

Charity Registration No. 1149904

Company Registration No. 08176249 (England and Wales)

MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
(A REGISTERED CHARITY, LIMITED BY SHARES)
TRUSTEES' AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2016

RECEIVED 28 FEB 2017

CHARITY COMMISSION
FIRST CONTACT
13 MAR 2017
ACCOUNTS
RECEIVED

**MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
LEGAL AND ADMINISTRATIVE INFORMATION**

Management Committee	Kate Louise Mandeville Adrian Nicholas Mandeville
Charity number	1149904
Company number	08176249
Principal address	NPIMR (TT Block) Northwick Park Hospital Watford Road Harrow Middlesex HA1 3UJ
Registered office	NPIMR (TT Block) Northwick Park Hospital Watford Road Harrow Middlesex HA1 3UJ
Independent examiner	JSP Accountants Limited Chartered Accountants and Statutory Auditors First Floor 10 College Road Harrow Middlesex HA1 1BE
Bankers	Lloyds TSB Bank PLC 286-288 Station Road Harrow Middlesex HA1 2EB

**MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
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**MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 AUGUST 2016

The trustees present their report and accounts for the year ended 31 August 2016. The company's name was changed on 6 November 2015 from that of Health Workers For All Limited.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing documents, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

The charity is a company limited by shares.

The management committee, who are also the directors for the purpose of company law, and who served during the period were:

Kate Louise Mandeville

Adrian Nicholas Mandeville

Management committee members are elected or appointed on an annual basis, with officers being elected from the membership of the management committee.

None of the management committee members have any beneficial interest in the company. All of the members of the company have guaranteed to contribute £10 in the event of a winding up.

The management committee have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and activities

The charity is established to support trainee healthcare workers throughout their education so that they can perform to the best of their ability, to add to the absolute numbers of health workers in training, to target those who are under represented in the health profession, to increase the number of health workers working in under served areas, to raise awareness of the different conditions facing health professionals worldwide and to have an appreciation of the global health community.

The charity was established by a Trust Deed dated 26 November 2012 and is registered with the Charity Commission under the number 1149904. It was incorporated on 13 August 2012.

Achievements and performance

It is the policy of the charity that all funds are used for furtherance of its objectives.

The attached financial statements show the current state of finances which the trustees consider to be sound.

The charity's bankers are Lloyds Bank PLC at Harrow, Middlesex.

**MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
TRUSTEES' REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2016

Review of charitable activities

There have been several developments at Medic to Medic over the last 12 months. The most challenging this year, being the increase of tuition fees at the University of Malawi, which has affected all of our 39 students at the College of Medicine (COM). For some students the tuition fee increases have increased by as much as 600%.

There have also been delays in the COM graduates starting their 18 month internship at Kamuzu Central Hospital and Queen Elizabeth Hospital due to lack of government salaries. Additionally, there have been strikes of lecturers at the University of Mzuzu and students have been sent home whilst issues are discussed. All these challenges have affected our students or graduates in one way or another.

We are currently supporting 50 undergraduate students, namely in medicine (27), physiotherapy (5) and pharmacy (7) at the Malawi College of Medicine; in nursing (10) at the Mzuzu School of Nursing and psychiatric nurses (1) at St John of God College in Mzuzu. Our programme with psychiatric nurses is a pilot and we hope that in future years we may be able to support more students training in these areas. We have also seen medicine (36), physiotherapy (6) and pharmacy (3) students graduate bringing our total number of graduates to 45.

None of this would be possible without the generosity of our sponsors. Their loyalty and continued support is immensely important to our students who take great comfort from knowing that people care about their situation as much as from the direct support provided by the programme. This year we have increased the number of our regular donors, and we have also had our first international donors from Australia making regular donations towards students training in Malawi. We hope to continue embracing international partnerships in the year ahead.

In addition to regular donations from our supporters, we have undertaken extensive fundraising activities, which has included, our emergency crowd funding appeal raising over £7,000 and continued with our annual revision lectures for medical students at the University of East Anglia medical school in Norwich. We have expanded collaborations with medical schools in the UK and are now partnering with Dundee medical school and student bodies at University College London to have a wider appreciation of the global health community.

There are continued challenges ahead of us, which include the continued threats of increasing tuition fees and increasing living costs across Malawi. We are forming partnerships and collaborations with a number of other organisations in order to sustain and develop our income through fundraising initiatives. This looks to be an exciting year ahead.

Reserve policy and contingency position

The Health Workers For All charity was established in 2012 but its activities were initiated in 2007 as the Medic to Medic Programme, under the umbrella of the International Medical Education Trust 2000 charity (no. 3931085). Although our charity is relatively new, our programme of work and our operational practices are well established.

We kept our overheads down by outsourcing our administrative and fundraising activities and augmenting this with support from our network of contacts. This means our charity is less exposed to financial risk and allows us to deploy our funding more effectively.

We have a policy to build up a reserve fund which would be sufficient to see the current cohort of students through to graduation. This target is in our business plan together with the aim to establish our own administrative office on a professional basis, which we have achieved since the beginning of the reporting period. We have factored contingency costs for this into our financial planning to reduce our risk of exposure, as we do for all developments in the charity's activities.

A. N. Mandeville

Adrian Nicholas Mandeville
Trustee

Dated: 17 February 2017

**MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The directors of Medic to Medic Limited are also the trustees of the charity for the purpose of company law. They are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

**MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF MEDIC TO MEDIC LTD**

I report on the accounts of the charity for the year ended 31 August 2016, which are set out on pages 5 to 8.

Respective responsibilities of trustees' and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this period under section 144(2) of the Charities Act 2011 and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities;
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.


JSP Accountants Limited
Chartered Accountants and Statutory Auditors
First Floor
10 College Road
Harrow
Middlesex
HA1 1BE

Dated: 17 February 2017

MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2016

	Notes	2016 £	2015 £
<u>Incoming resources from generated funds</u>			
Incoming resources from charitable activities	2	43,311	69,196
<u>Resources expended</u>			
Costs of generating funds			
Costs of generating donations and legacies	3	5,861	5,237
Net Incoming resources available		37,450	63,959
Charitable activities			
Tuition fees, allowances and study support		29,140	22,383
Programme coordination		16,218	13,940
Total charitable expenditure		45,358	36,323
Governance costs		7,454	8,279
Total resources expended		58,673	49,839
Net (expenditure)/Income for the year/ Net movement in funds		(15,362)	19,357
Fund balances at 1 September 2015		39,317	19,959
Fund balances at 31 August 2016		23,955	39,316

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
BALANCE SHEET
AS AT 31 AUGUST 2016

	Notes	2016 £	£	2015 £	£
Current assets					
Cash at bank and in hand		24,855		40,216	
Creditors: amounts falling due within one year	5	(900)		(900)	
Total assets less current liabilities			23,955		39,316
Income funds					
Unrestricted funds					
Share capital		2		2	
Unrestricted income funds		23,953		39,314	
			23,955		39,316
			23,955		39,316

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2016. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The director acknowledges his responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The accounts were approved by the Board on 17 February 2017

A.N. Mandeville

Adrian Nicholas Mandeville
Trustee

Company Registration No. 08176249

**MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
NOTES TO THE ACCOUNTS**

FOR THE YEAR ENDED 31 AUGUST 2016

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006.

2 Incoming resources from charitable activities

	2016 £	2015 £
Grants	2,000	34,610
Donations raised	41,311	34,586
	<u>43,311</u>	<u>69,196</u>

3 Total resources expended

	Other costs £	Grant funding £	Total 2016 £	Total 2015 £
Costs of generating funds	5,861		5,861	5,237
Charitable activities				
<u>Tuition fees, allowances and study support</u>				
Grant funding of activities	-	29,140	29,140	22,383
<u>Programme coordination</u>	16,218		16,218	13,940
	<u>22,078</u>	<u>29,140</u>	<u>51,219</u>	<u>41,560</u>
Governance costs	7,454	-	7,454	8,279
	<u>29,533</u>	<u>29,140</u>	<u>58,673</u>	<u>49,839</u>

4 Employees

There were no employees during the year.

None of the trustees (or any person connected with them) received any remuneration during the period.

MEDIC TO MEDIC LTD
PREVIOUSLY KNOWN AS HEALTH WORKERS FOR ALL LTD
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2016

5	Creditors: amounts falling due within one year	2016	2015
		£	£
	Accruals	900	900
		<u> </u>	<u> </u>

6	Share capital	2016	2015
		£	£
	Issued share capital	2	2
		<u> </u>	<u> </u>