



ENT UK

at The Royal College of Surgeons of England

35-43 Lincoln's Inn Fields London WC2A 3PE

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PRESIDENT'S FOREWORD

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“One of the highlights this year was in keeping with my promise to attract the best talent in the next generation and to be outward facing as a specialty”



I am delighted to present this report in my first year as President of ENT UK. The report is the result of our combined efforts in providing high-quality services in otolaryngology and related sub-specialties for the benefit of our patients.

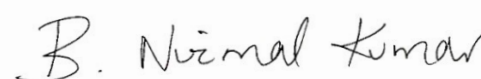
One of the highlights this year was in keeping with my promise to attract the best talent in the next generation and to be outward facing as a specialty. This resulted in a large increase in the numbers of student and trainee members and the new category of young consultants has also been popular, while the decision to offer free membership to clinicians in HINARI-A countries has been very well received.

The efforts made by the team at e-lefENT to provide an up-to-date and modern platform that is a useful online learning resource is almost portentous for the events that have followed in our lives during the COVID-19 pandemic.

Our pre-COVID shortages in clinical workforce numbers with the key challenges of delivering high standards of care while improving the quality impacts for our patients remains an important consideration as we exit the pandemic and return to normal delivery of service.

I remain indebted to each and every one of the members, ENT UK staff, Executives and Trustees who work together for collective gain.

Professor B Nirmal Kumar,
President of ENT UK



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REFERENCE AND ADMINISTRATIVE DETAILS

PRINCIPAL OFFICE

The Royal College of Surgeons

35-43 Lincoln's Inn Fields

London

WC2A 3PE

The charity is incorporated
in England and Wales.

Company Registration Number 6452601

Charity Registration Number 1125524

SOLICITORS

SA Law

60 London Road

St Albans

Hertfordshire,

AL1 1NG

BANKERS

National Westminster Bank Plc

Bloomsbury Parr's

PO Box 158

214 High Holborn

London

WC1V 7BX

AUDITOR

Edmund Carr LLP

Chartered Accountants & Statutory Auditor

146 New London Road

Chelmsford

Essex

CM2 0AW

INVESTMENT FUND MANAGERS

Brewin Dolphin

10 Wellington Place

Leeds

LS1 4AN

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As well as supporting surgeons and associated medical professionals, ENT UK promotes the understanding of ENT in the media and provides the specialty with a voice

TRUSTEE'S REPORT

CHARTER

NT UK is the professional membership body representing Ear, Nose and Throat surgery, as well as its related specialities, in the United Kingdom. ENT UK supports members at every stage of their careers, from student-level right through to retirement – a total of more than 1,700 medical practitioners.

As well as supporting surgeons and associated medical professionals, ENT UK promotes the understanding of ENT in the media and provides the specialty with a voice. ENT UK is a source of valuable medical information for patients as well as practitioners, and supports research, provides continuing education for specialists, and champions high standards in training. In all of our activities we seek to improve the care available to patients suffering from conditions of the ear, nose, throat, head and neck.

MISSION STATEMENT

The mission of the association consists of the following aims:

- To improve the care available to patients suffering from conditions of the ear, nose, throat, head and neck through supporting research and guideline development.
- To promote the understanding of the range of conditions treated by the specialty through better public education.
- To provide information on the specialty to the general public and media through improved web-based information.
- To support and provide continuing education for specialists through

courses, conferences and e-learning.

- To encourage recruitment into the specialty through greater exposure in medical school and foundation year training.
- To promote high standards in the training of specialists through support for trainees seeking subspecialist training and academic career pathways.
- To represent the specialty at the Royal Colleges of Surgeons and to government bodies through increased representation.

STRATEGIC AIMS

The strategy aims to be:

1. Patient-centred by focusing on

- patient outcomes
- patient information
- closer liaison with related ENT charities
- advocacy for patients.

2. Supportive to members from medical school to retirement through provision of or support for:

- continuing medical education and training
- maintaining professional standards
- advancing knowledge of ear, nose and throat disorders through research and education
- specialty-specific professional capabilities
- addressing the non-medical elements of the NHS
- adequate representation in the Royal Colleges.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

The following provides the governance and management of ENT UK during the period 2018-2019

The Board of Trustees

Prof Nirmal Kumar, President

- Trustee since 4 Feb 2011 as Asst Honorary Secretary of ENT UK (2011-2015).
- Honorary Secretary & Company Secretary of ENT UK (3 Feb 2015 to 31 March 2017) and President-elect of ENT UK March 2017 to March 2019. President of ENT UK since March 2019

Mr Andrew Swift, President elect

- Trustee and President-elect since March 2019.

Prof Carl Philpott, Honorary Secretary

Trustee and Honorary Secretary and Company Secretary from June 2017 to March 2020

Miss Kay Seymour, Honorary Treasurer

- Trustee and Honorary Treasurer since Sept 2018

Prof Gerry O'Donoghue, Master of BACO 2020

Trustee since 3 Dec 2015 and BACO Master 2020 since July 2018

Miss Catherine Spinou, BACO Treasurer/ Project Lead

- Trustee since September 2019

Miss Victoria Ward, Clinical Trustee

- Trustee since December 2018

Mr Brian Bingham, Past President

- Trustee since 6 Feb 2015 as President-elect (2015-2017). President of ENT UK from 31 March 2017 to March 2019. Past President from March 2019 to March 2020

Mr Andrew Gamble, Lay Member

- Lay Trustee of ENT UK since 6 May 2016. Second term of 3 years accepted in May 2019.

Mr Stephen Evans, Lay Member

Lay Trustee since 31 March 2017 and Chair of Financial Audit Committee of ENT UK from Sept 2015 to December 2019.

The Executive Committee

- Prof Nirmal Kumar, President
- Mr Andrew Swift, President-elect
- Prof Carl Philpott, Honorary Secretary
- Mr San Sunkaraneni, 1st Assistant Honorary Secretary
- Miss May Yaneza, 2nd Assistant Honorary Secretary
- Miss Kay Seymour, Honorary Treasurer
- Mr Will Hellier, Assistant Honorary Treasurer
- Miss Catherine Spinou, BACO Treasurer/ Project Lead

- Prof Philippa Tostevin, Director of Education
- Mr Craig Murray, Chair of SAC in Otorhinolaryngology

The Financial Audit Committee

- Mr Stephen Evans, Chair
- Mr Andrew Swift, President-elect
- Prof Carl Philpott, Honorary Secretary
- Miss Kay Seymour, Honorary Treasurer
- Miss Catherine Spinou, BACO Treasurer/Project Lead
- Mr William Hellier, Assistant Honorary Treasurer
- Ms Lyndy Pullan, General Manager
- Mr Bikram Gurung, Financial Officer
- Mr Patrick Way, Lay Member

ENT UK Office

- Ms Lyndy Pullan, General Manager
- Ms Janet Stephen, Education Officer
- Ms Lidija Ivnik, Membership and Committees Officer
- Mr Bikram Gurung, Finance Officer
- Ms Christy Hillman, Events Officer and BACO Organiser
- Ms Jessica Leigh, Events Officer
- Ms Phillippa Chinery, Communications Officer
- Mr Davide Gorgoglione, IT/Website Officer
- Mr John Nixon, Copywriter and Content Editor

The ENT UK Council

- Prof Nirmal Kumar, President
- Mr Andrew Swift, President-elect
- Prof Carl Philpott, Honorary Secretary
- Miss Kay Seymour, Honorary Treasurer
- Prof Gerry O'Donoghue, Master of BACO 2020
- Miss Catherine Spinou, BACO Treasurer/Project Lead
- Mr Brian Bingham, Past President
- Mr San Sunkaraneni, 1st Assistant Honorary Secretary
- Miss May Yaneza, 2nd Assistant Honorary Secretary
- Mr William Hellier, Assistant Honorary Treasurer
- Prof Philippa Tostevin, Director of Education
- Mr Craig Murray, Chair of SAC in Otorhinolaryngology

Regional Representatives

- Robin Adair (Northern Ireland)
- David Baring (Scotland – East)
- Nazir Bhat (East Anglia)
- Sam Fishpool (Wales)
- Fiona Macgregor (Scotland – West)
- William Hellier (Wessex)
- Tony Jacob (South Thames)
- Ram Moorthy (Oxford)
- Catherine Spinou (West Midlands)
- Frank Stafford (Northern)
- Yujay Ramakrishnan (Trent)
- VACANT (Yorkshire)
- VACANT (South Western)

- VACANT (Mersey)
- VACANT (N.W. Thames)
- Simon Lloyd (North Western)
- Gavin Watters (N.E. Thames)

Other subspecialties and bodies

- Claire Hopkins, BRS President
- James Barraclough, YCOHNS
- Rujuta Roplekar, AOT
- Matthew Coates, AOT
- Mark Watson, BLA President
- Paula Coyle, WENTS
- Jayesh Doshi, SFO Chair
- Michael Kuo, BAPO
- Paul Pracy, H & N Chair
- Philip Robinson, BSO President
- Hesham Saleh, BSFPS
- Shyam Singam, SAS
- Emma Stapleton, Editor ENT UK Newsletter
- Omar Mirza, Assistant Editor ENT UK Newsletter
- Bilal Anwar, Assistant Editor ENT UK Newsletter
- Paul Spraggs, RCSEng Representative

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OUR MEMBERSHIP

During the period 2018 to 2019 the total ENT UK membership increased from 1485 members to 1617. The revenue increase over this period of 2018 to 2019 was however negligible, increasing by £1k from £410k to £411k. This was because a large proportion of the new members were non-consultant grades paying lower subscription fees. Of the members leaving the association, 14 were consultants (compared to three new

consultant members in the year). YCOHNS, where consultants in the first five years of appointment pay a reduced subscription (an annual fee of £300 compared to £495 for more senior consultants) proved to be a popular option for consultants at this stage. Having successfully encouraged more junior grades to join ENT UK, trustees are actively considering strategies to retain and grow the consultant membership grade



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MEMBERSHIP INCOME BY YEAR

YEAR	REVENUE	NOS
2014-15	£325k	1,262
2015-16	£342k	1,340
2016-17	£371k	1,387
2017-18	£410k	1,485
2018-19	£411k	1,617

PAYING MEMBERS

PAYING MEMBERS	THIS YEAR	+/-
Total	1,617	132
Consultant	593	-56
Trainee	399	27
SFO	279	65
International	107	10
SAS	104	22
YCOHNS	60	60
Allied	45	-1
Retired	30	5

FREE MEMBERS

FREE MEMBERS	NOS
Total	193
Life	86
Hinari	51
Honorary	45
Maternity	11

NEW MEMBERS

NEW MEMBERS	NOS
Total	136
SFO	59
Trainee	30
International	19
SAS	14
YCOHNS	5
Allied	5
Consultant	4

LEAVERS

LEAVERS	NOS
Total	57
SFO	19
International	16
Consultant	14
Trainee	2
SAS	2
Allied	2
Retired	2

TOTAL JOIN

TOTAL JOIN	NOS
Total	421
SFO	170
Trainee	112
International	55
SAS	38
Consultant	20
Allied	15
YCOHNS	11

TOTAL LAPSED

TOTAL LEAVERS	NOS
Total	298
SFO	98
Trainee	58
Consultant	56
International	50
SAS	18
Allied	14
Retired	4
YCOHNS	



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ACTIVITIES AND ACHIEVEMENTS DURING 2018-19

SPRING MEETING

The spring meeting was held in Chester and was the first airing of the ENT UK conference app for smart phones. The app had various features including the programme for the day, notifications and the live polling option which was actively put to use during some of the presentations including asking for some feedback on the members' survey. The meeting saw the President of ENT UK, Mr Brian Bingham, hand over to Prof Nirmal Kumar as he completed his two-year term of office. Following the welcome address, the British Otorhinolaryngology and Allied Sciences Research Society (BOARS) Innovation & Research Free papers followed with presentations on Chronic Rhinosinusitis (CRS) postoperative management, CRS endotyping, otitis externa and a quality-of-life impact-assessment tool for tonsillitis. Following this, an excellent presentation on collaborative efforts in the field of

gastroenterology was given by Prof Mark Hull, Molecular Gastroenterologist and Clinical Research Network (CRN) Gastroenterology National Specialty Lead.

Prof Bradley Welling, another invited speaker, discussed errors and complications in otological surgery, reflecting on his extensive experience and providing an opportunity to see how the best also fail. He was then presented with the Lionel College Award by former President, Prof Antony Narula. Following the AGM, Prof Kumar was formally inaugurated as ENT UK President.

Further expert talks were given by Mr Neil Bateman on the acutely ill child, Mr Brian Bingham on his career reflections and Ms Alexandra Burton on invited reviews of ENT departments by the Royal College of Surgeons. Finally, Prof Kumar and Prof Philpott presented the ENT UK strategy for the next five years.



The meeting saw the President of ENT UK, Mr Brian Bingham, hand over to Prof Nirmal Kumar as he completed his two-year term of office

Provided by Carl Philpott, Honorary Secretary (2017 – 2020)

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AUTUMN MEETING

The autumn meeting took place at Grand Connaught Rooms in London. Following a welcome from President Nirmal Kumar, Prof Carl Philpott updated delegates on the latest news on the research activity currently underway on the ENT NIHR Clinical Research Network and gave information about the Associate Primary Investigators Scheme. This is a new NIHR-accredited initiative which offers opportunities for ENT trainees to gain experience in local leadership of research studies including clinical trials, with support from Consultant principal investigators. The following session allowed trainees to deliver presentations on research and quality improvement projects as well as medical innovations in ENT.

Next in proceedings was a global health talk by Mr William Harkness on InterSurgeon, an innovative platform bringing together surgeons internationally who wish to collaborate in clinical practice,

participate in the provision of training and education, or share equipment and other resources. ENT UK and InterSurgeon are collaborating to set up a global network for ENT surgeons. Integrate Fellow John Hardman then delivered a talk on the achievements of the ENT trainee collaborative over the last year and it was encouraging to see this group continue to flourish.

Mr Gerry O'Donoghue, BACO 2020 Master, provided a short update on the forthcoming international conference to be held in Birmingham in July 2020. Following this international theme, ENT colleagues from Ireland and India delivered presentations including the Irish higher surgical training experience. The final highlight of the meeting was the patient concert delivered by members of the Shout at Cancer charity's Laryngectomy Choir and a great reminder of the potential for rehabilitation.

Provided by Carl Philpott, Honorary Secretary (2017 – 2020)



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EDUCATION

This annual report has been produced with the assistance of Education Officer Janet Stephen who has provided exemplary support for the educational activities under the remit of the Education and Training Committee. This document represents a period of change of leadership between two Directors of Education. I am most grateful to Mr Andrew Robson, demitting DoE, for the summary of activity to end of December 2018. The new DoE, Philippa Tostevin, was appointed December 2018.

The ENT UK Education and Training committee, with representation from the leadership of other committees (CPD, SFO, SAS, AOT and SAC) has met and updated

the executive throughout the year. For the latter part of the year, the skills courses have also been represented by their leadership on the ETC group.

This report represents a summary of educational activities to demonstrate how they have progressed in alignment with the mission statement of the organisation, noting the strategic objectives and key deliverables in the five-to-ten-year strategy document (September 2018). For all courses the ENT UK events policy has been followed and the feedback has been produced and analysed in timely fashion with huge thanks to Christy Hillman and Jessica Leigh of the events team.

MISSION STATEMENT ONE: TO PROMOTE AN UNDERSTANDING OF THE RANGE OF CONDITIONS TREATED BY THE SPECIALTY

A. E-LEFENT

In response to the declared wish from the membership for improved educational resources online, an up-to-date e-learning footprint has been achieved to support the continuing education of all our membership from undergraduate to retirement. The e-lefENT team led by Victoria Ward and James Tysome, working with a digital transformation team who report to Medtronic, have facilitated the build of a new platform paid for by Medtronic.

B. RCGP

A meeting was held in January 2019 with

representatives of the Education team at the RCGP, from which an MoU has been agreed between the two organisations to allow collaboration on the review of e-lefENT resources with regards to their suitability for the GP audience and curricular outcomes. There has been a change in role holder at the RCGP and this work is ongoing.

C. GP AND ALLIED DAY BACO

BACO 2020 plans have involved the development of a GP and Allied Healthcare Professionals day. It was recognised that there was a need to embrace the wider community who are involved in the delivery of ENT care and plans were initiated to convene a group representing their interests to be formally launched at BACO 2020. This initiative has been led by the DoE, who has been

adopted as a member of the BACO exec (a recommendation from the previous BACO) to ensure a high quality educational day for the GPs and Allied Healthcare Professionals, in particular for those in the geographical area around the BACO venue. Collaborative work with the BSO education lead to contribute to the BACO day and develop GP resources is ongoing.

MISSION STATEMENT TWO: TO SUPPORT AND PROVIDE CONTINUING EDUCATION FOR SPECIALISTS

A. CPD

The CPD committee led by Declan Costello has provided kitemark accreditation on behalf of ENT UK as a marker of quality of educational provision. Over this period, 63 CPD applications were received and reviewed by the committee and 16 applications were received for advertising only. Following

an incident where concern was raised about the use of the ENT UK kitemark on certain microsuction courses not delivered by or to ENT surgeons, the brief of the committee was tightened to ensure that this could not occur again. It was also established that there was no need for ENT UK to provide CPD for examiners, as this fell under the remit of the JCIB. Similarly, it was decided not to give CPD to faculty on a course, instead providing a letter of thanks to allow them to self-certify the time spent developing and delivering courses. In August 2019 the Clinical Otolaryngology journal was provided free to the membership on the website. A regular programme of quality assurance visits to courses has been maintained with feedback from all courses reviewed and action taken if required.

B. SPECIALTY DOCTOR GROUP (SAS)

The SAS group led by Shyam Sunder Singam developed and delivered a

successful two-day course in Torbay, 20 and 21 June 2019. The clinical skills facility at Torbay was utilised in such a way as to minimise the cost. Provisional plans are emerging for the next SAS conference to take place in South Wales. The SAS group is kept updated with national changes in the CESR process through representation on the SAC by DoE and the President. A key strategic aim was to support the SAS doctors' guidance for CESR route to specialist registration, and this has been achieved through the successful implementation of a CESR buddy scheme which operates throughout the UK, inviting any newly successful applicants to offer support to those who are undergoing the application process in addition to their local support.

C. WEBINARS

The webinar series is a free resource that is live streamed through the RCSEd using a webex platform. The subsequent



Specialty Doctor Group

learning resource videos are then uploaded onto the e-lefENT virtual learning platform. The 2018-2019 series covered emergency topics and the 2019-2020 plans that were developed over the period of this document include facial nerve palsy post-parotid and post-ear surgery, pharyngeal leak, vocal cord palsy, post-op hearing loss, CSF leak, chyle leak, flap failure and displaced tracheostomy tube. The administration of this activity falls within the remit of the RCSEd, including the leadership by Omar Hilmi, with collaboration of the DoE of ENT UK, sourcing speakers and chairs for the events. These have been popular with a global audience comprised of ENT surgeons including trainees, specialty doctors and consultants.

D. PAEDIATRIC EMERGENCY SURGICAL SKILLS COURSE (PESC) – COURSE LEADS MICHAEL SAUNDERS AND NEIL BATEMAN

This simulation course has been developed for ENT consultants who do not work in tertiary paediatric ENT centres. This is an ongoing requirement. The cost of the course to the organisation is variable, depending on location, but was delivered at a reduced cost of £50 to the membership in Bristol (1 May 2019). It is of note that excellent guidance has been produced by the team to facilitate delivery at regional centres around the UK.

E. ADULT EMERGENCY SURGICAL SKILLS COURSE (ESSC) – COURSE LEAD PHILIP CLAMP

It is of note that some surgical simulation events are so expensive to deliver they might not be sustainable in the long term. A strategic approach to try to deliver this course as a membership benefit has been adopted. The use of cadaveric material is the main challenge in relation to the cost of this course, although the geographical area and their facilities also contributes

The webinar series is a free resource that is live streamed through the RCSEd using a webex platform.



① Paediatric Emergency Surgical Skills Course



**In June 2019
David Howard
led a team
delivering an
International
Paediatric
Anaesthesia and
Airway course
in Tanzania,**

to the range of costings. Following on from the success and excellent feedback for the ESSC in Newcastle in October 2018, a further course was delivered in Guildford in October 2019. This course was delivered as a membership benefit at the subsidised rate of £200 each. Each course requires six faculty to deliver, so whilst they are popular and enormously beneficial to the maintenance of general emergency skills in the increasingly specialised consultant workforce, this has to be balanced against a considerable cost to the organisation.

F. INTERNATIONAL PAEDIATRIC ANAESTHESIA AND AIRWAY COURSE – COURSE LEAD DAVID HOWARD

In June 2019 David Howard led a team delivering an International Paediatric Anaesthesia and Airway course in Tanzania, with plans for further future courses. The course is designed for the needs of nurse anaesthetists and medical students rather than the UK consultant workforce for the PESC course.

G. MEDICAL TRAINING INITIATIVE SCHEME (MTI)

The MTI scheme is run by HEE on behalf of the Department of Health (the government sponsor) operating under the Home Office Tier 5 Government Authorised Exchange visa scheme. In alignment to the strategic objective to run an effective recruitment scheme for MTI, ENT UK aims to sponsor clinical training and improve the quality of healthcare in developing countries. Five MTI doctors were accepted during the period covered by this document, interviewed by ENT UK executive representatives and host trust representatives.

MISSION STATEMENT THREE: TO ENCOURAGE RECRUITMENT INTO THE SPECIALTY

A. SFO GROUP – CHAIR JAYESH DOSHI

In alignment with the 2018 strategy to support the training of members from medical school, the SFO has seen a period of remarkable growth in membership and



① Adult Emergency Surgical Skills Course (ESSC)

activity. SFO membership in Nov 2018 was 228 and grew by 100 over the year, as such representing the fastest growing section of ENT UK, with 47% of the SFO membership being medical students.

SFO have established an excellent networking platform and supports the undergraduate essay prize. Following on from the success of the previous BACO, plans are ongoing for BACO 2020 to also include clinical skills stations. A strategy to involve all medical schools has been followed along with regular support for medical school careers fairs around the UK. SFO has developed and published an excellent e-book, ENT: The official handbook for medical students and junior doctors; 48 copies were sold in the period covered by the document. On 12 October 2019, in Birmingham, SFO held a fully booked conference featuring workshops for paediatric endoscopy, BAHA, percutaneous tracheostomy, temp bone simulation and speech therapy with lectures on life as a trainee, life as a consultant, run-through training, the

academic pathway and INTEGRATE. We received 55 abstracts for this conference.

B. AOT

A key relationship that has been actively nurtured throughout the year is that of ENT UK with the AOT group (not an ENT UK group, although 180 ENT trainees are members). The President of AOT (Sid Nagala and then Manish George) and the Education representative (Shilpa Ojha) have been active contributors to the Education and Training committee and as such provide a key bridge of essential communication between the organisations. High-quality trainee presentations were very well received in both the spring meeting on 15 March 2019 in Chester and the annual meeting in London on 13 September 2019. The Past President of AOT was a member of the quality assurance group for national selection in 2019.

SFO have established an excellent networking platform and supports the undergraduate essay prize.



📍 SFO group – Chair Jayesh Doshi



Parallel to the review of the MRCS exam, ICBSE commissioned a review of the DOHNS to ensure that it was running according to accepted assessment principles with robust quality assurance practices.

MISSION STATEMENT FOUR: TO PROMOTE HIGH STANDARDS IN THE TRAINING OF SPECIALISTS

A. RECRUITMENT

National Selection took place 18-19 March 2019 at the KCOM stadium in Hull, and it was a well organised event with previous issues resolved. The use of i-Pads enabled participants to record responses to the portfolio, clinical skills, clinical scenario, communication and management scenarios. National ST3 induction boot camps were held 11-12 October in Bristol and 8-9 November in Newcastle.

B. EXAMINATIONS

Parallel to the review of the MRCS exam, ICBSE commissioned a review of the DOHNS to ensure that it was running according to accepted assessment principles with robust quality assurance practices. As the DOHNS part A was less popular, with fewer GPs taking the examination, and not being a requirement for surgical training, the review group concluded that DOHNS Part A would no longer be offered by the ICBSE and questions could be incorporated into the new MRCS part A. The review group then focussed on the Part B MRCS (ENT) with a strategy to stop DOHNS Part A, and all candidates to do MRCS part A and then either MRCS B or MRCS B (ENT) exam. This was submitted to and rejected by the GMC.

MISSION STATEMENT FIVE: TO REPRESENT THE SPECIALTY AT THE RCS

A. FELLOWSHIPS

ENT UK provides support to the RCS fellowship scheme by reviewing

applications. Review of Imperial Laryngology fellowship was undertaken and support given in February 2019 and the Liverpool Rhinology fellowship was supported May 2019.

B. SAC

The critical relationship between the key committees of the College and ENT UK is maintained by the President of ENT UK and the DoE sitting on the SAC and the Chair of the SAC as a member of the executive of ENT UK and the Education and Training committee. Key developments during this time period are the new curriculum for Otolaryngology successfully transiting the curriculum advisory group and the final stages of acceptance by the GMC, under the leadership of Jeremy Davies and Paul Spraggs. New plans for length of training in ENT have also been agreed and are due to be introduced later in 2020. Additionally, LTFT training on the ENT UK website has been clarified to align with SAC guidance.

C. GENOMICS

The DoE and representative from AOT have worked with the RCS to establish aspects of genomics that are relevant to the specialty in order to contribute to a project exploring genomics in the curriculum of all specialties.

D. COSMETIC SURGERY ACCREDITATION

Mr Hesham Saleh and DoE have been the ENT UK representation for the development of CS accreditation in the UK, this work is ongoing.

**Provided by Philippa Tostevin,
Director of Education ENT UK**

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SPECIALIST ADVISORY COMMITTEE (SAC): OTOLARYNGOLOGY (CRAIG MURRAY)

SAC CHAIR

In January 2019 Craig Murray was appointed Chair of the Committee. Anne-Louise McDermott was appointed as the Vice Chair and Jeremy Davis was retained as ex-officio member to the SAC for one year to help progress with curriculum revision.

PROGRESS REPORT

SAC MEMBERSHIP AND GOVERNANCE

A further advert was sent out for two vacant SAC roles to commence mid- to late-2020 and the RCSI rep is due to commence in Feb 2020. The ENT UK Director of Education, Philippa Tostevin, took over liaison member duties for North East England.

SELECTION AND RECRUITMENT

There have been monthly teleconferences with HEE Y&H and NS Lead which is working well. The process of planning questions for National Selection has started for next year along with inviting the interviewees. Plans are in place for it to take place in Hull again.

Addendum to the above – it was decided that it would be portfolio-only recruitment in May 2020 due to COVID-19.

WORKFORCE

We remain concerned regarding the workforce position within the UK and are keen to increase numbers.

There was an initial 'false hope', with Scottish STB agreeing that three extra

places was reasonable, until it went to the Government, who did not support increasing numbers but recommended better use of LTFT spare availability.

John Stock attended the SAC meeting on 9 October 2019 to discuss the ongoing position. We had asked him to look at use of locally funded posts but concerned he would move to the norm. He and his colleagues will present at joint SAC/TPD with particular regard to how he can show significant increase in Consultant numbers, with no increase at the bottom. There was no allowance for the 'pension issue'.

Addendum to the above, May 2020 – John Stock has subsequently disengaged from the process. Communication is now as a group via JCST to 4 Statutory Bodies.

TRAINING PROGRAM AND TRAINEE ISSUES

Nil of note.

CURRICULUM AND LOGBOOK

The Curriculum passed CAG review but there remains an issue with mandatory courses. The GMC are pushing back against this. We do however support the need for courses from a patient safety position and will reinforce our concerns that the training cannot be supplied by other ways at this time.

There is anxiety from AOT regarding phase three training with the new curriculum.

This is settling, with better understanding of how this will work and increased realisation that it is not mandatory to have

all emergency safe issues by the end of ST6, but that time in the last two years can also be utilised.

Addendum to the above, May 2020 – accepted by CAG, no courses, research or management requirements mandated. It will now start in August 2021.

Logbook is making slow progress, with IT staffing and continuity appearing to be the issue.

OTHER MATTERS

Run-through training progressing. There is an issue, however, of re-applying for RT in the second year CST, to be awarded RT post, and then having one year counted and thereby avoiding the ST selection process. This has been discussed with Gareth Griffiths (JCST Chair) and John Brecknell (CSTAC Chair). It is core however to GMC shape-of-training design and will remain. We are, however, very concerned regarding the impact on units and imbalance to recruitment if this becomes a more regular event. There is no guarantee there could be ST3 posts for them.

**Provided by Craig Murray,
Chair of SAC**

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CLINICAL EXCELLENCE AWARDS

Supporting members to gain ACCEA awards through an assessment process and through provision of citations for those who meet the criteria for consideration.

In 2019, ENT UK was entitled to submit citations for up to eight bronze awards, four silver awards and two gold awards. All renewals needed to meet the standards agreed for the new awards.

All applications were received by midnight 24 February and sent to the panel for marking by 25 February. The scores were returned by the panel before 6 March and the average scores were re-presented to each of the panel members one day prior to the teleconference meeting on 12 March for consideration.

In 2019 14 members were supported by citations for new awards and five for renewals. Ten of those members were successful in gaining their awards.

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PATIENT INFORMATION LEAFLETS

During this period the ENT UK patient information leaflets continued to be a popular resource, with regular orders coming in to the ENT UK office from around the country. David Crampsey was engaged in leading a review and update of the material, and made headway with a number of titles, but had to demit in March 2019, whereupon May Yaneza became project lead. A guide for writing patient information leaflets was created to include points raised by the Ombudsman, Montgomery versus NHS Lanarkshire and advice regarding language level.

Prior to the production of the guide, we were fortunate to receive a suite of leaflets from the Head and Neck Society which has allowed us to work on the format and layout. A number of other leaflets are also being simultaneously updated. A survey of delegates at the 2019 annual meeting confirmed that the DL paper format was preferred for printed leaflets. The factual content that is required can no longer fit on two sides of A4 and therefore a visual infographic of the important points is being produced for the back page of

each leaflet. Each leaflet goes through a process of editing and proofreading, with input from clinical and lay contributors and copyediting oversight. Illustrations and clinical photographs will be used to convey information as well as text. Application for a crystal mark from the Plain English Campaign is also being considered.

The COVID-19 pandemic started in 2020, thus information and clinical priorities shifted to the pandemic, halting the excellent progress we have made behind the scenes. In the post-peak period we hope to return to focusing on this workstream before future peaks. A separate information sheet on COVID-19 related risks is available and must be given to patients undergoing elective surgery. Existing patient information leaflets available via the ENT UK website contain an accurate, short overview of conditions and procedures.

Provided by May Yaneza, Assistant Honorary Secretary (2020 – present)

12

HPV

In the period between October 2018 and September 2019, ENT UK continued to support HPV Action in its bid to convince the Government of the day to extend the vaccination of 12-13 boys in Great Britain to include older boys. ENT UK aided in this process by publishing regular updates and related information on the website and in the ENT UK round-up.

Announcements were made in April 2019 that Northern Irish policy would be brought in line with that pursued in Great Britain, with boys aged 12-13 offered the vaccine. However, disappointingly, the UK Government eventually declined to vaccinate older boys.

At this time, work was being undertaken to establish an international network, HPV

Action Europe, which could coordinate across borders. In early 2019, the European Centre for Disease Prevention and Control began a public consultation on its HPV vaccine guidelines, including the vaccination of boys.

It was announced in September 2019 that HPV Action had received the Mouth Cancer Foundation's bronze charity project award in recognition of its work. It was also announced that the Throat Cancer Foundation would be taking over the costs of hosting the HPV Action website, including a new section of openly-accessible information for health professionals, containing research abstracts, policy summaries and guidance documents. An e-bulletin aimed at the same audience was introduced, linking to the web content.

13

ENT UK CLINICAL GUIDELINES

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previously
known as
Specimen
Standing Orders

**Provided by San Sunkaraneni, Assistant
Honorary Secretary (2017 – 2020)**

14

GETTING IT RIGHT
FIRST TIME: GIRFT

In 2018-19 the remaining clinical 'deep dive' visits were completed, meaning 126 clinical visits had been undertaken in total by the ENT GIRFT team.

Information, observations and feedback from clinical colleagues went into the production of the ENT GIRFT Programme National Specialty Report. This was produced with collaboration from a number of key stakeholders, in particular ENT UK. The report was endorsed by ENT UK, and included a statement of support from past and current presidents, Mr Brian Bingham and Prof Nirmal Kumar.

The report was published in November 2019, and a launch event was held in Nottingham in January 2020. The event was well supported by ENT surgeons and GIRFT colleagues. There were short presentations from James Ramsden (Oxford ENT), Claire Benton (Audiology), Emlyn Jones (ENT Charge Nurse), Nirmal Kumar (ENT UK), and Andy Marshall (GIRFT Lead). New ways of working, and the main findings of the report were discussed, with reflections on the GIRFT programme from Prof Kumar.

The GIRFT ENT Clinical Lead has continued to contribute to the National Clinical Improvement Programme, National Wound Care Strategic Programme and the Specialised Ear and Ophthalmology Clinical Reference Group.

The report was published in November 2019, and a launch event was held in Nottingham in January 2020

Provided by Andy Marshall

15

BSO REPORT

The BSO has continued to develop over the year under the leadership of Philip Robinson and supported by an extremely helpful and proactive council. This culminated in the publication of a revised constitution which was ratified at the AGM.

The annual meeting, held in January at the Royal College of Surgeons of Edinburgh, was very successful (there were more than 120 delegates) and we wish to congratulate Steve Backhouse, in particular, for his contribution to this. Michael Wareing and Kay Chacksfield have very kindly agreed to run next year's meeting at St Bartholomew's Hospital, London. Peter Rea was voted in as President Elect at the AGM.

The BSO Balance course continues to go from strength to strength under the close supervision of Gerard Kelly. This course has been an enormous asset to the education of clinicians with an interest in vestibular disease, and continues to attract an international audience and faculty.

We have continued to support the development of a number of guideline documents. On behalf of ENT UK we have provided peer review for guidance on the management of temporal bone fractures, idiopathic facial palsy, necrotising otitis externa and sudden sensorineural hearing

loss. We have also provided guidance on the quality standards for adult hearing loss and guidelines for the assessment and management of tinnitus developed by NICE.

We have also had a key role in developing the otology programme for BACO 2020 led by Simon Lloyd and Manohar Bance. This is shaping up to be an exciting programme with many speakers from across the UK and internationally.

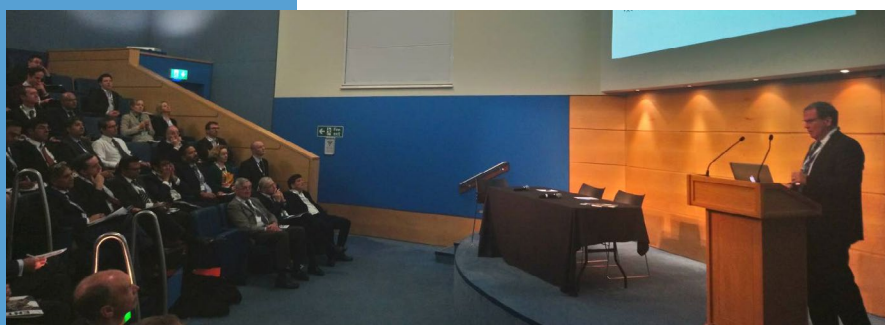
Peter Valentine has been working with the Private Healthcare Information Network (PHIN) on behalf of the BSO to ensure that the ENT procedures that they list are accurate. There remain significant concerns regarding the accuracy of the data that they are publishing.

Other activities over the year include the on-going development of consent forms for a range of otological procedures in the post-Montgomery era, as well as the production of updated information leaflets for otological procedures.


Our financial position has remained stable with a significant positive balance. We will be putting together a five-year strategy for the BSO in the coming months to structure how we might use these funds in discussion with ENT UK.

One of the key goals for the year has been to develop our educational and research activities and, to facilitate this, we have agreed to appoint a lead for research and for education. We hope to use some of our excess funds to support these roles.

Provided by Peter Rea (President of BSO), Kay Seymour (Treasurer) and Simon Lloyd (Secretary)



BSO report



“Other activities over the year include the on-going development of consent forms for a range of otological procedures in the post-Montgomery era, as well as the production of updated information leaflets for otological procedures.”

1

In March 2019, BOARS opened the meeting in Chester with the Innovation & Research Free papers session, enabling 4 presenters to vie for the Philip Stell Prize.

BOARS

Following its inception in 2017, BOARS has continued to meet twice yearly, alternating between stand-alone meetings and those incorporated into ENT UK. We have also continued our spirit of rotating around various locations in the UK, including an autumn meeting in Nottingham in October 2018 and a spring meeting in Chester as part of the ENT UK Annual Meeting. The Nottingham meeting allowed us to host Dr Kristina Harrison from the Medical Research Council to address the delegates on getting research ideas funded. We welcomed the winner of the Dutch Otorhinolaryngological Society Meeting, Lisa van der Putten, to give her prize-winning talk into the use of the PET/CT scanning in patients with suspected laryngeal malignancy and an old friend, Professor Pat Bradley, delved into the archives to give us a potted history of the ORS, BSAO and BOARS. Mr Peter Prinsley picked up the Angell-James Prize for his excellent presentation on the genetics of cholesteatoma and given the opportunity to present his work at the Dutch National ENT Society Annual meeting in 2019. Marius Pezard-Snell won the Junior Presentation Prize.

In March 2019, BOARS opened the meeting in Chester with the Innovation & Research Free papers session, enabling 4 presenters to vie for the Philip Stell Prize. Mr Michael Mathers from Newcastle University emerged as the winner with his presentation of otitis externa – epidemiological factors and

management. The undergraduate essay prize was presented to Mr Chang Woo Lee, University of Cambridge, for his essay entitled 'What can ENT UK do to improve healthcare in the developing world.' We were also delighted to host Professor Mark Hull, Molecular Gastroenterologist and Clinical Research Network Gastroenterology National Specialty Lead who talked about big data, registries and networks and how his specialty has worked collaboratively to achieve this.

During this period, Professor Anne Schilder has continued her tenure as President, supported by Professor Carl Philpott (Vice President), Miss Lucy Truman (Secretary), James O'Hara (Treasurer) and Jaydip Ray (SAC Liaison). The society continues a metamorphosis from the two previous societies and has sought to harness input from those enthused by research in our specialty. We are pleased to have maintained our links with the Dutch ENT Society and to continue to be able to welcome their winners to our meeting. Much as BOARS has adapted to realise the coming together of two former societies, it will need to continue to adapt to changes in the research environment and the ENT UK membership, and look to strengthen links with the wider research community as well as fostering up-and-coming researchers in the specialty and allied fields.

Provided by Carl Philpott, Honorary Secretary (2017 – 2020)

2

INTEGRATE

INTEGRATE (The UK Trainee Research Network) have enjoyed a successful year of trainee-led collaborative research and audit:

MAIN COMMITTEE

We have launched a new website at www.entintegrate.co.uk to act as a portal for study documents and highlight our previous works, also available on our tracker here: <https://bit.ly/entintegrate>.

We are close to establishing an NHS-approved REDCap Server to be able to securely hold patient data for a number of potential studies.

H&N SUBCOMMITTEE

We presented our National Audit of Head and Neck Cancer Surveillance at the BAHNO Annual Meeting in May 2019 and won Best Podium Presentation.

We have conducted and published a systematic review inspired by the BAHNO audit:

- The role of allied healthcare professionals in head and neck cancer surveillance: **A systematic review** (<http://doi.org/10/ggk3bw>).

Pre-COVID, we were developing a national tonsillectomy audit focused on patient outcomes with PROMs up to 1 year post-op.

RHINOLOGY SUBCOMMITTEE

The rhinology subcommittee has completed and published a further analysis of data from the National Epistaxis Audit 2016 (authorship currently showing incorrectly, should just be INTEGRATE):

- Nasal Packs for Epistaxis: Predictors of Success (<http://doi.org/10/ggsmbb>)

Pre-COVID, we were working with The East of England Research Development Service towards an NIHR Research for Patient Benefit application to fund a study exploring ED-delivered dissolvable haemostats for acute epistaxis in place of non-dissolvable packs.

OTOLOGY SUBCOMMITTEE

Completed a three round Delphi process with over 100 stakeholders from a variety of backgrounds to establish Core Outcome Set, Definition and Diagnostics Criteria for clinical studies of Acute Otitis Externa. Manuscript in preparation. Significant preparatory work, including Patient interviews and Systematic Reviews help form the foundation of this robust work. We will be developing a PROM for AOE off the back of the COS.

We are supporting trainee involvement in SeaSheL, an observational NIHR portfolio study exploring the risk factors for sudden sensorineural hearing loss and subsequent hearing recovery.

Some of this work has since been put on hold by the COVID-19 outbreak, but INTEGRATE has responded to this with the two COVID ENT emergency care audits and supporting the evaluation of the ENT UK head and neck cancer triage tool.

We are grateful for the continued support from ENT UK. We will continue to promote trainee-led collaborative research in line with our core values of transparency and recognition for work undertaken.

Provided by John Hardman, Fellow at INTEGRATE

3



67.5%

Potential turmoil in financial markets, related to the economic downturn in light of COVID-19, the state of the worldwide economy, and aspects of Brexit may have negative impacts upon the value of our portfolio which is heavily exposed to equities (67.5% in total).

FINANCIAL REVIEW

RESERVES POLICY

The beneficial objects of the Charity are governed by the Council, Trustees and Executive. Those activities are underpinned by the Charity's professional staff, which administers its finances, website, meetings, membership administration and so forth. The bulk of the income is provided by membership subscriptions. Naturally, a prudent organisation takes account of the risks facing it and accordingly makes provision.

Potential turmoil in financial markets, related to the economic downturn in light of COVID-19, the state of the worldwide economy, and aspects of Brexit may have negative impacts upon the value of our portfolio which is heavily exposed to equities (67.5% in total).

However, the major ongoing financial risk facing ENT UK remains the funding of our main international meeting, BACO, which in 2018 had a turnover of £0.895m and returned a surplus of £0.031m. Necessarily, BACO is cost front-loaded and participants normally indicate their intention to attend late in the day owing to release from other professional commitments. In addition, BACO 2020 has had to be postponed following government advice to cancel all non-essential work, in light of COVID-19 Coronavirus. As a consequence, it is probable that, subject to mitigation, the reserve identified with BACO may be charged with expenditure and contractual commitments to date. This sum could be in the region of £200k to £300k and is being constantly reviewed.

It is recommended that ENT UK should maintain its contingency of a minimum

of £0.9m for BACO and a further sum of £0.75m to cover contingent liabilities. The cost of our investment portfolio was £1.8 million.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of ENT UK for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping

“It is recommended that ENT UK should maintain its contingency of a minimum of £0.9m for BACO and a further sum of £0.75m to cover contingent liabilities.”

OVERVIEW OF ENT UK FINANCES IN THE PERIOD 2018 - 2019

DETAILS	2018-19	2017-18
Total income for the year	650,457	1,592,636
Total expenditure for the year	689,990	1,533,815
Total deficit from operating activities	(39,533)	58,821
Net gain on investment revaluation	47,804	88,697
Total surplus for the year	8,271	58,910

THE ASSOCIATION'S INCOME STREAMS ARE AS FOLLOWS:

DETAILS	2018-19	2017-18
ENT UK subscription income	411,342	410,280
ENT UK event income	114,609	119,895
BACO income	0	895,549
ENT UK product income	43,231	51,740
Subspecialty admin income	11,783	9,000
Donation received	0	25,000
Investment income	69,492	66,172
Other income	0	15,000
Total income for the year	650,457	1,592,636

RESOURCES EXPENDED FOR THE YEAR ARE AS FOLLOWS

DETAILS	2018-19	2017-18
Investment managers fee	14,641	14,797
Direct cost related to membership and events	110,008	150,561
BACO expenditure	-	739,823
Support and Governance cost	565,275	628,634
Total Expenditure for regular activities	689,924	1,533,815
Staff Cost (included within support and governance cost)	299,643	312,919

adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Provided Kay Seymour, Honorary Treasurer (2018 – present)



ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Independent Examiner's Report to the trustees of ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS) ("the Company")

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2019 which are set out on pages 34 to 51.

Respective responsibilities of trustees and examiner

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Colin Barker FCA
146 New London Road
Chelmsford
Essex
CM2 0AW

9 July 2020

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

**Statement of Financial Activities for the Year Ended 30 September 2019
(Including Income and Expenditure Account and Other Comprehensive Income)**

	Note	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Income and Endowments from:					
Charitable activities	3	580,965	-	580,965	1,526,464
Investment income	4	69,492	-	69,492	66,172
Total Income		<u>650,457</u>	<u>-</u>	<u>650,457</u>	<u>1,592,636</u>
Expenditure on:					
Raising funds	5	14,641	-	14,641	14,797
Charitable activities	6	675,348	-	675,348	1,519,018
Total Expenditure		<u>689,989</u>	<u>-</u>	<u>689,989</u>	<u>1,533,815</u>
Gains/losses on investment assets		<u>47,804</u>	<u>-</u>	<u>47,804</u>	<u>88,697</u>
Net movement in funds		8,272	-	8,272	147,518
Reconciliation of funds					
Total funds brought forward		<u>3,053,513</u>	<u>-</u>	<u>3,053,513</u>	<u>2,905,995</u>
Total funds carried forward	18	<u><u>3,061,785</u></u>	<u><u>-</u></u>	<u><u>3,061,785</u></u>	<u><u>3,053,513</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

**(Registration number: 6452601)
Balance Sheet as at 30 September 2019**

	Note	2019 £	2018 £
Fixed assets			
Tangible assets	11	29,618	41,935
Investments	12	<u>2,522,331</u>	<u>2,486,184</u>
		<u>2,551,949</u>	<u>2,528,119</u>
Current assets			
Stocks	13	10,967	11,477
Debtors	14	310,611	147,649
Cash at bank and in hand		<u>396,765</u>	<u>595,248</u>
		718,343	754,374
Creditors: Amounts falling due within one year	15	<u>(208,507)</u>	<u>(228,980)</u>
Net current assets		<u>509,836</u>	<u>525,394</u>
Net assets		<u>3,061,785</u>	<u>3,053,513</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>3,061,785</u>	<u>3,053,513</u>
Total funds	18	<u>3,061,785</u>	<u>3,053,513</u>

The financial statements on pages 34 to 51 were approved by the trustees, and authorised for issue on 7 July 2020 and signed on their behalf by:

K Seymour
Trustee

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Statement of Cash Flows for the Year Ended 30 September 2019

	Note	2019 £	2018 £
Cash flows from operating activities			
Net movement in funds		8,272	147,518
Adjustments to cash flows from non-cash items			
Depreciation	11	15,547	20,040
Investment income	4	(69,492)	(66,172)
Loss on disposal of investments		14,469	11,354
Unrealised gains/losses on investment assets	12	<u>(62,273)</u>	<u>(100,051)</u>
		(93,477)	12,689
Working capital adjustments			
Decrease/(increase) in stocks	13	510	(3,288)
(Increase)/decrease in debtors	14	(162,962)	26,934
(Decrease)/increase in creditors	15	(45,249)	104,164
Increase/(decrease) in deferred income		<u>24,776</u>	<u>(107,841)</u>
Net cash flows from operating activities		<u>(276,402)</u>	<u>32,658</u>
Cash flows from investing activities			
Interest receivable and similar income	4	4,058	1,858
Purchase of tangible fixed assets	11	(3,230)	(4,057)
Purchase of investments	12	(306,289)	(222,493)
Sale of investments		317,946	236,678
Income from dividends	4	<u>65,434</u>	<u>64,314</u>
Net cash flows from investing activities		<u>77,919</u>	<u>76,300</u>
Net (decrease)/increase in cash and cash equivalents		(198,483)	108,958
Cash and cash equivalents at 1 October		<u>595,248</u>	<u>486,290</u>
Cash and cash equivalents at 30 September		<u><u>396,765</u></u>	<u><u>595,248</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Notes to the Financial Statements for the Year Ended 30 September 2019

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees have considered the impact of the Covid-19 pandemic in their assessment of the charitable company's ability to prepare accounts as a going concern. Because of the uncertainties surrounding the effects of the economic slowdown, it is difficult to predict the impact on the charitable company and its beneficiaries, but having taken all the factors into account, the trustees are of the opinion that the charitable company has sufficient resources to continue trading for the next 12 months from the date of signing these accounts.

Income and endowments

Donations and legacies

General donations and other similar types of voluntary income are brought into account when receivable and donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

Deferred income

Deferred income relates to conference attendance fees and exhibitor fees received for conferences due to take place after the year end.

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

2 Accounting policies (continued)

Investment income

Investment income is accounted for on a receivable basis once the dividend or interest has been declared.

Charitable activities

Subscriptions

Subscriptions are accounted for on a receivable basis, with the exception of life subscriptions that are recognised as income in full in the period in which they are received.

Other income

All other types of income are accounted for on an accruals basis.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

All resources expended are inclusive of irrecoverable VAT.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant expenditure

Grants payable are recognised in the period in which the approved offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised only when the conditions attaching to the award are fulfilled. Grants offered subject to conditions, which have not been met at the balance sheet date, are noted as a potential commitment, but are not treated as a liability.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

2 Accounting policies (continued)

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £1,000 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office refurbishment	Over 5 years, straight-line
Computers	Over 4 years, straight-line
Office equipment	Over 5 years, straight-line

Fixed asset investments

Fixed asset investments are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

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

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

2 Accounting policies (continued)

Trade debtors

Trade debtors are amounts due from members and delegates for subscription and conference fees.

Trade debtors are recognised initially at the transaction price. A provision for the impairment of trade debtors is established when there is objective evidence that the Association will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, deposits and cash balances held by investment managers.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Association does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised at the transaction price.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the Association.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Pensions and other post retirement obligations

The charitable company participates in the Superannuation Arrangements of the University of London (SAUL), which is a centralised defined benefit scheme and is contracted-out of the Second State Pension. SAUL is a "last man standing" scheme so that in the event of the insolvency of any of the participating employers in SAUL, the amount of any pension funding shortfall (which cannot otherwise be recovered) in respect of that employer will be spread across the remaining participant employers and reflected in the next actuarial valuation. A formal valuation of SAUL is carried out every three years by professionally qualified and independent actuaries using the Projected Unit method. Informal reviews of SAUL's position are carried out between formal valuations.

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

3 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Subscription income from members	411,342	-	411,342	410,280
BACO income	-	-	-	895,549
Meeting and conference income	114,609	-	114,609	119,895
ENT UK product income	43,231	-	43,231	51,740
Specialty group income	9,000	-	9,000	9,000
Other income	2,783	-	2,783	40,000
	<u>580,965</u>	<u>-</u>	<u>580,965</u>	<u>1,526,464</u>

4 Investment income

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Income from listed investments	65,434	-	65,434	64,314
Interest receivable on bank deposits	4,058	-	4,058	1,858
	<u>69,492</u>	<u>-</u>	<u>69,492</u>	<u>66,172</u>

5 Expenditure on raising funds

Investment management costs

	Unrestricted funds £	Restricted funds £	Total 2019 £	Total 2018 £
Investment management costs	<u>14,641</u>	<u>-</u>	<u>14,641</u>	<u>14,797</u>

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	Total 2019 £	Total 2018 £
Clinoto Journal and other support costs	15,936	546,275	562,211	520,297
BACO expenditure	-	-	-	865,332
Conference costs	63,219	11,434	74,653	68,643
ENT UK product costs	11,799	7,631	19,430	29,242
Grants, bursaries and prizes awarded to individuals	4,900	-	4,900	13,411
Director of Education costs	1,741	-	1,741	7,004
Subscription to other relevant bodies	4,713	-	4,713	7,589
Donations	200	-	200	-
Surgical specialty lead costs	7,500	-	7,500	7,500
	<u>110,008</u>	<u>565,340</u>	<u>675,348</u>	<u>1,519,018</u>

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

6 Expenditure on charitable activities (continued)

£675,348 (2018 - £1,519,018) of the above expenditure was attributable to unrestricted funds and £Nil (2018 - £Nil) to restricted funds.

7 Analysis of support costs

Support costs allocated to charitable activities

	Governance costs £	Administration costs £	Total 2019 £	Total 2018 £
Staff costs	-	299,642	299,642	312,919
Travel and meetings expenses	-	34,861	34,861	51,108
Website and other computer costs	-	40,570	40,570	71,528
Advertising and marketing	-	16,068	16,068	7,794
Rent	-	22,710	22,710	22,714
Other office costs	-	83,175	83,175	103,049
Legal and professional fees	-	31,872	31,872	14,682
Audit / independent examination fees	3,800	-	3,800	8,000
Accountancy fees	4,375	-	4,375	4,492
Depreciation	-	15,547	15,547	20,040
Bank and credit charges	-	3,827	3,827	11,444
Sundry expenses	-	8,893	8,893	864
	<u>8,175</u>	<u>557,165</u>	<u>565,340</u>	<u>628,634</u>

8 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2019 £	2018 £
Operating leases - other assets	22,710	22,714
Audit fees / Independent examination fees	3,800	8,000
Other non-audit services	4,375	4,492
Loss on disposal of investments	14,469	11,354
Depreciation of fixed assets	<u>15,547</u>	<u>20,040</u>

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

During the year, 5 Trustees (2018: 6) were reimbursed for reasonable travel and meetings expenses amounting to £6,730 (2018: £8,680).

10 Staff costs

The aggregate payroll costs were as follows:

	2019 £	2018 £
Staff costs during the year were:		
Wages and salaries	223,221	249,934
Social security costs	28,568	23,187
Pension costs	47,853	38,646
Other staff costs	-	1,152
	<u>299,642</u>	<u>312,919</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed by head count was as follows:

	2019 No	2018 No
Administration	<u>9</u>	<u>7</u>

9 (2018 - 7) of the above employees participated in the defined benefit pension scheme.

Contributions to the employee pension scheme for the year totalled £47,853 (2018 - £38,646).

During the year, the charity made redundancy and/or termination payments which totalled £30,000 (2018 - £Nil).

The total employee benefits of the key management personnel of the charity were £85,060 (2018 - £78,906).

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

11 Tangible fixed assets

	Computers and office equipment £	Office refurbishment £	Total £
Cost			
At 1 October 2018	146,419	133,361	279,780
Additions	<u>3,230</u>	<u>-</u>	<u>3,230</u>
At 30 September 2019	<u>149,649</u>	<u>133,361</u>	<u>283,010</u>
Depreciation			
At 1 October 2018	104,484	133,361	237,845
Charge for the year	<u>15,547</u>	<u>-</u>	<u>15,547</u>
At 30 September 2019	<u>120,031</u>	<u>133,361</u>	<u>253,392</u>
Net book value			
At 30 September 2019	<u>29,618</u>	<u>-</u>	<u>29,618</u>
At 30 September 2018	<u>41,935</u>	<u>-</u>	<u>41,935</u>

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

12 Fixed asset investments

Listed investments

	Listed investments £
Cost or Valuation	
At 1 October 2018	2,486,184
Revaluation	62,273
Additions	306,289
Disposals at cost	<u>(332,415)</u>
At 30 September 2019	<u>2,522,331</u>
Net book value	
At 30 September 2019	<u>2,522,331</u>
At 30 September 2018	<u>2,486,184</u>

At the balance sheet date, the historical cost of the investments was £1,878,396 (2018: £1,815,782).

13 Stock

	2019 £	2018 £
Patient leaflets	<u>10,967</u>	<u>11,477</u>

The cost of stock recognised as an expense in the year amounted to £7,929 (2018 - £8,297).

14 Debtors

	2019 £	2018 £
Trade debtors	50,641	59,214
Prepayments	258,549	41,497
VAT recoverable	-	27,073
Other debtors	<u>1,421</u>	<u>19,865</u>
	<u>310,611</u>	<u>147,649</u>

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

15 Creditors: amounts falling due within one year

	2019	2018
	£	£
Trade creditors	52,067	140,501
Other taxation and social security	19,445	7,081
Other creditors	23,252	20,559
Pension scheme creditor	6,233	4,292
Accruals	70,916	44,729
Deferred income	36,594	11,818
	<u>208,507</u>	<u>228,980</u>

	2019
	£
Deferred income at 1 October 2018	11,818
Resources deferred in the period	36,594
Amounts released from previous periods	<u>(11,818)</u>
Deferred income at 30 September 2019	<u>36,594</u>

The deferred income relates to delegate and exhibition fees received for conferences and meetings that are due to take place in the next financial year.

16 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2019	2018
	£	£
Within one year	12,598	14,374
Between one and five years	6,786	19,384
	<u>19,384</u>	<u>33,758</u>

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

17 Pension and other schemes

Defined benefit pension schemes

Superannuation Arrangements of the University of London (SAUL)

The charitable company participates in the Superannuation Arrangements of the University of London (SAUL), which is a centralised defined benefit scheme and is contracted-out of the Second State Pension for all eligible employees with the assets held in separate Trustee administered funds.

The charitable company has adopted FRS 102 for accounting for pension costs. It is not possible to identify the Charity's share of the underlying assets and liabilities of SAUL. Therefore contributions are accounted for as if SAUL were a defined contribution scheme and pension costs are based on the amounts actually paid (i.e. cash amounts) in accordance with FRS 102. SAUL is subject to triennial valuations by professionally qualified and independent actuaries.

The last available valuation was carried out as at 31 March 2017 using the projected unit credit method in which the actuarial liability makes allowance for projected earnings.

The main assumptions used to assess the technical provisions were:

Pre-retirement discount rate 4.06% (31/03/2014: 5.96%)
 Post-retirement discount rate 1.96% (31/03/2014: 3.86%)
 General salary increases 3.49% (31/03/2014: 3.72%)
 Price inflation - RPI 3.39% (31/03/2014: 3.57%)
 Price inflation - CPI 2.49% (2017: 2.72%)
 Pension increases in payment 2.49% (31/03/2014: 2.72%)

As a whole, the market value of the scheme's assets was £3.204 million (31/03/2014: £1.927 million) representing 102% (31/03/2014: 97%) of the liability for benefits after allowing for expected future increases in salaries. The Trustee and the employers agreed to increase employer contributions to 16% of salaries from 1 April 2016. Member contributions are set at 6% of salaries.

The total cost relating to defined benefit schemes for the year recognised in profit or loss as an expense was £47,853 (2018 - £38,646).

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

18 Funds

	Balance at 1 October 2018 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 30 September 2019 £
<i>Unrestricted funds</i>					
General fund	3,021,513	650,457	(689,989)	47,804	3,029,785
<i>Designated funds</i>					
The Prakash Narula Fund	17,000	-	-	-	17,000
ORS Fund	15,000	-	-	-	15,000
	<u>32,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>32,000</u>
Total funds	<u>3,053,513</u>	<u>650,457</u>	<u>(689,989)</u>	<u>47,804</u>	<u>3,061,785</u>

Comparative information in respect of the preceding period is as follows:

	Balance at 1 October 2017 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 30 September 2018 £
<i>Unrestricted funds</i>					
General fund	2,905,995	1,552,636	(1,525,815)	88,697	3,021,513
<i>Designated funds</i>					
The Prakash Narula Fund	-	25,000	(8,000)	-	17,000
ORS Fund	-	15,000	-	-	15,000
	<u>-</u>	<u>40,000</u>	<u>(8,000)</u>	<u>-</u>	<u>32,000</u>
Total funds	<u>2,905,995</u>	<u>1,592,636</u>	<u>(1,533,815)</u>	<u>88,697</u>	<u>3,053,513</u>

The specific purposes for which the funds are to be applied are as follows:

A sum of £25,000 was left to the charity by the estate of Mrs Prakash Narula. These funds have been designated by the Trustees to be used for travelling fellowship awards.

The Otorhinolaryngological Research Society transferred £15,000 to ENT UK on transferring its activities to the charity.

ENT UK trading as British Academic Conference in Otolaryngology (BACO) and British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

19 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	29,618	-	29,618
Fixed asset investments	2,522,331	-	2,522,331
Current assets	718,343	-	718,343
Current liabilities	(208,507)	-	(208,507)
Total net assets	<u>3,061,785</u>	<u>-</u>	<u>3,061,785</u>

	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	41,935	-	41,935
Fixed asset investments	2,486,184	-	2,486,184
Current assets	754,374	-	754,374
Current liabilities	(228,980)	-	(228,980)
Total net assets	<u>3,053,513</u>	<u>-</u>	<u>3,053,513</u>

20 Related party transactions

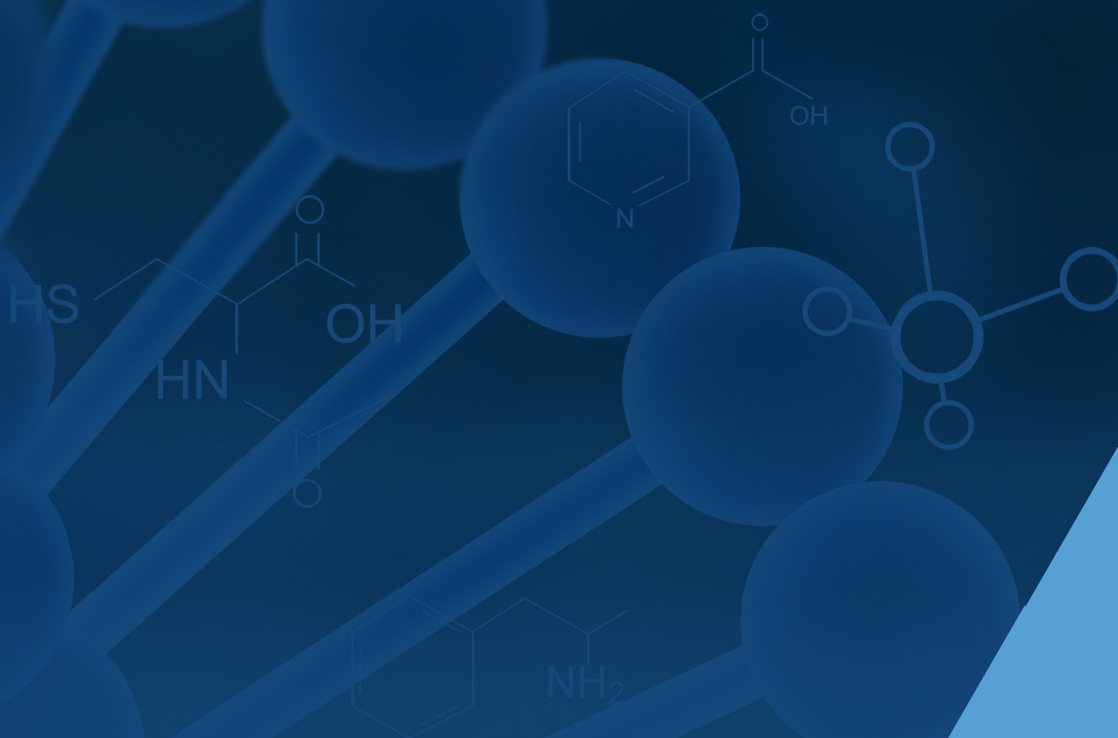
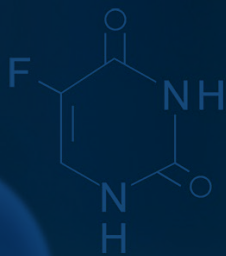
There were no related party transactions in the year.

**ENT UK trading as British Academic Conference in Otolaryngology (BACO) and
British Association of Otorhinolaryngology - Head and Neck Surgery (BAO-HNS)**

Notes to the Financial Statements for the Year Ended 30 September 2019 (continued)

21 Prior year Statement of Financial Activities

	Note	Unrestricted funds £	Restricted funds £	Total 2018 £
Income and Endowments from:				
Charitable activities	3	1,526,464	-	1,526,464
Investment income	4	66,172	-	66,172
Total income		<u>1,592,636</u>	<u>-</u>	<u>1,592,636</u>
Expenditure on:				
Raising funds	5	14,797	-	14,797
Charitable activities	6	1,519,018	-	1,519,018
Total expenditure		1,533,815	-	1,533,815
Gains/losses on investment assets		<u>88,697</u>	<u>-</u>	<u>88,697</u>
Net income		<u>147,518</u>	<u>-</u>	<u>147,518</u>
Net movement in funds		147,518	-	147,518
Reconciliation of funds				
Total funds brought forward		<u>2,905,995</u>	<u>-</u>	<u>2,905,995</u>
Total funds carried forward	18	<u><u>3,053,513</u></u>	<u><u>-</u></u>	<u><u>3,053,513</u></u>



ENT UK GLOSSARY

AAO-HNS	American Academy of Otolaryngology-Head and Neck Surgery	ESPO	The European Society of Paediatric Otorhinolaryngology
AOMRC	Academy of Medical Royal Colleges	FPS UK	former name of The British Society of Facial Plastic Surgery (BSFPS)
AOT	Association of Otolaryngologists in Training	FSSA	Federation of Surgical Specialty Associations
ASGBI	Association of Surgeons of Great Britain and Ireland	GMC	General Medical Council
AsiT	Association of Surgeons in Training	H&N	Head and Neck Society
BACO	British Academic Conference of Otolaryngology	IOS	Irish Otorhinolaryngology/Head & Neck Surgery Society
BAETS	British Association of Thyroid and Endocrine Surgeons	IPC	Independent Practice Committee
BAOMS	British Association of Oral and Maxillofacial Surgeons	MTI	Medical Training Initiative
BAPO	British Association of Paediatric Otorhinolaryngologists	NICE	National Institute for Health and Care Excellence
BAPRAS	British Association of Plastic Reconstructive and Aesthetic Surgeons	RCGP	Royal College of General Practitioners
BAPS	British Association of Paediatric Surgeons	RCN	Royal College of Nursing
BLA	British Laryngological Association	RCPSG	Royal College of Physicians and Surgeons of Glasgow
BOARS	The British Otorhinolaryngology and Allied Sciences Research Society	RCSEd	Royal College of Surgeons of Edinburgh
BRS	British Society of Rhinology	RCSEng	Royal College of Surgeons of England
BSACI	British Society for Allergy and Clinical Immunology	RCSI	Royal College of Surgeons of Ireland
BSHENT	British Society for the History of ENT	RSM	Royal Society of Medicine
BSFPS	The British Society of Facial Plastic Surgery (formerly FPS UK, see below)	SAC	Special Advisory Committee
BSO	The British Society of Otolaryngology	SAS	Staff and Associate Specialists (i.e. the ENT Staff and Associate Specialist Doctors' Group of the Education and Training Committee)
BTA	British Thyroid Association	SFO UK	Student and Foundation Doctors in Otolaryngology
BVA	British Voice Association	TWJ Foundation	Thomas Wickham Jones Foundation
e-lefENT	e-learning platform	WENTS	Women in ENT Surgery
EAFPS	The European Academy of Facial Plastic Surgery	YCOHNS	Young Consultants in Otolaryngology Head and Neck Surgery
ENT	common abbreviation for ear, nose and throat		
ERS	European Rhinological Society		

