

**Annual Report & Financial Statements for the year to
31 December 2021**

Government
of Jersey
Approved
Provider

Jersey Charity
Commission
no. 345

Regulated by
Jersey Care
Commission



Contents	Page
Message from the Chair	3-4
Report of the Chief Executive Officer	5
Report of the Trustees	
Objectives & Activities	6-7
Reference & administrative details	8
Structure & Management	9
Statement of Trustees' responsibilities	10
Risk Statement	11
Reserves Policy	12
Investment Policy	13
Financial Review	14
Audit report	15-17
Statement of financial activities	18
Balance sheet	19
Cash flow statement	20
Notes to the financial statements	21-32

Message from the Chair

As we all look forward to 2022, and hopefully the return to a lifestyle which more closely aligned to that which we were accustomed, I would once again like to take this opportunity to acknowledge the work and achievements of everyone who has been part of, supported and interacted with the teams at Family Nursing and Home Care (FNHC).

To continue to deliver services directly to our community, to some of the most vulnerable people on the island, applying the level of commitment and bravery as our nurses and teams have done in the face of all of the circumstances thrown at us all over 2021, clearly demonstrates what an amazing organisation this is and how we is built of the skills, resolve and expertise of the nursing teams.

FNHC commits to providing the best working environment possible with support across the services to support our teams in their personal development and their individual health and wellbeing. For a second consecutive year our teams are fully staffed, which is an extraordinary situation in the healthcare sector in normal times – let alone in the period of the recent pandemic.

As has always been the case, the focus of caring and responding to the needs of the people we look after in their own homes has always remained at the forefront of our services and working to support our teams, as I and my fellow Trustees do, remains one to the most rewarding things we have ever done.

The quality of the services our team's deliver directly into our community serves to demonstrate how central the role of FNHC to the safe and effective establishment of the Jersey Care Model (JCM). FNHC has delivered, for over 110 years, the highest quality of care to the Jersey community in a version of a "person-centred care system" of which the JCM is one. In fact, our organisation is probably the primary healthcare provider in the community care sector reaching across all ages from; pre-birth, to children and school services, adult services and end-of-life support and interacting, as it does, with everyone on the island. We have a long history of working with all other providers within the care sector and will continue to do so under our strategic goal of being the partner of choice.

In 2022 and further into the future, FNHC is committed to working with all our partners to help develop a modern person-centred community care model to ensure all islanders benefit from the best quality of care delivered by the right people, in the right place and at the right time. The evidence clearly shows that people prefer receiving treatment at home when they can and it is safe to do so, and that the outcomes are far better when this is enabled by the system. Put simply, that is what we do.

We will continue to, work with the teams within the Government of Jersey, our professional partners within the community and the hospital and with all our friends and colleagues in the community care to ensure that the care people meet the exacting standards we set for ourselves and which the public of Jersey rightly expect.

On behalf of the Board of Trustees, I would like to take this opportunity to thank a number of people and supporters.

Firstly, I would like to thank our Patrons – Lady Dalton and the Bailiff Tim Le Cocq. Once again, public engagements and fundraising events have been limited this year. Looking forward, our fundraising team is working hard on some events we look forward to enjoying your continued support.

As with many charities on the island, our Board of Trustees is an honorary body, and each member gives their time and expertise freely and generously. We are now old hands at managing online meetings but it has been a delightful start getting together during 2021 and meeting face to face. As useful as virtual meetings are, there really is nothing like getting together and having a detailed and robust discussion about items in front of the organisation at any given time. It helps the Trustees carry out their roles as guardians of FNHC, to challenge the executive team as needed and, more importantly, to understand and support the needs of the organisation. I would like to thank everyone for their support on numerous projects this year and encourage anyone who is considering how they can make a real difference to our community to contact us to find out more about joining our Board of Trustees.

I would also like to thank our Chief Executive Officer – Rosemarie Finley, our Finance Director – Elaine Walsh, our Director of Governance (DG), Judy Foglia and Clare White who has been acting up into the DG role for the latter part of 2021. Together with our nursing Team Leaders – Tia Hall, Michelle Cumming, Clare Stewart and Teri O'Connor - the leadership and support they provide for our teams is hugely beneficial and their commitment and purpose speaks greatly of the organisation.

I would also like to take this opportunity to thank Bronwen Whittaker who stepped down as our CEO in September 2021. Bronwen joined the organisation in March 2018 and it was always apparent how deeply she cared for FNHC, its culture and the teams who she worked with. Throughout her time in this key role she committed herself with great energy and zeal; bringing her expertise across all aspects of the organisation's services and structures during a period of great change and substantial challenges. FNHC is a much healthier as a result of Bronwen's efforts and as we look forward to the future, we do so with that of a strong and resilient organisation.

On a final note, it is not often recognised that FNHC is foremost a charity which has been providing care to islanders since 1907. As with all charitable organisations, 2020 and 2021 have been highly challenging years. On behalf of the Trustees and everyone at FNHC, I would like to thank everyone who supports our charity. Support comes in a wide range of ways ranging from a kind letter or acknowledgement thanking our nurses for their work in these difficult times to a donation or legacy gift. It is all very much appreciated, and we promise you it is a great support to us all in our activities and work for our community.

Phil Romeril

Chair

Report of the Chief Executive Officer

2021 has of course been hugely overshadowed by the global Covid-19 pandemic. It has been one of FNHC's busiest years ever as we provided care to over 34,000 islanders supporting them to start well, live well and age well. The pandemic has really shone a light on the importance of working together with our partners in the charitable sector and those in the Government of Jersey to maintain our essential services for the local population (it is easy to say working in partnership but it is not always easy to do). We are determined that our services will be provided in partnership because only then will islanders get the best outcomes. As we all know, best outcomes don't just happen, we all have to work hard and work together to carefully plan and achieve them. The Jersey Care Model is a great plan and we look forward to the co-production of innovative solutions that will bring health improvements for islanders.

I would like to take this opportunity to thank all the staff for their hard work and commitment during this last year. There is no doubt that our staff were working under very difficult circumstances, yet each day, we saw incredible examples of courage, dedication and compassion, as teams worked together to ensure that the needs of their patients and clients have been met. It has been a privilege to be leading Family Nursing and Home Care and to be working with such incredible people. We are extremely proud of the response of all our teams in stepping up to the challenges the year has presented. Every single member of staff deserves to be applauded for their efforts. Thank you, thank you thank you. We have rewarded staff with additional 2 days leave in 2022 and a small financial bonus but this is just a small gesture of thanks and we can never truly thank them enough.

We really appreciate the generosity of all of you who have donated money, gifts and support to our Charity. It means so much and it is a real boost to us all when we share news of donations to the FNHC team. Donations make a big difference to our services and help us to provide the very best for our patients and clients. Please help us to spread the word about FNHC so that we can grow our network of supports. We have a lot of innovations and developments that we are eager to explore and co-develop. We are always looking for any opportunities to join public groups, corporations, sponsors other charities etc. to talk to them about our work and to listen to their ideas about how we can improve health and wellbeing outcomes for islanders.

We have a very exciting future ahead of us as and we are ambitious to be the best. We want FNHC to be an even better place to work and to receive care from. We know that we can serve islanders more effectively by ensuring that we are a learning organisation, participating in research and basing our care on best practice whilst working with our patients to understand what care they want and how they want it delivered. We are committed to bringing real health and wellbeing benefits to all islanders and will be courageous in our endeavours to do so.

Thank you for supporting us as we continue on our journey together.

Rosemarie Finley
Chief Executive Officer

Activities & Objectives

Family Nursing & Home Care (FNHC) has existed in Jersey for over 110 years. Our origins are closely linked to the Queens Nursing Institute, with the organisation being instrumental in delivering care and also as the first community nursing service on the Island. Throughout our work, the charity has established strong links within the local community and the Parishes of Jersey; and is committed to providing high quality integrated nursing and home care within the community to support islanders to start well, live well and age well. Family Nursing & Home Care raises money through donations, fundraising activities and legacies and we are contracted by the Government of Jersey for the provision of services.

We provide expert antenatal and parental care and we support children, young people, families and the members of our community who need healthcare or support in their homes. Our Services range from the Baby Steps programme, Community Children Nursing, School Nursing, District Nursing, Health Visiting, Home Care, Rapid Response and Reablement, Palliative Care and End of Life Care.

Kindness is a priority: to our patients, clients, partners and each other. Our nurses and colleagues work with islanders to understand their needs, applying our expertise to deliver the best possible care with dignity at the core of our service. We have the courage to do things differently and strive to provide innovation and new levels of care to the community.

FNHC is passionate about delivering care that makes a real difference to people lives and we believe that everyone deserves the best health care and support possible. It is our intention to continue to grow and develop all areas of our organisation to enable us to meet the needs of islanders now and in the future.

To achieve this we rely on our charitable work and the generosity that we receive from Islanders, that allows us to direct the care where it is needed most.

FNHC is a close-knit organisation with over 170 staff members. It has a truly friendly and supportive culture, which is strongly embedded within our mission, vision, values and success indicators.

Our **mission** is to ensure the best community health care possible is provided to each Islander to support them to start well, live well and age well.

Our **vision** is;

- to be the Islands' leading nursing and care service in the community,
- provide services that allow individuals to be cared for and remain at home,
- our care will be compassionate and excellent to enable islanders to live their life as fully as possible,
- develop and improve ourselves to ensure individuals receive the best care for their needs.

Our **values**, extended from the 6Cs of nursing are;

- to show kindness,
- to be courageous,
- to care,
- to be compassionate,
- to be committed,
- to always provide the best possible.

Our **indicators of success** are;

- Safe - clinical safety, quality assurance,
- Care - delivering high quality care with dignity and respect,
- Well led - strong clinical leadership and competent workforce,
- Responsive - enhanced partnership and collaboration,
- Effective - making every contact count, internally and externally.

Although 2021 continued to be impacted by the global pandemic, we continued to provide services in the community with some adaptation. Some key achievements for the charity during the year are outline below.

Through partnership working with Government of Jersey and other community services providers a review of the services began in 2021 to ensure alignment to and future development for Jersey Care Model - the development work will continue through 2022/2023.

FNHC began to deliver a new Overnight Nursing service in April 2021 and in December 2021 started to develop a discharge service which would provide Home Care for patients who needed care on those initial days when leaving hospital. Both services are key developments in the future Jersey Care Model which FNHC is proud to be involved in.

A full review of our Home Care service was completed, looking at the provision of this services on a needs basis with a focus on improved communication to clients. To ensure the service is sustainable, a pricing increase was implemented in July 2021 as it has been five years since the pricing had been adjusted. A clear progression plan was developed for our carers ensuring development opportunities for all. FNHC has been recruiting into this services to enable us to reach more Islanders and we have also supported the Government of Jersey's Help at Home scheme focussed on recruiting into the sector.

Our services above are regulated by the Jersey Care Commission (JCC) and were inspected in 2021. The reports will be available on the JCC website once published.

Our Child Accident Prevention Jersey partnership successfully continued to deliver in 2021, included the return of the Safety in Action programme covering the delivery of awareness sessions focussed on a large range of safety topics, communicate in a child friendly manner (face to face and through comics) and delivered to over 4,375 children across the island.

Fundraising was impacted by the cancellation of some events; however we successfully ran our annual Golf Day and autumn Ball. The Draw Club was another sell out throughout the year and we continue with the Members programme (which will be replaced in 2022 following an update of the constitution that was approved at an Extraordinary General Meeting in November 2021). Looking forward to 2022, FNHC aims to develop further income generation from corporates, events, payroll giving and the return of flagship events such as the Colour Festival. To support this objective and to develop the awareness of FNHC, external media support has been appointed which will support and enhance Islanders knowledge of services provided by the charity and awareness for development needs within community care on island.

Corporate functions (including Executive Office, HR, Finance, Governance and other Operational Support) are at the heart of supporting our front line teams. Key achievements during the year were the continued update of polices and procedures, enhanced incident reporting and an optimised safety management system to include implementation of electronic risk, audit and asset registers for all of our teams.

New premises was opened in 2021, The Philip Gower Foundation kindly provided the building space for three charities and Pip's place was opened by the Lieutenant Governor Stephen Dalton and Lady Dalton on October 2021. Facilities for FHNC's use include sensory room on the ground floor and a large space for children's group sessions plus shared training and meeting rooms.

Caring for our team is key to the delivery of services, aligned to our mission and values. We recruit against these values and embed them into all of our policies, operational plans, personal development plans and staff engagement sessions. We measure this through our annual staff survey and our quarterly staff meetings building action plans on the feedback received. There is also a monthly Wellbeing group where representatives from each team discuss, request and suggest improvements to how we work and organise social events.

Although we continue to operate in a challenging recruitment environment in the Jersey care industry FNHC continues to attract and retain top talent across all of our teams, clinical and corporate functions. We offer excellent training opportunities for staff to continue their learning and development journey well above the mandatory requirements for each role and we will continue to expand the offering through 2022.

Reference & Administrative Details

Charity Name	Family Nursing & Home Care (Jersey) Incorporated
Charity Number	345 (Jersey Charity Commission registration number)
Jersey Care Commission	Regulated and inspected by the Jersey Care Commission
Association of Jersey Charities	115 registered number
Jersey Financial Services Commission	RBN29676 registration number
Jersey Gambling Commission	CP-1906-22 permit number
Principal Office Address	Le Bas Centre, St Saviour's Road, St Helier, Jersey, JE2 4RP
Telephone Number	(01534) 443600
Email Address	enquiries@fnhc.org.je
Website	www.fnhc.org.je

Charity Patrons

Lady Dalton
 The Bailiff of Jersey, Mr. Timothy Le Cocq

Committee of Trustees who held office during the year ended 31 December 2021

Name	Position	Appointed	Resigned	Reappointed	Term
Phil Romeril	Chair	2018 AGM	2021 AGM	2021 AGM	3 years
Lara Haskins	Honorary Treasurer (to 01.04.2021)	2018 AGM	2021 AGM	2021 AGM	2 years
David Ogilvie	Vice Chair	2018 AGM	2021 AGM	2021 AGM	1 years
Peter Wright	Honorary Treasurer (from 01.04.2021)	2018 AGM	2021 AGM	2021 AGM	2 year
Paul Harben		2018 AGM	2021 AGM	2021 AGM	1 year
Philip Cameron Taylor		2018 AGM	2021 AGM	2021 AGM	1 year
Natasha Le Dain-Cyplès		2018 AGM	2021 AGM	2021 AGM	1 year
Gary Vibert		17.10.2019	2021 AGM		-
Anne Audrain		17.10.2019	2021 AGM	2021 AGM	1 year
Christine Blackwood		2021 AGM			1 year

Senior Management Team

Chief Executive Officer

Rosemarie Finley RGN, RHV, BA (hons), MHM - appointed 01.07.2021

Bronwen Whittaker RGN, RHV, BSc, MSc - resigned 23.09.2021

Finance Director

Elaine Walsh FCMA, CGMA, BA Economics - appointed 08.02.2021

Director of Governance and Care

Judy Foglia RGN, ONC 219, ENB 941/978, C&G 7307, Dip Research Methods, PGcert Health Care Practice

Claire White RN, DIP HE, BSC (Hons), PG Cert

Operational Lead - Adult Services

Tia Hall RGN, RSCN, RHV, BA (Hons)

Operational Lead - Out of Hospital Services (Rapid Response & Reablement Team)

Clare Stewart RGN, Dip He Nursing, Bsc (Hons), NMP, MSc Advanced Healthcare Practice

Operational Lead - Child & Family Services

Michelle Cumming RN, BA Community Nurse Specialty (Health Visiting)

Auditors

Alex Picot

Chartered Accountants

1st Floor, The Le Gallais Building

6 Minden Place

St Helier

Jersey JE2 4WQ

Bankers

Lloyds Bank International Ltd

9 Broad Street

St Helier

Jersey JE4 8NG

Investment manager

Quilter Cheviot

4th Floor

28-30 The Parade

St Helier

Jersey JE4 8TE

Structure, Governance & Management

Incorporation & principal activities

The Charity is incorporated under the Family Nursing Services and Jersey Home Helps (Amalgamation) (Jersey) Law 1993 (the "Law") which was sanctioned by Order of Her Majesty in Privy Council on 27 October 1993.

The Charity is governed by its Rules and Constitution which may not be altered without the consent of the Jersey Royal Court in accordance with the provisions of the "Loi (1862) sur les Teneures en Fideicommiss et L'Incorporation d'Associations".

Trustees and Officers

All new Trustees and Officers receive an induction to the Charity including an introductory pack of key documents, individual time with the Chairman and induction meetings with key personnel. Trustees are provided with learning and development support as and when deemed necessary and participate in an off-site development program each year focusing on a relevant topic.

There is an open procedure which invites applicants to become Trustees or Officers. Applicants are interviewed through a formal recruitment process and are then elected by members at the Annual General Meeting.

The Board of Trustees has appointed separate sub committees to oversee Finance and Governance & Clinical matters. During the year ended 31 December 2021 the Board of Trustees met 4 times (2020: 4), the Finance sub committee met 4 times (2020: 4) and the Governance & Clinical sub committee met 4 times (2020: 4).

The table below sets out the attendance at the Board of Trustees and sub committee meetings by the relevant members. Attendance noted against a lower number of meetings than the totals set out above is due to the individual not being a Trustee or sub committee for the full financial year.

Name	Governance & Clinical		
	Board of Trustees	Finance Sub Committee	Sub Committee
Phil Romeril	4 of 4	-	-
Lara Haskins	4 of 4	1 of 4	1 of 4
David Ogilvie	2 of 4	-	-
Peter Wright	4 of 4	4 of 4	-
Paul Harben	4 of 4	4 of 4	-
Philip Cameron Taylor	3 of 4	-	-
Natasha Le Dain-Cyples	1 of 4	-	-
Gary Vibert - resigned 10.02.2021	0 of 4	-	1 of 4
Anne Audrain	3 of 4	-	4 of 4
Christine Blackwood	2 of 4	-	2 of 4

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and the Statement of Recommended Practice (SORP) and the Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the statement of financial activities for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently,
- comply with the methods and principles of the Charities SORP,
- make judgements and accounting estimates that are reasonable and prudent,
- prepare financial statements on the going concern basis unless it is inappropriate to presume the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statement comply with relevant requirements. They are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees confirm that:

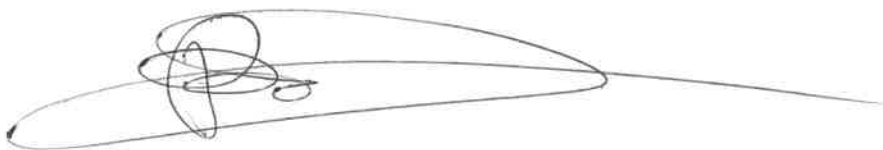
- to the best of their knowledge, there is no relevant audit information of which the auditors are unaware; and each trustee has taken all the steps that they ought to have taken as a trustee in order to make themselves
- aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

This report has been approved by the Trustees on 28 March 2022, and is signed as authorised on its behalf by:

Phil Romeril, Chair of Committee of Trustees

Date:

28/3/22



Risk statement

The Trustees of the Charity have governance responsibility of the Charity and all the services it provides. The Chief Executive and the senior leadership team manage the operation of the services. A risk management policy governs the identification and management of operational ongoing risks, with the Governance team providing day to day support on all aspects of risk management.

Trustees place reliance on the external audit of the financial statements (to provide assurance that the financial statements are true, fair and free from material misstatement), regular care inspections that are performed by the Jersey Care Commission, ongoing internal audits and incident reporting process.

Identified risk are noted on a risk register and reviewed at Governance sub committee and any corporate risks above an agreed rating are reported to the Trustees Committee.

The following are main categories of risk identified within the Charity:

- Clinical Risk
- Health and Safety
- Human Resources
- Financial Risk
- Legal
- Political

The Trustees consider that these risks are acceptably managed, and are committed to further development of risk management policies and procedures in line with best practice.

Reserves Policy

Reserves may be classified in the following funds:

- (i) Unrestricted funds;
 - (a) Unrestricted funds;
 - (b) Designated funds; and
- (ii) Restricted funds.

Unrestricted funds

Unrestricted funds is a legal term for the unexpended resources held by a charity on trust, comprising money and other assets that can be used for any of the charitable aims of the Charity. The use of unrestricted funds is not restricted to any particular charitable purpose of the charity. They are expendable at the discretion of the Trustees in furtherance of the Charity's objects. Unrestricted funds may be earmarked for specific projects and designated as a separate fund. The designation has an administrative purpose only and does not legally restrict the Trustees' discretion to apply the funds.

Designated funds

Designated fund is a portion of the unrestricted funds of the reporting charity that has been set aside for a particular purpose by the trustees.

Funds for specific projects are proposed to be designated by the finance sub committee. Proposed designations must be presented to the Trustees for final consideration. If approved, funds will be transferred from the unrestricted fund to designated funds accordingly.

Designated funds may be re-classified as unrestricted funds should there be a surplus to requirement for a specific project, or if the project in question is no longer being implemented. The sanction of the main Trustees is required to re-classify funds.

During 2021 the Trustees decided to reclass historical property fund as there is no planned project to use this fund in the medium term and Jersey Property Holdings confirm the use of current property over this timeline.

Restricted funds

Restrictions are placed on income and any surplus reserves upon which restriction remain until reserves are spent. It is not reasonable to have negative restricted reserves at year end even if additional restrictive income is expected in subsequently year as they are restricted on actual income received. Any negative restricted reserves must be transferred to unrestricted and the specific reserve closed.

Each restricted fund is held and maintained separately from other funds. This is in line with the purpose under which the resources were originally received. The restrictions on these funds determine the way they are subsequently to be used.

During 2021 a review of restricted funds was undertaken and presented to the Trustees. It was agreed that contracts with the Government of Jersey do not meet the criteria of restricted income and therefore it has been decided to reclassify this income and reserves in the 2021 financial statements as unrestricted funds. Any surplus from prior periods have been transferred from restricted reserves to unrestricted reserves.

Investment Policy and Objectives

The Charity appoints an external firm of investment managers to manage its investment funds. The overarching investment objective is to create income without undue risk to overall capital values, set at low to medium risk tolerance - this is reviewed annually.

The Charity excludes investment in companies or assets in the categories of alcohol, armaments, pornography or tobacco and human rights.

In 2021 the Trustees decided that income would be reinvested in the fund going forward, previously income was withdrawn from the fund. In addition it was decided, the funds from sale of property during the year were invested in the fund.

As at 31 December 2021 the Charity's investment portfolio was valued at £5,062k (2020: £3,942k) and had a return of 6.3% in the period.

Financial Review

Income from charitable activities has increased to £9,027k (2020: £8,748). Income from the Health and Community Services Department of the Government of Jersey ("HCS") increased to £8,495k (2020: £8,067k) mainly due additional service undertaken on behalf of HSC during the year.

The previous contract with HCS expired on 31.12.2020 and was extended for a further 12 months to 31.12.2021. Looking forward HCS have further extended the contract to 31.12.2022.

Income from Home Care was £270k in 2021 (2020: £347k). The development and growth of Home Care services provided by FNHC remains a priority for the organisation enabling us to support and care for the most vulnerable in the community. It is our ambition to continue to expand this service by attracting high quality employees and supporting them with an excellent induction programme and ongoing training opportunities in line with our strategic intention to become the employer of choice.

Donations and legacies have increased during the period from £361k in 2020 to £707k in 2021 and income from other fundraising activities increased from £143k to £168k.

Net income and expenditure before the impact of investment gains were £183k in 2021 compared to net incoming gains of £164k in 2020.

In 2021 our investment portfolio saw net gains of £221k compared to gains of £204k in 2020 and overall net income and expenditure after including investment gains were £384k (2020: £498k).

During the period the sale of property was completed which had been revalued in the previous year to the sale price. A £20k loss on sale of the property during the current year incurred due to costs in relation to the property sale which was completed in March 2021. The Trustees agreed to the investment of the funds received from the property sale in the Quilter Cheviot portfolio. This has partially driven the increase on the value of the investment portfolio to £5,062k as at December 2021 (2020: £3,942k).

Designated reserves held at the start of the year of £2,158k, being £2,122k in a property fund and £36k for clinic developments, have been released to unrestricted reserves following a decision on the utilisation of these reserve funds by the Trustees.

Restricted reserves have decreased in 2021 as a result of a review of Health & Community Services contracts undertaken in 2021 after the Trustees concluded the main contract for services provided are not restricted in nature per the Charity SORP and therefore should be classified as unrestricted. The review also concluded that the contract for High Cost Package of Care is correctly classified as restricted funds by the terms of the contract in place and therefor remain restricted.

Total reserves have increased to £7,850k (2020: £7,466k) of which £331k is restricted (2020: £967k). A full analysis of reserves can be found in Note 15 in these financial statements.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
FAMILY NURSING AND HOME CARE (JERSEY) INCORPORATED**

Opinion

We have audited the financial statements of Family Nursing and Home Care (Jersey) Incorporated (the "association") for the year ended 31 December 2021 which comprise the Statement of Financial Activities, Balance sheet, Cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation are the United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- have been properly prepared in accordance with United Kingdom Accounting Standards;
- give a true and fair view of the state of the association's affairs as at 31 December 2021 and of its results for the year then ended.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the association in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the committees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the association's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the committees' with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The committee are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
FAMILY NURSING AND HOME CARE (JERSEY) INCORPORATED
(CONTINUED)**

Responsibilities of the committee

As explained more fully in the committee's responsibilities statement set out on page 8, the committee are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the committee are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud:

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

During our audit we assessed the risk of material misstatement of the financial statements as a result of non-compliance with relevant laws and regulations (irregularities), including fraud. Based on our understanding of the entity and its environment, together with discussion with senior management where appropriate, we were able to identify those laws and regulations which would have a direct effect on the financial statements as well as those which may have an effect on amounts in the financial statements, for instance through the imposition of fines or litigation. These included, but were not limited to the associations' Rules and Constitution, as well as general legislation applicable to a business operating in the medical sector in Jersey, such as Data Protection requirements, Health Care (Registration) (Jersey) Law 1995, Employment Law, and Health and Safety Regulation. The risks arising from these laws and regulations were discussed amongst the audit engagement team, including consideration as to how and where fraud might occur.

Based on our assessment, the Engagement Partner ensured that the audit engagement team was composed appropriately with suitable competence and capabilities in order to allow identification and recognition of non-compliance with laws and regulations. The risks identified were communicated to all engagement team members who remained alert during the course of the audit for any indication of irregularities, including fraud.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
FAMILY NURSING AND HOME CARE (JERSEY) INCORPORATED
(CONTINUED)**

Auditor's responsibilities for the audit of the financial statements (continued)

Our procedures in response to the risks identified included the following:

- Enquiry of management, including consideration of known or suspected instances of non-compliance with laws and regulation or fraud;
- Review all available minutes of meetings held by those charged with governance;
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- In common with all audits carried out under the ISAs(UK), we carried out procedures in response to the threat of management override, including those considering the appropriateness of journal entries and judgements made in making accounting estimates;
- Review for any changes to activities which the entity undertakes;

There are inherent limitations in the audit procedures above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. In addition, the risk of not detecting material misstatement due to fraud is higher than detecting one resulting from error, as fraud may involve deliberate concealment by, for example forgery, collusion or intentional misrepresentations. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the association's members, as a body, in accordance with our engagement letter. Our audit work has been undertaken so that we might state to the association 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 association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

6 April 2022


Chartered Accountants

Family Nursing & Home Care (Jersey) Incorporated
Statement of Financial Activities
For the year ended 31 December 2021

	Note	Unrestricted £000s	Designated £000s	Restricted £000s	2021 £000s	Unrestricted £000s	Designated £000s	Restricted £000s	2020 £000s
Income from:									
Donations & legacies	4a	655	-	52	707	247	-	114	361
Charitable activities	4b	8,792	-	235	9,027	378	-	8,370	8,748
Other fundraising activities	4c	162	-	6	168	130	-	13	143
Income from investments	4d	68	-	-	68	72	-	-	72
Total income		9,677	-	293	9,970	827	-	8,497	9,324
Expenditure on:									
Costs of generating funds									
Raising Funds	5a	383	-	6	389	231	-	131	362
Charitable activities	5b	9,136	-	262	9,398	568	-	8,230	8,798
Total expenditure		9,519	-	268	9,787	799	-	8,361	9,160
Net gains on investments	6	221	-	-	221	204	-	-	204
Revaluation on Property		-	-	-	-	130	-	-	130
Loss on sale of Property	10	(20)	-	-	(20)	-	-	-	-
Net income / (expenditure)		359	-	25	384	362	-	136	498
Gross transfers between funds	15	2,819	(2,158)	(661)	-	-	-	-	-
Net Movement in Funds		3,178	(2,158)	(636)	384	362	-	136	498
Funds brought forward at 1 January		4,341	2,158	967	7,466	3,979	2,158	831	6,968
Funds carried forward at 31 December	15	7,519	-	331	7,850	4,341	2,158	967	7,466

All income and expenditure for the current and prior year derives from continuing operations.

The notes on pages 21 to 32 form a part of these financial statements.

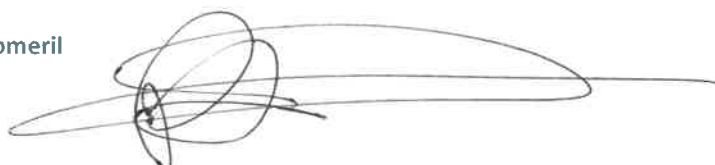
Family Nursing & Home Care (Jersey) Incorporated
Balance Sheet
As at 31 December 2021

	Note	2021 £000s	2020 £000s
Fixed Assets			
Tangible assets	10	-	930
Investments	11	5,062	3,942
		<u>5,062</u>	<u>4,872</u>
Current Assets			
Stocks		23	21
Debtors	12	649	307
Cash and cash equivalents at bank and in hand	13	12,006	7,105
		<u>12,678</u>	<u>7,433</u>
Creditors: Amounts falling due within one year	14	9,890	4,839
Net Current Assets		<u>2,788</u>	<u>2,594</u>
Net Assets		<u>7,850</u>	<u>7,466</u>
Charitable Funds			
Unrestricted income fund			
General unrestricted income fund	15	7,519	4,341
Designated fund	15	-	2,158
		<u>7,519</u>	<u>6,499</u>
Restricted income fund	15	331	967
Total Funds		<u>7,850</u>	<u>7,466</u>

The notes on pages 21 to 32 form a part of these financial statements.

Approved and authorised for issue by the Trustees on 28th March 2022 and signed on its behalf by:

Phil Romeril



For and on behalf of Family Nursing & Home Care (Jersey) Incorporated

Family Nursing & Home Care (Jersey) Incorporated
Cash flow statement
For the year ended 31 December 2021

	Note	2021 £000s	2020 £000s
Cash flows from operating activities			
Net income for the financial year		384	498
Adjustments for:			
Revaluation of Property		-	(130)
Net gain on investments		(221)	(204)
Deposit interest and investment income receivable		(68)	(72)
Decrease / (increase) in stocks		(2)	2
Decrease in debtors		(342)	105
Increase in creditors		5,051	2,846
Net cash generated from operating activities		<u>4,802</u>	<u>3,045</u>
Cash flows from investing activities			
Deposit interest received	4d	-	8
Dividend and coupon income received	4d	68	64
Receipts from sales of tangible asset	10	910	-
Payments to acquire fixed asset investments	11	(1,700)	(1,830)
Receipts from sales of fixed asset investments	11	821	1,960
Net cash from investing activities		<u>99</u>	<u>202</u>
Increase in cash in the year - refer to note a. below		<u>4,901</u>	<u>3,247</u>
Cash and cash equivalents at beginning of the year		7,105	3,858
Cash and cash equivalents at end of the year		<u>12,006</u>	<u>7,105</u>
			31
	At 1 January		December
	2021	Cash flows	2021
	£000s	£000s	£000s
a. Components of cash and cash equivalents			
Cash	6,847	4,881	11,728
Cash with broker	258	20	278
	<u>7,105</u>	<u>4,901</u>	<u>12,006</u>

1 General Information

Family Nursing & Home Care (Jersey) Incorporated is an Charity, formed in Jersey. The Charity's principal place of business is Le Bas Centre, St Saviour's Road, St Helier, Jersey, JE2 4RP.

The Charity provides expert antenatal and parental care and supports children, young people, families and the members of the community who need healthcare or support in their homes. Services range from the Baby Steps programme, Community Children Nursing, School Nursing, District Nursing, Health Visiting, Home Care, Rapid Response and Reablement, Palliative Care and End of Life care. The Charity raises money through donations, fundraising activities and legacies and contracts with the Government of Jersey for the provision of services.

2 Accounting Policies

a. Basis of preparation of financial statements

These financial statements are prepared under the historical cost convention, as modified by the inclusion of investments at market valuation and tangible fixed assets at valuation, and in compliance with the Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 ("the FRS102 SORP").

The following principal accounting policies have been applied:

b. Income

Income, including donations, legacies, home care services, investment income and rental income, is recognised in the period in which the Charity is entitled to receipt, where the amount can be measured with reasonable certainty and to the extent that it is probable that the economic benefits will flow to the Charity. Interest income is recognised in the Statement of Financial Activities using the effective interest method.

Recognition of legacy income is dependent on the type of legacy, with pecuniary legacies recognised when notification is received and residuary legacies when the final accounts under the will are received. Reversionary legacies are not recognised during the lifetime of the original beneficiary under the will. Freehold land and buildings received by way of legacy are generally held for resale with the resultant funds being made available to the Charity at the Trustees' discretion or in accordance with any restrictions. Their value is included in the Statement of Financial Activities in compliance with the recognition of income.

The Charity has contracts with Health & Community Services Department of the Government of Jersey which has been disclosed in Note 4b), Income - Charitable Activities (Health & Community Services and High Cost packages), the current contract has been re-extended to 31 December 2022 whilst a new contract is agreed aligned to the Jersey Care Model. The funding is reviewed on an annual basis and paid in equal instalment through the year which is recognised in the period in which received as the services are provided.

Donated services and facilities - The Charity is supported by the Health & Community Services Department of the Government of Jersey through the provision of administrative services in relation to payroll, paying agent and information technology support. No monetary value has been recognised in these financial statements in relation to the benefit derived from these donated services. There is no net impact on the Statement of Financial Activities as an equal expended resource amount would be applied in accordance with the SORP.

Charity benefits from the donated use of Le Bas centre from Jersey Property Holding for which an amount has been recognised in the financial statements for the donation income and rental expense.

The Charity provides Home Care services and the income is recorded monthly in line with the invoicing process for these services.

c. Raising funds

Costs of raising funds comprise the costs incurred in fundraising and portfolio management costs charged by the Charity's investment manager. Fundraising costs include the costs of advertising, producing publications, printing and mailing fundraising material, event organisation, staff costs in these areas, and an appropriate allocation of central overheads.

d. Charitable activities

Charitable expenditure is analysed between key activities undertaken by the Charity, Health & Community Services contracts and Home Care and each of these reported activities include the direct costs of providing the required services.

e. Allocation and apportionment

Shared and support costs are allocated to specific activities or departments within the Charity are apportioned on an estimated time spent basis between Raising Funds and Charitable Activities categories.

f. Tangible fixed assets

Freehold land and buildings are included in the Balance Sheet at market value and revalued at least every five years.

g. Investment fixed assets

Listed investments are included in the Balance Sheet at market value. The value includes interest accrued on fixed interest stocks. Realised gains or losses on sale of investments and unrealised gains or losses on revaluation of investments are credited or charged to the Statement of Financial Activities and disclosed under net gains / (losses) on investments.

h. Stocks

All stocks are valued at the lower of the weighted average cost and the net realisable value.

i. Debtors

Debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method, less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases, the receivables are stated at the cost less impairment losses for bad and doubtful debts.

j. Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalent are highly liquid investments that mature no more than three months from date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

k. Creditors

Short term creditors are measured at their transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

l. Depreciation

It is the policy of the Charity to maintain buildings in good repair, the cost of maintenance and improvements being charged through the Statement of Financial Activities. Financial Reporting Standard 102 requires that depreciation be charged on all fixed assets, excluding land. No depreciation has been provided on the value of buildings as any charge to depreciation is considered immaterial. In accordance with the requirements of the Standard the carrying value of each property is reviewed against its market value and where appropriate an impairment made.

Fixed assets other than freehold property are not capitalised but are charged in full through the Statement of Financial Activities in the year of acquisition.

m. Foreign currencies

Transactions denominated in foreign currencies are translated at the rate of exchange prevailing at the time of the transaction. Foreign currency balances are translated at the rate of exchange prevailing at the Balance Sheet date. Foreign exchange gains and losses are credited or charged to the Statement of Financial Activities and disclosed under Other Recognised Losses.

n. Pension scheme

The Charity is an Admitted Body of the Public Employees Contributory Retirement Scheme ('PECRS') and Public Employees Pension Scheme ("PEPS") which are both administered by the States of Jersey. All permanent employees of the Charity were previously eligible to participate in either PECRS, or PEPS if they joined the organisation after 1 January 2016. Changes to the eligibility criteria came in to force at the end of August 2017 and those employees who are no longer eligible to participate in PECRS or PEPS were able to participate in individual defined contribution scheme with effect from January 2018.

o. Operating leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

3 Judgements in applying accounting policies and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described in note 2, the Trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

4 Income

a) Donations & legacies

	Unrestricted	Designated	Restricted	2021			2020		
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	
Donations	197	-	41	238	67	-	113	180	
Legacies	437	-	-	437	155	-	-	155	
Grants	21	-	11	32	25	-	1	26	
	655	-	52	707	247	-	114	361	

Included in donations, is an amount of £125,000 representing year 1 donation of Le Bas office space for the employees of Family Nursing & Home Care made by Jersey Property Holdings. Jersey Property Holdings who own and manage the property and provided the valuation amount. Donation expected to continue for 5 years.

b) Charitable activities
Charitable income

	Unrestricted	Designated	Restricted	2021			2020		
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Health & Community Services	8,495	-	-	8,495	-	-	8,067	-	8,067
High Cost Packages of Care	-	-	235	235	-	-	303	-	303
Home Care Fees	270	-	-	270	347	-	-	-	347
Education First	9	-	-	9	5	-	-	-	5
Sale of medical supplies	18	-	-	18	23	-	-	-	23
Rental and sundry	-	-	-	-	3	-	-	-	3
	8,792	-	235	9,027	378	-	8,370	-	8,748

Review of contracts with Health & Community Services was undertaken in 2021, with the Trustees concluding the main contract for services provided is not restricted in nature per the Charity SORP. The review did conclude contract for High Cost Package of Care is correctly restricted funds by the terms of the contract which is separate from the main contract. During 2021 an accrual of £139k, which related to a prior year, was released because it was no longer a valid liability.

c) Other fundraising activities

	Unrestricted	Designated	Restricted	2021			2020		
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Membership income ¹	70	-	-	70	75	-	-	-	75
Fundraising - Golf Day	15	-	-	15	4	-	-	-	4
Fundraising - Colour Fun Run	-	-	6	6	-	-	13	-	13
Fundraising - Ball	13	-	-	13	-	-	-	-	-
Fundraising - Small events	7	-	-	7	2	-	-	-	2
Fundraising - Club ²	57	-	-	57	49	-	-	-	49
	162	-	6	168	130	-	13	-	143

¹ Members of the Charity pay an annual membership with amounts being collected throughout the year. Membership income is recognised in the accounting period to which it relates with the amounts relating to future periods being carried forward. See note 14 for amounts released in the current year and deferred to future periods.

² Fundraising - Club: the Charity runs an annual lottery, the name of which changes to reflect the year and number of tickets available. Monies received in the year in respect of the 2022 Club lottery have been deferred to be recognised in the following year.

d) Investment income

	Unrestricted	Designated	Restricted	2021			2020		
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Bank interest	-	-	-	-	8	-	-	-	8
Dividends and coupons	68	-	-	68	64	-	-	-	64
	68	-	-	68	72	-	-	-	72

5 Expenditure

a) Raising funds

Generating funds expenses

	2021			2020			2021	2020
	Unrestricted	Designated	Restricted	Unrestricted	Designated	Restricted		
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Fundraising - Golf Day	8	-	-	8	1	-	-	1
Fundraising - Colour Fun Run	-	-	6	6	-	-	7	7
Fundraising - Ball	16	-	-	16	-	-	-	-
Fundraising - Small events	2	-	-	2	2	-	6	8
Fundraising - Club	-	-	-	-	25	-	-	25
Investment management costs	22	-	-	22	20	-	-	20
Support costs	335	-	-	335	183	-	118	301
	383	-	6	389	231	-	131	362

b) Charitable activities

Charitable expenses

	2021			2020			2021	2020
	Unrestricted	Designated	Restricted	Unrestricted	Designated	Restricted		
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Health & Community Services	6,598	-	-	6,598	32	-	6,412	6,444
High Cost Packages of Care	-	-	155	155	-	-	218	218
Paediatric Palliative Care	-	-	40	40	-	-	-	-
Home Care Services	389	-	-	389	436	-	-	436
Support costs	2,149	-	67	2,216	100	-	1,600	1,700
	9,136	-	262	9,398	568	-	8,230	8,798

Support costs include the Executive, Finance, Governance, HR, Other operational support and shared Premises costs.

c) Allocation of support costs

	Raising Funds	Charitable	2021
	£000s	£000s	£000s
Human Resources	22	196	218
Executive Office and Finance	74	1,148	1,222
Governance	21	402	423
External Audit Fees	-	9	9
Other operational support	-	461	461
Fundraising	218	-	218
	<u>335</u>	<u>2,216</u>	<u>2,551</u>

Fees paid to the Charity's auditors are solely in respect of the annual audit these cost for 2021 £9,000 (2020: £7,750). No fees have been paid to the Charity's auditors in respect of tax, assurance or other consultancy or advisory services.

6 Net gains on investments

	Unrestricted	Designated	Restricted	2021	Unrestricted	Designated	Restricted	2020
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Profit on disposal	92	-	-	92	197	-	-	197
Less: Opening unrealised gains	(725)	-	-	(725)	(718)	-	-	(718)
Closing unrealised gains	854	-	-	854	725	-	-	725
	<u>221</u>	<u>-</u>	<u>-</u>	<u>221</u>	<u>204</u>	<u>-</u>	<u>-</u>	<u>204</u>

7 Trustees' remuneration, benefits and expenses

None of the trustees have been paid any remuneration for their role as Trustee or received any other benefits from employment with the Charity nor have they been reimbursed for any expenses relating to their position (2020: £nil).

8 Employees

The number of full time, part time and zero hour employees and full time equivalent (FTE) as at 31 December was:

	2021	2021	2020	2020
	Employees	FTE	Employees	FTE
Adult Nursing, Child and Family Services	126	99.6	117	98.0
Home Care Services	16	11.1	16	12.2
Executive Office, Governance and Other Operational Support	31	27.9	26	24.8
Fundraising	2	2.0	3	3.0
Total	175	140.6	162	138.0

The above employee numbers include 15 zero hour contracts which are in respect of bank nursing staff (2020: 4). Where an employee undertakes two or more employment contracts they are included here as one employee for each contract held.

9 Staff costs and employee benefits

The table below shows the number of higher paid staff with emoluments over £60,000 in bandings of £10,000 thereafter. Emoluments include gross salary, overtime, unsocial hours, on call payments and taxable benefits in kind.

	2021	2020
£60,000 to £69,999	1	15
£70,000 to £79,999	15	6
£80,000 to £89,999	4	-
£90,000 to £99,999	-	2
£100,000 to £109,999	1	-
£110,000 to £119,999	1	-
£120,000 to £129,999	-	1
£130,000 to £139,999	1	-

During the year the following staff costs and employee benefits were incurred by the Charity:

	2021	2020
	£000s	£000s
Wages and salaries (including bank contracts)	6,936	6,739
Social security	426	409
Pension contributions	892	822
Allowances (including on call, mileage / car and laundry allowances)	286	292
	8,540	8,262

During the year the Charity incurred the following staff costs in relation to the Senior Management Team:

	2021	2020
	£000s	£000s
Wages and salaries	580	494
Social security	44	27
Pension contributions	37	59
Allowances (including on call, mileage / car and laundry allowances)	65	53
	726	633

10 Tangible assets

	2021	2020
	£000s	£000s
Freehold land and buildings at valuation	-	930

During the year the sale of the property was completed on the 12th of March 2021. Net sale proceeds received were £910k after £20k costs incurred were in the sale transaction.

11 Investments

	2021	2020
	£000s	£000s
Market value as at 1 January	3,942	3,868
Less unrealised gains as at 1 January	(725)	(718)
Book cost as at 1 January	<u>3,217</u>	<u>3,150</u>
Additions at cost	1,720	1,830
Disposal proceeds	(821)	(1,960)
Profit on disposal	92	197
Book cost as at 31 December	<u>4,208</u>	<u>3,217</u>
Add unrealised gains as at 31 December	854	725
Market value as at 31 December	<u>5,062</u>	<u>3,942</u>

The Charity's investment portfolio is managed by Quilter Cheviot on a discretionary basis. Quilter Cheviot follow a set of investment objectives and restrictions as agreed by the Trustees.

Investments held as at 31 December 2021 and 31 December 2020 are all unrestricted funds. Income amounts generated by the portfolio are also unrestricted.

12 Debtors

	2021	2020
	£000s	£000s
Trade debtors	104	78
Less provision for bad debts	(15)	(35)
	<u>89</u>	<u>43</u>
Government of Jersey	-	78
Other debtors	13	22
Amounts due from legacies	402	108
GST	8	8
Prepayments	137	48
	<u>649</u>	<u>307</u>

The provision for bad debts decreased by £20k in 2021 (2020 increase of £12k).

13 Cash and cash equivalents at bank and in hand

	2021	2020
	£000s	£000s
Cash at bank	11,728	6,847
Cash with broker	278	258
	<u>12,006</u>	<u>7,105</u>

14 Creditors: Amounts falling due within one year

	2021	2020
	£000s	£000s
Membership received in advance	87	39
Creditors and accruals	180	1,036
Government of Jersey	9,623	3,764
	9,890	4,839

Members of the Charity pay an annual membership with amounts being collected throughout the year. Membership income is recognised in the accounting period to which it relates with the amounts relating to future periods being carried forward. The balance of £34,304 (2020: £39,007) relates to membership income that is deferred to financial year ending 31 December 2022. The prior year balance of £39,007 was released as income during 2021.

The Government of Jersey process monthly payroll and accounts payable items which are then reimbursed by the Charity.

15 Reserves

	Unrestricted	Designated	Restricted	Total
	£000s	£000s	£000s	£000s
Fund balances as at 31 December 2021 represented by:				
Fixed Assets				
Investments	5,062	-	-	5,062
Current Assets	12,347	-	331	12,678
Current liabilities	(9,890)	-	-	(9,890)
	7,519	-	331	7,850

Designated funds

Designated funds are determined by the Trustees when there is a need to allocate certain funds for known future commitments.

The movement in designated funds is analysed as follows:

	01/01/21	Expended	Transfer	31/12/21
	£000s	£000s	£000s	£000s
Property fund	2,122	-	(2,122)	-
Clinic development	36	-	(36)	-
	2,158	-	(2,158)	-

The Trustees have decided to release all the above designated funds held at the start of the year and to transfer them to unrestricted funds as there is no longer any future commitment or project plans for these funds.

Restricted funds

Restricted funds are classified as such by virtue of any restrictions that may have been placed on the incoming resource or asset. Funds with a balance, income and expenditure of £20k or less are consolidated and categorised as Other.

Health & Community Services contract with the Charity for services of Child and Family and Adult Services District Nursing - a review of the contracts was undertaken 2021 and Trustees have agreed the contract should not be restricted per the terms of the contract (including any addendments) and therefore 2020 surplus have been transferred to unrestricted funds

The movement in restricted funds is analysed as follows:

	01/01/21	Income	Expenditure	Transfer	31/12/21
	£000s	£000s	£000s	£000s	£000s
Health & Community Services	661	-	-	(661)	-
High Cost Packages of Care	14	235	(222)	-	27
Home Care Hardship Fund ³	90	10	-	-	100
Paediatric Palliative Care ⁴	63	26	(40)	-	49
Greville Bathe Fund ⁵	23	5	-	-	28
End of Life Project ⁶	20	-	-	-	20
Other	96	17	(6)	-	107
	<u>967</u>	<u>293</u>	<u>(268)</u>	<u>(661)</u>	<u>331</u>

³ Funds received specifically for a hardship fund for our Home Care Services.

⁴ Funds raised and expended in relation to the Paediatric Palliative Care Worker which is a charitable post in support of the Children's Community Nursing Team.

⁵ Funding received for specific training that is currently under review in Jersey and awaiting re-accreditation from the Nursing and Midwifery Council.

⁶ A portion of funds received in a previous period for the End of Life project were returned to the donor as the project became partially funded elsewhere.

16 Pension

a) Costs

The Charity is an Admitted Body of the Public Employees Contributory Retirement Scheme ('PECRS', final salary scheme) and Public Employees Pension Scheme ("PEPS", career average scheme) which are both administered by the States of Jersey, the assets are held separately from those of the Charity. The public service pension scheme in Jersey are not balance-of-cost schemes and the employer contribution is capped. Pension increases are subject to the financial position of the pension funds remaining satisfactory and are not guaranteed. All permanent employees of the Charity were previously eligible to participate in either PECRS, or PEPS if they joined the organisation after 1 January 2016. Changes to the eligibility criteria came in to force at the end of August 2017 and those employees who are no longer eligible to participate in PECRS or PEPS are able to participate in a defined contribution scheme ("DCS") which came into effect from January 2018.

Salaries and emoluments include pension contributions for staff to the PECRS and PEPS schemes amounting to £816,135 (2020: £747,598). Contributions to the DCS amount to £75,839 (2020: £74,347). The Charity has adopted Financial Reporting Standard 102 ("FRS 102"). As the Charity is unable to readily identify its share of the underlying assets and liabilities of PECRS or PEPS under FRS 102, contributions to the scheme have been accounted for as if they are contributions to a defined contribution scheme.

The contribution rate paid by the Charity during the year for PECRS was 16% (2020: 15.2%) of salary, for PEPS was 16% and for the DCS ranged from 3% to 5%.

b) Valuation

Actuarial valuations are performed on at least a triennial basis with the most recent published valuation being as at 31 December 2018 (valuation planned for 2022). The main purposes of the valuation are to review the operation of the scheme, to report on its financial condition, and to confirm the adequacy of the contributions to support the scheme benefits.

The latest valuation dated 31 December 2018 showed that PECRS had a deficit of £1.10 million and PEPS had a surplus of £3.26 million. This compared with Scheme investments of £2.04 billion for PECRS and £19.20 million for PEPS.

The Actuary had advised that the Charity had a liability to meet its share of the pre-1987 debt, as did all participating employers. This arose from the restructuring of the PECRS arrangements with effect from 1 January 1988.

c) Transition of PECRS to PEPS

Employees who are members of PECRS transferred in to PEPS from 1 January 2019. They continued to accumulate benefits under PECRS until 31 December 2018. The Charity's contribution rates for these employees have increased from 14.4% in 2019, 15.2% in 2020 and to 16% in 2021.

d) Pre-1987 Liability

The PECRS Committee of Management formally determined the pre-1987 liability in September 2005 and the Charity was advised of the repayment schedule to meet that liability in January 2007. In total, the actuary had advised that the Charity had a liability of £5,098,137.

On 13 May 2008 the Government of Jersey adopted a proposition of the Minister for Treasury and Resources concerning the debt of the Family Nursing and Home Care Service and agreed to take responsibility for the pre-1987 PECRS past service debt from 1 January 2008. Accordingly, the Government agreed to make payments to PECRS of £7,463 monthly until 31 December 2083, to assume the same obligations in relation to the debt previously attributable to Family Nursing & Home Care as for its own share of the debt, and to reduce the grant payment to Family Nursing and Home Care (specifically relating to the annual repayments) by £89,556 per annum (subject to indexation).

In December 2021, the States Assembly approved the refinancing of the PECRS Pre-87 pension increase liability as part of the Government Plan 2022-25. The Government intends to raise financing in accordance with the principles of the Debt Strategy to repay the PECRS Pre-87 liability including the FNHC Pre-87 debt for which it is responsible.

e) **Defined Contribution Scheme**

The Charity set up the new personal retirement plans which is a collection of individual personal retirement plans managed by Rossborough Financial Services Ltd, which commenced from 1 January 2018. All administrative posts and Home Care employees are able to participate in this scheme on an optional basis. Under the new scheme employer contribution rates are either 3% or 5% of salary, with employees making matched contributions.

17 **Commitments under operating leases**

The Charity had the following annual commitments for premises rental under operating leases:

	2021	2020
	£000s	£000s
Operating leases which expire:		
Within one year	76	76
In the second to fifth years inclusive	131	181
After five years	-	9
	207	266

Total lease payments in 2021 £91,109 (2020: £78,089).

18 **Commitment not recognised as a liability**

In April 2019 a software service agreement was entered in to with the Government of Jersey for the procurement of the clinical records system EMIS Web. The Agreement is effective from 1 May 2019 and is for a 5 year term. Commitments in respect of license fees, hosting, annual maintenance and support costs for future periods are expected to be in the region of £304k. These costs will be recognised in the periods relating to the system's use.

19 **Related party transactions**

Philip Taylor, who joined as a Trustee in June 2018, is the Managing Director of the JJ Fox Trading Group. During the year goods and services totalling £1,628 (2020: £334) have been purchased from the JJ Fox Trading Group with nil (2020: nil) outstanding at the year end.

Peter Wright, who joined as a Trustee in June 2018, is the Chief Operating Officer of Prosperity Group. During the year finance consulting services totalling £39,375 (2020: £98,954) have been provided by Prosperity Group with NIL (2020: £9,898) outstanding at the year end. Services ended in April 2021.

Anne Audrain, who joined as a Trustee in October 2019, is the associated with Vibert Marquees Ltd. During the year marquee services totalling £1,137 (2020: £NIL) have been provided, with NIL (2020: £NIL) outstanding at the year end.

20 **Subsequent events**

There are no subsequent events to report at date of signing.