

nebosh

2006

Annual Report
and Financial Statements



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You can find out more about
NEBOSH products and services
by visiting our website:
www.nebosh.org.uk

Registered office:
Dominus Way
Meridian Business Park
Leicester LE19 1QW

telephone 0116 2634700
fax 0116 2824000
email info@nebosh.org.uk

Company No 2698100
Registered Charity No 1010444

Chairman's Review

Baroness Gibson of Market Rasen, President of RoSPA, said recently that NEBOSH "sets the global benchmark for qualifications in occupational safety and health." Her comment sums up NEBOSH's aspirations for the year under review.

One of our key strengths is the reputation NEBOSH qualifications have for academic rigour, quality and usefulness. A glance at advertisements placed by organisations recruiting safety and health professionals confirms the value employers place on our qualifications. We continue to ensure that our syllabuses reflect the underpinning knowledge and understanding required by modern safety and health practitioners.

The independence of our assessment processes from course providers is a further guarantee of standards. We are proud of the quality of teaching and support provided to students by our accredited centres. Collectively our centres offer a wide choice of course formats and training venues so that students can fit their professional development around their work and family commitments.

From this firm foundation, we are steadily building an international reputation for quality. The last 12 months has seen huge growth in the number of countries in which our qualifications are available. Demand, particularly across the Middle East has been high, and we are very grateful to our UK-based course providers who have taken up the challenge of moving into these new markets.

We continue to develop new qualifications and update existing ones to ensure that we retain our leading position among health and safety awarding bodies. We have worked closely with the Institution of Occupational Safety and Health (IOSH) this year in developing a Certificate in Fire Safety and Risk Management and the "IOSH Open Assessment", which will form a key part of their new membership

requirements. Our International General Certificate, launched during the year, has been extremely well received. We have updated and redesigned the assessment structures of the NEBOSH National General Certificate and NEBOSH National Diploma to ensure their continued success as the platform from which many successful careers in health and safety are launched.

2005-6 will be remembered at NEBOSH as a year of significant change. In February 2006 Dr. Stephen Vickers, our Chief Executive for the previous six years, decided to take up a new challenge as Chief Executive of the British Accreditation Council for Independent Further and Higher Education. During Stephen's tenure NEBOSH doubled its turnover, increased its range of qualifications and raised the number of countries with local NEBOSH Centres from three to eleven. The Directors and Trustees are grateful for these achievements and wish Stephen well in his new post.

Stephen is succeeded by Teresa Budworth, previously Deputy Chief Executive responsible for marketing and development. Teresa, a safety professional of some 25 years standing, joined NEBOSH in 2004 from Norwich Union Risk Services, where she headed up the safety training and consultancy team. On behalf of my fellow Directors and Trustees I welcome Teresa to her new role, and look forward to working with her on this exciting new phase in NEBOSH's development.



Finally NEBOSH depends heavily on the dedication and professionalism of its staff, its teams of examiners, assessors and field standards advisers, and the representatives of our key stakeholders and volunteers who sit on our Advisory Committee, panels and Board of Directors and Trustees.

My heartfelt thanks go out to every one of them. Thank you all for your support and hard work in the past year. I look forward to working with you for many years to come.

David Morris

David Morris
Chairman

2 Chief Executive's Review

The key work for the year under review was driven by delivery of our business plan which was designed to continue the implementation of our five year strategy.

The five year strategy is one of ambitious growth, to be achieved by a combination of product development (expansion of our range of qualifications), and market development, particularly in selected overseas markets.

I am pleased to report that substantial and measurable progress was made towards these longer term objectives, with the introduction of two new qualifications, revitalising amendments to two existing qualifications and a rapid growth in the uptake of NEBOSH qualifications across the globe.

Focus on internal systems and processes to equip NEBOSH with the infrastructure to support the projected growth in take-up of our qualifications, has also been significant in its demands on resources. Our Governance reforms are almost complete. Systems for setting and marking of examinations have been revised. A review and re-engineering of all internal processes is well underway and forms an essential part of our projects to complete the implementation of a new IT system and achieve ISO9001 Registration in 2006-07.

NEBOSH Qualifications

2005-06 saw the launch of two new Certificate level qualifications. In April 2005, the International General Certificate syllabus was published. In addition to the four pilot centres, we have accredited a further seven centres to offer this qualification. Over 600 candidates sat the International General Certificate and examinations were held in Bahrain, Oman, UAE, Kuwait, Qatar, Egypt, Libya, Sudan, Brunei, Singapore, Mauritius, Kazakhstan and Turkey.

The NEBOSH Certificate in Fire Safety and Risk Management was launched in September 2005. Developed in conjunction with the IOSH Fire Risk Management Specialist Group, the

new qualification is aimed at managers and supervisory staff who need to ensure that their organisation meets its duties under the Regulatory Reform (Fire Safety) Order 2005. The course of study should equip holders to carry out fire risk assessments of most low risk workplaces and identify the range of fire protective and preventive measures required.

Demand for the new Fire Certificate has been very high, with many potential students trying to find a course before the first four providers were accredited at the end of 2005. The first examinations were available from April 2006, and well over 100 candidates had registered to sit examinations in the three months from this date. We now have 16 accredited centres offering the course throughout the UK, including South Yorkshire Fire and Rescue who will be using the course to train fire service personnel as part of the Integrated Personal Development System.

This new Fire Certificate is the first "unitised" Certificate level qualification NEBOSH has offered and represents the model that will be followed in redeveloping our range of qualifications at this level. We are aiming to provide more flexible routes through our qualifications with candidates being able to add on the specific units they need to study over a period of time, to build the qualifications which suit their circumstances. For example, the Fire Safety and Risk Management Certificate syllabus incorporates two taught units. The first unit "Management of Health and Safety" forms part of the NEBOSH National General Certificate. This means that people who have already achieved the



The new Fire Safety and Risk Management Certificate
Teresa Budworth presents an accreditation certificate to Derek Housley and David Duffin of South Yorkshire Fire Brigade.

National General Certificate within the last five years will not need to re-take the assessment of this part of the syllabus, and need only to study the second taught unit "Fire Safety and Risk Management".

The NEBOSH National Diploma was launched in summer 2004 to replace the Two Part Diploma following a change to the National Occupational Standards (set by ENTO) which underpin our Diploma level qualifications. The new qualification was originally called the Level 4 Diploma, in recognition of the standard which underpinned it. However, in autumn 2005, following a review of the National Qualifications Framework, the regulatory authorities for external qualifications in England, Wales and Northern Ireland, accredited the National Diploma at Level 6. In order to minimise confusion, we decided to simply call this qualification the NEBOSH National Diploma in Occupational Health and Safety.

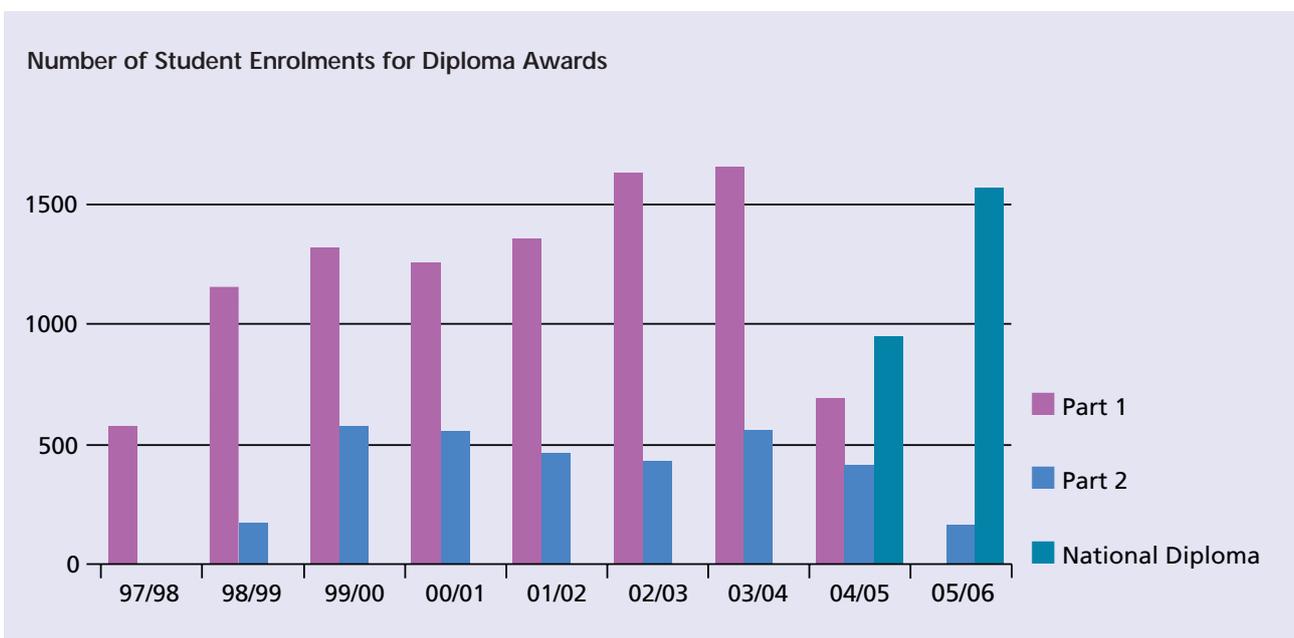
As an accredited qualification, the Diploma is eligible for funding under section 97 of the Learning and Skills Act 2000.

Enrolments of students on courses leading to the National Diploma examinations have exceeded our expectations. Nearly 1600 students enrolled for this qualification in the year to April 2006. This figure is very close to that achieved by Part One Diploma at its peak in 2003/4. We believe the Diploma is a very attractive option for those seeking Chartered Membership of the Institution of Occupational Safety and Health (IOSH). It is offered in a variety of course formats at locations across the UK, the Caribbean and Middle East. The unitised structure means that students can progress through the qualification at a pace to fit flexibly around their existing work commitments.

The first full sets of examinations for the new Diploma were held in July 2005 and January 2006. We are pleased to report that pass rates are now very similar to those achieved by candidates in Diploma Part One.

The expansion of the Standards Department under the leadership of Dr. John Skevington, has given the opportunity to fundamentally review the examination setting process. We have introduced a Question Paper Evaluation Committee (QPEC) to double check examination papers for clarity, and to ensure that the balance of the paper reflects the weighting of topics in the syllabus.

During 2005-06 we consulted with course providers about changes we intended to make to the assessment of the National Diploma, replacing the three assignments (one for each of the taught units) with one assignment based on an organisation of the student's choice. It is intended that this change will be submitted to QCA for accreditation in early summer 2006, with implementation from autumn 2006.

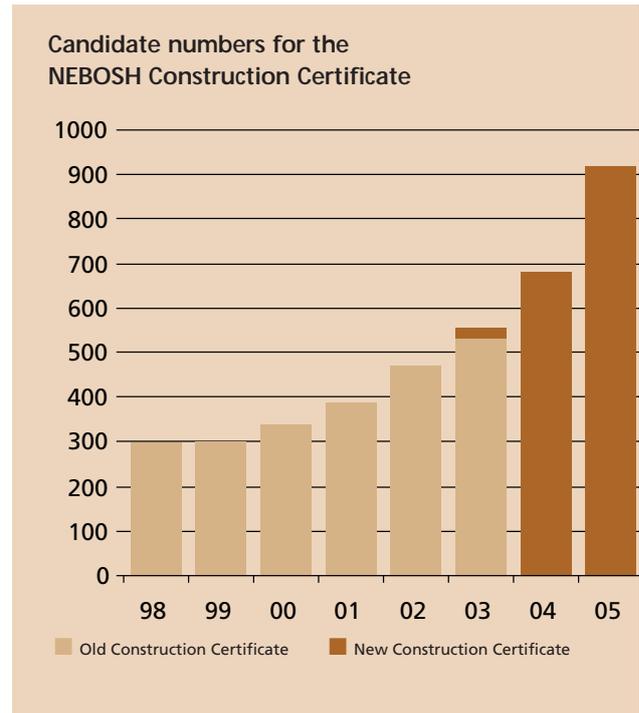
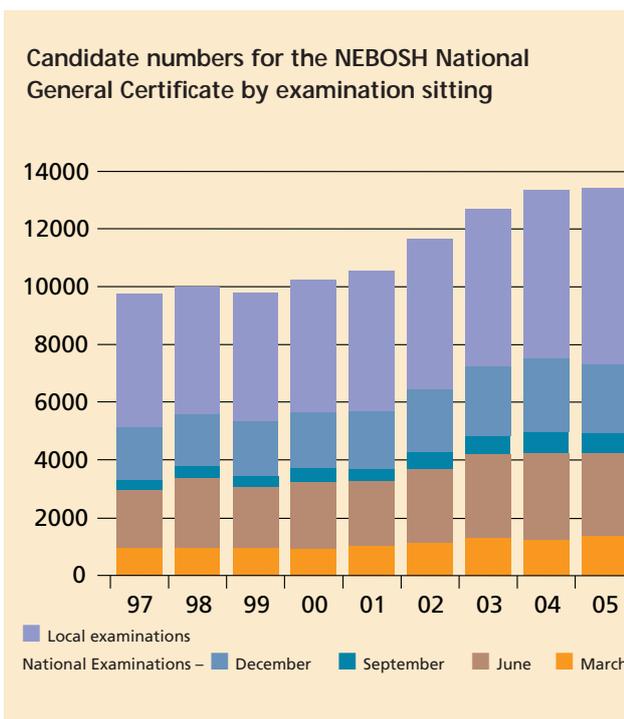


The NEBOSH National General Certificate continues to be our most widely taken qualification.

Candidate numbers continued to rise throughout 2005-06, although at a slower rate than before; probably due to the large number of candidates opting to take the new International General Certificate or the revised format Construction Certificate. Candidate numbers for both qualifications rose rapidly through this period.

At the end of the period under review, significant progress had been made towards "unitising" the National General Certificate. This will enable candidates to choose whether to take one or both of the two examined units, and to combine these units with others to build Certificate level qualifications to meet their own learning requirements. Course providers will also have greater flexibility in their choices of how to run the courses leading to the National General Certificate, including the option to continue to offer the course as they do at present.

The application for accreditation of the revised format National General Certificate was due for submission to QCA in early summer 2006, with implementation likely to be from December 2006 Standard Examination dates.



Further review and consultation has taken place on the syllabus for the new Diploma in Emergencies and Civil Contingencies Management. The syllabus now meets the needs of all duty holders in the Civil Contingencies Act 2004. The new syllabus is being piloted by a training provider from September 2006.

NEBOSH has also been working closely with IOSH on the development of the Open Assessment, which will form a key part of the route to Chartered Membership. The Open Assessment was piloted to a small number of IOSH graduate members in autumn 2005, and is to go live during late summer 2006.

Governance

Last year we reported on the review of NEBOSH's system of governance. The actions which were identified during that review continued to be implemented through the last 12 months.

NEBOSH's revised Memorandum and Articles of Association were approved at an Extraordinary General Meeting of the Advisory Committee in June 2005. The new Memorandum set out a slightly revised object for NEBOSH. It also allowed for the expansion of the Board of Directors and Trustees by the appointment of up to four independent Directors and Trustees to NEBOSH's Board. Mr Geoffrey Donnelly, Miss Christine Miles and Dr Michael Sanderson were appointed at the September 2005 Annual General Meeting. Individually and collectively they bring a wealth of strategic

management experience and with the rest of the Board will be instrumental in guiding NEBOSH through the challenge it has set itself to be the leading international provider of safety and health qualifications.

The quality and commitment of our Directors and Trustees continues to be a source of real strength to NEBOSH, and our Management Team is privileged to be able to work with them.

Governance changes were continuing at the end of the period under review with the focus moving to ensuring that NEBOSH qualifications continue to be market leading. A Qualifications Management Council has been established under the chairmanship of Dr Michael Sanderson, which will

include senior representatives from employers' organisations, Trade Unions, enforcement agencies as well as leading safety professionals. Its role will be to ensure that the technical content and standards of NEBOSH qualifications are appropriate and relevant to industry's requirements, and that processes of setting and marking examinations meet industry best practice.

Representation of key stakeholders on NEBOSH's Advisory Committee was also extended. The Advisory Committee is responsible for the appointment of Directors and Trustees to NEBOSH's Board and has a key role in strategy development. New members joined the Advisory Committee representing the interests of NEBOSH's candidates and staff.

NEBOSH Congratulates its Top Candidates for the Year 2005

Every year the highest achieving candidate in each of NEBOSH's qualifications is the recipient of an award. This year's awards were presented at the NEBOSH Graduation Ceremony.

The following candidates gained the highest marks in NEBOSH examinations during 2005.

Nicholas Bell NEBOSH National Diploma Unit A studied with CHSS *sponsored by Norwich Union Risk Services Ltd*

Kirstie Adams NEBOSH National Diploma Unit B studied with Pivotal Performance *sponsored by Pivotal Performance*

Deborah Hallett NEBOSH National Diploma Unit C studied with Integra Training and Consulting *sponsored by CHSS*

Paul Moore NEBOSH National Diploma Part 1 studied with RRC *The Phil Hughes Award sponsored by Norwich Union Risk Services Ltd*

Ann Fisher NEBOSH National Diploma Part 2 studied with ACT Associates Ltd *The Richard Booth Award sponsored by WATA Ltd*

Andrew Bagworth NEBOSH Specialist Diploma in Environmental Management studied with WATA *sponsored by Safety Solutions (UK) Ltd*

Neale Davine NEBOSH National General Certificate studied with Prospects Business Training *The John Locke Award sponsored by SETA Training and Advisory Services*

Neil Akehurst NEBOSH National Certificate in Construction Safety and Health studied with Safety Solutions (UK) Ltd *The Jim Hammer Award sponsored by Mott MacDonald Ltd*

Alexey Medenkov NEBOSH International General Certificate in Occupational Safety and Health studied with CHSS *sponsored by Avery Dennison*

From left to right: Paul Moore, Neale Davine, Deborah Hallett, Andrew Bagworth, Neil Akehurst, Nicholas Bell, Ann Fisher, Kirstie Adams.



6 Chief Executive's Review

Charitable Activities

Our Memorandum of Association states: "The objects of NEBOSH shall be the preservation of health by the promotion of high standards of health, safety and environmental protection at work in particular, but not exclusively, through study and competence in risk management."

Our activities in the year under review were applied solely in the furtherance of these objects, particularly in the provision of syllabuses and examinations in health, safety and environmental management and in the accreditation of providers offering courses to these syllabuses preparing students for examination.

As a registered charity, we at NEBOSH strongly believe that we have an obligation to work with other charitable organisations in promoting health and safety, particularly through education and training. Indeed this is a core value embedded in our Memorandum of Association.

In the year under review, the decision was taken to become the main sponsor for the Royal Society for the Prevention of Accidents (RoSPA) annual Occupational Health and Safety Awards for the three years from 2006.



The Sir George Earle Trophy at the RoSPA Awards Ceremony
The Sir George Earle Trophy award for outstanding performance in Safety and Health Management presented to the Naval Base Commander, Devonport by Lord Jordan of Bournville.

We have been a keen supporter of the awards for a number of years which we believe make a major contribution to raising standards of health and safety. We share a vision with RoSPA that competent health and safety advice, coupled with visible committed safety leadership enables an organisation to reduce accidents and ill health in a cost effective manner. The RoSPA Awards promote good health and safety as an essential part of good business and encourage the sharing of best practice.

The 2006 Awards attracted more than 1300 entries from UK and overseas organisations. NEBOSH staff were honoured to serve on the panel judging the sector winners and the winner of the highest award, the *Sir George Earle Trophy*. NEBOSH continued to support the work of RoSPA by membership of its National Occupational Safety and Health Committee.

For the fourth consecutive year, NEBOSH sponsored the prestigious *Beacon Award for Excellence in Health, Safety and Environmental Management Training*. The award is open to all further education, sixth form and tertiary colleges in the UK offering environmental and/or safety and health courses.

The 2005-06 Award went to Deeside College for their course "Promoting and Improving Health, Safety and Environmental Management in the Workplace".

The RoSPA Occupational Health and Safety Awards
Norfolk and Norwich University Hospital NHS Trust are Highly Commended for Health and Safety at Work in the Healthcare Services Industry Sector.

NEBOSH also sponsored, in conjunction with the Association of Colleges, the Department for Education and Skills and JTL: the *College Health and Safety Champion Award*. This award is aimed at promoting good practice in preparing young people for the world of work, and particularly in joint initiatives which engage students and employers working with colleges to safeguard young people at this vulnerable time in their working life.

The National College Champion for 2005 was South Kent College for their college wide project on the risks from noise at work. Their BTEC National Diploma Health and Social Care students gave interactive presentations to other students on the causes of damage to hearing. The Motor Vehicle Studies students constructed loud and quiet vehicle exhausts to understand the limitations of each in terms of production size and cost.

NEBOSH are already working on the 2006 College Champion Award with our partners in the Association of Colleges, JTL, Learning and Skills Council and with the support of IOSH and the Health and Safety Executive. The 2006 award will coincide with the theme of the European Week of Health and Safety for 2006 – Safe Start – preparing young people for a safer working life. Entries will feature on a special web site to help spread best practice in this important field.

In the summer of 2005, we asked our course providers if they would be prepared to provide free places on their NEBOSH National General Certificate courses to individuals working in the charitable and voluntary sectors. NEBOSH would waive examination fees for such candidates who would apply via the Charities Safety Group (a national umbrella group for a wide variety of charitable organisations throughout the UK). We were very pleased by the level of support from our course providers, with many more places offered than there were students to take them up.



Beacon Award for Excellence in Health, Safety and Environmental Management Training

Bill Rammell MP, Minister of State for Lifelong Learning, Further and Higher Education presents Deeside College with the Beacon Award for their excellent health and safety courses.

During the year students from Sue Ryder Care, Turning Point, the British Red Cross, Victim Support, Active Life and Phoenix House undertook training with WATA, Woodland Grange, ACT Associates, South Thames College, The Safety Training Unit and Messam & Rider respectively. United Co-operative also subsidised a place for a student from Christie Hospital on an in-company Certificate course they were running for their own staff. The sponsorship scheme is continuing in 2006 and any charities and voluntary organisations interested should contact NEBOSH for an application form.

Winners of the College Champion Health and Safety Award 2006

Tom Johnson, Principal and Jane Jemmett, Health and Safety Manager accepted the award for South Kent College for their college-wide projects on the risks associated with noise at work. Left to right: Stephen Green (Association of Colleges), Barry Wilkes (NEBOSH), Stephen Gardner – Director of Work-based Learning (Learning and Skills Council).



8 Chief Executive's Review

International Development

The large growth in overseas candidates stemmed in part from the popularity of the International General Certificate which was launched at the beginning of the year under review and had attracted over 600 candidates by the end of this period. However, in the same period over 1100 international candidates chose instead to sit a National General Certificate examination following courses held in Saudi Arabia, Bahrain, Kuwait, Oman, UAE, Qatar, Cyprus, Germany, Azerbaijan, Russia, China, Pakistan, Trinidad, Nigeria and South Africa.

A number of UK based centres were pioneers in taking NEBOSH qualifications into overseas markets, some choosing to open an office or enter into a partnership with a company based in the target market. In addition, an unprecedented number of training organisations outside of the UK applied to become accredited NEBOSH Centres. We now have centres based in Trinidad, Bahrain, Dubai, Oman, Mauritius, Brunei, Qatar, Malta and Australia.

In 2005 we piloted our first examinations in a non-UK language, offering candidates based in Kazakhstan the facility to have a Russian translation of the question paper, and to submit an answer script in either Russian or English. We intend to extend the pilot to Arabic in the near future.

NEBOSH Directors and staff visited a number of key overseas markets this year. In November 2005, I met with our course providers in Trinidad. My visit coincided with the launch of the IOSH Caribbean branch, and with the announcement by the Trinidad and Tobago Government that NEBOSH courses are eligible for funding.

NEBOSH Chairman David Morris visits Bahrain

Mr Eduard Horn, Deputy General Manager of GPIC (Gulf Petrochemical Industries Company) presents David Morris with a memento of his visit to GPIC headquarters, Bahrain.



NEBOSH in Trinidad

The first NEBOSH Training Provider in Trinidad whose students are eligible for Government Assisted Tuition Allowance – of up to \$5000 per year – is PAL of Trinidad. Jenelle Duff (PAL), Teresa Budworth (NEBOSH), Dennies Charles (PAL) and Curtis Fleary (NEBOSH) are shown left to right.

In January 2006, David Morris, the NEBOSH Chairman, presented a keynote speech at a major international conference in Bahrain, organised by the American Society of Safety Engineers. His paper – on competence management in major hazard industries – was well received by the several hundred delegates who attended the conference from around the Gulf.

NEBOSH plans to take a more proactive role in international business development in the future. We see our role as promoting NEBOSH qualifications in overseas markets by attendance at exhibitions and conferences, targeted PR and editorials, securing government recognition in key overseas markets, particularly where that will assist in securing course fee subsidies, and gathering and passing on market intelligence to our course providers who wish to pursue overseas opportunities. We also intend to ensure that we have a portfolio of qualifications which are suited to key overseas markets. Finally the appointment of a new international manager planned for 2006-07 will help to reduce the barriers to effective communication between NEBOSH and course providers operating overseas.



Accreditation

NEBOSH operates in a highly regulated environment. Just as course organisers have to be accredited with NEBOSH, so we have to maintain accreditation with the Qualifications and Curriculum Authority (QCA). (A reciprocal agreement exists between the QCA in England, and its equivalent organisations, ACCAC in Wales and CCEA in Northern Ireland; when one of them recognises an awarding body, they all approve it.)

Accreditation of our awards and procedures with QCA has many advantages. In the UK – and, increasingly, worldwide – QCA accreditation is recognised as a badge of quality, adding value to any qualification. At the most practical level, it enables course providers to secure funding from their local Learning and Skills Councils to run our accredited awards. Internationally, it allows our qualifications to retain their highly regarded professional status.

Continued accreditation of NEBOSH with QCA was achieved in 2004, and in early 2006, NEBOSH successfully completed the revision of certain of our procedures to meet QCA's changed requirements.

Marketing and Communication

NEBOSH attended the IOSH Conference and Exhibition (Cardiff, April 2005 and London's Docklands, March 2006), Safety and Health Expo (NEC, Birmingham, May 2005) and the Institute of Risk Management's Risk Forum (Keele University, September 2005). A new exhibition stand was commissioned which debuted at IOSH 2005, which more clearly communicated who we are and what we do. Many potential students visited our stand, and as usual the single most popular piece of literature taken by visitors was the list of course providers offering the National General Certificate course.

Candidates awarded a Diploma level qualification in 2005 became the first to be invited to a NEBOSH Graduation and Awards Ceremony. Held in May 2006 at the University of Warwick, nearly 300 Diplomates attended to celebrate their success and mark their achievement with families, course providers and colleagues who helped support them through their studies.

It has already been decided to make the Graduation and Awards Ceremony an annual event, incorporating the annual awards for the Best Examination Result in each NEBOSH qualification.

People

Staffing levels continued to increase, although at a slower rate than last year. Additional resources were added to the Development and Standards teams to drive the growth in the number of new awards in line with the goals of the Strategic Plan.

Dr Stephen Vickers, Chief Executive for the previous six years left NEBOSH in February 2006 to take up a new challenge as Chief Executive of the British Accreditation Council for Independent Further and Higher Education.

Roger Clarke, NEBOSH's Standards Manager for twelve years, resigned in 2005 in order to pursue new opportunities. Roger made an invaluable contribution to the technical development of NEBOSH Guides and continues to work for us on a freelance basis.

NEBOSH was awarded the Investor in People standard in November 2005. The achievement of the standard reflected the priority NEBOSH places on staff development, training and communication which are essential strands of our activities to deliver our strategic plan.

Finally I would like to thank all of the staff at NEBOSH for their hard work and dedication in the past year.



Teresa Budworth

Chief Executive



The Inaugural NEBOSH Graduation Ceremony

The inaugural NEBOSH Graduation Ceremony at the University of Warwick where 600 people, including successful candidates, their families, course providers and employers, celebrated the achievements of students who obtained their Diploma in 2005.

10 Report of the Directors and Trustees for the year ended 31 March 2006

The Directors and Trustees have pleasure in presenting their report and audited financial statements for the year ended 31 March 2006.

Legal Status and Constitution

The National Examination Board in Occupational Safety and Health (hereafter referred to as NEBOSH) is a company registered in England (No 2698100) limited by guarantee and having no share capital.

NEBOSH is a registered charity (No 1010444). As a charity, the company is exempt from corporation tax.

Directors and Trustees

The Directors and Trustees serving during the year and since the year end were as follows:

Mr David Morris MIOSH FRSA	Chairman
Dr Edward Ferrett MIOSH	Vice Chairman
Ms Dee Arp CMIOSH	Appointed 1 October 2005
Mrs Teresa Budworth CFIOSH	Resigned 30 September 2005
Mr Ian Coombes MIOSH	Appointed 1 October 2005
Mr Geoffrey Donnelly	Appointed 1 October 2005
Dr Sara Lumley FIOSH	Retired 30 September 2005
Mr Chris Minta	Retired 30 September 2005 Re-appointed 15 November 2005
Miss Christine Miles	Appointed 1 October 2005
Dr Michael Sanderson	Appointed 1 October 2005
Dr Robin Wallace OBE	
Chief Executive Officer	Dr Stephen Vickers resigned 28 February 2006 Mrs Teresa Budworth appointed 1 March 2006
Company Secretary	Mr Peter Ryan appointed 1 March 2006

Auditors

Thomas May & Co
Allen House
Newarke Street
Leicester LE1 5SG

Bankers

National Westminster
Bank plc
5 The Parade
Oadby
Leicester LE2 5BB

Solicitors

Harvey Ingram Owston LLP
20 New Walk
Leicester LE1 6TX



Top row left to right:
Mr David Morris, Dr Edward
Ferrett, Mrs Teresa Budworth

Second row left to right:
Ms Dee Arp, Mr Ian Coombes,
Mr Geoffrey Donnelly

Third row left to right:
Dr Sara Lumley, Mr Chris Minta

Bottom row left to right:
Miss Christine Miles, Dr Michael
Sanderson, Dr Robin Wallace

12 Report of the Directors and Trustees for the year ended 31 March 2006

Structure, Governance and Management

Governing document

NEBOSH, a company limited by guarantee, is governed by its Memorandum and Articles of Association dated 5 March 1992. An amended version of the Memorandum and Articles of Association was adopted by Special Resolution passed at the Extraordinary General Meeting, dated 2 June 2005. It is registered as a charity with the Charity Commission.

There were 24 registered members as at 31 March 2006 (2005: 21 members), each of whom has undertaken to contribute £1 each in the event of NEBOSH being wound up.

Appointment of Directors and Trustees

The Directors and Trustees are elected by all the members at the Annual General Meeting; the members constitute an Advisory Committee.

The Chairman of the Advisory Committee is appointed as a Director and such person shall serve as the Chairman of the Board of Directors. In addition, two Directors shall be elected from the Advisory Committee to represent institutions of further education and two Directors to represent private sector programme organisers.

Furthermore, on the recommendations of the Directors, the Annual General Meeting may elect up to four other Directors to reflect the interests of industry. One-third of such Directors shall retire from office at each Annual General meeting.

Induction and Training of Directors and Trustees

A formal induction process exists for new directors. The programme includes familiarisation with the role of NEBOSH in health and safety competence, our charitable objects, structure and governance and the role and responsibilities of a charity trustee.

Additional briefings are arranged from time to time for both Directors and other members of the Advisory Committee on key issues which may impact on the work of NEBOSH or their role.

Organisation

The affairs of NEBOSH are managed by the Directors, who meet quarterly. They are guided by the Advisory Committee on matters related to policy and direction of the company. The Directors may delegate any of their powers to sub-committees. Sub-committees have been established to cover Audit and Governance and a Chairman's Group to monitor delivery of the Strategic Plan.

Technical aspects of the examination board's work are overseen by a Qualifications Management Council which includes in its membership Directors and Trustees, key stakeholders and those appointed for their expertise in health, safety and assessment methodology.

A Chief Executive Officer is appointed by the Directors and Trustees to manage the day-to-day operations of NEBOSH. To facilitate effective operations, the Chief Executive Officer has delegated authority for all operational matters.

Connected Charity

The Institution of Occupational Safety and Health, registered charity (No 1096790), nominates four members of the Advisory Committee of NEBOSH. The registered office of the Institution of Occupational Safety and Health is The Grange, Highfield Drive, Wigston, Leicester LE18 1NN.

Risk Assessment

The major risks to which NEBOSH is exposed have been systematically reviewed and recorded in a risk register. The Directors and Trustees are confident that sufficient steps have been and are being taken to reduce and manage those risks. The risk register is reviewed by Directors and Trustees on a quarterly basis.

Objectives and Activities

Objects

The objects of NEBOSH shall be the preservation of health by the promotion of high standards and health, safety and environmental protection at work in particular, but not exclusively, through study and competence in risk management.

Aims

NEBOSH's aims are:

- to encourage the provision, in collaboration with other organisations, of facilities for training and education of people throughout their careers in safety and health;
- to promote appropriate and uniform qualifications and standards of examinations in safety and health as affected by work activities and seek to co-ordinate international standards;
- to assist in the development of facilities to enable those intending to pursue careers which involve responsibilities for health and safety of those affected by work activities to acquire appropriate qualifications;
- to provide awards based on examinations or other systems of assessment to be used in association with their other requirements as a basis for membership of professional bodies concerned with safety and health of those affected by work activities; and to provide other awards to meet the needs of employment and the requirements of safety and health legislation;
- to set and mark examinations or other systems of assessment leading to NEBOSH's qualification:
 - to authorise other organisations to set and mark examinations or other systems of assessment leading to NEBOSH's qualifications and to establish conditions for such authorisation:
 - to form where appropriate part of a national framework of vocational qualifications: to issue evidence of NEBOSH's awards of qualifications to successful candidates: and
 - to establish syllabuses related to NEBOSH's qualifications.

Strategies for achieving NEBOSH's Objectives

NEBOSH achieves its objectives by:

- publishing syllabuses for health and safety and related risk management awards at level 3 and 6 on the National Qualifications Framework;
- accrediting course providers to run courses preparing candidates for assessment for NEBOSH awards;
- setting and marking examinations;
- issuing Unit Certificates and Award Parchments to candidates successful in assessment;
- maintaining accreditation as an awarding body with the Qualifications and Curriculum Authority.

Achievements and Performance

Details of significant activities, achievements and performance for 2005-6, along with plans for the future are provided in the Chief Executive's Report.

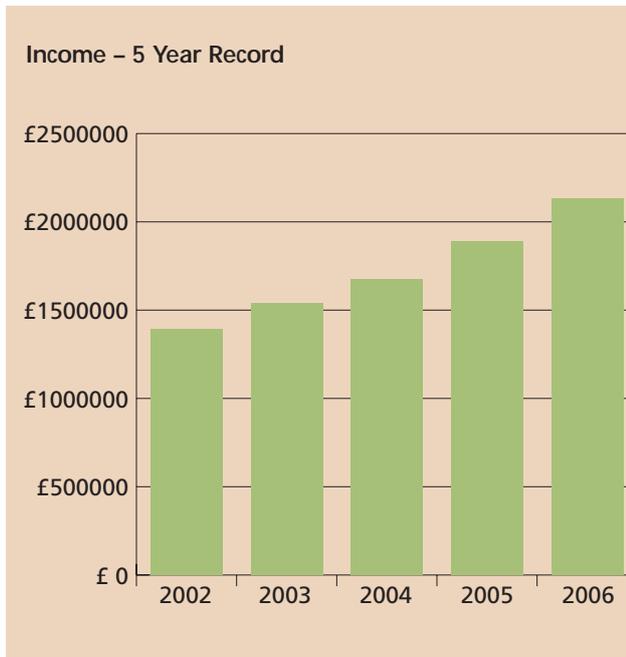


14 Financial Review

Income rose from £1,890,257 in 2004/05 to £2,133,758 in 2005/06, an increase of 12.89%.

Progress was made over all the NEBOSH awards and it was particularly pleasing to note that the International Certificate was making a useful contribution to fee income. Continued growth in the overseas market is anticipated in 2006/07.

The National Diploma, which replaced the two-part Diploma, is showing an encouraging growth in the candidate numbers.



In line with our strategy of investing in resources for future expansion, expenditure increased by over 30%. The increased spending was mainly as a result of higher staffing costs (+38%) and the cost of developing an integrated software programme to incorporate all existing and future awards, as well as catering for on-line registrations (+42%).

In 2005, NEBOSH entered into a commitment to sponsor the RoSPA Awards for an initial period of three years, at an annual cost of £36,000. Under the revised Statement of Recommended Practice, it has become necessary to accrue for the full three years costs in the financial year 2005/06. Thus, the total amount charged due to this commitment was £108,000. As a result, there was a net loss for the year of £20,416 as against a net gain of £335,371 in the previous year.

Due to space constraints resulting from the increased workforce, NEBOSH applied for and secured planning permission to extend the existing premises. However, before any work commenced, an opportunity arose for NEBOSH to purchase the adjoining premises, which would meet the requirements of the business for the foreseeable future. An exchange of contracts is imminent and completion is scheduled to take place in September. In consequence, expenditure to date relating to the aborted extension, amounting to £49,813, has been written off to reserves.

After taking into account unrealised investment gains of £257,388 (2005: £113,227) and a transfer of £283,813 to the designated premises fund (see note 16 in the notes to the financial statements), our reserves stood at £4,152,140 (2005: £3,964,981) at 31 March 2006.



Investment Policy

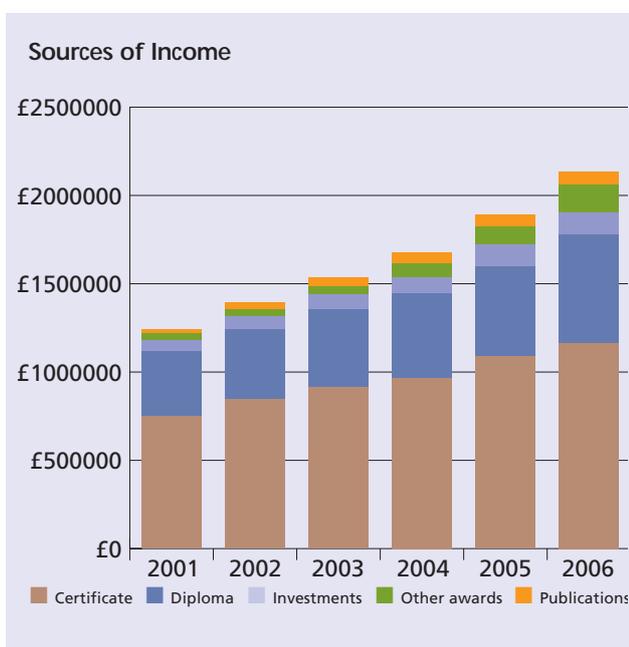
The Directors and Trustees have the power to invest in such assets as they think fit.

The Directors and Trustees have considered the most appropriate policy for investing surplus funds and have found that a pooled fund of specialised unit trusts, designed specifically for the charity sector, meet their requirements for income and capital growth. Approximately 48% of accumulated surplus funds are invested in equities, which offer medium to long term value and are appropriate for capital growth and sustainable income. The balance of approximately 52% is placed on short term deposit, again on a pooled basis through our investment managers, to earn a high rate of interest whilst providing immediate access. The overall yield on the portfolio is considered to be satisfactory.

The policy for the immediate future is to increase the level of these short term deposits. Further investments in equities or fixed interest funds may be agreed by the Finance Director in conjunction with the Chief Executive and/or the Finance and Administration Manager.

Not only do our investment managers possess a good understanding of the not-for-profit sector but adopt a firm commitment towards corporate social responsibility. The Socially Responsible Investment Unit undertakes a pro-active engagement policy with companies in which investments are made to ensure that reputational risk is safeguarded. Investments in gambling, firearms and smoking are excluded from the investment fund portfolio.

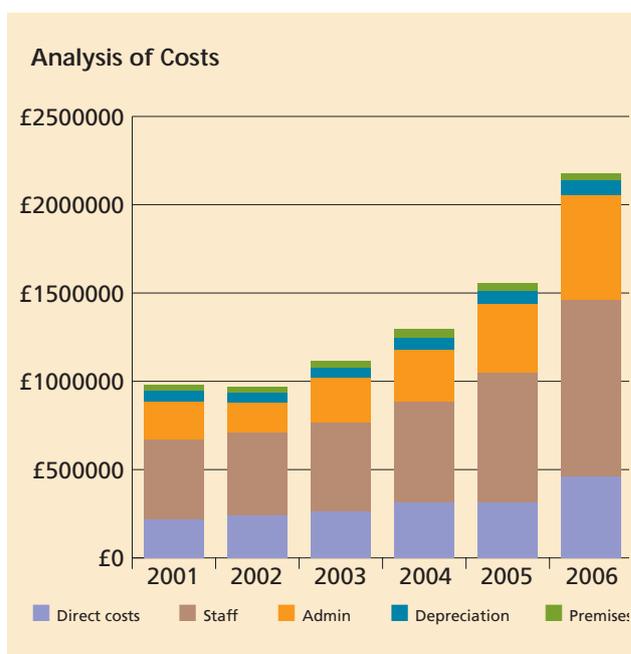
Our strategy is reviewed on a regular basis with our investment managers.



Reserves Policy

The Directors and Trustees have a standing policy whereby the unrestricted funds not committed or invested in tangible assets (the free reserves) should be available to provide working capital for future development work and to meet approximately two years' resources expended. The present level of free reserves would be sufficient to meet 18 months' expenditure at the current level of activity and should provide adequate funds to finance the planned cost of developing new products and future capital projects.

The Directors and Trustees took the decision to acquire the adjoining property rather than proceed with the planned extension and the anticipated cost of purchase plus fitting out costs will exceed the estimated sale proceeds by £750,000. The designated fund has been set at this amount to meet the net cost involved in this property transaction.



16 Financial Review

Directors' and Trustees' Responsibilities in relation to these financial statements

Company Law requires the Directors and Trustees to prepare, each financial year, financial statements which give a true and fair view of the state of affairs of the charity and of the net movement of resources of the charity for that period.

In preparing the financial statements the Directors and Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that this basis applies.

The Directors and Trustees are responsible for ensuring proper accounting records are kept which disclose, with reasonable accuracy at any time, the financial position of the charity to enable them to ensure that the financial statements comply with the Charities Act 1993 and Companies Act 1985. They are also responsible for safeguarding the assets of the charity, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with company law, as the company's Directors, we certify that:

- so far as we are aware, there is no relevant audit information of which the Company's auditors are unaware; and
- as the Directors of the company, we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Donations

No charitable or political donations were made.

Policy on Payment of Creditors

It is the policy to abide by the terms of payment agreed with its suppliers, either their standard terms or special terms where agreed beforehand.

Auditors

A resolution to re-appoint Thomas May & Co as auditors will be proposed at the Annual General Meeting, to be held on 5 September 2006.

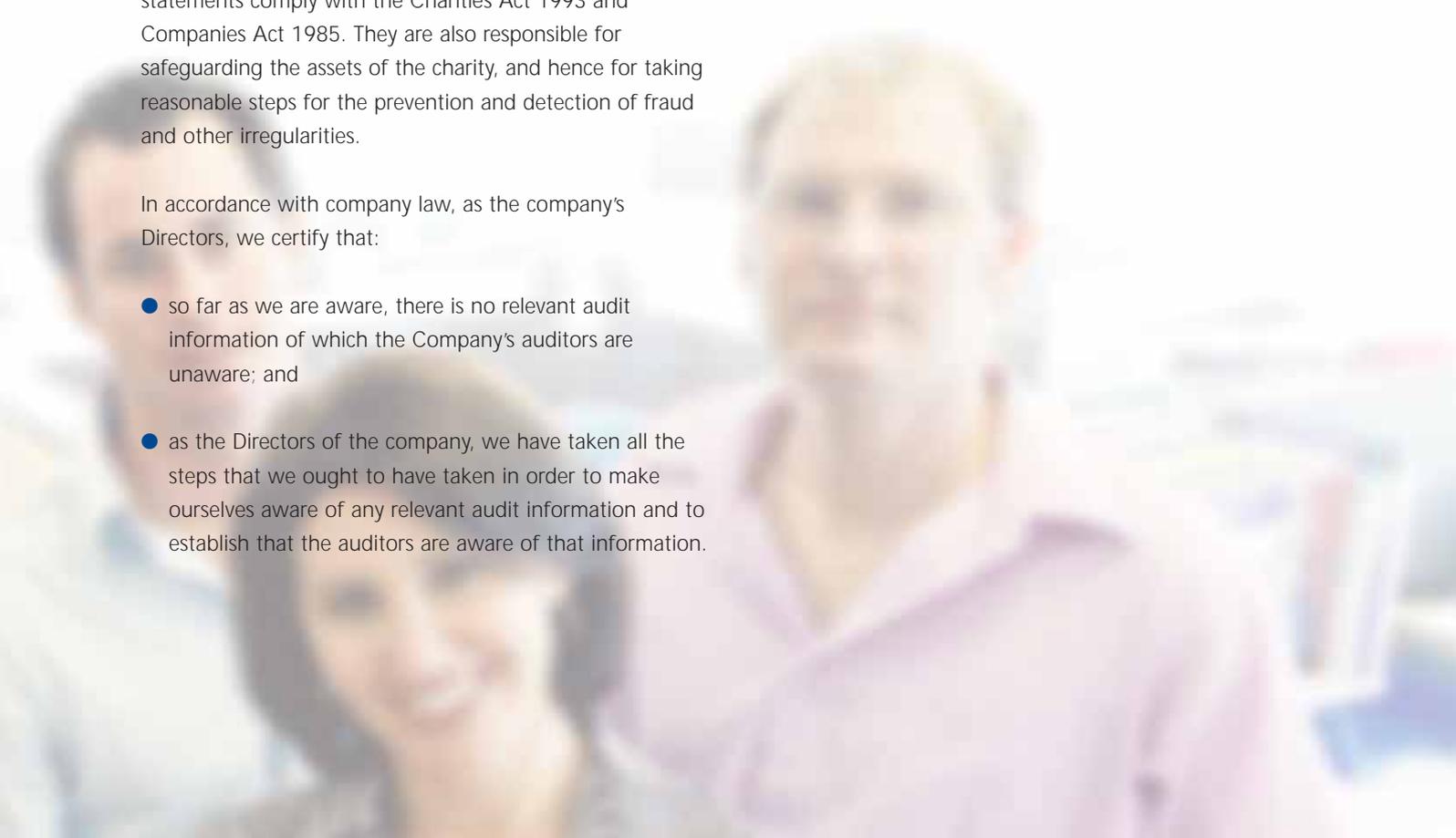
Signed on behalf of the Directors and Trustees:



David Morris

Chairman

11 August 2006



We have audited the financial statements of NEBOSH for the year ended 31 March 2006 which comprise the Statement of Financial Activities, the Balance Sheet and the Notes to the Financial Statements. These financial statements have been prepared under the historical cost convention as modified by the revaluation of investments and the accounting policies set out therein.

This report is made solely to the members of NEBOSH, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to NEBOSH members those matters we are required to state to them in an auditors' report and no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than NEBOSH and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Directors and Trustees and the Auditors

The directors' and trustees responsibilities for preparing the Directors and Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Directors and Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding Directors' and Trustees' remuneration and transactions with the charity is not disclosed.

We report to you whether in our opinion the information given in the Directors' and Trustees report is consistent with the financial statements. The information given in the Directors' report includes that specific information presented in the Chief Executive's Review that is cross referred from the Achievements and Performance section of the Directors' and Trustees report. We consider the implications for our report if we become aware of any apparent mis-statements or material inconsistencies with the financial statements.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Directors and Trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material mis-statement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

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 charity's affairs as at 31 March 2006 and of its incoming resources and application of resources, including its income and expenditure in the year then ended and have been properly prepared in accordance with the Companies Act 1985;
- the information given in the Directors' and Trustees report is consistent with the Financial Statements.

Thomas May & Co

Chartered Accountants
and Registered Auditors
Allen House
Newarke Street
Leicester LE1 5SG
11 August 2006

18 Statement of Financial Activities

for the year ended 31 March 2006

		Unrestricted General Fund 2006 £	Designated Fund 2006 £	Total Funds 2006 £	Total Funds 2005 £
	Notes				
Incoming resources					
Incoming resources from generated funds:					
Activities for generating funds		5,281	-	5,281	9,586
Investment income	2	123,357	-	123,357	110,740
Incoming resources from charitable activities:					
Operations of Examination Board	3	2,005,120	-	2,005,120	1,769,931
Total incoming resources		2,133,758	-	2,133,758	1,890,257
Resources expended					
Costs of generating funds:					
Costs incurred by fund raising activities		4,850	-	4,850	4,230
Charitable activities:					
Operations of Examination Board	4(a)	2,044,870	-	2,044,870	1,487,166
Governance Costs	4(b)	104,454	-	104,454	63,490
Other resources expended		-	49,813	49,813	-
Total resources expended		2,154,174	49,813	2,203,987	1,554,886
Net (outgoing)/incoming resources before transfers					
		(20,416)	(49,813)	(70,229)	335,371
Gross transfers between funds	16	(283,813)	283,813	-	-
Net (outgoing)/incoming resources before other recognised gains		(304,229)	234,000	(70,229)	335,371
Unrealised gain on investments	9	257,388	-	257,388	113,227
Net movement of funds in year		(46,841)	234,000	187,159	448,598
Reconciliation of funds					
Total funds brought forward		3,448,981	516,000	3,964,981	3,516,383
Total funds carried forward	16	3,402,140	750,000	4,152,140	3,964,981

This statement of financial activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.

Balance Sheet

31 March 2006

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		2006 £	2005 £
Fixed Assets			
	Notes		
Tangible assets	8	985,948	984,040
Investments	9	3,244,042	2,969,212
		<u>4,229,990</u>	<u>3,953,252</u>
Current Assets			
Stock	10	20,512	12,883
Debtors	11	108,432	72,242
Cash at bank and in hand	12	115,790	154,008
		<u>244,734</u>	<u>239,133</u>
Creditors: amounts falling due within one year	13	<u>(250,584)</u>	<u>(227,404)</u>
Net Current (Liabilities)/Assets		<u>(5,850)</u>	<u>11,729</u>
Total Assets less Current Liabilities		4,224,140	3,964,981
Creditors: amounts falling due after one year	14	<u>(72,000)</u>	<u>-</u>
Net Assets		<u>4,152,140</u>	<u>3,964,981</u>
Represented by:			
Funds			
Unrestricted:			
General	16	3,402,140	3,448,981
Designated premises fund	16	750,000	516,000
		<u>4,152,140</u>	<u>3,964,981</u>
Accumulated Fund		<u>4,152,140</u>	<u>3,964,981</u>

Approved by the Directors and Trustees on 11 August 2006
and signed on their behalf by:



D Morris
Chairman of the Board of Directors and Trustees



I Coombes
Finance Director and Trustee

1 Accounting policies

Basis of preparation

The financial statements have been prepared under the historic cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005) issued in March 2005, applicable UK Accounting Standards and the Companies Act 1985. The principal accounting policies adopted in the preparation of the financial statements are set out below.

Cashflow statement

The directors have taken advantage of the exemption in Financial Reporting Standard No 1 from including a cashflow statement on the grounds that the charity is small.

Fees receivable

Fees are received on varying dates throughout the year and are recognised as income at the date of the examination to which they relate.

Resources expended

Expenditure is recognised when a liability is incurred. Contractual arrangements and performance related grants are recognised as goods or services are supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being unavoidable.

- Costs of generating funds are those costs associated with the voluntary income.
- Charitable activities include expenditure associated with the setting and marking of examination papers, accreditation of training centres and publication of syllabuses, past papers and examiners' reports, and include both the direct costs and support costs relating to these activities.
- Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with long term strategy and constitutional and statutory requirements.

- Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. staff costs by the time spent and other costs by their usage

Depreciation

Depreciation is calculated so as to write off the cost of an asset over the useful economic life of that asset as follows:

Freehold land	Nil
Freehold buildings	2% on cost
Fixtures and fittings	10% on cost
Office equipment	10% / 25% on cost
Computer equipment	25% / 33% on cost
Motor vehicles	25% on cost

A full year's depreciation is charged in the year the asset is first brought into use up to 31 March 2001. For all assets purchased after 1 April 2001, depreciation has been charged from the month of acquisition of those assets.

Stocks

Stocks which comprise printed and other materials are stated at the lower of cost and net realisable value.

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against resources arising as incurred.

Pension costs

Contributions in respect of the pensions for staff are charged against resources arising for the year in which they are payable to the scheme.

Funds structure

All funds are unrestricted income funds. The Trustees have allocated £750,000 to cover the difference between the cost of purchasing and fitting out the new property and the estimated proceeds from the sale of the existing property. These funds are held in a designated fund.

2 Investment income

	2006	2005
	£	£
COIF investment income	117,790	107,375
Bank interest received	5,567	3,365
	<u>123,357</u>	<u>110,740</u>

3 Incoming resources from charitable activities

The income was primarily from the operation of the examination board

	2006	2005
	£	£
Income from Examinations	1,633,754	1,387,919
Income from Course Providers	301,481	316,644
Income from Publications	69,885	65,368
	<u>2,005,120</u>	<u>1,769,931</u>

4a Operations of Examination Board

	Examinations	Course Providers	Publications	Total 2006	Total 2005
	£	£	£	£	£
Costs directly allocated to activities					
Staff costs	390,000	183,000	25,000	598,000	422,576
Other costs	497,394	101,950	-	599,344	402,571
Support costs allocated to activities					
Chief Executive's department	172,259	7,047	7,197	186,503	194,685
Marketing and development	244,769	9,729	9,951	264,449	108,279
Finance and office administration	194,144	7,116	7,268	208,528	181,018
Examination admin/logistics	68,417	24,472	-	92,889	103,935
Setting/quality of examinations	53,732	19,577	-	73,309	67,993
Accredited centre administration	3,285	18,563	-	21,848	6,109
	<u>1,624,000</u>	<u>371,454</u>	<u>49,416</u>	<u>2,044,870</u>	<u>1,487,166</u>

Support costs are allocated on a basis consistent with the use of resources.

4b Governance costs

	2006	2005
	£	£
Governance includes the following costs:		
Strategy and resourcing project	19,958	8,668
Meeting expenses	21,713	15,535
Chief Executive's department	40,379	25,452
Audit, legal and other costs	22,404	13,835
	<u>104,454</u>	<u>63,490</u>

22 Notes to the Financial Statements

5 Net incoming resources before transfers is stated after charging:

	2006	2005
	£	£
Depreciation on owned assets	77,261	70,497
Operating lease charges - Equipment	3,427	3,427
Auditors' remuneration - Audit	3,250	2,750
- Other	5,500	2,000
	<u>5,500</u>	<u>2,000</u>

6 Staff costs

	2006	2005
	£	£
Wages and salaries	740,884	590,814
Examiners / consultants fees	90,720	40,562
Social security	72,653	57,322
Temporary staff	80,535	26,311
Pension costs	26,446	23,618
	<u>1,011,238</u>	<u>738,627</u>

The number of employees whose emoluments (salaries and benefits in kind) fell within the following bands:

£60,000 to £69,999	1	-
£70,000 to £79,999	1	-
	<u>1</u>	<u>-</u>

The average number of full time equivalent employees during the year was as follows:

	2006	2005
	No	No
Chief Executive and marketing departments	7	6
Finance and office administration	7	6
Examination administration / logistics	8	8
Setting, marking and accreditation	7	5
	<u>29</u>	<u>25</u>

7 Trustees' Emoluments

	2006	2005
	£	£
Dr S Lumley	800	-
	<u>800</u>	<u>-</u>

Travel, accommodation and incidental expenses amounting to £17,166 were reimbursed to 11 trustees during the year (2005: £9,945 to 6 trustees)

In addition, 2 trustees were paid a total of £29,313 in their employee capacity as examiner/development officer. (2005: 3 trustees - £32,171)

The other Directors and Trustees of NEBOSH received no remuneration for their services.

8 Tangible Fixed Assets

	Freehold land and buildings £	Fixtures and fittings £	Office equipment £	Computer equipment £	Motor vehicles £	Total £
Cost						
At 1 April 2005	914,473	153,340	143,221	98,807	58,622	1,368,463
Additions	-	1,158	3,420	85,441	-	90,019
Disposals	-	-	-	-	(37,820)	(37,820)
At 31 March 2006	914,473	154,498	146,641	184,248	20,802	1,420,662
Depreciation						
At 1 April 2005	114,800	94,998	80,936	71,113	22,576	384,423
Charge for year	16,400	15,411	17,934	15,751	11,765	77,261
On disposals	-	-	-	-	(26,970)	(26,970)
At 31 March 2006	131,200	110,409	98,870	86,864	7,371	434,714
Net book value						
At 31 March 2006	783,273	44,089	47,771	97,384	13,431	985,948
At 31 March 2005	799,673	58,342	62,285	27,694	36,046	984,040

9 Investments

	Market value at 01/04/05 £	Transfers in/ deposits received £	Transfers out/ withdrawals made £	Increase in market value £	Market value at 31/03/06 £
COIF deposit account	1,666,110	117,442	(100,000)	-	1,683,552
COIF income share account	917,195	-	-	192,687	1,109,882
COIF fixed interest fund	99,298	-	-	1,323	100,621
COIF property fund	57,798	-	-	6,103	63,901
COIF accumulation units fund	228,811	-	-	57,275	286,086
	2,969,212	117,442	(100,000)	257,388	3,244,042

	2006 £	2005 £
Historical cost	2,833,553	2,816,111

10 Stock

	2006 £	2005 £
Examination printed stock	12,425	8,180
General stationery	8,087	4,703
	20,512	18,194

24 Notes to the Financial Statements

11 Debtors

	2006	2005
	£	£
Fees receivable	36,754	35,790
Prepayments and accrued income	55,178	36,452
Other debtors	16,500	-
	<u>108,432</u>	<u>72,242</u>

12 Cash at Bank and in hand

	2006	2005
	£	£
Bank current and business reserve account	107,076	145,544
Capital reserve account	8,214	8,214
Cash balance	500	250
	<u>115,790</u>	<u>154,008</u>

13 Creditors: amounts falling due within one year

	2006	2005
	£	£
Trade creditors	13,697	34,296
Deferred Income		
Examination fees received in advance	93,674	73,886
Taxation and social security	-	23,797
Accruals and deferred income	107,213	95,425
Other creditors – RoSPA sponsorship	36,000	-
	<u>250,584</u>	<u>227,404</u>

14 Creditors: amounts falling due after one year

	2006	2005
	£	£
Other creditors – RoSPA sponsorship	72,000	-
	<u>72,000</u>	<u>-</u>

15 Pension contributions

The charity contributes to a money purchase Group Personal Pension Scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund.

	2006	2005
	£	£
Contributions payable by the charity for the year.	26,446	23,618
	<u>26,446</u>	<u>23,618</u>

16 Reconciliation of movement in funds

	At 1 April 2005	Incoming Resources	Outgoing Resources	Transfers	Unrealised Gains	At 31 March 2006
	£	£	£	£	£	£
Unrestricted Funds						
General fund	3,448,981	2,133,758	(2,154,174)	(283,813)	257,388	3,402,140
Premises fund (designated)	516,000	-	(49,813)	283,813	-	750,000
	<u>3,964,981</u>	<u>2,133,758</u>	<u>(2,203,987)</u>	<u>-</u>	<u>257,388</u>	<u>4,152,140</u>

The premises fund has been designated to cover the additional costs of purchasing and establishing the new premises over the expected proceeds from the sale of the existing premises.

17 Analysis of net assets between funds

	General Fund	Premises Fund	Total
Fixed assets	985,948	-	985,948
Investments	2,494,042	750,000	3,244,042
Current assets	244,734	-	244,734
Current liabilities	(250,584)	-	(250,584)
Creditors falling due after more than one year	(72,000)	-	(72,000)
	<hr/>	<hr/>	<hr/>
Net assets at 31 March 2006	3,402,140	750,000	4,152,140

18 Financial commitments

The charity has the following annual commitments in respect of computer support contracts which are not provided for in the financial statements.

	2006	2005
Expiring within 2 to 5 years	11,868	-
	<hr/>	<hr/>

19 Related party transactions

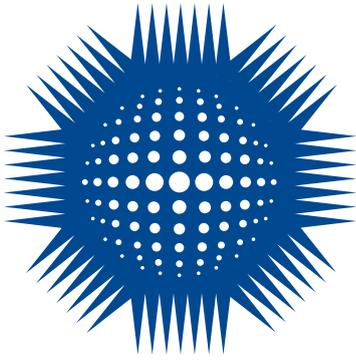
No transactions with related parties were undertaken which as are required to be disclosed under Financial Reporting Standard 8.

Photos

- Page 2 Courtesy of South Yorkshire Fire Brigade
- Page 8 Courtesy of RoSPA
- Page 9 Courtesy of Stephen Green, Association of Colleges
- Page 10 Courtesy of GPIC Bahrain
- Page 10 Courtesy PAL Trinidad
- Page 11 Directors photos: Toby Savage

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nebosh

**The National Examination Board
in Occupational Safety and Health**

Dominus Way
Meridian Business Park
Leicester
LE19 1QW

telephone 0116 263 4700
fax 0116 282 4000
email info@nebosh.org.uk

www.nebosh.org.uk

NEBOSH qualifications

- NEBOSH level 6 National Diploma in Occupational Health and Safety
- NEBOSH level 6 Specialist Diploma in Environmental Management
- NEBOSH level 3 National General Certificate in Occupational Safety and Health
- NEBOSH Fire Safety and Risk Management Certificate
- NEBOSH International General Certificate in Occupational Safety and Health
- NEBOSH National Certificate in Construction Safety and Health

