
THE ROYAL COLLEGE OF MIDWIVES

Directors' Report and Consolidated Accounts
for the year ended 31 December 2014



Company No. 30157

The Royal College of
Midwives

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**The Royal College of Midwives
Directors' Report for the year ended
31 December 2014**



The Royal College of Midwives Directors' Report for the year ended 31 December 2014

DIRECTORS REPORT

As the members of the RCM Board (the directors under company law) we are pleased to present our report for the year ended 31 December 2014. The RCM is governed by the RCM Board.

PRINCIPAL ACTIVITIES

The Royal College of Midwives (RCM) is a membership organisation, the objects of which are to promote and advance the art and science of midwifery and to promote the effectiveness, and protect the interests of its members. The Royal College of Midwives Trust (RCMT) is a subsidiary of the RCM and is registered as a charity to promote and advance the art and science of midwifery and the effectiveness of midwives. The Benevolent Fund of the RCMT is a charity which provides financial relief to eligible applicants. RCM Trust Trading Company Ltd. conducts business and donates its profits to RCMT.

ROLE OF THE RCM BOARD

The RCM Board is responsible for the overall direction and control of the RCM. This includes ensuring that the RCM is efficient, effective, properly managed & supervised and accountable. The Board provides long term vision, ensures clarity of purpose and protects the reputation and values of the RCM. It directs and controls its CEO in leading the RCM to the Board's vision. The Board is guardian of the RCM's assets and is responsible for ensuring that legal and regulatory requirements are met.

RCM BOARD MEMBERS

All members of the RCM Board are practising midwives who have been elected to the Board by members of the RCM. They are non-executive and receive no payment.

Members served for the entire year except where indicated otherwise.

Dr Patricia Gillen (Chair)
Barbara Kuypers
Helene Marshall
Marie McDonald
Christina McKenzie (until 5 October)
Lynne Pacanowski
Professor Jane Sandall (Deputy Chair)
Vanessa Shand
Anna Shasha
Brona Shaw (until 15 September)
Dr Susan Way

APPOINTMENT OF RCM BOARD MEMBERS

The RCM is a membership organisation and Board Members are elected to office by members of the RCM. The Board identifies the competencies required and RCM members offering themselves for election are offered assessment by an independently chaired panel.

RCM members who are interested in developing the competencies required for Board membership are invited to visit the RCM's website. On the website you will also find more detailed information about the commitment that Board membership entails.

RCM BOARD MEETINGS

The RCM Board met nine times during the year, three of which were special meetings convened solely to deal with the pay dispute of RCM members employed in the NHS in England. The overall attendance of members was 78%.

RCM BOARD PERFORMANCE

2014 is the third anniversary of the RCM Board taking over governance from the former RCM Council. The Board has appointed an independent organisation to evaluate the Board's effectiveness and the independent evaluator will report to the Board in 2015.

RCM BOARD COMMITTEES

Board members serve on three committees of the RCM Board. Members served for the entire year except where indicated otherwise.

AUDIT AND RISK COMMITTEE OF THE RCM BOARD

This Committee is responsible for overseeing financial reporting; reviewing the effectiveness of risk management, internal controls, compliance systems, and internal auditing; selecting for appointment internal and external auditors; assessing the performance of the external auditor; developing and implementing policy on the engagement of the external auditor to provide non-audit services; and reporting to the Board, including, where appropriate, making recommendations to the Board.

The members during the year were:

Barbara Kuypers (Chair)

Helene Marshall

Dr Susan Way

In addition, Gordon Mattocks, having a professional background in finance and audit, serves as an external member.

The committee held four meetings during the year and the overall attendance of members was 94%.

BOARD MEMBERSHIP, PERFORMANCE AND DEVELOPMENT COMMITTEE OF THE RCM BOARD

This committee deals with matters relating to membership of the RCM Board (including succession planning and arrangements for the assessment and election of candidates) and arrangements for evaluating the performance of the RCM Board and its members and its committees.

The members during the year were:

Dr Patricia Gillen (Chair)

Marie McDonald

Vanessa Shand

The committee held six meetings during the year and the overall attendance of members was 94%.

REMUNERATION COMMITTEE OF THE RCM BOARD

This committee has responsibilities in relation to performance management of the CEO and her executive team, and advises the RCM Board on the remuneration and policy for reimbursement of expenses of the CEO.

The members during the year were:

Anna Shasha (Chair)

Christina McKenzie (until 5 October)

Brona Shaw (until 15 September)

Dr Susan Way (from 10 November)

The committee held three meetings during the year and the overall attendance of members was 75%.

STATEMENT OF THE RCM BOARD'S RESPONSIBILITIES

The RCM Board members are responsible for preparing the directors' report and the financial statements in accordance with applicable law and regulations.

Company law requires the RCM Board to prepare financial statements for each financial year in accordance with generally accepted accounting practice (UK accounting standards) and applicable law.

Under company law the RCM Board must not approve the financial statements unless satisfied that they give a true and fair view of the state of affairs of the company and of its net profit/loss for that period. In preparing these financial statements, the RCM Board are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue to operate.



The RCM Board are responsible for keeping proper accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company, and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud, and other irregularities.

Insofar as each member of the RCM Board at the date of approval of this report is aware, there is no relevant audit information (information needed by the company's auditor in connection with preparing the audit report) of which the company's auditor is unaware. Each RCM Board member has taken all of the steps that they should have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

AUDITORS

Crowe Clark Whitehill LLP has indicated its willingness to be reappointed as statutory auditor.

By order of the RCM Board

29107115

Director

W. Pacuski L. Pacanowski

**The Royal College of Midwives
Strategic Report for the year ended
31 December 2014**



The Royal College of Midwives

Strategic Report for the year ended 31 December 2014



REVIEW OF THE BUSINESS FOR 2014

The RCM Board has set strategic goals and objectives with the aim of focusing the development of the organisation to ensure that it remains fit for purpose and is actively developing services for members.

Strategic Objectives	Goals
To promote high quality maternity services, professional standards and to lead the future of midwifery	The RCM will define what it means by high quality maternity services, which includes the setting of professional standards that impact on the care of women and babies (families)
	The RCM will continuously scope and redefine the future of Midwifery to ensure it is well placed in contemporary society
To influence on behalf of our members and in the interest of the women and families for whom they care	The RCM will strengthen and continue to develop in a creative and innovative way, it's profile, engagement, working practices, resources and responsiveness, creating meaningful relationships with key stakeholders and policy makers
To ensure products and services meet the particular needs of members	The RCM will actively and creatively engage with members and prospective members to understand their needs, develop relevant and appropriate high quality products and services, and measure their impact and effectiveness
To support and represent our members individually and collectively in their respective countries	The RCM will develop it's capacity and capability to ensure that appropriate resources are future proofed for the support and representation of all our members
To ensure our future growth and sustainability as an innovative, adaptive and responsive organisation	The RCM will have the income to deliver on its strategic plan and ensure the future sustainability of the organisation
To be an exemplary organisation and employer	The RCM will demonstrate through it's performance, reputation and success that it is a leading trade union and professional organisation

To promote high quality maternity services, professional standards and to lead the future of midwifery

Maternal Mental Health

The RCM is a member of the Maternal Mental Health alliance and in 2014 a project was led by the RCM as part of developing the role of the specialist midwife in maternal mental health. This involved;

- Establishing a Specialist Maternal Mental Health Midwives (SMMHM) Network to share knowledge, good practice and develop innovative ways of working in order improve outcomes for women who experience perinatal mental ill health;
- Develop standards and competencies for those in a lead midwifery role in maternal mental health including recommendations for training package for SMMHMs;
- The Well-being Plan on mental health for pregnant women developed collaboratively with partners received NICE Endorsement in February 2015.

Results of a survey of Heads of Midwifery on Specialist Maternal Mental health Midwife(SMMHM), conducted in October 2014 can be found on the RCM website www.rcm.org.uk.

Across the countries, the RCM has set up two collaborative projects with the Scottish Collaboration for Public Health Research and Policy and the Design Council for implementation in the next 12 months.

Continuity of care- the Better Births Initiative

The Initiative began in May 2014 as a knowledge translation project with the aim of developing service-led and evidence-informed resources, to improve and enhance women's experience of maternity services across the four countries in the United Kingdom.

As well as incorporating the activities that have been taking place as part of the Campaign for Normal Birth, the initiative widens the scope with an emphasis on all women and families accessing maternity care regardless of clinical and social complexities. The Better Births Initiative is working throughout the antenatal, intrapartum, and postnatal period focusing on three themes:

- Achieving normal births for the majority and normalisation for all women;
- Increasing access to midwifery-led continuity of carer;
- Raising awareness and implementing solutions to reduce maternal health inequalities across communities;

To support and represent our members individually and collectively in their respective countries

Female Genital Mutilation

Continuing on from the publication of the Intercollegiate Report in 2013, the RCM has been the key leader on this agenda through the on-going advocacy for the implementation of the nine recommendations.

A great deal of progress has been made to ensure statutory recording in the NHS, by GPs and in mental health settings and data collection. Improvements also include changes to the law to facilitate prosecutions and safeguarding girls, and a statutory duty on professionals to report FGM. £1.6 million funding has been granted by the government to provide for the next stage of the FGM prevention programme to improve the response.

International involvement

On an international level, in 2014 the RCM collaborated with Voluntary Service Overseas (VSO), the RCN and the Malawian Initiative for National Development (a Malawian Diaspora organisation) on a health strengthening project in Malawi. Like GMTP, this project is funded from UK Aid's Health Partnerships scheme and aims to enable the sharing, developing and improving of skills between UK and Malawi health professionals, leading to an improvement in the quality of maternal health services for poor and rural women in Malawi.

To influence on behalf of our members and in the interest of the women and families for whom they care

Getting the message out

The 'Pressure Points' publications were introduced in 2013 as part of the Pressure Points campaign. The main objective was highlighting shortcomings in postnatal care across the UK and demonstrating how these could be eased by funding more midwives to provide postnatal care. In 2013, Pressure Points launched a publication which focused on maternal mental health. During 2014, four additional reports were published in respect of:

- 24 hour signs and symptoms;
- Infant feeding;
- Postnatal care planning;
- Postnatal care funding;

The RCM has 18,200 (current amount) followers on Twitter, an increase from 12,200 in 2013. These followers include a multitude of journalists, opinion leaders within the healthcare sector and politicians. The Facebook reach has been gradually increasing and from July to December 2014, averages nearly 90,000 per week.

In 2013, the RCM received 7,428 mentions in the press. It should be noted that this figure includes mentions from the RCM website. In 2014 only external mentions were logged, and the overall total of mentions was a positive 5,000.

The RCM website was redesigned and launched in October 2014. The main objective was to increase ease of use, after the transition period the initial feedback saw the rating rise from 2.7/5 to 3.4/5 after one month. Extensive work was completed to update the content and the website continues to be a major source of information for midwives, journalists and the public.

The website has performed at a consistent level throughout the year, although there is a slight decrease in visits from 758,538 in 2013 to 728,884, however this is to be expected as members were not 'pushed' to the website during the transition period.

Collaborations

The RCM was at the forefront of work for the benefit of women and their families in the UK and globally throughout 2014. The following collaborative projects demonstrate the RCM's commitment in taking the lead on tackling key public health and member issues.

Pay Campaign

In March 2014 the Government took the unprecedented step of rejecting the independent NHS Pay Review Body's recommended 1% pay uplift for NHS staff. The RCM mounted a powerful campaign alongside other NHS Trade Unions to demonstrate that NHS staff must be valued and fairly rewarded for the work they do, as demoralised staff cannot deliver the quality of care that NHS users deserve. The RCM made history on Monday 13th October by taking industrial action for the first time in the history of the organisation.

In Scotland the award was paid straight away and in Wales an offer was negotiated in November, before the need to take industrial action. Following our industrial action and influential campaign in England, the Department of Health entered into negotiations with the RCM and other Trade Unions and after intense and challenging discussions, reached a final offer for members in England. The RCM is now turning its attention to Northern Ireland.

To ensure products and services meet the particular needs of members

Publications

The RCM was responsible for jointly publishing several reports in line with the key strategic objectives:

- High Quality Midwifery Care;
- The State of Maternity Services 2013;
- Freestanding Midwifery Units: Local, high-quality maternity care;
- Responding to a proposal for merger or reconfiguration of Maternity Services Provision in England;
- The contribution of continuity of midwifery care to high quality maternity care.

The RCM also undertook a process of updating its position statements. During 2014 the following position statements were updated:

- Caring for childbearing prisoners;
- Complementary and alternative therapies;
- Infant feeding;
- Maternity Support Workers.

Events

During 2014, 2002 midwives, student midwives and maternity support gained educational benefit through attending seminars, lectures, development days and conferences organised centrally by the RCM. Some of the more notable events were as follows.

The two day Annual Conference, including the Student Midwives' Conference integrated on its first day, saw a significant increase in attendance. 1057 delegates were inspired, challenged and updated through plenaries, debates, concurrent sessions and networking opportunities. Furthermore, the call for papers attracted 103 abstract submissions.

The conference included a range of themes such as postnatal care, FGM, maximising VBAC and continuity of care, as well as a multitude of speakers. Michel Odent was a very popular speaker at the student conference, discussing childbirth in the contemporary scientific context and exploring developing cultural competence.

The 2014 Zepherina Veitch Memorial Lecture, delivered by Professor Debra Bick, presented evidence for the importance of the role of the midwife in postnatal care in promoting positive outcomes at birth and beyond. 149 midwives and student midwives attended the event in Oxford, which was preceded by a policy seminar at which delegates explored issues in postnatal care through interactive discussions and group work. A further policy seminar in Exeter earlier in the year also enabled delegates to learn about contemporary issues in midwifery practice and NHS policy.

The Global Midwifery Conference in May shared experience from the RCM Global Midwifery Twinning Project and other midwifery global volunteering initiatives. It brought together volunteers from the project, student midwives and midwives from across the UK, to hear leading speakers and explore the benefits and potential of health professional twinning. The session also included reflection on lessons learned and challenges for global midwifery.

Legal Birth and Bereavement Conferences continued to receive highly positive evaluation results and to engage a wider field of delegates. 182 delegates attending the Legal Birth conference in July, considered the implications of the Francis Report and the future for midwifery supervision. The Uncertainty and Loss Bereavement Conference, held in partnership with Bliss and SANDS provided development opportunities for 147 midwives.

To strengthen and increase the membership base and ensure services meet the needs of members

Membership

2014 was a strong year for the RCM as membership grew to its highest ever level of 44,105 members. The RCM now represent more student midwives, and increasingly more maternity support workers, than ever before and 85% of all practising midwives.

This strength in numbers provides a powerful position from which the RCM can ensure campaigns, lobbying and negotiation target the heart of government and the NHS. Continued membership growth, both in terms of acquisition of new members and retention of existing ones, strengthens and increases the RCM membership base and has helped to ensure there are finances to fund services which meet the needs of members.

Student Midwives

2014 saw a record number of student midwives as active members of the RCM. Due to a strong recruitment drive amongst the new intake of students in September and successful retention of existing members, the RCM was able to transfer an increasing number of student midwives to full membership. Benefitting from the newly qualified rate of membership, which guarantees a reduced subscription rate for their first year after qualification, it is hoped these members transfer the enthusiasm for the RCM demonstrated by record attendance at conference, to becoming ready-made RCM champions in the workplace. Continued growth of student midwife membership is largely thanks to the vibrancy and enthusiasm brought via the Student Members Forum, links with Student Midwives NET (SMNET) and the support for the ever growing number of University Midwifery Societies.

Maternity Support Workers (MSWs)

In 2014 the RCM celebrated five years since the RCM opened its membership up to Maternity Support Workers (MSWs). When the category was introduced in 2009 it was predicted that in the first 18 months between 500 and 1,000 MSWs would join the RCM. At the beginning of 2014 the actual number of MSWs in membership was 654. In light of this and the RCM's continual commitment to growth, a project was commissioned in 2014. The project aimed to assess the viability of continuing with a MSWs membership category, to explore the barriers and challenges, potential opportunities and propose ways to improve the services and resources for MSWs and recruitment as a result. This review concluded in September resulting in a range of recommendations to support the development of the RCM offer to MSWs including the development of a MSW Advocate network. All the recommendations were agreed by the RCM. In 2015 a MSW Project Worker will be appointed to assist in the implementation of the recommendations. The RCM's second one day conference for maternity support workers was held in December attracting nearly 150 MSWs across the UK. The RCM worked with stakeholders at National level in England to ensure that MSWs were well represented in the Talent for Care Consultation and the development of the Care Certificate. The RCM sat on the steering group of the Skills for Health review of the National Occupational Standards (NOS) for MSWs.

At the end of 2014 the RCM had over 800 MSWs in membership.

Key Membership Performance Indicators	2013	2014
Membership Growth	+3.39%	+ 2.8%

To be an exemplary organisation and employer

The RCM aims to maximise work under strategic objectives by a system of matrix working, which ensures staff with trade union expertise and staff with professional expertise contribute collaboratively to all projects.

As part of the review of the RCM's role and function in supporting and meeting the needs of members, and ensuring that the trade union and professional pillars of the organisation are aligned a number of operational strategies were followed:

- The Education strategy;
- The Professional strategy;
- The Influencing and Communications strategy.

The RCM continued to support its members in a number of ways offering both professional, employment and learning support:

- i-folio, users increased from 4300 at the beginning of 2014, to 6600 by the end of the year;
- i-learn introduced 6 new courses plus 3 professional updates. Over 4500 courses were completed;
- The Union Learn Project (England) delivered 151 learning events attended by 2385 midwives, MSWs and student midwives. 151 members received guidance on learning opportunities;
- RCM regional and national officers formally represented 429 members who experienced employment or professional problems in their workplaces, this included 36 members who required legal support at NMC hearings;
- Additionally 74 members accessed free legal advice and support to pursue claims for workplace injury and the RCM won a total of £435,838 for these members.

Undermining behaviour

An RCM/RCOG undermining behaviour position statement was published in September 2013 alongside the development of an action plan. As part of this plan, a web-based toolkit to eradicate bullying and undermining behaviour in the work place, was devised and launched at the end of November.

Training & Development

The RCM's working group on Learning, Training and Development produced a strategy outlining the organisation's approach to this key area. During 2014, this resulted in the implementation of a skills framework and an individual assessment of RCM staff training and development needs.

Fellowship

The development of the RCM fellowship scheme is key to enabling members to network and develop their careers. During 2014 we commenced work on scoping the requirements of the non-honorary fellowship scheme; this will be further developed and then launched in 2015.

Employee Assistance

The Employee Assistance Programme continued to be made available to staff, providing practical information and counselling for staff and close family.

Equality and Diversity Strategy

There are twenty actions in the Equality and Diversity Strategy which plan the RCM's work from March 2013 to December 2015. Out of the twenty actions, eight were completed in 2013 with a further two completed in 2014. Six are continuing actions for the life of the strategy so cannot be 'completed' but have all been put into place so the work can continue. Recent achievements have been that the RCM has signed up to the Disability Two Ticks scheme, all policies are subject to Equality Impact assessments and staff training continued to be rolled out.

To ensure our future growth and sustainability as an innovative, adaptive and responsive organisation

The RCM delivered a surplus on ordinary activities of £216,568.

The Responsiveness Programme initiative continued in 2014 with RCM Connect taking on more responsibility for dealing with and responding directly to members, following the successful conclusion of the Pilot Study.

RCM Connect recorded the following progress reports for 2014:

- 20,000 calls taken in 2014 with a total handling time of 97,500 minutes;
- Average call time of 4.87 minutes;
- Average speed of answer in 2014 was 26 seconds;
- Abandoned call rate in 2014 6.75%;
- 10% of calls answered outside the hours of 9am to 5pm Monday to Friday.

Member satisfaction with RCM Connect is high – when asked ‘On a scale of 0-10, how likely are you to recommend RCM Connect to a fellow Midwife or MSW?’ the average score is 9.36 and overall satisfaction with RCM Connect Service shows an average score of 96.55%. This is important in positioning the RCM as a responsive and proactive organisation and ensuring it is set-up to conduct business effectively and efficiently in the future.

RCM Connect’s remit continues to expand to take on the more transactional membership processing such as payment processing, leavers and new application processing.

The RCM continues to look at ways it can improve the services it delivers to its members. Data is seen as a key part of this and the RCM’s ability to respond to the changing needs of its members. A major member research project to ensure it understands what its members need and expect from its professional body and Trade Union was carried out in 2014. In addition, the ability of the RCM to use data has been strengthened through the appointment of new personnel and changes to systems and processes.

PRINCIPAL RISKS AND UNCERTAINTIES

The Royal College of Midwives is committed to adopting best practice in the identification, evaluation and cost effective control of risks to ensure that they are reduced to an acceptable level or eliminated. It is acknowledged that some risks will always exist and will never be eliminated but mitigation action can be put in place which minimises the likelihood of that risk occurring or the impact it may have should it occur.

The RCM is committed to establishing and maintaining a systematic approach to the identification and management of risk. Its objectives in doing this are to:

- Ensure that risk management is clearly and consistently integrated and evidenced in the culture of the organisation;
- Manage risk in accordance with best practice;
- Anticipate and respond to changing social, economic, environmental and legislative requirements;
- Consider compliance with health and safety, insurance and legal requirements as a minimum standard;
- Prevent death, injury, damage and losses, and reduce the cost of risk;
- Inform strategic and operational decisions by identifying risks and their likely impact.

Principal risks for the RCM are:

Loss of Income (from Membership and from Other Sources)

Membership subscriptions continue to be the main source of income for the RCM. A principal risk for the RCM will always be a sudden or sustained loss of members which would ultimately have a direct impact on the RCM’s ability to deliver services to its members. The RCM continues to review what it does and to invest in systems and process to ensure it is as responsive as it can be and is fulfilling the many needs of its members.

The risk of loss of income from other sources relates directly to the RCM's Alliance programme. This programme centres on mutually beneficial relationships with a limited number of commercial companies. Challenging economic and market conditions mean companies frequently review their spend and strategic partnerships. RCM Strategies are in place to ensure income levels are maintained.

Legal Support Costs

Supporting members with legal representation remains a significant financial issue for the RCM. Demand for these services continues to increase. The RCM has in place a fixed cost agreement with its legal services provider to minimise the impact of this issue though the past couple of years has seen greater demand for ad-hoc legal work and the RCM is looking at a number of ways to minimise this risk.

Changes to Maternity Services

There are a number of interrelated risks which the RCM is aware of and measures continue to be put in place to mitigate them. These relate to loss of influence, changes to the way maternity services are delivered, political changes and the subsequent impact these have on the RCM's membership. The RCM continues to ensure it is adequately informed of new models and emerging threats to the midwifery workforce in what continues to be an ever changing environment, and that it is working for end users and members in ensuring the RCM's voice is heard and influential.

RESULTS

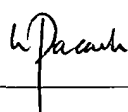
The RCM Board has approved the audited consolidated accounts for the year ended 31 December 2014. The result for the year is a net surplus of £2,517,727, which comprises the following amounts:

	£
Surplus on ordinary activities	216,568
Realised gains on investments	7,520
Net income	224,088
Unrealised gains on investments	56,639
Pension scheme actuarial gain	2,237,000
Total gains relating to the year	2,517,727

The surplus on ordinary activities of £ 216,568 undertaken by the RCM as part of its business included the Pension Scheme performance during the year as required by Financial Reporting Standards (FRS) 17, Retirement Benefits. The relevant movements are disclosed in Note 15 to the accounts. Realised gains of £7,520 refer to realised gains on the sale of investments during the year. The unrealised gains of £56,639 are due to an increase in the market value of the RCM investments. The Pension Scheme actuarial gain of £2,237,000 arose from the difference between expected and actual returns on the scheme's assets, and the estimated effects of changes in demographic and financial assumptions underlying the present value of the scheme's liabilities calculated by the Scheme Actuary. The movement in the pension fund is disclosed in Note 6 of these accounts. There is no immediate impact on available cash flow as a result of the deficit on the pension scheme as this is indicative of a need for additional future funding rather than an immediate liability which must be satisfied. The RCM cash contribution towards the pension scheme is set up by actuarial valuation and the cost is included in the RCM annual budget.

In the previous year, a surplus of £ 411,534 was recorded on ordinary activities, which after adding (i) realised gains on investments of £147,315 (ii) unrealised gains on investments of £ 407,053 and (iii) an actuarial gain on the Pension Fund of £898,000, produced a total surplus of £1,863,902 for that year.

Having reviewed the financial position the RCM Board has a reasonable expectation that the company has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

By order of the RCM Board 2910 7115
Director  L. Pachonowski

**Independent Auditor's Report to the
Members of The Royal College of Midwives
for the year ended 31 December 2014**



Independent Auditor's Report to the Members of The Royal College of Midwives for the year ended 31 December 2014

We have audited the financial statements of the Royal College of Midwives for the year ended 31 December 2014 set out pages 19 to 41.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As explained more fully in the Statement of Directors' Responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit 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 Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Directors' Report and the Strategic Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and the parent company's affairs as at 31 December 2014 and of the group's surplus for the period then ended;
- Have been properly prepared in accordance with UK Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Directors' and Strategic Report for the financial period for which the financial statements are prepared is consistent with the financial statements

**Independent Auditor's Report to the
Members of The Royal College of Midwives
for the year ended 31 December 2014**



MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- Adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of directors' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Mike Hicks
Senior Statutory Auditor
For and on behalf of
Crowe Clark Whitehill LLP
Statutory auditor
London
Date: 29.7.15

**The Royal College of Midwives
and Subsidiary Company
Consolidated Income and Expenditure Account
for the year ended 31 December 2014**



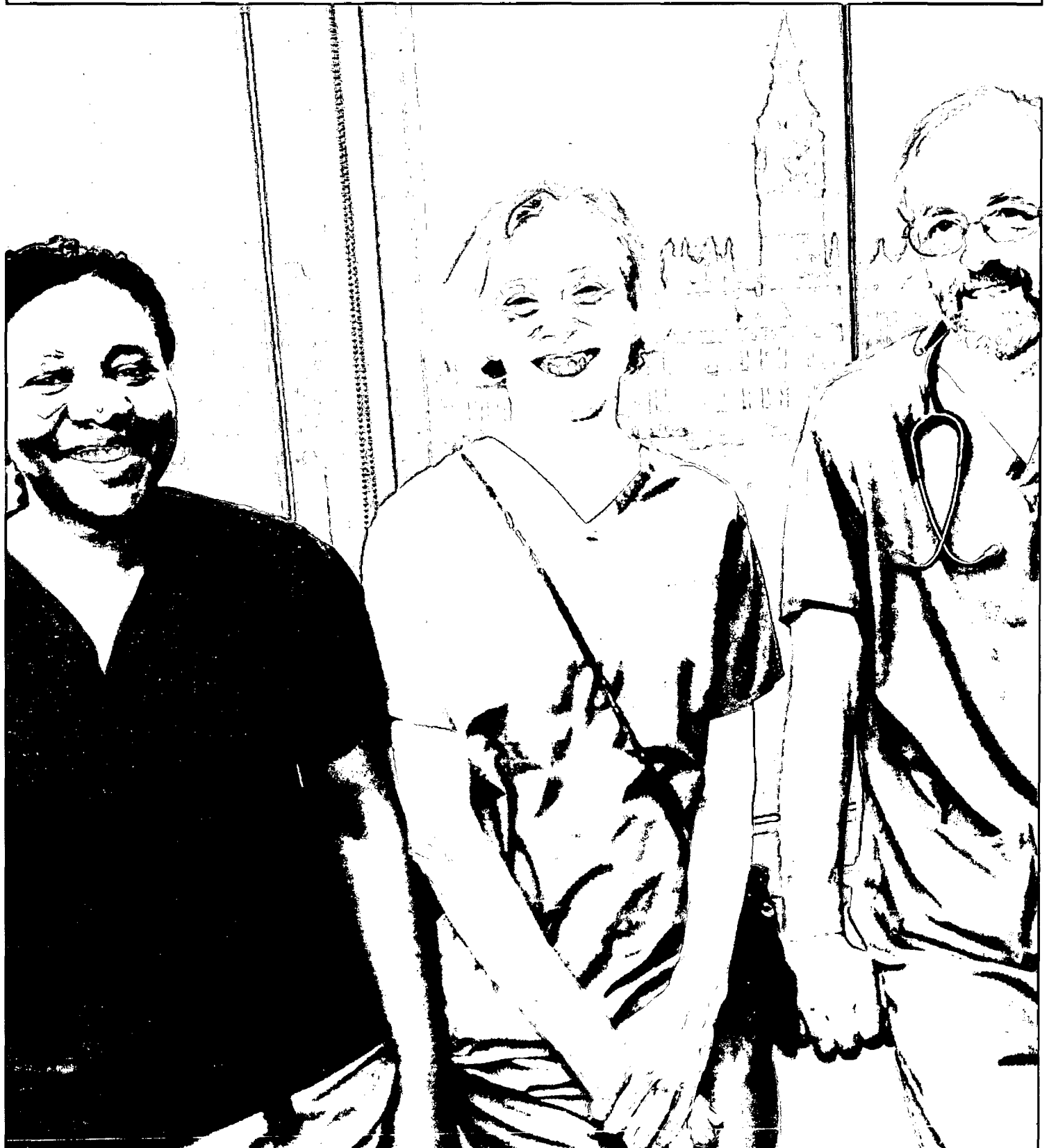
The Royal College of Midwives
and Subsidiary Company
Consolidated Income and Expenditure Account
for the year ended 31 December 2014



	Notes	Total 2014	Total 2013
		£	£
Income	4	9,073,653	8,672,181
Expenditure			
Staff costs	5	(4,275,709)	(3,921,881)
Depreciation		(43,987)	(72,061)
Other operating charges		(4,746,246)	(4,191,864)
Operating Surplus		7,711	486,375
VAT recovered		149,548	103,839
Income from investments		96,048	98,038
Interest receivable	7	10,879	8,663
Pension scheme finance charge		(15,000)	(197,000)
Charitable grants paid		(32,618)	(88,381)
Surplus on Ordinary Activities	8	216,568	411,534

All activities are continuing.

**The Royal College of Midwives
and Subsidiary Company
Statement of Total Recognised Gains and
Losses for the year ended 31 December 2014**



The Royal College of Midwives
and Subsidiary Company
Statement of Total Recognised Gains and Losses
for the year ended 31 December 2014



Notes	Total 2014	Total 2013
	£	£
SURPLUS FOR THE PERIOD	216,568	411,534
Realised gain on investments	7,520	147,315
Unrealised gain on investments	56,639	407,053
Pension scheme actuarial gain 6	2,237,000	898,000
Total recognised gain relating to the year	2,517,727	1,863,902

STATEMENT OF ACCUMULATED FUNDS

	2014	2013
	£	£
Accumulated funds at start of the period	4,091,393	2,227,491
Surplus for the period	216,568	411,534
Realised and unrealised gains on investment	64,159	554,368
Pension scheme actuarial gain	2,237,000	898,000
Accumulated Funds at 31 December	6,609,120	4,091,393

**The Royal College of Midwives
Consolidated Balance Sheet
as at 31 December 2014**



The Royal College of Midwives Consolidated Balance Sheet as at 31 December 2014



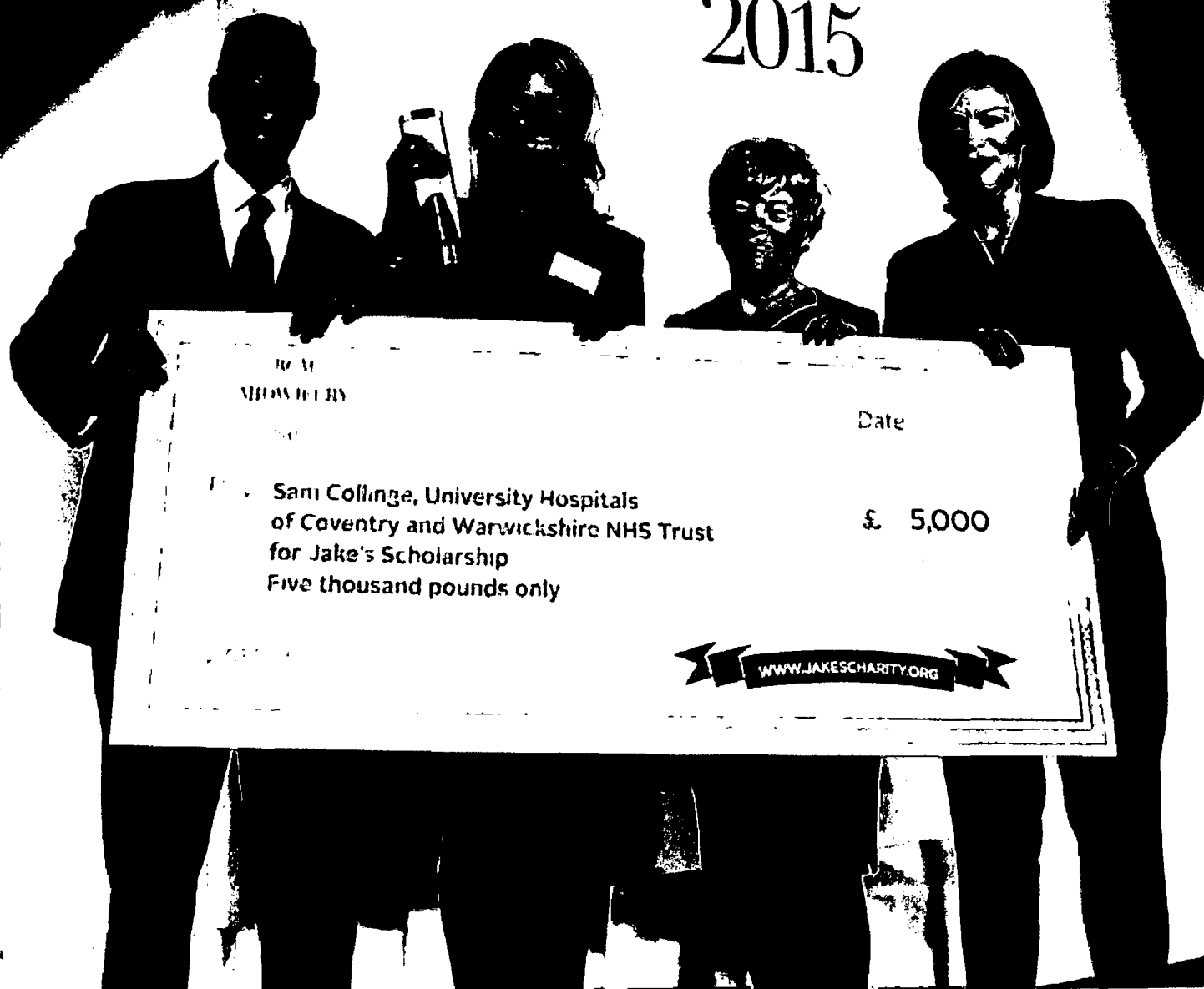
	Notes	2014	2013
		£	£
FIXED ASSETS			
Tangible fixed assets	11	1,149,119	1,178,175
Investments	12	3,686,807	3,511,929
		4,835,926	4,690,104
CURRENT ASSETS			
Stock		2,656	3,063
Debtors	13	415,831	380,869
Cash at bank and in hand		2,874,377	3,070,037
Total current assets		3,292,864	3,453,969
CREDITORS: Amounts falling due within one year	14	(931,615)	(912,625)
NET CURRENT ASSETS		2,361,249	2,541,344
NET ASSETS EXCLUDING PENSION LIABILITY		7,197,175	7,231,448
Pension Liability		(588,055)	(3,140,055)
NET ASSETS		6,609,120	4,091,393
REPRESENTED BY:			
SPECIFIC FUNDS	15		
Revaluation reserve		879,627	879,627
Headquarters Fund		105,245	102,439
Benevolent Fund		541,534	573,246
		1,526,406	1,555,312
GENERAL FUNDS	15		
Headquarters		5,132,862	5,144,230
Branches		537,907	531,906
		5,670,769	5,676,136
Pension reserve		(588,055)	(3,140,055)
TOTAL FUNDS		6,609,120	4,091,393

Approved and authorised for issue by the RCM Board on 29/07/15

Director *L. Pacanowski* L. PACANOWSKI

**The Royal College of Midwives
Company Balance Sheet
at 31 December 2014**

RCM
Annual
MIDWIFERY
Awards
2015



The Royal College of Midwives Company Balance Sheet at 31 December 2014



	Notes	2014	2013
		£	£
CURRENT ASSETS			
Tangible fixed assets	11	1,149,119	1,178,175
TOTAL FIXED ASSETS		1,149,119	1,178,175
CURRENT ASSETS			
Stock		2,656	3,063
Debtors	13	2,708,634	360,246
Cash at bank and in hand		766,050	845,649
TOTAL CURRENT ASSETS		3,477,340	1,208,958
CREDITORS			
Amounts falling due within one year	14	(606,168)	(713,968)
NET CURRENT ASSETS		2,871,172	494,990
TOTALS ASSETS LESS CURRENT LIABILITIES			
Provisions: Pension liability		(588,055)	(3,140,055)
NET ASSETS / (LIABILITIES)		3,432,236	(1,466,890)
GENERAL FUNDS			
Pension reserve		4,020,291 (588,055)	1,673,165 (3,140,055)
TOTAL FUNDS AND RESERVES		3,432,236	(1,466,890)

The balance sheet was approved and authorised for issue by the RCM Board on 29/07/15

Director

L. Pawlowski
L. PAWLOWSKI

**The Royal College of Midwives
Consolidated Cashflow Statement
for the year ended 31 December 2014**



The Royal College of Midwives
Consolidated Cashflow Statement
for the year ended 31 December 2014



	Notes	2014	2013
		£	£
NET CASH (OUTFLOW) / INFLOW FROM OPERATING ACTIVITIES	17	(326,485)	205,196
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE			
Interest received		10,879	8,663
Dividends received		96,048	98,038
NET CASH INFLOW FROM RETURNS ON INVESTMENTS AND SERVICING OF FINANCE		106,927	106,701
TAXATION			
VAT recovered		149,548	103,839
INVESTING ACTIVITIES			
Purchase of tangible fixed assets		(14,930)	(37,237)
Purchase of investments		(490,000)	(531,331)
Sale of investments		379,280	557,666
NET CASH OUTFLOW FROM INVESTING ACTIVITIES		(125,650)	(10,902)
INCREASE IN CASH	18	(195,660)	404,834

**The Royal College of Midwives
Notes to the Accounts
for the year ended 31 December 2014**



The Royal College of Midwives

Notes to the Accounts for the year ended 31 December 2014



1. STATUS OF THE COMPANY

The RCM is a company limited by guarantee and does not have share capital. The members' liabilities in the case of both organisations are limited to £1, and there were 44,110 members as at the 31 December 2014. The RCM is registered as a trade union.

2. ACCOUNTING POLICIES

a) Accounting convention

The accounts are prepared under the Companies Act 2006, the historical cost accounting rules, modified by the revaluation of listed investments, and in accordance with applicable accounting standards.

Having reviewed the financial position the RCM Board has a reasonable expectation that the company has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

b) Basis of consolidation

The consolidated accounts incorporate the accounts of the RCM and its subsidiary. The Royal College of Midwives Trust, at 31 December 2014. The Royal College of Midwives (a company limited by guarantee which is not charity) is a corporate member of the Trust and appoints all the trustees. The accounts of the subsidiary also include "The Benevolent Fund of the Royal College of Midwives", which is a subsidiary charity of the Trust, and the RCM Trust Trading Company Limited, a subsidiary company of the Trust in which the Trust holds the sole share.

c) Depreciation

Depreciation of fixed assets is charged in equal annual instalments commencing with the year of acquisition, at rates estimated to write off their cost or valuation less any residual value over their expected useful lives, which are as follows:

Freehold building	50 years
Leasehold property	Over period of lease
Furniture and office equipment	5 years
Computer software	3 years

Freehold land and buildings were historically held at valuation. When FRS15 was first implemented, these values were frozen under the transitional provisions of the standard and a policy of depreciation has been applied. Freehold land and buildings are therefore accounted for on a historical cost basis for the purposes of FRS15.

d) Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for any obsolete or slow-moving items.

e) Investments

Investments are stated at mid-market value at the balance sheet date. Gains are calculated based on the difference between the closing market value or sales proceeds and the purchase price or opening market value.

f) Leasing

Operating lease rentals are charged to the income and expenditure account on a straight line basis over the period of the lease.

g) Pension contributions

The RCM runs a defined benefit scheme for its members. The RCM's contributions are based on actuarial advice and the costs of the scheme are accounted for under the provisions of Financial Reporting Standard No 17 Retirement Benefits.

h) Income

Donated income is credited to the Income and Expenditure Account in the period in which it is received. Investment income, interest and other incoming resources are credited to the Income and Expenditure Account as they are earned. Income received for services is recognised during the year in which the service is provided. Grant and contract income is recognised in the Income and Expenditure Account to the extent that entitlement to the income has been earned at the end of the year. Subscriptions income is only recognised during the year to which the subscription relates; subscription income received in advance of the period to which it relates is deferred. Other income is accounted for on the accruals basis.

i) Expenditure

Expenditure is accounted for on the accrual basis and includes any unrecoverable elements of VAT.

3. BRANCH RETURNS

60 branches of the RCM have not submitted accounts to Headquarters for the year ended 31 December 2014. The omission of these branches does not materially affect these accounts; accordingly the balance sheet includes only the latest known cash balances in respect of these branches. 46 branches which have not submitted accounts bank with Unity Trust Bank, the same bank RCM HQ uses, therefore it was possible to verify their cash balances. The income and expenditure account includes:

- a) the income and expenditure of Headquarters;
- b) the income and expenditure of 112 (2013: 101) Branches including RCM Wales and RCM Northern Ireland offices which have submitted accounts; and
- c) amounts received at Headquarters from the branches that have not submitted accounts.

The total cash at bank and in hand shown in the Group balance sheet of £2,874,377 (2013: £3,070,037) includes £547,476 (2013: £531,906) held by branches and RCM Wales and Northern Ireland's country offices.

4. INCOME

	2014	2013
	£	£
Membership subscriptions	7,886,092	7,514,362
Conference income	47,885	54,825
Income raised by branches/country offices	19,944	44,095
Donations and legacies	7,352	12,451
Commercial partnership income	366,658	388,954
Project income	572,832	452,905
Sales of publications	-	4,278
Journal income	162,202	176,176
Consultancy	10,688	24,135
	9,073,653	8,672,181

5. STAFF COSTS AND NUMBERS

	2014	2013
	£	£
Wages and salaries	3,572,824	3,322,855
Social security costs	317,676	307,769
Pension costs	385,209	291,257
	4,275,709	3,921,881

Average numbers employed (full time equivalent)	No.	No.
Professional	74	69

6. PENSIONS

The RCM operate a defined benefit scheme in the UK. This is a separate trustee administered fund holding the pension scheme assets to meet long term pension liabilities. A full actuarial valuation was carried out at 31 March 2013 and updated to 31 December 2014 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

From 1 September 2014 the RCM pays contributions at the rate 16.1% of pensionable pay in respect of future accrual benefit. This includes an allowance of 4% of pensionable pay for death in service benefits and management and administration expenses. In addition the RCM pays £166,000 per annum and 4.1% of pensionable pay, payable monthly, in respect of shortfall contributions. Member contributions are payable in addition at the rate of 7.0% of pensionable pay. With effect from 1 July 2011 benefits accrued under a career average benefit structure.

Present values of scheme liabilities, fair value of assets and (deficit)

	31 December 2014 £'000s	31 August 2013 £'000s
Fair value of scheme assets	24,697	20,245
Present value of scheme liabilities	(25,285)	(23,385)
Scheme deficit	(588)	(3,140)

Reconciliation of opening and closing balances of the present value of the scheme liabilities

	31 December 2014 £'000s	31 December 2013 £'000s
Scheme liabilities at start of period	23,385	22,337
Current service cost	320	234
Expenses	58	59
Interest cost	1,072	970
Contributions by scheme participants	187	169
Actuarial losses	993	653
Benefits paid and expenses	(730)	(1,037)
Scheme liabilities at end of period	25,285	23,385

Reconciliation of opening and closing balances of the fair value of scheme assets

	31 December 2014 £'000s	31 December 2013 £'000s
Fair value of scheme assets at start of period	20,245	18,136
Expected return on scheme assets	1,057	773
Actuarial gains	3,230	1,551
Contributions by employer	708	653
Contributions by scheme participants	187	169
Benefits paid and expenses	(730)	(1,037)
Fair value of scheme assets at end of period	24,697	20,245

The actual return on the scheme assets over the period ending 31 December 2014 was £4,287,000.

Total expense recognised in profit and loss account

	31 December 2014 £'000s	31 December 2013 £'000s
Current service cost	320	234
Expenses	58	59
Interest cost	1,072	970
Expected return on scheme assets	(1,057)	(733)
Total expense recognised in profit and loss account	393	490

Statement of total recognised gains and losses

	31 December 2014 £'000s	31 December 2013 £'000s
Difference between expected and actual return on scheme assets: Amount: gain	3,230	1,551
Experience gains and losses arising on the scheme liabilities: Amount: gain	106	239
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities: Amount: (loss)	(1,099)	(892)
Total actuarial gains and losses Amount: gain	2,237	898
Total amount recognised in statement of total recognised gains and losses: Amount: gain	2,237	898

Assets

	31 December 2014 £'000s	31 December 2013 £'000s
Equities	11,929	11,929
Bonds	2,888	2,888
Cash	23	23
Property	1,972	1,972
LDI	7,885	7,885
Total assets	24,697	20,245

None of the fair values of the assets shown above include any direct investments in the RCM's own financial instruments or any property occupied by, or other assets used by, the RCM.



Assumptions

	31 December 2014 % per annum	31 December 2013 % per annum
Rate of discount	3.50	4.70
Inflation (RPI)	3.10	3.10
Inflation (CPI)	2.10	4.60
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less but with a minimum of 3%	3.00	3.00
Allowance for pension in payment increases of RPI or 5% p.a. if less	3.10	3.60
Allowance for commutation of pension for cash at retirement	90% of members commute 25% of their benefits for cash	90% of members commute 25% of their benefits for cash

The mortality assumptions adopted at 31 December 2014 imply the following future life expectancies:

Male retiring in 2014	22.2
Female retiring in 2014	24.5
Male retiring in 2034	24.0
Female retiring in 2034	26.4

Expected long term rates of return

The long-term expected rate of return on cash is determined by reference to bank base rates at the balance sheet date. The long-term expected return on bonds is determined by reference to UK long dated government and corporate bond yields at the balance sheet date. The long-term expected rate of return on equities is based on the rate of return on bonds with an allowance for out-performance.

The expected long term rates of return applicable to each period are as follows:

	Period Commencing 1 January 2014 % per annum	Period Commencing 1 January 2013 % per annum
Equities	6.10	5.2
Bonds	4.40	4.1
Cash	0.50	0.5
Property	6.10	5.2
LDI	3.60	2.7
Overall for scheme	5.20	4.3

Amounts for the current and previous five periods:

	31 December 2014 £'000s	31 December 2013 £'000s	31 December 2012 £'000s	31 August 2011 £'000s	31 August 2010 £'000s
Fair value of assets	24,697	20,245	18,136	17,185	16,210
Present value of scheme liabilities	25,285	23,385	22,337	20,419	18,697
Deficit in scheme	(588)	(3,140)	(4,201)	(3,234)	(2,487)
Experience adjustment on scheme liabilities	106	239	(385)	(34)	(256)
Experience adjustment on scheme assets	3,230	1,551	61	(79)	725

The best estimate of contributions to be paid by the employer for the period commencing 1 January 2015 is £708,000.

7. INTEREST RECEIVABLE

	2014	2013
	£	£
Bank and building society interest	10,879	8,663

8. SURPLUS ON ORDINARY ACTIVITIES

	2014	2013
	£	£
This is stated after charging		
Auditors' remuneration		
– audit	26,000	26,400
– other services – taxation	33,538	10,662
Operating lease rentals		
– plant and machinery	39,629	43,915
– land and buildings	24,000	33,000
Depreciation	43,987	72,061

9. REMUNERATION OF MEMBERS OF THE RCM BOARD

No member of the RCM Board received any remuneration from the RCM (2013: £Nil) except for reimbursement of their traveling expenses total £20,923 (2013: £17,197).

10. RESULTS FOR THE FINANCIAL PERIOD

In accordance with the exemptions allowed by Section 408 of the Companies Act 2006, the RCM has not presented its own profit and loss account. The RCM's unconsolidated surplus for the year was £4,899,126 and total turnover was £8,768,980.

11. TANGIBLE FIXED ASSETS

Group and company	Freehold land and buildings	Long leasehold property	Furniture and office equipment	Total
	£	£	£	£
Cost or valuation				
At 1 January 2014	155,000	1,465,925	331,851	1,952,776
Addition	-	-	14,931	14,931
Disposal	-	-	(644)	(644)
At 31 December 2014	155,000	1,465,925	346,138	1,967,063
Depreciation and amortisation				
At 1 January 2014	40,902	430,108	303,591	774,601
Charge for the year	1,923	25,469	16,595	43,987
Disposal	-	-	(644)	(644)
At 31 December 2014	42,825	455,577	319,542	817,944
Net book value				
At 31 December 2014	112,175	1,010,348	26,596	1,149,119
<i>At 31 December 2013</i>	<i>114,098</i>	<i>1,035,817</i>	<i>28,260</i>	<i>1,178,175</i>

12. FIXED ASSET INVESTMENTS

	2014	2013
	£	£
Market value at start of period	3,511,928	2,983,896
Additions	490,000	531,331
Disposals	(379,280)	(557,666)
Gains	64,159	554,368
Market value at 31 December	3,686,807	3,511,929
Historical cost at 31 December	2,775,257	2,466,000

Investments are held in a mixture of unit trusts managed by Schroders.

All investments are held within the Group. None are held within the Company only.

13. DEBTORS

	Group	Group	Group	As restated Company
	£	£	£	£
Amounts due from RCM Trust	-	-	2,334,802	-
Other debtors	249,841	254,271	249,841	233,647
Prepayments	123,991	126,598	123,991	126,598
	373,832	380,869	2,708,634	360,245

14. CREDITORS: amounts falling due within one year

	Group	Group	Group	As restated Company
	£	£	£	£
Subscriptions in advance	3,516	44,201	3,516	44,201
Trade creditors	279,164	397,387	252,533	349,924
Other taxation and social security	93,020	87,185	93,020	87,185
Accruals	248,464	232,658	219,893	232,658
Deferred income	307,451	151,194	37,206	-
	931,615	912,625	606,168	713,968

15. MOVEMENT ON RESERVES

	1 January 2014	Movement in the period	Gains	Transfers	At 31 December 2014
	£	£	£	£	£
Specific Funds					
Revaluation reserve	879,627	-	-	-	879,627
Headquarters Specific Fund	102,439	1,957	849	-	105,245
Headquarters Benevolent Fund	573,246	(35,364)	3,652	-	541,534
Total specific funds	1,555,312	(33,407)	4,501	-	1,526,406
General Funds					
General Funds – HQ	5,144,230	(71,026)	59,658	-	5,132,862
General Funds – Branches	531,906	6,001	-	-	537,907
	5,676,136	(65,025)	59,658	-	5,670,769
Total specific and general	7,231,448	(98,432)	64,159	-	7,197,175
Pension fund reserve	(3,140,055)	315,000	-	2,237,000	(588,055)
Total funds	4,091,393	216,568	64,159	2,237,000	6,609,120

16. FINANCIAL COMMITMENTS

At 31 December 2014 the group and company had the following annual commitments under non-cancellable operating leases expiring as follows:

	Land and building		Furniture and equipment	
	2014	2013	2014	2013
	£	£	£	£
In less than two years	-	-	22,185	38,235
Within two to five years	24,000	-	17,444	5,680
In more than five years	-	33,000	-	-
	24,000	33,000	39,629	43,915

17. RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2014	2013
	£	£
Operating surplus	7,711	486,375
Depreciation	43,987	72,061
Decrease in stocks	407	177
(Increase) / decrease in debtors	(34,962)	1,723
Increase in creditors	18,990	93,241
Charitable grants paid	(32,618)	(88,381)
Pension current costs	378,000	293,000
Contribution by employer	(708,000)	(653,000)
Net cash (outflow) / inflow from operating activities	(326,485)	205,196

18. ANALYSIS OF BANK BALANCES AND CHANGES IN THE YEAR

	2013	Change in year	2014
	£	£	£
Cash at bank and in hand	3,070,037	(195,660)	2,874,377

19. PRIOR PERIOD ADJUSTMENT

During the year the Board carried out a review of the balance sheet and the allocation of assets and liabilities between the company and its subsidiary, the Royal College of Midwives Trust. The legal ownership of assets was determined and the substance of the relationship between customers and suppliers was reviewed to determine whether the company or Royal College of Midwives Trust bore the risks and rewards associated with each. This resulted in a restatement of the balance sheet of the unconsolidated company balance sheet as at 31 December 2013 as set out below.

	Total
	£
Company funds at the start of the year as previously stated	(2,608,149)
Adjust for tangible fixed assets owned by Royal College of Midwives	1,178,175
Adjust for stock, debtors and cash balances where legal form or substance of relationship is with Royal College of Midwives	623,377
Adjust for creditors where legal form or substance of relationship is with Royal College of Midwives	(660,293)
Total prior period adjustment	(1,141,259)
Company funds at the end of the year as restated	(1,466,890)

There was no impact on the surplus reported for 31 December 2013 however the activities performed by the company and intercompany allocations and charges have been reviewed by the directors and greatly simplified from 1 January 2014 onwards.

The Royal College of Midwives
and Subsidiary Company
Statement to Members



The Royal College of Midwives and Subsidiary Company Statement to Members



Section 32A(6)(a) of the Trade Union and Labour Relations (Consolidation) Act 1992 as amended by the Employment Relations Act 1999

a) Total Income and Expenditure of the trade union for the period ended 31 December 2014.

Income	£ 8,768,980
Expenditure	£ 6,421,854

b) The total income for the union for the period ended 31 December 2014 includes £7,886,092 of payments in respect of membership.

c) The union has no political fund.

d) The CEO (whose role includes that of General Secretary) received a gross salary of £155,478 for the twelve month period which includes benefits consisting of pension contributions.

It should be noted that the CEO's salary is associated with all the activities of the RCM and not just the trade union.

No salary or other benefits were received by the President or any members of the RCM Board.

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

**The Royal College of Midwives
and Subsidiary Company
General Information – 31 December 2014**



**The Royal College of Midwives
and Subsidiary Company
General Information – 31 December 2014**



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The Royal College of Midwives

The Royal College of Midwives is the voice of midwifery. We are the UK's only professional organisation and trade union led by midwives for midwives and the maternity teams which support them. The vast majority of the midwifery profession are our members.

The RCM promotes midwifery, quality maternity services and professional standards. We support and represent our members individually and collectively in all four UK countries. We influence on behalf of our members and for the interests of the women and families for which they care.

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www.rcm.org.uk

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