

General Osteopathic Council

Annual Report and Accounts 2017-18

Charity registration number: 1172749

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1. About the General Osteopathic Council

The General Osteopathic Council (GOsC) has a statutory duty under the Osteopaths Act 1993 to develop and regulate the osteopathy profession in the UK in order to ensure public protection.

Our role involves the pursuit of the following objectives:

- protecting, promoting and maintaining the health, safety and well-being of the public
- promoting and maintaining public confidence in the profession of osteopathy
- promoting and maintaining proper professional standards and conduct for members of that profession.

Our core functions are:

- Assuring the quality of osteopathic education and training.
- Registering qualified professionals on an annual basis and ensuring their continuing fitness to practise.
- Setting and promoting high standards of osteopathic practice and conduct.
- Helping patients with complaints or concerns about osteopaths and, where necessary, dealing with those complaints through fitness to practise procedures.

At 31 March 2018 there were 5,288 osteopaths registered with the GOsC.

2. Chair's statement

This year has seen the completion of the second year of our current three-year Corporate Strategy. It has been an important period for the GOsC as some of our major projects come to fruition or we build momentum for their implementation over the coming year.

The largest of these current projects is the implementation of our new continuing professional development (CPD) scheme that will commence from 1 October 2018. A significant milestone was passed in January when Council approved the new rules that give effect to the scheme. Throughout the year we have been developing new materials to support the scheme, and engaging with registrants, patients and other stakeholders. This has been a huge endeavour, and the level of engagement and the degree of preparation that is going into the new scheme gives me considerable confidence that its implementation will have a very positive impact on the whole of the osteopathic profession.

Alongside this work we have also completed a review of the Osteopathic Practice Standards. These are the standards that underpin all of our work in education, in practice and in how we address concerns raised about osteopaths. Ensuring that the standards both reflect patient expectations and provide practical support for osteopaths in practice is always a difficult balancing act. The updated Standards reflect these needs and represent the culmination of a very thorough piece of work with substantial input from a wide range of stakeholders.

It is to the credit of all concerned that a small organisation such as ours has been able to undertake a transformational piece of work such as new CPD at the same time as a standards review, and produce work of such high quality.

A small organisation can often be challenged by unexpected increases in its workload, and we have acknowledged that this has been the case in the past year as we have experienced high volumes of complaints and other concerns raised with us. While we believe we have turned the corner in dealing with this increased workload, it is important that we are not complacent and continue to strive for improvements in regulatory outcomes and the services we provide.

Alison J White
Chair
17 July 2018

3. Chief Executive and Registrar's introduction

Four things occurred in 2017-18 that represent the considerable change that continues to take place in the osteopathy profession. The first was the recognition of osteopathy by NHS England as an allied health profession, something that has the potential to open up a range of new opportunities for osteopaths and osteopathy. The second was the designation of the former British School of Osteopathy as the University College of Osteopathy (UCO), a recognition of the growing stature of osteopathic education not just at the UCO but across the sector. The third was the establishment of the new Osteopathic Foundation as a substantial fund to support education, research and development within osteopathy. Finally, at a European level we saw the establishment of a new body bringing together the majority of European osteopathic organisations, with a commitment to high standards of osteopathic practice and patient care.

We have also been particularly pleased with the positive and proactive approach taken by the profession in relation to the updating of our standards and also in preparation for the implementation of our new CPD scheme. It is incredibly important – for patients and registrants alike – that our requirements are clear, practical and helpful. We can only make this happen with the input of others.

I highlight these achievements because they demonstrate the progress that is being made within the profession to engage with the challenging issues that it faces, in a climate where there is increasing competition for healthcare resources both in the public and private sectors. But we also recognise that a small profession will always have capacity constraints that limit its ability to respond to and absorb change.

All of the examples I have given above demonstrate the collaborative, facilitative and supportive role that a regulator can play, while maintaining its distinct and central role in protecting patients. We are committed to continuing this approach, working in partnership and supporting the profession in ensuring that it can provide safe and high quality care for patients.

Tim Walker
Chief Executive and Registrar
17 July 2018

4. Our work in 2017-18

This Annual Report reflects the work of the General Osteopathic Council in the year to 31 March 2018.

In February 2016, the GOsC's Council approved a new three-year Corporate Plan which set out what the organisation aimed to achieve in the period 2016-19.

Within this plan we describe our aim as a regulator:

'To fulfil our statutory duty to protect public and patient safety through targeted and effective regulation, working actively and in partnership with others to ensure a high quality of patient experience and of osteopathic practice.'

This aim is underpinned by three high-level strategic objectives which set the course of the three-year planning cycle from 2016 to 2019:

- To promote public and patient safety through patient-centred, proportionate, targeted and effective regulatory activity.
- To encourage and facilitate continuous improvement in the quality of osteopathic healthcare.
- To use our resources efficiently and effectively, while adapting and responding to change in the external environment.

This report describes what we have achieved in the second year of this three-year plan.

Objective 1: Promoting public and patient safety through patient-centred, proportionate, targeted and effective regulatory activity

Our job as a regulator is to protect the public. One of the ways in which we do this is by ensuring that only appropriately qualified individuals can practise as osteopaths, and that they meet the standards expected of them throughout their careers.

Education, training and professionalism

Nearly all osteopaths registering in the UK obtain their qualifications from UK-based osteopathic educational institutions. One of our most important roles as a regulator is to ensure that these institutions continue to provide high-quality education and training for osteopathic students.

In order to quality assure these courses we work in partnership with the Quality Assurance Agency for Higher Education (QAA) which undertakes a programme of visits to institutions, commissioned by the GOsC. In 2017-18, visits were undertaken by GOsC-appointed Visitors for the renewal of recognition of osteopathic degree

courses at the British College of Osteopathic Medicine (BCOM) and the North East Surrey College of Technology (NESCOT).

Each osteopathic educational institution provides the GOsC with an annual monitoring report which we review in conjunction with the QAA. We also continue to monitor any conditions imposed following previous reviews.

The osteopathy degree course provided by Leeds Beckett University came to a close in summer 2017. However, in the same year (September 2017), a new GOsC-recognised course opened to students at the University of St Mark and St John (Marjon) in Plymouth for the first time.

At a time of significant change in higher education, it is important that we keep our own quality assurance arrangements under review. In 2017-18 we consulted on changes to these arrangements including removing the fixed five-year expiry dates on 'Recognised Qualifications'. Council will consider these and other changes further in 2018-19.

This year we continued our policy work looking at issues around professional boundaries. Building on work undertaken last year on reviewing best practice in teaching and learning in this area, in 2017-18 we commissioned a literature review (in conjunction with the General Chiropractic Council) to look at boundaries and therapeutic touch. This will inform ongoing dialogue within the sector.

GOsC staff continued their programme of visits to osteopathic educational institutions, speaking to students (prior to their clinical training and before graduation) about their responsibilities as clinicians and as future regulated healthcare professionals. This year we presented at six different institutions to over 200 final-year students.

Osteopathic educational institutions offering Recognised Qualifications
British College of Osteopathic Medicine
College of Osteopaths (validated by Middlesex University), Hertfordshire
College of Osteopaths (validated by Staffordshire University), Staffordshire
European School of Osteopathy
Leeds Beckett University (course closed in 2017)
London College of Osteopathic Medicine (for medical doctors only)
London School of Osteopathy
North East Surrey College of Technology (formerly Surrey Institute of Osteopathic Medicine)
Swansea University
University College of Osteopathy
University of St Mark and St John (Marjon) (course commenced in 2017)

Protecting and promoting registration

Controlling entry to the Register of osteopaths is central to the GOsC’s regulatory role. The Register is available online at: www.osteopathy.org.uk/register-search and is updated daily.

As well as admitting new UK applicants to the Register, a significant part of our work in this area involves assessing applicants from overseas and those who are returning to practice after a period when they have not been registered.

The number of registered osteopaths in the UK continues to grow. In 2017-18, there were 269 new or returning registrants joining the Register: a net growth of 88 or just under 1.7%. We expect this slight but steady growth to continue for the foreseeable future.

Place of training	Number joining the Register
British College of Osteopathic Medicine	20
College of Osteopaths	24
European School of Osteopathy	56
Leeds Beckett University	16
London College of Osteopathic Medicine	3
London School of Osteopathy	15
North East Surrey College of Technology	40
Swansea University	16
University College of Osteopathy (formerly British School of Osteopathy)	67
Overseas applicants	12
Total	269

As at 31 March 2018, there were 5,288 osteopaths registered with the GOsC.

Gender	Number
Female	2,670
Male	2,618
Total	5,288

Geographical location of the profession	Number
England	4,518
Northern Ireland	25
Scotland	158
Wales	143
Rest of world	444
Total	5,288

Our team of trained registration assessors, all of whom are qualified osteopaths, undertook a total of 45 registration assessments in 2017-18.

Type of assessment	Number
Non-UK Qualification Assessment	11
Further Evidence of Practice Assessment	6
Assessment of Clinical Performance	6
Return to Practice Interview	22
Total	45

We have been conscious for some time that the cost of assessing international applicants was being cross-subsidised by existing registrants. In line with the policy of most other regulators, we have sought to make the process fairer and in 2017-18 we consulted on changes to the fees paid by international applicants. A new charging scheme based on near full-cost recovery will be introduced in 2018-19.

We continue to seek to improve our registration processes for osteopaths and to raise awareness of the importance of the Register.

One of the activities that we undertake in order to protect the integrity of the Register is taking action against individuals who appear to be practising without registration. We review the websites of all those who have left the Register and, where necessary, remind them that they must remove references to osteopathic practice. In addition we respond to concerns raised with us about potential illegal practice. Not all concerns raised with us require action, but in 2017-18 we sent out 24 'cease and desist' letters which resulted in 19 resolved cases. No prosecutions in protection of title cases took place in 2017-18.

We are pleased that as a result of our continuing promotion campaign over 2,000 osteopaths and osteopathic practices are now using our 'I'm registered' and 'We're registered' Registration Marks, introduced in 2014.

Continuing professional development

Once an osteopath is registered with the GOSc, it is important that they remain up-to-date and fit to practise. At present, osteopaths are required to undertake 30 hours of continuing professional development (CPD) each year, of which 15 hours must include 'learning with others'.

During the course of each year, we aim to scrutinise 20% of all osteopaths' annual CPD summaries to ensure that they comply with our CPD guidelines, and we aim to undertake a more in-depth review of 2%, where osteopaths are asked to present more detailed evidence in support of their CPD activities.

We continued to make good progress towards the implementation of our new CPD scheme which will be introduced from 1 October 2018.

The new scheme consists of four components:

1. 90 hours of CPD to be undertaken over a period of three years (of which 45 hours must be learning with others) across the four themes of the *Osteopathic Practice Standards*
2. Undertaking an objective feedback activity to support CPD and practice
3. A requirement to undertake CPD in relation to communication and consent
4. Undertaking a peer discussion review at the end of the three-year cycle.

In 2017 we consulted on proposed revisions to our CPD Rules to support the new scheme. Council agreed the new rules in January 2018 and these were subsequently approved by Privy Council.

We continued our work with CPD 'early adopters' through an extensive programme of interactive webinars and the use of dedicated CPD resources. The material used by the early adopters is added to the range of resources available to osteopaths via our dedicated CPD microsite cpd.osteopathy.org.uk

In order to understand the impact of the new CPD scheme we also undertook a second annual evaluation survey. Approximately 10% of osteopaths completed the survey and we were able to see that awareness of the new scheme and engagement with its key activities continues to increase.

Fitness to practise

It is our duty under the Osteopaths Act to investigate any concern raised with us about an osteopath. These concerns may be raised by a patient, a member of the public, or another osteopath or healthcare professional.

We will always discuss such concerns in confidence and help the individual decide whether or not they wish to make a formal complaint. In 2017-18, 46 formal complaints were made to us (a small decrease over the previous year).

During the course of the year, the GOsC's Investigating Committee completed consideration of 44 cases. Of these, 23 were referred to a full hearing; in the other cases, it was determined that there was no case to answer.

Over the course of the year, the Professional Conduct Committee concluded 38 cases; in 21 of those cases, there was a finding against the osteopath.

Adverse findings in cases considered by the Professional Conduct Committee 2017-18	Number of cases
Admonished	10

Conditions of practice	7
Suspended	3
Removed	1
Total	21

The majority of cases arise from complaints made by patients or other members of the public. We are required to report annually on the number of cases that arise as a result of protected disclosures made by 'whistle blowers' and this information can be found on our website at: www.osteopathy.org.uk/about-us/our-work/handling-whistleblowing-concerns-policy/

We aim to ensure that all our investigations and hearings are concluded as quickly as possible. Our target for the initial investigation of complaints is 16 weeks, and for the conclusion of the entire process, 52 weeks. In 2017-18, the median time for investigating a complaint was 24 weeks, and the median time for concluding a hearing by the Professional Conduct Committee was 58 weeks.

Our performance in concluding fitness to practise matters was affected by the large volume of concerns we received in 2017-18 and previous years – over 400 in total – about osteopaths' advertising. While it is the role of the Advertising Standards Authority and not the GOsC to regulate advertising, all of the material we receive in this way must be managed appropriately.

With the exception of a small number of older cases, our fitness to practise performance in the latter part of the year returned to within our target times and we anticipate that this will continue in 2018-19.

While the time taken to consider fitness to practise cases is important, so too is the quality of the investigation and of the hearing process. To supplement the quality assurance processes we already have in place, this year we commissioned an external audit of a number of Professional Conduct Committee cases. We also established a Determination Review Group, which includes external representation to consider the quality of decision making and provide advice to the fitness to practise team.

We also continued policy development work with new or improved guidance developed relating to hearings and sanctions, matters that can be resolved without a hearing (Rule 8). In addition, we commenced work on investigating committee decision making guidance and standard case directions to be used by all parties within fitness to practise hearings.

We also published final versions of new materials to support osteopaths who may be subject to a complaint. These are Fitness to practise complaints procedure and Hearings guidance for osteopaths.

Objective 2: Encouraging and facilitating continuous improvement in the quality of osteopathic healthcare

Updating the Osteopathic Practice Standards

Our five-year refresh of our core guidance for osteopaths, the Osteopathic Practice Standards (OPS) continued throughout the year.

Formal consultation on the revised draft OPS took place from August to October 2017. A total of 318 responses were received, including over 200 from the dedicated OPS consultation microsite. This activity was supported by discussion with a range of stakeholders including: a patient focus group; osteopathic educational institutions; regional groups; and GOsC registration assessors.

The consultation generated considerable interest in a number of areas including: the extent to which osteopathic philosophy and principles should be addressed in the standards; the promotion of public health by osteopaths; and the relationship between advertising regulation and the standards.

The consultation analysis was followed up with detailed discussions with a stakeholder reference group, including a number of key osteopathic organisations as well as patient representatives, which resulted in a high degree of consensus on the consultation issues. The updated standards were approved by Council in May 2018 and, as required by the Osteopaths Act 1993, will come into effect in October 2019 one year after their publication.

Improving quality and patient care

We have continued with our work on understanding the relationships between osteopaths' and patients' values and their links to practice standards. This work is being undertaken in partnership with the Collaborating Centre for Values-based Practice in Health and Social Care, at St Catherine's College, Oxford.

In July 2017 we held a one-day patient and practitioner workshop in conjunction with the General Dental Council. The workshop explored both the positive and negative experiences of patients and practitioners and how differing values can be reconciled within a clinical consultation. As a result of this workshop further work is taking place on developing tools that can be used by patients and practitioners to support effective consultation outcomes. We hope that this work can be piloted in the coming year.

We work closely with the National Council for Osteopathic Research (NCOR) to support osteopathic research development and to promote awareness of relevant research among osteopaths. As part of this work, we continue to provide access to a package of research journals, including the International Journal of Osteopathic Medicine, to all registrants, as well as students in the final two years of their studies.

NCOR has also continued to assist the GOsC, the Institute of Osteopathy and the main providers of professional indemnity insurance to osteopaths, in compiling aggregate annual data on complaints, claims and concerns raised about osteopaths. This unique collaboration provides valuable insight to inform our work on professional standards and in education.

Developing the osteopathic profession

Our role encompasses the development as well as the regulation of UK osteopathy. We continue to work with leading osteopathic organisations on a shared agenda to further develop the profession. We contribute to this work where we can identify a tangible benefit to patient safety or the quality of patient care.

Along with the GOsC, the other members of the Osteopathic Development Group (ODG) are:

- The Council for Osteopathic Educational Institutions, representing all educational institutions offering osteopathic pre-registration courses.
- The Institute of Osteopathy (formerly the British Osteopathic Association), the professional association for UK osteopathy.
- The National Council for Osteopathic Research, the umbrella body responsible for fostering osteopathic research development.
- The Osteopathic Alliance, representing most of the independent osteopathic postgraduate development and training providers.

The ODG is continuing to work on eight core projects. In 2017-18, significant progress has been made in the following areas:

Mentoring – a training event was held for mentors, which was followed by a six month pilot of a mentoring toolkit. Following evaluation and revisions to the toolkit the programme will be rolled out more widely in the profession in 2018-19.

Advanced clinical practice – proposals for a competency framework for paediatric osteopathic practice were developed and a consultation held with the profession.

Leadership development – a total of 57 osteopaths have now completed a bespoke leadership programme which has been designed and delivered in conjunction with the Open University.

Patient Reported Outcome Measures (PROMs) – adoption of the tool and data collection continues across the profession.

International collaboration – the new website www.osteointernational.uk bringing together a wide range of resources relating to osteopathy around the world, is being well used in the UK and abroad.

Information about the ODG and its work can be found at:

www.osteodevelopment.org.uk

International activities

In 2005, the GOsC initiated the founding of the Forum for Osteopathic Regulation in Europe (FORE) and for many years provided its secretariat. In 2017-18 we were pleased to support its merger with the European Federation of Osteopaths into the new European Federation and Forum for Osteopathy (EFFO). The GOsC will continue to support the work of EFFO as an associate member.

The GOsC continues to contribute its knowledge and experience of regulation into the work of the Osteopathic International Alliance, and also continues to work closely with established regulatory bodies around the world, particularly the Australasian Osteopathic Accreditation Council, the Osteopathy Board of Australia, and the Osteopathic Council of New Zealand.

Objective 3: Using our resources efficiently and effectively, while adapting and responding to change in the external environment

Communicating and engaging with our stakeholders

Communication and engagement play an important role in our work, not only in explaining what we do but also in understanding public needs and ensuring that registrants are provided with appropriate support and information.

In 2017-18 we consulted publicly on:

- Updated Osteopathic Practice Standards
- Amendments to CPD Rules
- CPD and Peer Discussion Review Guidance
- Hearings and Sanctions Guidance
- Consensual disposal using Rule 8 of the fitness to practise rules
- Charges paid by internationally qualified applicants
- Investigating Committee Decision-making Guidance
- Quality assurance of osteopathic education

In all of our consultations we seek to involve not just registrants but a full range of stakeholders and to make use of our Patient Partnership Group. Particularly important this year has been the contribution of patients and other stakeholders to the Osteopathic Practice Standards Review Working Group and CPD Partnership Group.

We continue to publish our registrant magazine, *The Osteopath*, six times each year, along with monthly ebulletins for registrants. Social media – Facebook and Twitter – continue to play an important part in our communication work, with each service reaching over 2,200 and 2,400 followers respectively in 2017-18.

We meet regularly with a wide range of stakeholders, with the most significant meetings reported to Council in the Chief Executive's Report.

These meetings include those with local and regional groups, educational institutions, professional bodies and special interest groups, regulators, researchers and others, as well as presentations at a range of national and international conferences.

Promoting equality and diversity

In 2017-18 we updated our Equality and Diversity Policy to reflect the requirements on us as a designated body under the Equality Act. In our work with the profession, patients and the public, our new objectives are to:

- ensure our regulatory activities are fair and free from unlawful discrimination
- ensure that promoting equality and valuing diversity are reflected in the standards we set for the osteopathy profession
- promote equality of opportunity and access to the osteopathy profession
- communicate and engage with a diverse range of stakeholders in an accessible manner
- ensure high standards of in the recruitment, development and ongoing work of staff and non-executives.

Our Equality and Diversity Policy is available on our website at:

www.osteopathy.org.uk/about-us/our-work/equality-and-diversity

We are required under the Welsh Language Act 1993 to publish a Welsh Language Scheme and to report annually to the Welsh Language Commissioner. Our scheme, which provides that in the conduct of public business in Wales we will treat the English and Welsh languages equally, was approved by the Welsh Language Board in 2011; we report annually to the Board on its implementation. Along with other regulators we continue to be engaged in dialogue with the Welsh Language Commission and Welsh Government on proposed new Welsh Language Standards.

Governance, performance and risk

The GOsC Council consists of 10 members – five lay and five registrants. Council is supported in its governance work by nearly 40 other lay and registrant members of our statutory and non-statutory committees, as well as registration assessors, legal assessors, medical advisers and others.

The Remuneration and Appointments Committee scrutinises recruitment arrangements for all of these roles and also monitors the diversity of candidates who apply and are selected for them. The majority of our non-executives receive an annual performance assessment as part of their role.

The GOsC has been registered as a charity with the Charity Commission for England and Wales since April 2017 (registration number 1172749).

We were pleased that the Professional Standards Authority for Health and Social Care (PSA), which reviews annually the work of all the healthcare professional regulators, was able to report that in 2017-18 the GOsC met all its standards of good regulation.

The GOsC Council works with its Audit Committee to oversee the GOsC risk management framework. Council reviews the high level risk register twice a year and the Audit Committee does so at each of its meetings. The Audit Committee also makes an annual statement of assurance to Council that it considers that risk is being managed appropriately within the organisation.

The principal risks identified by the organisation in 2017-18 (along with key mitigating actions) arose in the following areas:

Risk area	Mitigating actions
Implementation of the new CPD scheme	Comprehensive communication programme, work with 'early adopter' osteopaths and development of support materials
Volume and complexity of fitness to practise cases	Increase in temporary and permanent staff resource, improvements to case management processes
IT infrastructure and data security	External audits of IT security and data protection compliance with follow-up action plans
Uncertainty arising from 'Brexit'.	Liaison with Department of Health officials and other regulators, as well as internal review and contingency planning

Operational efficiency and effectiveness

In 2017-18 we have once again maintained the current level of fees paid by registrants and we continue to maintain a focus on seeking efficiency savings across all our functions.

In 2017-18 and beyond we are prioritising the strengthening of our IT capacity. Initial work has focused on implementing recent audit findings and ensuring that we have high levels of information security, including preparation for the implementation of new requirements under the General Data Protection Regulation (GDPR). We have also commenced an overhaul of our IT infrastructure which will provide a more secure and effective working environment, as well as the capability to support more use of videoconferencing, online collaboration and remote working.

5. Financial report for the year 2017-18

Financial commentary

Income and Expenditure

The financial report for the year 2017-18 represents the first since the GOsC became a registered charity. The accounts, which are set out in more detail over the following pages, are now presented in accordance with the Charity SORP (Financial Reporting Standard 102).

The GOsC ended the financial year with a small surplus of £15,356, arising before accounting for any gains and losses on investments.

At the year end total income was £2,873,091. Registration fee income accounted for £2,800,696 and represented approximately 97% of total income. The remaining income came from areas such as advertising sales for The Osteopath magazine and bank and investment interest.

Expenditure for the year was £2,857,735 after designated spending, which included expenditure of £29k on the implementation of the new continuing professional development scheme and £25k on Osteopathic Development Group projects.

The Register continues to have a small steady growth in numbers and we anticipate that to continue in future years. As a result, registration fees have once again been maintained at their current level.

Regulation and development costs

The costs of the GOsC's regulatory activities fall into four main areas:

Education and professional standards

Quality assuring osteopathic educational institutions continues to be a fundamental element of the work undertaken in this area alongside the development and implementation of the new continuing professional development scheme.

This year also saw the completion of the review of the Osteopathic Practice Standards. As part of our continuing commitment to find cost savings, the significant analysis of the consultation responses was completed in-house by members of the Education and Professional Standards team meaning just £6k was incurred on this important project.

Registration

Registration costs remained broadly consistent with the expenditure from the prior year although there was new expenditure incurred on a registration appeal. Total

non-staffing costs were £28k and included registration assessment costs and associated expenditure for the training and appraisal of registration assessors.

Fitness to practise and legal

The cost of conducting investigations and holding hearings remains the single largest non-staffing element of GOsC expenditure. In 2017-18 total expenditure in this area increased to £931,764 from £819,824 in the previous year. The costs of the Investigating Committee were £61,660 with the Professional Conduct Committee incurring expenditure of £567,924.

Communications, research and development

Costs of communications and engagement activities were lower this year at £489,037 compared to £530,037 in the previous year. This reduction in spend reflects cost savings and efficiencies rather than a reduction in the GOsC commitment to engagement with the profession and key stakeholders.

Administration and overhead costs

Other GOsC cost areas are those relating to operating the infrastructure of the organisation, including building and IT costs, and administering the GOsC Council and committees, which are essential functions for the discharge of our statutory duties.

Governance

Governance costs relate to Council members' allowances, committee expenses, appraisals and the recruitment of new members. In 2017-18, governance costs remained consistent with the previous year, £274,537 compared with £275,880. Within governance costs was the levy on all healthcare professional regulators for the costs of the Professional Standards Authority; the GOsC paid a levy of £13,410.

IT infrastructure

The commitment to a new IT staffing resource was incurred this year which saw a focus on ensuring the GOsC IT infrastructure was secure and fit for purpose. Expenditure on IT (£77k) reflects the cost of the GOsC Register, the customer relationship management system and other office services.

Administration and establishment

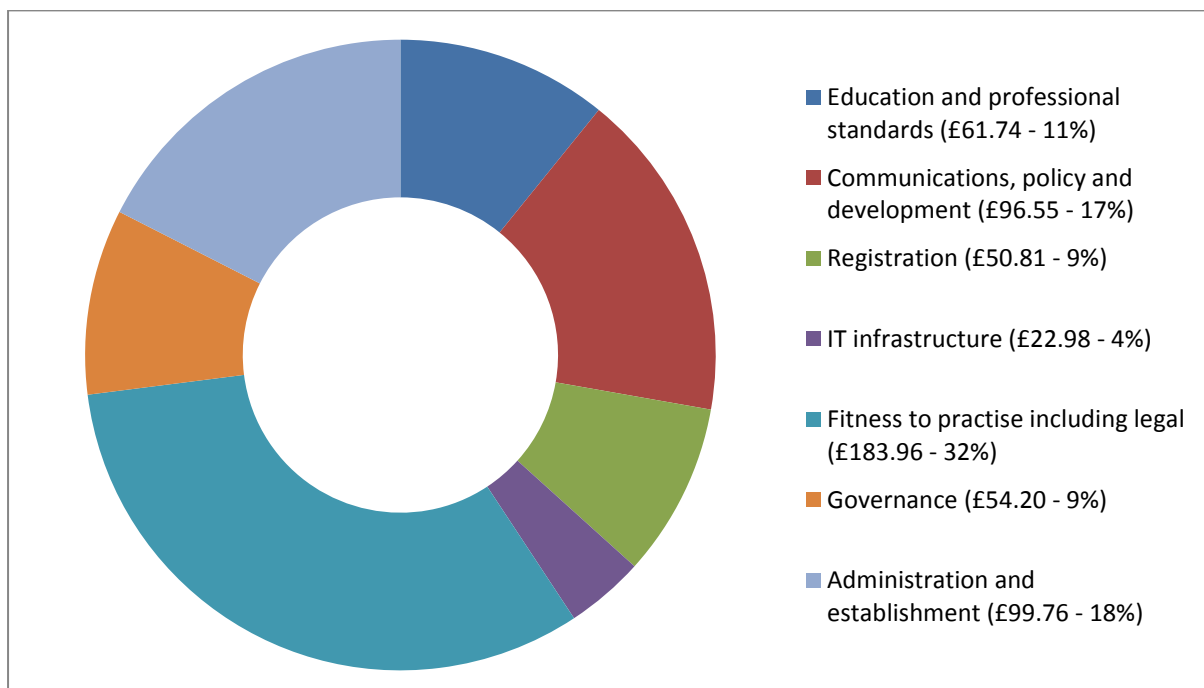
Expenditure in this area reflects the costs of premises, general office administration and travel. It also includes audit fees, bank interest and investment charges and depreciation.

Staffing costs

Staffing is the biggest single component of the GOsC's expenditure. In 2017-18 staffing costs, including recruitment and development, totalled £1,386,653 compared to £1,435,096 in the previous year, and reflects the cost savings which arose from a prior year staff restructure. The in-year spend represented 48% of overall expenditure.

What does the registration fee fund?

The headline registration fee of £570 is broken down below to show the amount of spend on each GOsC function in 2017-18.



Reserves and investments

Reserves policy

The GOsC holds reserves as part of good business practice to ensure that it has funds available should unforeseen events materialise, such as an increase in expenditure or a reduction in income. Council reviews the reserves position on an annual basis. The reserves position for 2017-18 is set out as follows.

The Statement of Financial Position (Balance Sheet) shows total funds of £2,514,188. All of the GOsC funds are unrestricted.

General Reserves total £2,443,346, which represents an increase of £15,175 over the previous year. Council designated funds for the implementation of the new CPD scheme and £71k remains to be spent over the coming years.

The Council has considered the areas in which it feels it has the greatest financial risk and these are:

- Increased volume of complaints
- Judicial reviews or legal appeals
- Uninsurable losses, e.g. data protection fines
- Unforeseen increase in quality assurance activity.

Having considered these risks and the possible financial impact should they materialise, Council has concluded that it would be prudent to hold reserves within a target range of £350k-£700k.

At the end of the financial year 2017-18, the Council is holding reserves equal to £646,567, which has been calculated as follows:

	£
Funds held	2,514,188
Restricted funds	-
Designated funds	(70,842)
Operational fixed assets	(1,796,779)
Funds remaining	646,567

Reserves are currently held within the target range and therefore no remedial action is required by Council in the forthcoming financial year.

Investment strategy

Investments are valued at market value as at the date of the Statement of Financial Position (Balance Sheet). Realised and unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities. Investments include cash deposits where monies are not required for short term working capital.

The GOsC has an investment of £551,021 in a medium-risk, diversified portfolio. The fund is managed by Brewin Dolphin. The GOsC has a further £577,624 cash deposit held with Secure Trust Bank in a 120-day notice account.

Statement of Council's responsibilities

Council is responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. The Osteopaths Act 1993 requires Council to prepare financial statements for every financial year. Under that law, Council has elected to prepare the financial statements in accordance with UK Generally Accepted Accounting Practice (UK Accounting Standards and applicable laws).

Council will not approve the financial statements unless it is satisfied that these give a true and fair view of the state of affairs and profit or loss of the GOsC for that period. In preparing these financial statements, Council is required to:

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

Council is responsible for keeping adequate accounting records that are sufficient to show and explain the GOsC's transactions and disclose with reasonable accuracy at any time the financial position of the GOsC, and that enable Council to ensure that the financial statements comply with the Osteopaths Act 1993 and the Charities Act 2011.

Council is also responsible for safeguarding the assets of the GOsC and takes reasonable steps to assess and manage risk, undertake non-financial audit activities of the GOsC's work, and ensure the prevention and detection of fraud and other irregularities. Council has appointed an independently chaired Audit Committee to support it in this work.

The trustees confirm they have had due regard to the Charity Commission's guidance on public benefit.

Approved by Council on 17 July 2018 and signed on their behalf by:

Alison J White
Chair

Independent Auditor's Report to the trustees of the General Osteopathic Council

Opinion

We have audited the financial statements of General Osteopathic Council for the year ended 31 March 2018 which comprise the Statement of Financial Activities, Statement of Financial Position, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2018 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity'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 auditor's 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.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees

determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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 auditor's report.

Crowe U.K. LLP
Statutory Auditor
London

Date

Statement of Financial Activities

Year to 31 March 2018

	Notes	2018 £	2017 £
Income from			
Charitable activities	2	2,858,228	2,824,348
Investments	3	14,863	13,721
Total		2,873,091	2,838,069
Expenditure on			
Charitable activities	4	2,857,735	2,863,341
Total expenditure		2,857,735	2,863,341
Net income/(expenditure) before gains/(losses) on investments			
		15,356	(25,272)
Net gains/(losses) on investments			
		(29,339)	6,441
Net (expenditure)		(13,983)	(18,831)
Reconciliation of funds			
Total funds brought forward		2,528,171	2,547,002
Total funds carried forward	13	2,514,188	2,528,171

The surplus/deficit for the year arises from the GOsC's continuing operations.

All income and expenditure is unrestricted.

Statement of Financial Position

As at 31 March 2018

	Notes	2018 £	2017 £
Fixed assets			
Intangible assets	8	13,161	20,181
Tangible assets	8	1,783,618	1,776,717
Total Fixed Assets		1,796,779	1,796,898
Current assets			
Debtors	10	382,420	397,198
Investments (portfolio)	9	551,021	573,094
Investments (120-day bond)		577,624	570,512
Cash in bank and at hand		169,332	209,992
Total current assets		1,680,397	1,750,796
Current liabilities			
Creditors: amounts falling due within 1 year	11	(962,988)	(1,019,523)
Total current liabilities		(962,988)	(1,019,523)
Net current assets		717,409	731,273
Net assets		2,514,188	2,528,171
Represented by:			
Unrestricted funds			
Designated funds		70,842	100,000
General funds		2,443,346	2,428,171
Total funds		2,514,188	2,528,171

Approved and authorised for issue by the members of Council on 17 July 2018 and signed on their behalf by:

.....
Alison J White
Chair

The notes to the accounts on pages 31-40 form part of these financial statements.

Cash Flow Statement

Year to 31 March 2018

	Notes	2018 £	2017 £
Reconciliation of net (expenditure) to net cash flow from operating activities:			
Net (expenditure) for the reporting period (as per the statement of financial activities)		(13,983)	(18,831)
Depreciation		51,128	49,704
Losses/(gains) on investment		22,180	(14,379)
Dividends, interest and rents from investments		(7,597)	(13,721)
Decrease/(Increase) in debtors	10	7,667	(80,012)
(Decrease)/increase in creditors	11	(56,535)	44,586
Net cash provided by/(used in) operating activities		2,860	(32,653)
Cash flows from investing activities			
Dividends, interest and rents from investments		7,597	13,721
Purchase of tangible fixed assets	8	(51,117)	-
Proceeds from sale of investments		-	557,291
Purchase of investments		-	(547,486)
Net cash (used in) investing activities		(43,520)	(23,526)
Change in cash and cash equivalents in the reporting period			
		(40,660)	(9,127)
Cash and cash equivalents at the beginning of the reporting period		209,992	219,119
Cash and cash equivalents at the end of the reporting period		169,332	209,992
Cash and cash equivalents at the end of the reporting period			
Cash at bank and in hand		169,332	209,992

Notes to the financial statements

Year to 31 March 2018

1. Principal accounting policies

Basis of accounting

The General Osteopathic Council (GOsC) was established under the Osteopaths Act 1993 and is domiciled in the United Kingdom, and the principal office address is Osteopathy House, 176 Tower Bridge Road, London SE1 3LU. The GOsC is required to maintain adequate financial records and it does so through preparing accounts which are laid before each House of Parliament.

Reserves have been accumulated over previous financial periods in order to withstand any unforeseen circumstances, and the members of Council continue to adopt the going concern basis of accounting in preparing the financial statements.

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" Charities SORP (FRS 102) and the Charities Act 2011.

The financial statements have been prepared on an historic cost basis as modified by the revaluation of investments.

The financial statements are presented in sterling (£). The GOsC meets the definition of a 'public benefit entity' under FRS 102.

Critical accounting estimates and judgements

To be able to prepare the financial statements, the GOsC has reviewed its accounting policies and the amounts recorded in the annual accounts to ensure any estimates and judgements which have the most risk of causing a material adjustment to the accounts are disclosed. In the view of the Council there are no significant estimates or judgements involved in the preparation of the financial statements.

Intangible assets

In accordance with Charities SORP (FRS 102), the cost of cloud based servers and software (costing more than £750) are treated as intangible assets and will be subject to amortisation. Amortisation is provided on intangible assets, on a straight-line basis, as follows:

Computer software	5 years
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Tangible fixed assets

All assets with a useful economic life of more than one year, and costing more than £1,000 (or more than £750 for computer equipment), are capitalised. Depreciation is provided on fixed assets, on a straight-line basis, as follows:

Freehold building	50 years
Office furniture	5 years
Office equipment	3 years
Computer hardware	3 years

Income

Registration and other fee income is recognised over the period that a service is provided and so the GOsC earns entitlement to the income, for registration fee income this is over the period of one year from the date the individual was first entered onto the register. Investment income including bank interest income is accounted for as earned.

Investment

Investments are valued at market value as at the balance sheet date. Realised and unrealised gains and losses arising on the revaluation of investments are credited or charged to the Statement of Financial Activities. Investments include cash deposits where monies are not required for short term working capital and the intention is for that cash to be held to generate a return for in excess of 12 months.

The GOsC has a further £500,000 invested in a 120-day bond with Secure Trust Bank.

Expenditure

All expenditure is accounted for on an accruals basis as soon as a liability is considered probable. Expenditure directly related to a single activity is allocated to that activity in the notes to the financial statements. Staff costs attributable to more than one cost category of expenditure are apportioned on the basis of the estimated amount of staff time attributable to that activity in the year.

Pension contributions

The GOsC operates a defined contribution pension scheme for qualifying employees. The employer's contribution for the year is charged to salaries in the Statement of Financial Activities.

Fund accounting

The General Reserve consists of unrestricted funds that are available for use at the Council members' discretion in furtherance of the objectives of the GOsC. Designated funds are unrestricted funds set aside at the discretion of the Council members for specific purposes.

Short-term deposits

Short-term deposits comprise cash sums held on deposit with recognised banks.

Going concern

In the financial year ended 31 March 2018, a small deficit was incurred after designated spending from reserves. Reserves have been accumulated over previous financial periods in order to withstand any unforeseen circumstances, and the members of Council continue to adopt the going concern basis of accounting in preparing the financial statements.

Financial instruments

The GOsC only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans to related parties.

2. Income from charitable activities

The GOsC's income was derived from its principal activity. Registration fees are the primary source of income, with other income received being from the following sources:

	2018	2017
	£	£
Registration fees	2,800,696	2,735,411
Total	2,800,696	2,735,411

Other income

	2018	2017
	£	£
Magazine and leaflets	29,192	34,705
Performance assessments	1,090	3,111
FORE secretariat	18,375	25,024
Recoverable costs	185	1,487
Grant funding (Department of Health)	-	9,952
Miscellaneous	8,690	14,658
Total	57,532	88,937

3. Income from investments

	2018	2017
	£	£
Interest from investments	14,863	13,721
Total	14,863	13,721

4. Expenditure arising from charitable activities

Expenditure for each function in the year was as follows:

	Direct costs	Support	2018	2017
	£	costs	£	£
		£		
Charitable activities				
Education and professional standards	312,705	156,041	468,746	503,068
Registration	257,335	277,406	534,741	533,350
Fitness to practise	931,764	234,061	1,165,825	1,096,510
Communications and research	489,037	199,386	688,423	730,413
Total	1,990,841	866,894	2,857,735	2,863,341

5. Support costs

	Management	Governance	Administration	IT	Total	2017
	£	£	£	£	2018	£
					£	
Support costs						
Education and professional standards	63,815	29,455	48,933	13,837	156,040	158,583
Registration	113,450	52,365	86,992	24,599	277,406	277,521
Fitness to practise	95,723	44,183	73,400	20,756	234,062	277,521
Communications and research	81,542	37,637	62,526	17,681	199,386	198,229
Total	354,530	163,640	271,851	76,873	866,894	911,854

Support costs (IT, Governance and Administration and Establishment) have been recharged across the other areas of business on the basis of staff numbers in those departments.

6. Governance

	2018	2017
	£	£
Governance costs		
Members fees (including National Insurance)	97,862	95,794
Other governance costs including expenses	65,778	74,138
Total	163,640	169,932

Payments to non-executive members

Council members

In the reporting year, the total value of honorariums paid to Council members (10 in total) was £95,250 including responsibility allowances. In addition, expenses paid directly to Council members and to suppliers for travel and accommodation totalled £13,320.

Name	Position	Location	Honorarium £	Expenses £
Alison J White	Chair	Hertfordshire	25,500	373
Sarah Botterill	Member	Wales	7,500	1,231
John Chaffey	Member	Hertfordshire	7,500	-
Elizabeth Elander	Member	Cheshire	7,500	1,546
Dr Bill Gunnyeon	Member	Scotland	9,750 ¹	2,815
Simeon London	Member	Scotland	7,500	75
Dr Joan Martin	Member	Northern Ireland	7,500	6,655
Haidar Ramadan	Member	London	7,500	-
Dr Denis Shaughnessy	Member	Hampshire	7,500	-
Deborah Smith	Member	Bedfordshire	7,500	626
Total			95,250	13,321

¹Includes a responsibility allowance of £2,250 paid as Chair of the Policy Advisory Committee

Expenses shown in the table above include those paid directly to Council members and those paid to suppliers to cover travel and accommodation costs.

The Osteopaths Act 1993 allows for the remuneration of Council members.

Investigating Committee and Professional Conduct Committee members

In the reporting year, a daily attendance fee of £306 was paid to members of the Investigating Committee and the Professional Conduct Committee when attending GOsC meetings and hearings. Members of the Investigating Committee also receive a reading allowance of £75 per day and a screening fee of £12.50 per case screened. Members of these committees claimed daily attendance fees which totalled £169,410 with expenses

paid directly to the committee members and to suppliers for travel and accommodation totalling £64,688.

External members of other committees

In the reporting year, a daily attendance fee of £306 was paid to external members of the Education and Registration Standards, Osteopathic Practice, Audit and Remuneration and Appointments Committees when attending GOsC meetings. Co-opted members of these committees claimed daily attendance fees of £7,467 with expenses paid directly to the committee members and to suppliers for travel and accommodation totalling £1,448.

Net expenditure after charging

	2018	2017
	£	£
Net expenditure for the year stated after charging		
Fees paid to Crowe U.K. (net of VAT)		
- External audit	14,250	13,750
- Corporation tax	-	2,000
Depreciation of assets	51,218	49,704

7. Employees and staff costs

Staff costs during the year were as follows:

	2018	2017
	£	£
Staff costs		
Salaries	1,097,742	1,146,523
National Insurance	118,523	117,105
Pensions	96,088	102,723
Total	1,312,353	1,366,351

	2018	2017
	£	£
Average staff numbers		
Chief Executive and Registrar's office	2	2
Education and professional standards	4	4
Registration and resources	7	7
IT	1	1
Fitness to practise	6	7
Communications	5	5
Total	25	26

Key management personnel remuneration

The key management personnel comprise the Chief Executive and Registrar, Head of Professional Standards, Head of Registration and Resources and Head of Regulation.

The total emoluments for the key management personnel were £433,833 (2017 – £513,889).

The total number of staff whose taxable emoluments fell into higher salary bands was:

	2018	2017
	£	£
£70,000 - £80,000	2	4
£80,000 - £90,000	1	-
£120,000 - £130,000	1	1

The employment costs of the Chief Executive and Registrar at 31 March 2018 were:

	£
Salary	129,992
Employer National Insurance contributions	16,256
Employer pension contributions	12,999

Pension costs

The employer contributions paid in the year, in respect of individual staff pensions, was £96,088 (2017 – £102,723).

8. Intangible and Tangible Fixed Assets

Intangible assets

	Computer software	Total
	£	£
Cost		
At 1 April 2017	259,856	259,856
Additions	-	-
Disposals	-	-
At 31 March 2018	<u>259,856</u>	<u>259,856</u>
Depreciation		
At 1 April 2017	239,675	239,675
Charge for the year	7,020	7,020
Disposals	-	-
At 31 March 2018	<u>246,695</u>	<u>246,695</u>
Net book value		
At 31 March 2017	<u>20,181</u>	<u>20,181</u>
At 31 March 2018	<u>13,161</u>	<u>13,161</u>

Fixed Assets

	Office equipment £	Office furniture £	Computer hardware £	Freehold building £	Total £
Cost					
At 1 April					
2017	17,424	45,531	3,806	2,244,172	2,310,933
Additions	-	28,522	22,595	-	51,117
Disposals	-	-	-	-	-
At 31 March 2018	<u>17,424</u>	<u>74,053</u>	<u>26,401</u>	<u>2,244,172</u>	2,362,050
Depreciation					
At 1 April					
2017	17,422	44,457	2,314	470,027	534,220
Charge for the year	-	2,293	3,719	38,186	44,198
Disposals	-	-	-	-	-
At 31 March 2018	<u>17,422</u>	<u>46,750</u>	<u>6,033</u>	<u>508,213</u>	578,418
Net book value					
At 31 March 2017	2	1,074	1,492	1,774,145	1,776,713
At 31 March 2018	<u>2</u>	<u>27,303</u>	<u>20,368</u>	<u>1,735,959</u>	1,783,632

9. Investments

	2018 £	2017 £
At the start of the year	573,094	568,524
Unrealised (losses)	(38,783)	(6,080)
At the end of the year	534,311	562,444
Cash	16,710	10,650
Total portfolio	551,021	573,094

Investments are managed by Brewin Dolphin and are held in a medium risk diversified portfolio incorporating a mix of equities (£409,981), bonds (£124,330) and other assets (£16,710).

10. Debtors

	2018 £	2017 £
Trade debtors	226,590	212,881
Prepayments and accrued income	140,078	172,720
Other debtors	15,752	11,597
Total debtors	382,420	397,198

11. Creditors

	2018	2017
	£	£
Trade creditors	90,975	104,207
Deferred income	793,727	764,608
Accruals	43,568	106,357
Other creditors	423	3,713
Income tax and social security	34,295	38,503
Corporation Tax Creditor	-	2,135
Total creditors	962,988	1,019,523

12. Deferred income

	2018	2017
	£	£
As at 1 April	764,608	726,672
Amount deferred during the year	793,727	764,608
Amount released to the financial statements	(764,608)	(726,672)
Total deferred income	793,727	764,608

Income from annual registration fees is deferred and released to the statement of financial activities on a straight-line basis over the period to which the income relates. All deferred income brought forward from the previous year is automatically released to the statement of financial activities in the following year.

13. Reserves

	At 1 April 2017	Income	Expenditure	At 31 March 2018
	£	£	£	£
Reserves				
General fund	2,428,171	2,873,091	(2,857,916)	2,443,346
Designated fund	100,000	-	(29,158)	70,842
Total funds	2,528,171	2,873,091	(2,887,074)	2,514,188

The designated fund relates to the implementation of the new Continuing Professional Development (CPD) scheme.

Prior year comparative

	At 1 April 2016	Income	Expenditure	Transfer	At 31 March 2017
	£	£	£	£	£
Reserves					
General fund	2,422,002	2,838,069	(2,856,900)	25,000	2,428,171
Designated fund	125,000	-	-	(25,000)	100,000
Total funds	2,547,002	2,838,069	(2,856,900)	-	2,528,171

14. Related party transactions

Tim Walker, the GOsC Chief Executive and Registrar, is Chair of the Board of Trustees of the National Council of Osteopathic Research (NCOR). This post is unremunerated.

Expenditure in the year was £27,600 (2017 – £26,569) and related to the GOsC contribution towards NCOR infrastructure costs.

6. Key activities for 2018-19

The 2018-19 year will be the third year of the three-year Corporate Strategy for 2016-19. Our Business Plan for 2018-19, anticipates the following activities:

Continuing professional development (CPD)

- Finalising new CPD guidance and implementing our new CPD scheme from 1 October 2018.
- Working with individual osteopaths and a range of stakeholders to support implementation of the new scheme.

Osteopathic Practice Standards

- Publishing updated Osteopathic Practice Standards for implementation from 2019.
- Developing new supporting guidance and learning materials for osteopaths to support the use of the updated Osteopathic Practice Standards.

Osteopathic education

- Concluding a review of our quality assurance process and implementing the changes agreed.
- Continuing our quality assurance of existing and proposed new recognised qualifications, while undertaking a tender for the procurement of quality assurance services.

Registration

- Undertaking a review of the assessment processes to support the implementation of the updated Osteopathic Practice Standards.
- Investigating and where necessary prosecuting individuals who incorrectly describe themselves as osteopaths.
- Monitoring and responding to the potential impact of 'Brexit' on our international registration processes.
- Implementing changes to our IT systems to support new registration and CPD processes.

Development of the profession

- Working with the Council of Osteopathic Educational Institutions, the Institute of Osteopathy, the Osteopathic Alliance and the National Council for Osteopathic Research to further develop the osteopathic profession.

Fitness to practise

- Consulting on new Standard Case Directions to improve the effectiveness of the fitness to practise hearings process.
- Developing new guidance on cases relating to professional indemnity insurance, and on Investigating Committee decision-making.
- Supporting the expansion of the pool of expert witnesses available for fitness to practise hearings.
- Continuing the work of our Decision Review Group, working with colleagues from other regulators, to share best-practice and improve fitness to practise processes.

Research

- Reviewing our commissioned literature review on sexual boundaries (jointly with the General Chiropractic Council) and working with stakeholders to consider the implications for osteopathic education and practice.
- Continuing our work on developing, piloting and evaluating tools for improving values-based decision making between patients and osteopaths.
- Continuing to support the National Council for Osteopathic Research to develop research capacity within the osteopathic profession.

Communications and engagement

- Supporting the implementation of the updated Osteopathic Practice Standards and of the new CPD scheme.
- Continuing to work with our Patient and Public Partnership Group and other patient groups to provide effective input to our work.
- Supporting the communication, consultation and engagement work of our partners in the Osteopathic Development Group.

Finance and governance

- Evaluating our performance against the 2016-19 Corporate Strategy and developing and agreeing a new Corporate Strategy for 2019-22.
- Implementing improvements to our IT infrastructure to provide effective, responsive and cost effective services.

7. How we are run

Council

The 2017-18 GOsC Council consisted of 10 members, five osteopaths and five lay. They are the charity Trustees, responsible for ensuring that the GOsC is meeting its statutory duties under the Osteopaths Act 1993 and other legislation.

The role of Council includes setting the corporate strategy and objectives, determining key policies for the organisation, and making rules as provided for under the Osteopaths Act.

Council approves the annual Budget and Business Plan and holds the Chief Executive to account for the delivery of the Corporate Plan, the Business Plan, the Budget, risk mitigation, organisational performance and staff leadership, and for external perceptions.

Members of Council are appointed by the Privy Council. Appointments require the GOsC to follow a recruitment procedure that is scrutinised by the Professional Standards Authority for Health and Social Care (PSA). Each year, every Council member (and other non-executives) takes part in a performance appraisal with the Chair of Council (or relevant committee chair).

Members of Council in 2017-18

Chair (lay)
Alison J White
Lay members
Sarah Botterill
Dr Bill Gunnyeon
Dr Joan Martin
Dr Denis Shaughnessy
Osteopath members
John Chaffey
Elizabeth Elander
Simeon London
Haidar Ramadan
Deborah Smith

Brief biographies of all current Council members are available on the GOsC website at: www.osteopathy.org.uk/about-us/the-organisation/council

Committees of Council

Council is supported in the delivery of its objectives by a number of statutory and non-statutory committees. There are three committees of Council: the Policy Advisory Committee; the Audit Committee; and the Remuneration and Appointments Committee.

Each Committee includes members of Council and appointed external members. External members are appointed by Council under the guidance of the Remuneration and Appointments Committee.

The work of each Committee is set out below.

Policy Advisory Committee

- The Policy Advisory Committee fulfils the statutory role of the Education Committee under section 1 of the Osteopaths Act 1993.
- The role of the Policy Advisory Committee is to contribute to the development of Council policy. This includes:
 - The standards required for initial registration and appropriate means for assessing those standards.
 - All matters relating to pre-registration education and training of osteopaths, including the standards of osteopathic practice required for registration.
 - Post-registration education and training, including the requirements for ensuring osteopaths remain fit to practise.
 - The management, investigation and adjudication of concerns about the fitness to practise of registrants.
 - Matters relating to the exercise of powers under section 32 of the Act (protection of title).
 - The development of the osteopathic profession.
 - Measures to encourage research and research dissemination within the osteopathic profession.
 - Any research needs to support the GOsC's work.

Its statutory role as Education Committee includes:

- advising Council on the recognition of qualifications in accordance with section 14(6) of the Act (or the withdrawal of recognition)

- appointing and managing the performance of visitors to conduct the evaluation of courses under section 12 of the Act.

Members of the Policy Advisory Committee 2017-18

John Chaffey	osteopath
Elizabeth Elander	osteopath
Dr Bill Gunnyeon (Chair)	lay
Dr Joan Martin	lay
Alison J White	lay
External members	
Dr Marvelle Brown	lay
Bob Davies	osteopath
Professor Raymond Playford	lay
Nick Woodhead	osteopath

In addition, four organisations are invited to send observers to the meeting: the Council of Osteopathic Educational Institutions; the Institute of Osteopathy; the National Council for Osteopathic Research; and the Osteopathic Alliance. The observers may participate in all parts of the meeting except for that business reserved to the statutory Education Committee.

Audit Committee

The role of the Audit Committee is to provide oversight that the necessary internal and external systems and processes are in place for identifying, managing and mitigating the risks relating to the discharge of the GOsC’s statutory duties, and make recommendations for any actions to Council and the Executive as appropriate. The Committee also considers any matters relating to fraud and loss, or information security breaches.

Members of the Audit Committee 2017-18

Dr Denis Shaughnessy	lay
Haidar Ramadan	osteopath
External members	
Martin Owen	lay
Chris Shapcott (Chair)	lay

Remuneration and Appointments Committee

The Remuneration and Appointments Committee oversees appointment, performance and remuneration policy in relation to Council and other non-executives and staff of the GOsC, and makes recommendations to Council. Non-executives include all members of Council and statutory and non-statutory committees.

Members of the Remuneration and Appointments Committee 2017-18

Sarah Botterill	lay
Simeon London	osteopath
Deborah Smith	osteopath
Alison J White (Chair)	lay
External member	
Ian Muir	lay

Council members' attendance at Council and committee meetings

Name	Council	Audit	Policy Advisory	Remuneration and Appointments
Alison J White	4/4		3/3	2/3
Sarah Botterill	4/4			3/3
John Chaffey	4/4		2/3	
Elizabeth Elander	3/4		2/3	
Dr Bill Gunnyeon	4/4		3/3	
Simeon London	4/4			3/3
Dr Joan Martin	3/4		3/3	
Haidar Ramadan	4/4	2/3		
Dr Denis Shaughnessy	4/4	3/3		
Deborah Smith	4/4			3/3

Individual members also attend working groups, ad hoc meetings and appraisals throughout the year.

Independent fitness to practise committees

There are three committees that support the GOsC's fitness to practise functions: the Investigating Committee, the Health Committee and the Professional Conduct Committee. The GOsC is responsible and accountable for the operation of these committees, but their decision-making is independent of the GOsC Council.

The committees operate as panels of typically three or five members to consider complaints and referred cases.

The committee members are appointed by Council under the guidance of the Remuneration and Appointments Committee.

Investigating Committee

The role of the Investigating Committee is to carry out the initial investigation of a complaint against an osteopath, which may allege unacceptable professional conduct, professional incompetence or matters relating to the osteopath's physical or mental ill health.

Members of the Investigating Committee 2017-18

Helen Bullen	osteopath
Adam Fiske	osteopath
Sue Gallone	lay
Caroline Guy	osteopath
Catherine Hamilton-Plant	osteopath
Eleanor Harding	lay
Laura Heskins	lay
Jim Hurden	osteopath
James Kellock (Chair of Investigating Committee)	lay
Yvonne McNiven	osteopath
Jacqueline Telfer	lay
Debbie Watt	osteopath
Tamsyn Webb	osteopath

Health Committee and Professional Conduct Committee

The role of the Professional Conduct Committee is to hear cases concerning serious unacceptable conduct, incompetence or convictions and, where the Committee finds any such case proved, to impose an appropriate sanction on the osteopath concerned.

The role of the Health Committee is to consider cases in which an osteopath is alleged to be in poor physical or mental health and, if the allegation is upheld, to take appropriate action in the interests of the public and the osteopath.

Members of the Health and Professional Conduct Committees 2017-18

Members are appointed to serve on both the Health and Professional Conduct Committees, although each committee has its own Chair.

Tom Bedford	osteopath
Alastair Cannon	lay
Colin Child	lay
Claire Cheetham	osteopath
Richard Davies (Chair of Professional Conduct Committee)	lay
Tracy Davies	osteopath
Philip Geering (Chair of Health Committee)	lay
Professor Brian Gomes da Costa	lay
Helen Greenwood (from 1 February 2018)	osteopath
Barry Kleinberg	osteopath
Morag Mackellar	lay
Kenneth McLean	osteopath
Nora Nanayakkara (from 1 February 2018)	lay
Colette Neville	lay
Mark Osborne	lay
David Propert (from 1 February 2018)	osteopath
Lakshmi Ramakrishnan	lay
Andrew Skelton	lay

Non-executive remuneration and expenses

Name	Committee	Location	Fees £	Expenses £
Martin Owen	Audit Committee	London	612	7
Chris Shapcott	Audit Committee	London	2,418	-
Dr Marvelle Brown	Policy Advisory Committee (PAC)	Buckinghamshire	918	147
Bob Davies	PAC	Wales	918	143
Professor Raymond Playford	PAC	London	918	38
Ian Muir	Remuneration and Appointments Committee	Berkshire	1,683	96
Helen Bullen	Investigating Committee (IC)	Surrey	2,339	166
Adam Fiske	IC	Sussex	2,314	218
Sue Gallone	IC	Essex	2,174	331
Caroline Guy	IC	Republic of Ireland	3,614	3,015
Catherine Hamilton-Plant	IC	Bedfordshire	2,149	58
Eleanor Harding	IC	Cleveland	2,823	1,900
Linda Hawkins	IC	West Sussex	3,129	127
Laura Heskins	IC	South Yorkshire	1,718	420
Jim Hurden	IC	Suffolk	1,843	79
James Kellock	IC	London	4,591	-
Jacqueline Telfer	IC	Lancashire	2,311	993
Debbie Watt	IC	Lincolnshire	1,780	672
Tamsyn Webb	IC	Kent	1,540	448
Tom Bedford	Health Committee/ Professional Conduct Committee (HC/PCC)	Oxfordshire	7,191	881
Alastair Cannon	HC/PCC	Merseyside	10,398	2,618
Colin Child	HC/PCC	Lincolnshire	6,726	1,673
Claire Cheetham	HC/PCC	Essex	9,480	932
Richard Davies	HC/PCC	Wales	16,443	1,971
Tracy Davies	HC/PCC	London	6,267	194
Philip Geering	HC/PCC	London	7,878	139
Professor Brian Gomes da Costa	HC/PCC	London	17,056	93
Helena Greenwood (from 1 February 2018)	HC/PCC	Dorset	-	-
Barry Kleinberg	HC/PCC	London	3,900	11
Morag Mackellar	HC/PCC	Scotland	1,530	1,990

Annex B to 8

Kenneth McLean	HC/PCC	Scotland	13,383	6,235
Nora Nanayakkara (from 1 February 2018)	HC/PCC	Essex	-	-
Colette Neville	HC/PCC	West Sussex	10,323	701
Mark Osborne	HC/PCC	Essex	8,184	823
David Propert (from 1 February 2018)	HC/PCC	London	-	-
Lakshmi Ramkrishnan	HC/PCC	London	9,558	583
Andrew Skelton	HC/PCC	Nottinghamshire	8,771	2,784
Total			176,880	30,486

Expenses shown in the table above were paid directly to committee members. Those expenses paid to suppliers to cover travel and accommodation costs total £35,649.

The GOsC Executive team

GOsC operations are managed day-to-day by its Chief Executive and Registrar, Senior Management Team and other staff.

The average number of staff in 2017-18 was 25.

The Chief Executive and Registrar in 2017-18 was Tim Walker and he was supported through the year by the Senior Management Team:

- Fiona Browne, Head of Professional Standards
- Sheleen McCormack, Head of Regulation
- Matthew Redford, Head of Registration and Resources

GOsC advisers

Auditors

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London EC2R 8LA

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The GOsC is a charity registered in England and Wales (1172749)