



Accounts and Annual Report

For the year ending 31st March 2023

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Administrative Information

Trustees

Ruth Milliken BA Hons MBA (Chair from May 2022)
 Dr Anne McRorie MB ChB MRCP
 Dr Keith Russell MBChB DRCOG DGM FRCGP
 Anne Burnett (joined May 2022)
 Nicola Davies-Jones (joined September 2022, retired April 2023)
 David Robertson, BAcc, CA, BSc, MPhil (joined October 2022)
 Graeme Williamson BSc FFA (retired September 2022)
 Gordon R Ness (retired May 2022)
 Rev Barry Hughes MA (Hons) BA (retired August 2022)

Bankers

Bank of Scotland
 10 Market Square
 Duns, Berwickshire
 TD11 3ED

Registered Office and Principal Address

Elphinstone Wing
 Carberry
 Musselburgh
 EH21 8PW

Legal Advisor

Balfour & Manson Solicitors
 54-66 Frederick Street
 Edinburgh
 EH2 1LS

Independent Examiner

David Jeffcoat BA FCCA
 Alexander Sloan – Accountants
 1 Lochrin Square
 92-98 Fountainbridge
 Edinburgh
 EH3 9QA

The trustees have pleasure in presenting their report for the year ended 31st March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019).

Objectives and activities

Founded in 1983 as Care for Mission, HealthLink360 is now a specialist health charity whose objective is to provide comprehensive and integrated medical, psychological and travel health care to individuals and organisations in the Christian, Humanitarian and Third Sector working nationally and internationally.

Our Vision

We are committed to the health and resilience for those seeking to make a difference around the world and in the UK. We achieve this through the delivery of expert care with a holistic approach. All that we do is rooted in Christian principles, seeing each person as loved and uniquely created by God.

Our Aims

- To provide a high standard of medical, psychological and travel health services to individuals engaged in demanding roles anywhere in the world, based on available evidence, research and best practice.
- To educate our clients, their employers and sponsors, to recognise the impact of stresses on the physical, spiritual and emotional wellbeing of individuals, and suggest supportive strategies.
- To provide services and training for organisations thereby helping them to promote the health and wellbeing of their staff and volunteers, and so better fulfil their objectives.
- To make our services available to those working to bring justice and mercy throughout the world, taking into account their financial circumstances.
- To provide services and health education to reduce the risks to health of travel, or through enhanced exposure to infectious agents.
- To incorporate a philosophy of continuous improvement in all that we do, taking worldwide best practice and specialist knowledge and applying it throughout our processes.
- To manage the business of Healthlink360 effectively, with integrity and sincerity.

Structure, Governance and Management

HealthLink360 is a company limited by guarantee (No. SC392981) and a recognised Scottish Charity (No. SC000948), governed by its Memorandum and Articles of Association.

New Trustees are appointed at the discretion of the Board.

A Board of Trustees provides strategic direction, meeting six times per year. Day to day management is in the hands of a Managing Director and an executive group of the trustees, who meet approximately every six weeks between full meetings of the Trustees.

As at 31st March 2023, there were twelve regular paid staff, seven sessional staff as well as one volunteer.

Overview

The focus for this year has been to continue to stabilise the organisation and reinforce the staff team to ensure HealthLink360 is able to meet the new demands of the post pandemic world.

We have said goodbye to some longstanding members of our team but have been delighted to welcome new members. These include 2 new doctors on a regular basis providing a more robust service offering. We have grown our team of sessional (online) counsellors and psychologists to meet the demand of remote services. We have also increased our administrative capacity.

Our leadership has seen some changes over the year with our interim CEO, Martin Holt moving on in the summer of 2022. We are very grateful to Martin for all of his energy, drive and commitment to HealthLink360, he has made some incredible improvements, not least our vastly improved internet. We are grateful too for Kevin Reid's short time with us as CEO until December 2022. The team are very excited to have Nicki Davies-Jones join us in early June 2023. Some of our longstanding trustees have stepped down after longer than planned service terms. Our sincere thanks go to Graeme Williamson for his many years of service to HealthLink360, to Gordon Ness for his long service as our chair and to Barry Hughes for his invaluable support. New trustees have joined the team maintaining the broad range of skills and experience.

In an uncertain world we have seen a demand for services preparing workers heading to warzones to serve in many different capacities, including Mine Clearance and setting up and staffing hospitals.

The Caroline Hunter Bursary Fund

Over the years we have always tried to ensure our services are accessible to everyone even if they are unable to pay the full price. In view of this we have set up a bursary fund which offers significantly reduced costs for counselling and psychological therapy and is available to anybody who needs it. We have named this the Caroline Hunter Bursary Fund in memory of our colleague and dear friend.

Financial Review

With the pandemic behind us we have focused on recovery this year; rebuilding the staff team and updating our equipment. The demand for our Medical and Psychological services has been higher than ever, our Travel Clinic has begun to regrow but still has some way to go at 66% of the pre pandemic levels.

Costs continue to rise across most areas making budgeting more difficult than usual.

We have worked very hard to secure new funding but it has been a very challenging time. We are enormously grateful to our trusts and individual donors who have enabled us to meet the gap between the cost of providing our services and the income we are able to recover. The unpredictable recovery has meant we have made a loss this year of £11,927.

We have invested in a new ECG machine and vastly improved our internet connectivity with a Starlink Satellite dish. We have also replaced our aging boiler with a new energy efficient one which keeps us warmer and is a wee bit kinder to the planet. These are important investments to make and we are confident that this puts us on the right track with a first class staff team and everything needed to continue to provide an excellent service.

Risk management

The Trust is committed to breaking even financially on income and expenditure and has insurance to cover normal risks of operating. The relevant staff are covered by appropriate professional indemnity insurance.

Applications have been made for new Trust funding during the year and we await responses from these Trusts.

Reserves Policy

The charity has built its reserves in recent years, this year those reserves have been drawn on during a post Covid recover phase, and to improve and maintain our facilities but the charity intends to revert to its previous model of building reserves in the future. We aim to hold reserves of around three months operating costs.

Taxation

The charity is recognised as such by HMRC for taxation purposes. As such, the charity is exempt from corporation tax on its charitable activities.

Statement of trustees' responsibilities

The trustees (who are also directors of Healthlink360 for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.


The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent Examiner

David Jeffcoat BA FCCA of Alexander Sloan – Accountants and Business Advisers, was appointed as independent examiner for the year ended 31 March 2023.

30/8/2023

Approved by the Trustees on _____ and signed on their behalf by:


Ruth Milliken
Chairperson

Independent Examiner's Report to the Trustees on the Unaudited Financial Statements of Healthlink360 for the year ended 31 March 2023

I report on the financial statements of Healthlink360 for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein.

Respective responsibilities of Trustees and examiner

The charity's Trustees are responsible for the preparation of the financial statements in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 ("2005 Act") and the Charities Accounts (Scotland) Regulations 2006 (as amended) ("2006 Accounts Regulations"). The charity's Trustees consider that the audit requirement of Regulation 10(1) (a) to (c) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the financial statements as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

Basis of Independent Examiner's report

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeks explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the financial statements.

Independent Examiner's statement

In the course of my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in any material respect the requirements: to keep accounting records in accordance with Section 44(1)(a) of the 2005 Act, Regulation 4 of the 2006 Accounts Regulations; and to prepare financial statements which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

David Jeffcoat

David Jeffcoat, FCCA.
Partner
Alexander Sloan
Accountants and Business Advisers
1 Lochrin Square
92-98 Fountainbridge
Edinburgh
EH3 9QA

Date: 3/9/2023

Statement of Financial Activities
(including Income and Expenditure Accounts)
For the year ending 31st March 2023

	Notes	2023 Total Unrestricted Funds £	2022 Total Unrestricted Funds £
Incoming from:			
Donations	2	32,898	67,888
Income from Charitable Activities	3	227,575	134,560
Other Income	4	25	17,207
Total Income		260,498	219,655
Expenditure on			
Expenditure on Raising Funds	5	-	2,800
Expenditure on Charitable Activities	6	272,425	211,127
Total Expenditure		272,425	213,927
Net income for the year		(11,927)	5,728
Reconciliation of funds			
Total funds brought forward		327,750	322,022
Total funds carried forward		315,823	327,750

All results relate to continuing activities

The notes on page 9-13 form part of these financial statements

Balance Sheet
For the year ending 31st March 2023

	Notes	Total Funds (2023) £	Prior Year (2022) £
Fixed Assets			
Tangible Assets	11	260,874	253,220
Current Assets			
Stock		6,470	3,997
Debtors	12	13,109	15,053
Cash at bank and in hand		40,961	61,765
Total Current Assets		60,540	80,815
Liabilities			
Creditors: amounts falling due within one year	13	(5,591)	(6,285)
Net current assets or liabilities		54,949	74,530
Total Net Assets or Liabilities		315,823	327,750
Total Unrestricted funds of the charity		315,823	327,750

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the financial year ended 31 March 2023. The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The Trustees acknowledge their responsibility for:

- ensuring that the charity keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006, and
- preparing financial statements which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of its surplus for the financial period in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within part 15 of the Companies Act 2006.

The financial statements were authorised for issue on 30/8/2023 and signed on their behalf by:

 Chairperson  Trustee

Ruth Milliken

Company Registration Number SC392981

The notes on page 9-14 form part of these financial statements

Notes to the Financial Statements For the year ended 31st March 2023

1 Accounting policies

Charity information

HealthLink360 is a charitable company limited by guarantee incorporated in Scotland and a Scottish charity. The registered office and principal place of business is Elphinstone Wing, Carberry, Musselburgh, EH21 8PW.

Accounting convention

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Going concern

The financial statements have been prepared on a going concern basis. As well as generating fees, the charity is reliant on donations and fundraising to fund its activities. With unrestricted reserves at 31 March 2023 of £315,823 (2022 - £327,750) the Trustees are confident that sufficient funding will be in place to enable it to deliver its planned activities over the next twelve months.

Incoming resources

Income consists principally of payment for services and is recognised when the charity has entitlement to the income, receipt is probable and the amount can be measured reliably.

Donations are recognised when the charity has evidence of entitlement to the gift, receipt is probable and the amount can be measured reliably. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Resources expended

Expenditure is recognised when a legal or constructive obligation has been entered into and is charged directly to charitable expenditure or governance costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include costs linked to the strategic management of the charity.

Tangible fixed assets and depreciation

Tangible fixed assets are included at cost.

Heritable property is the Elphinstone Wing, Carberry, Musselburgh, EH21 8PW. The Trustees do not consider there to have been any impairment of the value of the property as stated in the balance sheet. The buildings are insured at an estimated full rebuilding cost and are maintained in a good state of repair.

Items of equipment with no residual value at the end of the financial year are written off in revenue in the year of purchase. Depreciation is provided on computer equipment, furniture and fittings and medical equipment at 25% using the reducing balance method.

Stock

Stock held is valued at the lower of cost or net realisable value in the ordinary course of operations.

Value Added Tax (VAT)

The charity is not registered for VAT and accordingly expenditure includes irrecoverable VAT where appropriate.

Debtors

Trade and other debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid after taking account of any discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

	2023	2022
	£	£
2 Donations		
General Donations	2,458	5,746
Donations – Trusts	24,300	58,550
Gift Aid Donations	6,140	3,592
	<u>32,898</u>	<u>67,888</u>
3 Income from Charitable Activities		
Medical	62,430	39,191
Psychological Services	62,470	33,967
Travel Clinic	82,185	44,113
Commercial Health Services	19,387	16,488
Sale of Goods	1,103	802
	<u>227,575</u>	<u>134,561</u>
4 Other Income		
Job Retention Scheme	-	17,206
Bank Interest	2	-
Sundries	23	-
	<u>25</u>	<u>17,206</u>
5 Expenditure on Raising Funds		
Fund Raising Consultant	-	2,800
	<u>-</u>	<u>2,800</u>
6 Expenditure on Charitable Activities		
Salaries	173,695	130,378
Medical & Lab	45,663	31,694
CGH Bursary Fund	771	755
Premises Costs	13,627	13,873
Motor & Travel Cost	316	75
Marketing	1,033	6,956
General Administration	25,925	20,352
Subscriptions	1,918	2,208
Bank Charges	2,258	1,415
Depreciation	4,272	1,721
Bad Debt Written Off	1,147	0
Independent Examiner's Fee	1,800	1,700
	<u>272,425</u>	<u>211,127</u>
7 Net income for the year		
Net income for the year is stated after charging:		
Independent Examiner's Fee	1800	1,700
Depreciation	4,272	1,721
	<u>6,072</u>	<u>3,421</u>

8 Staff Costs & Numbers

Gross Wages	164,211	125,793
Employer's NI	7,625	7,549
Employer's Pension Contributions	1,859	1,592
	<u>173,695</u>	<u>134,934</u>

The average number of employees during the year (headcount) 12 10

No employee received remuneration in excess of £60,000 in the year.

Key management remuneration, including gross wages, employer's national insurance and employer's pension contributions totalled £65,384 for the year (2022 - £81,516).

9 Trustees

There were no expenses reimbursed to trustees during the year (2022 - £nil) and no trustees received remuneration from the charity during the year. (2022 - £nil). Donations to the value of £250 (2022 - £830) were made by the trustees to the charity during the year.

10 Taxation

There is no charge to taxation as the company is regarded as being established for charitable purposes per section 505 of the Corporation Taxes Act 1988 and so is exempt from Corporation Tax

11 Tangible Fixed Assets

	Heritable Property £	Fixtures & Fittings £	Office Equipment £	Medical Equipment £	Total £
Cost					
At 01/04/2022	268,550	32,635	77,263	1,969	380,417
Additions in the year	-	5,976	3,350	2,600	11,926
At 31/03/2023	<u>268,550</u>	<u>38,611</u>	<u>80,613</u>	<u>4,569</u>	<u>392,343</u>
Accumulated Depreciation					
At 01/04/2022	20,493	32,541	73,160	1,002	127,196
Charge for the year	-	1,517	1,863	892	4,272
At 31/03/2023	<u>20,493</u>	<u>34,058</u>	<u>75,023</u>	<u>1,894</u>	<u>131,468</u>
NBV					
At 31/03/2023	<u>248,057</u>	<u>4,553</u>	<u>5,590</u>	<u>2,675</u>	<u>260,875</u>
At 31/03/2022	<u>248,057</u>	<u>94</u>	<u>4,103</u>	<u>968</u>	<u>253,222</u>

12 Debtors	2023	2022
	£	£
Trade Debtors	11,829	15,053
Prepayments	-	-
Accrued Income	1,280	-
	<u>13,109</u>	<u>15,053</u>

13 Creditors	2023	2022
	£	£
Trade Creditors	3,791	4,585
Accruals	1,800	1,700
	<u>5,591</u>	<u>6,285</u>

14 Liability of member

The company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1. As at 31 March 2023, there were 6 members.

15 Related party transactions

There were no related party transactions in the reporting year requiring disclosure.