

EUROPEAN ONCOLOGY NURSING SOCIETY
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2012

Registered Charity Number: 802484

haysmacintyre
Chartered Accountants
Registered Auditors
London

EUROPEAN ONCOLOGY NURSING SOCIETY

YEAR ENDED 31 MARCH 2012

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EUROPEAN ONCOLOGY NURSING SOCIETY

REFERENCE AND ADMINISTRATIVE INFORMATION

BOARD MEMBERS (TRUSTEES)

Before 25 September 2011:

Sultan Kav (Turkey)	President
Sara Faithfull (UK)	Past President
Birgitte Grube (Denmark)	President Elect
Kay Leonard (Ireland)	Treasurer
Ulrika Östlund (UK)	Board Secretary
Françoise Charnay-Sonnek (France)	Board member
Daniel Kelly (UK)	Board member
Anita Margulies (Switzerland)	Board member
Dimitrios Papageorgiou (Greece)	Board member
Mary Wells (UK)	Board member

After 25 September 2011:

Birgitte Grube (Denmark)	President
Sultan Kav (Turkey)	Past President
Erik van Muilekom	President Elect
Daniel Kelly (UK)	Treasurer
Mary Wells (UK)	Board Secretary
Paul Trevatt (UK)	Board member (Communications)
Françoise Charnay-Sonnek (France)	Board member (Advocacy)
Lena Sharp (Sweden)	Board member (Research)
Anita Margulies (Switzerland)	Board member (Education)

EXECUTIVE DIRECTOR

Clair Watts

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EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES

FOR THE YEAR ENDED 31 MARCH 2012

The Board of Trustees submits its report together with the financial statements for the year ended 31 March 2012. This report is prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice *Accounting and Reporting by Charities* (SORP 2005), issued in March 2005 by the Charity Commission, and applicable accounting standards.

The financial statements are prepared in euros which are considered to be the functional currency of the charity.

REFERENCE AND ADMINISTRATIVE INFORMATION

Names of the trustees, the address of the Secretariat and details of the charity's advisers are given on page 1.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The European Oncology Nursing Society (EONS), founded in 1984, comprises individual cancer nurses, national oncology nursing societies and institutions and agencies in Europe involved in cancer care. Through 32 national oncology nursing societies from 30 European countries and 17 institutions and agencies who are members of EONS, approximately 20,000 cancer nurses are represented. Another 154 individual nurses are members of the society. EONS had 6 sustaining industry members in 2011-2012.

Membership fees in 2011-12 remained at the same levels as for 2010-11 with cancer nursing societies located in lower GDP countries being reduced. Those countries whose GDP was 75% or less than the European average (as provided by Eurostat) had their membership fee reduced by that same percentage. This decision was designed to ensure that as many nurses as possible retained access to EONS information and networking channels, despite the financial crisis. For the remaining Societies, the fee remains at a very low rate, typically €360-900 per year. The membership fee for individual nurses also remained the same at €35, a low rate. These fee rates make access to the society, and all of its knowledge, essentially open to all European cancer nurses.

EONS is governed by an Executive Board. The current members of the Executive Board are the Trustees of the charity. They are listed on page 1. During the year an election was held to fill the two Board members roles (Communication & Research) as well as the role of Treasurer. Clearly defined election processes were developed and shared with the full membership in advance of the election process to aid transparency and retain member trust in the open process. Candidates were invited from the full membership and votes were cast by the voting members. The result was approved at the September 2011 General Meeting, held in Stockholm, Sweden. At the same meeting Mrs Birgitte Grube was appointed to the role of President. Further governance information can be found here:
http://www.cancernurse.eu/about_eons/organisation.html

On joining, new Trustees were given “welcome” packs, which include the EONS constitution, by-laws, conflicts of interest and declarations of interest statements, Charity Commission Trustee pack, details of society activities as well as the Board member role descriptions / responsibilities documents. In addition, Board members are briefed on their role annually. Joint working with and between Board members and staff is facilitated by a new EONS SharePoint system, where information, images and documents can be posted for all to see and use. This tool aids Board members in working remotely and encourages Trustee participation in the charity's decision-making and project management.

During the reporting period, the Trustees gave of their time freely and received reimbursement only for actual travel costs incurred in attending the required four Board meetings, one Advisory Council, One General Meeting plus one Annual Congress. No honoraria or bursaries were paid for their expertise. In addition they chaired working groups, participated on projects and other congress activities on an ad hoc voluntary basis as appropriate to their skills and time availability. There was one exception to this policy; the President was paid €10,000 during the year in recognition of her considerable work time. The payment is described in the bye-laws, forms part of the Presidential role description and was agreed by the Board in 2011.

The Executive Director role remained a part-time post providing day-to-day management of the activities of the Society as well as leadership and strategic direction for all financial resources and promotion of the society. As a member of the senior management team, the post holder was accountable for financial information and direction to enable the Executive Board to maintain a financially viable position for the society.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

In addition to the Executive Director, the team now consists of a second part-time employee, Mr Rudi Briké in the role of Office Manager as well as 7 self-employed experts working on a part-time project basis:

- Book-keeper – Mrs Loureen Pierce
- Projects manager – Mrs Mariska Mooijekind
- Website & SharePoint manager – Dr Steve Rowett
- Magazine production editor - Mr Jim Boumelha
- Magazine design editor, branding & photographer – Mr Jason Harris
- Magazine medical editor - Mrs Catherine Miller
- Newsletter editor - Mrs Kate Griffin

Congress management services continued to be purchased from an external provider, ECCO, a Belgian-based not for profit association established to assist cancer NGOs.

Strategic Development

The European Oncology Nursing Society is an independent, not for profit pan-European organization dedicated to the support and development of cancer nurses. We develop projects that enhance nurses' skills, provide opportunities for networking and sharing of good practice, as well as raise the profile of European cancer nursing across Europe. Oncology nurses are central to the care received by cancer patients and their families and our activities focus on educating, supporting and empowering them, therefore enabling them to provide the best possible patient care.

The Society recognizes the diverse aspects of nursing across Europe and strives to work towards equitable basic training and continuing education for nurses in the area of cancer nursing. To this end, EONS enhances educational programs through an accreditation programme, initiates clinical projects and provides support for nursing research. The activities of EONS are directed toward empowering cancer nurses to attain due recognition as specialists.

The strength of EONS comes from its co-operation with a wide range of multi-disciplinary, multi-professional and patient organizations with which it collaborates. This enables EONS members to optimize the nursing contribution to cancer care in Europe - a goal which can only be achieved through effective two-way engagement.

By working collaboratively with cancer and healthcare organisations from around the globe, EONS delivers its CARE strategy through high-profile networking events, accredits and develops post-degree European education programmes, offers mentoring grants as well as builds clinical research projects with and for its Members. Through our topical congresses, we also provide a forum where oncology nurses, especially those working in developing countries, can stay connected to the latest developments and ensure that their current and future needs are met. EONS also brings the European oncology nurse's unique, practical viewpoint to the education, research and policy debates. EONS, therefore, acts as a platform, giving voice to oncology nurse's needs, and offers them the opportunity to develop their skills such that they can shape a healthier future for European citizens.

With this background in mind, the EONS Executive Board, supported by agreement from its Advisory Council and General Meeting, sets the organization's strategic direction and develops its yearly activity plans and budget.

In February 2012, the Board re-visited its strategy to check progress. The resulting organizational direction is shown below:

Vision

That all people affected by cancer across Europe will benefit from the care of well educated, well informed and highly competent cancer nurses, who will play a central role in providing support, promoting health and improving clinical outcomes.

Mission

Working in partnership to develop and promote excellence in cancer nursing practice through education, research, leadership and support to cancer nurses across Europe.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

Values

- Inclusive
- Supportive
- Credible
- Practical
- Effective

CARE Strategy

The review focused on assessing the changing needs of cancer nurses and the changing environment in which they work. The CARE strategy foundations are:

Communication
Advocacy
Research
Education

The CARE strategy allows translation of the vision and mission into defined activities that meet the needs of nurses. It provides the board with a clear framework within which to organise those work packages.

A working group (WG) was established for each of the four CARE strategic areas. The terms of reference, objectives, activity plans and members of the each Working Group can be found on the website.

General: http://www.cancernurse.eu/about_eons/workingandtaskgroups.html

Communication: <http://www.cancernurse.eu/communication/workinggroup.html>

Advocacy: <http://www.cancernurse.eu/advocacy/workinggroup.html>

Research: <http://www.cancernurse.eu/research/workinggroup.html>

Education: <http://www.cancernurse.eu/education/workinggroup.html>

The WGs are chaired by a minimum of one Board member and are supported by a projects manager. The WGs undertake a limited number of activities which they deliver themselves plus they monitor and offer support to the task Groups assigned to them.

Communication

EONS communicates regularly with its members through a variety of tools and services.

The monthly newsletter is emailed direct to members and provides the latest updates on European news, events, projects as well as other useful information sources. The quarterly magazine examines a different theme in each edition, providing a library of resources that builds with time. The magazine can be downloaded direct from this site.

Advocacy

EONS is one of the professional cancer societies that form part of the umbrella organisation European CanCer Organisation (ECCO). The organisation provides a collective political voice in Europe. EONS is also a member of several other organisations, such as ESNO (European Specialist Nurses Organisation) which consists of associations from both European Nursing Specialist and Nursing Interest Groups, and UICC. EONS has MoU (Memorandum of Understanding) with several organisation, such as ISNCC, ONS, ECPC and MASCC.

Research

Various grants are distributed through EONS to promote and facilitate research initiatives. One of the priorities is to develop an European cancer nursing research network which will enable wider collaboration, participation and sharing of research evidence as well as build a body of research and development expertise.

In summer 2011 EONS held a research workshop with great success, and will repeat this for the coming year.

EONS has an official journal, the European Journal of Oncology Nursing (EJON), which is published five times a year.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

Education

Education is very important in oncology since treatment, prevention, detection and late outcomes are moving forward. EONS is committed to educational initiatives which enable cancer nurses to develop new skills and knowledge for practice, relevant to 21st century cancer care. EONS shares expertise in relation to educational expertise and practice development and support clinical initiatives that promotes education.

EONS educational projects, toolkits and guidelines offer cancer nurses practical evidence and guidance on best practice, which can be used to improve quality outcomes for patients.

In short, EONS ensures that European cancer patients and their families will benefit from the care of well educated, perceptive and proficient cancer nurses.

More information on the EONS strategy can be found here: http://www.cancernurse.eu/about_eons/strategy.html

In order to ensure that the strategy is appropriate and the activities derived from it valuable, the EONS Advisory Council and the EONS Executive Board meet annually in Brussels in November. In this reporting period, the meeting took place on Saturday 26 November 2011.

In addition, all members meet annually at the EONS General Meeting, held in conjunction with its annual congress. In 2011, the General Meeting took place during the European Multidisciplinary Cancer Congress in Stockholm, on Sunday 25 September from 11.15 to 12.45. This turned out to be a very well attended meeting (ca. 150 participants!) with an active participation from numerous delegates from the National Societies and individual members. The agenda for the meeting, the minutes and the presentations are available under the 'Further Information' section at: http://www.cancernurse.eu/about_eons/general_meeting.html

The discussions undertaken at these time points, together with several open communication tools, surveys and contacts throughout the year ensure that the Executive Board is able to concentrate its resources on the implementation of activities that best meet the needs of its membership and thereby deliver the best help possible to European patients.

In 2011-12 EONS implemented its 'society of societies' project. This activity meant that members of national societies would automatically become an EONS member. As the membership fee did not change, this meant that national societies could offer free European membership of EONS as an added bonus when their members purchased national membership. In addition, several very significant further benefits were identified for the new members by this model: (i) ability to offer them reduced registration fees at both EONS Spring and EMCC congresses, (ii) ability to offer them direct emailing of news updates (iii) direct access to EONS education programmes & e-learning (no need purchase individual membership). For EONS the benefits were hoped to be enhanced linkages with national societies, increased access to new active nurses engaged on projects, a more satisfied membership and maintenance of the EMCC congress income due to the ability to identify EONS nurse attendees.

2011-2012 also saw the introduction of the pilot for the Advisory Council meeting being around Europe, instead of hosting them in Brussels, Belgium. The pilot meeting was feasibility tested by the Executive Board at its scheduled meeting, Ankara, Turkey on 6 & 7 May 2011. The meeting included a half day clinical visit to the national specialist cancer hospital as well as a visit to the university teaching site. The visit included a social engagement with the Turkish national oncology nursing society and meetings with Baskent University management. The visit's successful conclusion confirmed to the Executive Board the added benefit that could be obtained of developing a roving model for the Advisory Council meetings. As a result, it was agreed to invite the societies to host the November 2012 meeting. An open bidding process was developed and three societies submitted bids. The successful bid for the first roving meeting of the Advisory Council was the Slovenian Oncology Nursing Society. They would host the November 2012 meeting in Ljubljana.

Risk assessment

The Trustees have examined the principal areas of the Society's operations and carried out a formal risk assessment in accordance with Charity Commission guidance. It was agreed that a more in depth risk assessment activity would need to be schedule for the next financial year. The Board considered the major risks faced in each of the areas of organisational activity and established what action, if any, needed to be taken to mitigate these risks.

The Society takes appropriate professional advice when necessary.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

EONS Sustaining Members

Collaboration with the pharmaceuticals industry through the provision of a sustained membership makes it possible to fund the production of the EONS magazine for distribution to nurses throughout Europe as well as allocate awards, run small workshops to develop new education materials, award travel grants to nurses to attend key events and offer prizes in recognition of achievement.

The society noted that there had been several changes in the way pharmaceutical companies were internally regulated and operated and that these results from US legal challenges. These effects had a negative effect on the companies' ability to become sustaining members. This effect would be monitored over the coming year.

In 2011-2012 EONS granted sustained membership to Amgen Europe, GlaxoSmithKline, Hoffmann la Roche, Novartis oncology, Pfizer, and Sphepharm. EONS acknowledges their generous support of the Society in their role as sustaining members.

To obtain further information on EONS and its activities, please contact the EONS Secretariat (eons.secretariat@cancernurse.eu) or visit the society website (www.cancernurse.eu). The website has become the main first point of contact for anyone wishing to learn about the work of the society. It has been founded on the ethos that almost all updates should be available on the public website and not hidden in a members-only area. It is updated almost daily and as such is an excellent source of information on the latest opportunities for members, progress with projects and topics of interest to cancer nurses across Europe.

HIGHLIGHTS AND ACHIEVEMENTS

European Multidisciplinary Cancer Congress 2011

The 2011 European Multidisciplinary Cancer Congress (formerly known as the ECCO-ESMO Cancer Congress) took place from 23-27 September 2011 in Stockholm, Sweden. EONS is a founding member of ECCO so this was also the opportunity for oncology nurses to meet and liaise whilst attending a congress with a multi-disciplinary and multi-professional organizational approach to cancer care in Europe. EONS nurses wholly developed the cancer nursing track and were active on the symptom science committee and the education track. Nurses were found on the programme of many of the other tracks e.g. onco-policy.

For more information with regard to this congress, the nursing programme and attendance, please go to <http://www.cancernurse.eu/communication/emcc2011.html>

EONS NGO engagements

In 2011-2012 EONS established memoranda of understanding and collaborated with several societies (selected key engagements listed):

ONS	on the Europeanization of symptom management education toolkits
ESO	in MSc Masterclass courses, development of e-grandrounds, participation on scientific Board
MASCC	on guideline development, joint session at congress
ISNCC	on internationalising education materials, on tobacco cessation project, participation on Board
EANO	in joint session at congress, sharing e-learning materials
EBMT	on a bone health education programme
SIOPE	on a joint doctor/nurse mentoring project,
ECCO	in congresses, education and policy development, participation on Board & other committees
ECPC	in joint conference and workshop sessions.
EAUN	on a prostate cancer project & bone health education programme,
Europa Uomo	on a prostate cancer project
ESNO	on a project to understand cancer nurses educational needs across Europe,
ESMO	to develop a joint clinical guideline
EHMA	engaging in congress programme & sharing training events

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

HIGHLIGHTS AND ACHIEVEMENTS (continued)

Through these collaborations EONS is able to deliver higher quality specialised products at lower costs thereby freeing up funds to support additional activities whilst increasing the visibility of the society and building stronger network with its NGOs.

EONS Magazine

EONS communicates regularly with its members through a variety of tools and services. The EONS Magazine examines a different theme in each edition, providing a library of resources that builds with time. In 2011-2012 the themes were European Healthcare Policy (Spring 2011) and Survivorship & Rehabilitation (Summer 2011). Further editions were not possible due to changes in working hours and a new editor was sought. Trying to find the most suitable candidate i.e. someone with cancer nursing expertise as well as publications expertise, has proved challenging. We remain hopeful that we can successfully appoint someone by late 2012 to restore this activity.

Copies of the magazine can be downloaded direct from this site:

http://www.cancernurse.eu/communication/eons_magazine.html

EONS Newsletter

In 2011 EONS launched its first directly emailed newsletter for members. Each edition carried highlights from EONS Board, organisation and activities plus European news, International congresses and society features. An edition is provided each month and is emailed monthly to those members who have provided their email address; it currently reaches around 5000 nurses. In 2012 it is hoped to fine-tune the content of the editions through encouraging the readership to share their preferences through the newsletter survey. The invitation to participate in the survey is provided with every edition of the newsletter. The newsletter is provided only to members and so is not available via the website.

EONS Education

In April 2011, during the EONS Spring Convention, two workshops were run to deliver the Post-basic Curricula in Breast Cancer Care and Lung Cancer Care training to nurses. Both were extremely well-attended and scored highly on the congress attendee assessments. As a result, the Executive Board reviewed the purpose of the EONS Spring Convention and made changes to the format of the programme to include significantly more 'hands-on' learning at the event and drive it towards becoming an education-only event in time for 2014. The breast care curriculum was translated into German and French in 2012.

The target courses provide nurses with fundamental education on the targeted therapies in use for the treatment of cancers. Workshops delivered by national oncology nursing societies continued to deliver this re-launched updated, EONS education programme. Translations into languages beyond the English language core document were developed. To learn more about the target training programme: <http://www.cancernurse.eu/education/target.html>

It was agreed with the European School of Oncology that a joint ESO-EONS Masterclass would be developed for Spring 2012. The Masterclass offered master's level specialist clinical nurses an intensive 5-day training programme in the latest oncology techniques. The course was run between 17-11 March, 2012 in collaboration with the equivalent medical oncologists training programme in Ermatingen, Switzerland. The course received a good number of strong applications and 25 nurse training places were funded. For details of the training programme, attendees and faculty please visit the website: <http://www.cancernurse.eu/education/masterclass2012.html>

Clinical guidelines are frequently reviewed and amended. In 2007, both the European Organisation for Research and Treatment of Cancer (EORTC) and the Multinational Association of Supportive Care in Cancer/International Society of Oral Oncology (MASCC/ISOO) completed updates of their clinical guidelines for the Treatment of chemotherapy-associated complications: anaemia, neutropenia and oral mucositis. To help understand these new guidelines updates, EONS has developed a comprehensive online Guidelines Implementation Toolkit, which gives a practical guide to the new guidelines and advice on how to implement the new recommendations in your day to-day practice. The toolkit has six sections. The Guidelines Implementation Toolkit is available in a flexible and interactive format.

The development of these curricula, guidelines, workshops, masterclasses and online learning tools ensures that nurses are able to keep abreast of the latest therapies and the practical implementation of optimal treatment regimes in a fast-changing clinical environment. Access to the courses and materials is either free to members (membership fees are low) or is set at a cost-neutral level, making it essentially accessible to all cancer nurses.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

HIGHLIGHTS AND ACHIEVEMENTS (continued)

Side effects of radiotherapy e-learning course

Radiotherapy is an important treatment modality in the management of cancer. Over 60% of individuals receive the therapy either as part of curative treatment or as a part of palliative therapy. To support nurses in dealing with the side effects of radiotherapy, EONS launched a new pilot online course on this topic in September 2010. This pilot course really hit the target and the large number of applications showed there is really a need for this kind of educational opportunity. A second course was completed in May 2011, and a third course started in November 2011. The courses each ran for 10 weeks and required around 3-4 hours study per week. The learning format was that of mentor-supported, active learning. All EONS online educational courses can be found here: <http://www.eonslearning.com/>

EONS accreditation

The end of 2011 saw the start of a programme of review for the accreditation programme. Options to consider creating a spin-out stand-alone review council were under discussion. Through the accreditation of education courses the quality of nursing care can be raised across Europe increasing the effectiveness of treatments and thereby helping to reduce the effect of disparities in access to the latest, expensive treatments – for this reason it represents an important part of EONS work.

In this reporting period 17 accreditations were approved of which there were 5 educational events, 2 conferences/congresses, 5 symposia, 2 education programmes of study and 3 distance learning events. Most applications were in English (10) followed by applications in German language (4 Switzerland, 3 Germany). Seven applications came from educational organisations, 7 from oncology institutes/organisations, 2 from pharmaceutical companies and 1 from a health organisation. To learn more about the accreditation process follow this link:

http://www.cancernurse.eu/education/about_accreditation.html

EONS awards & grants

The following awards were made in 2011-12:

Distinguished merit award 2011: Eileen Furlong, UCD School of Nursing, Midwifery & Health Systems, Dublin, Ireland – For her work on studies of families, especially the effects on children, where the mother has cancer.

Excellence in Patient Education Award (EPE): Sue Morgan, on behalf of the Steering Group and Teenage Cancer Trust, UK, with their project: “Find your sense of tumour”, An international Annual Conference for young people with cancer.

EMCC 2011 Congress awards: Different awards were made to nurses offering a contribution towards the costs of attending the EMCC 2011 Congress in Stockholm: 2 Merit Awards, 3 Recognition Awards, 2 Developing countries Awards and 20 Society & Individual Travel Awards. The list of awardees is available at <http://www.cancernurse.eu/communication/emcc2011.html>. EONS thanks Amgen for sponsoring these awards.

The following grants were awarded in 2011-12:

Research Mentoring grant: As a result of very few applications for the mentoring grant in previous years, no award was made in 2010 and 2011. Instead, the Executive Board agreed to use the funds to create a *Research Proposal writing workshop* that would train nurses in the skills needed to translate and develop a research idea into a clear research proposal. The workshop would support the development of research skills and confidence in a wider group of oncology nurses from across Europe. Applications were invited from oncology nurses with a research idea arising from their clinical practice.

The first EONS Research Proposal workshop took place at the Royal Marsden Hospital in Central London from 15-17 June 2011 and was co-chaired by Prof. Daniel Kelly and Dr Mary Wells with support from Dr Ulrika Östlund from the EONS Executive Board. Eleven applicants from 10 different countries were selected to participate in this workshop, which turned out to be a very successful event. The nurses each had to nominate a research mentor from their own country to support the development of their research proposal following the workshop. The list of participants and their feedback is available at: <http://www.cancernurse.eu/research/researchproposalworkshop.html>.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

HIGHLIGHTS AND ACHIEVEMENTS (continued)

The Major Research grant 2011 was awarded to Eunice Jeffs, Lymphoedema Clinic, Guys Hospital, London, UK for her project "Patient Perception of treatment benefit and success in self-management of breast cancer related arm lymphoedema (BCRL)". She will research the topic for a 48 month period and will report her findings at the appropriate EONS congress. http://www.cancernurse.eu/awardsgrants/major_research_grant.html

The Clinical Travel grant enables nurses the chance to travel to a centre of oncology nursing excellence. The Clinical Travel Grant 2011 was awarded to Katja Rasch. Katja is an oncology nurse and research nurse (study coordinator) in the field of neuro-oncology at the Department of Neurology, University of Bonn (Germany). Katja visited the BC Cancer Agency, Vancouver Centre, Canada for three weeks. She presented the results of her clinical visit during the EONS General meeting in Geneva, April 2012. http://www.cancernurse.eu/awardsgrants/clinical_travel_grant.html

Further details of all award and grant winners can be found on the EONS website:
<http://www.cancernurse.eu/awardsgrants/index.html>

EONS Projects

Every year EONS develops new research and education project to address nurses' unmet needs. These projects are funded through a variety of sources. Importunately, the source of funding does not affect the work delivered since all projects are designed and delivered by the nurses themselves. Projects that are not EONS nurse-driven in all aspects of the work are not accepted for EONS engagement.

EPAAC (European Project for Against Cancer): this EONS / European Commission funded Joint Action commenced in February 2011. It was designed to foster collaboration between all European organisations whose target is to reduce the incidence of cancer in Europe. The project runs for 3 years and has partners from across 41 European countries. EONS nurses will deliver a symptom management toolkit as part of work package 7 (Healthcare). EONS nurses will also contribute to other clinical work packages.

In 2011-12, EONS work focused on the Europeanization and implementation of a Putting Evidence into Practice (PEP) tool developed by the Oncology Nursing Society (ONS) in the US. In phase one, five panels of experts were created to evaluate and adapt the PEP guidelines in the management of five clinical symptoms: radiodermatitis, lymphedema, dyspnea, peripheral neuropathy and pain through three steps:

- a. Independent review of the ONS PEP on each symptom
- b. Peer review of the proposed changes by each review team
- c. Consolidation of the final recommendations in the EuroPEPs material during a meeting by the PEPs symptom group leads in Geneva on the 27th April 2012.

The EuroPEPs will be translated into German, Dutch and French.

For the latest developments on this project visit: <http://www.cancernurse.eu/education/epaac.html>

PSA project: an multi-partner (EONS, ECCO, Amgen) funded on-going project. This multi-phase project was designed to better understand the training needs of nurses and doctors working in the area of prostate cancer. Phase 1 consisted of surveys of cancer nurses and junior doctors and was completed in Feb 2011. Phase 2 started in Feb 2012 with a patient survey. The work was developed in collaboration with Europa Uomo. Results can be found here:

http://www.cancernurse.eu/research/prostate_cancer.html

The first phase of research surveyed nurses and young oncologists and urologists. On-line surveys in Denmark, France, Ireland, Netherlands, Spain, Turkey and the UK examined working practices, skills, confidence, knowledge and education requirements.

The second research phase of PrEP was a survey across the same seven countries amongst men who have had a diagnosis of prostate cancer. The survey was available on-line and in paper format in October and November 2011 and top line results were made available in early 2012. The survey asked about men's treatment, supportive care needs, quality of life and experiences of care from hospital nurses and doctors.

Invitations to respond to the survey were disseminated through prostate cancer support groups throughout the countries involved. An EONS member in each county is working as a project manager to promote the survey amongst the patient networks and health professionals who work with patients outside of the clinical settings.

EONS is working on PrEP in collaboration with EAUN, ECCO, EAU, Europa Uomo and Amgen. The research phases have been coordinated and managed by the University of Surrey together with Middlesex University in the UK. The task force for PrEP includes Francoise Charnay-Sonnek, Professor Sara Faithfull, Professor Danny Kelly, Kay Leonard, Bente Thoft Jensen, Louis Denis and Jane Cackle-Hearne. For the latest developments on this project visit:

http://www.cancernurse.eu/research/prostate_cancer.html

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

Breakthrough Cancer Pain project: a Nycomed/Takeda/EONS funded project. An EONS BTCP Working Group working group with oncology nurses and multidisciplinary advisors was formed: A survey amongst oncology nurses in 12 European countries was carried out. The survey demonstrated an unmet educational need and a link between lack of training and/or assessment tools and the ability to distinguish BTCP from background pain and the nurses' confidence in advising patients about BTCP. Three publications were drafted and two presentations at International congresses were made to communicate these findings to European nurses. The group then used the EONS guideline framework to develop a set of nurse-specific evidence- and practice-based guidelines on BTCP management to address the educational gaps identified. The overall goal of the guidelines is to support oncology nurses to understand and recognise BTCP and improve the overall management of BTCP for cancer patients.

The latest information on this project can be found at: <http://www.cancernurse.eu/research/breakthroughcancerpain.html>

FUTURE PLANS

The EONS Executive Board propose to continue to support the development of more user-friendly communication tools with which to better engage the membership. These include the further development of the website to reflect the new WG activities, improvements to the emailed monthly newsletter, the launch of a member survey, creation of the first position papers and the launch of activities designed to increase and widen volunteer engagement.

The new style EONS education congress will require close working between the Board and all members thus, the coming Advisory Council meetings will be delivered at venues across Europe, hosted by the relevant national society, in collaboration with local clinical centres.

Change will continue to ensure workshops and training endeavours deliver easy access to the most up to date information for all European nurses. The outcomes from projects will be consolidated and published in 2012-13; a limited number of key new activities will be started. This reflects a cautious approach in response to the continuing effects of the changed financial climate, reduced income from sustaining members as well as the need to strategically reflect on the impact of deliverables. 2012-13 will be a year where activities will be reviewed in light of new opportunities that have presented themselves and future plans will be scoped and developed in order to deliver the best benefits for the members.

PUBLIC BENEFIT

The Trustees have paid due regard to the guidance of the Charity Commission on public benefit when reviewing the charity's aims and objectives and in planning its activities. In particular, before engaging in new activities they have considered how these activities will contribute to the society's objectives as well as the public good.

EONS addresses charitable purposes b, d, f, and j as laid out in the Charities Act:

- b) the advancement of education;
- d) the advancement of health or the saving of lives;
- f) the advancement of the arts, culture, heritage or science;
- j) the relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage;

There are clear benefits to EONS actions. They include:

- giving medical care to people who are sick;
- giving an education;
- promoting the efficiency of other charities

The society annually reviews its aims following the guidance to Trustees in the matter of public benefit reporting. EONS Trustees act with regard to the guidance, as it is provided in their welcome packs as a core document when they are elected to their roles.

EONS work addresses its current charitable aims as its beneficiaries are appropriate to its aims. See pages 3-4 for details of the mission, vision, values and strategy. Since all of the activities that are approved for engagement must align with the CARE strategy, which in turn must meet address the mission statement, it follows that all activities address the society's charitable aims.

EONS mission statement is: Working in partnership to develop and promote excellence in cancer nursing practice through education, research, leadership and support to cancer nurses across Europe.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

PUBLIC BENEFIT (continued)

The aims are structured so as to identify not only the direct recipients of the education and knowledge EONS delivers (i.e. nurses) but also the indirect recipients (i.e. the cancer patients and their families). These groups make up a highlight significant proportion of the public at large. Although EONS is a membership organisation, access is far from limited. Every step has been taken to ensure equitable and easy access by nurses from across Europe, not matter what their financial circumstance. Some examples are provided below.

Restricting access to information is kept, as a matter of policy, to a minimum. Only a very limited number of highly technical education tools have restricted access and even these are available on request and would not be unreasonably withheld.

In addition to the activities listed above, provided below are examples of EONS activities and/or changes to activities in the reporting period that demonstrate that the society continues to examine and amend its actions in order to better meet its charitable aims:

- **Website:** The society provides open access to all of its knowledge through its ever-developing communication tools. The website does not have a member's only area is updated weekly and requires no password to access to access content. This ensures that the latest information is available to the general public and members alike.
- **Membership structure & education access:** Through the change in membership policy to create a society of societies, all EONS education courses are now automatically available to nurses from across Europe without the need to pay a membership fee to join EONS. Due to the decrease in training leave at hospitals and the reduction in available funds to attend training courses EONS aims to examine the uptake of online learning by its members and identify which topics and members would most benefit by the use of this tool.
- **Membership fee:** The decrease in EONS membership fees for low GDP countries was designed to further increase access to EONS services for those nurses that live in less well developed or financially hard-hit countries. In addition, the membership fees from societies and individuals are deliberately set at a very low rate (see page 2) to ensure wide access and engagement.
- **Collaboration with other professional NGOs:** EONS spends its money wisely by developing new education projects or activities with other not for profit associations representing different aspects of healthcare professions. By these means it ensures that the product not only costs less to deliver but also becomes meaningful to more members of the healthcare team, ensuring all healthcare professionals are working optimally and collaboratively.
- **Access to nurse networks:** EONS training and networking opportunities are organised on a pan-European basis ensuring that nurses are never far from a meeting. The latest policy change, i.e. to move the Advisory Council meeting, will further improve access to peers. Such activities increase the ability of nurses to join education events and therefore decrease inequalities in access to new knowledge that would translate into better clinical practice.

FINANCIAL REVIEW

The Statement of Financial Activities shows net incoming resources for the year to 31 March 2012 of €213,291 compared with net outgoing resources of €247,112 in 2011; the surplus principally reflects the amount generated from the ECCO conference in 2012. This conference, which has generated significant income for EONS, takes place every two years. Expenditure has grown from €418,883 to €473,855.

Reserves at 31 March 2012 consisted of unrestricted funds of €1,419,786 (2011: €1,206,495). Restricted income of €34,052 has been fully utilised in the year.

EUROPEAN ONCOLOGY NURSING SOCIETY

REPORT OF THE BOARD OF TRUSTEES (continued)

FOR THE YEAR ENDED 31 MARCH 2012

FINANCIAL REVIEW (continued)

Reserves policy

The free reserves of the Society at 31 March 2012, which consist of unrestricted funds less the net book value of fixed assets, amounted to €1,416,822 (2011: €1,201,002). The Trustees consider that the Society should maintain minimum reserves of about €500,000, given the projections for the next two years. Given the present economic position and the current uncertainties regarding future grant income, the trustees consider it prudent to retain reserves in excess of that amount. The balance is available for spending on the Society's core activities of communication, research and education. The Board is looking at developing suitable projects for utilising the balance of these funds over the next few years.

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 Accounting Practice).

The law applicable to charities in England & Wales 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 the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable 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 charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 1993, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

A resolution proposing the re-appointment of haysmacintyre as auditors to the Society will be put to the Annual General Meeting.

On behalf of the Board of Trustees



Birgitte Grube
President

28 January 2013

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF EUROPEAN ONCOLOGY NURSING SOCIETY

We have audited the financial statements of European Oncology Nursing Society for the year ended 31 March 2012 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial statements have been prepared under the accounting policies set out therein. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Charity's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and nonfinancial information in the Trustees' Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

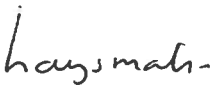
In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2012, and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.


haysmacintyre
Chartered Accountants
Registered Auditors

29 January 2013

Fairfax House
15 Fulwood Place
London WC1V 6AY

EUROPEAN ONCOLOGY NURSING SOCIETY

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2012

	Notes	Unrestricted 2012 €	Restricted 2012 €	Total 2012 €	Total 2011 €
INCOMING RESOURCES					
<i>Voluntary income</i>					
Grants		-	17,731	17,731	6,194
<i>Incoming resources from generated funds:</i>					
Bank interest		14,501	-	14,501	18,178
<i>Charitable Activities</i>					
Subscriptions		86,890	-	86,890	76,165
Projects		6,000	16,321	22,321	44,216
Royalties		20	-	20	1,367
Conferences		535,378	-	535,378	22,521
Accreditation and Education Income		10,305	-	10,305	3,130
Total incoming resources		<u>653,094</u>	<u>34,052</u>	<u>687,146</u>	<u>171,771</u>
RESOURCES EXPENDED					
Financing costs	1	(2,722)	-	(2,722)	(920)
<i>Charitable Activities</i>					
Projects		44,204	16,321	60,525	64,340
Grants		57,925	17,731	75,656	37,645
Membership services	2	296,759	-	296,759	274,560
<i>Governance</i>	5	43,637	-	43,637	43,258
Total resources expended		<u>439,803</u>	<u>34,052</u>	<u>473,855</u>	<u>418,883</u>
Net incoming /(outgoing) resources for the year		213,291	-	213,291	(247,112)
Balance brought forward at 1 April 2011		<u>1,206,495</u>	-	<u>1,206,495</u>	<u>1,453,607</u>
Balance carried forward at 31 March 2012		<u><u>€1,419,786</u></u>	<u><u>€-</u></u>	<u><u>€1,419,786</u></u>	<u><u>€1,206,495</u></u>

The notes on pages 16 to 18 form part of these financial statements.

The above amounts are shown in euros.

EUROPEAN ONCOLOGY NURSING SOCIETY**BALANCE SHEET****AS AT 31 MARCH 2012**

	Notes	2012 €	2011 €
FIXED ASSETS			
Tangible assets	6	2,964	5,493
CURRENT ASSETS			
Debtors	7	611,829	21,417
Cash at bank		936,553	1,335,361
		<u>1,548,382</u>	<u>1,356,778</u>
Creditors	8	(131,560)	(155,776)
NET CURRENT ASSETS		<u>1,416,822</u>	<u>1,201,002</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>€1,419,786</u>	<u>€1,206,495</u>
Represented by:			
Unrestricted Funds	9	1,419,786	1,206,495
Restricted Funds	9	-	-
		<u>€1,419,786</u>	<u>€1,206,495</u>

The financial statements were approved by the Board and authorised for issue and signed on its behalf by:



Birgitte Grube
President

28 January 2013

The above amounts are shown in euros.

The notes on pages 16 to 18 form part of these financial statements.

EUROPEAN ONCOLOGY NURSING SOCIETY

ACCOUNTING POLICIES

FOR THE YEAR ENDED 31 MARCH 2012

The financial statements have been prepared in accordance with applicable Accounting Standards and the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP 2005).

The Trustees have decided, after reviewing the financial activities of the charity, that the Euro as the functional currency of the charity. Accordingly, the financial statements are prepared in that currency.

The particular policies adopted are described below:-

a) **Accounting Convention**

The financial statements have been prepared under the historical cost convention.

b) **Expenditure**

Expenditure is analysed in accordance with the activities of the charity. Support and administration costs, which comprise those costs incurred in running the charity, have been allocated on the bases of estimated time incurred by staff.

c) **Fixed Assets**

Fixed assets are recorded at cost or, in cases where fixed assets have been donated to the charity, at valuation at the time of donation. Fixed assets are depreciated by 25% per annum on a straight line basis.

d) **Donations and Grants**

Donations and grants are included in the financial statements for the period when they are receivable.

e) **Funds**

Unrestricted Funds

These funds are expendable at the discretion of the trustees in furtherance of the objects of the charity.

Restricted Funds

These funds can only be used for particular revenue or capital purposes specified by the donor.

f) **Cash Flow Statement**

The trustees have taken advantage of the exemptions given in Financial Reporting Standard No 1 and have chosen not to prepare a cash flow statement.

g) **Foreign currency**

Society transactions are carried out primarily in euros and pounds sterling. Foreign currency balances at the year end are translated into euros at the rate ruling on the balance sheet date. Transactions in currencies other than euros are translated at an estimated average rate for the year.

EUROPEAN ONCOLOGY NURSING SOCIETY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2012

1. FINANCING COSTS

Financing costs are shown net of exchange gains of €3,860 (2011: €1,518) arising during the year.

2. MEMBERSHIP SERVICES

	2012 €	2011 €
Conference costs	16,079	16,492
Newsletter	19,918	44,736
Membership support costs	199,665	181,962
Accreditation and educational costs	20,718	5,800
Development of website	13,864	16,147
Advertising and branding	8,085	9,423
Subscriptions payable	3,290	-
Communication & enhancement	4,205	-
Partnership & network building	10,935	-
	<u>€296,579</u>	<u>€274,560</u>

3. MEMBERSHIP SUPPORT COSTS

	2012 €	2011 €
Staff and consultancy costs	166,512	151,091
Meetings (including travel)	4,265	3,814
Office costs	23,665	22,950
Depreciation	2,529	2,529
Other costs, net of recoveries	2,694	1,578
	<u>€199,665</u>	<u>€181,962</u>

4. STAFF COSTS

Staff costs consist of the remuneration of two staff (one part time) who were employed by the Society and associated costs and include salaries totalling €115,234, social security costs of €31,636 and pension contributions of €6,000.

€10,000 was payable to the President, in respect of her commitment to the Society for the year ended 31 March 2012.

5. GOVERNANCE COSTS

	2012 €	2011 €
Board meetings	36,249	36,345
Audit fee	6,130	6,913
Elections costs	1,258	-
	<u>€1,258</u>	<u>€43,258</u>

Executive Board meetings include the costs of the General Meeting and Advisory Council meetings and associated travel costs. Trustees received no remuneration during the year for their role as trustees. Included in board meetings is €3,397 payable to trustees as reimbursement for expenses incurred in travelling to board meetings.

EUROPEAN ONCOLOGY NURSING SOCIETY

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 MARCH 2012

6.	TANGIBLE FIXED ASSETS			Office equipment €	
	Cost				
	At 1 April 2011			10,114	
	Additions in year			-	
	At 31 March 2012			<u>10,114</u>	
	Depreciation				
	At 1 April 2011			4,621	
	Charge for the year			2,529	
	At 31 March 2012			<u>7,150</u>	
	Net book value				
	At 31 March 2012			<u>€2,964</u>	
	At 31 March 2011			<u>€5,493</u>	
7.	DEBTORS		2012 €	2011 €	
	Sundry debtors and prepayments		<u>€611,829</u>	<u>€21,417</u>	
8.	CREDITORS		2012 €	2011 €	
	Accruals and deferred income		<u>€131,560</u>	<u>€155,776</u>	
9.	FUNDS	At 1 April 2011 €	Incoming Resources €	Outgoing Resources €	At 31 March 2012 €
	<i>Restricted funds</i>				
	Amgen				
	- Target project	-	3,000	(3,000)	-
	- Titan project	-	3,000	(3,000)	-
	- Awards	-	17,731	(17,731)	-
	EPAAC	-	10,321	(10,321)	-
		<u>-</u>	<u>34,052</u>	<u>(34,052)</u>	<u>-</u>
	<i>Unrestricted Funds</i>	1,206,495	653,094	(439,803)	1,419,786
		<u>€1,206,495</u>	<u>€687,146</u>	<u>€(473,855)</u>	<u>€1,419,786</u>
10.	CAPITAL COMMITMENTS				

There were no commitments for capital expenditure at 31 March 2012 (2011: €Nil).