

COMPANY REGISTRATION NUMBER: 04245633
CHARITY REGISTRATION NUMBER: 1112933

Case Management Society UK
Company Limited by Guarantee
Unaudited Financial Statements
31 July 2018

Case Management Society UK

Company Limited by Guarantee

Financial Statements

Year ended 31 July 2018

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Case Management Society UK

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2018

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 July 2018.

Reference and administrative details

Registered charity name Case Management Society UK

Charity registration number 1112933

Company registration number 04245633

Principal office and registered office 100 Fetter Lane
London
EC4A 1BN

The trustees Adam Shelverton (Chair)
Carole Chantler
Teresa Shaw
Joel Booth
Karen Burgin
Victoria Collins
Joanna Evans
Karen Elsemore
Susan Ford
Andrew Peplar
Christopher Bartlett
Niccola Irwin (Appointed 17 November 2017)
Devdeep Ahuja (Appointed 17 January 2018)
Samantha Harris (Retired 17 November 2017)

Company secretary Beach Secretaries Limited

Independent examiner M L Burgess
Simpson Burgess Nash Limited
Chartered Accountants
Empress Business Centre
380 Chester Road
Manchester
M16 9EA

Structure, governance and management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 3 July, 2001 and registered as a charity on 6 February 2006. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Case Management Society UK

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2018

Structure, governance and management *(continued)*

Recruitment and Appointment of Management Committee

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years and can continue to serve in subsequent terms only if re-elected at the next Annual General Meeting.

Objectives and activities

The company's Vision Statement is:

To be the professional body for Case Management within the UK and recognised internationally.

The company's objectives and principle activities are:

- o To build, grow and represent a cohesive community of Case Managers
- o To define and develop a professional framework for Case Managers
- o To create and develop working relationships with relevant organisations within the UK and internationally

Case Management Society UK

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2018

Objectives and activities *(continued)*

The main objectives and activities for the year to 31st July 2019 are:

- o To continue to grow our membership base beyond 700+ members and 18+ corporate members.
- o To continue the development of the CMSUK website and to complete a resources section of the Member Area.
- o To continue with a digital marketing project to improve website traffic, online applications and event bookings as well as ensuring anyone wishing to understand more about case management finds the CMSUK website.
- o To communicate useful articles and information to the membership and contacts list regularly via email, website and social media.
- o To raise the CMSUK profile on social media via Twitter, Facebook and Linked-in.
- o To continue our work within the specific committees of Research, Events, Communications and Membership & Links.
- o To run a successful Celebration Lunch event in September 2018, incorporating the new extended awards programme for case managers and associated industry collaborators.
- o To run 10-12 online 'lunch-n-learn' webinars free of charge to members on relevant professional development subjects.
- o To run the "Introduction to Case Management" study day in Spring 2019.
- o To continue to provide presentations to NHS organisations on how case management can fit in with statutory services, where possible.
- o To run a successful 2 day conference including a dedicated exhibition area, multi-streamed programme of talks, a dinner dance and general networking. Event to be run 22nd and 23rd November 2018.
- o To continue the joint working alongside BABICM and VRA towards an industry educational pathway for case managers.
- o To continue discussions with BABICM and VRA on whether to run another Together Conference for 2020.
- o To continue to develop corporate links for the development of the industry as a whole.
- o Offer to the membership opportunities to access research and professional development grants.

Case Management Society UK

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2018

Achievements and performance

Achievements and Performance for the year ending 31st July 2018:

o As a membership organisation we have seen our core membership rise to, and then be sustained at around 650. Our corporate members have remained steady at 18.

o The website has been continuously improved by the on-going development of both its front facing and background admin functionality. The improved online application going live has meant that the number of completed applications received in the first instance has improved. CMSUK invested in a 3 month digital marketing project at the end of the period and this has helped to improve our Google ratings and call to order links which have helped to increase traffic and event bookings etc.

o CMSUK ran its annual 'introduction to Case Management' Study Day in April 2018.

o CMSUK have provided 9 Webinar lunch-n-learn sessions between August 2017 and July 2018. The webinars are free for membership to attend and covered a varied programme of topics. General attendance of the webinars has gradually risen as members have become more comfortable with the technology.

o CMSUK hosted a separate Celebration Awards lunch in November 2017 in London which incorporated the AGM in the morning and then the awards lunch in the afternoon. A special guest speaker, James Cracknell, presented the Case Manager of the Year Awards and provided an inspirational talk. The event was very positively received by the industry.

o A small number of presentations have been provided to NHS organisations on how case management can fit in and to increase awareness generally on what CMSUK is and does.

o The updated Code of Ethics documentation was launched in March 2018.

o Full GDPR policies were created and implemented in time for the GDPR deadline on 25th March 2018.

o A new Contact List Sign Up facility was added to the website in line with GDPR rules.

o CMSUK have continued the joint working alongside BABICM and VRA towards an industry educational pathway for case managers.

o Both Research and Professional Development grant processes have been put in place and advertised to the membership.

o The Board of Directors and the CMSUK Committees: Communications, Events, Memberships and Links, and Research have met regularly throughout the year both face to face and via conference calls to progress the aims and strategies set out in the Strategy Planning document created each January.

Case Management Society UK

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2018

Financial review

The charity suffered a deficit for the year but remains in a healthy financial position with good liquidity.

Principal funding sources

The principal funding sources for the charity are the individual and corporate membership subscriptions and the Annual Conference.

Reserves policy

The Board of Management has examined the Charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be sufficient to sustain 6 to 9 months of committed overhead.

The balance held as unrestricted funds at 31 July 2018 was £118,076 of which £117,798 are regarded as free reserves, after allowing for funds relating to tangible fixed assets. Unrestricted charitable expenditure costs average £10,000 per month currently and therefore the level of reserves is sufficient.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:

Adam Shelverton
Chair

Case Management Society UK

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Case Management Society UK

Year ended 31 July 2018

I report to the trustees on my examination of the financial statements of Case Management Society UK ('the charity') for the year ended 31 July 2018.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

M L Burgess
Associate – Institute of Chartered Accountants in England and Wales
Independent Examiner

Simpson Burgess Nash Limited
Chartered Accountants
Empress Business Centre
380 Chester Road
Manchester
M16 9EA

Case Management Society UK

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2018

		2018		2017
	Note	Unrestricted funds £	Total funds £	Total funds £
Income and endowments				
Charitable activities	5	24,200	24,200	45,543
Other trading activities	6	63,591	63,591	56,363
Investment income	7	402	402	10
Total income		<u>88,193</u>	<u>88,193</u>	<u>101,916</u>
Expenditure				
Expenditure on raising funds:				
Costs of raising donations and legacies	8	19,829	19,829	19,661
Expenditure on charitable activities	9,10	100,415	100,415	73,942
Total expenditure		<u>120,244</u>	<u>120,244</u>	<u>93,603</u>
Net (expenditure)/income and net movement in funds		<u>(32,051)</u>	<u>(32,051)</u>	<u>8,313</u>
Reconciliation of funds				
Total funds brought forward		150,127	150,127	141,814
Total funds carried forward		<u>118,076</u>	<u>118,076</u>	<u>150,127</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 9 to 16 form part of these financial statements.

Case Management Society UK

Company Limited by Guarantee

Statement of Financial Position

31 July 2018

	Note	2018 £	£	2017 £
Fixed assets				
Tangible fixed assets	16		278	406
Current assets				
Debtors	17	10,353		20,146
Cash at bank and in hand		178,812		132,049
		189,165		152,195
Creditors: amounts falling due within one year	18	71,367		2,474
Net current assets			117,798	149,721
Total assets less current liabilities			118,076	150,127
Net assets			118,076	150,127
Funds of the charity				
Unrestricted funds			118,076	150,127
Total charity funds	19		118,076	150,127

For the year ending 31 July 2018 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:

Adam Shelverton
Trustee

The notes on pages 9 to 16 form part of these financial statements.

Case Management Society UK

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2018

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 100 Fetter Lane, London, EC4A 1BN.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily available from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis.

Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

During the year, there were no judgements in applying the accounting policies and key sources of estimation uncertainty which materially affected the financial statements.

Case Management Society UK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2018

3. Accounting policies *(continued)*

Fund accounting

Fund accounting

Fund accounting is applied to any restricted income that is received in the year. The restricted income is allocated to specific expenditure as per terms of the donor.

Unrestricted funds has no specific requirements of how the incoming resources is to be spent. The income is used on charitable activities, the costs to generate future funds and day to day support costs.

Incoming resources

Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of membership subscriptions and is included in full in the statement of financial activities when receivable.

Donated services by speakers at the Annual Conference and on study days are not valued by the charity as they are difficult to quantify. The value of services provided by volunteers has not been included.

Incoming resources from charitable activities is received in respect of delegate fees and sponsorship for the Annual Conference.

Income from investments is included in the year in which it is receivable.

Resources expended

Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs of dealing with the administration of individual and corporate membership subscriptions.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management and include governance costs associated with a) the general running of the charity, b) meeting the constitutional and statutory requirements of the charity and c) costs linked to the strategic management of the charity and which contribute to its future development.

Case Management Society UK

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Notes to the Financial Statements *(continued)*

Year ended 31 July 2018

3. Accounting policies *(continued)*

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Fixtures, fittings and equipment	-	25% reducing balance
Computer equipment	-	33% reducing balance

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Case Management Society UK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2018

3. Accounting policies *(continued)*

Financial instruments *(continued)*

Debt instruments are subsequently measured at amortised cost.

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Taxation

The charity is exempt from corporation tax on its charitable activities.

4. Limited by guarantee

Case Management Society UK is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

5. Charitable activities

	Unrestricted Funds	Total Funds 2018	Unrestricted Funds	Total Funds 2017
	£	£	£	£
Conference fees and sponsorship	24,200	<u>24,200</u>	45,543	<u>45,543</u>

Case Management Society UK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2018

6. Other trading activities

	Unrestricted Funds	Total Funds 2018	Unrestricted Funds	Total Funds 2017
	£	£	£	£
Subscriptions and donations	63,591	63,591	56,363	56,363

7. Investment income

	Unrestricted Funds	Total Funds 2018	Unrestricted Funds	Total Funds 2017
	£	£	£	£
Bank interest receivable	402	402	10	10

8. Costs of raising donations and legacies

	Unrestricted Funds	Total Funds 2018	Unrestricted Funds	Total Funds 2017
	£	£	£	£
Staff costs	14,857	14,857	14,399	14,399
Rent	3,721	3,721	3,721	3,721
Telephone	1,092	1,092	840	840
Bad debts	–	–	495	495
Depreciation	65	65	96	96
Bank charges	94	94	110	110
	<u>19,829</u>	<u>19,829</u>	<u>19,661</u>	<u>19,661</u>

9. Expenditure on charitable activities by fund type

	Unrestricted Funds	Total Funds 2018	Unrestricted Funds	Total Funds 2017
	£	£	£	£
Conference fees and sponsorship	80,067	80,067	59,529	59,529
Support costs	20,348	20,348	14,413	14,413
	<u>100,415</u>	<u>100,415</u>	<u>73,942</u>	<u>73,942</u>

10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2018	Total fund 2017
	£	£	£	£
Conference fees and sponsorship	80,067	13,455	93,522	72,189
Governance costs	–	6,893	6,893	1,753
	<u>80,067</u>	<u>20,348</u>	<u>100,415</u>	<u>73,942</u>

Case Management Society UK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2018

11. Support costs

	Conference fees and sponsorship £	Total 2018 £	Total 2017 £
Staff costs	3,496	3,496	3,388
Premises	1,484	1,484	1,466
Communications and IT	257	257	198
Governance costs	6,893	6,893	1,753
Travel	8,203	8,203	7,585
Depreciation	15	15	23
	<u>20,348</u>	<u>20,348</u>	<u>14,413</u>

12. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2018 £	2017 £
Depreciation of tangible fixed assets	<u>128</u>	<u>188</u>

13. Independent examination fees

	2018 £	2017 £
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>1,320</u>	<u>1,320</u>

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2018 £	2017 £
Wages and salaries	<u>29,133</u>	<u>28,233</u>

The average head count of employees during the year was 2 (2017: 1). The average number of full-time equivalent employees during the year is analysed as follows:

	2018 No.	2017 No.
Number of administrative staff	<u>2</u>	<u>1</u>

No employee received employee benefits of more than £60,000 during the year (2017: Nil).

15. Trustee remuneration and expenses

Trustees

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

Case Management Society UK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2018

16. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At 1 August 2017 and 31 July 2018	1,820	19,308	21,128
Depreciation			
At 1 August 2017	1,743	18,979	20,722
Charge for the year	19	109	128
At 31 July 2018	1,762	19,088	20,850
Carrying amount			
At 31 July 2018	58	220	278
At 31 July 2017	77	329	406

17. Debtors

	2018 £	2017 £
Trade debtors	60	10,394
Other debtors	10,293	9,752
	10,353	20,146

18. Creditors: amounts falling due within one year

	2018 £	2017 £
Accruals and deferred income	71,046	2,229
Social security and other taxes	321	245
	71,367	2,474

19. Analysis of charitable funds

Unrestricted funds

	1 August 2017 £	Income £	Expenditure £	31 July 2018 £
General funds	150,127	88,193	(120,244)	118,076

Case Management Society UK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2018

20. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2018 £	Total Funds 2017 £
Tangible fixed assets	278	278	406
Current assets	189,165	189,165	152,195
Creditors less than 1 year	(71,367)	(71,367)	(2,474)
Net assets	<u>118,076</u>	<u>118,076</u>	<u>150,127</u>

Case Management Society UK

Company Limited by Guarantee

Management Information

Year ended 31 July 2018

The following pages do not form part of the financial statements.

Case Management Society UK

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 July 2018

	2018 £	2017 £
Income and endowments		
Charitable activities		
Conference fees and sponsorship	<u>24,200</u>	<u>45,543</u>
Other trading activities		
Subscriptions and donations	<u>63,591</u>	<u>56,363</u>
Investment income		
Bank interest receivable	<u>402</u>	<u>10</u>
Total income	<u><u>88,193</u></u>	<u><u>101,916</u></u>
Expenditure		
Costs of raising donations and legacies		
Wages and salaries	14,857	14,399
Rent	3,721	3,721
Telephone	1,092	840
Other office costs	—	495
Depreciation	65	96
Bank charges	94	110
	<u>19,829</u>	<u>19,661</u>
Expenditure on charitable activities		
Purchases	42,507	29,108
Wages and salaries	14,276	13,834
Rent	3,576	3,576
Insurance	608	591
Motor vehicle expenses	11,457	10,449
Other motor/travel costs	1,562	1,375
Legal and professional fees	6,821	1,727
Telephone	1,049	808
Other office costs	18,357	11,433
Depreciation	62	93
Advertising and associated costs	22	868
Bank charges	118	80
	<u>100,415</u>	<u>73,942</u>
Total expenditure	<u><u>120,244</u></u>	<u><u>93,603</u></u>
Net (expenditure)/income	<u><u>(32,051)</u></u>	<u><u>8,313</u></u>