that function.

Sub-committees and special committees with a limited lifespan may be appointed by the Board to assist it in any matter. All committees report to the Board via the Executive Committee. The committee structure in 2023 is set out in appendix 2.

FPH relies heavily on its members who work voluntarily on committees and are appointed into posts to take forward the work programme.

The Chief Executive is appointed and removed by the Board and is responsible for the day-to-day management of the staff and FPH headquarters in accordance with guidelines agreed by the Board.

Objects

The charitable objects of FPH are:

- To promote for the public benefit the advancement of knowledge in the field of public health
- To develop public health with a view to maintaining the highest possible standards of professional competency and practice
- To act as an authoritative body for the purpose of consultation in matters of education or public interest concerning public health.

Resources

Our financial resources are described in the financial statements. In addition to its paid staff, FPH relies heavily on the voluntary work of its honorary officers, Board and committee members.

Key management personnel

Chief Executive – **James Gore**

Deputy Chief Executive and Director of Education, Standards and Advocacy – **Julian Ryder**

Director of Operations and Membership Systems – **Kajol Kochar**

Remuneration policy

Remuneration for the Chief Executive is set by the FPH Remuneration Committee. Remuneration for other key management personnel is set by the Chief Executive, in accordance with FPH pay and management performance policies, and in discussion with the FPH Remuneration Committee.

Principal advisers

Bankers

National Westminster Bank Plc
125 Great Portland Street
London W1N 6AX

Solicitors

Bates Wells and Braithwaite London LLP
10 Queen Street Place
London EC4R 1BE

Auditors

Sayer Vincent LLP
110 Golden Lane
London EC1Y 0TG

Investment Managers

Evelyn Partners
45 Gresham Street
London
EC2V 7BG

Statement of Trustees' Responsibilities

Status

The Faculty of Public Health of the Royal Colleges of Physicians of the United Kingdom is a registered charity. Its charity number is 263894.

The trustees are responsible for the preparation of the Annual Report and Financial Statements in accordance with the applicable laws and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under charity law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its net outgoing resources 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 judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going-concern basis unless it is inappropriate to presume that the charity will continue to operate

The trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. 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.

Professor Kevin Fenton CBE
President

Independent Auditor's Report

Opinion

We have audited the financial statements of The Faculty of Public Health (the 'charity') for the year ended 31 December 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows 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 FRS 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 charity's affairs as at 31 December 2023 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

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 charity 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 trustees' 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 Faculty of Public Health'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 other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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 course of 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the Risk Management, Audit and Finance Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 03 June 2024

Sayer Vincent LLP Statutory Auditor

Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities

For the year ended 31 December 2023

	Note	Unrestricted £	Designated £	Restricted £	Endowment £	2023 Total £	2022 Total £
Income from:							
Donations and legacies		-	-	-	-	-	-
Charitable activities							
Membership fees and subscriptions		1,408,683	-	-	-	1,408,683	1,328,408
Maintaining professional standards		151,757	-	-	-	151,757	131,438
Examination and training fees		350,069	-	-	-	350,069	433,427
International		-	-	170,955	-	170,955	1,499
Journal of Public Health		190,616	-	-	-	190,616	180,446
Other trading activities		39,365	-	-	-	39,365	21,143
Investments		27,554	-	-	782	28,336	21,932
Total income		2,168,043	-	170,955	782	2,339,780	2,118,294
Expenditure on:							
Investment management fees		13,141	-	-	-	13,141	12,543
Charitable activities							
Grants and prizes		500	6,116	3,838	-	10,454	6,990
Professional standards and membership		959,628	5,607	4,412	-	969,646	971,799
Examinations and training		571,278	-	-	-	571,278	524,214
Public health policy and advocacy		300,656	1,125	-	-	301,781	302,185
International		41,951	-	97,028	-	138,979	65,235
Journal of Public Health		85,448	-	-	-	85,448	81,702
Total expenditure	3	1,972,602	12,848	105,278	-	2,090,728	1,964,666
Net income / (expenditure) before net gains / (losses) on investments		195,442	(12,848)	65,676	782	249,052	153,628
Net gains / (losses) on investments	11	85,945	-	-	-	85,945	(269,551)
Net (expenditure) for the year	4	281,387	(12,848)	65,676	782	334,997	(115,924)
Transfers between funds	15c	151,222	(151,222)	-	-	-	-
Net movement in funds	4	432,609	(164,070)	65,676	782	334,997	(115,924)
Reconciliation of funds:							
Total funds brought forward		1,659,459	484,425	112,121	44,928	2,300,933	2,416,858
Total funds carried forward		2,092,069	320,354	177,797	45,710	2,635,930	2,300,933

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 15 to the financial statements.

Balance sheet

As at 31 December 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	9		7,253		7,253
Intangible assets	10		151,222		-
Investments	11		1,661,354		1,587,681
			1,819,828		1,594,934
Current assets:					
Debtors	12	357,226		244,635	
Cash at bank and in hand		1,094,366		971,673	
		1,451,592		1,216,309	
Liabilities:					
Creditors: amounts falling due within one year	13	(635,490)		(510,308)	
Net current assets			816,102		706,000
Total net assets	14		2,635,930		2,300,934
The funds of the charity:					
Restricted income funds	15		177,797		112,121
Endowment funds			45,710		44,928
Unrestricted income funds:					
Designated funds		320,354		484,424	
General funds		2,092,069		1,659,460	
Total unrestricted funds			2,412,423		2,143,885
Total charity funds			2,635,930		2,300,934

Approved by the trustees on 13 May 2024 and signed on their behalf by

Dr Gerry Waldron
Treasurer

Professor Kevin Fenton
President

Statement of cash flows

For the year ended 31st December 2023

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023	2022
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	334,997	(115,924)
Depreciation charges	-	14,642
(Gains)/losses on investments	(85,945)	269,551
Dividends, interest and rent from investments	(28,336)	(21,932)
(Increase)/decrease in debtors	(112,592)	27,403
Increase/(decrease) in creditors	125,182	(53,935)
Net cash provided by / (used in) operating activities	233,306	119,805
	2023	2022
	£	£
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	233,306	119,805
Cash flows from investing activities:		
Dividends, interest and rents from investments	28,336	21,972
Cash held for reinvestment in investment portfolio	72,231	(1,871)
Proceeds from sale of investments	179,340	160,230
Purchase of intangible assets	(151,222)	-
Purchase of investments	(239,298)	(145,742)
Net cash provided by / (used in) investing activities	(110,613)	(262,691)
Change in cash and cash equivalents in the year	122,693	(142,886)
Cash and cash equivalents at the beginning of the year	971,673	1,114,559
Cash and cash equivalents at the end of the year	1,094,366	971,673

Notes to the financial statements

For the year ended 31 December 2023

1 Accounting policies

a) Statutory information

The Faculty of Public Health is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 4 St. Andrews Place, London, NW1 4LB.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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 (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This is on the basis of the level of cash and investments held by the Faculty, in addition to an anticipated surplus in the year to 31 December 2024.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Incoming resources are included in the Statement of Financial Activities (SoFA) on the following basis:

- Membership subscriptions - amounts received in the current year and relating to the current year's subscriptions.
- Examination and training fees - amounts received in the current year and relating to examinations and courses held in the current year.
- Revalidation fees, donations and legacies, gift aid and investment income - amounts received in the current year.
- Journal of Public Health and other income - amounts receivable where the Faculty is legally entitled to the income and the amounts can be reasonably quantified and the transfer of funds is probable.

Subscriptions, examination fees and other income received in advance of the related activity are deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Endowment funds are perpetual funds where only the income generated from them is used for operational purposes. Capital growth / loss is adjusted to the value of the funds. Authority to change their nature and status lies with the donors.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 December 2023

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

– Professional standards and membership	45%
– Examination and training fees	23%
– Public health policy and advocacy	26%
– International	5%
– Journal of Public Health	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The straight line depreciation rates in use are as follows:

– Intangible assets- website and IT system development	5 years
– Office and IT furniture and equipment	3 years

No depreciation has been provided on donated items as their NBV is considered a fair estimate of their value.

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

m) Debtors

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

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Notes to the financial statements

For the year ended 31 December 2023

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

The charity contributes 12.5% of employees basic salaries to an auto-enrolment pension scheme. Alternatively staff may opt to have contributions made to authorised pension schemes of their choice.

2 Detailed comparatives for the statements of financial activities

	Unrestricted	Designated	Restricted	Endowment	2022 Total
	£	£	£	£	£
Income from:					
Donations and legacies	-	-	-	-	-
Charitable activities					
Membership fees and subscriptions	1,328,408	-	-	-	1,328,408
Examination and training fees	125,242	2,196	4,000	-	131,438
Maintaining professional standards	433,427	-	-	-	433,427
Public health policy and advocacy	-	-	-	-	-
International	-	-	1,499	-	1,499
Journal of Public Health	180,446	-	-	-	180,446
Other trading activities	21,143	-	-	-	21,143
Investments	21,932	-	-	-	21,932
Total income	2,110,599	2,196	5,499	-	2,118,293
Expenditure on:					
Investment management fees	12,543	-	-	-	12,543
Charitable activities					
Grants and prizes	-	1,450	5,540	-	6,990
Examinations and training	848,189	123,610	-	-	971,799
Maintaining professional standards	524,214	-	-	-	524,214
Public health policy and advocacy	295,585	6,600	-	-	302,185
International	40,523	-	15,472	9,239	65,235
Journal of Public Health	81,702	-	-	-	81,702
Total expenditure	1,802,755	131,660	21,012	9,239	1,964,667
Net income / expenditure before gains / losses	307,844	(129,465)	(15,513)	(9,239)	153,627
Net gains / (losses) on investments	38,292	(129,465)	(15,513)	(9,239)	(115,924)
Net income for the year	10,649	(40,506)	(6,633)	10,422	564,835
Transfers between funds	10,649	-	(10,649)	-	-
Net movement in funds	48,941	(129,465)	(26,162)	(9,239)	(115,924)
Reconciliation of funds:					
Total funds brought forward	1,610,519	613,889	138,282	54,167	2,416,858
Total funds carried forward	1,659,460	484,424	112,121	44,928	2,300,934

Notes to the financial statements

For the year ended 31 December 2023

3a Analysis of expenditure (current year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	413,657	257,138
Direct costs	-	10,454	206,908	135,721
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Investment management fees	13,141	-	-	-
Audit fees	-	-	-	-
	13,141	10,454	620,565	392,859
Support costs	-	-	313,394	160,179
Governance costs	-	-	35,687	18,240
Total expenditure 2023	13,141	10,454	969,646	571,278
Total expenditure 2022	12,543	6,990	971,799	524,214

Notes to the financial statements

For the year ended 31st December 2023

Public health policy and advocacy	Charitable activities		Governance costs	Support costs	2023 Total	2022 Total
	International	Journal of Public Health				
£	£	£	£	£	£	£
89,439	-	-	-	332,812	1,093,047	963,422
10,650	100,192	77,691	-	-	541,616	565,971
-	-	-	-	43,689	43,689	51,469
-	-	-	-	58,008	58,008	61,150
-	-	-	-	208,962	208,962	149,412
-	-	-	-	23,249	23,249	22,164
-	-	-	-	29,712	29,712	28,494
-	-	-	-	-	-	14,642
-	-	-	61,625	-	61,625	81,699
-	-	-	-	-	13,141	12,543
-	-	-	17,680	-	17,680	13,700
100,089	100,192	77,691	79,305	696,432	2,090,728	1,964,667
181,072	34,822	6,964	-	(696,432)	-	-
20,619	3,965	793	(79,305)	-	-	-
301,781	138,979	85,448	-	-	2,090,728	1,964,667
302,185	65,235	81,702	-	-	1,964,667	

Notes to the financial statements

For the year ended 31st December 2023

3b Analysis of expenditure (prior year)

	Costs of raising funds	Grants and prizes	Charitable activities	
			Professional standards and membership	Examination and training fees
	£	£	£	£
Direct staff costs (Note 5)	-	-	359,846	202,704
Direct costs	-	6,990	283,369	153,567
Other staff costs	-	-	-	-
Premise expenses	-	-	-	-
Communication and IT costs	-	-	-	-
Subscriptions and partnerships	-	-	-	-
Bank charges and other	-	-	-	-
Depreciation and loss on disposal	-	-	-	-
Trustees meetings and expenses	-	-	-	-
Investment management fees	12,543	-	-	-
Audit fees	-	-	-	-
	12,543	6,990	643,215	356,271
Support costs	-	-	285,655	146,001
Governance costs	-	-	42,930	21,942
Total expenditure 2022	12,543	6,990	971,800	524,214

Notes to the financial statements

For the year ended 31st December 2023

Public health policy and advocacy	Charitable activities		Governance costs	Support costs	2022 Total
	International	Journal of Public Health			
£	£	£	£	£	£
93,415	-	-	-	307,457	963,422
18,921	28,724	74,400	-	-	565,971
-	-	-	-	51,469	51,469
-	-	-	-	61,150	61,150
-	-	-	-	149,412	149,412
-	-	-	-	22,164	22,164
-	-	-	-	28,494	28,494
-	-	-	-	14,642	14,642
-	-	-	81,699	-	81,699
-	-	-	-	-	12,543
-	-	-	13,700	-	13,700
112,336	28,724	74,400	95,399	634,789	1,964,667
165,045	31,739	6,348	-	(634,789)	-
24,804	4,770	954	(95,399)	-	-
302,185	65,233	81,702	-	-	1,964,667

Notes to the financial statements

For the year ended 31st December 2023

4 Net income for the year

This is stated after charging / (crediting):

	2023	2022
	£	£
Depreciation	-	14,642
Auditor's remuneration (excluding VAT):		
Audit	12,750	11,900

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	883,870	779,582
Redundancy and termination costs	17,391	-
Social security costs	99,432	92,756
Employer's contribution to defined contribution pension schemes	92,353	91,085
	1,093,047	963,422

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023	2022
	No.	No.
£60,000 - £69,999	1	1
£70,000 - £79,999	1	-
£80,000 - £89,999	-	-
£90,000 - £99,999	-	-
£100,000 - £109,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £305,209 (2022: £299,475).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £3,859 (2022: £3,485) incurred by 12 (2022: 11) members relating to attendance at meetings of the trustees.

6 Staff numbers

The average number of employees (FTE) during the year was 18.25 (2022: 16.6).

7 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

Aggregate donations from related parties were £nil (2022: £nil).

8 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31st December 2023

9 Tangible fixed assets

	Office Furniture and equipment £	Donated items £	Total £
Cost			
At the start of the year	25,871	4,912	30,783
Additions	-	-	-
Disposals	-	-	-
At the end of the year	25,871	4,912	30,783
Depreciation			
At the start of the year	23,531	-	23,531
Disposals	-	-	-
Charge for the year	-	-	-
At the end of the year	23,531	-	23,531
Net book value			
At the end of the year	2,340	4,912	7,253
At the start of the year	2,340	4,912	7,253

All of the above assets are used for charitable purposes.

10 Intangible assets

	E-Portfolio software £	CRM Software £	Website development £	Total £
Cost				
At the start of the year	51,389	100,820	73,232	225,441
Additions in year	13,224	74,683	63,314	151,222
At the end of the year	64,613	175,503	136,546	376,663
Depreciation				
At the start of the year	51,389	100,820	73,232	225,441
Charge for the year	-	-	-	-
At the end of the year	51,389	100,820	73,232	225,441
Net book value				
At the end of the year	-	-	-	-
At the start of the year	-	-	-	-

11 Listed investments

	2023 £	2022 £
Fair value at the start of the year	1,472,483	1,506,760
Additions at cost	239,298	311,591
Disposal proceeds	(179,340)	(76,317)
Net gain / (loss) on change in fair value	85,945	(269,551)
	1,618,387	1,472,483
Cash held by investment broker pending reinvestment	42,967	115,198
Fair value at the end of the year	1,661,354	1,587,681

Notes to the financial statements

For the year ended 31st December 2023

12 Debtors

	2023	2022
	£	£
Trade debtors	92,589	4,604
Other debtors	202,014	192,510
VAT debtor	300	300
Prepayments	62,323	47,221
	357,226	244,635

With the exception of listed investments, all of the charity's financial instruments, both assets and liabilities, are measured at amortised cost. The carrying values of these are shown above and also in note 13 below.

13 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	144,344	125,640
Deferred income and grants repayable	50,000	57,096
Taxation and social security	43,709	5,586
Subscriptions paid in advance	139,761	120,543
Examinations and other fees paid in advance	155,378	99,280
Pension reserve	34,364	32,560
Accruals	39,180	69,605
	606,735	510,308

14a Analysis of net assets between funds (current year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,253	-	-	-	7,253
Intangible assets	-	151,222	-	-	151,222
Investments	1,597,208	2,131	-	62,015	1,661,354
Current assets	955,572	318,223	177,797	-	1,451,592
Current liabilities	(619,185)	-	-	(16,305)	(635,490)
Net assets at 31 December 2023	2,092,069	320,354	177,797	45,710	2,635,930

14b Analysis of net assets between funds (prior year)

	General unrestricted	Designated	Restricted	Endowment	Total funds
	£	£	£	£	£
Tangible fixed assets	7,253	-	-	-	7,253
Intangible assets	-	-	-	-	-
Investments	1,523,535	2,131	-	62,015	1,587,681
Current assets	621,893	482,294	112,121	-	1,216,308
Current liabilities	(493,221)	-	-	(17,087)	(510,308)
Net assets at 31 December 2022	1,659,459	484,425	112,121	44,928	2,300,933

Notes to the financial statements

For the year ended 31st December 2023

15a Movements in funds (current year)

		At 31 December 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2023 £
Restricted funds:	Note					
Sian Griffith Prize Fund	1	1,800	-	(600)	-	1,200
Sam Ramaiah Prize Fund	2	7,500	-	(1,571)	-	5,929
Elizabeth Russell Prize Fund	3	32,089	-	-	-	32,089
Lindsey Davies Synergy Fund	4	2,692	-	-	-	2,692
Dr Stewart-Brown Prize fund	5	3,500	-	(1,667)	-	1,833
Education and training						
Public Health Training in Clinical Specialities	6	46,101	-	(8,250)	-	46,101
Professional standards						
Revalidation Prog. - multidisciplinary	7	11,696	-	-	-	11,696
International						
DHSC- THET	8	4	34,005	(31,755)	-	2,254
Festival Medical Services	9	6,382	-	(6,382)	-	-
Mental Health Project PHE		-	12,168	-	-	
FPH Development Work on OHID		-	30,000	(3,616)	-	
THET Nigeria	10	357	20,552	(20,909)	-	-
THET Ghana	11	-	74,229	(34,366)	-	39,863
Total restricted funds		112,121	170,955	(105,278)	-	177,797
Endowment funds:						
DARE Lecture Fund	12	44,928	782	-	-	45,710
Total endowment funds		44,928	782	-	-	45,710

Notes to the financial statements

For the year ended 31st December 2023

15a Movements in funds (current year) cont.

		At 31 December 2022	Income & gains	Expenditure & losses	Transfers	At 31 December 2023
	Note	£	£	£	£	£
Unrestricted funds:						
Designated funds:						
Welsh Affairs Committee Fund	13	895	-	-	-	895
Scottish Affairs Committee Fund	14	58,167	-	(1,125)	-	57,042
UK Public Health Association	15	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	16	5,076	-	(1,025)	-	4,051
Alwyn Smith Prize Fund	17	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	18	1,952	-	-	-	1,952
Cochrane Prize Fund	19	15,984	-	(2,248)	-	13,736
BACP Travelling Fellowship	20	2,124	-	-	-	2,124
June & Sidney Crown Award	21	8,179	-	(1,771)	-	6,408
Ann Thomas Prize Fund	22	872	-	(972)	-	(100)
The McEwen Award	23	2,422	-	(100)	-	2,322
Prize Funds Trading Account	24	30,543	-	-	-	30,543
Business Development Fund	25	23,997	-	-	-	23,997
Clifford Hamer Shaw Memorial Fund	26	2,706	-	-	-	2,706
Tijou Charitable Trust	27	3,000	-	-	-	3,000
Systems Development Fund	28	321,840	-	(5,607)	(151,222)	165,011
Total designated funds		484,425	-	(12,848)	(151,222)	320,354
General funds		1,659,459	2,253,989	(1,972,602)	151,222	2,092,069
Total unrestricted funds		2,143,884	2,253,989	(1,985,450)	-	2,412,423
Total funds including pension fund		2,300,933	2,425,725	(2,090,728)	-	2,635,930

15b Movements in funds (prior year)

		At 1 January 2021	Income & gains	Expenditure & losses	Transfers	At 31 December 2022
		£	£	£	£	£
Restricted funds:						
Sian Griffith Prize Fund		1,800	-	-	-	1,800
Trainer of the Year Award		22	-	(27)	5	-
Sam Ramaiah Prize Fund		8,000	-	(500)	-	7,500
Elizabeth Russell Prize Fund		32,089	-	-	-	32,089
Lindsey Davies Synergy Fund		3,205	4,000	(4,513)	-	2,692
Dr Stewart-Brown Prize fund		4,000	-	(500)	-	3,500
Health, policy and advocacy						
Mental Health - Thinking Ahead (Natural England)		-	-	-	-	-
Mental Health - PHE collaboration		-	-	-	-	-
Health Foundation		-	-	-	-	-

Notes to the financial statements

For the year ended 31st December 2023

15b Movements in funds (prior year) cont.

	At 1 January 2021	Income & gains	Expenditure & losses	Transfers	At 31 December 2022
Education and training					
Public Health Training in Clinical Specialities	46,101	-	-	-	46,101
Metacompetencies	5,131	-	-	(5,131)	-
Speciality Training	1,994	-	-	(1,994)	-
Health Education England	-	-	-	-	-
Professional standards					
CPD Fund	-	-	-	-	-
Revalidation Prog. - multidisciplinary	11,696	-	-	-	11,696
Corporate					
Royal College Fund	3,529	-	-	(3,529)	-
International					
DHSC- THET	1160	0	(1,156)	-	4
Festival Medical Services	7271	-	(889)	-	6,382
THET Nigeria	9,282	959	(9,884)	-	357
THET Ghana	3,003	540	(3,543)	-	-
Total restricted funds	138,283	5,499	(21,012)	(10,649)	112,121
Endowment funds:					
DARE Lecture Fund	54,167	-	(9,239)	-	44,928
Total endowment funds	54,167	-	(9,239)	-	44,928
Unrestricted funds:					
Designated funds:					
Welsh Affairs Committee Fund	895	-	-	-	895
Scottish Affairs Committee Fund	64,767	-	(6,600)	-	58,167
UK Public Health Association	5,724	-	-	-	5,724
Littlejohn Gardner Prize Fund	5,576	-	(500)	-	5,076
Alwyn Smith Prize Fund	944	-	-	-	944
Wilfrid Harding Faculty Prize Fund	2,102	-	(150)	-	1,952
Cochrane Prize Fund	15,984	-	-	-	15,984
BACP Travelling Fellowship	2,124	-	-	-	2,124
June & Sidney Crown Award	8,679	-	(500)	-	8,179
Ann Thomas Prize Fund	1,072	-	(200)	-	872
The McEwen Award	2,522	-	(100)	-	2,422
Prize Funds Trading Account	28,347	2,196	-	-	30,543
Business Development Fund	23,997	-	-	-	23,997
Clifford Hamer Shaw Memorial Fund	2,706	-	-	-	2,706
Tijou Charitable Trust	3,000	-	-	-	3,000
Systems Development Fund	445,450	-	(123,610)	-	321,840
Total designated funds	613,890	2,196	(131,660)	-	484,425
General funds	1,610,519	2,110,599	(2,072,306)	10,649	1,659,460
Total unrestricted funds	2,224,409	2,112,794	(2,203,966)	10,649	2,143,885
Total funds	2,416,859	2,118,293	(2,234,217)	-	2,300,934

Notes to the financial statements

For the year ended 31st December 2023

15c Transfers between funds

The trustees undertook a review of the restricted funds held by the charity during the year. Four of these funds totalling £10,649 have been transferred out of restricted funds into unrestricted funds. This has been done on the basis that these funds were spent in previous years, but were never accounted for against the restricted funds. In addition, the trustees approved expenditure of £485,000 on future development of the organisations systems (of which £156,829 was spent in 2023). This amount has been transferred to a designated fund.

Purposes of restricted funds

- 1 Award to assist FPH members gain international experience, particularly in low and middle income countries
- 2 Award for excellence in FPH examinations
- 3 Award created by the Scottish committee
- 4 Award recognising success in or commitment to developing synergistic relationship with other organisations
- 5 Award recognising contributions towards mental health research
- 6 DoH grant to set up a programme of work around public health training in clinical specialities
- 7 Grant to cover work on developing FPH revalidation systems to ensure applicability to all PH specialists
- 8 Grant to support Antimicrobial Stewardship scheme
- 9 Grant for the dissemination of public health information to prevent diarrhoeal disease in Yemen
- 10 Grant to support Antimicrobial Stewardship scheme
- 11 Grant to support Antimicrobial Stewardship scheme

Purposes of endowment fund

- 12 Set up to fund annual lectures

Purposes of designated funds

- 13 Funds held on behalf of the Welsh affairs committee
- 14 Funds held on behalf of the Scottish affairs committee
- 15 Funds held on behalf of the UK Public Health Association
- 16 Award for excellence in examinations held by FPH
- 17 Award for outstanding contributions to research or practice in community medicine
- 18 Awarded biennially to a member judged to have made an outstanding contribution to FPH
- 19 Awarded to undergraduate students to support educational activities in public health medicine
- 20 Awarded biennially to assist FPH trainees undertake educational travel, normally outside the UK
- 21 Awarded biennially to assist FPH trainees gain experience of training outside the UK
- 22 Award for excellence in examinations held by FPH
- 23 Award for excellence in examinations held by FPH
- 24 General fund comprising investment income
- 25 Moneys released from past funding agreements to be used for future projects at the discretion of the Trustees
- 26 Part of a legacy received to be used for the production of public health films
- 27 Grant towards FPH's Public Health funding campaign
- 28 The trustees have agreed to designate a total of £485,000 towards system development projects of which £39,550 was spent in 2021, and a further £123,610 was spent in 2022 and £156,829 in 2023, reducing the total to £165,011. £151,222 was capitalised at the end of the year on completion of the projects.

16 Operating lease

FPH has a lease on 4 St Andrews Place, on a peppercorn rate, expiring on 25 August 2084. The trustees of this lease are:

- a) Professor Margaret Rae
- b) Professor John Newton
- c) Dr Ellis Friedman

Thank You

We would like to record our sincere thanks to all members and staff who have led and contributed to the work of the Faculty during 2023, including:

Officers and Board Members	
Kevin Fenton	President
Tracy Daszkiewicz	Vice President
Ellis Friedman	Registrar
Sally Pearson and Aimee Stimpson	Assistant Registrar
Gerry Waldron	Treasurer
David Chappel	Academic Registrar
Samia Latif	Assistant Academic Registrar
Local Board Members	
Katie Dee	Scotland
Angela Jones and Philip Daniels	Wales
Brid Farrell and Joanne McClean	Northern Ireland
Claire Sullivan	North East
Helen Bromley	North West
Corinne Harvey	Yorkshire & the Humber
Helene Denness	East Midlands
Zafar Iqbal	West Midlands
John Battersby	East of England
Catherine Mbema	London
Anjum Memon	South East
Christina Gray	South West
General Board Members	
Rachel Flowers	
Paul Johnstone	
Meng Khaw	
Co-opted Members	
Fatai Ogunlayi and Cat Pinho-Gomes	Chair, Specialty Registrars Committee
Carol Brayne and Harry Rutter	Chair, Academic & Research Committee
Farhang Tahzib	Chair, Ethics Committee
Representatives of the Royal College of Physicians	
Chris Packham	RCP London
Lorna Willocks	RCP Edinburgh
Linda Bauld	Royal College of Physicians & Surgeons of Glasgow

Observers and lay members	
John Woodhouse	FPH Responsible Officer
Neil Squires and Elizabeth Mason	Chair, Global Health Committee
Alison Challenger	Association of Directors of Public Health
Alex Shilkoff	Lay member
Amanjit Jhund	Lay member
Kate Frazer	Lay member

FPH Staff Team	
Aline Oshima	Executive Assistant to President & CEO
Audrey Haydock	Workforce Manager (to July 2023)
Caroline Wren	Senior Administrator, Business Services
Catarina Joele	Communications Co-ordinator (from May 2023)
Colin Archer	Senior Membership Systems Officer
Colin Money	Finance Manager (from June 2023)
David Parkinson	Head of Communications
Gareth Cooke	Education & Training Manager
George Sabaratnam	Finance Manager (to June 2023)
Georgia Harris	Policy Co-ordinator
Heather Kay Whatley	Office & Workforce Administrator (from June 2023)
James Elliott	Communications Assistant (to April 2023)
James Gore	Chief Executive
Julian Ryder	Deputy CEO and Director of Education, Standards & Advocacy
Kajol Kochar	Director of Operations & Membership Systems
Keith Carter	Business Services & Facilities (to April 2023)
Laura Bland	Exams & Courses Manager
Marijana Curic	Specialty Training Coordinator
Renja Salonen	Senior Revalidation & Workforce Coordinator
Simi Shah	Membership Coordinator
Suweeni Panagoda	Examinations & Courses Coordinator (from June 2023)
Valerie MacDonald	Finance Administrator
Victoria Strode	Exams Coordinator

- All members of our committees and working groups, details of which can be found in appendix 2
- All those involved in our special interest groups
- Our faculty advisers, deputy faculty advisers, CPD advisers and assessors on senior appointment interview panels
- All those involved in the successful delivery of our examinations
- All those who contributed to the successful delivery of our events, workshops and courses
- Registrars who worked with us on our FPH projects scheme
- Partner agencies, other organisations and government departments with which we worked in 2023

Appendix 1: Board Members

Board Members

1 January to 31 December 2023

Officers	
President	Kevin Fenton
Vice President	Tracy Daszkiewicz
Registrar	Ellis Friedman
Assistant Registrar	Sally Pearson (to 27 June 2023)
	Aimee Stimpson (from 27 June 2023)
Academic Registrar	David Chappel
Assistant Academic Registrar	Samia Latif
Treasurer	Gerry Waldron
Elected Members	
General Board Member	Meng Khaw
General Board Member	Paul Johnstone
General Board Member	Rachel Flowers
Local Board Member, North West	Helen Bromley
Local Board Member, North East	Claire Sullivan
Local Board Member, North East	Claire Sullivan
Local Board Member, Yorkshire & the Humber	Corinne Harvey
Local Board Member, East Midlands	Helene Denness
Local Board Member, West Midlands	Zafar Iqbal
Local Board Member, London	Catherine Mbema
Local Board Member, South East	Anjum Memon
Local Board Member, East of England	John Battersby
Local Board Member, South West	Christina Gray
Local Board Member, Scotland	Katie Dee
Local Board Member, Wales	Angela Jones (to 27 June 2023)
	Philip Daniels (from 27 June 2023)
Local Board Member, Northern Ireland	Brid Farrell (to 27 June 2023)
	Joanne McClean (from 27 June 2023)

Representatives of RCPs	
RCP London	Chris Packham
RCP&S Glasgow	Linda Bauld
RCP Edinburgh	Lorna Willocks

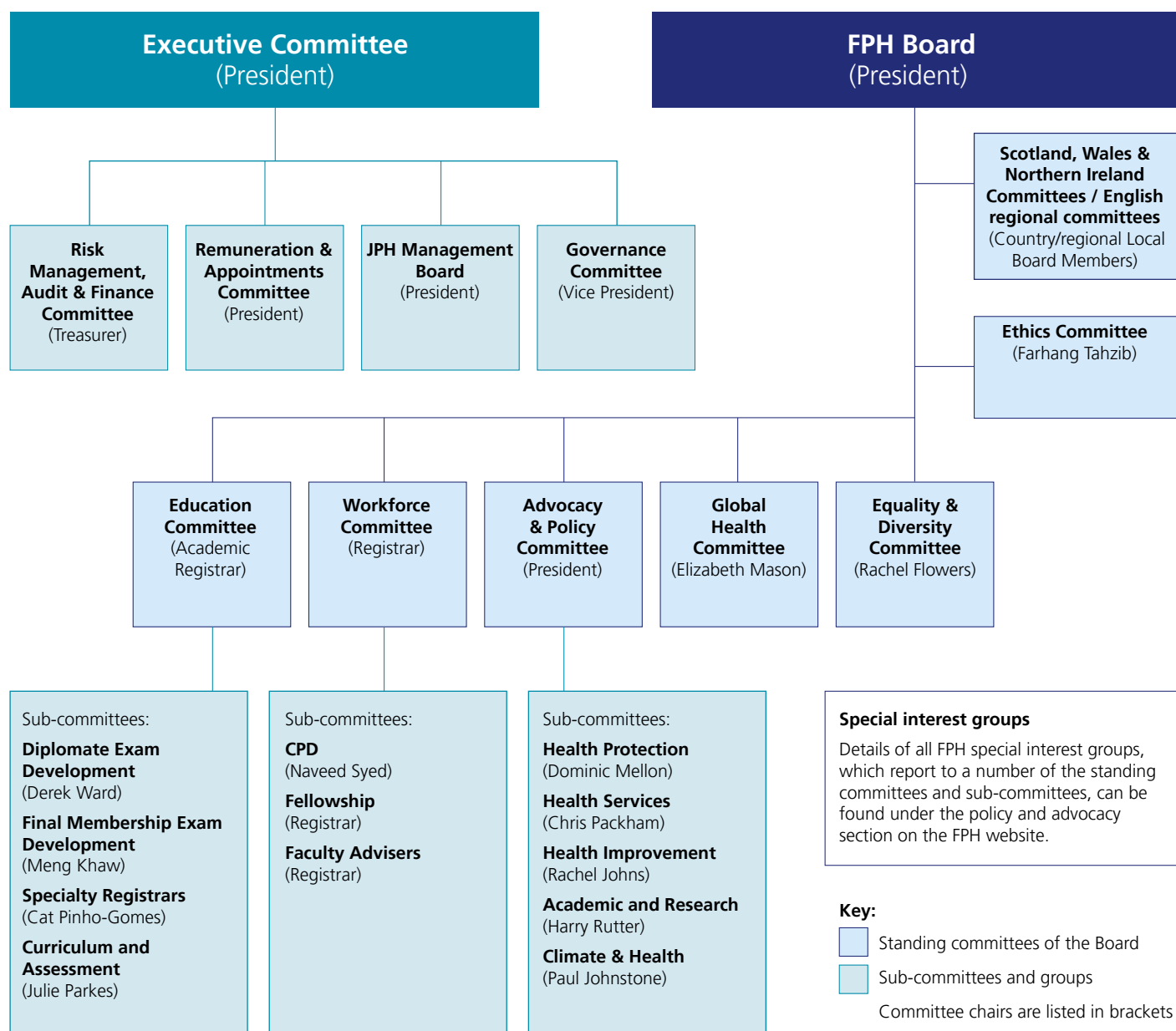
Co-opted Members	
Chair, Specialty Registrars Committee	Fatai Ogunlayi (to 31 July 2023)
	Cat Pinho-Gomes (from 1 August 2023)
Chair, Academic & Research Committee	Carol Brayne (to March 2023)
	Harry Rutter (from April 2023)
Chair, Public Health Ethics Committee	Farhang Tahzib

Observers and Lay Members*	
FPH Responsible Officer	John Woodhouse
Chair, FPH Global Health Committee	Neil Squires (to 27 June 2023)
	Elizabeth Mason (from 27 June 2023)
Representative, Association of Directors of Public Health	Alison Challenger
Lay Member	Alex Shilkoff
Lay Member	Amanjit Jhund
Lay Member	Kate Frazer

* Observers and lay members are not FPH trustees.

Appendix 2: FPH Committee Structure

FPH committee structure – December 2022





**FACULTY OF
PUBLIC HEALTH**

Faculty of Public Health
4 St Andrews Place
London
NW1 4LB