Annual Report
2011

The Royal College of Midwives
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In this review of 2011, I am presenting just a small sample of some of our more visible and tangible activities during a very busy year. This selection best illustrates the diversity of our work as a professional organisation and a trade union representing midwives, students and maternity support workers in all four UK countries. These snapshots are intended to provide an impression of the significant issues which are of concern to us as we work on behalf of midwives and the mothers, babies and families for whom they care, and which will continue to set future priorities. I hope these examples will remind our members about the many ways we work for them.

Through all these examples, I hope you can trace a pattern of fruitful collaborative and consultative working with those who work in connection with our maternity services, with women and families and with a wide range of partners with mutual interests. You will see how enthusiastically our 40,000 members are engaged in our campaigns and inspired to take forward the best in evidence-based practice.

Much of our work this year was highly visible in the media, as well as in the maternity workplace or in the inboxes of policy makers. Media highlights such as achieving the lead story on television news during our Annual Conference, my appearance on Panorama to argue for more midwives, interviews about the rise in caesarean sections, and extensive coverage of our defence of NHS pensions have all helped us to have influence.

Expert opinion from our professional advisors has reached the public across the range of consumer and national media, and it is important not to forget the many RCM Annual Midwifery Award Winners whose achievements were celebrated in their local papers.

In a year in which we were confronted with fundamental challenges on many fronts, we embraced and learned new ways of working and communicating to enable us to gain more for our members and for maternity services. Increased use of digital and social media, for example, not only made our services more accessible and professional sharing more dynamic, but made our interaction with members, media and stakeholders more immediate and more effective. While this review samples past achievements, you can follow our latest work and messages on our own website and social media platform, and now through Twitter and Facebook.

Finally, I must emphasise that the stories which follow cannot begin to cover all that we achieved in 2011 − all the individual members supported, the local services defended, the research into practice innovations publicised and our stake at the table wherever and whenever maternity services decisions were taken. But I hope this selection will inspire you and give you confidence that the RCM will continue to promote, support and influence.

Professor Cathy Warwick CBE
Chief Executive
40,000 Members

The RCM is its members. In 2011 RCM membership reached 40,000 for the first time ever. This largest ever RCM makes us even more unquestionably the representative voice for midwives, student midwives and a growing body of the staff who support midwives in the maternity services team across the UK.

For all our members, this means having a stronger body behind them with more impact in campaigning and negotiation. It means solidarity for the maternity team in each workplace, country, and UK-wide. It increases the opportunities to share an active, connected and continually learning professional life.

This growth of 11% in three years, surpassing our targets, underpinned the financial stability of the RCM. The surge in recruitment came about through the energy of our officers and representatives meeting teams in the workplace, by RCM being more visible, active and responsive, and by communicating more meaningfully the benefit of joining and staying with us – at a time when we are needed more than ever.

More student midwives were members than ever before, breaking another membership record. Strong attendance at our Student Midwives’ Annual Conference, planned and delivered by student members themselves, showed the culture of passion, commitment and vision which we help engender in future midwives. Our Newly Qualified membership rate (introduced in 2010) proved a helpful bridge for new midwives and ensured fewer students lapsed from membership after qualifying.

In addition to more opportunities for midwives to come together at local and national events, members began to interact through RCM Communities, our social media environment (launched in November 2010) which is transforming how members share experience and respond to consultations on policy changes.
The launch of RCM i-folio is an example of how we look to contemporary solutions to provide new services for our members. This online portfolio builds a log of a member’s learning activities for sharing with supervisors, managers and future employers.

It encourages midwives and support workers to take ownership of their continued professional development and practice update. It includes a dynamic CV builder and tools for critical reflection.

RCM i-folio complements RCM i-learn, our online learning environment that delivers an expanding range of continued professional development modules. New modules were launched this year covering introduction to research methodologies and introduction to leadership competencies. i-learn also makes accessible specialised training for our workplace representatives to give them the knowledge and skills they need to represent and support members, alongside our Workplace Representatives’ Conference and residential courses.

Over 500 people accessed RCM i-folio in its first month. In the first year members booked over 3,800 courses in RCM i-learn.

RCM i-learn and RCM i-folio have been developed through the RCM Union Learning Project, supported in England by the Union Learning Fund. The end of the year saw the RCM successfully bid for a further two years funding for the England ULR Project and, for the first time, funding for one year to develop the project in Scotland. By December 2011 some 64 workplace RCM union learning representatives had been accredited and 2279 individuals had taken part in learning activities through the project.

Our UK-wide Annual Conference is made available for online viewing so that teams can gather for further learning after the event. Online learning and interaction has made our educational activities accessible to members in every location. However, we continued to deliver highly evaluated face-to-face events and conferences, for example Legal Birth Conferences in England and Scotland, and Bereavement Conferences in England and Northern Ireland. Also, another three cohorts of midwives successfully completed our Return to Practice course.
These illustrations show some of the different “off the bed” positions women may find comfortable and helpful to adopt during a normal labour. They communicate in a warm, natural way the experience of normal birth and, being without words, are equally accessible to women from all communities regardless of their first language.

The pictures were commissioned for the RCM Survey of Positions used in Labour and Birth published this year. This publication presents a snapshot of contemporary midwifery practice in the UK, and highlights areas for improvement.
We used these illustrations to create a “swatch fan” for midwives to use with women to discuss and inspire how to cope through normal labour. Through support from our RCM Alliance Partner Pampers we were able to distribute this as a resource for the Campaign for Normal Birth.

The survey was one of three RCM practice audits we conducted and published during 2011. The audits engaged our members to bring together UK wide evidence. This enabled us to identify the issues on which to base future work, such as developing new resources for midwives to encourage the adoption of evidence-based practice. The RCM Audit of Midwifery Practice examined the activities and interventions currently undertaken by midwives in antenatal, intranatal and postnatal care. The RCM Survey of Midwives’ Thinking about Home Birth was conducted amid continued debate about the safety and availability of home birth services. It identified areas of concern amongst midwives and education and practice development needs in this area.
The State of Maternity Services

Our first annual State of Maternity Services report provides policy makers with a definitive, fact-filled picture of maternity service provision across the UK. The report looks at a number of indicators of the pressures on maternity care and the maternity or midwifery resources available in each of the four United Kingdom countries.

We seek to be the definitive source of expert opinion and information on maternity issues for politicians of all parties in all four UK countries. We are a “critical friend” offering unique insight into the performance and capacity of maternity services. We ensure that the voice of the midwifery profession contributes fully to policy development.

An outcome of our heightened campaigning agenda over this challenging year was that we strengthened the effectiveness of how we reach and influence political stakeholders. We took Heads of Midwifery Services to meet politicians in the Palace of Westminster when we hosted “drop in” briefing sessions and also recruited a new Parliamentary Panel of MPs of all parties who take a particular interest in maternity services. Almost 100 MPs across the political spectrum signed a House of Commons Motion calling for more midwives.

Politicians from each of the four countries signed our maternity pledge which states: “Women and their babies deserve excellent NHS maternity services, protecting the quality of care they receive must be a priority as important decisions are made on public spending, and I will speak out in favour of first-class maternity care for the people I represent.”

During the election campaigns in Northern Ireland, Scotland and Wales this year, we published manifestos which set out to politicians of all parties our vision for maternity policy and the country-specific issues which would face each administration. In each of the devolved countries we continue to engage and lobby the health administrations and are instrumental in shaping national maternity policy. For example, Cathy Warwick was called on to co-chair the development of the maternity strategy for Northern Ireland.
The RCM says Protect Maternity Services

Our greatest challenge in 2011 was to oppose any changes to the NHS which would result in worse standards of care for women and families. Our Protect Maternity Services campaign seeks to focus attention on the importance of providing adequately resourced maternity care. It engaged not only our members, but support from the wider public and politicians.

This message was highly visible when the RCM joined in the TUC’s March for the Alternative, the first time in many years in which our members have rallied in significant numbers in a large public demonstration in the UK capital.

The RCM, along with the BMA, RCN and the vast majority of trade unions and professional bodies representing NHS staff vociferously opposed the Health Bill in England during each stage of its passage through Parliament. We achieved some significant amendments to its content during the process, although the bill subsequently passed into law. We will continue to speak out for maternity services to be treated as important by government, for commissioners to be held to account for delivering improvements to maternity care, for choice to be extended to all women and in difficult economic times for maternity services to be adequately resourced.

As part of our continued reminder to government to address the serious shortage of midwifery posts in England, we launched a government e-petition calling for 5,000 more midwives.
Valuing midwifery
This “wordle” graphic is made from words which women themselves have used to describe how they felt about their midwife and the care they provided. It has captured the interest of midwives and the wider public as part of our campaign to promote the value which midwives contribute.

The words were taken from the nominations from women for the Mum’s Midwife of the Year Award, run by RCM Alliance Partner JOHNSON’S Baby as part of the RCM Annual Midwifery Awards. The “wordle” is now the badge of our campaign to promote the value of the midwife. Now available on car stickers, posters and flags, it is proving a popular resource for midwives to help promote midwifery services and further the campaign.

Our purpose is to make women and families, policy formers and wider society aware of the unique role of midwives through pregnancy, birth and postnatal and newborn care. We are publicising the contribution that midwives can make to the long term wellbeing of women, infants and families, to delivering public health outcomes and to the cost-efficiency of midwife-led care. We are also working to ensure high professional morale and motivation.

*The Socioeconomic Value of the Midwife,* commissioned and published to launch the campaign, provides a robust assessment of evidence for the clinical and socioeconomic effectiveness of midwife-led models of care.

As we strongly advocated and evidenced the benefits of midwife-led care, we defended birth centres in Hull, Darley Dale and Corbar against closure. Our patron, HRH The Princess Royal gave encouragement to the birth-centre model of care when she spoke at our Celebrating Midwifery conference and visited a midwife-led unit in Stroud, Gloucestershire with us to meet midwives and women in their care.
Don’t steal our pay and pensions

Here are members in Glasgow taking part in a day of UK-wide demonstrations against changes to the NHS Pension Scheme. Following the Hutton Report, the Government’s first offer for the NHS Pension Scheme would mean our members working longer, paying more and receiving less.

Taking to the streets with our campaign placards is only a part of the intensive campaigning, negotiations and lobbying through which we fought to protect our members’ pay, pensions and terms and conditions in a challenging year.

After six months of negotiations on the NHS Pension Scheme, along with the other NHS Trade Unions, we managed to get the Government to improve on their original offer. The final offer included protection for all those within ten years of their retirement age, meaning that they will not move into the new scheme in 2015 and achieved a significantly improved accrual rate which means that for the vast majority of midwives and maternity support workers they will not see any reduction in the amount of pension they receive in retirement.

While it was unfortunate that the Government would not move on their proposal to increase the NHS retirement age to the state pension age they did not agree to the trade unions’ proposal for a review into the impact of working longer in the NHS which will start in 2012.

Our active defence of pay, pensions and terms and conditions will be even more crucial in the year ahead when we are seeing threats to Agenda for Change; proposals to change nationally determined pay to regionally determined pay; attacks on employment laws; and the implementation of the 2015 section of the NHS Pension Scheme.
Building the midwifery team

We recognise the vital contribution that the growing workforce of Maternity Support Workers (MSWs) in maternity services teams make in supporting midwives to deliver quality care to babies, mothers and their partners. We published *The Roles and Responsibilities of Maternity Support Workers* as a guide for all involved in managing and developing the maternity workforce.

Since 2009, RCM membership has been open to all staff who support midwives in the maternity services team. Our stake as the definitive voice for maternity services widens as this membership grows. We are delighted that there is now a range of formal education programmes for MSWs across the UK. During 2011 we supported training conferences for MSWs in Bradford, London, Edinburgh and Cardiff.

We recognised, however, that there remained some inconsistency and confusion about the tasks that support workers can perform and those which require a qualified midwife. With this in mind we produced this guide which sets out the general, antenatal, intrapartum and postnatal elements of care that properly trained, supported and supervised MSWs can undertake as well as those they cannot. This guide is one of a series that the RCM has produced to support Maternity Support Worker members and to help the further development of MSWs in maternity services so that their contribution to the maternity team is maximised.

“The RCM has been instrumental in supporting the development of the maternity support worker role by working closely with London South Bank University, the SHA and service providers to ensure that MSWs are appropriately trained and are able to access lifelong development and learning opportunities, using their knowledge and skills to support the provision of maternity care”

*Professor Jacqueline Dunkley-Bent,*
*London South Bank University*
Celebrating our professional heritage

We celebrated our midwifery heritage when the RCM Library collection reopened to public access in November. The RCM Library collection, including treasured artefacts such as books, photographs, clothing and midwifery equipment, moved to its new home at The Royal College of Obstetricians and Gynaecologists’ museum and library.

This partnership agreement has brought together the world’s largest midwifery library collection with material reflecting the broader spread of women’s health services. It ensures the long-term preservation of the RCM’s unique records, library and midwifery heritage material, curated by professional archivists. Members now have access to these newly catalogued resources on one site, in first-rate surroundings with professional librarians on-hand to help with their research. The combined collection provides an unparalleled resource for research and education for midwives, students and scholars, covering besides midwifery, all aspects of clinical obstetrics and gynaecology. It also covers the history of the two Royal Colleges and the development of women’s health.

Revisiting the achievements of Victorian pioneers such as Rosalind Paget and their campaign for training and registration of midwives is a reminder of our continuing mission to promote the highest standards of practice and encourage continuing professional development. Aside from the historical collection, the Library is a revitalised resource for contemporary practice giving members access to search the full body of published research online wherever they are.
Driving research-based culture

Our Research and Development Strategy Action Plan sets out how we will help generate a high quality research-based culture in midwifery to improve the quality of midwifery care for the good of women, babies and families.

We will lobby organisations, funders and governments to fund relevant research, promote a better understanding of research and bring research into practice. Our objective is to give midwives the encouragement and confidence to pursue research and to apply the evidence we have to make changes in maternity service provision. We encourage members to share knowledge across the profession and also with the women and families in their care.

The launch event for the strategy was an opportunity for key midwifery and maternity care researchers to come together to network and highlight current issues. Beyond connecting researchers and disseminating their work, we also actively support the development of academic capacity, for example, we were delighted to work collaboratively with Cardiff University to establish the first RCM Chair of Midwifery.

Many of the categories in our Annual Midwifery Awards help us to bring attention to midwives who are successfully implementing research evidence in practice projects across the UK. This spirit of innovation sharing is fundamental to our Annual Conference where, in the third year in its new format, some 140 members submitted abstracts or posters for consideration and we welcomed academic speakers from a range of disciplines.
Working with fathers

This publication, *Reaching out: Involving Fathers in Maternity Care* and the accompanying booklet *Top Tips for Involving Fathers* has increased awareness of the benefits of fathers being engaged in their partners’ maternity care. It also helps maternity services and midwives to develop their own local practices and guidelines. The advice is already being pioneered in several NHS Trusts.

The RCM works together in constructive partnerships whenever coming together to combine expertise, resources and impact can achieve shared aims. We work with government, charities, service users and wider community interest groups, carefully selected commercial partners and other trade unions. This publication is an example of this. Funded by the Department of Health, this was a collaboration with the Royal College of Obstetricians and Gynaecologists, the Department of Health and the Fatherhood Institute. The England Minister for Health chose to launch the publication as the centrepiece of her appearance at our Annual Conference.
Global exchange

The RCM has always been looked to as a pivotal influence for the development of midwifery globally and an enabler of the exchange of knowledge. In this year, for the first time, RCM staff held the top elected leadership roles for midwifery at both International and European level.

Frances Day-Stirk, director of learning, research and practice development was elected President of the International Confederation of Midwives (ICM), the international non-governmental organisation which supports, represents and works to strengthen professional associations of midwives on a global basis. Mervi Jokinen, the RCM’s practice and standards development advisor serves as President of the European Midwives Association (EMA).

Prestige aside, our contribution to international organisations is important for influencing the development of regulation and professional matters which affect midwives in the UK. For example, EMA must ensure European Union legislation and mechanisms protect the education, scope of practice and regulations of the midwifery profession.

We were active participants in major work by the ICM to set global standards for education, competence and midwifery regulation and to build the capacity of midwifery associations. There was a strong presence from the UK at the Triennial International Congress of Midwives in Durban, with no fewer than six papers presented by RCM staff. During the year we welcomed delegations from midwives from as far afield as Ethiopia and China and were delighted to host a group of students from Abu Dhabi at our Annual Conference.

At the close of the year, we successfully submitted a bid through the Tropical Health Education Trust (THET) for major funding from the UK government Department for International Development (DFID) for an extensive three year project to work with selected countries which have high maternal and perinatal mortality which will bring reciprocal learning opportunities for the UK through twinning initiatives.
The RCM where you are

Finally, the backbone of the RCM is our day to day work supporting and members in the workplace and in local professional and employment relations issues. Some 900 accredited workplace representatives are supported by RCM officers. Here is how just two of our officers spent the year.

Emma Currer is an RCM National Officer in Scotland. Like all RCM officers, she is a qualified and registered midwife and until 2008 Emma worked as a community midwife for NHS Lothian. “I look after our members’ interests in around half the NHS boards in Scotland, taking me from as far afield as Shetland and the Western Isles to Dumfries and Galloway in the South. Using video link technology helps me to keep in touch more cost-efficiently and to reach members more quickly when needed.

“For me, the best part of the job is getting to know our members better and helping to resolve their complex employment and professional problems. However, the challenge in our role is to balance support for the individual with furthering the national agenda from both an employment and professional practice perspective. I am also involved in shaping and future proofing professional policy across Scotland, and ensuring the distinct needs to midwives are represented in collective national negotiations, for example payments for On Call cover.”

Gill Adgie is the RCM’s regional officer covering Yorkshire and The Humber. “I draw on both my clinical experience as a midwife and my knowledge of employment law. Our typical member caseload can include, for example being an advocate for a member going through ill-health incapacity processes or at risk of losing their professional registration.

Perhaps the most fulfilling part of my role in the last year has been helping to reinvigorate the RCM locally for members, particularly making sure that there is an active, organising RCM branch in every trust in my area, and enough stewards voted in to look after members at work. The Union Learning project has created many opportunities to bring members together and we find going in to maternity units to meet staff during shifts to chat about the RCM helps recruit and retain members.”
In a major change to our governance, RCM members elected the first RCM Board of Directors which took office on 1 September. The smaller Board, which replaces the RCM Council, is a new streamlined body which will provide more responsive and quicker decision making. The Board will set the broad strategic direction of the organisation, and ensure it is viable, properly managed and governed while the day-to-day running and management of the RCM sits with the chief executive and the executive management team. All board members must be RCM members and qualified midwives. The inaugural 12 Board Directors who were elected bring a broad range of management competencies and experience from their working roles in maternity services and midwifery education across the UK.
President
Liz Stephens

Organisational Audit & Risk Committee
Barbara Kuypers (Chair)
Carole Garrick
Donna Ockenden

Board Membership & Performance Development Committee
Dr Patricia Gillen (Chair)
Marie McDonald
Vanessa Shand

Remuneration Committee
Christina McKenzie (Chair)
Professor Lesley Page
Anna Shasha

The RCM Staff Team 2011
Professor Cathy Warwick CBE, Chief Executive & General Secretary
Louise Silverton, Deputy General Secretary
Frances Day-Stirk, Director of Learning, Research, Practice Development and International Office
Jon Skewes, Director of Employment Relations & Development
Chris Truman, Director of Business Services
Angela Hulbert, Executive Assistant to Chief Executive & President
Clifford Crisp, Board Secretary
Patti Tailor, Administrative Assistant
Carol Tiernan, Benevolent Fund Administrator
Sue Macdonald, Education & Research Manager
Janet Fyle, Professional Policy Advisor
Sue Jacob, Student Services Advisor
Gail Johnson, Education & Professional Development Advisor
Mervi Jokinen, Practice & Standards Development Advisor
Jane Munro, Quality & Audit Development Advisor
Dr Janine Stockdale, Research Fellow
Jody Faulkner, Administrative Officer
Lucy Lewis, Administrator
Delicia Egboh, Administrative Assistant
Mary Dharmachandran, Librarian

Amy Leversidge, Employment Relations Advisor
Denise Linay, Employment Relations Advisor
Peter Amphlett, ULR Project Worker
Imogen Fleury, ULR Project Worker
Jacqui Hall, E-learning Project Worker
Alice Sorby, Project Worker Recruitment & Retention
Virginia Phillips, Employment Relations Officer

Sean O’Sullivan, Head of Policy Unit
Stuart Bonar, Public Affairs Officer
Simon Popay, Policy Analyst
Colin Beesley, Press & Media Manager
Manuela Da Costa Fernandes, Press & Media Officer
Barbara Thorpe-Tracey, Marketing & Recruitment Manager
Vicy West, Marketing Officer
Kirsty Stewart, Membership Team Leader
Rumena Begum, Membership Officer
Christine Preddy, Membership Officer
Zoe Rocholl, Human Resources Advisor
Paul Dawson-Hart, Project Manager (Organisational Development & Responsiveness)
Velika Krivokapic, Finance Manager
Suzanne Smith, Finance & Payroll Officer
Kim Nguyen, Accounts Assistant
Isaac Omoruyi, Office Services Officer
Marlyn Gennace, Receptionist/Administrator
The Royal College of Midwives Alliance Programme develops strategic relationships between the RCM and selected commercial organisations to enhance the work of the RCM to support midwives, pregnant women, babies and their families. The Alliance Programme extends the reach of RCM campaigns and activity by widening contact with families at key life stages and funds the development of new resources. Each partnership is unique, but common to all are the shared values of trust, honesty and integrity, and a commitment to support midwifery and wider RCM objectives.

During 2011, partners were actively involved in celebrating midwifery achievements at the RCM Annual Midwifery Awards and providing support for the RCM Annual Conference. Additionally, the RCM worked closely with Alliance partners to develop valuable resources for midwives and mothers, including a tool to demonstrate normal birth positions and activities to support breastfeeding in the community.

More information about the Alliance can be found at: www.rcm.org.uk/college/about/alliance

RCM Alliance Partners 2011

JOHNSON’S Baby
Mothercare
Pampers
Pregnacare

As at 31 December 2011
The Royal College of Midwives (RCM) and Subsidiary Company Summarised Financial Statements for year ended 31 December 2011

Report by the RCM Board on the Summarised Financial Statements

The below summarised financial statements are extracted from the full statutory directors’ report and financial statements which were approved by the RCM Board and signed on their behalf. The full financial statements, on which the auditors Crowe Clark Whitehill LLP gave an unqualified audit report will be submitted to the Registrar of Companies.

The auditors have confirmed to the RCM Board that, in their opinion, the summarised financial statements are consistent with the full financial statements for the year ended 31 December 2011.

These summarised financial statements may not contain sufficient information to gain a complete understanding of the financial affairs of the company. The full statutory report, financial statements and auditors’ report may be obtained from the Finance Department at 15 Mansfield Street, London, W1G 9NH.

Signed on behalf of the RCM Board

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<th>Income and Expenditure</th>
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<td>2011</td>
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<td>Income</td>
<td>7,896,199</td>
<td>10,743,884</td>
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<tr>
<td>Expenditure</td>
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<tr>
<td>Staff Costs</td>
<td>-3,447,108</td>
<td>-4,715,472</td>
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<td>Depreciation</td>
<td>-70,527</td>
<td>-92,476</td>
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<td>Other Operating Costs</td>
<td>-3,648,807</td>
<td>-4,923,353</td>
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<td>Operating Surplus</td>
<td>729,757</td>
<td>1,012,583</td>
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<td>VAT Recovered</td>
<td>163,307</td>
<td>174,832</td>
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<td>Dividend Received</td>
<td>60,734</td>
<td>75,449</td>
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<td>Interest Received</td>
<td>20,607</td>
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<td>Pension Scheme Finance Cost</td>
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<td>Charitable Grants Paid Out</td>
<td>-90,320</td>
<td>-80,530</td>
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<td>Surplus of Ordinary Activities</td>
<td>814,085</td>
<td>891,268</td>
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<td>Realised (-Loss)/Gain on Investments</td>
<td>-3,987</td>
<td>7,565</td>
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<td>Net Income</td>
<td>810,098</td>
<td>898,833</td>
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<td>Unrealised (-Loss)/Gain on Investments</td>
<td>-195,126</td>
<td>379,560</td>
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<tr>
<td>Pension Scheme Actuarial Loss</td>
<td>-1,241,000</td>
<td>-264,000</td>
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<tr>
<td>Total for the Year*</td>
<td>-626,028</td>
<td>1,014,393</td>
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*These figures are the sum of the income and expenditure where a positive equals income and a negative equals expenditure.
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<tr>
<th></th>
<th>£ 2011</th>
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<td><strong>Fixed Assets</strong></td>
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<td>Tangible Fixed Assets</td>
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<td>Investments</td>
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<td><strong>Total Fixed Assets</strong></td>
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<td><strong>Current Assets</strong></td>
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<tr>
<td>Debtors</td>
<td>854,257</td>
<td>792,655</td>
</tr>
<tr>
<td>Cash at Bank and in Hand</td>
<td>2,618,283</td>
<td>2,546,844</td>
</tr>
<tr>
<td><strong>Total Currents Assets</strong></td>
<td><strong>3,475,932</strong></td>
<td><strong>3,343,074</strong></td>
</tr>
<tr>
<td><strong>Creditors:</strong> Amount Falling Due within One Year</td>
<td>-1,440,829</td>
<td>-1,695,104</td>
</tr>
<tr>
<td><strong>Net Current Assets</strong></td>
<td><strong>2,035,103</strong></td>
<td><strong>1,647,970</strong></td>
</tr>
<tr>
<td>Net Assets Excluding Pension Liability</td>
<td>5,879,762</td>
<td>5,758,790</td>
</tr>
<tr>
<td>Pension Liability</td>
<td>-3,234,055</td>
<td>-2,487,055</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td><strong>2,645,707</strong></td>
<td><strong>3,271,735</strong></td>
</tr>
<tr>
<td>Represented by:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specific Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revaluation Reserve</td>
<td>879,627</td>
<td>879,627</td>
</tr>
<tr>
<td>Headquarters Funds</td>
<td>70,831</td>
<td>74,152</td>
</tr>
<tr>
<td>Headquarters Benevolent fund</td>
<td>587,160</td>
<td>686,399</td>
</tr>
<tr>
<td>Safe Motherhood fund</td>
<td>68,418</td>
<td>55,431</td>
</tr>
<tr>
<td>Sheelagh Bramley reserve</td>
<td>6,877</td>
<td>27,742</td>
</tr>
<tr>
<td><strong>Total Specific Fund</strong></td>
<td><strong>1,612,913</strong></td>
<td><strong>1,723,351</strong></td>
</tr>
<tr>
<td><strong>General Funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Funds</td>
<td>3,770,385</td>
<td>3,558,009</td>
</tr>
<tr>
<td>Boards and Branches</td>
<td>496,464</td>
<td>477,430</td>
</tr>
<tr>
<td><strong>Total General Fund</strong></td>
<td><strong>4,266,849</strong></td>
<td><strong>4,035,439</strong></td>
</tr>
<tr>
<td>Pension Reserve</td>
<td>-3,234,055</td>
<td>-2,487,055</td>
</tr>
<tr>
<td><strong>Total Funds</strong></td>
<td><strong>2,645,707</strong></td>
<td><strong>3,271,735</strong></td>
</tr>
</tbody>
</table>
Where the Money Came From

Key
- Membership subscriptions
- Charitable donations
- RCM Alliance sponsorship
- External project funding
- RCM Midwives Magazine
- Investments
- Other Income

Where the Money was Spent

Key
- Staff costs
- Services to members and other operating costs
- Charitable grants paid out
- Depreciation
- Pension Finance Cost
The Royal College of Midwives

The Royal College of Midwives is the voice of midwifery. We are the UK’s only professional organisation and trade union led by midwives for midwives. The vast majority of the midwifery profession are our members.

The RCM promotes midwifery, quality maternity services and professional standards. We support and represent our members individually and collectively in all four UK countries. We influence on behalf of our members and for the interests of the women and families for which they care.

www.rcm.org.uk
Follow us on Twitter @MidwivesRCM
Facebook www.facebook.com/MidwivesRCM

RCM Headquarters
15 Mansfield Street, London W1G 9NH
020 7312 3535
info@rcm.org.uk

RCM England
King’s House, 2nd Floor, King’s Street, Leeds LS1 2NH
0113 2444310

RCM Scotland
37 Frederick Street, Edinburgh EH2 1EP
0131 2251633

RCM Northern Ireland
58 Howard Street, Belfast BT1 6PJ
02890 241531

RCM Wales
4 Cathedral Road, Cardiff CF11 9LJ
02920 228111