

**TROPICAL HEALTH AND EDUCATION TRUST**

**REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2014**

**CHARITY No. 1113101**

**COMPANY No. 5708871**

# TROPICAL HEALTH AND EDUCATION TRUST

TRUSTEES' REPORT  
YEAR ENDED 31 DECEMBER 2014

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### Reference and administrative details of the charity, its Trustees and advisors

The name of the charity is Tropical Health and Education Trust; it is also known as THET.

The following Trustees have acted during the year:

Ms Morounke Akingbola	
Mr David Alexander	(from 1 December 2014)
Mr Andy Bacon	
Dr Colin Brown	
Ms Maura Buchanan	
Mr David Cutler	
Ms Frances Day-Stirk	(from 1 December 2014)
Professor Sir Andy Haines	(Chairman)
Ms Helen Holmes	(to 4 January 2015)
Professor Parveen Kumar	(to 24 July 2014)
Mr James Nwabineli	
Dr Michael Pelly	

Chief Executive:	Jane Cockerell
Company Secretary:	John Beverley
Registered Office:	1 Wimpole Street, London, W1G 0AE
Bankers:	Charities Aid Foundation, Kings Hill, West Malling, Kent, ME19 4TA
Auditors:	Menzies LLP, Lynton House, 7-12 Tavistock Square, London, WC1H 9LT
Charity Registration No:	1113101
Registered Company No:	05708871

The Trustees, who are also the Directors of the company for the purposes of the Companies Act, present their Annual Report, which is also the Directors' report for purposes of the Companies Act, together with the audited Financial Statements of the company for the year ended 31 December 2014.

The financial statements comply with current statutory requirements, the requirements of the charity's governing document and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2005).

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### **Structure, Governance and Management**

THET is a company limited by guarantee. Its governing document is the memorandum and articles of association dated 14 February 2006. The charity is constituted as a charitable trust for charitable objects and is governed by a Board of Trustees.

Trustees are appointed by the current Trustees. Trustees are subject to re-election at least every three years.

THET recognises that an effective Board of Trustees is essential if the charity is to be effective in achieving its objects. The Board must seek to be representative of the people with whom the charity works and must have available to it all of the knowledge and skills required to run the charity. Individual Trustees must have sufficient knowledge, both of Trusteeship in general and of the charity's activities, to enable them to carry out their role and to represent the charity at meetings and other events.

Policies and procedures adopted for the induction and training of Trustees: the training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training on charity, legal and financial matters. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees.

Trustees meet four times a year as a board and attend an away day. A Risk & Governance Sub Committee meets in advance of each Board Meeting to review particular agenda items in depth.

There has been no specific restriction imposed by the charity's governing document on the operation of the Trust. Trustees are authorised by the charity's governing document to invest any money of the Charity not immediately required for its function in appropriate, legal investments provided that any necessary consents are first obtained.

A key objective of THET's Organisational Strategy 2013-2015 is to continue to strengthen THET'S organisational and financial capacity. Progress in 2014 is reported below.

### **Risk assessment**

The Trustees keep strategic and operational risks under regular review with an assessment of probability, impact and mitigating actions. In terms of its general affairs, THET operates prudent policies in all its financial operations, with any significant expenditure requiring approval by Trustees. THET also makes arrangements for appropriate insurance cover and other protection where this is appropriate in its activities at home and overseas.

### **Grant-making policies**

THET issues grants to health partnerships delivering projects in keeping with its mission. Grants are selected following a fair and transparent process whereby applicants are provided with template forms and guidelines that state the purpose of the funds, eligibility criteria and a timeline for

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submission and selection.

Once awarded and when contracts are signed, grants are managed in line with the Grants Management System, which sets out checks and controls to ensure that funds are being used for the purpose stated in the application. Financial and narrative reports are submitted at contracted intervals to show levels of spend and activity against plan and, where necessary, to explain exceptional variances. Milestones are set during the inception phase of each grant and progress is measured against these.

Other risk management processes include checks and controls on adequate financial management and verification of the legal protection and safety of those involved in the project. Information is gathered through reports and meetings and through spot checks on receipts and other documentation.

### Objectives and activities

The objectives and core activities of the Trust have not changed during 2014.

THET is a specialist global health organisation that educates, trains and supports health workers through partnerships, enabling people in low and middle-income countries to access essential healthcare.

### Achievements and performance

The following sections summarise and measure the year's achievements and performance against our objectives as outlined in the THET Strategic Plan 2013-2015.

**Develop the capacity of government and civil society institutions in low- and middle-income countries to increase the number and quality of appropriately trained health workers.**

THET works through partnerships to address global deficiencies in the quantity, quality and accessibility of health workers in low- and middle-income countries (LMICs). In close collaboration with in-country partners, THET directly manages and implements capacity building programmes in Zambia and Somaliland to strengthen the health workforce and support the health system in those countries. THET also provides grant funding and management support to health partnerships between UK health institutions and counterparts overseas to develop education and training for different cadres of health workers, promote excellence in practice and deliver capacity-building projects which engage UK health professionals as volunteers.

### THET Health Partnerships

A health partnership is a relationship between a health institution in a high-income country and a counterpart health institution in a LMIC. Health partnerships aim to strengthen health services in LMIC by improving health worker competencies and performance and building institutional capacity. Partners design and implement projects based on needs identified by the LMIC partner. Partnerships

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are typically between hospitals, universities, training colleges or professional associations and take a variety of approaches to capacity development; such as short-term training courses, fellowships, mentoring, strengthening data systems, curriculum development, task shifting, leadership and management support and improving the patient journey and referral pathways. Through the DFID funded Health Partnership Scheme (HPS) THET provides the financial support and technical expertise necessary to ensure partnership projects are responsive, focused, sustainable and measurable.

### Progress Achieved in 2014

- Nearly 16,000 health workers received training and education across 29 countries in sub-Saharan Africa, Asia and the Middle East, including nurses, midwives, community and traditional health workers, doctors, clinical officers, medical assistants, biomedical engineers, medical and healthcare students.
- HPS projects developed the capacity of over 100 government and civil society institutions across the following health themes: Accident & Emergency Health, Child Health, Eye Health, General Health, Maternal & Newborn Health, Mental Health, Non-communicable Disease, Sexual & Reproductive Health, Palliative Health, and HIV/AIDS, TB & Malaria.
- Over 350 volunteers from the UK National Health Service (NHS) volunteered as part of strategic and long-term organisation arrangements to spend time in the UK and in LMIC institutions, designing curricula, training or mentoring their counterparts.
- UK universities and NHS staff used medical education skills to work with their colleagues to improve both the quality of existing teaching and to expand the specialist training available. To date, HPS has supported the development of 65 new or improved curricula, including that for Ophthalmic Clinical Officers in the East, Central and Southern Africa (ECSA) region, for Child and Adolescent Mental Health Workers in Uganda, for Health Surveillance Assistants in Malawi, for Volunteer Nurse Assistants in Sierra Leone, Burns modules for nurses in Tanzania and a Masters in Child Health Curriculum for medical students in Palestine.

### THET Somaliland

Since 2000, THET has been working to improve the provision of health services in Somaliland. THET's work in Somaliland takes an integrated approach to Human Resources for Health and works to build capacity at three levels - individual health workers, civil society institutions, and government. THET works with 11 Somaliland based partners, and with King's Health Partners in the UK, to provide support for better quality teaching and training for health workers, stronger partner institutions with improved skills and resources, and strengthened governance structures to manage the quality delivery of health services.

### Progress Achieved in 2014

- In 2014, THET provided ongoing support to the Ministry of Health's (MOH) Planning and Human Resources departments by;
  - Proving support for 7 Regional Human Resource Management Information Systems

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Officers to collect and report regional HR data to the central HR directorate of the Ministry of Health.

- Training to enhance the skills, knowledge and technical capacities of the key authorities of the 6 regional health offices in Somaliland and improved MOH capacity to monitor health interventions across the country.
  - In partnership with the African Medical Research Foundation (AMREF), carrying out the first nationwide human resource health survey. This survey will provide reliable and accurate baseline data to guide Human Resources for Health (HRH) interventions in the future; enhancing the decision making capability of the MOH and providing a platform for health workforce planning, development, deployment and retention for Somaliland.
  - Supported the development of a curriculum for the training of Clinical Officers, a middle level cadre essential for expanding health care services to hard-to-reach places as part of the Essential Packages of Health Services (EPHS) in Somaliland. This is the first time training of this kind has taken place across the whole of Somalia. Along with curriculum development, THET supported the MOH in the identification and training of 6 health professionals to undertake tutor training with the Tanzanian Centre for International Health (TTCIH).
  - Supported the development, validation and adoption of a national BSc. Nursing curriculum for use by any authorised higher learning institution across the country.
  - In 2014, a total of 850 health workers received training through THET's programme of support in Somaliland.
  - Support for 3 Medical Universities and 4 Nursing and Midwifery Schools led to the graduation of:
    - 39 Medical Doctors
    - 106 Diploma Nurses
    - 26 Nurses
    - 23 Community Midwives
    - 12 Post Basic Midwives
    - 39 Community Health Workers graduated after 9 months training at Burao Institute of Health Science.
- In addition
- Mental health gap filling training was provided for 70 medical students from Amoud and Hargeisa Universities
  - 28 medical interns completed their 8 months attachment in the teaching hospitals of Hargeisa Group Hospital and Boroma as part of the Somaliland Internship Programme
- Support for Health Professional Associations (HPAs) to provide in-service training for health workers of different cadres led to the continued professional development and quality assurance of;
  - 250 Nurses and Midwives by the Somaliland Nursing & Midwifery Association

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- 78 Doctors by the Somaliland Medical Association
- 45 Laboratory Technicians by the Somaliland Medical Laboratory Association
- Support for institutional capacity development enhanced the core competencies of staff at the Ministry of Health and Health Professionals Associations and the clinical audit skills of faculty staff through training for;
  - 23 staff and 18 Board of Director members in the area of Governance, Leadership & Management
  - 25 staff in Project Management skills
  - 30 faculty staff, clinical supervisors, interns and lecturers of Amoud University on clinical audit skills
- Thirty-three UK health professionals from King's Health Partners (KHP) volunteered in Somaliland to carry out capacity building training and mentoring for tutors, clinical supervisors, interns and faculty support in Hargeisa and in Borama. In addition, MedicineAfrica, a distance learning platform for online tutorial training and support, launched a new platform following feedback and testing with medical students in Amoud and Hargeisa Universities.

### THET Zambia

Since 2009, THET has improved the number and quality of health workers in Zambia by supporting the training of health workers, building the capacity of departments and institutions and developing policies and systems to support the recruitment, deployment and retention of health workers. Key areas of support have focused on improving capacity in the following areas:

- Local policy and advocacy capacity
- Improved leadership and management of the health workforce
- Quality improvement of clinical services
- Workforce deployment
- Pre-service and in-service training programmes
- Continuing professional development for health workers

### Progress Achieved in 2014:

- Supported a growing number of students (156) enrolled in diploma, undergraduate and postgraduate courses in critical, specialist areas. THET works in partnership with the University of Zambia's (UNZA) School of Medicine (SoM) and Northern Technical College (NORTEC) to support three Master of Medicine (MMed) courses in Anaesthesia, Pathology and Psychiatry, as well as BSc and MSc in Human Nutrition and a diploma course in Biomedical Engineering Technology (BMET).
- In 2014, THET recruited and supported north-south and south-south exchange of professionals from a diverse range of academic and government institutions to ensure training quality, to build institutional capacity and to facilitate the sharing of expertise internationally; this included 15 short-term and 5 long-term assignments.



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- Negotiated, managed and funded 9 clinical placements for UNZA trainees in;
  - Toronto University Health Network (Canada) and – 5 months – 4 Pathology MMed Trainees
  - Great Ormond Street Hospital for Children (UK) – 2 weeks – 1 Anaesthesia Trainee
  - Aga Khan University (Canada) – 5 months – 3 Pathology MMed Trainees
  - University of Cape Town (South Africa) – 3 weeks – 1 Psychiatry Trainee
- Facilitated landmark agreement between the Ministry of Health and the School of Medicine, University of Zambia to provide a framework for the expansion of education and training, by clearly setting out agreed commitments and actions, and clarifying procedures.
- During 2014, four multi-professional training sessions/workshops on Safer Anaesthesia for Education (SAFE) were held for the first time in Zambia by the Anaesthesia department at UTH, utilising both THET supported staff and the 36 current MMeds trainees. The course has now been identified by the Ministry of Health as a necessary supplement to the training of medical officers, and is now funding the national roll-out of the SAFE Obstetrics course. A total of 145 health workers received in-service training in 2014.
- Secured additional funding of \$950,000 for the continuation of the Nutrition Programme from the Scaling Up Nutrition, or SUN Fund, a unique international movement, uniting government, civil society, the United Nations, donors, businesses and researchers, in a collective effort to improve nutrition. THET has completed the first quarter of implementation. The SUN Fund will support the BSc and MSc in Nutrition at UNZA, and includes the provision of long and short-term volunteers and equipment procurement. The course currently supports the training of 59 students.
- Completed the refurbishment of the workshop space and put in place improved physical infrastructure at NORTEC. Appropriate infrastructure forms part of the criteria for continued course accreditation for the BMET project. In order to complete this, THET secured;
  - An additional £120,000 of funding from DFID to refurbish the laboratory space and to procure necessary learning resources including medical and test equipment, and textbooks.
  - An additional £40,000 from The Beit Trust (UK-based trust that offers grants for medical infrastructure projects in Zambia, Zimbabwe and Malawi) to cover the costs of the refurbishment of the skills workshop.
- Received MoH commitment to sponsoring 10 students per year (one per province) to attain training under the BMET Diploma and upgrade the skills of current service personnel. Ten MoH students joined the course, bringing the total number trainees for 2014 to 62.
- A THET volunteer was awarded a research grant of \$100,000 towards “Training Community Health Workers to Improve Growth Monitoring and Promotions in Zambian Rural Health Centres”.
- Secured additional funding for the MMed Pathology clinical placements with a £10,000 grant

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awarded from the Royal Society of Pathology.

- Strengthened Clinical Governance through undertaking 6 audits in 2014. Audit topics included; 'Elective Paediatric Starvation times', 'Paediatric referrals in Mental Health', 'Integration of Mental Health into Primary Health'. The audit on the Psychiatry MMed programme, resulted in a revision of the curriculum to ensure it is more patient-centred and aligned to improvements in patient outcomes.

**Train, support and provide guidance to partnerships in the development, implementation and monitoring of effective and sustainable projects.**

Over twenty-five years, THET has led, supported and developed the health partnership model as a basis for effective health workforce strengthening and institutional capacity development. During this time, the organisation has increasingly acted as the primary hub for over 200 partnerships and has been at the forefront of efforts to share lessons learned and provide training, support and guidance in the delivery of effective health workforce development projects.

### Progress Achieved in 2014

- The Health Partnership Scheme (HPS), managed by THET on behalf of the UK government, has to date provided analysis and feedback on more than 100 grant holder reports to inform guidance on good practice and has cascaded this information to over a hundred others directly and to several thousand through the website, conference attendance, partner organisations and publications.
- THET appointed Fiveways to clarify the extent to which its current information resources support practitioners to run more effective health partnerships - and to identify what additional information resources may be needed. Through quantitative and qualitative research involving 127 practitioners, the review will provide guidance for how best that knowledge and experience can be shared to build effective health partnerships and strengthen health systems more widely.
- As part of THET's ongoing approach to quality improvement, development began of THET's 'Partnership Principles' which will highlight the most important factors for successful collaborative work and offer advice, examples and research.
- THET designed and ran skills workshops and sharing and learning events for health partnerships in the UK and online, for partners to share experiences and to learn skills on topics such as project management, project monitoring, and strategies for partnership sustainability.
- THET developed information products to assist health partnerships in specific areas of their projects and made them publicly available online to support the development and operation of health partnerships, which included updated advice on "How to Start a Health Partnership", "Project Planning Theory of Change" and "M&E Planning Tools". Guidance was also compiled and published in the form of case studies and video series.

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**Deliver good practice grants management and quality assurance on behalf of donors supporting health worker development.**

THET manages grant-making programmes that are in line with its core mission to educate, train and support health workers in low- and middle-income countries. We continually work to refine our grants management processes and procedures by internally reviewing lessons learned and through stakeholder feedback. The THET team provides bespoke as well as generic advice and support to all grant-holders to assist them in project planning and delivery.

### Progress Achieved in 2014

- THET has been managing the £30 million Health Partnership Scheme (HPS) since 2011. In 2014, THET continued to deliver this complex grant-making programme in a transparent and equitable manner. THET managed support to 84 grants, ranging in value from £5,000 to £1.5 million for projects across over 20 countries in sub-Saharan Africa and Asia. Ongoing development of a Grants Management System and manual which sets out checks and controls to ensure that funds are being used for the purpose stated (see Grant-making policies on p.4). THET's Grants Management team undertook 3 project monitoring visits overseas, covering 9 health partnership projects across 3 countries.
- HPS scored A++ in the DFID annual review of the programme and was awarded a 50% contract extension, the maximum allowable. The additional £10 million in funding will allow the Scheme to run until 2017 and ensure that established partnerships between NHS hospitals, universities and health institutions from across the UK and their counterparts in low and middle-income countries will have the opportunity to sustain successes and build on the progress they have already made.
- THET Somaliland received an A as part of the DFID annual review for the Health Consortium for the Somali People (HCS) programme, and for the THET led outputs, the score was A+
- Zambia received an A+ from DFID on the Nutrition programme annual review and a B+ for Human Resources for Health Programme (HRH), (due to a minor shortfall in the numbers of students attending the MMed training, recognised as beyond our control)
- THET Zambia hosted a successful visit from ICAI (the Independent Commission for Aid Impact, an independent government body responsible for scrutinising UKaid) as part of their assessment of DFID's nutrition programme. ICAI reported that 'DFID should be funding more of this sort of activity'.
- In partnership with THET, HLSP carried out a mid-term review of the large HPS projects, namely the Multi-Country Partnership and Long-term Volunteering Grants.
- THET Somaliland engaged Anthrologica and Community Systems Foundation to undertake the Mid-Term evaluation of MedicineAfrica – this was both a technical and programmatic review.
- THET delivered grants management on behalf of Johnson & Johnson to health partnership

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projects focused on reducing morbidity and mortality from conditions requiring surgical intervention. In 2014, three projects supported under the Strengthening Surgical Capacity (SSC) Fund completed their projects which trained 300 health workers. Three new grants were given to health partnerships working in the field of surgery and/or anaesthesia in countries that have a critical shortage of health workers.

- THET delivered grants management on behalf of the Pharo Foundation to the Poole Africa Health Partnership which works with Wau Teaching Hospital, South Sudan to train health workers with a focus on the basic skills of diagnosis and care of critically ill patients.
- In 2014, THET secured funding to deliver an Electives Engagement programme in partnership with Selfless UK, an independent charity established in 2008 by a group of students at King's College London which specialises in facilitating medical electives. The programme will aim to raise awareness of and commitment to global health and development issues amongst diaspora clinical students and the wider diaspora community. The programme will start in January 2015 and will run for 12 months with funding from DFID.

**Advocate for the engagement of UK and other health professionals in global health projects within a supportive and enabling environment for volunteering.**

THET's vision for international volunteering is for it to strengthen the UK's contribution to developing health systems and for an environment where effective and appropriate volunteering is regarded as the norm, not the exception, for all UK health professionals. We work to ensure that programmes to improve global health using voluntary NHS expertise are a recognised and valued part of the UK health system and that health partnerships are recognised as effective.

### Progress Achieved in 2014

- Co-authored, the UK Department for International Development and Department of Health jointly published *Engaging in Global Health* - new government guidance for health sector workers and employers in the UK on the opportunities and benefits of volunteering abroad which also outlines the central role played by 'Health Partnerships' between health institutions in the UK and counterparts overseas and the unique contribution they make to health workforce development across cadres and health systems. THET worked closely with the NHS International Health Group to develop this guidance.
- Submitted written evidence to the International Development Committee's (IDC) inquiry into DFID's work on strengthening developing country health systems. The Committee's final report recognised the results being achieved under the Health Partnership Scheme and included recommendations relating to the scale up of volunteering overseas by UK medical staff and its recognition that it can be highly advantageous for developing health systems.
- Continued work with the NHS Staff Volunteering Group in conjunction with the Department of Health Workforce Division to support further voluntary engagement in global health. Developed the CPD Toolkit in conjunction with members of the NHS Staff Volunteering Group

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which will help those who volunteer to present how they have developed at appraisals and collect evidence to build a case for the benefits of volunteering.

- Collaborated with like-minded groups to publish a 'Letter to the editor' on "Volunteering to improve health worldwide. Current Trends in Out of Programme experience/ training in the UK 2014" in the Journal of Epidemiology and Global Health. Co-authored by London School of Hygiene and Tropical Medicine, United Kingdom, Alma Mata Global Health Graduates' Network, THET, All Party Parliamentary Group on Global Health, Cross-Government Project on Overseas Volunteering, United Kingdom.
- Presentation to a panel at the Academy of Medical Royal Colleges as part of a review of international activity undertaken by Royal Colleges.
- In celebration of THET's 25th anniversary, THET co-hosted five regional events in Southampton, Cardiff, Salford, Edinburgh and London in order to engage with existing health partnerships, share lessons learned and advocate for the health partnership approach. These nationwide events were supported by an online campaign *Health Worker Together Week 1 – 7 December #HealthWorkersTogether*, which saw a significant rise in THET's social media followers among health partnerships, hospitals, Medsin and university groups.

**Gather evidence and facilitate the sharing of good practice and lessons learned in order to improve quality and demonstrate the contribution health partnerships make to improvements in global health.**

A key feature of THET as an organisation is a commitment to continuous feedback, learning, and development. Our performance and approach to collaborative partnership working has brought respect from peers, stakeholders and organisations, both nationally and internationally and enables the identification of areas of good practice and quality standards for effective partnerships on a global level.

### Progress Achieved in 2014

- Hosted annual two day conference 'Milestones & Horizons' on the 25th and 26th September at the Priory Rooms in Birmingham. The conference brought together over 150 people interested in exploring issues faced by health professionals working with their developing country counterparts. Day 1 gave participants the opportunity to learn from each other and leading experts by sharing experiences and achievements, addressing common challenges and gathering ideas on how to increase recognition and support for their work. Day 2 considered how health partnerships could engage more explicitly with the three key areas of leadership and management, patient safety, and medical equipment.
- THET placed 11 publications about the health partnership approach in peer-reviewed journals, and there has been associated research published in 6 academic journals, including a feature by the Lancet celebrating THET's 25 year anniversary. THET Zambia published 4 conference papers and 2 peer-reviewed articles sharing trainee and faculty experiences in Anaesthesia.

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THET also provided guidance and support to partners to enable them to work with local media and within their institutions to raise public awareness of the global human resource for health crisis and health partnership work.

- Devised a thematic series (guest editor) in the peer-reviewed journal *Globalization & Health* entitled 'Health Partnerships: an effective response to the global health agenda'. The series will be launched in early 2015 and will engage critically with health partnership experiences and assess the methodological choices, contextual influences, and partner relationships that determine success, or otherwise, in strengthening HRH, and ultimately improving health services.
- In 2014, THET's engagement at relevant conferences has been extensive and has demonstrated the contribution of health partnerships across the UK and internationally. These included; the Improving Global Health information evening at the Thames Valley and Wessex Leadership Academy; a paper presentation and debate at the Appropriate Health Technologies IET Conference, London; the Catholic Health Association of the United States, Global Summit Chicago; The Royal Society of Tropical Medicine and Hygiene's biennial meeting on "Measuring Progress"; and running two symposia at the Canadian Conference on Global Health in Ottawa, on "Diverse Approaches to Capacity Building Through Partnerships".
- THET participated in the strategy groups for several key stakeholders working in Global Health. This included participation in: the World Health Organization's African Partnership for Patient Safety programme as it expands activities to improve patient safety in the context of an African hospital and in response to the ongoing Ebola crisis; the European ESTHER Alliance (EEA); the Board of the Wales for Africa Health Links Network; the NHS Overseas Volunteering Group; the Zambia UK Health Workforce Alliance, Vision 20:20 Steering Committee; Kings Health Partners Advisory Board; NHS International Health Group; and the International Committee of the Academy of Medical Royal Colleges.
- Worked with the American College of Healthcare Executives (ACHE) to develop a White Paper for the boards of ACHE and the American Hospitals Association (AHA) to promote the concept of institutional health partnerships to their members.
- THET maintained and developed a dedicated website for health partnerships, which includes a registry of over 150 health partnerships and their projects, a resource library, and an online forum to facilitate targeted discussion with over 400 members in 28 countries.

#### **Strengthen THET's organisational and financial capacity**

THET's rapid growth has led us to continuously focus on the growth and improvement of our organisational structures, systems and processes. Our staff team continue to develop their skills and expertise commensurate with growing roles and responsibilities.

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### Plans for the Future

In 2012, THET developed a strategic plan that refined the vision and direction for the organisation over three years.

#### Over 2015 THET will continue to:

- Develop the capacity of government and civil society institutions in low- and middle-income countries to increase the number and quality of appropriately trained health workers;
- Train, support and provide guidance to partnerships in the development, implementation and monitoring of effective and sustainable projects;
- Deliver good practice grants management and quality assurance on behalf of donors supporting health worker development;
- Advocate for the engagement of UK and other health professionals in global health projects within a supportive and enabling environment for volunteering;
- Gather evidence and facilitate the sharing of good practice and lessons learned in order to improve quality and demonstrate the contribution health partnerships make to improvements in global health; and
- Strengthen THET's organisational and financial capacity to deliver these activities.

#### Financial review: Charitable funds

The funds held by THET are in interest-bearing accounts managed by the Charities Aid Foundation from which they can be withdrawn as needed. THET is able to meet all its obligations and commitments within its present cash flow and assets.

THET does not hold assets except as detailed in the accounts. The salaries of project staff are derived mainly from grants. THET operates in collaboration with other charitable bodies to pursue its objectives.

Two of the restricted funds were in deficit at the year-end (see note 19). UNICEF (£12,883) represents a claim that has been made for reimbursement of programme expenses that is disputed by the donor. In Trustees' opinion these funds are properly due to THET and efforts are ongoing to enforce their collection. BEIT Trust (£1,561) represents expenditure by THET in advance of income that has been subsequently received from the Trust with which THET has a long and warm relationship.

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### Public benefit

In order to demonstrate the benefit of our work, this Trustees' report outlines our key achievements against what we said we would do in last year's report and states our priorities for the year ahead. In producing this report, THET's Board of Trustees can confirm that they have complied with the duty outlined in the Charities Act 2011 to have due regard to Charity Commission guidance on public benefit.

### Reserves Policy: the reasons why THET needs reserves

THET holds reserves in order to ensure the ongoing viability of its charitable objectives. Key to THET's success has been the development over a long period of time of partnerships between UK health professionals, their institutions and counterparts in the developing world.

In light of the long-term nature of these partnerships, Trustees consider that it is appropriate for THET to hold a level of reserves sufficient that in the event of a failure of funding THET management would be able to wind-down the organisation in an orderly fashion, identify an appropriate successor organisation and hand over oversight of the partnerships with least disruption.

### What level of reserves the Trustees believe that THET needs

After consideration of the reliability of THET's income and its level of committed expenditure, Trustees have concluded that twelve months' support costs plus twelve months' costs of governance, i.e. £500,000 (based on the 2015 forecast), is the approximate level of reserves that should be maintained. Trustees will therefore seek to ensure that reserves are maintained at a level of approximately £500,000 for the time being.

### The steps THET is going to take to establish this agreed level

General reserves at 31 December 2014 amount to £478,737 (2013: £524,838). Given the uncertain economic future during the coming year and beyond Trustees conclude that THET reserves are in a satisfactory position for the time being.

### Arrangements for monitoring and reviewing the reserves policy

The reserves policy is subject to annual review and will be considered each year by Trustees with the next review scheduled for early 2015.

### Investment Policy

#### THET held no investments in the current or prior year.

Investments must be managed in such a way as to provide an income to the charity. The value of investments assets should aim to keep pace with inflation in the long term. An approximate balance is to be maintained between the enhancement of capital and the generation of income. A "low risk" approach is to be adopted in the management of the charity's assets. The objects of the charity are to



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YEAR ENDED 31 DECEMBER 2014

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be met by way of a prudent investment strategy based on a diversified range of bonds and equities which are quoted on a recognised investment exchange, and unit trusts and Open Ended Investment Companies (OEICs) which are authorised under the Financial Services and Markets Act 2000. For the time being Trustees do not consider that external investment advice is required.

The portfolio should not include any investments in companies associated with tobacco products or the arms trade. No further ethical restrictions apply, although Trustees reserve the right to exclude from the portfolio any investments in companies whose representation might prove damaging, directly or indirectly, to the purposes or reputation of the charity.

The performance of the overall portfolio will be monitored by the Trustee Board as a whole at least once each year. This investment policy is subject to periodic review by the Trustee Board to ensure that it remains compatible with the charity's objects and requirements with the next review scheduled for early 2015.

### Trustees' responsibilities

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 surplus or deficit of the charity for that period. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Companies Act 2006 and Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005). 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.

### Each of the Trustees confirm that

- so far as they are aware there is no relevant audit information of which the charity's auditors are unaware, and,
- they have taken all the necessary steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

**TROPICAL HEALTH AND EDUCATION TRUST**

**TRUSTEES' REPORT  
YEAR ENDED 31 DECEMBER 2014**

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Approved by the Board of Trustees on 25 June 2015 and signed on its behalf by

Professor Sir Andy Haines  
Chairman of the Trustees  
25 June 2015

A handwritten signature in black ink, appearing to read 'A Haines', with a horizontal line underneath the name.

# TROPICAL HEALTH AND EDUCATION TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TROPICAL HEALTH AND EDUCATION TRUST YEAR ENDED 31 DECEMBER 2014

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We have audited the financial statements of Tropical Health and Education Trust for the year ended 31 December 2014 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of Trustees and auditor**

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

### **Scope of the audit of the financial statements**

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

### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

# TROPICAL HEALTH AND EDUCATION TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TROPICAL HEALTH AND EDUCATION TRUST

YEAR ENDED 31 DECEMBER 2014

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### Matters on which we are required to report by exception

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

*Malcolm Lucas*

Malcolm Lucas FCA (Senior Statutory Auditor)  
for and on behalf of Menzies LLP  
Statutory Auditor

*30 June, 2015*

Lynton House  
7-12 Tavistock Square  
London  
WC1H 9LT

# TROPICAL HEALTH AND EDUCATION TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure Account) YEAR ENDED 31 DECEMBER 2014

2013 Total £		Note	Unrestricted Funds £	Restricted Funds £	2014 Total £
	<b>INCOMING RESOURCES</b>				
	<b>Incoming resources from generated funds</b>				
64,377	Voluntary income	2	39,154	11,934	51,088
	Activities for generating funds:				
534	Events		-	-	-
12,682	Fees		15,688	-	15,688
827,884	HPS Fees		1,012,116	-	1,012,116
2,647	Investment income		931	-	931
	<b>Incoming resources from charitable activities</b>				
	Operational programmes & projects				
9,893,009	Grants	3	-	9,562,226	9,562,226
<u>10,801,133</u>	<b>Total incoming resources</b>		<u>1,067,889</u>	<u>9,574,160</u>	<u>10,642,049</u>
	<b>RESOURCES EXPENDED</b>				
<u>26,406</u>	<b>Costs of generating voluntary income</b>	5	<u>75,112</u>	<u>-</u>	<u>75,112</u>
	<b>Charitable activities</b>				
9,494,889	Operational programmes & projects	7	313,296	9,279,023	9,592,319
851,492	Salaries & fees	8	624,651	255,009	879,660
213,841	Other support costs	9	33,694	302,085	335,779
<u>10,560,222</u>	<b>Costs of charitable activities</b>		<u>971,641</u>	<u>9,836,117</u>	<u>10,807,758</u>
<u>59,134</u>	<b>Costs of governance</b>	6	<u>67,237</u>	<u>-</u>	<u>67,237</u>
<u>10,645,762</u>	<b>Total resources expended</b>	4	<u>1,113,990</u>	<u>9,836,117</u>	<u>10,950,107</u>
155,371	<b>Net resources expended</b>		(46,101)	(261,957)	(308,058)
<u>155,371</u>	<b>Net movement in funds</b>		<u>(46,101)</u>	<u>(261,957)</u>	<u>(308,058)</u>
876,645	<b>Total funds brought forward at 1 January 2014</b>		524,838	507,178	1,032,016
<u>1,032,016</u>	<b>Total funds carried forward at 31 December 2014</b>		<u>478,737</u>	<u>245,221</u>	<u>723,958</u>

All gains and losses recognised in the period are included above.

# TROPICAL HEALTH AND EDUCATION TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure Account) YEAR ENDED 31 DECEMBER 2014

2013 Total £		Note	2014 Total £
	<b>Fixed assets</b>		
<u>33,298</u>	Tangible assets	10	<u>1,117</u>
	<b>Current assets</b>		
377,326	Debtors	11	470,689
<u>750,517</u>	Cash at bank and in hand		<u>743,943</u>
1,127,843			1,214,632
(129,125)	<b>Creditors: amounts falling due within one year</b>	12	(491,791)
<u>998,718</u>	<b>Net current assets</b>		<u>722,841</u>
<u>1,032,016</u>	<b>Total net assets</b>		<u>723,958</u>
	<b>Represented by:</b>		
524,838	Unrestricted funds		478,737
507,178	Restricted funds		245,221
<u>1,032,016</u>	<b>Total funds and reserves</b>	13	<u>723,958</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved on behalf of the Trustees:  
Professor Sir Andy Haines  
Chairman of the Trustees

Date: 25 June 2015

Company No. 5708871



# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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### 1 ACCOUNTING POLICIES

#### a Accounting convention

The financial statements have been prepared under the historical cost convention, except for revaluation of investments, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in March 2005 (revised May 2008), applicable accounting standards and the Companies Act 2006.

#### b Incoming resources

All income is accounted for when the charity has entitlement to the funds, the amount can be quantified and there is certainty of receipt. Where income is received in advance of providing services, it is deferred until THET becomes entitled to that income.

Donations are recognised in the statement of financial activities in the year in which they are received.

Investment income is recognised in the statement of financial activities in the year in which it is receivable.

Income from legacies is recognised in the statement of financial activities at the earlier of the date on which the estate is finalised, or when proceeds are received.

Donated assets and services are included at the value to THET where this can be reliably quantified. Donated services from our volunteers are not included within the financial statements.

#### c Resources expended

Liabilities are recognised as resources expended where there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis.

Costs of charitable activities are the costs applied by the charity in undertaking its work and achieving its charitable objectives, as opposed to the cost of raising funds to finance those objectives.

Governance costs are the costs associated with the governance arrangements of the charity that relate to the general running of the charity, as opposed to those costs associated with fundraising or charitable activity.

Non-directly attributable costs are allocated based on an estimate of time spent.

Value Added Tax which is not recoverable by the charity, is included in the relevant costs in the statement of financial activities.

#### d Grants

Grants are included in the statement of financial activities as they become payable. THET's ability to make grant payments is entirely dependent on funding from DFID under a contract that is subject to monthly reporting and annual renegotiation. In the opinion of Trustees a constructive obligation is only created when (i) ongoing grant

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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conditions are being satisfactorily fulfilled and, (ii) contract renewal has been successfully negotiated with DFID.

### e Fund accounting

Funds held by the Charity are either:-

- Unrestricted general funds - are funds which can be used in accordance with the charitable objects at the discretion of the Trustees
- Designated funds - are funds set aside for specific purposes from THET's own reserves.
- Restricted funds - are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular purposes.

### f Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. A capitalisation limit of £500 has been applied.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, which is reviewed annually. The rates used are as follows:-

Leasehold property improvements	-	33¼% straight line
Furniture and fittings	-	33¼% straight line
Computing equipment	-	33¼% straight line
Office equipment	-	33¼% straight line

### g True and Fair View

The charity does not seek to make a profit, nor can its results be measured by normal commercial criteria. In order that a true and fair view of the activities of the charity is given a statement of financial activities has been included in place of a profit and loss account as required by the Companies Act 2006.

### h Pension

THET operates a defined contribution pension scheme for the benefit of staff. Contributions by THET to the scheme are charged in the statement of financial activities in the period in which the employment services qualifying for the benefit are provided. THET has no further obligations once the contributions have been paid.

### i Investments

Fixed asset investments are included at market value at the balance sheet date.

Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the statement of financial activities in the year of disposal.



# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the statement of financial activities based on the market value at the year end.

### j Leases

Rental payments under operating leases are charged as expenditure is incurred over the term of the lease.

### K Foreign currency

Transactions denominated in foreign currencies are translated at the average rate of exchange during the month. Foreign currency balances at the balance sheet date are translated at the average rate for the month of December 2014. Foreign exchange losses incurred in respect of overseas operations are included in the Statement of Financial Activities (SOFA) within charitable activity expenditure for the period in which they are incurred.

2	VOLUNTARY INCOME	Unrestricted	Restricted	2014	2013
		Funds	Funds	Total	Total
		£	£	£	£
	Donations	30,774	11,934	42,708	30,691
	Grants receivable	8,380	-	8,380	28,025
	Donated services (KCH staff)	-	-	-	5,661
		<u>39,154</u>	<u>11,934</u>	<u>51,088</u>	<u>64,377</u>

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

3 GRANTS	Unrestricted Funds £	Restricted Funds £	2014 Total £	2013 Total £
Grants from UK Government:				
Department for International Development:				
Health Partnership Scheme		4,755,172	4,755,172	5,232,327
Somaliland (via PSI)		3,923,806	3,923,806	3,850,464
Int'l Health Links Funding Scheme		-	-	42,834
Zambia Nutrition		216,675	216,675	250,987
Zambia HRH		414,335	414,335	330,747
		9,309,988	9,309,988	9,707,359
Other Grants:				
Trusts		41,170	41,170	61,560
European Commission		-	-	21,506
UNICEF		35,411	35,411	59,682
Johnson & Johnson		45,325	45,325	42,131
The BEIT Trust		36,000	36,000	-
SUN Fund		80,582	80,582	-
Other Agencies		13,750	13,750	771
<b>TOTAL</b>		9,562,226	9,562,226	9,893,009

4 TOTAL INCOMING RESOURCES/ (RESOURCES EXPENDED)	2014 £	2013 £
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This is stated after charging:

Auditors' remuneration – audit fees (including VAT)	7,500	9,000
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# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

5 COSTS OF GENERATING VOLUNTARY INCOME	2014	2013
	£	£
Direct Salaries	23,457	-
Indirect Salaries	18,454	13,360
Total of Direct & Indirect Salaries (see Note 8)	41,911	13,360
Other Direct Costs	17,203	9,691
Indirect Support Costs (see Note 9)	15,998	3,355
	<u>75,112</u>	<u>26,406</u>
6 GOVERNANCE COSTS	2014	2013
	£	£
Indirect Salaries (see Note 8)	36,957	31,439
Audit & Professional Fees	10,820	10,665
Trustees' Expenses & Insurance	5,290	6,029
Indirect Support Costs (see Note 9)	14,107	7,896
Annual Review	63	3,105
	<u>67,237</u>	<u>59,134</u>

No Trustees received remuneration for their services. During the year 2 Trustees (2013: 2) received reimbursement of travel and subsistence expenses totalling £299 (2013: £545).

7 CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2014	2013
	£	£	£	£
Direct Expenditure on Programmes and Projects	313,296	4,513,751	4,827,047	4,116,808
Grants (see Note 20)	-	4,765,272	4,765,272	5,378,081
	<u>313,296</u>	<u>9,279,023</u>	<u>9,592,319</u>	<u>9,494,889</u>

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

### 8 STAFF COSTS (TOTAL)

	2014	2013
	£	£
Salaries & Fees	848,183	793,145
Social Security	80,855	76,747
Pension	29,490	26,399
	958,528	896,291

These costs are charged to Charitable Activities (Unrestricted funds), Generating Income and Governance. The indirect charges are a proportion of unrestricted costs based on time spent by the Chief Executive, Finance Director and other Administrative staff.

	2014	2013
	£	£
Charitable Activities:		
Restricted	624,651	256,859
Unrestricted	255,009	594,633
Total per Statement of Financial Activities	879,660	851,492
Costs of Generating Income – Salaries (see Note 5)	41,911	13,360
Costs of Governance – Indirect Salaries (see Note 6)	36,957	31,439
	958,528	896,291

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

	2014	2013
	No.	No.
Charitable Activities Programme & Projects	20.0	20.6
Administration	7.1	6.9
Generating Income	0.3	-
	27.4	27.5

The average number of employees for 2014 was 28 (2013: 32).

During the year one employee received emoluments in the range of £70,000 to £80,000 (2013: none in the range £70,000 to £80,000, one in the range £60,000 to £70,000). Included in those emoluments was a pension contribution of £3,529 (2013: £3,229).

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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9 SUPPORT COSTS	2014	2013
	£	£
Administration/Office Expenses	154,126	99,250
Personnel	111,712	27,877
Accommodation	100,046	97,965
	<u>365,884</u>	<u>225,092</u>

The following allocation of Unrestricted Support Costs was done pro rata to the estimated time spent by staff (see Note 8):

	2014	2013
	£	£
Charitable Activities:		
Restricted	302,085	152,558
Unrestricted	33,694	61,283
Total per Statement of Financial Activities	<u>335,779</u>	<u>213,841</u>
Costs of Generating Income - Indirect Support Costs (see Note 5)	15,998	3,355
Costs of Governance - Indirect Support Costs (see Note 6)	14,107	7,896
	<u>365,884</u>	<u>225,092</u>

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

### 10 TANGIBLE ASSETS

	Leasehold Property Improvements £	Furniture & Fittings £	Computing Equipment £	Office Equipment £	Total £
<u>Cost</u>					
Balance brought forward	30,767	20,602	40,666	2,274	94,309
Additions					
Balance carried forward	30,767	20,602	40,666	2,274	94,309
<u>Depreciation</u>					
Balance brought forward	17,229	14,546	28,722	514	61,011
Charge for year	13,538	6,056	11,944	643	32,181
Balance carried forward	30,767	20,602	40,666	1,157	93,192
<u>Net Book Value</u>					
Balance brought forward	13,538	6,056	11,944	1,760	33,298
Balance carried forward	-	-	-	1,117	1,117

### 11 DEBTORS

	2014 £	2013 £
Income tax recoverable	305	83
Trade Debtors	201,532	4,585
Accrued income	231,301	331,376
Prepayments	37,551	41,282
	470,689	377,326

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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### 12 CREDITORS

	2014	2013
	£	£
Bank Loan (see Note 16)	350,000	-
Trade Creditors	19,137	8,382
Other taxes and social security	100,814	54,645
Accruals	21,840	66,098
	<hr/> 491,791	<hr/> 129,125

Included in accruals is £4,637 (2013: £4,345) of accrued pension contributions.

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

### 13 STATEMENT OF FUNDS

	Balance at 1 Jan 2014	Surplus/ (Deficit)	Balance at 31 Dec 2014
	£	£	£
General funds	502,786	(24,049)	478,737
Designated funds			
Programme development fund	9,432	(9,432)	-
Legacy	12,620	(12,620)	-
	<u>22,052</u>	<u>(22,052)</u>	<u>-</u>
Total unrestricted funds	524,838	(46,101)	478,737
Restricted funds (see note 19)	<u>507,178</u>	<u>(261,957)</u>	<u>245,221</u>
	<u>1,032,016</u>	<u>(308,058)</u>	<u>723,958</u>

#### General funds

General funds are the accumulation of surpluses, less deficits, on the income and expenditure account, bequests for the general purposes of the charity and various donations and grants.

#### Programme development fund

This is a designated fund that will support future programme development in various countries.

#### Legacy

THET is in receipt of a legacy and has designated it for use by Health Partnerships.

Restricted funds represent balances held for disbursement against specific projects.

Analysis of assets between funds:

	Assets	Cash	Debtors	Creditors	Total 2014	Total 2013
	£	£	£	£	£	£
Unrestricted	1,117	408,346	211,065	(141,791)	478,737	524,838
Restricted	-	335,597	259,624	(350,000)	245,221	507,178
	<u>1,117</u>	<u>743,943</u>	<u>470,689</u>	<u>(491,791)</u>	<u>723,958</u>	<u>1,032,016</u>



# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

### 14 FINANCIAL COMMITMENTS

At 31 December 2014 the charity was committed to making the following annual payments under non-cancellable operating leases:

	2014	2013
	£	£
Operating leases which expire between two and five years	£92,000	£92,000

### 15 FUNDS HELD AS INTERMEDIARY AGENT

At the year-end THET acted as intermediary agent for the following organisations. The balances stated represent cash at bank. The following balances, and any income and expenditure in the period, have not been included in the financial statements:

	Balance held at 1 Jan 2014	Net receipts/ (payments)	Balance held at 31 Dec 2014
	£	£	£
Links Lusaka	1,047	699	1,746
Gondar Dermatology Research	2,410	-	2,410
Island Hospice	354	-	354
	<u>3811</u>	<u>699</u>	<u>4,510</u>

#### Links Lusaka

These funds are being held by THET on behalf of a Link between Lusaka's University Teaching Hospital and Brighton and Sussex University Hospitals and Medical School to support their two-way trips by nurses, doctors, librarians and other allied health professionals for teaching and CPD.

#### Gondar Dermatology Research

These funds are held on behalf of Dr Paul Buxton, a member of the Gondar – Leicester Health Link, to provide a subscription to the Community Dermatology Journal and support travel and conferences relating to dermatology research in northern Ethiopia.

#### Island Hospice

Incoming funds from crematorium fees are donated by doctors at a number of hospices and are used to support medical training and exams in Bulawayo, Zimbabwe.

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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### 16 BANK LOAN - MORTGAGE DEBENTURE

At the year-end date the balance of loan outstanding was £350,000 (2013 £nil), The loan facility was arranged with The Charity Bank Limited up to £350,000 and first drawn down in 2012. It has been drawn down and repaid from time to time since that date. Interest is taken by direct debit on a monthly basis. The loan was negotiated (and backed by mortgage debenture signed 21 July 2011) when THET received the HPS contract to enable the pre-financing of grant payments. This mortgage debenture gives The Charity Bank Limited the right to THET's assets from physical assets to unpaid invoices to the business itself. This debenture also gives the right for the bank to step in and appoint a receiver to take charge of THET's business assets as a way of ensuring repayment.

### 17 COMPANY STATUS

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 3. In the event of the company being wound up, the liability in respect of the guarantee is limited to a maximum of £1 from each of the Trustees.

### 18 CONTROLLING PARTY

In the opinion of the Trustees, the charity has no ultimate controlling party.

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

### 19 STATEMENT OF RESTRICTED FUNDS

	Balance at 1 Jan 2014	Income during the year	Expenses during the year	Balance at 31 Dec 2014
	£	£	£	£
<b>INTERNATIONAL</b>				
Health Partnership Scheme (see Note 20a)	24,309	4,755,172	4,765,272	14,209
Johnson & Johnson Fund	25,165	30,000	21,068	34,097
International Health links Funding Scheme – Department of Health	29,511	-	11,068	18,443
Johnson & Johnson WACS UK Surgical Forum	1,000	10,000	9,000	2,000
Johnson & Johnson Mission to Ivory Coast				
European Round Table on Medical Equipment in Low Income Countries	-	5,325	-	5,325
Principles of Medicine in Africa 4th Ed.	3,522	-	367	3,155
“Tropical Doctor” Subscriptions	10,560	8,800	14,064	5,296
<b>Total International</b>	<b>94,067</b>	<b>4,809,297</b>	<b>4,820,839</b>	<b>82,525</b>
<b>SOMALILAND</b>				
Health Consortium Somalia	386,386	3,923,806	4,214,798	95,394
UNICEF	-	35,411	48,294	(12,883)
<b>Total Somaliland</b>	<b>386,386</b>	<b>3,959,217</b>	<b>4,263,092</b>	<b>82,511</b>

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

	Balance at 1 Jan 2014 £	Income during the year £	Expenses during the year £	Balance at 31 Dec 2014 £
<b>ZAMBIA</b>				
Human Resources for Health	8	394,601	394,609	-
Nutrition	8	216,675	216,704	(21)
Zambia UK Health Workforce Alliance	856	2,470	2,031	1,295
Gordon Urquhart Memorial Fund	1,416	-	1,396	20
National First 1,000 Days Conference	-	80,582	56,847	23,735
The Pathological Society	-	19,734	19,734	-
The BEIT Trust	-	10,000	-	10,000
	-	36,000	37,561	(1,561)
<b>Total Zambia</b>	<b>2,288</b>	<b>760,062</b>	<b>728,882</b>	<b>33,468</b>
<b>ETHIOPIA</b>				
Supporting Rural Health Centres	16,196	42,634	21,083	37,747
Gondar Research	847	-	-	847
Ethiopia Chronic	5,197	2,025	136	7,086
Ethiopia Epilepsy	2,197	925	2,085	1,037
<b>Total Ethiopia</b>	<b>24,437</b>	<b>45,584</b>	<b>23,304</b>	<b>46,717</b>
<b>TOTAL</b>	<b>507178</b>	<b>9,574,160</b>	<b>9,836,117</b>	<b>245,221</b>

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## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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### **Health Partnership Scheme**

Funded by the UK government's Department for International Development, the original four year Health Partnership Scheme supports the development of health services in low and middle-income countries through the provision of £14m of grant funds complemented by other activities designed to strengthen the Health Partnerships community and support the creation of an enabling environment for international volunteering within the NHS. In 2014 an additional £10m was earmarked by DFID extending the scheme through to 2017.

### **Johnson and Johnson Fund**

The Strengthening Surgical Capacity (SSC) Programme focuses on health partnerships working in maternal and child health across Sub-Saharan Africa. Specifically, it supports projects that aim to reduce morbidity and mortality from conditions requiring surgical intervention, either directly or through enhanced patient safety as a result of improved anaesthetic care.

### **IHLFS – Department of Health**

The aim of this grant is to increase the impact of partnerships' work overseas by building their capacity, enhancing the quality of their work and improving their ability to demonstrate the positive impact of their contribution to improving health systems in developing countries. The programme activities focus on achieving this through a more structured engagement of NHS institutions, further capacity building for partnership volunteers and funding partnership projects.

### **Johnson & Johnson WACS UK Surgical Forum**

Johnson & Johnson awarded a grant to the WACS UK Forum's Surgical Mission to Togo. The grant, which is supported and managed by THET, funds a surgical camp run by UK volunteers and the West African College of Surgeons to train local surgeons and treat complex surgical cases.

### **Johnson & Johnson Mission to Ivory Coast European Round Table on Medical Equipment in Low Countries**

This mission aims to improve the provision of medical equipment to African healthcare centres. It brings together organisations working on medical device donations and training in order to share good practice and to explore areas of potential collaboration. The expected outcomes of the European Round Table are strengthened dialogue between similarly focused organisations and the commitment to work collaboratively

### **Principles of Medicine in Africa 4th Edition.**

This DFID grant is held by THET and is being used for the latest revision of the 'Principles of Medicine in Africa' book, including covering travel, meeting and editing costs.

### **"Tropical Doctor" Subscriptions**

The Beit Trust has supported THET for over 20 years to enable the provision of subscriptions to the Tropical Doctor journal for approximately 200 hospitals in Zimbabwe, Malawi and Zambia. The journal provides an essential forum for sharing experiences and establishing best practice, aiding communication between medical professionals around the world.

### **Somaliland: Health Consortium Somalia)**

DFID's funding over 5 years for the 'Health Consortium Somalia' programme is supporting a coherent health systems strengthening programme. This will provide an essential package of Health Services to increase the range, quality and use of services and contribute to community stability in targeted areas in Somaliland through an NGO consortium.

### **Somaliland: UNICEF**

UNICEF funded a three year Sexual and Reproductive Health project in Somaliland through the development of Emergency Maternal and New-Borne Care (EmONC) National protocols and training for health workers in the Awdal and Puntland regions of Somalia.

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### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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#### **Zambia: Human Resources for Health - Strengthening the training & education of health workers in Zambia**

In response to a request by the Zambian Ministry of Health, THET and our partners are delivering this innovative and sustainable training and education project, focussing support on national nursing needs and assisting with the development and delivery of Master of Medicine courses in the selected clinical specialisms of pathology, anaesthetics, psychiatry and biomedical engineering.

#### **Zambia: Nutrition**

DFID's funding over three years for the Nutrition Programme is supporting the School of Agriculture at the University of Zambia to deliver a BSc in Nutrition while also supporting faculty development and establishing an MSc in Nutrition.

#### **Zambia: UK Health Workforce Alliance**

A network of Zambian-based and UK-based organisations which work together to promote and improve the coordination and impact of Zambia-UK joint work in health.

#### **Zambia: National First 1,000 Days (SUN Fund)**

The SUN Fund is a unique international movement, uniting government, civil society, the United Nations, donors, businesses and researchers, in a collective effort to improve nutrition. THET has completed the first quarter of implementation. The SUN Fund will support the BSc and MSc in Nutrition at UNZA, and includes the provision of long and short-term volunteers and equipment procurement. The course currently supports the training of 59 students.

#### **Zambia: Gordon Urquhart Memorial Fund**

Gordon Urquhart died suddenly in Zambia in 2012. He was the partner of THET Volunteer Anne Mason. Funds raised from the funeral collection and subsequent donations are going towards local projects selected by Anne.

#### **Zambia: The Pathological Society**

THET supports a 4-year Master of Medicine (MMed) postgraduate course in Pathology at the University of Zambia. Clinical placements outside Zambia are an integral part of the course. They provide trainees with the opportunity to experience techniques and specialisms that are of limited availability in Zambia – liver, renal, neuro, bone/joint and specialist cytology - and thus acquire new clinical and service development skills. THET has a partnership with Aga Khan University in Kenya to host the trainees on 5-month clinical placements. Funds from The Pathological Society support the expenses of one trainee.

#### **Zambia: The Beit Trust**

The Beit Trust awarded THET a grant that covered the full cost of conversion of the Biomedical Engineering Skills Workshop at the Northern Technical College (NORTEC). This was an important infrastructural component of the Biomedical Engineering Technologist (BMET) training programme.

#### **Ethiopia: Supporting Rural Health Centres**

This project will enable rural people suffering from chronic diseases to receive essential care near to their homes from health workers who are appropriately trained and continuously supported and encouraged to develop their skills.

#### **Ethiopia Research**

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### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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- Gondar Research
- Chronic Research: The chronic disease programme enables patients to be seen at the health centre nearest their home around Gondar and Jimma; THET contributes funds for staff development and training, and the collection of data, which is the research base of our work.
- Ethiopia Epilepsy: Chronic disease clinics include epilepsy. This fund was established as epilepsy attracts regular gifts from Southampton; these are used by Dr Martin Prevett, who has worked with THET for 15 years, for studies chiefly in rural patients at the chronic disease clinics.

# TROPICAL HEALTH AND EDUCATION TRUST

## NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

### 20 GRANTS ANALYSIS

		2014 £	2013 £
Health Partnership Scheme Grants	20(a)	4,765,272	5,300,844
International Health Links Funding Scheme		-	77,237
		4,765,272	5,378,081

#### 20(a) Health Partnership Scheme

Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Science, University of Oxford	Multilevel training in trauma and musculoskeletal impairment care in East Central and Southern Africa	£511,000
VSO	Maternal health	£487,090
University of Edinburgh	Strengthening and integrating palliative care into national health systems through a public health primary care approach in 5 African countries to contribute to meeting the targets of MDG goal 6	£455,000
Royal College of Paediatrics and Child Health	Reduce infant and child mortality	£340,000
Royal College of Paediatrics and Child Health	Working in partnership to achieve MDG4 in East Africa: improving the quality and safety of hospital care for sick infants and children through ETAT+	£325,587
NICE (National Institute for Health and Clinical Excellence)	Improving the legitimacy and efficiency of healthcare resource allocation through the systematic use of clinical and economic evidence and social values in decision-making.	£307,189
University of Manchester	Lugina Africa Midwives Research Network (LAMRN)	£270,000
Royal College of Ophthalmologists	Capacity building in Eastern Africa to eliminate avoidable blindness in urban and rural areas	£225,000
NHS South of England (Central)	Improving Global Health through Leadership Development - Volunteering and Partnerships	£214,000
Royal College of Midwives	Embedding the twinning concept between midwifery associations to improve MDG 4 and 5	£184,905



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### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

#### 20(a) Health Partnership Scheme (contd)

Liverpool-Mulago Partnership	Maternal and child health	£182,115
Royal College of Pathologists	Africa Laboratory Skills, Management and Improvement Programme	£180,000
Guy's and St Thomas' NHS Foundation Trust	Enhancing Patient Safety and Infection Control Practice in Ndola, Zambia	£141,100
Nottingham Trent University	Strengthening the Community Health Worker programme for health improvement in Wakiso District, Uganda	£86,700
The Association of Surgeons of Great Britain and Ireland (ASGBI)	Multi-level training for healthcare workers in surgical and theatre nursing skills in East, Central and Southern Africa (ECSA) to achieve better outcomes following emergency surgery	£74,182
Moorfields Eye Hospital NHS Trust	Strengthening eye health systems in Ghana as a model for West Africa	£66,496
NHS Highland	Mental health literacy and improved patient safety: empowering communities	£66,000
Cwm Taf Health Board	Developing integrated primary care networks in Uganda through Welsh links	£57,708
South Devon Healthcare NHS Foundation Trust	Reducing mortality and morbidity from traumatic injury in central Kenya through education, system improvement and prevention	£46,098
East London Foundation Trust	Development and implementation of multidisciplinary training programme in child and adolescent mental health for mental health professionals in Uganda	£44,280
The Kambia Appeal	Maternal and child health and communicable disease	£43,811
The Central and North West London NHS Foundation Trust	Strengthening Substance Misuse Interventions	£39,000
Portsmouth Hospital NHS Trust, Medicine for Older People, Stroke and Rehabilitation Dept.	Wessex-Ghana Stroke Partnership	£32,000
Basildon & Thurrock University Hospital	Volunteer Input of Consultant Neurologist	£31,520

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### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

#### 20(a) Health Partnership Scheme (contd)

King's Centre for Global Health	King's Sierra Leone Partnership health education strengthening project	£29,275
North Cumbria University Hospitals Trust	Establishment of antimicrobial policy and prevention of hospital acquired infections (HAI) to surgical patients at Mbeya Referral Hospital (MRH) in Tanzania	£26,000
Nottingham University Hospitals NHS Trust	Training and capacity development in cervical cancer prevention and in Kathmandu, Nepal	£22,400
Frimley Park Hospital NHS Foundation Trust	Growing the Non-Communicable Disease services; Diabetic retinopathy and glaucoma: building on success	£22,000
Gloucestershire Hospitals NHS Foundation Trust (GHNHSFT)	Improving maternal and child health at primary health units in Kambia District, Sierra Leone	£21,921
Brighton & Sussex University Hospitals NHS Trust	Improve capacity for inpatient palliative care services at The Cancer Centre, Thakurpukur and develop 5 other regional palliative care centres in W.Bengal	£20,620
University of York (Department of Health Science)	Strengthening the system of community mental health care in Zomba District, Malawi, through developing the enhanced role of health surveillance assistants	£20,098
St George's Healthcare NHS Trust	African Partnership for Patient Safety	£16,250
Association of Surgeons of Great Britain and Ireland	Introduction of "Training the Trainer" (TTT) Courses to enhance surgical training in West Africa	£13,500
University College Hospitals London	Bangladesh Child Cancer Project	£13,500
Southern Health NHS Foundation Trust	Establishing continuous CPD for recently qualified Community Mental Health care workers in Ghana	£13,500
School of Nursing and Midwifery, University of Brighton	The implementation of the first Paediatric Nursing course in Zambia	£13,500
Imperial College London	Reducing neonatal mortality and maternal and paediatric infection through improved patient safety in Rwanda	£13,500
Mersey School of Endoscopy	Endoscopic therapy and TTT to sustainably prevent deaths from Acute Upper GI Bleed in Malawi	£13,499

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### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

#### 20(a) Health Partnership Scheme (contd)

University Hospital Southampton NHS Foundation Trust	Reducing the burden of respiratory and other chronic diseases in rural Ethiopia	£11,865
Association of Anaesthetists of Great Britain & Ireland	Zambia anaesthesia development project	£11,315
Ipswich Hospital NHS Trust	Development of Patient Safety at the Central Hospital of Beira (HCB), Mozambique	£10,000
Guy's & St Thomas' NHS Foundation Trust	A Self-Sustaining Medical Equipment Service in Arthur Davison Children's Hospital & Ndola Central Hospital, Zambia	£8,515
King's College Hospital, London	Post Traumatic Limb Reconstruction Fellowship for Palestinian Surgeons at King's College Hospital, London	£7,884
South Devon Healthcare NHS Foundation Trust	Reducing mortality and morbidity from traumatic injury in central Kenya through education, system improvement and prevention	£7,104
Cwm Taf Health Board	Project Support Volunteer for Primary Care Networks in Uganda	£7,082
Queen Elizabeth Hospital, University Hospitals Birmingham	Strategic Start Up	£7,000
East London Foundation Trust	THET PIP Volunteer Bursary for Child and Adolescent Mental Health Training in Uganda, East London Butabika Link	£6,904
Royal Society of Medicine	Strategic Start Up	£6,800
University Hospital of South Manchester NHS Foundation Trust (UHSM)	GULU-MAN link primary trauma course	£6,685
Countess of Chester NHS Foundation Trust	Improving the Impact of Knowledge Transfer in Health Partnerships through Infrastructural Investment	£6,450
Ghana Wessex Stroke Partnership UK (Southern Health NHS Trust)	Sharing and extending the multi-disciplinary stroke care approach in Ghana	£5,150
Royal College of Paediatrics and Child Health	Building professional capacity to improve child health in Palestine	£5,000

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### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

#### 20(a) Health Partnership Scheme (contd)

University College London	Partner project: training of radiotherapy equipment maintenance personnel in Ghana	£2,618
Imperial College London (University)	Reducing newborn mortality with staff training, guidelines and respiratory and nutritional support in Rwandan hospitals	£1,514
North Bristol NHS Trust	Localising tools and training to improve maternal and perinatal outcomes in Bulawayo and beyond	£1,500
Central and North West London NHS Foundation Trust	Developing a centre of excellence in Tanzania for the therapeutic management of violence and aggression	£1,492
Association of Anaesthetists of Great Britain and Ireland	SAFE obstetric anaesthesia courses for the whole of the Ugandan anaesthetic workforce	£1,484
Frimley Park Hospital NHS Foundation Trust	Developing specialist eye care services for the people of northern Zambia	£1,445
East London NHS Foundation Trust	BRAIN GAIN: Training peer support workers (PSW's) to support community mental health in urban Uganda	£1,437
Winchester and Eastleigh Healthcare NHS Trust	Winchester/Yei health link "care" project	£1,108
Rotherham NHS Foundation Trust Hospital	Improving maternal and child health care in remote rural Nepal by supporting primary care workers	£680
Chelsea and Westminster Hospital	Chelsea and Westminster / Kitovu Hospitals Fistula Training Link	£668
Nottingham University Hospital NHS Trust	Training and capacity development for colposcopy and cervical pathology reporting in Kathmandu, Nepal	£567
Hampshire Hospitals NHS Foundation Trust	Repair To Care	£488
NHS Highland	Reducing health harm caused by alcohol in Upper West Region, Ghana	£438
Ghana Wessex Stroke Partnership UK (Southern Health NHS Trust)	Wessex Ghana stroke partnership project to develop multi-disciplinary management of patients with stroke	£(1,986)
University of East Anglia	Utilising a 'training the trainers' approach to developing teaching skills of Malawian educators and nurses	£(1,896)
Northumbria Healthcare NHS Foundation Trust	Training of a multi-disciplinary team to support the launch of a burns unit in Tanzania	£(1,983)

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### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 DECEMBER 2014

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#### 20(a) Health Partnership Scheme (contd)

Sheffield Teaching Hospitals NHS Foundation Trust	Further Development of the limited Biomedical Engineering Resources within the Hospitals of Tigray Region Ethiopia	£(2,135)
Aneurin Bevan Health Board	Strengthening health workforce capacity and professional development in maternal and new-born emergency care in Bong County, Liberia	£(20,263)
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		£4,765,272
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