

*Promoting professional practice*

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**CILIP: the Chartered Institute of Library and  
Information Professionals**

**Registered Charity Number 313014**

**ANNUAL REPORT  
AND ACCOUNTS 2009**



Chartered Institute of  
Library and Information  
Professionals

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## **CILIP: the Chartered Institute of Library and Information Professionals**

Inaugurated April 2002 following the unification of the Institute of Information Scientists and the Library Association. Originally incorporated by the Library Association Royal Charter 1898.

**The Information on Pages 15 to 29 forms part of this report.**

## **Trustees' Report**

### **Objects of the Charity**

The objects of CILIP are to work for the benefit of the public to promote education and knowledge through the establishment and development of libraries and information services and to advance information science (being the science and practice of the collection, collation, evaluation and organized dissemination of information).

CILIP aims to:

- Position the profession at the heart of the information society;
- Develop and enhance the roles and skills of all its Members;
- Present and champion those skills (including the new skills which will be acquired through continuing professional development);
- and ensure that individuals, enterprises, and not-for-profit organisations have ready and timely access to the information which they need.

CILIP does this:

- Through its work in education (maintaining a framework of universally recognised qualifications and providing a wide range of opportunities for continuing personal professional development);
- Through its enterprise (offering a relevant and successful portfolio of activities and services for Members and the library and information community at large); and
- Through advocacy and lobbying (promoting the value of the library and information profession and showcasing the best of professional practice).

### **Bob McKee**

On 13 August 2010 Bob McKee, the CILIP Chief Executive, sadly passed away.

Bob was a prominent member of the UK library and information community for many years. He was Chief Executive of The Library Association from 1999, and oversaw the launch of CILIP, which was created in 2002 from the unification of the Library Association and the Institute of Information Scientists.

Bob carried out his role at CILIP with great warmth and humour. He demonstrated shrewd financial acumen, the ability to make clear policy decisions, was an engaging public speaker, and vigorous champion of the organisation and profession to the government and media.

## **Objectives for the year, review of activities, and future plans**

During 2009 CILIP Council agreed a number of strategic priorities to take forward the programme of work outlined in the CILIP Corporate Plan 2006-2009. Good progress was made in each main priority area.

### **Advocacy**

During 2009 we made a significant contribution to the public debate on the future of public libraries in England. We gave evidence to the Wirral Inquiry and to the All Party Parliamentary Group Inquiry, responded to the government's modernisation review, and developed the CILIP Guidelines on what makes a good public library service.

We also continued to advocate for the value of library and information professionals in the context of the health sector's NHS Choices initiative and the government sector's Information Matters initiative.

We also joined the campaign to make the provision of professionally run school libraries a statutory requirement. All of this advocacy work will continue into 2010.

### **Activism**

During 2009 we continued to promote and enable the activism of CILIP Members and the wider CILIP community.

We established a Branch and Group Forum as a locus for discussion amongst our activists in the regional and specialist sections of CILIP; and we continued to review the regulations governing our Branches and Groups.

We developed a Framework of Agreement to help shape devolved arrangements for CILIP in Scotland, Wales, Northern Ireland, and in England. We continued to develop the CILIP website as an online local for communities of practice within CILIP; and we also explored the opportunities of social media to support CILIP activism.

We also planned a "big conversation" involving a wide range of CILIP Members and stakeholders to help define the future for the knowledge/information sector and for CILIP within that sector. The "conversation" itself will be carried out in 2010.

### **Enterprise**

CILIP carried out primary purpose trading, through CILIP Enterprises, in four areas: training, events, publishing, and recruitment. The level of trading reduced sharply in 2009 as a result of the economic downturn, particularly in the area of recruitment.

Despite this, our Enterprise activities continued to make a significant contribution to CILIP as a whole both financially and also professionally.

## **Accreditation**

CILIP is the regulatory body for the library and information workforce across the UK, accrediting both individual practitioners (through our Framework of Qualifications and Accreditation, FoQA) and also courses of study in higher education.

During 2009 we continued our programme to modernise our FoQA: planning for the introduction of a compulsory CILIP CPD Scheme from 2011; agreeing a development plan to migrate the business processes of the FoQA to a web-based environment; exploring the alignment of the CILIP FoQA with the changing landscape of vocation education and qualification across the UK; and continuing to engage with the development of appropriate qualification and accreditation frameworks in Europe and internationally.

## **Administration**

We continue to ensure compliance with all relevant legislation and regulation; to keep in good order our premises and facilities at Ridgmount Street; to maintain and support a skilled and motivated staff; to ensure effective systems of organisation and governance; and to invest in web and ICT development.

During 2009 the recession produced a sharp downturn in CILIP's income from our Enterprise activities. Despite the actions taken in anticipation of this downturn – including reductions in staffing and in pension benefits – CILIP recorded an operating deficit at the end of 2009. During 2010 steps will be taken to bring the CILIP budget back into balance in 2011 and beyond.

## **Future plans**

The CILIP Corporate Plan 2010, agreed by Council at the start of 2010, builds on the strategic priorities outlined in this report continuing the consistency of our strategic direction over time.

In addition CILIP faces two major challenges to address in 2010: change in the professional environment as we move into an information age; and change in the financial environment as we move to a post-recession economy. To help in planning CILIP's future in these changing environments CILIP Council in November 2009 agreed to conduct a "big conversation" (now renamed as the Defining our professional future project) during 2010 about the future for our profession and for CILIP.

The intention is to consult widely and produce outcomes that will enable CILIP to develop a vision for the future, establish a roadmap to achieve that vision, and generate ownership of the vision and the roadmap. This enquiry will be central to CILIP's corporate planning for 2011 and beyond.

## Financial Review

The 2009 accounts have been prepared in accordance with the requirements of the Statement of Recommended Practice published 2005.

The Statement of Financial Activities shows Branch and Group operations separately from those of CILIP's centrally administered operations. These together comprise the movements on CILIP's Unrestricted Funds.

CILIP's unrestricted funds are derived mainly from member subscriptions and from the income generated by commercial activities carried out in furtherance of our charitable objectives.

Expenditure on professional services supports our advocacy, international work and the provision of advice and information services to members.

Training, events and conference costs and publications costs are incurred in order to advance the profession by providing opportunities for our members to develop and enhance their roles and skills and ensure that individuals, enterprises, and not-for-profit organisations have access to the information which they need.

Employment services expenditure is incurred in supporting our framework of qualifications and accreditation and workforce development work, as well as providing information on employment opportunities to our members.

Governance costs support the effective administration of CILIP and the costs of the network of Committees which ensure effective governance.

Operating activities for the year produced a total deficit on unrestricted funds of £544,381. This was made up of a deficit of £942 on CILIP's central activities, and net expenditure of £313,439 on Branch and Group activities, and £240,000 on the pension scheme. £318,234 was transferred from CILIP to the Branches and Groups in the form of capitation payments and other payments to cover the costs of their core activities.

Designated funds set aside in last year's accounts have been utilised as planned on improving the IT infrastructure and other projects to improve efficiency and enhance services to members.

The value of unrestricted investments increased during the year, following a recovery in world markets from last year, which resulted in total net gains of £159,902. Of this, £6,229 was realised due to the sale of some investments. The balance of £153,673 was unrealised at the year-end.

The reserves available to CILIP to cover unforeseen future fluctuations in Membership or Enterprise income have been reduced to £1,395,746 and these remain short of the minimum level of £3.0m required by the reserves policy formula. The trustees are planning to rebuild the reserves by generating operating surpluses over the next few years.

## **Investment Powers and Selection of Investments**

The Royal Charter gives powers to the Trustees to invest the monies of the Institute not immediately required for the furtherance of its objects in or upon such investments, securities or property as may be thought fit. The byelaws allow Council to delegate power to an investment manager to buy and sell investments on behalf of the Institute, within a prescribed investment policy.

Funds which are expected to be available for more than two years may be put into long-term investments to provide both income and capital growth. Funds available for investment long-term will be invested with appropriate External Fund Managers, who will comply with CILIP's investment objectives. Decisions on which managers will be used are made by the Treasurer in conjunction with the Director of Finance.

CILIP's investment policy is:

- a) to maximise the total return from long-term investments, both income and capital growth, without taking undue risk, and
- b) to obtain the best interest rates available on short-term cash surpluses, without risking the capital.

The trustees will not invest directly in investments which conflict with CILIP's aims and objectives as set out in the Royal Charter.

## **Reserves Policy**

CILIP's reserve policy is designed to determine the level of reserves required to enable it to:

- a) Cover periods of low income (resulting from adverse market conditions or a fall in membership) while remedial action is taken
- b) To cover an unexpected loss on a project
- c) To cover unforeseen expenditure items.

The minimum reserves required are calculated as 20% of budgeted Membership fees over three years plus 30% of budgeted Enterprise income, net of direct Enterprise costs, over three years. For 2009, this amounted to £3.0 m (2008 £3.3m). In addition, the policy allows for sums to be set aside in designated reserves for important expenditure outside the normal operating budget.

Branches and Groups retain separate reserves sufficient to fund their own activities and are responsible for formulating their own reserve policy.

Total unrestricted funds as shown in the accounts include a notional funding deficit of £6,612,000 (2008: £4,526,000) calculated under FRS 17 in respect of the charity's defined benefit pension scheme. The trustees believe that this

notional funding calculation, which can vary considerably according to the assumptions made at each year-end, has no material effect on the charity's cash flows in the short term, and that in the longer term its effects are sustainable out of future income. For this reason the trustees consider that it should be disregarded for reserves policy purposes.

### **Risk Management**

The trustees maintain a risk register identifying the risks to which the Association is exposed and the systems and procedures currently in place to mitigate those risks. This is regularly reviewed and updated .



## **Statement of Trustees' Responsibilities**

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Policies).

Charity law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for the period together with its assets and liabilities at the end of the period, and adequately distinguish any material special trust or other restricted fund of the charity. In preparing those financial statements the trustees are required to:

- a) Select suitable accounting policies and then apply them consistently;
- b) Make judgements and estimates that are reasonable and prudent;
- c) State whether the policies adopted are in accordance with the appropriate SORP on Accounting and Reporting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements; and
- d) Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity, and enable them to ensure that the financial statements comply with applicable Accounting Standards and Statements of Recommended Practice, the regulations made under s44 of the Charities Act 1993 and the Charity (Accounts & Reports) Regulations. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

This Annual Report and Accounts complies with current statutory requirements, the requirements of CILIP's Royal Charter and the current Statement of Recommended Practice on Accounting and Reporting by Charities

## **Trustees' Induction and Training**

Each new trustee is given a welcome pack including

- A copy of the governing Charter, Byelaws and Regulations of CILIP.
- A pamphlet produced by the Charity Commission explaining the role and responsibilities of trustees
- A code of practice for CILIP trustees

- A copy of the Conflict of Interest policy
- A Register of Interest form
- The Latest Annual Report and Accounts
- A list of current CILIP trustees
- A note of the CILIP committee structure
- A current calendar of CILIP committee meetings
- A current CILIP departmental telephone directory

Where relevant, copies of recent Council papers and reports are also included in the pack.

The induction process for any newly appointed trustee also includes a meeting with the Chief Executive, who briefs them on their roles and responsibilities as trustees and updates them on current key issues being considered by Council.

Changes to legislation or other rules affecting CILIP are reported to Council to keep trustees up-to-date.

## **Structure, Governance and Management**

### **Council**

CILIP Council is the chief policy-making body of the institute. Members of Council are Trustees of CILIP for the purpose of Charity legislation.

Council has 12 members elected directly by the membership, with a provision for up to three co-options to Council to achieve a balance in the event of missing skills or jurisdictions.

### **Office of the President**

The Office of the President is responsible for maintaining professional standards and good governance within CILIP. It is responsible for the Ethics, Equal Opportunities, Disciplinary and Audit Panels and for Elections to Council and to the post of Vice President. It comprises the President, the Vice President and the Immediate Past President. They are directly elected by the membership, and are independent of the trustees of CILIP.

### **Home Nations, Branches and Groups**

Every Branch and Group and each of the Home Nations, has its own committee structure which manages its own activities and finances. In Scotland, Wales and Northern Ireland the existence of the devolved administrations means that they enjoy greater power and autonomy of action to enable them to meet the aspirations and needs of their members. In England the Branches meet collectively as the English Branches Forum. Representatives from Branches, Home Nations and Special Interest Groups form the Branch and Group Forum and also participate in the Policy Forum

which is the key policy-making body of CILIP, determining its mission and direction.

### **The Annual General Meeting**

The Annual General Meeting, normally held in October each year, sets the member subscription rate for the next year. It also approves by resolution any proposed changes to the Royal Charter and Byelaws (subject to approval by the Privy Council). In all other respects its role is mainly advisory but CILIP Council will normally consider its recommendations

### **Chief Executive**

Day to day management of the Charity is delegated by the trustees to the Chief Executive, who is responsible for managing staff and resources to implement the decisions made by Council.

### **Volunteers**

The contribution of volunteers to CILIP is considerable and essential in achieving its charitable objectives.

The standing committees, task and finish groups, panels and working parties include many volunteer members of CILIP co-opted for their experience and expertise. Branches and groups also rely on volunteers to run their activities and manage their resources. Delivery of some core functions, such as the Framework of Qualifications, is also heavily dependent on the volunteer activism of members.

By these paths, volunteers advise Council, influence the profession and assist CILIP in producing publications and events to further its charitable objectives as well as providing a network of professional support to other CILIP members.

## Membership Information

### Individual Membership and Subscription income by Category

Category	% of Members	% of Subscription Income
<b>Paying full flat rate</b>	<b><u>55%</u></b>	<b><u>76%</u></b>
<b>Discounted rates</b>		
In employment, earning less than £17,000pa	21%	14%
Affiliated members	3%	3%
Students	6%	1%
Unwaged	6%	2%
Retired	5%	2%
Overseas	<u>4%</u>	<u>2%</u>
<b>Total Discounted Rates</b>	<b><u>45%</u></b>	<b><u>24%</u></b>

The average subscription per member is £129

### Membership by Geographical Location\*

	<b><u>2009</u></b>	<b><u>2008</u></b>
<b>English Branches</b>		
CILIP in London	3,433	3,597
East of England	1,684	1,736
East Midlands	1,151	1,212
North East	570	581
North West	1,555	1,630
South East	2,767	2,924
South West	1,513	1,563
West Midlands	1,092	1,182
Yorkshire & Humberside	<u>995</u>	<u>1,053</u>
<b>Total England</b>	<b><u>14,760</u></b>	<b><u>15,478</u></b>
CILIP in Scotland	1,903	2,001
CILIP Cymru/Wales	732	760
Ireland	<u>239</u>	<u>251</u>
<b>Total CILIP</b>	<b><u>17,634</u></b>	<b><u>18,490</u></b>

\*Numbers given are averages for the year

## Membership by Special Interest Group\*

	<u>2009</u>	<u>2008</u>
Aerospace	85	22
Branch and Mobile Libraries	740	808
Career Development	3,770	4,138
Cataloguing and Indexing	1,602	1,747
CoFHE	1,488	1,612
Community Services	918	1,026
Diversity	292	314
Education Librarians	996	1,071
Government Libraries and Information	1,014	1,121
Health Libraries	1,609	1,719
Commercial, Legal and Scientific Information	1,223	1,346
Information Services	2,556	2,930
International Library and Information	737	813
Library and Information History	620	675
Library and Information Research	834	860
Local Studies	1,243	1,331
Multimedia Information and Technology	2,298	2,646
Patents and Trademarks	136	150
Personnel, Training and Education	783	991
Prison Libraries	230	241
Public Libraries	4,684	5,086
Publicity and Public Relations	450	502
Rare Books	1,000	1,031
School Libraries	2,520	2,665
UKeIG: UK E-information	1,852	1,859
University College and Research	3,468	3,693
Youth Libraries	<u>2,345</u>	<u>2,523</u>
<b>Total</b>	<b><u>39,493</u></b>	<b><u>42,920</u></b>

NB: Members may join up to two groups free of charge and unlimited further groups for a small charge.

\*Numbers given are averages for the year

## **Related Parties**

### **CILIP Benevolent Fund Registered Charity No. 237352**

This trust exists for the relief of poverty of CILIP members, former members & their dependents (including former Library Association and Institute of Information Scientists members). CILIP Council appoints all trustees and CILIP provides accounting assistance.

### **The John Campbell Trust Registered Charity No. 88802262**

This trust exists to advance the education of the public in Information Science in particular by the awarding of grants, scholarships, research fellowships and prizes. CILIP Council appoints all trustees.

### **Library Services Trust Registered Charity No. 287404**

This trust exists to promote education in librarianship, bibliography and related subjects. CILIP Council appoints two of the six trustees.

Signed on behalf of the Council

Date

**PRINCIPAL ADDRESS**

7 Ridgmount Street,  
London  
WC1E 7AE

**BANKERS, SOLICITORS, AUDITORS****Bankers:**

Bank of Scotland, Teviot House, 41 South Gyle Crescent, Edinburgh EH12  
9XD

**Solicitors:**

Bates, Wells & Braithwaite, 2-6 Cannon Street, London EC4M 6YH

**Auditors:**

Kingston Smith LLP, Surrey House, 36-44 High Street, Redhill, Surrey RH1  
1RH.

## **PRINCIPAL OFFICERS AND COUNCIL**

### **President**

2009 Peter Griffiths, BA FCLIP  
2010 Bidy Fisher, MLib FCLIP

### **Vice-President**

2009 Bidy Fisher, MLib FCLIP  
2010 Brian Hall, MLS MCLIP

### **Immediate Past President**

2009 Bruce Madge, FCLIP DHMSA PGCert  
2010 Peter Griffiths, BA FCLIP

### **Council**

Below are the Trustees who served on Council from 1st January 2009 to the present. The period covers two governance years, the calendar year to 31<sup>st</sup> December 2009 and from 1<sup>st</sup> January 2010 to the present.

### **Honorary Treasurer**

Nigel Macartney BA MA DipLib CertED MCLIP (to 31<sup>st</sup> December 2009)  
Dr Judith Broady -Preston BA (Hons) MA PhD MCLIP FHEA (from 1<sup>st</sup> January 2010)

### **National Councillors**

Nigel Macartney BA MA DipLib CertED MCLIP  
Chris Armstrong BLib FIAP FCLIP (to 31<sup>st</sup> December 2009)  
Veronica Fraser BA DipLib MIPD FCLIP  
Bruce Royan BA MBA FIMgt FCLIP FSA (Scot) Hon FCLIP  
Dr Judith Broady -Preston BA (Hons) MA PhD MCLIP FHEA  
Isabel Hood BA (Hons) LLB FCLIP  
Ayub Khan BA (Hons) MCLIP  
Dion Lindsay BA DipLib MCLIP AIMC  
Liz MacLachlan MA Hon FCLIP (to 31<sup>st</sup> December 2009)  
Caroline Moss-Gibbons BLib (Hons) PGCE(to 31<sup>st</sup> December 2009)  
Diana Nutting BA MCLIP (to 31<sup>st</sup> December 2009)  
Jill Lambert BSc MA FCLIP  
John Crawford BA MA PhD (from 1st January 2010)  
Emma McDonald BA (from 1st January 2010)  
Nick Poole BA MA (from 1st January 2010)  
Edwina Smart MA FCLIP PGC (from 1st January 2010)

### **Chief Executive**

Bob McKee PhD MCLIP FRSA.



## **INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE CHARTERED INSTITUTE OF LIBRARY AND INFORMATION PROFESSIONALS**

We have audited the financial statements of The Chartered Institute of Library and Information Professionals for the year ended 31st December 2009 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein.

This report is made solely to the charity's trustees, as a body, in accordance with regulations made under section 43 of the Charities Act 1993 and regulations made under section 44 of that Act. Our audit work has been undertaken for no purpose other than to draw to the attention of the charity's trustees those matters which we are required to include in an auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

### **Respective Responsibilities of Trustees and Auditors**

The trustees' responsibilities for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

We have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Charities Act 1993. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the charity has not kept proper accounting records, if the charity's financial statements are not in agreement with the accounting records or if we have not received all the information and explanations we require for our audit.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

## **Basis of Audit Opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

## **Opinion**

In our opinion the financial statements:

- give a true and fair view, in accordance with the United Kingdom Generally Accepted Accounting Practice, of the state of the charity's affairs as at 31st December 2009 and of its incoming resources and application of resources, including its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Charities Act 1993.

Surrey House,  
36-44 High Street,  
Redhill, Surrey, RH1 1RH

**Kingston Smith LLP**  
Chartered Accountants  
and Registered Auditors

Date:

This document is available in alternative formats on request. For details, please write to CILIP at 7 Ridgmount St, London WC1E 7AE, or e-mail [info@cilip.org.uk](mailto:info@cilip.org.uk), or telephone 020 7255 0500, or text phone 020 7255 0505.

**The Chartered Institute of Library and Information Professionals**  
**Statement of Financial Activities**  
**Year ended 31 December 2009**

	Notes	2009				Total	2008
		CILIP	Unrestricted Funds		Restricted funds		Total
			Branches & Groups	Designated funds			
		£	£	£	£	£	
<b>INCOMING RESOURCES</b>							
<b>Incoming resources from charitable activities</b>							
Members' subscriptions		2,148,937	-	-	-	2,148,937	2,170,316
Other income	2	3,186,127	792,735	-	-	3,978,862	4,583,007
<b>Incoming resources from generated funds</b>							
<b>Activities for generating funds</b>							
Rent & Service charge		343,881	-	-	-	343,881	339,754
<b>Voluntary Income</b>							
Grants	3	-	-	-	2,000	2,000	3,518
<b>Investment Income</b>							
Income from quoted investments		107,218	4,651	-	24,297	136,166	247,081
<b>Other incoming resources</b>							
Net Return on Pension Fund		-	-	-	-	-	49,000
<b>TOTAL INCOMING RESOURCES</b>		<b>5,786,163</b>	<b>797,386</b>	<b>-</b>	<b>26,297</b>	<b>6,609,846</b>	<b>7,392,676</b>
<b>RESOURCES EXPENDED</b>							
<b>Costs of generating funds</b>							
Services to tenants		150,689	-	-	-	150,689	132,463
<b>Charitable Activities</b>							
Training, Events & Conferences		1,171,681	334,064	-	-	1,505,745	1,422,745
Publications		1,109,534	92,914	-	-	1,202,448	1,245,435
Employment services		1,400,778	-	-	-	1,400,778	1,807,399
Professional services		1,648,466	683,847	578,999	45,034	2,956,346	2,419,350
<b>Total Charitable Expenditure</b>		<b>5,330,459</b>	<b>1,110,825</b>	<b>578,999</b>	<b>45,034</b>	<b>7,065,317</b>	<b>6,894,929</b>
<b>Governance</b>		<b>249,957</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>249,957</b>	<b>267,252</b>
<b>Other outgoing resources</b>							
Net Return on Pension Fund		296,000	-	-	-	296,000	-
<b>TOTAL RESOURCES EXPENDED</b>	4	<b>6,027,105</b>	<b>1,110,825</b>	<b>578,999</b>	<b>45,034</b>	<b>7,761,963</b>	<b>7,294,644</b>
<b>NET (OUTGOING)/INCOMING RESOURCES</b>		<b>(240,942)</b>	<b>(313,439)</b>	<b>(578,999)</b>	<b>(18,737)</b>	<b>(1,152,117)</b>	<b>98,032</b>
<b>Transfers between funds</b>	5	<b>(318,234)</b>	<b>318,234</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Gains/(losses) on investment assets</b>							
Realised		6,229	-	-	-	6,229	-
Unrealised	7	153,673	-	-	31,917	185,590	(1,018,973)
<b>Revaluation of tangible fixed assets</b>		<b>(1,420,000)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,420,000)</b>	<b>2,020,000</b>
<b>Actuarial gains/(losses) on defined benefit pension scheme</b>	17	<b>(1,846,000)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,846,000)</b>	<b>(2,943,000)</b>
<b>NET MOVEMENT IN FUNDS</b>		<b>(3,665,274)</b>	<b>4,795</b>	<b>(578,999)</b>	<b>13,180</b>	<b>(4,226,298)</b>	<b>(1,843,941)</b>
<b>Fund balances brought forward at 1 January 2009</b>		<b>7,983,516</b>	<b>1,058,962</b>	<b>2,749,731</b>	<b>777,537</b>	<b>12,569,746</b>	<b>14,413,687</b>
<b>Fund balances carried forward at 31 December 2009</b>		<b>4,318,242</b>	<b>1,063,757</b>	<b>2,170,732</b>	<b>790,717</b>	<b>8,343,448</b>	<b>12,569,746</b>

All gains and losses arising in the year are included in the Statement of Financial Activities and derive from continuing operations.

**The Chartered Institute of Library and Information Professionals**  
**Balance Sheet**  
**As at 31 December 2009**

	Notes	£	2009 £	£	2008 £
<b>FIXED ASSETS</b>					
Tangible assets	<a href="#">6</a>		11,250,609		12,652,497
Investments	<a href="#">7</a>		2,230,522		2,138,703
Investments in subsidiary companies	<a href="#">8</a>		2		2
Other investments	<a href="#">8</a>		<u>1</u>		<u>1</u>
			13,481,134		14,791,203
<b>CURRENT ASSETS</b>					
Stock and work in progress	<a href="#">9</a>	127,464		133,902	
Debtors	<a href="#">10</a>	621,641		750,939	
Bank balances and cash in hand		<u>1,678,555</u>		<u>2,185,160</u>	
		2,427,660		3,070,001	
Less: <b>CREDITORS</b>					
Amounts falling due within one year:	<a href="#">11</a>		<u>953,346</u>		<u>765,458</u>
<b>NET CURRENT ASSETS</b>			<u>1,474,314</u>		<u>2,304,543</u>
<b>TOTAL ASSETS before pension deficit</b>			<u>14,955,448</u>		<u>17,095,746</u>
Defined benefit pension scheme funding deficit					
	<a href="#">17</a>		(6,612,000)		(4,526,000)
<b>TOTAL NET ASSETS AFTER PENSION DEFICIT</b>			<u><u>8,343,448</u></u>		<u><u>12,569,746</u></u>
<b>MEMBERS' FUNDS</b>					
Restricted funds	<a href="#">12</a>		790,717		777,537
Unrestricted funds:	<a href="#">14</a>				
CILIP					
Revaluation Reserve		9,534,496		10,954,496	
Pension Reserve		(6,612,000)		(4,526,000)	
Other funds		<u>1,395,746</u>		<u>1,555,020</u>	
			4,318,242		7,983,516
Branches and Groups - other funds			1,063,757		1,058,962
Designated funds	<a href="#">13</a>		<u>2,170,732</u>		<u>2,749,731</u>
			<u><u>8,343,448</u></u>		<u><u>12,569,746</u></u>

Signed on behalf of the Council by:

Dr Judith Broady-Preston

**HONORARY TREASURER**

Approved by the Council on

**The Chartered Institute of Library and Information Professionals**  
**Cash Flow Statement**  
**Year ended 31 December 2009**

**Reconciliation of net incoming resources to net inflow  
from operating activities**

	<b>2009</b>	<b>2008</b>
	<b>£</b>	<b>£</b>
<b>Net incoming/(outgoing)resources</b>	(1,152,117)	98,032
Depreciation charges and loss on disposal	18,940	20,977
Current pension service costs	286,000	485,000
Pension contributions paid	(342,000)	(476,000)
Return on pension scheme	296,000	(49,000)
Investment income	(136,166)	(247,081)
Decrease/(Increase) in stocks	6,438	(19,600)
Decrease/(Increase) in debtors	129,298	194,125
(Decrease)/Increase in creditors	187,888	(188,717)
	<hr/>	<hr/>
<b>Net cash outflow from operating activities</b>	<b>(705,719)</b>	<b>(182,264)</b>
	<hr/>	<hr/>

**CASH FLOW STATEMENT**

	<b>2009</b>	<b>2008</b>
	<b>£</b>	<b>£</b>
<b>Net cash outflow from operating activities</b>	(705,719)	(182,264)
<b>Returns on investments</b>		
Investment income	136,166	247,081
<b>Capital expenditure</b>		
Purchase of tangible fixed assets	(37,052)	-
<b>Sale of Investments</b>	100,000	-
	<hr/>	<hr/>
<b>Increase/(decrease) in cash</b>	<b>(506,605)</b>	<b>64,817</b>
	<hr/>	<hr/>

**ANALYSIS OF CHANGES IN NET FUNDS**

	<b>At 1 January 2009</b>	<b>Cash flows</b>		<b>At 31 December 2009</b>
	<b>£</b>	<b>£</b>		<b>£</b>
<b>Bank balances and cash in hand</b>	2,185,160	(506,605)		1,678,555
	<hr/>	<hr/>		<hr/>

**The Chartered Institute of Library and Information Professionals**  
**Notes to the Financial Statements**  
**Year ended 31 December 2009**

**1. ACCOUNTING POLICIES**

The accounting policies adopted are in accordance with the appropriate Statement of Recommended Practice (2005) on Accounting and Reporting by Charities and the Charities Act 1993 and with applicable accounting standards.

a) Accounting Convention

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investments.

b) Depreciation

Depreciation is charged on all assets, other than freehold property, at the following rates which are expected to reduce the assets to their net realisable values over their expected lives:

Furniture, fixtures and equipment	20% per annum on cost
Computers and programs	25% per annum on cost

No depreciation is provided in respect of freehold property as a policy of revaluation to market value has been adopted. In any accounting period where a revaluation is not undertaken an impairment review will be conducted.

c) Stocks

Stocks are valued at the lower of cost and net realisable value after making allowance for any obsolete or slow moving items. In the case of work in progress and finished goods, cost consists of direct materials, direct labour and attributable overheads. Net realisable value means estimated selling price less all further costs to completion and all costs to be incurred in marketing, selling and distribution.

d) Investments

Investments are stated at market value at the balance sheet date. The SoFA includes the net gains and losses arising on revaluations and disposals throughout the year.

e) Pension costs

Contributions in respect of CILIP's defined benefit pension scheme are charged to the income and expenditure account for the year in which they are payable to the scheme. The assets of the scheme are held completely independently from CILIP. Further details of the pension scheme are set out in note 16.

f) Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessors are charged against profit as incurred.

g) Incoming resources

All incoming resources are included in the SoFA when CILIP is legally entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

h) Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to each activity.

Support costs have been allocated to activities on the following basis:

Building costs	Square footage occupied
ICT and Personnel costs	Per Capita basis
Finance costs	Estimated time spent

i) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the organisation and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in note 13.

Restricted funds, which are detailed in note 12, are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds, where applicable, are charged against the specific fund.

The Chartered Institute of Library and Information Professionals  
Notes to the Financial Statements  
Year ended 31 December 2009  
(continued)

	2009			2008		
	CILIP £	Branches & Groups £	Total £	CILIP £	Branches & Groups £	Total £
Employment Services	1,460,233	-	1,460,233	2,315,623	-	2,315,623
Training, Events & Conferences	968,692	514,457	1,483,149	863,295	469,790	1,333,085
Publications	633,141	44,667	677,808	660,057	24,414	684,471
Other Professional Services	124,061	233,611	357,672	144,020	105,808	249,828
	<b>3,186,127</b>	<b>792,735</b>	<b>3,978,862</b>	<b>3,982,995</b>	<b>600,012</b>	<b>4,583,007</b>

### 3. GRANTS

	2009 £	2008 £
MLA Re Library Buildings Project	-	1,019
CKG Anniversary Carnegie Fund	2,000	2,499
	<b>2,000</b>	<b>3,518</b>

### 4. TOTAL RESOURCES EXPENDED

	Direct Costs £	Support Costs £	2009 Total £	2008 Total £
<b>Costs of generating funds</b>				
Services to tenants	-	150,689	150,689	132,463
<b>Charitable Expenditure</b>				
Cost of activities in furtherance of the objects				
Training, Events & Conferences	1,397,165	108,580	1,505,745	1,422,745
Publications	1,005,119	197,329	1,202,448	1,245,435
Employment services	1,170,793	229,985	1,400,778	1,807,399
Professional services	2,666,401	289,945	2,956,346	2,419,350
<b>Total Charitable Expenditure</b>	<b>6,239,478</b>	<b>825,839</b>	<b>7,065,317</b>	<b>6,894,929</b>
Governance	249,957	-	249,957	267,252
Net Return on Pension Fund	296,000	-	296,000	-
<b>Total Resources Expended</b>	<b>6,785,435</b>	<b>976,528</b>	<b>7,761,963</b>	<b>7,294,644</b>

#### Support Costs Comprise:

					2009	2008
	Finance £	Personnel £	Building £	IT £	Total £	Total £
Training, Events & Conferences	44,725	16,732	9,696	37,427	108,580	112,365
Publications	72,013	33,464	16,997	74,855	197,329	189,062
Employment services	82,365	41,830	12,221	93,569	229,985	234,867
Professional services	64,481	58,562	35,905	130,997	289,945	274,933
Services to tenants	-	-	150,689	-	150,689	132,463
<b>Total Support Costs</b>	<b>263,584</b>	<b>150,588</b>	<b>225,508</b>	<b>336,848</b>	<b>976,528</b>	<b>943,690</b>

Support costs have been allocated to activities as follows:

Building costs	Square footage occupied	(Includes insurance, lighting, heating, maintenance, cleaning and reception costs)
ICT and Personnel costs	Per Capita basis	
Finance costs	Estimated time spent	

The Chartered Institute of Library and Information Professionals  
Notes to the Financial Statements  
Year ended 31 December 2009  
(continued)

[4. Total Resources expended \(continued\)](#)

<b>Total Resources Expended include:</b>	<b>2009 Total £</b>	<b>2008 Total £</b>
Audit fees	22,265	21,800
Other fees paid to auditors	-	-
Depreciation	18,940	20,977
Operating Lease rentals	-	4,576
	<hr/>	<hr/>

<b>Staff costs:</b>	<b>2009 Total £</b>	<b>2008 Total £</b>
Wages and salaries	2,457,796	2,588,677
Social security costs	243,825	210,637
Other pension costs	324,257	451,927
Redundancy Costs	97,077	-
	<hr/>	<hr/>
	3,122,955	3,251,241

The emoluments of employees earning more than £60,000 per annum fell within the following ranges:

	<b>2009 No.</b>	<b>2008 No.</b>
£60,001 - £70,000	3	3
£70,001 - £80,000	2	2
£90,001 - £100,000	1	1

The above employees are all members of CILIP's defined benefit pension scheme

The average number of employees, analysed by function, was:

	<b>2009 No.</b>	<b>2008 No.</b>
Enterprises	22	22
Professional Services	20	21
Chief Executive & others	36	40
	<hr/>	<hr/>
	78	83

[5. TRANSFERS BETWEEN FUNDS](#)

	<b>Unrestricted Funds</b>		<b>Restricted funds</b>	
	<b>CILIP</b>	<b>Branches &amp; Groups</b>	<b>Designated funds</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Capitation and other contributions to branches and groups	(318,234)	318,234	-	-
	<hr/>			



**The Chartered Institute of Library and Information Professionals**  
**Notes to the Financial Statements**  
**Year ended 31 December 2009**  
**(continued)**

**6. TANGIBLE FIXED ASSETS**

Movements during the year are summarised as follows:

	Freehold land and buildings £	Furniture fixtures and equipment £	Computers and programs £	Total £
<b>COST</b>				
1 January 2009	12,580,000	354,488	502,018	13,436,506
Additions	-	37,052	-	37,052
Revaluation	(1,420,000)	-	-	(1,420,000)
31 December 2009	<u>11,160,000</u>	<u>391,540</u>	<u>502,018</u>	<u>12,053,558</u>
<b>DEPRECIATION</b>				
1 January 2009	-	284,648	499,361	784,009
Charged	-	16,789	2,151	18,940
31 December 2009	-	<u>301,437</u>	<u>501,512</u>	<u>802,949</u>
<b>NET BOOK VALUE</b>				
1 January 2009	<u>12,580,000</u>	<u>69,840</u>	<u>2,657</u>	<u>12,652,497</u>
31 December 2009	<u>11,160,000</u>	<u>90,103</u>	<u>506</u>	<u>11,250,609</u>

The freehold land and buildings were revalued on 11th March 2010 by James Lewis and Company, Chartered Surveyors, on an open market basis at £11,160,000. The historic cost of freehold land and buildings is £1,625,504. The trustees do not believe that the value of the building as at 31 December 2009 is materially different to their valuation.

In March 2009, a charge was created on the freehold land and buildings of £8.3m in favour of the CILIP Pension and Assurance Scheme. This represents 74.3% of the asset value.

**7. INVESTMENTS**

	2009 £	2008 £
<b>Quoted investments</b>		
Market value 1 January	2,138,703	3,157,676
Additions	-	-
Disposals at carrying value	(93,771)	-
Net gain/(loss) on revaluation	185,590	(1,018,973)
Market value 31 December	<u>2,230,522</u>	<u>2,138,703</u>
Historical cost at 31 December	<u>1,323,420</u>	<u>1,384,467</u>

The following investments comprise in excess of 5% of the value of the portfolio:

Investment	Holding	Value
M&G Charifund	205,481 units	2,203,063

**8. INVESTMENT IN SUBSIDIARY COMPANIES**

At 31 December 2009 and 31 December 2008 the Institute held the following investments:

Name Of Company	Country of Registration	Holding and operation	Proportion	Nature of business
Library Association Publishing Limited	England	Ordinary shares	100%	Dormant
Clive Bingley Limited	England	Ordinary shares	100%	Dormant

The shares in Clive Bingley Limited are held by Library Association Publishing Limited.

At 31 December 2009 the aggregate of the share capital and reserves of Library Association Publishing Limited and Clive Bingley Limited amounted to a deficiency of £137,045 and a surplus of £702 respectively. As full provision has been made in these accounts for the deficiency in Library Association Publishing Limited, the latter's accounts have not been consolidated into CILIP's figures.

**OTHER INVESTMENTS**

At 31 December 2009 and at 31 December 2008, CILIP held one share, out of 1,000 shares issued, in Library Services Limited.

The Chartered Institute of Library and Information Professionals  
Notes to the Financial Statements  
Year ended 31 December 2009  
(continued)

<u>9. STOCKS</u>	2009	2008
	£	£
Books - finished goods	111,551	103,601
- work in progress	9,942	22,048
Sundry stocks	5,971	8,253
	127,464	133,902

<u>10. DEBTORS</u>	2009	2008
	£	£
Trade debtors	468,614	611,685
Other debtors	97,037	79,432
Prepayments	55,990	59,822
	621,641	750,939

<u>11. CREDITORS: Amounts falling due within one year</u>	2009	2008
	£	£
Trade creditors	240,316	147,784
Taxes and social security costs	69,873	133,905
Other creditors	101,948	163,771
Accruals	541,209	319,998
	953,346	765,458

12. RESTRICTED FUNDS

	At 1 January 2009	Movement in resources Incoming	Outgoing	Transfers & losses on investment assets	At 31 December 2009
	£	£	£	£	£
Mitchell Memorial Fund	12,440	-	-	-	12,440
Anthony Thompson Scholarship Fund	5,759	313	-	480	6,552
Arundell Esdaile Memorial Fund	2,485	82	-	125	2,692
Catherine Hamilton Memorial Prize	4,090	16	(250)	-	3,856
Henrik Jones Memorial Prize	2,119	108	(150)	165	2,242
K Pierce - legacy	4,838	334	-	513	5,685
F Robinson - legacy	10,023	412	-	632	11,067
Colin Mears - legacy	336,628	13,988	(5,000)	20,403	366,019
D Chilcot - legacy	136,403	2,129	-	-	138,532
Wendy Drewett Bequest	98,780	376	(25,573)	-	73,583
Estyn Allan/Branching Out - grant	13,649	-	-	-	13,649
Early Years - grants	60	-	-	-	60
Library buildings Programme	1,602	-	(491)	-	1,111
Advocacy Public Libraries	90	-	-	-	90
CKG Anniversary Carnegie Fund	4,077	2,000	-	-	6,077
<b>Funds in deficit</b>					
Arts Council Wales CKG Anniversary Fund	(789)	-	-	-	(789)
Your Library Programme	(142)	-	-	-	(142)
	632,112	19,758	(31,464)	22,318	642,724
<b>Branch funds</b>					
GA Cooks legacy - CILIP Cymru	145,425	6,539	(13,570)	9,599	147,993
	777,537	26,297	(45,034)	31,917	790,717

The Mitchell Memorial Fund provides loans to members to fund full or part-time study to further their careers

The Colin Mears legacy provides funds for the Colin Mears Awards for the illustration of children's books.

The D Chilcot legacy provides funds to be utilised for information facilities at CILIP and education purposes

The Wendy Drewett Bequest provides funds to support children's librarianship

The GA Cooks legacy was donated for use by the Welsh branch of CILIP

The Estyn Allan/Branching Out grant provides funds for reading activities in Wales

The Arts Council Wales CKG Anniversary Fund sponsors the CILIP Carnegie and Kate Greenaway Children's Book Awards

Detail of the purposes of the smaller funds may be obtained from CILIP's offices.

Funds in deficit arise because at the balance sheet date, expenditure had been made in anticipation of funding which has yet to be received.

**The Chartered Institute of Library and Information Professionals**  
**Notes to the Financial Statements**  
**Year ended 31 December 2009**  
**(continued)**

**13. DESIGNATED FUNDS**

The following designated funds have been set aside out of unrestricted funds for specific purposes:

	At 1 January 2009	Net Outgoing Resources	Additions	At 31 December 2009
	£	£	£	£
Fixed asset Reserve	1,698,001	(18,940)	37,052	1,716,113
Development Reserve	1,051,730	(597,111)	-	454,619
	<u>2,749,731</u>	<u>(616,051)</u>	<u>37,052</u>	<u>2,170,732</u>

The fixed asset reserve is established in accordance with Charity Commission guidance to represent the net book value of fixed assets which is not attributable to other reserves. (This was previously known as the depreciation reserve.)

The development reserve is set aside for a number of one-off projects to enhance the effectiveness of CILIP as a service for its members.

**14. OTHER UNRESTRICTED FUNDS - CILIP**

	At 1 January 2009	Net incoming resources	Gains and Losses	Transfers	At 31 December 2009
	£	£	£	£	£
Revaluation Reserve (note 6)	10,954,496	-	(1,420,000)	-	9,534,496
Pension Reserve (note 16)	(4,526,000)	(240,000)	(1,846,000)	-	(6,612,000)
Other funds - Head Office	1,555,020	(942)	159,902	(318,234)	1,395,746
	<u>7,983,516</u>	<u>(240,942)</u>	<u>(3,106,098)</u>	<u>(318,234)</u>	<u>4,318,242</u>

**15. ALLOCATION OF NET ASSETS TO FUNDS**

	Unrestricted Funds		Designated funds	Restricted funds	Total
	CILIP	Branches & Groups			
	£	£	£	£	£
Tangible assets	9,534,496	-	1,716,113	-	11,250,609
Investments	1,839,418	117,621	-	273,486	2,230,525
Net current assets	(443,672)	946,136	454,619	517,231	1,474,314
Pension scheme deficit	(6,612,000)	-	-	-	(6,612,000)
	<u>4,318,242</u>	<u>1,063,757</u>	<u>2,170,732</u>	<u>790,717</u>	<u>8,343,448</u>

**16. FUNDS HELD AS AGENT**

£33,340 was held in the bank account by CILIP at 31st December 2009 as agent for The Library and Information Science Research Coalition, of which CILIP is one of five full members. The Coalition was set up in March 2009 to facilitate a co-ordinated and strategic approach to LIS research across the UK. CILIP contributed £9,500 to the Coalition.

**17. PENSION COMMITMENTS**

CILIP operates a defined benefit pension scheme on behalf of employees. The assets of the scheme are held separately from those of CILIP in an independently administered fund. The scheme is funded by contributions from the employees and employer in accordance with the recommendations of independent qualified actuaries on the basis of triennial valuations. The pension fund was valued on 30 December 2007 in accordance with the revised assumptions of the Pensions Act 1985. This legislation requires trustees to achieve a Minimum Funding Requirement (MFR) and to maintain contributions and investment returns at a level that ensures the scheme's liabilities are matched by its assets. The MFR valuation on 31 March 2009 indicated that assets represented 82.6% of its liabilities.

As a result of the triennial valuation, contributions have been amended to 15.4% of salary and the Pension Scheme Trustees have accepted a charge of £8.3 million secured on the freehold property against the shortfall.

The pension scheme was closed to new members on 1st April 2009.

The Chartered Institute of Library and Information Professionals

<b>The main assumptions used by the actuary are:</b>	<b>2009</b>	<b>2008</b>	<b>2007</b>
Rate of increase in pensionable salaries	4.70%	4.20%	4.50%
Rate of increase in pensions in payment	3.70%	3.20%	3.50%
Discount rate	5.80%	6.30%	5.80%
Inflation assumption	3.70%	3.20%	3.50%
Rate of return on assets	6.74%	6.20%	6.70%

Notes to the Financial Statements  
Year ended 31 December 2009  
(continued)

[17. PENSION COMMITMENTS \(continued\)](#)

The balance sheet position is:

	Long Term Return	Fund Value 31 December 2009	Long Term Return	Fund Value 31 December 2008	Long Term Return	Fund Value 31 December 2007
	% pa	£'000	% pa	£'000	% pa	£'000
Equities	7.20%	11,194	6.60%	9,454	7.20%	11,967
Corporate Bonds	5.80%	688	6.30%	596	5.80%	780
Government Bonds	4.40%	1,346	3.80%	1,264	4.50%	1,564
Property	5.70%	731	4.90%	502	5.80%	624
Cash	4.80%	92	2.00%	71	5.00%	266
Other	5.80%	489	6.40%	602	5.10%	882
<b>Total Value of Assets</b>		<b>14,540</b>		<b>12,489</b>		<b>16,083</b>
Actuarial value of liabilities		(21,152)		(17,015)		(17,706)
<b>Deficit in the scheme - net pension liability</b>		<b>(6,612)</b>		<b>(4,526)</b>		<b>(1,623)</b>

	2009 £'000	2008 £'000	2007 £'000
<b>Analysis of amount charged to operating profit</b>			
Current service cost - total operating charge	286	485	537

<b>Analysis of amount credited to other finance income</b>			
Expected return on pension scheme assets	767	1,069	945
Interest on pension liabilities	(1,063)	(1,020)	(916)
<b>Net return</b>	<b>(296)</b>	<b>49</b>	<b>29</b>

	2009 £'000	2008 £'000
<b>Analysis of amount recognised in Statement of Total Recognised gains and Losses (STRGL)</b>		
Actual return less expected return on pension scheme assets	1,526	(4,403)
Changes in assumptions underlying the present value of the scheme liabilities	(3,372)	1,460
<b>Actuarial gain/(loss) in pension plan recognised in STRGL</b>	<b>(1,846)</b>	<b>(2,943)</b>

**Movement in deficit during the year**

	2009 £'000	2008 £'000
<b>Deficit in scheme at beginning of the year</b>	<b>(4,526)</b>	<b>(1,623)</b>
Current service cost	(286)	(485)
Employer contributions	342	476
Net return	(296)	49
Actuarial gains/(losses)	(1,846)	(2,943)
<b>Deficit in scheme at end of the year</b>	<b>(6,612)</b>	<b>(4,526)</b>

	2009 £'000	2008 £'000	2007 £'000
<b>History of Experience Gains and Losses</b>			
Difference between the actual and expected return on scheme assets	1,526	(4,403)	958
Value of plan assets	14,539	12,489	16,083
<b>Percentage of scheme assets</b>	<b>10.50%</b>	<b>-35.26%</b>	<b>5.96%</b>
Experience gains/(losses) on scheme liabilities	-	(369)	214
Present value of scheme liabilities	21,152	17,706	17,706
<b>Percentage of the present value of scheme liabilities</b>	<b>1.20%</b>	<b>-2.20%</b>	<b>1.20%</b>
Actuarial gains/( losses) recognised in STRGL	(1,846)	(2,943)	2,107
Present value of scheme liabilities	21,152	17,706	17,706
<b>Percentage of the present value of scheme liabilities</b>	<b>6.50%</b>	<b>-17.30%</b>	<b>11.90%</b>

[18. TRUSTEES](#)

The members of CILIP Council, who are trustees of the charity, received payment only for reimbursement of travel,

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subsistence and other out-of-pocket expenses, totalling £15,805 (2008: £26,937).