

Annual *Report* 2024

Contents

03

*Introduction by the
President*

08

CEO's Report

11

*Honorary
Secretary's Report*

15

*Immediate Past-
President's Sign-
Off*

18

*FOH Registrar's
Report*

21

*FAAM Registrar's
Report*

23

*Honorary
Treasurer's Report*

27

BOHS Timeline

Introduction by the President



Parmjit Gahir

The Annual Report of the Society for 2024 continues a theme over recent years, reflecting the Society's growing influence, high levels of activity at Head Office in response to continued adaptation and change. In many ways it's a story that embodied my Presidential theme of "Back to Basics/Embracing the Future."

It was also a year where the international agenda was high on BOHS's priorities. Indeed, in compiling this report, I came to the conclusion that international work was worthy of its own supplement to reflect the sheer scope of the Society's activities sharing with the occupational hygiene profession throughout the world.

At heart, BOHS is committed to the development and promotion of scientific knowledge. The work done on developing our technical guidance, but also constructing the basis upon which we can contribute to new knowledge through research grounds us in the basics of our field. Occupational hygiene is about taking our observations, making sense of them and doing something about it. This focus on both expanding our theoretical knowledge and our practical response exemplifies my presidential theme.

At heart, BOHS is committed to the development and promotion of scientific knowledge.

Occupational hygiene has been more prominent in the headlines than for very many years. The failure to pay attention to the basics, like the Hierarchy of Controls and the impact on lives lost and scarred by the pandemic in healthcare, was explored in depth by Module 3 of the COVID-19 Inquiry. I have vivid memories, as an HSE Inspector, of the background work that had to be done to try and keep our health workers safe from infection. The lack of occupational hygiene expertise in the NHS at that time was telling.

So, I was pleased that BOHS was able to contribute substantially to the Inquiry, reflecting the award-winning work of volunteers and leading research published in the Annals. I also commend several of our members for their continued work as experts, supporting the justice system as it tries to resolve unanswered questions about the pandemic.

The emergence of cases of accelerated silicosis, arising from the engineered stone industry was a sad vindication of concerns BOHS had been raising since 2021. BOHS was mentioned in the national news more times than we have been for many years. This reflected the level of activity happening behind the scenes. BOHS perhaps courted controversy among its members in not calling for an immediate ban.

Instead, working closely with the clinicians who identified the cases, we focused on addressing the immediate need – lack of understanding of the risks amongst workers who, by and large, were working in exploitative conditions. Messaging through unusual routes to get straight to affected communities seems to have been received and understood.

Beyond that, we engaged directly with the businesses (small and large), providing technical guidance drawing from the expertise of the AIOH, but also volunteers from HSE, who gave up their time and shared their insights to ensure that the guidance fitted the national picture. The BOHS team developed its first mobile app to get the message straight to affected workers (launched in early 2025), while providing technical guidance to the All-Party Parliamentary Committee on Respiratory Health, looking into the regulatory options for control of the risk within the UK market.

At the same time, we were able to impress the industry with the risks of high silica engineered stone, leading them to move towards phasing it out at a faster rate than would have been achievable through regulatory intervention. Behind this was a continued focus on research in understanding what we don't know about engineered stone toxicity and control and also understanding whether the health risks of substitutes would be any less toxic.

Asbestos continued to be a significant area of public concern and FAAM's role in supporting the changes in national policy are reflected in Jonathan's report. It's an area of real personal interest to me and part of the DNA of the Society, so I'm pleased that we have not lost sight of its importance.

Out of the headlines, changes in the LEV industry placed BOHS in a position of responsibility to ensure that competence and standards, particularly in respect of the occupational hygiene dimension of LEV were maintained and developed. The establishment of the LEV Advisory Group and the hard work of the LEV examiners in reviewing the P600 series ran alongside highly constructive discussions to bring the industry together in agreement that

occupational hygiene has to be a core component of any competency scheme. This developed conversations I had with BOHS when I was working for the HSE on the importance of raising standards in the industry.

A revised LEV conference, still enjoying volunteering input from Adrian Sims of Vent-Tech added a free duty-holder day. This initiative ran alongside the invaluable joint initiative with one of our training partners, Oxyl8, to promote the Certificate of Competence in Control and the importance of training as an element of competence.

Combined with the FAAM Asbestos Conference, support for the UK Hearing Conservation Association Conference and also the European Asbestos Foundation conference, we might have thought our events team were fully committed. However, we have to throw into the mix successfully delivering the IOHA conference in Dublin, in partnership with the Occupational Hygiene Society of Ireland.

Of course, there is so much more that I could highlight here. The Annual Report can only provide an overview of the work of my fellow Board Members, of the Faculty Committees, the volunteers and the staff of BOHS. None of this would be possible without the support of all of you, our Members.

It's been my privilege to represent you and I know that in Adi Parris, my successor, the Society's future will be in very capable hands.

BOHS BOARD 2024

Parmjit Gahir
Adrian Parris
Helen Pearson
Jason Hodgkiss
Alex Wilson
Damien Eaves
Sarah Leeson

Jonathan Grant
Susan Lett
Mary Cameron
Mike Robertson
Craig Hendry
Helen Taylor
Lindsay Betts

Faculty of Occupational Hygiene Committee 2024

Sarah Leeson
Dave Rogers
Chris Keen
Alex Hills
Andrea Beswick
Justina Sebag-Montefiore
Rachel Powis
Pinky Bhatt
Neil Grace
Graham Newport
Andrew Stelling
David O'Malley

Faculty of Asbestos Assessment and Management Committee 2024

Jonathan Grant
Darren Evans
Garry Burdett
Laurie Davies
Catherine Holmes
Louise Slattery
Samantha Collins
Nick Garland
Sara Mason
Sam Lord

LEV²⁰²⁴

LOCAL EXHAUST VENTILATION

Extracting the best practices

Feedback from the event

94%

of attendees thought the content either met, or greatly met their expectations.

92%

thought the conference was good value for money

91%

would recommend to a friend or colleague



Thank you very much, I've not attended before but the quality of conversations was excellent, I look forward to coming in the future!



Overall excellent event and looking forward to next year.



The free day for duty holders was really informative, from a supplier point of view. Hopefully more will attend in future. The short presentations were just enough info to get going in the right direction.



The content was interesting. I feel if this continues it could greatly encourage users like myself to start improving there awareness of LEV.



CEO's Report



Kevin Bampton

2024 was a year of challenge and opportunity. We navigated the year, keeping a clear eye on the goals for the Society and its mission. BOHS can and is making a difference across the range of workplace health issues. But we are working within an unfavourable economy and promoting action which demand of business and Government some elements of long-term vision.

I believe that we are cutting through with our message and occupational hygiene, asbestos assessment and management and preventing ill-health caused by work is on the national agenda. Demand to hear the case for occupational hygiene has increased and I found myself and BOHS volunteers speaking up and down the country at a variety of events, some of which may have been unimaginable opportunities a few years ago. The press, Parliament and policy-makers continue to take a growing interest in our professions and the challenges they seek to address.

It is fair to say that the COVID-19 Inquiry, Module 3 on the experience of healthcare during the pandemic was a significant piece of work for me as part of the small volunteer Executive team of the COVID Airborne Transmission Alliance. CATA, as a core participant of the inquiry, representing over 65,000 health professionals, continue to push against the denial within healthcare organisations in the UK of an airborne route of transmission for COVID-19 and the need to use respiratory protective equipment in circumstances where other controls fail.

The lasting impact of a refusal of health service organisations to recognise the spread of pathogens in hospitals by an airborne route and the role of RPE in the control of risk is of significant concern and may seem incomprehensible to anyone familiar with respiratory risk.

Much of my outward-facing work has been in support of the BOHS policy advocacy (with parliament, government and the press), our professional governance frameworks to enable greater recognition of our professions and in promoting inter-professional recognition and collaboration.

BOHS can and is making a difference across the range of workplace health issues.

Internally, supporting the qualifications team in transition to using new software systems and addressing the consequences of no longer working with OHTA. Tackling process and personnel issues which made our delivery vulnerable have gone alongside my active engagement in reviewing areas of the portfolio that needed updating, for example the Diploma and its guidance.

I am immensely grateful to all of my colleagues in Head Office, but particularly appreciate the pressures on a very small team delivering a wide range of professional services in the charity sector – a sector widely considered to be in real crisis.

While 2024 has been a tough year, it has also been a productive one and the resilience of our operational model, which has seen us productive, active and influential regardless of the economic circumstances gives me confidence that despite the year's challenges, we emerge better equipped to help achieve our goals.

Growing the BOHS Community

Over 2024, we welcomed



209

New general
members



58

New Faculty of
Occupational
Hygiene
members



56

New Faculty of
Asbestos
Assessment and
Management
members

and have members in 52 countries



Honorary Secretary's Report



Helen Pearson

BOHS volunteer-led approach to governance continues to ensure that practising occupational hygienists provide the steer and oversight of the Society's work. The organisation is complex, as a charity, a professional (and regulatory) body, an awarding body, a scientific and technical publisher, an academic publisher and an events organiser. To deliver this, we continue to have a partnership between volunteers engaging in technical advice and scrutiny and the professional services of our Head Office team.

The Board signed off as completed/ business as usual the strategic developments in the current BOHS strategy and launched a review of the strategy, as well as publishing the progress achieved since 2020. You can review this on the website [2021-2026 Strategy Review - British Occupational Hygiene Society \(BOHS\)](#). The review reflects an organisation which does not sit still, is scientifically based and practically grounded and which retains a role as being truly independent.

Our governance structures have embedded the changes needed to reflect our enhanced regulatory responsibilities and we continue to benefit from vibrant interest in engagement with our oversight and technical activities.

Membership increased overall, continuing the move towards more Faculty membership and away from general membership. As a regional co-ordinator, I was delighted to see more members engaging in one-to-one meetings, as well as attendance at webinars. The regional coordinators work hard to put on events and it's gratifying when events become fully subscribed, as the Scotland Regional Meeting was.

Sacrificing the focus of the Annual UK BOHS Conference slot to support the IOHA conference was going to leave a gap in the celebration of the achievement of the Society's members. We were delighted when so many people chose to join us for a stand-alone awards event and it was genuinely a memorable evening, with an atmosphere of its own.

The Annals of Work Exposures and Health continues with a healthy trajectory at a time when academic journals are feeling the pinch because of issues in Higher Education. While the bump that came with the COVID-19 pandemic has evened out, the Annals continues to see reading and engagement at a higher level than before 2020. We agreed to renew our partnership with Oxford University Press late in 2024 and they continue to be excellent in both supporting and promoting the commercial viability of our leading source of published academic evidence.

We continue to try to communicate effectively with membership through all the means at our disposal. The developments by FAAM of a new format newsletter is a much-needed addition to this. By working more closely with organisations like the UK Hearing Conservation Association and European Platform on Occupational Health, we are able to ensure our messages are broader-based and more informed.

Together with vibrant partnerships in the UK and abroad, the Society finds itself a valued member of the UK OSH community and also a prominent voice in the international occupational hygiene community.

2024 BOHS Awards Evening

19th September 2024, Coventry



Annals of Work Exposures and Health in numbers



256

Articles submitted



94

Articles were published over
the 9 issues released



453,788

Total paper downloads



37,815

Average monthly downloads

Immediate Past President's Sign-off



Alex Wilson

I will complete my time on the Board cherishing the notion that I am the longest-serving Board member in BOHS history. Over that time, I've seen the Society develop and transform fundamentally. As first a young Ordinary Board Member, then as Honorary Secretary and finally as part of the Presidential trio, I would also say that it has been immensely rewarding and I have learned a lot. Whatever stage you are in your career, volunteering for the Board, the Faculty, on specialist groups and committees or as a regional coordinator is something that you should consider.

The networks that I have developed nationally and internationally have given me access to support, friendship and expertise that I would have struggled to find through other means. BOHS is a truly complex and busy organisation and you can learn a lot about a whole range of things beyond occupational hygiene through volunteering.

I've genuinely found my voice, not just as a technical expert, but as an advocate for occupational hygiene. Talking to politicians, other sectors and groups, as well as arguing my corner with other occupational hygienists has sometimes been daunting, but always been with the support of the Society, my peers and the Head Office team.

It's hard to explain how much fun this sort of work can be, but I can't pretend that the serious and challenging work that is sometimes involved does not force you to develop skills you didn't think you had. And for that, I am really grateful as it has helped me map a leadership journey in my career, in the Society and in the international context.

This is encapsulated by the opportunity to launch and contribute to the Emerging

Leaders Institute, which generated the same sort of opportunity for leadership development which I had earlier on in my career. But that wasn't just about "giving back." I learned so much from every part of the process, especially working with incredibly talented emerging hygienists from across the globe.

Whatever stage you are in your career, volunteering for the Board, the Faculty, on specialist groups and committees or as a regional coordinator is something that you should consider.

While I may have been on the Board a long time, I have to reflect that there are several people in Head Office who have been with the Society longer. Over recent years, we have had a remarkably stable Head Office team, reflecting how the Society remains a good place to work, but also the commitment of our professional support team to what we do. I've always valued keeping abreast of how they are doing and learnt a lot from working with them all.

I could go on about all the things that I've seen and experienced through my years on the Board, but I'll go with Parm's theme of embracing the future. You haven't got rid of me, though. I'll see you at the Conference and many more in the future.

Feedback from the event

- “ **Very high quality technical presentations.**
- “ **There is a lot of technical input at these conferences and, being a client, the programme was particularly helpful this year. The people who attended and the speakers were fantastic. Very grateful.**
- “ **A mixture of the quality of attendees and speakers - probably the most thoughtful people in the industry.**
- “ **It had a good mix of technical research and discussion on the basic practicalities of how asbestos removal is undertaken safely.**
- “ **Very good mix of academic, policy and practical talks.**
- “ **Two full days of excellent presentations & meeting with other like minded people.**
- “ **There were several very relevant speakers and topics, important opportunities to catch up face to face and a very friendly and supportive team.**
- “ **It's nice to recharge the passion and drive for another twelve months, whilst meeting and catching up with good people. Thank you.**

FOH Registrar's Report



Sarah Leeson

Like Alex, this will be my last Annual Report, at least as Registrar! Last year in some ways saw the fruition of my two terms as Registrar, building on a rich organisational history and the work of my immediate predecessors.

The Faculty is now a fully established professional body with the first accredited voluntary statutory register of any of the Occupational Health disciplines and recognised as the statutory body for the recognition of competence to practice for hygienists coming to the UK.

I was delighted that BOHS's competency framework aligns so closely with the European Platform on Occupational Hygiene's draft competency statement. It in many ways reflects the way in which we have been able to better express the value of the Faculty's approach to training and development.

We have continued to develop our range of guidance, support and learning opportunities for members and beyond. Ongoing strong engagement with webinars, as well as growing membership and continued progress in the number of people developing their qualifications are all healthy signs for the profession.

Our Strategic Working Groups continue to be future focused, working hard to ensure that we support and develop the professional competence and standards of our current members as well as looking at how to grow the profession for the future.

The development of the M series offers another route to the future, with the chance for our qualifications to better reflect the standards and priorities in the UK. However, I was pleased to see that BOHS qualifications and UK standards of education have also continued to be valued globally.

The review of the Diploma, our highest qualification, has been a significant piece of work and reflects the complementary skills that BOHS can draw upon across Faculty Committee membership, examiners and the Head Office team. I hope that a clearer and more comprehensive guide to the qualification will encourage more people to progress towards Chartership and that the Diploma will be seen as a benchmark of good practice in professional education.

It has been a tremendous privilege to be Registrar over the last year and to see the step change in the profession. There remain challenges in terms of visibility of the profession and progression into it, but I feel 2024 has left the Faculty in a very strong position to address these.

Our Strategic Working Groups continue to be future focused, working hard to ensure that we support and develop the professional competence and standards of our current members and plan to grow the profession for the future.

I am very grateful to my colleagues on the Committee, the Head Office team and all the volunteers who have helped the Faculty achieve so much.



Feedback from the event



A good opportunity to interact and discuss my research with occupational hygienists from other countries.



It was a great opportunity to connect with OHs from around the world and gain an understanding on the challenges and share good practice approaches on global scale.



Very good, nice diversity of speakers and topics. good poster displays.



Coming together of hygienists from around the world - useful to see that similar problems and issues occur around the world.



The sessions were so informative, and I learned something new at each that I was able to attend. The people were also so friendly and networking was fantastic.



I love that it is pure occupational hygiene so that we can deep dive into our field. It is also very interesting to hear about work, legislation and research in other countries.



I took away some useful contact information regarding specific hazards and managed to forge new relationships with peers that specialise in some of these.

FAAM Registrar's Report



Jonathan Grant

The roller-coaster of asbestos policy continued unrelenting through 2024. While the threat of dismantling the Asbestos regulatory system abated, in the earlier part of the year, it appeared that things were going back to the status quo.

The election brought into Government voices who clearly believe in an asbestos-free built environment and suddenly issues such as a change in the Control Limit and accreditation of surveyors became matters that demanded real attention.

FAAM's research sub-committee has really been focusing on the science behind change in analytical standards and in 2024 embarked on some practical and potentially game-changing research initiatives. It's a real privilege to work with expert individuals on FAAM who are addressing themselves to the practical challenges that we need to overcome if we are to deliver more ambitious asbestos policies.

We are also looking at how we can create a more attractive and recognised profession. We have an excellent professional blueprint to follow as laid out by FOH: competency framework; buyer's guide; registration and, ultimately, Chartership. 2024 began to set the strong foundations for that journey.

FAAM's national and international presence through support for conferences and training development continues to ensure that we have a connected approach to what is a global problem. More and more, I see solutions to challenges that we consider too difficult being delivered overseas. It continues to be a privilege to be able to represent FAAM overseas.

FAAM is very active across the UK networks as well, influencing policy and practice. The Committee is aware it may

have been busier doing things than communicating them, so I was delighted that the Communications Subcommittee has revamped and breathed new energy into the FAAM newsletter. We hope that this will begin to give a better sense of what is going on in FAAM and communicate out about the issues we are engaging with.

It's a real privilege to work with expert individuals on FAAM who are addressing themselves to the practical challenges that we need to overcome if we are to deliver more ambitious asbestos policies.

The future of asbestos policy and practice in the UK is looking very interesting and FAAM will continue to try and play a pivotal role as the voice of science and practice. With a multitude of initiatives and developments, our greater use of webinars to engage, explain and canvas member opinion will hopefully ensure we keep our membership connected with these developments.

I look forward to a busy and interesting 2025. I think it could be a pivotal year for FAAM. But I am truly grateful to my colleagues on the Committee and to the Head Office team who have helped make a real difference to how the UK approached asbestos in 2024.

Honorary Treasurer's Report



Jason Hodgkiss

As was the case for many organisations, 2024 was a challenging year financially. Staffing and operational matters required a revision to the planned budget in the first quarter envisaging a £57,192 deficit. Rather than reducing our capacity to deliver our planned goals, we aimed to grow income, which we managed to do by £14,837 by the year end.

While qualifications met target, long-term illness, operational challenges arising from the need to implement changes in our qualifications, resulting from our break with OHTA, and a range of external factors meant that qualifications expenditure exceeded budget by £92,000. Ensuring that critically important qualifications were delivered in a timely way during a period of instability was determined to be a priority.

Conferences were highly successful in managing costs, with new financial controls designed to mitigate against inflation and price volatility. The IOHA conference was brought in at 10% lower cost than originally planned in 2022, which mitigated against the impact of more participants speaking and gaining speaker discounts. With surplus sharing arrangements with IOHA and OHSI, the normal revenue from a BOHS conference was not anticipated, despite the scale, but the team did an amazing job in delivering a conference over twice the size, but at less than 2022 prices.

Direct competition with the Asbestos Conference from other organisations, running events within days or weeks and the general financial situation in the asbestos industry resulted in a shortfall of £24,000 for the asbestos conference.

Other departments all delivered within budget with the material exception of Governance and Qualifications.

The Governance budget saw a variance of £5,963, driven largely by additional overseas travel by officers as a result of international opportunities to continue to support BOHS international presence for charitable activities.

As a result of the adjustment to budget, arising from the retention of the same staffing model, conference income loss and staff and paper examinations costs in qualifications, the statement of financial activities shows a net deficit for the year of £139,757 compared to a £46,208 deficit in 2023, resulting in an overall variance to budget for 2024 of £82,564.

Such a position is one not to be replicated in the future, but the Society's reserves policy envisages years where the combination of operational demand and external financial pressures will lead to the charity needing to draw against reserves in order to continue to sustain growth, change and development.

The 2025 budget aims to stabilise the Society's finances, while providing the investment platform to generate future surpluses.

I share the CEO's confidence that we are well-positioned for sustainable and continued growth and development.

BOHS Qualifications in Numbers

665

People passed our Occupational Hygiene qualifications

381

People passed our Local Exhaust Ventilation qualifications

1,038

People passed our Asbestos qualifications

285

People passed our Legionella qualifications

85

People passed our CCHRC qualifications

63

Training Providers offer our qualifications

44

We've awarded qualifications to people from 44 countries

Last year we reached 1,118,867 people!

Social media plays a huge part in spreading our important message of protecting worker health and the only reason the above number is so high is **due to you!** By engaging with and sharing our content, you're helping to ensure that occupational hygiene remains a priority across all industries.

Key statistics

Throughout 2024, we created:

1,182

Posts... *that's a lot of content!*

Which you shared a grand total of:

3,364

Times, *keep spreading the word!*

Which helped our accounts grow to:

33,543

Followers, *thank you all so much!*

Top 3 posts



Timeline

January

Scotland Regional In-person Thermal Comfort Workshop

18 attendants

Mike Slater ran a Thermal Comfort Workshop at this in-person regional meeting.

Timeline

February

Northern Ireland In-person Regional Meeting

7 attendees

**Parmjit Gahir gave his
BOHS President Elect talk
and a workshop on exams
for the certificate of
Operational Competence
in Occupational Hygiene
and Diploma of
Professional Competence
in Occupational Hygiene.**

Webinar - Hand-Arm Vibration: The Latest Updates From HSE

310 attendees

**Chris Steel delivered the
recent updates to HSE's
vibration webpages.**

Timeline

March

Scotland Regional BOHS President Elect In-Person Meeting

20 attendees

Parmjit Gahir gave his BOHS President Elect talk and BOHS CEO Kevin Bampton presented a Head Office update and soft skills presentation on 'Persuasion and influencing – tactics to influence corporate decision-making'

BOHS London, South and South-East Regional Meeting: Skin

19 attendees

The first session, led by Dr. Helen Taylor (Enviroderm), focused on understanding the skin and its role in preventing ill health from skin exposure. The second session, presented by Dr. Colin Purnell (Cogent Risk Management Ltd), addressed using insights from when issues arise to drive future improvements. The third session included a general discussion on skin assessment methods and skin hydration measurement tools, led again by Dr. Helen Taylor, followed by a Q&A session.

Timeline

April

North-East Regional In-person Meeting

13 attendees

**Parmjit Gahir gave his
BOHS President Elect talk,
and we welcomed our new
regional lead appointment,
John Pietranek.**

Timeline

May

BOHS AGM 2024

75 attendees

The BOHS AGM is our yearly online meeting where we say goodbye to outgoing board members, thanking them for their vital contributions to the society, and welcome in new members, excited to see what new ideas they can bring to worker health protection. This year, we announced Adrian Parris as the new President-Elect, who now joins the Presidential Trio and expressed our gratitude to Chris Keen who, as the previous Immediate Past President, leaves the Trio.

Timeline

June

Asbestos Limits Webinar: A Discussion

253 attendees

The purpose of this webinar was to discuss and consult with PCM laboratories and other asbestos professionals, what practical limitations and difficulties would arise should similar limits be applied in the UK.

IOHA 2024 - Protecting Workers From Health Hazards: Advancing in This Changing World

645 attendees

The Occupational Hygiene Society of Ireland (OHSI) and the British Occupational Hygiene Society (BOHS) jointly held the 13th IOHA International Scientific Conference.

The conference, which boasted 31 sponsors and exhibitors, promoted occupational hygiene and worker health protection by the minimisation of worker exposure to hazardous agents globally through plenary sessions, keynote lectures, parallel talks, workshops, and poster presentations, as well as networking opportunities and social functions.

Timeline

July

North-East Regional In-person Meeting

13 attendees

Mark Armstrong delivered a presentation on “Practical Demonstration on how to undertake a LEV TExT on a portable welding fume extraction unit”, as well as discussions on LEV TExT Report - Actions / Recommendations.

Timeline

September

Asbestos Limits Webinar: When Do We Really Need to Measure the Air Concentration?

220 attendees

This was the second FAAM webinar discussing the new EU OEL proposed changes with talks from Garry Burdett, Nick Garland, and Mark McGonagle.

LEV 2024

128 attendees

This year the LEV conference was a two-day face-to-face event.

Both days were open to all LEV and OH professionals as well as any other interested parties. The theme was “Collaboration”, as we aimed to extend our reach further and wider to all involved.

Timeline

September

continued...

London, South, and South-East Regional In-person Meeting

21 attendees

The programme focussed on the pharmaceutical industry, with Mike Perry providing insights into occupational hygiene in potent compound settings, and Jim Struthers presenting and demonstrating the new TSI OmniTrak™ multi-parameter measurement device.

BOHS Awards Dinner

51 attendees

This year's awards dinner was held at Brandon Hall Hotel & Spa, featuring welcome drinks and a three-course meal, to celebrate individuals and initiatives that have significantly improved workplace health. The awards, reviewed by a dedicated committee, honor professionals whose dedication aligns with our vision of promoting occupational hygiene and a healthier working environment.

Timeline

October

Safeguarding Webinar: What You Need to Know

158 attendees

This webinar provided an opportunity for FOH and FAAM members to learn and understand the key expectations of adult safeguarding relevant to those practising Occupational Hygiene or working in the Asbestos industry.

Asbestos 2024

104 attendees

2024 saw the seventh annual asbestos conference organised in conjunction with the Faculty of Asbestos Assessment and Management (FAAM) with an in-person event in Sheffield.

The event brought together researchers, academics, practitioners and regulators, through talks and technical sessions including UK and international speakers, dealing with scientific topics covering key areas regarding the assessment, control and management of asbestos.

Timeline

November

North-West and North Wales Regional Meeting

24 attendees

Andy Phillips spoke about applying **ALARP** principles to sensitisers, wood dust, and asbestos, while **Phil Roberts (HSE)** covered welding fume control. **Bill Williams**, an occupational hygiene consultant, explored the balance between hygiene and safety.

Metalworking Fluids - An Introduction to the BOHS Guidance

231 attendees

This was an introduction to the new **BOHS** metalworking fluids guidance for occupational hygienists. The focus of the webinar was on practical, real-world examples such as applications of audit tools.

Timeline

November

continued...

Free In-Person Regional Meeting - East Anglia

10 attendees

In the stunning St. Andrews castle, Adrian Parris delivered his President Elect talk and also spoke about BOHS's current focus and what's on the horizon.

UKHCA Webinar: Hearing Conservation – A Time for Change

144 attendees

An update on work being undertaken by the HSE in the area of noise; including research, inspection activity and action against 3rd party providers.

Timeline

November

continued...

Hosted the UKHCA annual conference

82 attendees

As the HSE launched its new work plan focussed on noise – this was an excellent opportunity for attendees to be the first to hear about the findings from their initial round of inspections.

This conference was aimed at those with responsibility for managing noise risks, academics involved in developing the evidence and science base, health professionals, acousticians, regulators and aligned professional bodies.

Thinking Outside the Box: To Achieve a Valid OEL

190 attendees

This webinar asked “Can we just keep using the old method by sampling ever greater volumes of air, counting more empty fields of view and adjusting the statistics to get over the line? Or will automated PCM counting coupled with AI be a realistic option and come to the rescue”?

Timeline

November

continued...

Yorkshire & East Midlands Regional Meeting

26 attendees

The Yorkshire & East Midlands regions held an in-person networking event at Hollingworth Lake for early-career occupational hygienists (<5 years). The event featured Adrian Parris, President Elect, who discussed opportunities in occupational hygiene, and then Helen Yates (ROHS) provided an introduction to health surveillance with practical demonstrations of audiometry and spirometry.

London, South, and South-East Regional Meeting

33 attendees

Graham Newport discussed isocyanate sampling, the Group Authority Licence (GAL), and a new monitoring database, drawing on his extensive experience as an occupational hygiene consultant and BOHS FOH Committee member.

Kate Jones, HSE's Team Lead for Biological Monitoring, provided the latest updates on isocyanates, sharing insights from her 25 years of experience and her role in HSE's award-winning national intervention in the motor vehicle repair sector.

Timeline

November

continued...

Inaugural BOHS African Regional Webinar

37 attendees

Lee Heffernan, BOHS Regional Coordinator for Africa, and a BOHS board representative introduced the session and outlined the aims of the regional group. Participants provided insightful feedback on their expectations from BOHS, the regional group, and suggested hygiene topics for future discussions, as well as ways the BOHS community can grow within Africa.

Scotland One Day Conference

42 attendees

The conference had a combination of speakers from HSE and industry, a practical workshop and a tour of IOM's lab. Topics included welding fume, MWF and skin assessment.

Timeline

December

BOHS Regional Meeting | A History of Ergonomic Successes!

37 attendees

To celebrate the 75th anniversary of CIEHF, the “Think Human” exhibition was held at Derby’s Museum of Making, showcasing how ergonomics has shaped a safer, more comfortable, and productive world.

The event included presentations from ergonomists and highlighted the Quick Exposure Check (QEC), a robust and efficient tool for assessing musculoskeletal risk factors for the upper limbs and spine.



The Chartered Society for Worker Health Protection

BOHS is a Chartered, science-based, charitable body that provides information, expertise and guidance in the recognition, evaluation, control and management of workplace health risks.

BOHS was founded in 1953: it is a learned society, publishing the world-renowned, scientific, peer-reviewed journal, *Annals of Work Exposures and Health*, and the only professional society representing qualified occupational hygienists in the UK. The Society supports, develops and connects its members with resources, guidance, events and training.

Its Faculty of Occupational Hygiene sets professional standards and is the only UK examining board for qualifications in occupational hygiene that are recognised internationally.

BOHS is the only occupational hygiene organisation to be awarded a Royal Charter: this was granted in April 2013 in recognition of BOHS' unique and pre-eminent role as the leading authority in occupational disease prevention.

British Occupational Hygiene Society

5/6 Melbourne Business Court
Millennium Way
Pride Park, Derby
DE24 8LZ

 admin@bohs.org

 01332 258101

 /BOHS

 /BOHSWorld

 @BOHSWorld

 @BOHSWorld

 BOHS Video

The British Occupational Hygiene Society
(A company limited by guarantee)

**ANNUAL REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 DECEMBER 2024**

Charity Number 1150455
Company Number RC000858

The British Occupational Hygiene Society
(A company limited by guarantee)

Financial Statements
for the year ended 31 December 2024

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 11
Independent Auditors' Report	12 - 15
Statement of Financial Activities	16
Balance Sheet	17
Statement of Cash Flows	18
Notes to the Financial Statements	19 - 31

The British Occupational Hygiene Society
(A company limited by guarantee)

Reference and Administrative Information

Chief Executive Officer:	Professor K Bampton	
Trustees:	Mr P Gahir Mr A Parris (appointed May 2024) Ms H Pearson Mr J Hodgkiss Mr A Wilson Mr D Eaves Ms S Leeson Mr J Grant (appointed May 2024) Ms S Lett Ms C Forshaw Ms M K Cameron Ms N M Flavin Mrs C Trow Ms J McDonagh Mr M Robertson Mr C Hendry Ms H Taylor Mr L Betts	President President Elect Hon. Secretary Hon. Treasurer Immediate Past President (appointed May 2024) FOH Registrar FAAM Registrar (resigned May 2024) (appointed May 2024) (resigned May 2024) (resigned September 2024) (resigned August 2024) (appointed May 2024) (appointed May 2024) (appointed May 2024)
Secretary:	Ms H Pearson	Hon. Secretary
Senior Management/ Leadership Team:	Professor K Bampton Ms L Oxlade	Chief Executive Finance and Resources Manager
REGISTERED OFFICE:	5/6 Melbourne Business Court Millennium Way Pride Park Derby DE24 8LZ	

The charity is incorporated in England and Wales

The British Occupational Hygiene Society
(A company limited by guarantee)

Reference and Administrative Information

Company Registration Number:	RC000858
Charity Registration Number:	1150455
Solicitors:	Nelsons Solicitors LLP Pennine House 8 Stanford Street Nottingham NG1 7BQ
Bankers:	HSBC 1 St Peters Street Derby Derbyshire DE1 2AE
Auditors:	TC Group 10 Stadium Business Court Millennium Way Pride Park Derby DE24 8HP

The British Occupational Hygiene Society
(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2024

The Trustees, who are Directors for the purposes of Company Law, present the Annual Report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2024

Objectives and Activities

Objects & Aims

The Society is a charity, and its objects are to promote the science of occupational hygiene and health, good practices and standards, research, and advance education in the subject of occupational and environmental hygiene. The Royal Charter recognises the Society as the pre-eminent body in the UK for occupational hygiene.

Objectives, Strategy and Activities

All our charitable activities are undertaken to further our charitable purpose for the public benefit. Many of these activities would not be possible without the significant voluntary contributions of our members. The trustees wish to express their continued gratitude to members in this regard. Membership of the Society is open to anyone with an interest in occupational hygiene and reduced membership rates are available to students and retired members.

The Society has examined the information contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. The Trustees regularly consider how planned activities will contribute to the aims and objectives they have set. The intent of the Strategy is to focus the Society's resources to deliver an improved public benefit in reducing the incidence of ill- health caused or made worse by work.

Strategic Themes

The Society has broken down our vision into a set of aims that we are working to achieve:

- Work to eliminate harmful exposures
- Promote safe and effective substitutes for existing hazards
- Design out threats to human health
- Manage out work practices that place people at risk
- Ensure all people in all working environments have the right protection at the right time

**The British Occupational Hygiene Society
(A company limited by guarantee)**

Report of the Trustees for the year ended 31 December 2024 (Continued)

Key developments planned for 2021-2025 are:

1. To develop a Professional Standards Governance and Performance Framework which would be externally recognised as the definitive competency statement whilst also being a formal statement of the profession and a benchmark for anyone providing occupational health services.
2. To establish a presence in Higher Education to support learning, qualification, and professional development to broaden and deepen the public, sectoral, governmental, and professional understanding of occupational hygiene.
3. The enhancement of technical capabilities by maintaining and developing a systematic programme of technical guidance production and review, informed, and critiqued by practice and research.
4. The formalisation of international engagement by reviewing each of our existing bilateral partnerships, consulting on strategic aims of partner societies and, so far as is mutually beneficial and sustainable, develop partnerships with other occupational health societies and organisations globally.

The main activities undertaken by the Society under these strategic themes encompass:

- **Campaigns:** leadership of industry awareness campaigns
- **Membership:** provision of services and support to members
- **Events:** running of scientific conferences and events
- **Qualifications:** the provision of qualifications and competency schemes
- **Publishing:** of an academic journal and other scientific information
- **Policy and Technical:** scientific and technical representation to government, regulators, and other bodies

Public Benefit

The main purpose of the Society is to reduce the incidence of ill-health caused or made worse by work. This falls within the recognised charitable purpose of the advancement of health or the saving of lives under the Charities Act 2006. The public benefit of this aim applies both directly to the working population and to those affected by the wider health impact of workplaces.

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The British Occupational Hygiene Society
(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2024 (Continued)

Structure, Governance and Management

The Society is a charitable company, incorporated by Royal Charter on 20 December 2012 and registered as a new charity on 11 January 2013.

The Society is established under Royal Charter which sets out its objects and powers and is governed under the associated Byelaws and Regulations.

Under the Byelaws, Ordinary Board Members of the Board are elected at the AGM to serve for a period of three years. The Honorary Officers of Secretary, and Treasurer are elected for a period of three years, the Registrars for Faculty of Occupational Hygiene and Faculty of Asbestos Assessment and Management are elected for a period of three years and a new President is elected annually to serve on a three-year cycle (year one as President-Elect, year two as President and year three as Immediate Past-President).

All new Board members are provided with an induction and operational briefing. They have access to selected previous Board paperwork, and documents outlining the practices and procedures used by the Board for its operation. During the President-Elect's one-year term, mentoring and support are provided by the President, Immediate Past President, and Chief Executive.

The Board members (who are both directors and trustees) manage the Society through regular Board meetings which focus on strategic decision making and policy setting. The implementation of strategy, policy and the day-to-day running of the Society's operations are delegated to the members of the Management Team who, through the Chief Executive, are accountable to the Board.

All the Trustees are members of the Society. None of the trustees have any beneficial interest in the Society.

The Board maintains a risk register which is reviewed by the Board every quarter. The Board is satisfied that it has identified, discussed, and had oversight of the major risks facing the organisation, and that plans are in place as far as possible to reasonably mitigate those risks. External risks to funding are minimised by the implementation of procedures for the authorisation of all transactions.

2021 saw the launch of a new Strategic Plan for implementation from 2021-2025. It focuses on the key roles of the Society as a home for the Occupational Hygiene and Asbestos Professions, as a learned scientific Society and as a scientific charity devoted to the promotion of worker health protection.

The British Occupational Hygiene Society
(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2024 (Continued)

Achievements and performance

A full review of the Society's achievements and performance is provided in the BOHS Annual Report which accompanies the Financial Statements, circulated to members.

2024 saw the Society building on significant step changes in its role as a national body.

The Register of Occupational Hygiene Professionals was fully implemented, our new software solution for qualifications was transitioned to, we started developing research projects to underpin our scientific mission and continued to work at pace to influence policy.

We also launched the M series of qualifications in replacement of the joint W500 awards with OHTA. BOHS also followed through its commitment to support the Occupational Hygiene Society of Ireland in delivered the International Occupational Hygiene Association Conference in Dublin.

All of these activities have an element of risk and therefore considerable focus was on successful delivery and risk management, rather than the promotion of new initiatives. Nonetheless, the groundwork was completed to bring all local exhaust ventilation testing professionals into a registration scheme and to do the same in respect of asbestos surveyors. These are two highly significant projects which will impact positively on the Society's sustainability beyond 2025.

1. Campaigns

BOHS's 2024 Parliamentary work saw it continuing to support the All Party Parliamentary Group on Respiratory Health and the APPG on Health and Safety. While the election placed these groups into abeyance for several months, BOHS had a central role in supporting the group's understanding of the cluster of silicosis cases in the engineered stone industry.

BOHS produced technical guidance for the industry, based on materials prepared by the Australian Institute of Occupational Hygiene and, towards the end of 2024, produced an online training tool for free distribution across the industry. BOHS was active in supporting other bodies in focusing their research strategies on understanding control effectiveness in managing respirable crystalline silica risks. Our visibility in the national press around this issue was high as the authoritative independent scientific body on this issue.

The Society also campaigned for amendments to the Leasehold Reform Bill to reflect the risks of asbestos, with the support of Sir Stephen Timms. While the amendments were not successful, Sir Stephen took on the crucial Ministerial role within the Department of Work and Pensions and continues to be receptive to BOHS's scientific input on risk in the asbestos sector.

Directly linked to BOHS's campaign for the better recognition of the burden of ill-health on women, the HSE started producing gender-based statistics as part of its national statistical package. Other organisations have taken an active interest in this area and a Parliamentary event has been scheduled for 2026 to focus on this.

BOHS continued to be concerned with variable standards in the Local Exhaust Ventilation sector. The suspension of the operation of the Institute for Local Exhaust Ventilation in 2025 gave rise to an opportunity for BOHS to work across the whole of the LEV sector to agree a way forward. This was combined with a review of BOHS's qualifications for the sector, which are the cornerstone of the occupational hygiene element of competence. We have been able to secure support across the sector to move forward on standards in a unified way, setting the stage for a directory of LEV professionals. Our highly successful Certificate of Control Days, run in partnership with BOHS training provider Oxy18 worked to significantly increase engagement with LEV qualifications.

**The British Occupational Hygiene Society
(A company limited by guarantee)**

Report of the Trustees for the year ended 31 December 2024 (Continued)

1. Campaigns continued

BOHS and FAAM continued to focus on the risks associated with management in situ for asbestos and the need to make progress toward implementing the recommendations of the Work and Pensions Select Committee. In furtherance of this, BOHS has been working towards a simplified version of the asbestos surveyors' competency scheme commissioned in the last decade by HSE but abandoned because of market conditions. The new approach, driven by our qualifications data and centering around a directory of qualified asbestos surveyors is work in progress, but will provide an essential and valuable tool for those commissioning asbestos surveyors to be able to determine the training level achieved by individual surveyors, rather than relying solely on the accreditation of their company.

BOHS continued to work in support of the COVID-19 Inquiry as part of the science-based umbrella group, the Covid Airborne Transmission Alliance (a Core Participant for Module 3 – The Experience of Healthcare). Over the course of the ten weeks of the Module, we reviewed thousands of pages of evidence and helped the Inquiry shape its questions, as well as advising on witnesses and preparing a substantial witness statement on airborne transmission and the control of respiratory risk.

2. Membership (including FAAM)

General membership of the Society (as opposed to professional membership) continued to diminish marginally. However, this appears to be largely a reflection of general members who work in the field seeing the benefit of becoming professional members, since there was a corresponding increase in professional membership. Our overall membership now is the highest since our current records system began in 2019.

The Faculty of Occupational Hygiene set about bedding in the Register of Occupational Hygiene Professionals and completed a comprehensive review of our flagship qualification in Occupational Hygiene, the Diploma. Significant guidance developed including a revised technical document on Metal Working Fluids, amongst other documents.

The Faculty of Asbestos Assessment and Management launched some significant research projects, including one relating to a revised version of the Walton and Becket Graticule. The Faculty also set the blueprint for a competency framework, surveyor's directory, and a pathway to Chartered status for its most senior members.

3. Events

BOHS delivered five conferences, including the International Occupational Hygiene Association Conference in Dublin, the Asbestos Conference, and an expanded LEV Conference, the UKHCA's conference and the European Asbestos Forum Conference. In addition, we launched face-to-face regional events in earnest and held a highly successful stand-alone Awards evening. While conference delivery continues to be a challenging sector, we were more effective in locking in cost controls and were able to deliver high quality conferences on budget despite generally raised prices and a tighter market.

4. Qualifications

Qualifications faced the double challenge of implementing a new software system, while also needing to launch the M series in replacement of the W series which we had previously been jointly awarded with the Occupational Hygiene training Association. The latter fundamental change posed a potential risk that could have impacted much of our overseas training activity. However, efficient rollout and the strength of the BOHS brand resulted in us meeting our budget expectations for income from the M series.

**The British Occupational Hygiene Society
(A company limited by guarantee)**

Report of the Trustees for the year ended 31 December 2024 (Continued)

The impact of these changes on the team was considerable and in the earlier part of the year, it was clear that we lacked sufficient capacity to keep to KPIs. However, with additional work to manage process, we were able to get back on track in delivery and continue to embed the new systems.

In parallel, we continued to review qualifications and standards, with a focus on LEV and the Diploma in Occupational Hygiene. The majority of the work on these major changes completed in 2024 for launch in 2025.

5. Publishing

The Annals of Work Exposures and Health continued in rude health with broadened engagement, contribution, and multiple issues. The shape of academic publishing continues to evolve, but the level of activity of the Annals continues to be high. We signed another 5-year contract with Oxford University Press with a continued contribution rate of 70% of generated surplus.

Financial Review

As was the case for many organisations, 2024 was a turbulent year financially. The budget for the year was predicated on a marginal loss of £2,178. The budget was to be partly achieved by reshaping the workforce.

However, for operational reasons the planned reduction in staffing costs was not implemented, resulting in a revision to the budget to provide for a £57,192 deficit, with the aim of increasing income to make up for it. Overall, income was slightly up on budget by £14,837 by the end of the year.

Qualifications income was only £245 short of the income target and the slight shortfall in membership income was made up for by increased publication income. Significantly, conference income was impacted by a decline in income for the Asbestos Conference, leading to a shortfall of £24,130. This was directly the result of other organisations launching free events within weeks of our conference and the impact of adverse trading conditions in the asbestos sector. The conference team nonetheless succeeded in delivering additional unbudgeted activity which mitigated income shortfalls in two other events.

The conference team was also very successful in managing the cost control issues which impacted the 2023 budget, for example delivering the IOHA conference 10% under the bid budget, while providing a significant bigger event. Other departments all delivered within budget with the material exception of Governance and Qualifications.

The Governance budget saw a variance of £5,963, driven largely by additional overseas travel by officers as a result of international opportunities to continue to support BOHS international presence for charitable activities.

The most significant overspend was in support of Qualifications, amounting to £109,169. The bulk of this additional expenditure was represented by the decision not to reshape staffing. However, long-term sickness absence requiring agency backfill contributed significant costs throughout the year, so that the overall additional staffing costs for Qualifications for 2024 amounted to over £72,000 over the initial budget.

The proliferation of demand for paper examinations as a result of changes in training partner delivery models had a significant impact on costs of invigilation, printing, and postage, amounting to over £20,000. Because of the heavy manual element of managing paper examinations, staff were working to full capacity to meet KPIs.

Finally, the termination of the legacy examinations software contract was delayed because of challenges in assuring the quality and usability of data archives.

The British Occupational Hygiene Society
(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2024 (Continued)

As a result of the adjustment to budget, arising from the retention of the same staffing model, conference income loss and staff and paper examinations costs in qualifications, the statement of financial activities shows a net deficit for the year of £139,757 compared to a £46,208 deficit in 2023, resulting in an overall variance to budget for 2024 of £82,564.

Future Sustainability

Qualifications income and expenditure is crucial to BOHS. However, growth in demand needs to be capable of being able to be supported by the current staffing levels and there needs to be sufficient capacity to manage the impact of illness and other staffing continuity issues. To address this, more focused management activity aimed at process simplification and efficiency gains will be implemented, alongside growth of business. Written examinations present a range of risks beyond the operational and cost impact and so these will be phased out through 2025.

Conference income needs to be sustainable and moving the asbestos conference to a less crowded time of year is hoped to avoid some of the impacts experienced in 2024. Cost control measures will continue to be applied in the management of the conference budgets.

Overseas travel for officers, which formed a vital role in maintaining our international profile will need to be delivered within budget.

Much of the work through 2024 has been to enable the Society to upscale its capacity to deliver charitable activities which create income. This has chiefly been through the ongoing projects to enable the qualifications team and their processes to handle increased volume, while working on developments, such as the LEV and Asbestos Surveyor's directories which can promote better health in the workplace, a desire for higher quality provision and, commensurate change in the demand for training.

This, in turn will have a knock-on effect on membership and engagement with activities such as conferences. In a generally difficult trading environment for training and the knowledge economy, the Society's strategy to promote professional standards is at the heart of its charitable mission but is also key to driving sustainability in financial and engagement terms.

Reserves

Our reserves, which are unrestricted, amounted to £ 1,114,779 compared to £1,254,536 in 2023. Around 30% of reserves are invested for potential growth whilst the remainder are held on deposit or used for working capital. The Society's investment funds were held in one charity account during 2024, with the value of the Charities Investment Fund fluctuating throughout the year and showing a final net gain in value of £21,765 in 2024 made up of £6,083 realised and £15,682 unrealised gains.

Policy on Reserves

BOHS maintains reserves as part of its risk strategy and to ensure a sustainable financial base. The purposes of reserves are the following:

- To ensure the Society can cover administrative, contractual, and operating costs
- To assure the Society's position of independence, and freedom and responsiveness of action
- To provide financial headroom for the Society to develop its activities for members
- To provide reassurance for suppliers

The level of reserves is determined annually by the Board as part of the budget setting process. The minimum level of reserves was thoroughly reviewed during 2022 and will be assessed annually as part of the budget-setting process against risk, contractual obligations and likely future income streams and expenditure.

The British Occupational Hygiene Society
(A company limited by guarantee)

Report of the Trustees for the year ended 31 December 2024 (Continued)

Pay Policy for Staff and Trustees

The Board members, who are the trustees and directors of the British Occupational Hygiene Society, give their time freely and no remuneration was given to any trustee of the Society within the year. Details of the trustees' expenses and related party transactions are disclosed within the accounts.

The pay of staff is reviewed annually and may be increased, based on a benchmarking process against increases in national average earnings, local labour market costs for specialist skills as well as inflation indices.

Fundraising Disclosures

The charity does not conduct significant fundraising activities that require disclosure under the Charities Act 2011.

Financial Instruments

Objectives and Policies

The Charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the Charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The Charity does not use derivative financial instruments for speculative purposes.

Cash flow Risk

The Charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The Charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest bearing assets and liabilities are held at a fixed rate to ensure certainty of cash flows.

Credit Risk

The Charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The Charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The Charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity Risk

In order to maintain liquidity and to ensure that sufficient funds are available for ongoing operations and future developments, the Charity uses a mixture of long-term and short-term debt finance. Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Third Party Indemnity Provisions

The British Occupational Hygiene Society (The Society) maintains qualifying liability insurance for its trustees.

**The British Occupational Hygiene Society
(A company limited by guarantee)**

Report of the Trustees for the year ended 31 December 2024 (Continued)

Statement of Trustees Responsibilities

The trustees (who are also the directors of The British Occupational Hygiene Society for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company 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 charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.


The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to Auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the Charity on 17 April 2025 and signed on its behalf by:



Mr P Gahir President
Trustee

**Report of Independent Auditors to the Trustees of
The British Occupational Hygiene Society
(A company limited by guarantee)**

Opinion

We have audited the financial statements of The British Occupational Hygiene Society for the year ended 31 December 2024 on pages sixteen to thirty-one which comprise the Statement of Financial Activities, the summary Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of the incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the director's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditors report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Report of Independent Auditors to the Trustees of
The British Occupational Hygiene Society
(A company limited by guarantee)**

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees Report which includes the Director's report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors included within the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees Responsibilities set out on page eleven, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors 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.

**Report of Independent Auditors to the Trustees of
The British Occupational Hygiene Society
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Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiring of management of any known or suspected instances of fraud, as well as considering management's assessment of the susceptibility of the financial statements to fraud.
- Performing substantive testing over a selection of journal entries made in the period, to address the risk of fraud due to management override of controls. With a focus on entries made by unusual team members or entries made at unusual times or on unusual dates.
- We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.
- Reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements. Specifically checking compliance with The Charity Commission as well as employment laws and regulations.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate an increased risk of material misstatement as a result of fraud, or management override.
- Assessing accounting estimates which have a material impact of the year end accounts, to determine if there is indication of management bias.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

**Report of Independent Auditors to the Trustees of
The British Occupational Hygiene Society
(A company limited by guarantee)**

Use of our report

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



.....
James Liptrott (Senior Statutory Auditor)
For and on behalf of TC Group, statutory auditor
10 Stadium Business Court
Millennium Way
Pride Park
Derby
DE24 8HP

Date: 22/4/25

The British Occupational Hygiene Society
(A company limited by guarantee)

Statement of Financial Activities for the year ended 31 December 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

		Unrestricted	Total	
	Notes	General	2024	2023
		£	£	£
INCOME AND ENDOWMENTS				
Donations and Legacies	3	35,616	35,616	500
Charitable Activities	4	1,650,564	1,650,564	1,517,046
Other Income		297	297	107
TOTAL INCOME		<u>1,686,477</u>	<u>1,686,477</u>	<u>1,517,653</u>
EXPENDITURE				
Charitable Activities	5/6	(1,847,999)	(1,847,999)	(1,613,642)
TOTAL EXPENDITURE		<u>(1,847,999)</u>	<u>(1,847,999)</u>	<u>(1,613,642)</u>
Net Gains/Losses on Investment Assets		<u>21,765</u>	<u>21,765</u>	<u>49,781</u>
Net (Expenditure)/ Income		(139,757)	(139,757)	(46,208)
Net Movement in Funds		(139,757)	(139,757)	(46,208)
RECONCILIATION OF FUNDS:				
Total Funds Brought Forward		1,254,536	1,254,536	1,300,744
Total Funds Carried Forward	22	<u>1,114,779</u>	<u>1,114,779</u>	<u>1,254,536</u>

All of the Charity's activities derive from continuing operation during the above two periods.

The British Occupational Hygiene Society
Company Number RC000858

Balance Sheet as at 31 December 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Intangible Assets	12	42,175	58,039
Tangible Assets	13	609,061	631,202
Investments	14	323,969	452,204
		<u>975,205</u>	<u>1,141,445</u>
CURRENT ASSETS			
Stocks	15	20,300	23,419
Debtors	16	255,537	250,680
Cash at Bank and in Hand	17	115,696	110,612
		<u>391,533</u>	<u>384,711</u>
CREDITORS: Amounts falling due within one year	18	(251,959)	(271,620)
NET CURRENT ASSETS		<u>139,574</u>	<u>113,091</u>
NET ASSETS		<u>1,114,779</u>	<u>1,254,536</u>
THE FUNDS OF THE CHARITY:			
UNRESTRICTED INCOME FUNDS			
Unrestricted funds		<u>1,114,779</u>	<u>1,254,536</u>
TOTAL FUNDS	22	<u>1,114,779</u>	<u>1,254,536</u>

The accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

ON BEHALF OF THE BOARD:



.....
Mr P Gahir – President
Trustee

Approved by the Directors of the Company and Trustees of the Charity on 17 April 2025

The notes on pages 19 to 31 form part of these financial statements

The British Occupational Hygiene Society

Statement of Cash Flows for the Year Ended 31 December 2024

	Notes	2024 £	2023 £
Cash Flows from Operating Activities			
Net Cash (Expenditure)/ Income		(139,757)	(46,208)
Adjustments to cash flows from non-cash items			
Depreciation and amortisation		42,324	49,311
Loss on disposal of tangible fixed assets		208	3,998
Net gains/losses on investment assets		(21,765)	(49,781)
		20,767	3,528
		(118,990)	(42,680)
Working Capital Adjustments			
(Increase)/decrease in stocks	15	3,119	(9,697)
Decrease in debtors	16	(4,857)	12,177
(Decrease)/increase in creditors	18	(39,035)	48,029
Increase in deferred income		19,375	35,166
		(21,398)	85,675
Net Cash Flows from Operating Activities		(140,388)	42,995
Cash flows from Investing Activities			
Interest receivable and similar income		-	-
Purchase of fixed assets	12/13	(4,527)	(40,398)
Sale of investments		150,000	-
Net cash flows from Investing Activities		145,473	(40,398)
Net (decrease)/ increase in cash and cash equivalents		5,085	2,597
Cash and cash equivalents at 1 January		110,612	108,015
Cash and cash equivalents at 31 December		115,697	110,612

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 19 to 31 form part of these financial statements

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024

1. STATUTORY INFORMATION

The British Occupational Hygiene Society is a private limited company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the company's information page. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the Charity in the event of liquidation.

2. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

a) Basis of Preparation and Statement of Compliance

The financial statements have been prepared in accordance with the 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 (FRS102) (effective 1 January 2019) – (Charities SORP (FRS102)), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The functional currency is pounds sterling because that is the currency of the primary economic environment in which the Charity operates in.

The Charity meets the definition of a public benefit entity under FRS102.

b) Going Concern

The accounts are prepared on a going concern basis. The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

c) Income Recognition

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and Legacies

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the Charity before the Charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the Charity and it is probable that those conditions will be fulfilled in the reporting period.

Grants Receivable

Grants are recognised when the Charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

**The British Occupational Hygiene Society
(A company limited by guarantee)**

**Notes to the Financial Statements
for the year ended 31 December 2024 - continued**

Deferred Income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income received in respect of future events is recognised when the event substantially occurs. Subscription income is recognised over the period of time to which the subscription relates.

Investment Income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

d) Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measure reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable Activities

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance Costs

These include the costs attributable to the Charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

e) Interest Receivable

Interest is included when receivable by the charity.

f) Fund Accounting

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the Charity.

g) Government Grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

**The British Occupational Hygiene Society
(A company limited by guarantee)**

**Notes to the Financial Statements
for the year ended 31 December 2024 - continued**

h) Fixed Assets

All tangible fixed assets purchased that have a cost of more than £500 and an expected useful economic life that exceeds one year are capitalised. Tangible fixed assets are initially recognised at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is provided at the following rates so as to write off the cost, less any estimated residual value, over their estimated useful economic life.

Leasehold Property	-	Straight line over 50 years
Office Equipment	-	33.33% straight line
Fixtures and Fittings	-	20% straight line

Intangible assets are initially measured at cost less accumulated amortisation and any accumulated impairment losses.

Amortisation is provided at the following rates so as to write off the cost, less any estimated residual value, over their estimated useful economic life.

IT Software	-	5 years straight line
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Other intangibles consist of arms and a crest which are deemed to have an infinite life so no amortisation is charged on these.

i) Fixed Asset Investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent costs, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in the market value during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

j) Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow-moving stocks. Cost is determined using the first-in, first-out (FIFO).

k) Trade Debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established where there is objective evidence that the Charity will not be able to collect all amounts due according to the original terms of the receivables

l) Cash at Bank and in Hand

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 - continued

m) Creditors and Provisions

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

n) Pensions and other Post Retirement Obligations

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

o) Financial Instruments

The Charity 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.

p) Significant judgements and estimates

The preparation of the financial statements requires management to make estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period.

The key estimates and assumptions used in these financial statements are detailed in notes 2c and 2h.

3. Income from Donations and Legacies

	Unrestricted Funds General	2024
	£	£
Donations and Legacies		
Donations	23,647	23,647
Grants including capital grants	11,969	11,969
Government Grants		
	<u>35,616</u>	<u>35,616</u>
	Unrestricted Funds General	2023
	£	£
Donations and Legacies		
Donations	500	500
	<u>500</u>	<u>500</u>

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 - continued

4. Income from Charitable Activities

	Unrestricted Funds	2024	2023
	General		
	£	£	£
Qualifications	732,611	732,611	775,863
Membership Services	177,950	177,950	149,472
Conference and Events	448,216	448,216	268,826
Publications	281,147	281,147	263,804
Schemes and Services	-	-	59,081
Governance & Sponsorship	10,640	10,640	-
	<u>1,650,564</u>	<u>1,650,564</u>	<u>1,517,046</u>

5. Expenditure on Charitable Activities

	Unrestricted Funds	Total
	General	2024
	£	£
Qualifications	587,821	587,821
Membership Services	168,827	168,827
Conference and Events	476,069	476,069
Publications	90,829	90,829
Schemes and Services	-	-
Head Office	200,022	200,022
Marketing and Communications	54,684	54,684
Leadership	47,833	47,833
	<u>1,626,085</u>	<u>1,626,085</u>

	Unrestricted Funds	Total
	General	2023
	£	£
Qualifications	486,000	486,000
Membership Services	160,907	160,907
Conference and Events	311,231	311,231
Publications	84,754	84,754
Schemes and Services	57,640	57,640
Head Office	204,284	204,284
Marketing and Communications	49,418	49,418
Leadership	42,878	42,878
	<u>1,397,112</u>	<u>1,397,112</u>

In addition to the expenditure analysed above, there are also governance costs of £221,914 (2023: £216,530) which relate directly to charitable activities. See note 6 for further details.

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 - continued

6. Analysis of Governance and Support Costs

Governance Costs

	Unrestricted Funds	Total
	General	2024
	£	£
Staff Costs		
Wages and Salaries	155,247	155,247
Social Security costs	14,918	14,918
Pension costs	7,355	7,355
Audit Fees		
Audit of the financial Statements	3,750	3,750
Other fees paid to accountants	2,000	2,000
Governance Overheads	24,562	24,562
Board & Faculty Expenses	14,082	14,082
	<u>221,914</u>	<u>221,914</u>

	Unrestricted Funds	Total
	General	2023
	£	£
Staff Costs		
Wages and Salaries	147,449	147,449
Social Security costs	15,034	15,034
Pension costs	6,861	6,861
Audit Fees		
Audit of the financial Statements	3,750	3,750
Other fees paid to auditors	2,230	2,230
Governance Overheads	24,709	24,709
Board & Faculty Expenses	16,496	16,496
	<u>216,530</u>	<u>216,530</u>

7. Net Incoming/ Outgoing Resources

Net (outgoing)/ incoming resources for the year include:

	2024	2023
	£	£
Operating leases – other assets	2,334	2,574
Audit Fees	3,750	3,750
Depreciation/Amortisation of fixed assets	<u>42,324</u>	<u>49,311</u>

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 - continued

8. Trustees Remuneration and Expenses

No trustees, nor any persons connected with them, have received any remuneration from the Charity during the year.

No trustees have received any other benefit from the charity during the year.

11 Trustees received reimbursement of expenses amounting to £12,945 in the current year (2023: 14 trustees - £13,153).

9. Staff Costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and Salaries	680,646	632,200
Social Security costs	57,071	50,688
Pension costs	33,968	30,818
Other staff costs	23,236	14,089
	<u>794,921</u>	<u>727,795</u>

The monthly average number of personal (including senior management/ leadership team) employed by the Charity during the year expressed as full time equivalents was as follows:

	2024	2023
	£	£
Charitable	19	19
Management	<u>1</u>	<u>1</u>
	<u>20</u>	<u>20</u>

The number of employees whose emoluments fell within the following bands was:

	2024	2023
£80,001 - £90,000	1	1

The total employee benefits of the key management personnel of the Charity were £85,056 (2023: £81,410).

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 - continued

10. Auditors' Remuneration

	2024 £	2023 £
Audit of the Financial Statements	<u>3,750</u>	<u>3,750</u>
Other fees to auditors		
Fees payable to auditors for non-audit services	<u>2,000</u>	<u>2,230</u>

11. Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

12. Intangible Assets

	IT Software £	Other Intangibles £	Total £
Cost			
At 1 January 2024	120,730	19,480	140,210
Additions	-	-	-
Disposals	-	-	-
At 31 December 2024	<u>120,730</u>	<u>19,480</u>	<u>140,210</u>
Amortisation and Impairment			
At 1 January 2024	82,171	-	82,171
Charge for the year	15,864	-	15,864
Eliminated on disposals	-	-	-
At 31 December 2024	<u>98,035</u>	<u>-</u>	<u>98,035</u>
Net Book Value			
At 31 December 2024	<u>22,695</u>	<u>19,480</u>	<u>42,175</u>
At 31 December 2023	<u>38,559</u>	<u>19,480</u>	<u>58,039</u>

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 – continued

13. Tangible Fixed Assets

	Leasehold Buildings £	Furniture and Equipment £	Total £
Cost			
At 1 January 2024	620,588	67,571	688,159
Additions	-	4,527	4,527
Disposals	-	(750)	(750)
At 31 December 2024	<u>620,588</u>	<u>71,348</u>	<u>691,936</u>
Depreciation			
At 1 January 2024	29,164	27,793	56,957
Charge for the year	10,600	15,860	26,460
Eliminated on disposals	-	(542)	(542)
At 31 December 2024	<u>39,764</u>	<u>43,111</u>	<u>82,875</u>
Net Book Value			
At 31 December 2024	<u>580,824</u>	<u>28,237</u>	<u>609,061</u>
At 31 December 2023	<u>591,424</u>	<u>39,778</u>	<u>631,202</u>

14. Fixed Asset Investments

	2024 £	2023 £
Other Investments	<u>323,969</u>	<u>452,204</u>

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 – continued

Other Investments

	Listed Investments £	Total £
Valuation		
At 1 January 2024	452,204	452,204
Revaluation	15,682	15,682
Disposals at market value	(143,917)	(143,917)
At 31 December 2024	<u>323,969</u>	<u>323,969</u>
Net Book Value		
At 31 December 2024	<u>323,969</u>	<u>323,969</u>
At 31 December 2023	<u>452,204</u>	<u>452,204</u>

The historical cost of the listed investments at 31 December 2024 was £258,506 (2023: £402,423).

The investment is in CCLA Charities Investment Fund.

15. Stock

	2024 £	2023 £
Stocks	<u>20,300</u>	<u>23,419</u>

16. Debtors

	2024 £	2023 £
Trade debtors	96,438	110,280
Prepayments and other debtors	159,099	140,400
	<u>255,537</u>	<u>250,680</u>

17. Cash and cash equivalents

	2024 £	2023 £
Cash at bank	<u>115,696</u>	<u>110,612</u>

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 – continued

18. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	92,568	154,301
Other taxation and social security	13,569	22,746
Accruals and other creditors	61,916	30,042
Deferred income and advanced payments	83,906	64,531
	<u>251,959</u>	<u>271,620</u>
	2024	2023
	£	£
Deferred Income		
Deferred income at 1 January 2024	56,221	16,520
Resources deferred in the period	(78,939)	(56,221)
Amounts released from previous periods	(56,221)	(16,520)
Deferred income at year end	<u>(78,939)</u>	<u>(56,221)</u>

19. Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	£	£
Other		
Within one year	3,320	1,360
Between one and five years	10,151	2,598
	<u>13,471</u>	<u>3,958</u>

20. Pension and other schemes

Defined contribution pension scheme

The Charity operated a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the Charity to the scheme and amounted to £33,968 (2023: £30,818).

21. Commitments

Capital Commitments

The total amount contracted for but not provided in the financial statements was £Nil (2023: £Nil).

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 – continued

22. Funds

	Balance at 1 January 2024 £	Incoming Resources £	Resources Expenses £	Other recognised Gains/(losses) £	Balance at 31 December 2024 £
Unrestricted					
General	<u>1,254,536</u>	<u>1,686,477</u>	<u>(1,847,999)</u>	<u>21,765</u>	<u>1,114,779</u>

	Balance at 1 January 2023 £	Incoming Resources £	Resources Expenses £	Other recognised Gains/(losses) £	Balance at 31 December 2023 £
Unrestricted					
General	<u>1,300,744</u>	<u>1,517,653</u>	<u>(1,613,642)</u>	<u>49,781</u>	<u>1,254,536</u>

23. Analysis of net assets between funds

	Unrestricted Funds General £	Total funds at 31 December 2024 £
Fixed assets	651,236	651,236
Fixed asset investments	323,969	323,969
Current assets	393,956	393,956
Current liabilities	(254,382)	(254,382)
Total net assets	<u>1,114,779</u>	<u>1,114,779</u>

	Unrestricted Funds General £	Total funds at 31 December 2023 £
Fixed assets	689,241	689,241
Fixed asset investments	452,204	452,204
Current assets	384,711	384,711
Current liabilities	(271,620)	(271,620)
Total net assets	<u>1,254,536</u>	<u>1,254,536</u>

The British Occupational Hygiene Society
(A company limited by guarantee)

Notes to the Financial Statements
for the year ended 31 December 2024 – continued

24. Analysis of net funds

	At 1 January 2024	Financing cash flows	At 31 December 2024
	£	£	£
Cash at bank and in hand	110,612	5,085	115,697
Net Debt	<u>110,612</u>	<u>5,085</u>	<u>115,697</u>

25. Related Party Transactions

Certain Trustees of the British Occupational Hygiene Society also have relationships with other organisations with whom the Charity interacts. These transactions are summarised as follows:

During the year 4 (2023 – 4) companies were charged £34,808 (2023: £36,348) for courses, training provider services and listings. £1,000 (2023: £1,460) was owing to the Charity at the year end and is included within debtors.

During the year Nil (2023 – 1) company charged the Charity £Nil (2023: £150) for consultancy, examiners and markers fees.

