



General  
Osteopathic  
Council

# Annual Report and Accounts

2012-13



# **General Osteopathic Council**

## Annual Report and Accounts 2012-13

Presented to Parliament pursuant to section 40(5) of the *Osteopaths Act 1993*

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# Introducing the General Osteopathic Council

The General Osteopathic Council (GOsC) regulates osteopathic practice in the UK. Our purpose is to protect the public by ensuring high standards of education, practice and conduct among osteopaths.

We currently register just under 4,700 osteopaths.

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.



## Chair's statement

Having completed my first year as Chair of the General Osteopathic Council, I am pleased to be able to report on another year of strong performance and progress at the GOsC.

This year also marked the publication of the second Francis Inquiry, which reminds us that patient care must be at the heart of everything we do. This is a timely report, and while we have made great strides to establish our work directly with patients there is more to do to ensure that we involve them in our work to protect their interests and support the enhancement of quality of care.

In its 2012 Performance Review, the Council for Healthcare Regulatory Excellence (now renamed the Professional Standards Authority) stated that 'the GOsC has continued to perform effectively against the Standards of Good Regulation across all four of its regulatory functions'. Of the nine regulators reviewed, the GOsC was the only one to meet all of these standards.

This report is necessarily only a brief overview of the range of our work, but among the highlights must be the completion of our year-long revalidation pilot which has provided important evidence for us to use in the development over the coming year of a new scheme to support registrants to continue to enhance the quality of care while also providing assurance to the public that registrants meet our *Osteopathic Practice Standards*.

Particularly pleasing for me was the opportunity to attend all six of our regional conferences and to engage directly with so many osteopaths around the UK about the development of the osteopathic profession and the ways in which we can support osteopaths to enhance the patient experience. Understanding and supporting these

development needs is a very important part of what we do as a regulator and, working with our partners, it is important that we get this right.

As the osteopathic profession continues to develop, the GOsC must also adapt and change. We have reduced the fee paid by registrants for a second year in a row and it is important that we continue to operate both effectively and efficiently.

An important piece of work for Council has been the completion of a governance review which, among other things, recommended changes to our committee structure to ensure a greater breadth and depth of expertise overseeing our policy development and implementation. Our Education Committee will now take responsibility for all matters up to the point of registration and a new Osteopathic Practice Committee will be responsible for post-registration professional matters. Our Remuneration Committee will have an important new role overseeing appointments to Council and committees.

These changes along with a number of high-quality new appointments to Council will, I believe, serve us well in continuing to deliver public protection and the development of higher standards of osteopathic practice, through high-quality, responsive and proportionate regulatory activity delivered in partnership with other organisations.

**Alison J White**  
**Chair**

A handwritten signature in black ink, appearing to read 'Alison J White'.

**20 June 2013**





## Chief Executive and Registrar's introduction

The year to 31 March 2013 marked the completion of our 2010-13 Corporate Plan. This was an ambitious undertaking which included a large number of projects, almost all of which were successfully concluded within its three-year time span. The two key projects I would highlight were the review of the Code of Practice and Standard of Proficiency, which led to the new *Osteopathic Practice Standards*, and the piloting of a revalidation scheme for osteopaths.

The new *Osteopathic Practice Standards* have set the foundation for ensuring the highest standards of practice and professionalism. Over the past year we have undertaken an extensive programme of work to embed the new standards, through our programme of regional conferences, development of e-learning tools, and other activities. It was gratifying to see from our registrants' survey the high level of awareness of the new standards.

Our year-long revalidation pilot has also provided us with valuable evidence that will inform the development of a new continuing fitness to practise scheme over the coming year. An impressive number of osteopaths completed the pilot – approximately 1 in 18 of the profession – and we are extremely grateful for their input to this work, demonstrating a commitment to the enhancement of patient quality of care and patient safety.

We have also been extremely pleased to cement stronger working relationships with the British Osteopathic Association, the Council of Osteopathic Educational Institutions, the Osteopathic Alliance and the National Council for Osteopathic Research, through our shared work on the development of the profession. Having developed a consensus over the direction of this work, the projects that we aim to undertake can only be a positive step forward for UK osteopaths and, most importantly, their patients.

Our new Corporate Plan 2013-16 builds on the achievements of the past three years. It places renewed emphasis on partnership and recognises that effective professional regulation is not the job of the regulator alone. It is the role of all those associated with a profession to ensure that standards are advanced and upheld, knowledge and experience is shared, and that the public are assured of high-quality care.

**Tim Walker**  
Chief Executive and Registrar

20 June 2013

# Report of the Council: year to 31 March 2013

Council presents its report together with the accounts of the GOsC for the year ended 31 March 2013.

The accounts have been prepared in accordance with the accounting policies set out on pages 32-33 and comply with the requirements of the *Osteopaths Act 1993*.

## 1 Assuring the quality of osteopathic education and training

Education standards sit at the very heart of the GOsC's work. By ensuring that education providers are equipping students to practise safely and competently as osteopaths, the GOsC promotes public and patient confidence in registrants.

The GOsC recognises osteopathic qualifications (RQs) awarded at 11 institutions offering a total of 24 courses. Each RQ entitles the applicant to apply for registration with the GOsC and to practise legally as an osteopath within the UK.

The courses leading to these qualifications are considered by the GOsC's Education Committee and Council before being given final approval by the Privy Council. We periodically review all courses to ensure that the standards of education and training remain high. In this, we work closely with the independent Quality Assurance Agency for Higher Education (QAA), which manages the quality assurance reviews on our behalf.

In its review of a course, the QAA will:

- > Assess documentary evidence
- > Visit the institution
- > Agree a published report and recommend any conditions that should be fulfilled to ensure that standards are maintained
- > Support the development of an institutional action plan to ensure that standards are maintained.

Guidance for course development and delivery is outlined in the QAA Subject Benchmark for Osteopathy supporting institutions to deliver the core requirements of the *Osteopathic Practice Standards*. General trends in osteopathic education, identified as a result of QAA reviews, are fed back to course providers both through reports and good practice seminars, highlighting good practice and encouraging the raising of standards.

We work closely with the osteopathic educational institutions (OElS) to maintain high standards in osteopathic education.

This year, in partnership with the QAA, we have:

- > Completed three major RQ reviews, at the British School of Osteopathy, the College of Osteopaths and Leeds Metropolitan University
- > Monitored all recognised courses to ensure standards are maintained
- > Implemented a new review process in conjunction with the QAA
- > Provided training for all newly appointed Visitors and commenced development of a programme of annual appraisal for Visitors.

We have also:

- > Commenced a major review of our quality assurance processes in conjunction with the OEIs
- > Convened a working group on guidance for osteopathic pre-registration education to consider the development of core guidance for osteopathic education
- > Continued to provide guidance and support for OEIs on matters relating to student fitness to practise
- > Held a best practice seminar and regular meetings with OEIs.

We were disappointed to be informed during the course of the year that Oxford Brookes University is to cease to recruit to its osteopathy courses. We will work closely with the University as provision winds down to assure the quality of patient and student experience.

## 2 Registering qualified osteopaths

The title of 'osteopath' is protected by law, and only those entered on the GOsC's Register are entitled to practise as osteopaths in the UK. To register, applicants must have a GOsC recognised qualification or demonstrate that they can meet the *Osteopathic Practice Standards*.

Osteopaths must renew their registration each year. As part of this process, the GOsC checks that osteopaths have current professional indemnity insurance and have met mandatory continuing professional development (CPD) requirements.

The GOsC Register provides detailed information about osteopaths. This resource is freely available to the public, both online via our website – [www.osteopathy.org.uk](http://www.osteopathy.org.uk) – and via our telephone information service.

### Protecting the title of osteopath

The GOsC is rigorous about policing the illegal use of the title of osteopath because it is a criminal offence in the UK for a person to describe themselves (explicitly or by implication) as any kind of osteopath unless registered with the GOsC (*Osteopaths Act 1993*, section 32).

We report prosecutions in the local press and on our website, emphasising to patients and the public the importance of checking with the GOsC that the health professionals they consult are appropriately registered.

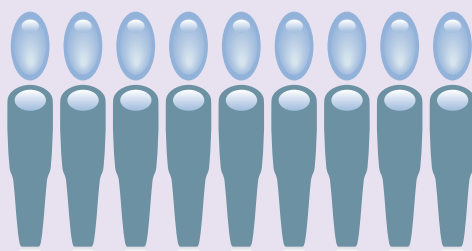
This year, we have:

- > Successfully prosecuted one individual under section 32 of the *Osteopaths Act* and issued a further 33 cease and desist notices to those wrongly describing themselves as osteopaths
- > Reviewed all the GOsC's registration and return to practice assessments to ensure that they are aligned with the new *Osteopathic Practice Standards*
- > Provided training on the revised standards to all registration assessors and commenced development of a programme of annual appraisal for assessors
- > Undertaken an audit of the quality of registration data to provide further assurance of the integrity of the Register
- > Improved the functionality and data available to the public on the Register.

## The Register: facts and figures

### Number of registrants

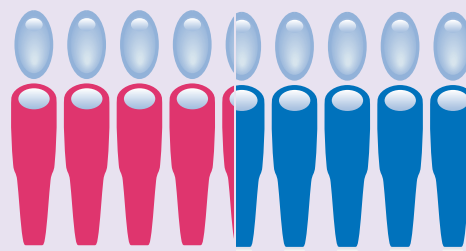
(at 31 March 2013)



**4,688**

### Gender breakdown

(at 31 March 2013)

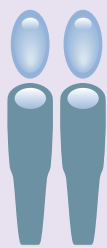


**2,324 female**

**2,364 male**

### Number of osteopaths joining the Register

(1 April 2012 to 31 March 2013)



**270**

### Gender breakdown of osteopaths joining the Register

(1 April 2012 to 31 March 2013)



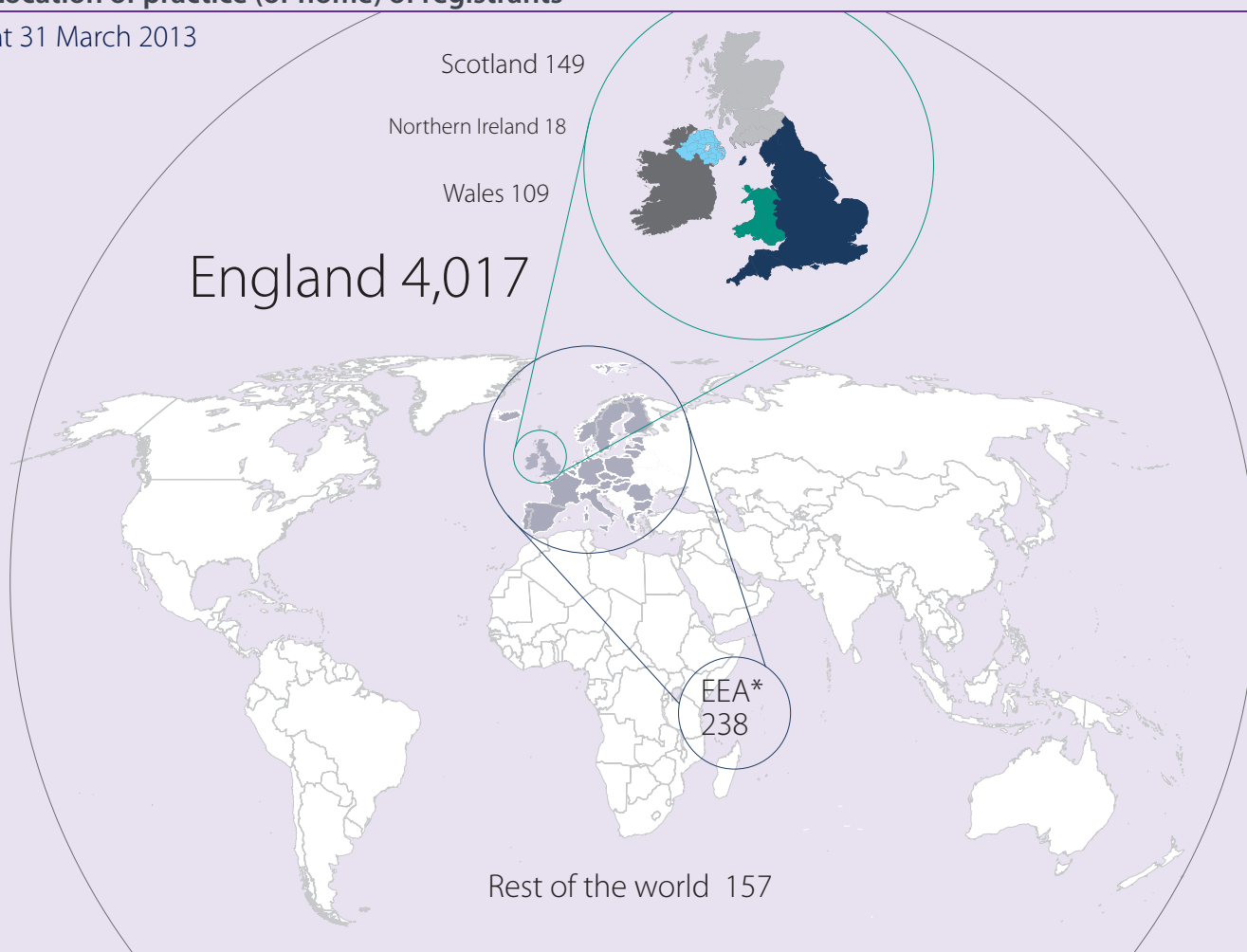
**146 female**

**124 male**

## The Register: facts and figures continued

### Location of practice (or home) of registrants

at 31 March 2013



### Number of registrants leaving the Register

1 April 2012 to 31 March 2013

Resigned	110
Removed	31
Retired	29
Deceased	4

### Breakdown of where new applicants joining the Register 1 April 2012 to 31 March 2013 trained

UK	264
EEA*	3
Rest of the World	3

\* The European Economic Area (EEA) combines the countries of the European Union and members of the European Free Trade Association.

### 3 Continuing fitness to practise

It is important that all osteopaths can provide assurance to their patients and the public that they keep their knowledge and skills up to date and continue to be fit to practise by meeting the *Osteopathic Practice Standards*. This is known as 'continuing fitness to practise'.

All osteopaths are required to undertake continuing professional development (CPD) activities that will maintain their skills and enhance their practice of osteopathy. To renew their registration, osteopaths must provide us with confirmation that they have undertaken a minimum of 30 hours of CPD every year; to help ensure osteopaths do not work in isolation, 15 hours must include 'learning with others'. For verification, registrants must keep documentary evidence that they have completed the CPD activities for five years.

A random selection of 20% of the CPD Annual Summary Forms were scrutinised during 2012-13 to ensure that the submitted content complied with the CPD Guidelines. A further 2% of osteopaths were asked to present evidence in support of their CPD activities.

Around 3,600 osteopaths (approximately 77%) used the online facility provided by the GOsC to submit their 2012-13 CPD returns.

During the year, we undertook a consultation on the purpose of CPD and how the current scheme could be improved, and we received well over 400 responses from osteopaths and others. The findings from the consultation will support the development of a new continuing fitness to practise scheme in 2013-14.

#### Revalidation

In line with government requirements that apply to all regulated health professions, we are developing a scheme aimed at ensuring that osteopaths demonstrate that they meet our core standards for registration – the *Osteopathic Practice Standards* – and contribute to continuous enhancement of care.

Our revalidation pilot, which concluded in late 2012, was completed by 263 osteopaths – approximately 1 in 18 of registrants. An analysis of the costs and benefits of the process – undertaken by independent consultants KPMG and funded by a grant from the Department of Health – was published in the early spring of 2013.

While there were considerable benefits to patients and practitioners from the pilot activities, the findings suggest that the process would need to be simplified before it could be introduced effectively. The findings from the revalidation pilot will be used to inform the development of a new continuing fitness to practise scheme in 2013-14 (see above). The new scheme will require further consultation before it can be finalised and implemented.

Alongside this, we have also consulted on potential improvements to our CPD scheme.

This year, we have:

- > Completed our year-long revalidation pilot and published an independently produced analysis of the costs and benefits
- > Consulted on the current CPD scheme for osteopaths and published the consultation analysis
- > Developed new online learning resources to support osteopaths' CPD related to the *Osteopathic Practice Standards*.

## 4 Setting standards and promoting good practice

Patients expect high standards of practice and professional conduct from osteopaths. It is the GOsC's role to set and regularly review these standards to ensure they reflect patient expectations and are evidence-based.

### New Osteopathic Practice Standards

The new *Osteopathic Practice Standards* came into force in September 2012.

In preparation for the introduction of the new standards, we undertook a comprehensive programme of work to ensure that they are embedded in education and in practice. This included:

- > A programme of six regional conferences across the UK, attended by over 800 osteopaths, at which the new standards were discussed and placed in the context of care from the patient perspective, with particular reference to the communication of risk
- > Distribution of additional support materials to all osteopaths, including a pocket guide to the standards
- > New online materials on our registrants' website, the **o** zone, including e-learning
- > A survey of registrants which indicated a high level of awareness of the standards.

### Enhancing quality and safety

The GOsC has continued to work with its partners in the National Council for Osteopathic Research (NCOR) to promote a research culture and strengthening of the evidence base for osteopathy.

Under its new Director, Dr Dawn Carnes, NCOR has adopted a new three-year plan; recruited an additional research officer; overhauled its website; and commenced work on a number of key projects.

Central to NCOR's work is the establishment of new online osteopathic patient recorded outcome measure (PROM) data collection tools about osteopathy, and an online platform for reporting and recording adverse events arising in osteopathic practice.

Following the completion of the last of four GOsC-funded research projects exploring adverse events in osteopathy, a working group from across the osteopathic profession is now developing an online repository of information about treatment reactions and risks associated with osteopathic care, to inform patients and support osteopaths in practice.

### Developing the profession

In the summer of 2012, the GOsC along with the British Osteopathic Association, the Council of Osteopathic Educational Institutions and the Osteopathic Alliance, held a series of engagement events around the country to consider the further development of the profession and osteopathic practice.

Arising from this, a working group of these four organisations and NCOR has commenced a programme of work on eight projects to support the development of the profession. These projects are in the areas of:

- > The collection of patient reported outcome measures data and adverse events reporting
- > Development of service quality standards
- > Quality assurance and accreditation of advanced and specialist practice
- > Enhancing regional CPD and support mechanisms



- > Providing high-quality mentoring for recent graduates
- > Career development through the establishment of an 'Osteopathic Fellowship'
- > Leadership development within the profession
- > International collaboration and best practice.

The GOsC will continue to facilitate a partnership/collaborative approach to this work, rather than a leadership or directional role.

### Promoting international standards

The GOsC has continued to coordinate the work of the Forum for Osteopathic Regulation in Europe (FORE) to encourage the regulation of osteopathy across Europe for the benefit of patients enhancing patient protection and quality of care. A key project for FORE continues to be the development of pan-European standards for osteopathy, through the European Committee for Standardisation, an EU-recognised standards body, which is being undertaken in conjunction with the European Federation of Osteopaths.

We also continue to work with the Osteopathic International Alliance (OIA) to promote osteopathic standards globally, including through our contribution to organising a second OIA international osteopathic regulatory forum in Paris in September 2012.

## 5 Dealing with concerns and complaints

Public protection is the core of the GOsC's role. As part of this, we are committed to operating a fair process through which patients, the public and others can raise concerns about an osteopath and make a formal complaint. This process is governed by the *Osteopaths Act 1993* (sections 20 to 25) and the following Statutory Instruments: Investigation of Complaints (Procedure) Rules 1999; Professional Conduct Committee (Procedure) Rules 2000; and Health Committee (Procedure) Rules 2000. Guidance and advice for those with concerns about an osteopath's conduct or practice is offered via the GOsC public website ([www.osteopathy.org.uk](http://www.osteopathy.org.uk)), directly over the telephone or in writing.

### Our fitness to practise process

The Act and Rules determine the process that is followed when we investigate a complaint about an osteopath.

### The source of complaints

Most complaints are made by patients and often result from a breakdown in communication with their osteopath. The GOsC has a legal duty to refer all cases that fall within its remit to the Investigating Committee.

## Complaints

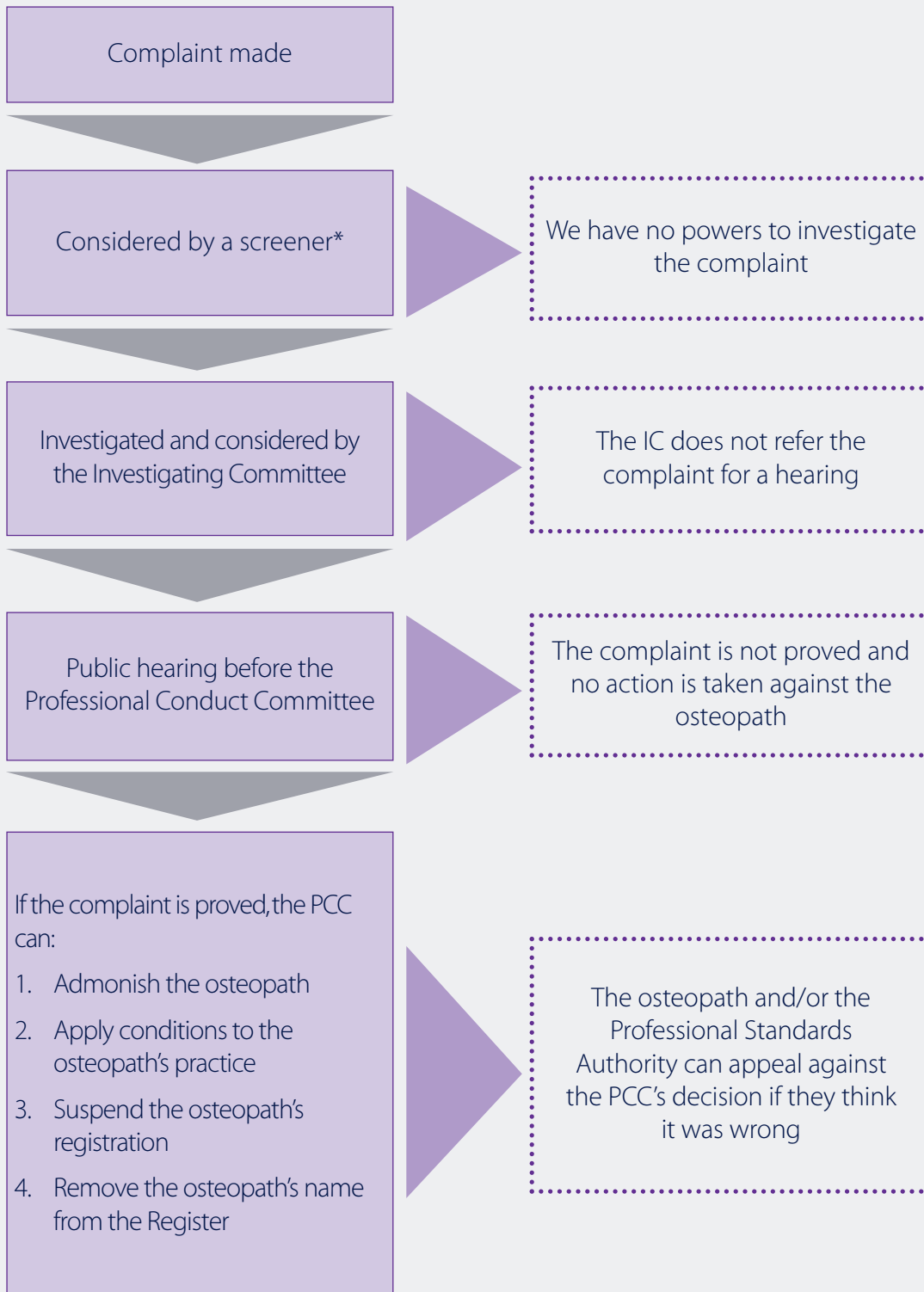
Of the 28 complaints considered by the Investigating Committee during the period covered by this report:

- > 20 were complaints by patients
- > One was a concern raised by another health professional
- > Three were as a result of notifications about convictions
- > Four were raised by the Registrar.



## Our fitness to practise process

The Act and Rules determine the process that is followed when we investigate a complaint about an osteopath.



\* A screener is an osteopathic member of the Investigating Committee.

## Investigating Committee decisions

No case to answer – 10 cases



Case to answer – 18 cases



Where the Investigating Committee finds a case to answer, the case is referred to the Professional Conduct Committee.

## Professional Conduct Committee

The Professional Conduct Committee reached final decisions in eight cases.

### Professional Conduct Committee decisions

Decision	No. of cases
Not proved	3
Proved and admonished	5
Proved and conditions imposed on the osteopath's practice	0
Proved and suspended	0
Proved and removed from the Register	0
Total:	8

## Health Committee

The Health Committee (which, unlike the Professional Conduct Committee, does not meet in public) considered one case and concluded that the osteopath's ability to practise was not seriously impaired.

## Interim suspension

To protect the public, both the Investigating Committee and Professional Conduct Committee have powers to suspend an osteopath's registration while a complaint is being investigated, if they consider this necessary. Between 1 April 2012 and 31 March 2013, neither the Investigating Committee nor the Professional Conduct Committee exercised this power.

## Audit of cases closed at the investigating stage

The Council for Healthcare Regulatory Excellence (now renamed the Professional Standards Authority) undertook an audit of cases closed at the investigating stage in 2012. The overall conclusion was that the GOsC has continued to operate a robust initial stages casework system, and that very good levels of assistance and guidance are provided to complainants and others involved in the complaint process.

## Time taken for fitness to practise cases to be considered

The GOsC has set targets for the three main stages of an investigation. Service level agreements with our external legal team assist us in meeting these targets. The table below shows performance against targets during the period under review. We will continue to strive to meet these targets in the year to come and, where possible, and without compromising fairness to all parties concerned, we aim to exceed them.

### Time taken for fitness to practise cases to be considered

Stage	Target time from receipt of complaint	Median time for cases considered during 2012-13
Screened (30 cases)	3 weeks	4 days
Considered with decision by the Investigating Committee (28 cases)	4 months	4.2 months
Heard with decision by the Professional Conduct Committee (8 cases)	13 months	10.4 months

## Appeals

A registrant may appeal to a relevant court against a decision of the Professional Conduct Committee. For example, registrants in England or Wales make their appeal to the High Court of Justice for England and Wales. The Professional Standards Authority, under section 29 of the *National Health Service Reform and Health Care Professions Act 2002*, also has the power to challenge any decisions by the Professional Conduct Committee that it considers were too lenient.

One appeal, which was made by a registrant during 2011-12, was heard in late 2012 with a finding in favour of the registrant.

## 6 Engaging with patients, the public and professionals

We work in partnership with osteopaths, patients and the public, along with other healthcare professionals, policy makers and all those affected by our activities. We welcome the widest possible input to inform our decision making.

We have used our Patient and Public Partnership Group throughout the year to bring the vital perspective of patients into our work. They have helped us develop new public information leaflets, and contributed invaluable to the revalidation pilot and CPD review. They have also assisted us with our work to develop pre-registration education guidance and our draft guidance on obtaining consent.

Effective regulation relies on clear understanding between the regulator and the registrant. We continue to communicate with registrants through our bimonthly magazine, *The Osteopath*; our dedicated registrant website called the **o zone**; monthly e-bulletins; and an additional fitness to practise e-bulletin (published twice a year).

A survey of registrants in 2012 generated a 30% response, and we have used the survey results to make improvements to our online services to *The Osteopath* magazine, and to develop a new Communications Strategy to support the implementation of the Corporate Plan 2013-16.

Our programme of regional conferences in summer 2012 was attended by over 800 registrants, providing us with a valuable opportunity to raise awareness of the new *Osteopathic Practice Standards* and also a chance to obtain direct feedback on CPD and other issues from the osteopathic profession. We also continued our programme of meetings with regional osteopathic groups, and facilitated discussions through our Regional Communications Network.

We continue to promote professionalism to undergraduate students, delivering presentations to students at the start and the end of their training. These pre-registration presentations outline the purpose of statutory regulation, the role of the GOsC and the requirements for entry on to the Register. Final-year students also have access to the **o zone** to assist their transition into practice.

## 7 Equality and diversity

The GOsC is committed to equality and diversity. In our work with the profession, patients and the public, our objectives are to:

- > Ensure our regulatory framework is fair and free from discrimination
- > Promote professional values that protect a diverse public
- > Promote equality of opportunity and access to the osteopathic profession
- > Ensure a system of governance for the GOsC that supports equality and diversity
- > Ensure high standards in the recruitment and employment of our staff.

Our Equality and Diversity Policy and an annually updated action plan are available on our website [www.osteopathy.org.uk](http://www.osteopathy.org.uk)

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.

## 8 Key projects for 2013-14

In December 2012 Council approved a new three-year Corporate Plan for the period 2013-16, based on three high-level strategic objectives:

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

The Corporate Plan 2013-16 sets out the goals of the GOsC over the next three years and the supporting activities for meeting those goals. The Corporate Plan can be found on the GOsC website at: [www.osteopathy.org.uk](http://www.osteopathy.org.uk)

The GOsC's Business Plan for 2013-14, which implements the first year of the Corporate Plan, includes the following activities:

### ***Osteopathic Practice Standards***

- > We will publish new supplementary guidance on obtaining consent
- > We will continue to develop online CPD resources to embed the *Osteopathic Practice Standards*.

### **Continuing fitness to practise**

- > We will develop proposals on continuing fitness to practise for consultation, drawing on the findings of the revalidation pilot and our review of CPD.

### **Osteopathic education**

- > We will continue our major review of quality assurance processes for Recognised Qualifications
- > We will consult on draft guidance for osteopathic pre-registration education
- > We will continue to work in partnership with the profession to support recently qualified osteopaths' transition into practice.

### **Registration**

- > We will recruit and train new assessors to support our registration processes
- > We will promote public awareness of the Register, including the development of a new certification mark
- > We will continue to pursue, using the courts where necessary, individuals who illegally use the title of osteopath.

### **Development of the profession**

- > We will work with the British Osteopathic Association, the Council of Osteopathic Educational Institutions, the Osteopathic Alliance and the National Council for Osteopathic Research, to support the development of the osteopathic profession.

### **Francis report**

- > We will incorporate relevant recommendations from the second Francis Inquiry report into our work.

## Research

- > We will commission a research project on the effectiveness of regulation
- > We will continue to support the National Council for Osteopathic Research to develop research and data collection within osteopathy.

## Communications and engagement

- > We will continue to use our Patient and Public Partnership Group to provide effective input to our work
- > We will undertake research into public and patient perceptions of osteopathic regulation to identify opportunities for improvement in our public communications
- > We will engage with the osteopathic profession on a new continuing fitness to practise scheme and other changes proposed by the GOsC.

## International standards

- > We will continue to work with our European partners and with the European Committee for Standardisation on the development of Europe-wide standards for osteopathy
- > We will continue to support international regulatory collaboration through the Osteopathic International Alliance.

## Finance and governance

- > We will continue to seek to reduce the costs of regulation and pass on the savings to registrants
- > We will continue to engage with the Law Commission on proposed changes to legislation and commence a scoping study on the transition to new rules.

## 9 Financial report for the year 2012-13

The financial statements for the year ended 31 March 2013 report a surplus position of £374,460 after designated spending of £38,444 on specific one-off projects and corporation tax. This surplus was greater than forecast for two reasons: first, the lower than expected volume of cases in our fitness to practise proceedings; second, the continuing efforts to identify and implement cost-savings measures across the organisation. The surplus position strengthened the Balance Sheet by boosting total reserves to £2,581,864. Of this, £180,000 is held in designated funds ring-fenced for specific future activities.

The activity of the GOsC remained consistent with previous financial periods. In the previous year the Executive had commenced a structured review of its cost base with the intention of identifying savings and passing them back to registrants via a fee reduction. In financial year 2012-13 the Council approved further reductions to the registration fee levels. This structured review has seen the GOsC reduce the headline registration fee by almost 20% in two years.

### Income

Registration fees provide the GOsC with its main income source. Registration fees totalled £2,913,475 representing 94% of income received in the year. This is less than the amount collected in the previous year because of the reduction in the headline registration fee, which had not changed since May 2000.

In the financial year the GOsC earned £17,758 from its cash deposits. Conscious that inflation will erode cash held in low interest bank accounts, the GOsC continued to hold £500,000 (and also £24k of interest earned) in a 120-day bond held with Secure Trust Bank, and maintained an investment of £500,000 in the stock market through Newton Investment Management. The investment strategy has been set at the low end of medium risk and represents a prudent financial approach by the Council.

In the year 2012-13 £110,593 was used from a grant previously awarded to the GOsC by the Department of Health for the development of a scheme of revalidation. The grant has enabled GOsC to assess the risks and benefits of a revalidation scheme for osteopaths via a pilot which concluded in October 2012.

Prudent financial management has ensured that economic pressures arising from low interest rates, high inflation and a reduction in registration fees have not adversely affected the delivery of GOsC activities.

### Expenditure

The financial statements report that £2,684,101 was spent discharging our statutory duties.

### Employment costs

In the reporting year, pure employment costs (salaries, pensions and national insurance contributions) fell by £49,848, reflecting a reduction in the staffing numbers at the GOsC and a reduction in pension contributions for longer serving staff members. Total employment costs, including recruitment and staff development costs, totalled £1,234,592. This represents 46% of total expenditure, a reduction of £42,552 on the previous year.

### Education and professional standards

Expenditure of £475,927 was lower than the previous year (£531,484), a reduction of 10%. The reduction arose in part as commissioned research on transition into practice was concluded and expenditure on revalidation (£111,509), was reduced compared to the previous year (£138,282).



Expenditure on quality assurance of RQs fell marginally in the year from £101k to £98k. Over the last five years this activity, conducted on our behalf by the Quality Assurance Agency, has averaged £120,502 per year. This represents 4.19% of the GOsC's total expenditure for the same period, amounting to £28.28 per registrant.

## Communications, research and development

Expenditure in the year (£552,835) was lower than the previous year (£638,098) by £85,263. The reason for the fall in expenditure is caused by the significant reduction in infrastructure costs associated with the National Council for Osteopathic Research which has a new governance and financial structure.

The financial statements report the following key activities:

- > Publication production (£74,138)
- > Engagement activities (£86,837)
- > Public and international affairs (£25,433).

## Registration

Registration expenditure of £142,631 has decreased compared to the previous year (£171,856) as expenditure has fallen on activities such as printing hard-copy documents and because of fewer registration appeals in the year.

## IT infrastructure

An increase in expenditure of £51k on the previous year is the result of the GOsC preparing to move its IT infrastructure to a cloud-based approach. This has required a greater focus from our in-house Head of IT, resulting in an increase in the apportioned employment costs. The introduction of a new leased line and support for

the GOsC Customer Relational Management (CRM) database also contributed significantly to the increase in expenditure.

Expenditure in 2012-13 is reported as £110,698 compared to £60,094 in 2011-12.

## Fitness to practise, including legal

Expenditure reduced significantly in the year by 20.35% to £549,871. This was due in part to fewer cases being heard and also to changes introduced by the team to limit the level of legal fees and other hearing costs.

This area of work continues to be the most volatile in terms of expenditure fluctuation.

## Governance

The financial statements report expenditure of £258,839 compared to £365,822, a reduction of £106,983, (almost 30%). This is partly caused by; a reduction in employment costs as the GOsC restructured its staffing structure in this area; the reversal of a prior year accrual no longer required after GOsC convinced HM Revenue and Customs that there was no tax liability due on payments to some members of its governance structure; and the reappointment process for members of the governance structure being conducted using in-house resources rather than external recruitment consultants.

## Administration and establishment

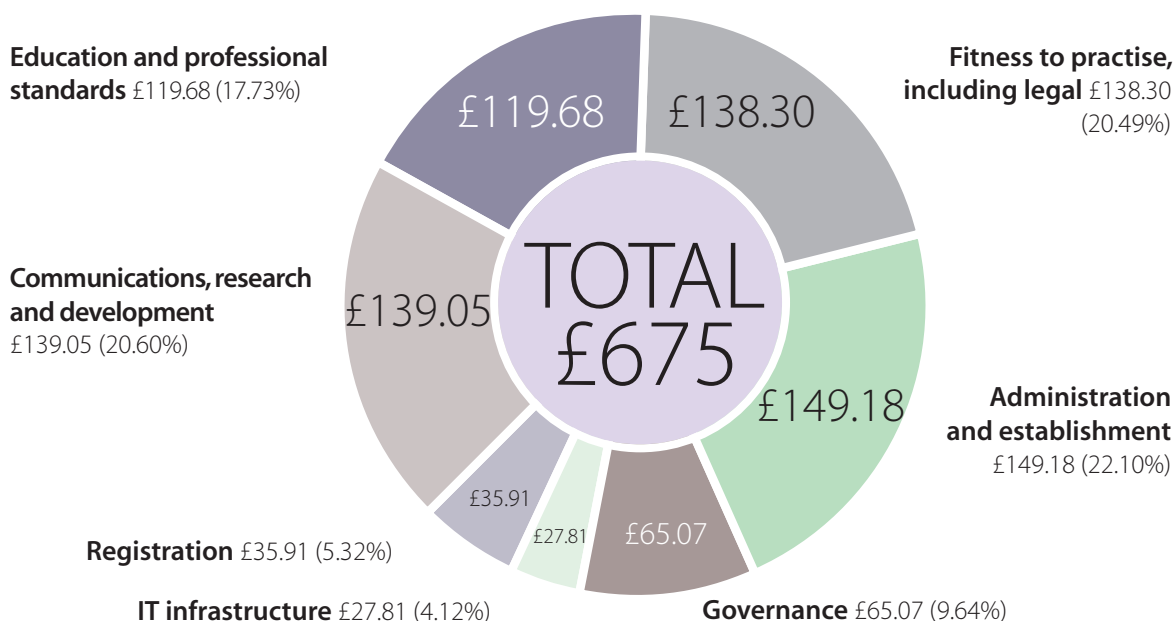
Total expenditure of £593,300 has reduced when compared to the previous year, £641,995 – a £48,695 reduction, almost 8%. The cost of maintaining the premises (£95,796), office administration (£74,272) and financing (£18,085) have all reduced from the previous year.

### Breakdown of expenditure

	2012-13 £	2012-13 %	2011-12 £	2011-12 %
Education and professional standards	475,927	17.73%	531,484	17.34%
Communications, research and development	552,835	20.60%	638,098	20.82%
Registration	142,631	5.32%	171,856	5.61%
IT infrastructure	110,698	4.12%	60,094	1.96%
Fitness to practise, including legal	549,871	20.49%	655,384	21.38%
Governance	258,839	9.64%	365,822	11.94%
Administration and establishment	593,300	22.10%	641,995	20.95%

### What does the registration fee fund?

The annual registration fee of £675 is broken down below to show the amount spent on each GOsC function during 2012-13.



## Reserves policy

Council aims to keep its free cash reserves (those funds not designated for specific purposes) at a level not lower than three months' average annual expenditure. Council believes this policy is adequate given the risk profile of the organisation although it will continue to keep this under review.

## Reserves position

The Balance Sheet shows total funds of £2,581,864.

General Reserves total £2,401,864. Funds totalling £180,000 have been designated for the specific purposes of:

- > Future governance structure changes (£100,000)
- > Patterns of practice research (£80,000).

## Investment strategy

In 2011, the Council agreed a new investment strategy, which was maintained in 2012-13. The investment of £500,000 of its cash holdings in a medium risk, diversified portfolio is considered by Council to be the good stewardship of GOsC funds, ensuring the value of the cash is not eroded by inflation. The investment is held with Newton Investment Management and can be liquidated in one week if required.

A further £500,000 cash deposit is held with Secure Trust Bank in a 120-day notice account earning a greater level of interest than for a standard deposit 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
- > 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, disclose with reasonable accuracy at any time the financial position of the GOsC, and enable Council to ensure that the financial statements comply with the *Osteopaths Act 1993*.

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.

Council confirms that:

- > in so far as each of the Council members is aware, there is no relevant audit information of which the GOsC's auditors are unaware; and
- > the Council members have taken all steps that they ought to, to make themselves aware of any relevant audit information, and to establish that the auditors are aware of that information.

Approved by Council on 20 June 2013 and signed on their behalf by:



**Alison J White, Chair**

## Independent auditor's report to the members of the General Osteopathic Council

We have audited the financial statements of the General Osteopathic Council (GOsC) for the year ended 31 March 2013 which comprise the Income and expenditure statement, Balance sheet, Cash flow statement, Principal accounting policies and the related notes. The financial reporting framework that has been applied in their preparation is applicable in law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Council members, as a body, in accordance with section 40 of the *Osteopaths Act 1993*. Our audit work has been undertaken so that we might state to the Council members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the GOsC, and the Council members as a body, for our audit work, for this report, or for the opinions we have formed.

### Respective responsibilities of Council and auditor

As explained more fully in the Statement of Council's responsibilities set out on page 27, the Council is responsible for the preparation of financial statements which give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

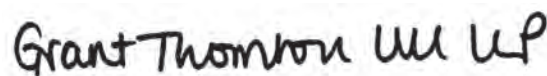
### Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at: [www.frc.org.uk/apb/scope/private.cfm](http://www.frc.org.uk/apb/scope/private.cfm)

### Opinion on financial statements

In our opinion the financial statements:

- > give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the GOsC's affairs as at 31 March 2013 and of its income and expenditure for the year then ended; and
- > have been properly prepared in accordance with the requirements of the *Osteopaths Act 1993*.



Grant Thornton UK LLP  
Statutory Auditor  
LONDON

20 June 2013

## Accounts

### Income and expenditure account

Year to 31 March 2013

	Notes	2013 £	2012 £
<b>Income</b>			
Registration fees		2,913,475	3,024,357
Bank interest		17,758	10,772
Other income	1	165,772	171,513
<b>Total</b>		<b>3,097,005</b>	<b>3,206,642</b>
<b>Expenditure</b>			
Education and professional standards	4	475,927	531,484
Communications, research and development	4	552,835	638,098
Registration	4	142,631	171,856
IT infrastructure	4	110,698	60,094
Fitness to practise, including legal	4	549,871	655,384
Governance	4	258,839	365,822
Administration and establishment	4	593,300	641,995
<b>Sub total</b>		<b>2,684,101</b>	<b>3,064,733</b>
<b>Surplus before designated spending and taxation</b>		<b>412,904</b>	<b>141,909</b>
<b>Designated spending</b>		<b>34,891</b>	<b>7,850</b>
<b>Corporation tax charge</b>	5	<b>3,553</b>	<b>1,030</b>
<b>Surplus for the year</b>	10	<b>374,460</b>	<b>133,029</b>

The surplus for the year arises from the Council's continuing operations.

There is no difference between the surplus before taxation and the retained surplus for the periods stated above, and their historical cost equivalents.

No statement of recognised gains and losses is required as there are no recognised gains or losses in the period or prior period other than the deficits for the periods reported.

## Balance sheet

As at year to 31 March 2013

	Notes	2013 £	2013 £	2012 £	2012 £
<b>Non-current assets</b>					
Fixed Assets	6	1,934,528		2,043,954	
Investments		500,000		500,000	
			<b>2,434,528</b>		2,543,954
<b>Current Assets</b>					
Debtors	7	275,208		278,478	
Cash at bank and in hand		1,016,041		715,920	
		<b>1,291,249</b>		<b>994,398</b>	
<b>Creditors:</b>					
Amounts falling due within one year	8	(1,120,700)		(1,224,162)	
<b>Net Current Assets/(Liabilities)</b>		<b>170,549</b>		(229,764)	
<b>Creditors:</b>					
Amounts falling due over one year	8	(23,213)		(106,786)	
			<b>147,336</b>		(336,550)
<b>Total assets less total liabilities</b>			<b>2,581,864</b>		<b>2,207,404</b>
<b>Reserves</b>					
General Reserve	10		<b>2,401,864</b>		1,941,142
Designated Funds	10				
> Adverse events research			–		46,262
> Governance arrangements			<b>100,000</b>		100,000
> Effectiveness of regulation research			<b>80,000</b>		80,000
> <i>Osteopathic Practice Standards</i>			–		30,000
> Student fitness to practise			–		10,000
<b>Total Reserves</b>	10		<b>2,581,864</b>		<b>2,207,404</b>

Notes to the accounts available on pages 33-38

Approved by the members of Council on and signed on their behalf by:



**Alison J White**

Chair

20 June 2013

## Cash flow statement

Year to 31 March 2013

	Notes	2013 £	2012 £
Cash inflow from operating activities	A	373,530	214,964
Returns on investments and servicing of finance	B	13,993	(495,022)
Taxation		(3,553)	(1,030)
Capital expenditure	B	(2,328)	(5,919)
Financing	C	(81,521)	(79,425)
Increase/(Decrease) in cash		300,121	(366,432)

### Notes to the cash flow statement for the year to 31 March 2013

#### A Reconciliation of surplus before tax to net cash inflow from operating activities

	2013 £	2012 £
Surplus before tax and interest paid	381,778	139,853
Interest receivable	(17,758)	(10,772)
Depreciation charge	111,754	121,299
Decrease in debtors	3,270	91,308
Decrease in creditors	(105,514)	(126,724)
<b>Net cash inflow from operating activities</b>	<b>373,530</b>	<b>214,964</b>

#### B Gross cash flows

	2013 £	2012 £
<b>Returns on investments and servicing of finance</b>		
Investments made in year	–	(500,000)
Interest receivable	17,758	10,772
Interest paid on bank loan	(3,765)	(5,794)
<b>Total</b>	<b>13,993</b>	<b>(495,022)</b>
<b>Capital expenditure</b>		
Payments to acquire tangible fixed assets	(2,328)	(5,919)
<b>Total</b>	<b>(2,328)</b>	<b>(5,919)</b>

#### C Financing

	2013 £	2012 £
Bank loan	(81,521)	(79,425)
<b>Total</b>	<b>(81,521)</b>	<b>(79,425)</b>

*D Analysis of changes in net funds*

	1 April 2012 £	Cash flows £	31 March 2013 £
Cash at bank and in hand	715,920	300,119	<b>1,016,039</b>
Bank loan	(186,200)	81,521	<b>(104,679)</b>
<b>Total</b>	<b>529,720</b>	<b>381,640</b>	<b>911,360</b>

*E Reconciliation of net cash flow to movement in net funds*

	31 March 2013 £
Net funds as at 1 April 2012	<b>529,720</b>
Increase in cash in the period	<b>300,119</b>
Bank loan	<b>81,521</b>
Net funds at 31 March 2013	<b>911,360</b>

**Principal accounting policies**

Year to 31 March 2013

*Basis of accounting*

The accounts are prepared under the historic cost convention and in accordance with applicable accounting standards. There have been no changes to the accounting policies from the previous year.

*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
- > Customer Relational Management System – 5 years (disclosed in 'computer hardware')
- > Computer hardware – 3 years.

*Income*

Fee income and bank interest income are accounted for on a receivable basis.

Grants for specific purposes are included in income to the extent that expenditure is incurred during the

financial year (together with any related contributions towards overhead costs). Deferred credits, which are attributable to subsequent financial years, are included in creditors under the classification of Accruals and Deferred income. Grant income received in the financial year is disclosed under Other income in the Notes to the accounts (see note 1).

*Investment*

The Council has invested £500,000 in a medium risk, diversified portfolio. The investment is held with Newton Investment Management and can be liquidated within one week if required.

*Expenditure*

Expenditure is accounted for on a payable basis.

Council considers that the National Council for Osteopathic Research (NCOR) should be accounted for as a Joint Arrangement which is Not an Entity (JANE) for the purpose of these accounts.

*Pension contributions*

The Council operates a defined contribution pension scheme for qualifying employees. The assets of the scheme are held separately from those of the Council in an independent fund. The employer's contribution for the year is charged to salaries in the Income and Expenditure account.

*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 Council. 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.



## Notes to the accounts

Year to 31 March 2013

### 1 Income

The Council's income and surplus before taxation were all derived from its principal activity.

Other income received in the year was as follows:

	2013 £	2012 £
<b>Other income</b>		
Department of Health – grant funding	110,593	138,282
Performance assessments	1,650	5,390
Magazine advertising and leaflet sales	20,646	16,658
Recoverable costs (section 32)	8,446	3,066
FORE secretariat	15,210	2,004
Regional conferences	4,445	–
Miscellaneous	4,782	6,113
<b>Total</b>	<b>165,772</b>	<b>171,513</b>

### 2 Employees and staff costs

Staff costs during the year were as follows:

	2013 £	2012 £
Wages and salaries	977,783	1,014,077
Social security costs	101,635	107,595
Other pension costs (see note 3)	112,773	120,367
	<b>1,192,191</b>	<b>1,242,039</b>
Recruitment	24,708	4,120
Training and development	7,747	11,243
Competency framework	(332)	9,664
Other	10,278	10,078
<b>Total</b>	<b>1,234,592</b>	<b>1,277,144</b>

The average number of employees, on a full-time equivalent basis and by department, of the Council during the year ended 31 March 2013 was:

	2013 number	2012 number
Education and professional standards	3.80	4.00
Communications, research and development	5.00	5.00
Registration	2.50	2.50
IT infrastructure	0.80	0.50
Fitness to practise, including legal	4.00	4.00
Governance	2.00	3.00
Administration and establishment	4.40	4.40
<b>Total</b>	<b>22.50</b>	<b>23.40</b>

### Executive remuneration

The employment costs of the Chief Executive and Registrar at 31 March 2013 were:

	£
Salary	117,740
Employer National Insurance contributions paid in the year	14,541
Employer pension contributions paid in year	12,110

### 3 Pension costs

The contributions paid in the year in respect of the GOsC's pension scheme were £112,773 (2012 – £120,367).

### 4 Expenditure

Expenditure for each function in the year was as follows:

	Notes	2013 £	2012 £
<b>Education and professional standards</b>			
Employment costs		211,152	221,066
Working groups (OEI)		1,386	1,716
Quality assurance		97,818	101,363
Continuing fitness to practise framework		5,880	770
Revalidation (DH grant)		111,509	138,282
<i>Osteopathic Practice Standards</i>		37,079	21,004
Student fitness to practise		10,778	7,548
Transition research		190	30,410
Equality and diversity guidelines (OEI)		–	9,325
Publications and subscriptions		135	–
<b>Total</b>		<b>475,927</b>	<b>531,484</b>
<b>Communications, research and development</b>			
Employment costs		262,520	275,404
Publication production		74,138	103,959
Engagement activities		86,837	37,679
Website		18,827	59,142
Public and international affairs		25,433	32,636
Publications and subscriptions		1,605	1,114
Research			
> National Council for Osteopathic Research (net)		27,818	71,869
> <i>International Journal of Osteopathic Medicine</i>		55,657	56,295
<b>Total</b>		<b>552,835</b>	<b>638,098</b>
<b>Registration</b>			
Employment costs		129,981	122,190
Registration documentation		26	21,711
Appeals		2,435	15,157
Registration assessments		10,189	12,798
<b>Total</b>		<b>142,631</b>	<b>171,856</b>
<b>IT infrastructure</b>			
Employment costs		62,370	39,025
IT infrastructure provision		14,976	–
CRM support		22,606	13,359
Disaster recovery facility		4,858	4,602
IT sundries		5,888	3,108
<b>Total</b>		<b>110,698</b>	<b>60,094</b>

	Notes	2013 £	2012 £
<b>Fitness to practise, including legal</b>			
Employment costs		206,823	199,382
Statutory committee costs			
> <i>Investigating Committee</i>		78,567	49,573
> <i>Professional Conduct Committee</i>		204,967	364,020
> <i>Health Committee</i>		23,949	722
> <i>Section 32 cases</i>		3,413	15,568
> <i>General committee legal costs</i>		3,073	-
> <i>Complainant/registrant research</i>		1,414	7,950
> <i>Law library subscription</i>		4,921	3,234
Other legal costs		22,744	14,935
<b>Total</b>		<b>549,871</b>	<b>655,384</b>
<b>Governance</b>			
Employment costs		91,685	135,358
Honorariums/responsibility allowances		124,600	119,775
Tax liability on Council member expenses		(20,916)	35,000
Council costs including reappointments		35,625	46,132
Other committee costs		23,692	22,357
Internal operations, including training		4,153	7,200
<b>Total</b>		<b>258,839</b>	<b>365,822</b>
<b>Administration and establishment</b>			
Employment costs		227,660	249,614
Non-attributed employment costs		42,400	35,106
Premises		95,796	108,434
Office administration, including miscellaneous travel		74,272	79,531
Financial audit		21,733	23,892
Financing		18,085	20,093
Depreciation		111,754	121,299
Publications and subscriptions		1,600	4,026
<b>Total</b>		<b>593,300</b>	<b>641,995</b>
<b>TOTAL EXPENDITURE</b>		<b>2,684,101</b>	<b>3,064,733</b>

## 5 Taxation

The tax charge on the surplus before tax for the year was as follows:

	2013 £	2012 £
Current tax:		
Corporation tax at 21%	3,553	1,030
<b>Tax on surplus for year</b>	<b>3,553</b>	<b>1,030</b>

The Council is liable to corporation tax on its investment income but is not liable for corporation tax in respect of any surplus or deficit arising on statutory activities.

## 6 Fixed assets

	Office equipment £	Office furniture £	Computer hardware £	Freehold buildings £	<b>Total £</b>
<b>Cost</b>					
At 1 April 2012	18,321	167,878	269,979	2,244,172	<b>2,700,350</b>
Additions	1,388	–	940	–	<b>2,328</b>
At 31 March 2013	19,709	167,878	270,919	2,244,172	<b>2,702,678</b>
<b>Depreciation</b>					
At 1 April 2012	18,321	139,554	125,588	372,933	<b>656,396</b>
Charge for the year	114	14,578	52,178	44,884	<b>111,754</b>
At 31 March 2013	18,435	154,132	177,766	417,817	<b>768,150</b>
<b>Net book value</b>					
At 31 March 2013	1,274	13,746	93,153	1,826,355	<b>1,934,528</b>
At 31 March 2012	–	28,324	144,391	1,871,239	<b>2,043,954</b>

*7 Debtors*

	2013	2012
	£	£
Fee debtors	204,109	221,346
Prepayments and accrued income	66,517	52,106
Other debtors	4,582	5,026
<b>Total</b>	<b>275,208</b>	<b>278,478</b>

*8 Creditors: amounts falling due within one year*

	2013	2012
	£	£
Deferred income	741,907	663,759
Trade creditors	82,537	138,488
Accruals	128,882	148,501
Department of Health – grant funding	41,725	152,318
Building loan – Osteopathy House	81,467	79,414
Other creditors	7,452	2,791
Income tax and social security	33,630	37,066
Corporation tax creditor	3,100	1,824
<b>Total</b>	<b>1,120,700</b>	<b>1,224,161</b>

*8 Creditors: amounts falling due over one year*

	2013	2012
	£	£
Building Loan – Osteopathy House	23,213	106,786
<b>Total</b>	<b>23,213</b>	<b>106,786</b>

A loan of £400,000 was taken out in 2010 through Lloyds TSB at a rate of 1.5% over base rate. Security for the loan is a first charge over the freehold property.

## 9 Payments to non-executive members

### Council members

In the reporting year, the total value of honorariums paid to Council Members was £117,630 including responsibility allowances. In addition, expenses paid directly to Council Members and to suppliers for travel and accommodation totalled £23,544.

### 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 Professional Conduct Committee when attending GOsC meetings and hearings. Members of the Investigating Committee also receive a reading allowance of £75 per day. Members of these committees claimed daily attendance fees of £75,218, with expenses paid directly to the committee members and to suppliers for travel and accommodation totalling £28,839.

### External members of other committees

In the reporting year, a daily attendance fee was paid to external members of the Education, Audit and Remuneration Committees when attending GOsC meetings. Co-opted members of these committees claimed daily attendance fees of £7,853, with expenses paid directly to the committee members and to suppliers for travel and accommodation totalling £3,756.

## 10 Reserves

	At 1 April 2012 £	Surplus for the year £	Gross transfers between funds £	At 31 March 2013 £
General Reserve	1,941,142	374,460	86,262	2,401,864
Designated funds				
> Adverse events research	46,262	–	(46,262)	–
> Governance arrangements	100,000	–	–	100,000
> Effectiveness of regulation research	80,000	–	–	80,000
> Osteopathic Practice Standards	30,000	–	(30,000)	–
> Student fitness to practise	10,000	–	(10,000)	–
<b>Total</b>	<b>2,207,404</b>	<b>374,460</b>	<b>-</b>	<b>2,581,864</b>

## 11 Capital Commitments

Capital commitments that are contracted but not provided for at 31 March 2013 amount to £nil (2012 – £nil).

## 10 Who we are

### The General Osteopathic Council

For the year under report (1 April 2012 to 31 March 2013)

#### Patron

---

HRH The Prince of Wales KG KT GCB

#### Chair (lay)

---

Alison J White

#### Treasurer (lay)

---

John Chuter OBE

#### Lay members

---

Geraldine Campbell  
Professor Ian Hughes  
Kim Lavelly  
Julie Stone  
Jenny White MBE

#### Osteopath members

---

John Chaffey  
Jorge Esteves  
Jonathan Hearsey  
Nick Hounsfield  
Brian McKenna  
Kenneth McLean  
Haidar Ramadan

#### Statutory committees:

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##### Education Committee

Jorge Esteves *osteopath*  
Professor Ian Hughes *lay* (Chair)  
Brian McKenna *osteopath*  
Julie Stone *lay*  
Alison White *lay*

##### Co-opted member

Jonathan Hearsey *osteopath* (until December 2012)

##### External members

Jane Fox *lay*  
Bernardette Griffin *lay*  
Robert McCoy *osteopath*  
Liam Stapleton *lay*

**Health Committee**

Jean Johns *lay*  
 Anthony Kanutin *osteopath*  
 Andrew Kerr *osteopath*  
 Corinna Kershaw *lay*  
 David Plank *lay*  
 Jacqueline Salter *osteopath*  
 Rodney Varley *lay*  
 Margaret Wolff *lay* (Chair)  
 Nicholas Woodhead *osteopath*  
 Judith Worthington *lay*

**Investigating Committee**

Claire Cheetham *osteopath*  
 Fionnuala Cook *lay*  
 Miles Crook *osteopath*  
 Charles Dunning *osteopath*  
 Gillian Hawken *lay*  
 Anne Johnstone *lay*  
 James Kellock *lay* (Chair)  
 Yvonne McNiven *osteopath*  
 Abigail Miller *osteopath*  
 James Olorenshaw *osteopath*  
 Sarah Payne *lay*  
 Michael Yates *lay*

**Professional Conduct Committee**

Jean Johns *lay*  
 Anthony Kanutin *osteopath*  
 Andrew Kerr *osteopath*  
 Corinna Kershaw *lay*  
 David Plank *lay* (Chair)  
 Jacqueline Salter *osteopath*  
 Rodney Varley *lay*  
 Margaret Wolff *lay*  
 Nicholas Woodhead *osteopath*  
 Judith Worthington *lay*

**Non-Statutory committees:****Audit Committee**

Jane Hern *lay* (Chair)  
 Kenneth McLean *osteopath*  
 David Prince *lay*  
 Jenny White *lay*  
 Vacancy

**Finance and General Purposes Committee**

Geraldine Campbell *lay*  
 John Chaffey *osteopath*  
 John Chuter *lay* (Chair)  
 Jonathan Hearsey *osteopath*  
 Nick Hounsfield *osteopath*  
 Kim Lavelly *lay*  
 Julie Stone *lay*

**Fitness to Practise Policy Committee**

Professor Ian Hughes *lay*  
 Jonathan Hearsey *osteopath*  
 Julie Stone *lay* (Chair)  
 Haidar Ramadan *osteopath*  
 Jenny White *lay*

**Remuneration Committee**

Alison J White *lay* (Chair)  
 Kim Lavelly *lay*  
 Brian McKenna *osteopath*  
 Kenneth McLean *osteopath*  
 Ian Muir *lay* (from October 2012)  
 Vivienne Murch *lay* (to July 2012)



## Council members' remuneration, expenses and attendance

### Payments to non-executive members

Name	Position held	Location in UK	Honorarium £	Responsibility allowance £	Expenses £
Alison J White	Chair	Hertfordshire	22,440	Nil	2,034.84
Geraldine Campbell	Member	Northern Ireland	6,630	Nil	2,205.63
John Chaffey	Member	Hertfordshire	6,630	Nil	550.04
John Chuter <sup>1</sup>	Member	Yorkshire	6,630	5,000	2,224.20
Jorge Esteves	Member	Oxfordshire	6,630	Nil	Nil
Jonathan Hearsey	Member	Sussex	6,630	Nil	960.05
Nick Hounsfield	Member	Bristol	6,630	Nil	2,552.63
Professor Ian Hughes <sup>2</sup>	Member	Yorkshire	6,630	2,000	4,564.06
Kim Lavelly	Member	London	6,630	Nil	67.90
Brian McKenna	Member	Wales	6,630	Nil	2,065.55
Kenneth McLean	Member	Scotland	6,630	Nil	3,194.43
Haidar Ramadan	Member	London	6,630	Nil	Nil
Julie Stone <sup>3</sup>	Member	Cornwall	6,630	2,000	3,106.79
Jenny White	Member	London	6,630	Nil	18.15
<b>Total</b>			<b>108,630</b>	<b>9,000</b>	<b>23,544.27</b>

<sup>1</sup> Treasurer and Chair of Finance and General Purposes Committee

<sup>2</sup> Chair of Education Committee

<sup>3</sup> Chair of Fitness to Practise Policy 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.

Details about the total cost of expenses paid to members of the Investigating Committee, Professional Conduct Committee and external members of other GOsC committees are contained in note 4, Payments to non-executive members, under the Notes to the accounts on page 38.

### Council members' attendance at Council and committee meetings

Name	Council	Education	Audit	Finance and General Purposes	Fitness to Practise Policy	Remuneration
Alison J White	5/5	4/4				2/2
Geraldine Campbell	4/5			2/2		
John Chaffey	5/5			2/2		
John Chuter	5/5			2/2		
Jorge Esteves	5/5	4/4				
Jonathan Hearsey	5/5	2/3		1/2	3/3	
Nick Hounsfield	4/5			2/2		
Professor Ian Hughes	5/5	4/4			2/3	
Kim Lavelly	5/5			2/2		1/2
Brian McKenna	5/5	4/4				2/2
Kenneth McLean	5/5		3/3			2/2
Haidar Ramadan	5/5				3/3	
Julie Stone	5/5	2/4		1/2	3/3	
Jenny White	5/5		3/3		3/3	

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

## Management

Chief Executive and Registrar: Tim Walker

### Senior Management Team

- > Fiona Browne, Head of Professional Standards
- > Alan Currie, Head of Management Information Systems
- > Matthew Redford, Head of Finance and Administration and (from August 2012) Acting Head of Registration
- > Velia Soames, Head of Regulation (to March 2013)
- > Brigid Tucker, Head of Policy and Communications

## Principal office

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Website: [www.osteopathy.org.uk](http://www.osteopathy.org.uk)

## Auditors

Grant Thornton UK LLP  
Grant Thornton House  
Melton Street, Euston Square  
London NW1 2EP

## Bankers

The Royal Bank of Scotland plc  
28 Cavendish Square, London W1G 0DB



General  
Osteopathic  
Council

Osteopathy House  
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