

NOTICE REGARDING SPECIAL REGISTER BODY
TRADE UNION ANNUAL RETURNS

It has long been the custom of the Certification Officer to allow special register body trade unions to submit to him a copy of their accounts (financial statements) prepared under the Companies Act, in lieu of completing certain parts of the AR21 form. This has been allowed in order to ease the administrative burden on such organisations, as far as is consistent with the law.

The return which you are viewing is that of a special register body and therefore, comprises of both a partially completed AR21 form and financial statements. With regard to the AR21 form itself, the Certification Officer has only required the mandatory completion of pages 1,2,16,17,18,19 and 21 and it is these pages which you will find included in this document: the pages which the Certification Officer has not required the completion of (i.e. those left blank) have not been included.

- DO NOT STAPLE
- PRINT ON ONE SIDE ONLY

FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

SOCIETY OF RADIOGRAPHERS

Year ended:

30 SEPTEMBER 2012

List no:

520

Head or Main Office:

207 PROVIDENCE SQUARE
MILL STREET
LONDON
SE1 2EW

Website address (if available)

sor.org

Has the address changed during
the
year to which the return relates?

Yes

No

(Click the appropriate box)

General Secretary:

RICHARD EVANS

Telephone Number:

020 7740 7200 richarde@sor.org

Contact name for queries
regarding

DAVID GOULDS

Telephone Number:

020 7740 7207

E-mail:

davidg@sor.org

PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

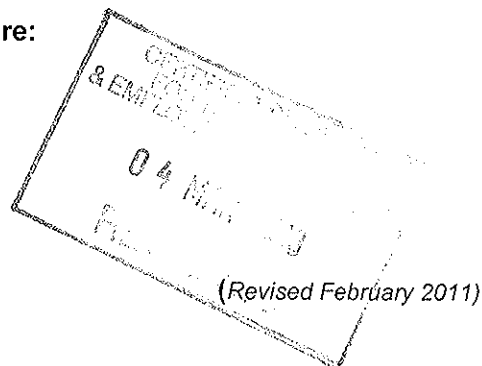
The address to which returns and other documents should be sent are:

For Unions based in England and Wales:

Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:

Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	3909	66	5	70	4050
FEMALE	17593	693	20	185	18491
TOTAL	21502	759	25	255	22541

Number of members included in totals box 'A' above for whom no home or authorised address is held:

151
21083

Number of members at end of year contributing to the General Fund

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
PRESIDENT	SUSAN JOHNSON	JACKIE HUGHES	04.07.2012
PRESIDENT ELECT	JACKIE HUGHES	PAM BLACK	04.07.2012
VICE PRESIDENT	PAM BLACK	KAREN SMITH	04.07.2012
PAST PRESIDENT	SANDRA MATHERS	SUSAN JOHNSON	04.07.2012

State whether the union is:

a. A branch of another trade union?

Yes No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes No

If yes, state the number of affiliated unions:

and names:

**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
YEAR ENDED 30 SEPTEMBER 2012**

SOCIETY COUNCIL MEMBERS (DIRECTORS OF THE SOCIETY)

As at 30 September 2012

Elected Officers

President	Mrs J Hughes DCR(R)
President Elect	Mrs P Black DCR(R)NVQ PgDip
Vice President	Mrs K Smith MSc DCR(T)
Immediate Past President	Mrs S Johnson MA BSc(Hons) DCR(R) PgC

Regional Representatives

Scotland	Mr K McMurray DCR(R) Mrs A Milne DCR(R) BSc(R) Mrs N Wilson MSc BSc TDCR(R) HDCR(R) DCR(R) Cert Ed
Yorkshire & North Trent Northern	Mrs K Smith MSc DCR(T) Mr J Carmichael DCR(R) MA
North West Northern Ireland	Mrs P Black DCR(R) NVQ PgDip Mrs T Gilleece MSc DCR(T) PgD(RNI) PgCHEP
Wales	Mr A Thomas TDCR Mr G Thomas BSc (Hons) PgDip FHEA
Midlands Eastern London South East	Mrs S Johnson MA BSc (Hons) DCR(R) PgC Mrs Z Mitton DCR(R) DRl FCR Mrs S Hassan DCR(T) Mrs G Dolbear MSc PgCL&T(HE) DCR(R)DMU
South West	Currently Vacant

GENERAL FUND - see overleaf

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		
		TOTAL INCOME
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
		TOTAL EXPENDITURE
Surplus (deficit) for year		358,446
Amount of general fund at beginning of year		2,735,490
Amount of general fund at end of year		3,093,936

**THE SOCIETY OF RADIOGRAPHERS
INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 30 SEPTEMBER 2012**

	Notes	2012 £	2011 £
INCOME			
Membership income	1b	4,942,560	4,709,753
Other operating income	3	<u>265,065</u>	<u>261,833</u>
		<u>5,207,625</u>	<u>4,971,586</u>
EXPENDITURE			
Staff costs	4	1,330,119	1,361,286
Other operating charges	6	<u>3,596,811</u>	<u>3,383,521</u>
		<u>4,926,930</u>	<u>4,744,807</u>
OPERATING SURPLUS		<u>280,695</u>	<u>226,779</u>
INCOME RECEIVABLE FROM INVESTMENTS, BANK ACCOUNTS AND DEPOSITS			
Bank interest receivable		9,648	3,919
Income from investments		<u>58,245</u>	<u>48,333</u>
		<u>67,893</u>	<u>52,252</u>
SURPLUS BEFORE REALISED INVESTMENT GAINS		348,588	279,031
Realised gains / (losses) on investments		8,895	(3,075)
SURPLUS BEFORE UNREALISED INVESTMENT GAINS		<u>357,483</u>	<u>275,956</u>
Unrealised gains / (losses) on investments		148,963	(61,020)
Pension Scheme actuarial (loss) / gain		<u>(148,000)</u>	<u>499,000</u>
SURPLUS FOR THE FINANCIAL YEAR		<u>358,446</u>	<u>713,936</u>
Surplus brought forward		<u>2,735,490</u>	<u>2,021,554</u>
SURPLUS CARRIED FORWARD		<u>3,093,936</u>	<u>2,735,490</u>

The notes on pages 10 to 16 form part of the financial statements.

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies N/A		
TOTAL FEDERATION AND OTHER BODIES		
Other income See Note 3 to the accounts		
TOTAL OTHER INCOME		
TOTAL OF ALL OTHER INCOME		

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

See Notes 4 and 6 to the accounts

	£		£
Representation – Employment Related Issues		brought forward	
		Education and Training services	
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	

(See notes 24 and 25)

FUND 2		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

FUND 3		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£	£
Income	Members contributions and levies		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount of political fund at beginning of year		
	Amount of political fund at the end of year (as Balance Sheet)		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£	£
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political fund		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

See Notes 4 and 6 to the accounts

Administrative Expenses		£
Remuneration and expenses of staff		
Salaries and Wages included in above	£	
Auditors' fees		
Legal and Professional fees		
Occupancy costs		
Stationery, printing, postage, telephone, etc.		
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		
Charged to:	General Fund (Page 3)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
Total		

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits		
				Description	Value £	
PRESIDENT	-	-	-	-	-	-
PRESIDENT ELECT	-	-	-	-	-	-
VICE PRESIDENT	-	-	-	-	-	-
PAST PRESIDENT	-	-	-	-	-	-
MEMBERS OF COUNCIL	-	-	-	-	-	-
CHIEF EXECUTIVE OFFICER	48,967	6,255	6,188			61,410

BALANCE SHEET as at 30 September 2012

(see notes 47 to 50)

See overleaf

Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand		
	Income tax to be recovered		
	Stocks of goods		
	Others (specify) :		
	Total of other assets		
	TOTAL ASSETS		
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
	Sundry creditors		
	Accrued expenses		
	Provisions		
	Other liabilities		
	TOTAL LIABILITIES		
	TOTAL ASSETS		

**THE SOCIETY OF RADIOGRAPHERS
BALANCE SHEET
AS AT 30 SEPTEMBER 2012**

	Notes	2012 £	2011 £
FIXED ASSETS			
Tangible assets	1 & 7	38,278	46,590
Investment in subsidiary company	8	2	2
Fixed asset investments	9	<u>1,894,328</u>	<u>1,693,543</u>
		<u>1,932,608</u>	<u>1,740,135</u>
CURRENT ASSETS			
Debtors	10	392,231	387,505
Short term deposits		514,558	504,911
Cash at bank and in hand	11	<u>535,190</u>	<u>251,608</u>
		1,441,979	1,144,024
CREDITORS: amounts falling due within one year	12	<u>301,651</u>	<u>288,669</u>
NET CURRENT ASSETS		<u>1,140,328</u>	<u>855,355</u>
TOTAL NET ASSETS excluding pension asset		<u>3,072,936</u>	<u>2,595,490</u>
Pension scheme asset	5	<u>21,000</u>	<u>140,000</u>
TOTAL NET ASSETS including pension asset		<u>3,093,936</u>	<u>2,735,490</u>
RESERVES			
General fund		<u>3,072,936</u>	<u>2,595,490</u>
TOTAL FUNDS before pension asset		<u>3,072,936</u>	<u>2,595,490</u>
Pension scheme funding reserve		<u>21,000</u>	<u>140,000</u>
TOTAL FUNDS after pension asset		<u>3,093,936</u>	<u>2,735,490</u>

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

The financial statements were approved and authorised for issue by the Council on 14th February 2013.



President: Mrs Jacqueline Hughes



President- Elect: Mrs Pamela Black

The notes on pages 10 to 16 form part of the financial statements.

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

See Note 7 to the accounts

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold £ £				
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfer s						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfer s						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

See Note 9 to the accounts

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)		
Market Value of Quoted Investment		
UNQUOTED Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)		
Market Value of Unquoted Investments		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME The College of Radiographers	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 1287383 (also registered as a charity No. 272505).		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME The College of Radiographers	NAMES OF SHAREHOLDERS- The Society of Radiographers NB the only member (shareholder) of the College as a wholly- owned subsidiary.		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	4,942,560		4,942,560
From Investments	67,893		67,893
Other Income (including increases by revaluation of assets)	422,923		422,923
Total Income	5,433,376		5,433,376
EXPENDITURE (including decreases by revaluation of			
Total Expenditure	5,074,930		5,074,930
 Funds at beginning of year (including reserves)	 2,735,490		 2,735,490
Funds at end of year (including reserves)	3,093,936		3,093,936
 ASSETS			
Fixed Assets			38,280
Investment Assets			1,894,328
Other Assets			1,462,979
		Total Assets	3,395,587
LIABILITIES		Total Liabilities	301,651
NET ASSETS (Total Assets less Total Liabilities)			3,093,936

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

All notes to the accounts must be entered on or attached to this part of the return.

A large, empty rectangular box with a black border, intended for the user to enter or attach notes to the accounts. The box occupies most of the page below the instructions.

THE SOCIETY OF RADIOGRAPHERS LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 30 SEPTEMBER 2012

3.	OTHER OPERATING INCOME	2012	2011
		£	£
	Synergy magazine income	220,439	231,895
	Website income	7,683	3,910
	Country Councils and Regional Committees	29,055	18,764
	Merchandise and sundry income	2,388	1,764
	Radiographer & Rep of the Year sponsorship	5,500	5,500
		<u>265,065</u>	<u>261,833</u>

4. EMPLOYEES **2012** 2011
The average, whole time equivalent, number of employees in the year was 21 (2011: 21).

The average numbers in each category are as follows:-

	No.	<i>No.</i>
Senior officers	2	2
Trade Union staff	12	12
Finance and Administration staff	7	7
	<u>21</u>	<u>21</u>

Employment costs:

	£	£
Wages and salaries	973,650	969,300
Pension fund governance, Life assurance & PHI	112,658	122,138
Social security costs	111,811	101,848
Pension Scheme Current Service Cost	132,000	168,000
	<u>1,330,119</u>	<u>1,361,286</u>

The members of the Council are the directors of the Society and are not remunerated.

Until 30 June 2012, Sue Johnson was President of the Society and College. Compensation to her employer of £12,000 was agreed and £9,000 of this has been charged to the Society of Radiographers in the year to 30 September 2012. From 1 July 2012 Jacqueline Hughes became President. Compensation to her employer has not yet been agreed and so no charge has been made in the year to 30 September 2012.

5. ACCOUNTING FOR RETIREMENT BENEFITS

The Society operates a defined benefit scheme in the UK which also includes employees from the College of Radiographers. The liabilities in respect of deferred members and pensioners are split equally between the Society and College. The liabilities in respect of active members are split in accordance with information supplied by the trustees. The value of the assets is split in proportion to the value of the liabilities. This is consistent with the approach adopted in previous years. A full actuarial valuation was carried out at 1 July 2010 and updated to 30 September 2012 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

The company currently pays contributions at the rate of 15.6% of pensionable pay. Member contributions are payable in addition at the rate of 7.8% of pensionable pay. A single contribution of £255,000 was paid on 1 July 2011 in respect of the past service deficit.

The allocation of assets and liabilities between the Society and College changes each year as a result of members joining the scheme and adjustments to the allocation of staff salaries between the two companies. The effect of these changes is shown below within the reconciliation of scheme assets and liabilities.

THE SOCIETY OF RADIOGRAPHERS LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 30 SEPTEMBER 2012

5. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

Increases to pensions in deferment and in payment are linked to the change in the Consumer Price Index. Prior to 2011, increases were linked to the Retail Prices Index. The impact of this change was reflected in the statement of total recognised gains and losses in the year to 30 September 2011, specifically as part of the effects of changes in the demographic and financial assumptions underlying the present value of scheme liabilities. A total gain of £413,000 (for the scheme as a whole) was recognised to reflect the anticipated reduction in future pension increases.

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

	30/09/12 £'000s	30/09/11 £'000s	30/09/10 £'000s
Fair value of scheme assets	5,777	5,155	4,442
Present value of scheme liabilities	5,746	4,946	5,177
Surplus (deficit) in scheme	31	209	(735)

As all actuarial gains and assets are recognised, the surplus or deficit shown above is that recognised in the balance sheet.

The Society's share of the above figures is as follows:

	30/09/12 £'000s	30/09/11 £'000s	30/09/10 £'000s
Fair value of scheme assets	3,859	3,444	2,827
Present value of scheme liabilities	3,838	3,304	3,295
Surplus (deficit) in scheme	21	140	(468)

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

	Period Ending 30/09/12 £'000s	Period Ending 30/09/11 £'000s
Scheme liabilities at start of period	3,304	3,295
Current service cost	132	168
Interest cost	170	178
Contributions by scheme participants	87	62
Actuarial losses /(gains)	185	(540)
Changes in allocation between College and Society	31	175
Benefits paid and death in service insurance premiums	(71)	(34)
Scheme liabilities at end of period	3,838	3,304

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

	Period Ending 30/09/12 £'000s	Period Ending 30/09/11 £'000s
Fair value of scheme assets at start of period	3,444	2,827
Expected return on scheme assets	194	168
Actuarial gains / (losses)	37	(48)
Changes in allocation between College and Society	31	182
Contributions by employer	137	287
Contributions by scheme participants	87	62
Benefits paid and death in service insurance premiums	(71)	(34)
Fair value of scheme assets at end of period	3,859	3,444

The actual return on the scheme assets over the period ending 30 September 2012 was £231,000.

THE SOCIETY OF RADIOGRAPHERS LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 30 SEPTEMBER 2012

5. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

Total expense recognised in profit and loss account

	Period Ending 30/09/12 £'000s	Period Ending 30/09/11 £'000s
Current service cost	132	168
Interest cost	170	178
Expected return on scheme assets	(194)	(168)
Total expense recognised in profit and loss account	108	178

Statement of total recognised gains and losses

	Period Ending 30/09/12 £'000s	Period Ending 30/09/11 £'000s
Difference between expected and actual return on scheme assets: gain (loss)	37	(48)
Experience gains and losses arising on the scheme liabilities: (loss) gain	(70)	239
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities: (loss) gain	(115)	301
Effects of changes in allocation of employees between the Society and College: gain	-	7
Total amount recognised in statement of total recognised gains and losses: (loss) gain	(148)	499

The cumulative amount of actuarial gains and losses recognised in the statement of total recognised gains and losses since adoption of FRS17 is a loss of £679,000.

Assumptions

	30/09/12 % per annum	30/09/11 % per annum	30/09/10 % per annum
Inflation (RPI)	2.80	3.20	3.20
Inflation (CPI)	2.10	2.70	n/a
Salary increases	3.80	4.20	4.20
Rate of discount	4.30	5.00	5.00
Allowance for pension in payment increases of RPI or 5% p.a. if less	n/a	n/a	3.20
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	n/a	n/a	3.20
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.10	2.70	n/a
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.10	2.70	n/a
Allowance for commutation of pension for cash at retirement	None	None	None

THE SOCIETY OF RADIOGRAPHERS LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 30 SEPTEMBER 2012

5. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

The mortality assumptions adopted at 30 September 2012 (30 September 2011) imply the following life expectancies:

Male retiring at age 65 in 2012 (2011)	22.5	(22.5)
Female retiring at age 65 in 2012 (2011)	24.6	(25.0)
Male retiring at age 65 in 2032 (2031)	24.8	(24.4)
Female retiring at age 65 in 2032 (2031)	27.0	(26.8)

Expected long term rates of return

The long-term expected return on bonds is determined by reference to 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 long term expected rate of return on trustee accounts and cash is determined by reference to UK long dated government bond yields in the expectation that it will be reinvested.

The expected long term rates of return applicable at the start of each period are as follows:

	Period commencing 01/10/11 % per annum	Period commencing 01/10/10 % per annum
Equities	5.90	6.50
Corporate Bonds	5.10	4.90
Gilts	2.90	3.50
Trustee Accounts & Cash	2.90	3.50
Overall for scheme	5.45	5.31

Assets

	30/09/12 £'000s	30/09/11 £'000s	30/09/10 £'000s
Equities	2,692	2,560	1,367
Corporate Bonds	615	502	723
Gilts	-	-	717
Trustee Accounts & Cash	552	382	20
Total assets	3,859	3,444	2,827

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

Amounts for the current and previous four periods

	30/09/12 £'000s	30/09/11 £'000s	30/09/10 £'000s	30/09/09 £'000s	30/09/08 £'000s
Fair value of assets	3,859	3,444	2,827	2,343	1,851
Present value of scheme liabilities	3,838	3,304	3,295	2,572	1,767
Surplus (deficit) in scheme	21	140	(468)	(229)	84
Experience adjustment on scheme assets	37	(48)	144	232	(333)
Experience adjustment on scheme liabilities	(70)	239	77	40	66

The best estimate of contributions to be paid by the company to the scheme for the period beginning after 30 September 2012 is £123,000.

THE SOCIETY OF RADIOGRAPHERS LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 30 SEPTEMBER 2012

6. OTHER OPERATING CHARGES COMPRISE	2012	2011
	£	£
Synergy magazine costs	456,767	432,395
Regional offices and workplace representatives costs	177,173	166,886
Country Councils and Regional Committees	59,086	72,688
Public Relations and Communications	38,020	49,470
Website	69,510	94,871
Members' public liability insurance	332,104	307,504
TUC membership and conferences	80,063	64,467
Other Industrial Relations and Annual Conference costs	121,704	111,012
Industrial injuries expenses, etc.	128,569	84,930
Membership expenses and ballots	66,208	46,436
Occupancy expenses	103,101	103,462
Auditors' remuneration - audit	12,308	11,439
Depreciation (including recharge from College)	40,985	33,361
Other administrative expenses	410,213	389,600
Pension Scheme net financing charge	(24,000)	10,000
Contribution to The Society of Radiographers Benevolent Fund	5,000	5,000
Contribution to The College of Radiographers	1,520,000	1,400,000
	3,596,811	3,383,521

7. TANGIBLE FIXED ASSETS	Office Equipment	Computer Hardware & software	Total
	£	£	£
Cost			
1 October 2011	3,514	63,929	67,443
Additions	-	6,107	6,107
	3,514	70,036	73,550
Depreciation			
1 October 2011	3,364	17,489	20,853
Charge for the year	150	14,269	14,419
	3,514	31,758	35,272
Net book value at 30 September 2012	-	38,278	38,278
<i>Net book value at 30 September 2011</i>	150	46,440	46,590

THE SOCIETY OF RADIOGRAPHERS LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 30 SEPTEMBER 2012

8. SUBSIDIARY UNDERTAKING

The Society owns all the issued share capital of The College of Radiographers, a registered charity. The subsidiary undertaking had net unrestricted incoming resources of £326,900 (2011: £396,298) for the year, which has been added to its funds to give an aggregate of unrestricted funds of at 30 September 2012 of £3,598,053 (2011: £3,271,153).

At the 30 September 2012, The College of Radiographers owed the Society £258,811 (2011: £257,906).

TRANSACTIONS between parent and subsidiary include:

	2012	2011
	£	£
Contribution paid by the Society to the College	1,520,000	1,400,000
Occupancy costs charged by the College to the Society	103,101	102,302
Administration costs charged by the College to the Society	100,469	115,317
Insurance costs charged by the Society to the College	12,343	12,352
Salary costs charged to the College by the Society	1,042,119	711,365
Salary costs charged by the College to the Society	-	80,978

9. FIXED ASSET INVESTMENTS

	2012	2011
	£	£
Market value of listed investments at 1 October	1,693,543	1,719,838
Additions at cost	194,521	594,141
Disposal proceeds	(151,594)	(556,341)
Investment gains / (losses)	157,858	(64,095)
Market value of listed investments at 30 September	<u>1,894,328</u>	<u>1,693,543</u>

10. DEBTORS

	2012	2011
	£	£
Amounts owed by subsidiary undertaking	258,811	257,906
Other debtors and prepayments	133,420	129,599
	<u>392,231</u>	<u>387,505</u>

11. CASH AT BANK

	2012	2011
	£	£
Head Office cash at bank	497,537	214,808
Countries/ Regions cash at bank	37,653	36,800
	<u>535,190</u>	<u>251,608</u>

12. CREDITORS

	2012	2011
	£	£
Taxation and Social Security	57,018	52,063
Annual subscriptions received in advance	50,785	26,376
Purchase Ledger Creditors	123,176	158,843
Accruals	70,672	51,387
	<u>301,651</u>	<u>288,669</u>

13. RECONCILIATION OF MOVEMENT IN TOTAL RESERVES

	£
Surplus for the financial year	358,446
Total reserves at 1 October 2011	2,735,490
Total reserves at 30 September 2012	<u>3,093,936</u>

14. CONSTITUTION

The Society of Radiographers is incorporated under the Companies Act with Limited liability and has a licence to dispose of the word "Limited" in its title.

**THE SOCIETY OF RADIOGRAPHERS LIMITED
2013 ANNUAL GENERAL MEETING
PROXY FORM**

If you cannot attend the Annual General Meeting (AGM) you are entitled to appoint someone else, a 'proxy', to attend and vote in the event of a poll being called.

A proxy must vote only as you instructed and cannot vote for you on a show of hands.

You can choose a proxy other than the President by crossing out "President" where printed below and writing your proxy's name and SoR membership number in the space provided. Please indicate for each resolution, how you wish your proxy to vote. If you do not tell your proxy how to vote, your proxy can abstain or vote as he/she thinks fit on the resolutions or any other business conducted at the meeting (including amendments to resolutions).

I, (Membership N^o:):

appoint the President (*delete as appropriate*)

appoint (Membership N^o:):

as my proxy to attend and on a poll to vote on my behalf at the Annual General Meeting of The Society of Radiographers to be held at the The Keats and Shelley Rooms, The Thistle Hotel Brighton, King's Road, Brighton BN1 2GS on Monday 22nd April 2013 commencing at 6.00pm and at any adjournment of that meeting.

Please sign here:

Date:


ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>RICHARD EVANS</u> Date: <u>14th FEBRUARY 2013</u>	Chairman's <u>PRESIDENT'S</u> Signature: <u>Jacqui Hughes</u> (or other official whose position should be stated) Name: <u>JACQUI HUGHES</u> Date: <u>14th February 2013</u>
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CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSE D	<input checked="" type="checkbox"/>	TO FOLLOW	<input type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

THE SOCIETY OF RADIOGRAPHERS LIMITED
NOTES TO THE ACCOUNTS
YEAR ENDED 30 SEPTEMBER 2012

1. ACCOUNTING POLICIES

a) Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2005).

b) Turnover - membership subscriptions

An annual subscription is paid by members each year to The Society of Radiographers, which provides the benefits arising from both The Society and The College of Radiographers and is accounted for on a receivable basis. A contribution of £1,520,000 (2011: £1,400,000), representing 30.8% (2011: 29.7%) of the subscription income, has been made to the College during the year.

c) Depreciation

Depreciation is provided on the straight line basis as follows:-

Office furniture and equipment	over ten years
Computer equipment and software/website development	over four years

d) Expenditure

All expenditure is accounted for on an accruals basis and includes VAT under partial exemption rules.

e) Pension costs

The Society operates a defined benefit pension scheme in conjunction with The College of Radiographers for the benefit of its employees. The current service cost, calculated in accordance with the requirements of FRS17, is charged to the income and expenditure account each year. Pension cost is assessed in accordance with the advice of a qualified actuary. Actuarial gains and losses arising are recognised within the gains and losses categories of the income and expenditure account under the heading "Pension scheme actuarial gain/(loss)".

f) Absence of consolidated financial statements

The Society has not prepared consolidated financial statements since it is not required to do so as it qualifies as a small parent company of a small group. The financial statements of the subsidiary undertaking are not included with these financial statements.

g) Cash flow statement

The Society qualifies as a small entity under Financial Reporting Standard No 1 (revised 1996) and is not required to prepare a summary of cash flow.

h) Fixed Asset Investments

Listed investments are stated at market value. Realised gains and losses on investments are calculated as the difference between sale proceeds and their holding values at the start of the period. Unrealised gains and losses are calculated from the movement in market values between the start and end of the financial year. Both realised and unrealised gains are credited or charged to the income and expenditure account in the period of gains or losses.

i) Going Concern

The financial statements have been prepared in accordance with applicable United Kingdom law and accounting standards. The financial statements have been prepared on a going-concern basis as discussed in report of Council on page 6.

2. MEMBERS' GUARANTEE

The Society is a company limited by guarantee. In the event of a winding up, the liability of each member would not exceed £1.

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES/NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

YES/NO

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in rule 83)

YES/NO

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

AUDITORS REPORT TO THE MEMBERS OF THE SOCIETY OF RADIOGRAPHERS

We have audited the financial statements on pages 2 to 19 which have been prepared under the accounting policies set out on page 19.

This report is made solely to the Society's members, as a body. Our audit work has been undertaken so that we might state to the Society'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 Society and the Society's members as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of Officers and Auditors for the Financial Statements

The Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 require the officers of The Society of Radiographers to: Keep proper accounting records which give a true and fair view of the state of affairs of The Society of Radiographers and explain its transactions; establish and maintain a satisfactory system of control of the accounting records, cash holdings and all the receipts and remittances; prepare an annual return for the Certification Officer giving a true and fair view of the revenue account and balance sheet and provide members of The Society of Radiographers with a statement of income and expenditure for the period.

It is our responsibility to form an independent opinion, based on our audit, on those financial statements and to report our opinion to you.

Basis of Opinion

We conducted our audit in accordance with Auditing Standards 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 officers in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all 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 the information in the financial statements.

Unqualified Opinion

In our opinion the financial statements give a true and fair view of the state of the Society's affairs as at 30 September 2012 and of its transactions for the year then ended.

Crowe Clark Whitehill LLP

Crowe Clark Whitehill LLP
Chartered Accountants and Registered Auditors

28 February 2013

St Bride's House
10 Salisbury Square
London, EC4Y 8EH

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	Crowe Clark Whitehill LLP	
Name(s):	CROWE CLARK WHITEHILL LLP	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	ST BRIDE'S HOUSE 10 SALSBURY SQ LONDON EC4Y 8EH	
Date:	28 February 2013	
Contact name and telephone number:	MRS T ALLISON	020 7842 7100

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.