

Trustees' Report

Year ended
31 December 2016



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Company information

Company registered office

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London

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Company registered number

954616

Registered charity

258815

Company bankers

National Westminster Bank plc

City of London Office

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London EC2R 8PA

Auditors

BDO LLP

55 Baker Street

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Solicitors

Penningtons Manches Solicitors LLP

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33 Gutter Lane

London EC2V 7AW

Introduction from the Chair of Trustees

I am pleased to present the Trustees' report of the activities of the IFS in 2016. Over the year, the IFS published research findings on a wide range of topics, including its Green Budget and annual review of trends in living standards, poverty and inequality. The IFS also produced several reports on the economic impact of the UK leaving the EU - both before and after the referendum. This report highlights just a small selection of the research and activities which took place over the year.

It is striking how coverage of the work of the IFS in the media continues to rise. Part of the increase in 2016 reflects the EU referendum and its aftermath. What is pleasing is that the overwhelming majority of the media coverage of IFS research presents it as objective, careful analysis by an independent but very well-informed group of economists. The importance for the IFS of remaining fiercely independent has never been greater.

The main role of the Executive Committee is one of oversight and assessment of how well the IFS is achieving its aims. I am pleased to say that in 2016 we judge the IFS has been very successful. Careful scrutiny of the finances of the IFS is an important part of the work of the Executive Committee; it has been helped enormously by the Institute's improved systems for tracking flows of money which has allowed clear and timely presentation of the facts to the committee.

I would like to thank my colleagues on the Executive Committee for giving their time and expertise so generously throughout the year.



David Miles
Chair of Trustees,
Institute for Fiscal Studies



“In many policy areas, the Institute for Fiscal Studies is the only independent body that routinely provides the analysis politicians need.”

Financial Times

Objectives and activities

The objects of the Institute

The objects of IFS are the advancement of education, for the benefit of the public, by promotion on a non-political basis of the study and discussion of, and the exchange and dissemination of information and knowledge concerning, the economic and social effects and influences of:

- existing taxes;
- proposed changes in fiscal systems; and
- other aspects of public policy,

in each case whether in the United Kingdom or elsewhere in the world.

So as to advance this objective, IFS expects to retain the right to publish its reports openly in order to inform public debate and policymaking. The Members of the Executive Committee confirm that they have complied with the duty in Section 17 of the Charities Act 2011 and have taken due regard of the Charity Commission's general guidance on public benefit. Examples of how the Institute has aimed to meet its public benefit are given in the review of 2016, where the Institute's achievements are reported.

Strategic framework

IFS operates within a strategic framework agreed by the Executive Committee in 2005. This covers maintaining excellence in research, preserving independence and impartiality in policy analysis, engaging with a wide range of stakeholders, financial viability and good management, good governance, and supporting Institute Members.

How has the Institute tried to further these aims?

During the year, the Institute has carried out a wide range of research and has publicised the resulting findings as widely as possible through publications, conference participation, on its own website and in the media. The Institute does not set out to fulfil specific metrics. Although during the year we have, for example, published a large number of articles in key economic journals and have made numerous appearances in the print and broadcast media, we believe that success lies in the academic quality of our research and the efficacy with which our findings have informed the public debate. The following pages outline how this has been done.

Review of 2016

During 2016, IFS research has spanned a broad spectrum of topics and has been presented to and discussed with audiences from policymakers to undergraduate students. Of course, a very significant event was the referendum on EU membership, and IFS contributed to the debate, by explaining basic facts and figures as well as through in-depth analysis.



Our aim is to carry out the highest quality research and to inform policy-making and the public debate.

Academic excellence

Researchers presented work at key academic conferences, including the annual conferences of the Royal Economic Society, the European Economic Association and the American Economic Association.

The IFS runs a series of academic seminars, featuring a range of academics from across the UK and overseas. In collaboration with the London School of Economics, we also run a series of public economics seminars. Altogether, 38 seminars were held during the year.

During 2016, we received around 100 visits from distinguished academics from the UK and overseas, many of whom are affiliated with the IFS as Research Fellows or Associates. One such visitor delivered our 2016 annual lecture: Nobel Prize winner, Angus Deaton visited the IFS for several days, during which time he delivered the lecture 'Can the government make you happy? Should it try?'. An interview on this topic between IFS's Richard Blundell and

Angus Deaton was recorded and posted online.

The Institute runs its own journal, *Fiscal Studies*, which is published on our behalf by Wiley. During 2016, a special double issue was published, showcasing work on medical spending in different countries. There was also a special issues on household wealth data and public policy. Conferences were held around both of these issues where a number of the papers were presented and discussed.

During the year, the IFS was notified of the outcome of 61 research proposals, of which 47 were approved for funding (77% success rate). The level of activity is broadly comparable with 2015 (75 research proposals evaluated, 52 approved, a success rate of 69%). A total of 112 funded research projects were active in 2016 (110 in 2015).

Two major ongoing projects, funded through peer-review by the Economic and Social Research Council, are long-run research centres: the **Centre for the Microeconomic of Public Policy** (CPP) and the **Centre for Microdata Methods and Practice** (cemmap).

Other notable projects included:

- Two large projects, with funding from the European Research Council and from the Economic and Social Research Council, focusing on nutrition and food choices. Research into **food consumption, advertising and dynamics** sets out to understand individual behaviour in food markets, and to provide new evidence on the potential impacts of proposed policy interventions that seek to improve nutritional outcomes. We will also look at: the importance of the foods available at home in childhood in influencing choices that young adults make over which foods to eat; the relevance of temptation and self-control in explaining poor nutritional food choices, and the ways that advertising might influence these behaviours; and the important interactions that exist between the ways that people spend their time (for example work and physical activity) and the food choices that they make and how this determines nutritional outcomes.
- Funding from the ESRC to look at **factors relating to the Brexit**. Initial work will lead to a longer programme of post-referendum analysis.
- With consortium funding from CIPFA, PwC, Capita, the *Municipal Journal* and local council representative bodies, the IFS is carrying out a substantial programme of work on **local government finance**, encompassing high quality research, analysis and debate.
- Work on the role of **human capital in intergenerational inequality and poverty**. The aim of this programme of research is to investigate the interactions between parental characteristics, investments in children and child outcomes, and to study the implications of these interactions for poverty, inequality, and the design of childcare, education and welfare policies. It focuses on the inter-generational transmission of human capital, a key determinant of economic wellbeing.

“ The standing of the IFS is such that it’s often regarded as more credible than any other forecaster, or indeed minister.”

Norman Smith, Assistant Political Editor, BBC

- **Human capital accumulation in developing countries:** mechanisms, constraints and policies. This work, funded by the European Research Council, looks at the process of human capital accumulation during the early years of life in developing countries. The research is motivated by the importance of early years to human development, both because of the long-run consequences of events during that period and because policy interventions can be particularly effective for developing children during their early years.
- Funding from the Department for International Development for a new tax centre, the Centre for Tax Analysis in Developing Countries (TAXDEV), which will work with **governments in developing countries to help build robust tax systems**. Researchers are working particularly with the governments of Ghana and Ethiopia.
- Policies for **longer working lives**. In recent decades, the proportion of older people in the United Kingdom who are in paid work has been steadily rising. In 2000, 60% of 50-64 year olds were employed and by 2015, 70% of them were. The proportion of people aged 65 and over in paid employment has doubled over the same period, from around 5% to 10%. Growth in the size of the older population over this period means the increases in the numbers of older individuals in

paid work are even greater. With an ageing population, and policy reforms that are encouraging people to remain in work longer, it is important to understand the broader effects of longer working lives on the older population. Our research, which is funded by the ESRC, focuses on two important factors related to longer working lives: the effect on health, and the interaction between work and caring.

- Funding from the Nuffield Foundation to examine the **short-run impacts of recessions on the net household income distribution**. The work will quantify the contributions of three factors: the nature of the labour market shock; the tax and benefit system; and the characteristics of the population. Research will show how these together explain the differing impacts of the past three UK recessions; and how planned reforms would affect the exposure of different kinds of household to different kinds of shocks.
- Research in to public sector pay sets out to document the **changing educational attainment of recent graduate recruits** to major public sector occupations. With funding from the Department for Business, Innovation and Skills, will provide a timely way of assessing how the likely quality of recent recruits to the public sector has changed over time and provide some clear indications of whether the national pay squeezes implemented to date have been associated with changes in the educational attainment of new graduate recruits.
- The IFS Retirement Savings Consortium, which aims to produce and to disseminate robust empirical evidence on a number of important issues relating to **pensions and retirement saving**. The programme has been renewed for a further two year phase of the consortium to carry out the following four research projects: automatic enrolment and contributions to workplace-based pensions; household debt; the

use of wealth at older ages; and individual mortality expectations.

- In addition, the ESRC is funding analysis of state **pension provision and private pension arrangements**. Recent policy reforms include the introduction of the 'new state pension' from April 2016, further increases in the state pension age and the introduction of 'auto-enrolment' into workplace pensions. This programme of research will study the implications of this changing environment and recent policy reforms for household behaviour and well-being.

Communication and stakeholders

The audiences we target in particular are national, local and international policymakers, business people, groups in civil society, academics, students and the general public. These last are reached via the media, as well as directly on our website and through partnerships with other organisations.

One of our aims is to bridge the gap between policy and academic research. Our residential conference brought together a number of senior policymakers and senior academics to discuss corporate tax avoidance: how anti-avoidance measures are designed, how governments' and businesses' perspectives on tax avoidance are changing, and what we can expect from international efforts going forward.

Funding from the Economic and Social Research Council, from their Impact Acceleration Account (IAA), has contributed to our ability to increase the impact of our research with a wider audience. The IAA is a scheme run by the UK research councils to increase the impact on society of academic research. Part of this funding has been used to make improvements to our website to increase its accessibility to a wider audience. We have also used videos, data visualisation and social media to increase the reach and accessibility of our research findings.

This funding has also allowed us to expand our links and opportunities for collaboration with local councils in the UK. This involved initial support for time spent in exploratory

discussions with Lambeth Council. This illustrated a mutual interest in running a randomised control trial (RCT) and in finding ways to encourage citizens to play a greater role in the delivery of public services. We formed strong relationships with the relevant council officers at various levels of seniority, which gave us a stronger understanding of the way local government operates.

Capacity building

Another key aim for the Institute is to contribute to the capacity in the UK for carrying out excellent research in social science and the understanding of data for empirical analysis.

Through training events, organised under the auspices of the Centre for Microdata Methods and Practice, we teach methods for analysing, understanding and manipulating microdata to practitioners, as well as to graduate students and others academics. In particular, the courses are always well attended by civil servants who need to work with large datasets. Feedback from the courses over the year suggests that attendees find the courses directly useful in their work.

A contribution to the public pool of excellent social scientists is also made through training of IFS staff, many of whom go on to play influential roles in the civil service, media or the private sector. During 2016, Gemma Tetlow left the IFS to work as Economics Correspondent at the *Financial Times*, and Laura Blow left for the University of Surrey.

During the year, IFS staff have served in a number of advisory positions. Examples include Carl Emmerson, who was appointed to the Social Security Advisory Committee and Paul Johnson's appointment to the Board of Tax Simplification.

Membership

IFS individual and corporate members provide the Institute with a way to access a broad audience, ranging from business people, through academics, to tax practitioners and members of the public. At the end of November 2016 we were receiving subscriptions from 376 individual and 41 corporate members.

Awards and appointments

This year, Professor Orazio Attanasio and Professor Rachel Griffith were appointed as Research Directors at IFS.



Orazio is Professor of Economics at University College London and directs the Centre for the Evaluation of Development Policies at IFS. During the year he was awarded the LACEA's Carlos Diaz-Alejandro Prize for his high-quality research on economic issues relevant to Latin America, as well as the 2016 Klaus J. Jacobs Research Prize in recognition of his groundbreaking achievements in child and youth development.



Rachel is Professor of Economics at the University of Manchester, a Fellow of the British Academy, Editor of the *Economic Journal* and a Research Fellow of CEPR. Rachel won the Birgit Grodal award in 2014 and was awarded a CBE in Queen's Birthday Honours 2015 for services to economic policy. She was recently elected as a Fellow of the Econometric Society and was awarded the Richard Musgrave Guest Professorship at the University of Munich.



In December 2016 IFS director Paul Johnson, was included in International Tax Review's Global Tax 50 list which "provides a rundown of the most influential individuals, organisations and geopolitical events in the tax world".

Paul was also appointed to the Board of the Office of Tax Simplification and as a trustee of the King's Fund.

During the year Exeter University awarded Paul Johnson the degree of 'Doctor of Laws *honoris causa*'.



IFS Deputy Director, Carl Emmerson, was been appointed as a member of the Social Security Advisory Committee (SSAC). This committee is an independent statutory body that provides impartial advice on social security and related matters. It scrutinises most of the complex secondary legislation that underpins the social security system.

Carl was also appointed to the DWP expert advisory group on the automatic enrolment review. The review will consider the success of automatic enrolment to date, and explore ways that the groundbreaking policy can be further developed



Professor Sir Richard Blundell, Director of CPP, has been awarded the Erwin Plein Nemmers Prize in Economics for his important contributions to labour economics, public finance and applied econometrics.

Richard has also been awarded an Honorary Doctorate by USI Lugano, Switzerland for his fundamental contributions to microeconometrics.

Moreover, he gave the Becker-Friedman Institute Lecture at the University of Chicago on 'Human Capital and Tax Reform' and joined the Distinguished Lectures in Economics programme at Boston University.

Some of Richard's key papers have been brought together in *Labor Supply and Taxation*, published in the IZA Prize Book Series by Oxford University Press in March 2016 (ISBN: 978-0-19-874980-6).

Priorities for 2017 and beyond

An outline of some of the Institute's plans for 2017 is given below.

Academic excellence

Whilst planned research projects are in place year on year, it is also essential that there is flexibility to respond to policy proposals and events. The ESRC Centre for the Microeconomic Analysis of Public Policy extends over five years and covers a broad research and dissemination programme: this makes possible a flexible response to policy.

Significant areas for IFS research in 2017 will include:

- Our annual **Green Budget**, again funded by and in collaboration with the Institute for Chartered Accountants of England and Wales takes place in February 2017. Analysis of both **2017 Budgets**, in the spring and the autumn, will be carried out and presented to a mixed audience of policymakers, journalists and others. The analysis will also be made available online.
- We will continue our analysis of the potential effects of **Brexit on aspects of the UK economy**. In particular we have funding from the ESRC for a detailed programme of research with the aim of understanding how new trade arrangements for the UK might affect different industries, regions and workers. We also plan to synthesise existing research on how policy can ease the burden of adjustment associated with potential future trade shocks, which we will discuss in the context of our empirical findings.
- A research programme which seeks to advance the understanding of the link between **taxes, social insurance schemes and household behaviour**, and of how optimal policy in these areas might be designed. Our ultimate aim is to allow policy-makers and the broader user community to better understand how household behaviour responds to government policy on social insurance. How should the generosity and the structure of the state pension system respond to demographic pressures? What are the effects of provision of disability benefits on labour supply and on the health outcomes of those who receive them? Why do retired households maintain their wealth into their oldest years rather than spend it? How would changes to inheritance taxation change this? To what extent are inheritances affecting household saving behaviour and inequality?
- Working with governments **in developing countries to advise on tax policy**. The Centre for Tax Analysis in Developing Countries at the IFS was started in 2016 and will continue its research programme into 2017. Funded by the UK's Department for International Development, which aims to contribute to more effective tax policy-making in low and middle income countries through applied research and policy analysis and a focus on improving the analytical capacity of governments. The centre was designed in response to the relative paucity of theoretical and empirical evidence in relation to tax policy in low and middle income countries. Particular projects will take place with the governments of Ghana and Ethiopia, as well as cross-cutting analysis applicable to a range of other countries.
- A large programme of work, funded by the European Research Council, will examine public policy measures around **food consumption and obesity**. Diet-related chronic diseases are a major public health concern in most developed countries. Numerous policies aimed at stemming the rise in obesity, ranging from informational campaigns on diet and nutrition, to policies that aim to change the relative prices of certain foods using the tax system, as well as regulation on how food is produced, packaged and retailed. We aim at providing a deeper understanding of the impact

that different types of taxation policy interventions are likely to have on the diet-related outcomes. The work will look at tax policies and behaviour of consumers, as well as at the relationship between obesity and the demographic characteristics and food purchasing behaviour of households, to understand what factors affect obesity status and what nutrients are responsible for weight gain.

- The charity, Lively Minds has been running a programme in **rural Ghana training kindergarten teachers and mothers in highly deprived communities** to set up and run educational Play Schemes using local materials. Working in partnership with Lively Minds and with funding from Global Innovation Fund, the IFS will collect detailed data that will allow us to investigate to what extent the intervention causes change in a set of factors that are considered potential inputs to child development, including maternal knowledge of child development, parental stimulation and hygiene practices, parental investment in children within the household (e.g. schooling and health), quality of teaching practices and environment in kindergarten, parental involvement in children's schooling and maternal well-being and power relations within the household.
- Further funding from the ESRC will allow us to build on and develop our research programme on the role of **human capital in intergenerational inequality and poverty**.

Communication and stakeholders

We plan to build on our successful engagement with policymakers, academics and the media, to develop deeper and more timely engagement. This will help to raise the effectiveness of communications with these groups.

Historically, we have had less communication with the business community, local policymakers and policymakers outside the UK. Our ESRC-funded Impact Acceleration

Account already targets improvements here. Engaging with the general public is another area where the Institute has been less active in the past, but has been gradually extending its impact in recent years.

The Institute's priorities for communications and stakeholder engagement for 2017 are:

- Continue to **evaluate and re-design our website** so it is easier to navigate. This will include re-size capability for the web pages, better searchability, clearer links between different, related outputs and a more easily navigable display for IFS events
- Improve the **recording of and reporting on the effectiveness of our communications**. We will do this through the use of short narratives about the impact of our research; more regular; bi-annual printed bulletins and quarterly e-newsletters for members and others interested in our work.
- **Deepen relationships with key policymakers** and stakeholders. To achieve this we will, for example, holding roundtables with representatives from the relevant government departments, and look for opportunities for outward or inward secondments.
- Find effective ways to engage with **students in schools and universities and with young people** in general. This could be through lectures, videos, interactive online resources or teaching materials, as well as through providing content for external sites and developing the social media presence of the Institute.
- Promote our more **academic research** and activities more widely. This will include publicising high-profile visitors and make more of talks and other events in which research staff are involved.
- Be more responsive to events and media needs to inform debate, e.g. image bank of graphs when particular topics come up, short quotes on twitter;

offer more data on the website from projects/ outputs; more observations/summaries of academic papers we do.

- Develop stronger relationships with **business, local government and overseas and international policymakers**. We will build on existing networks.

Capacity building

In the autumn of 2017 a number of new graduates will start work at the IFS and will be trained in research and communication skills, working alongside more experienced researchers and Research Fellows and Associates, who are leaders in their fields from universities in the UK and overseas.

In addition, for the first time we will take on two post-doctoral researchers for two-year contracts. The specific expertise of these individuals will feed into related research programmes and will enrich the knowledge of colleagues through frequent seminars and interchange of views. The researchers themselves will also benefit from the stimulating intellectual environment at the IFS

and are likely to go on to research or teaching posts in the future, where they will be able to apply what they have learned.

As in previous years, our ESRC Centre for the Microeconomic Analysis of Public Policy will host a number of PhD scholars, whose work is related to our overall research programmes. Three new students will join in the autumn 2017, in addition to the existing X students currently hosted.

Under the auspices of the Centre for Microdata Methods and Practice, we will continue to run training courses, master classes and workshops until the end of the academic year 2016-17.

Over the summer, we will host a number of economics students in paid internships. They will work on projects with IFS researchers to give them a flavour of what policy-relevant research is like. We will also host work experience students in collaboration with the Higher Education Access Network.

Strategic report

Financial review

The results for the year ended 31 December 2016 are presented in the Statement of Financial Activities on page 21. Total income was £7,617,608 (an increase of £31,388 from 2015), and total expenditure was £7,412,413 (2015: £7,517,844). The reduction in expenditure being primarily due to additional costs in 2015 associated with the implementation of a new management information system.

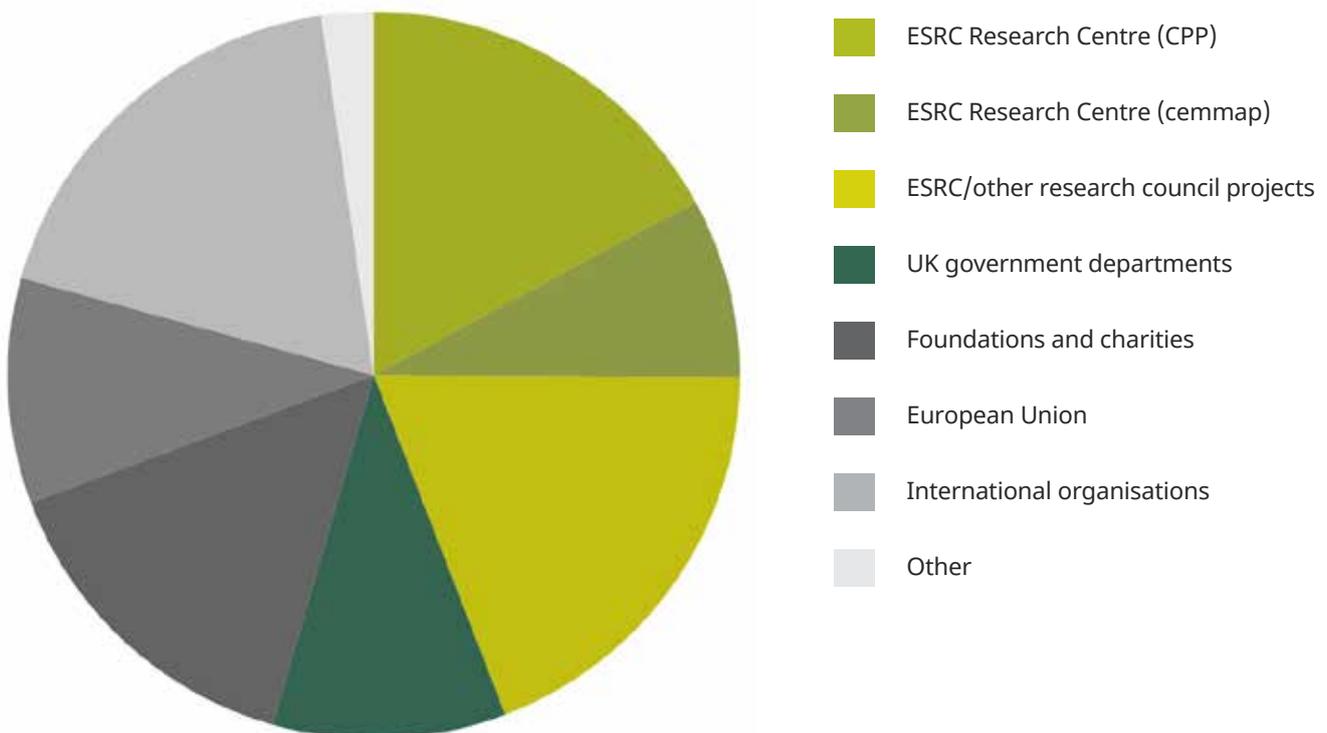
The Statement of Financial Activities shows that an overall surplus of £205,195 was made in 2016 (2015: £68,376), representing investment income of £14,980 (2015: £14,261) and a surplus on charitable activities of £190,215 (2015: £54,160).

The Institute attempts to raise its research funds from a range of organisations so that it is not dependent upon a single source of funding. Although 44% of income from

research activities in 2016 was from grants provided by the Economic and Social Research Council (55% in 2015), this funding covers a wide range of projects.

With regard to its conference and publication activities, the Institute aims to keep prices as low as possible to maximise public access to its findings.

The investment policy of the Executive Committee has been to invest cash reserves in interest bearing accounts and not to risk any of the principal. At the end of the year, £1,224,288 was held in a COIF Charities Deposit Fund (2015: £1,219,098) and £505,000 in a CAF Bond held with Principality Building Society (2015: £500,000).



Reserves policy

The Reserves Policy is twofold: one, to hold funds for working capital purposes and as a contingency, should sufficient new funding not emerge or should existing contracts be cancelled; and two, to reflect the net book value of fixed assets.

As at 31 December 2016, the Institute's total reserves, all of which are unrestricted, were £2,313,631 (2015: £2,107,436), comprising the General Fund of £2,243,487 (2015: £2,058,690) and the Fixed Asset Fund of £69,144 (2015: £48,746).

The General Fund reflects the Institute's net current assets and is considered to be the amount of reserves that could be easily converted to cash, should the need arise. The

target is for the General Fund to be maintained at a level to cover up to six months' expenditure (excluding Direct Project Costs). The Trustees wish to continue to raise modest surpluses so that the General Fund meets this target.

A Fixed Asset Fund was established in 2010 such that this Reserve would be equivalent in value to the net book value of the Institute's fixed assets. The value of our fixed assets was higher at year-end than at the beginning of the year and so the Reserve has been increased accordingly following a transfer from the IFS General Fund. The Reserves Policy is subject to active review in the light of prevailing circumstances.

As at 31 December, the General Fund comprised:

	2016	2015
	£	£
Investments	1,729,288	1,719,098
Bank Accounts	3,295,281	1,786,289
Less net grants received in advance	(2,741,930)	(835,614)
Cash holdings (excluding net project grants received in advance)	2,282,639	2,669,773
Other Working Capital	(39,152)	(611,083)
General Fund	2,243,487	2,058,690
No. of months of forecast expenditure (excluding Direct Project Costs)	4.6 months	4.3 months
Target level for the General Fund: (6 mths forecast expenditure, excluding Direct Project Costs)	£2.95m	£2.9m

Principal risks and uncertainties

The Executive Committee has overall responsibility for ensuring that the Institute has appropriate systems of control, both financial and operational. These systems are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

During the year, the Executive Committee continued to review the major financial and operational risks facing the Institute. It continues to monitor, on an annual basis, the implementation of any changes necessary to ensure that, as far as is reasonable, controls are in place to protect the Institute, its Members, its staff, the general public and other stakeholders.

The primary risks relate to financial issues and in particular to the reliance on the Economic and Social Research Council (ESRC) for a large proportion of the Institute's research funds (see Financial Results on page 14). However, this funding represents a mix of long-term and short-term funding which reduces the immediate risk. Additionally, a significant proportion of our staffing costs relate to staff from UK universities whose funding is explicitly aligned with ESRC funding, meaning that these costs can be reduced or terminated in line with the funding stream. The Institute continues to seek to diversify its funding sources in order to spread the risk.

Another key risk is in relation to our people and the risk of losing key staff. We attach a high priority to supporting our staff in developing their skills, whether through further

study or by giving them opportunities to get involved with all aspects of research and communication throughout their careers. New Research Economists are provided with mentors and are given the opportunity to take on managerial responsibility as and when they are ready. Staff representatives, elected by peers, include in their remit, the discussion of staffing issues with senior management. Regular review of selection procedures and conditions of service take place, together with periodic monitoring of salaries offered elsewhere. Staffing requirements are planned as far in advance as possible and good relationships are maintained with top universities and institutions, both in the UK and overseas.

The IFS is a leading academic institute and maintaining the quality of our research is an imperative. Quality assurance procedures are in place that require the involvement of senior staff for all projects. Staff adhere to the IFS code of good practice in research and SRA ethical guidelines, and rulings of the UCL Ethics Committee. There is regular discussion of ongoing research at senior management meetings and in addition the Advisory Boards for the ESRC Centres have oversight of the Centres' research programmes.

Governance and management

Constitution

The Institute for Fiscal Studies (IFS) was incorporated by guarantee on 21 May 1969. It has no share capital and is a registered charity. The guarantee of each Member is limited to £1. The governing document is the Memorandum and Articles of Association of the company and Members of the Executive Committee are the Directors of the company. At the end of November 2016, the number of guarantors was 417 (474 at the end of November 2015).

Members of the Executive Committee

The Executive Committee, which is made up of the Trustees of the Institute, is established by the IFS Council. The Members of the Council are elected by Members of the Institute in General Meeting. The Executive Committee met four times during the year. Committee membership during 2016 was:

- Jonathan Athow
- James Bell
- John F. Chown
- Margaret Cole
- Chris Davidson
- Denise Lievesley
- Ian Menzies-Conacher (Honorary Company Secretary)
- David Miles (Chair)
- Gus O'Donnell (President, IFS Council)
- Michael Ridge (appointed November 2016)
- Mark Robson (retired November 2016)
- Nicholas Timmins

“the Institute for Fiscal Studies, an independent economic research organisation that occupies a unique position in British political life. Though other outfits attempt similar work, the IFS stands apart: when it comes to economic policy, its assessments have, for many, become the closest approximation to revealed truth.”

The Guardian

Induction and training of Trustees

A programme of training and induction of Trustees was developed during 2004 and approved by the Executive Committee. Trustees are kept up-to-date with IFS research by a rolling programme of research presentations made at each meeting of the Executive Committee.

Organisational structure of the Institute and the decision-making process

The overall management of IFS is carried out by the Director, Paul Johnson, who reports to the Trustees on a quarterly basis. The Director is part of the Senior Management Team of the Institute, which in 2016 comprised the Director, Paul Johnson, the Deputy Director, Carl Emmerson, and the Research Directors, Professor Orazio Attanasio and Professor Rachel Griffith.

The operational responsibilities of the Institute are delegated via a 'Scheme of Delegation' to the Director of the Institute, who in turn delegates various duties to senior staff.

The Institute employed directly an average of 84 (2015: 83) full- and part-time staff based at its offices in London. Research staff are divided into sectors, and a small core of administrative and secretarial staff provide support facilities.

The Institute also employed indirectly 25 (2015: 24) senior academic staff based at UK universities on a part-time basis. In addition, a number of other academics from both UK and overseas institutions work with the staff as Research Fellows and Research Associates on an ad hoc collaborative basis.

Remuneration policy

The salary of the Director is determined by the Executive Committee when renewing his contract and is normally adjusted each year for a cost-of-living adjustment, in line with salaries across the Institute. The pay of all other staff, including the Deputy Director, is reviewed by the Director and other members of senior management annually and is also usually increased by a cost-of-living adjustment. From time to time, the salary scales of the Institute are benchmarked against comparable organisations. In 2016 the services of the Research Directors, Orazio Attanasio and Rachel Griffith, were provided by UCL and the University of Manchester respectively under contracts that reimburse the universities for an agreed percentage of the individual's salary, National Insurance and pension costs. Further details on these amounts are included in note 6 to the accounts.

Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland').

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including income and expenditure, of the charity for the year. In preparing those 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 accounting estimates that are reasonable and prudent; and
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions, to disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the requirements of the Companies Act 2006. 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.

So far as each of the Trustees at the time the report is approved are aware:

- there is no relevant audit information of which the auditors are unaware; and
- they have taken all the steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Auditors' report

Independent auditor's report to the Members of the Institute for Fiscal Studies

We have audited the financial statements of the Institute for Fiscal Studies for the year ended 31 December 2016 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes. 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 Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the statement of trustees' responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. We have been appointed auditor under the Companies Act 2006 and report in accordance with 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 Financial Reporting Council's (FRC's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the FRC's website at www.frc.org.uk/auditscopeukprivate.

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 December 2016 and of the charity's incoming resources and application of resources, including the income and expenditure, 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 Companies Act 2006.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the trustees' report, which includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements and the strategic report and the trustees' report have been prepared in accordance with applicable legal requirements.

Based on our knowledge and understanding of the charity and its environment obtained during the course of the audit we have identified no material misstatements in the strategic report and trustees' report.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Fiona Condron (senior statutory auditor)
For and on behalf of BDO LLP, statutory auditor
Gatwick

Date:

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

Financial reports

Statement of financial activities Year ended 31 December 2016

	Notes	2016	2015
		£	£
Income			
Income from charitable activities:			
Research activities		7,260,037	7,299,090
Membership subscriptions*	2	182,940	116,338
Publications*		43,601	27,000
Conference income		111,000	97,211
Miscellaneous income		5,050	32,365
Investment income		14,980	14,216
Total income		7,617,608	7,586,220
Expenditure			
Charitable activities	5	7,412,413	7,517,844
Total Expenditure		7,412,413	7,517,844
Net income		205,195	68,376
Net movement in funds		205,195	68,376
Reconciliation of funds			
Total funds brought forward		2,107,436	2,039,060
Total funds carried forward		2,312,631	2,107,436

There were no other recognised gains or losses other than the net income for the year. All amounts relate to continuing operations.

*Amounts for 2015 reflect a reclassification of membership subscriptions (See note 2).

Financial reports

Balance sheet Year ended 31 December 2016

	Notes	2016	2015
		£	£
Fixed assets			
Tangible assets	8	69,144	48,746
Total fixed assets		69,144	48,746
Current assets			
Debtors	9	1,567,834	1,714,783
Investments	10	1,729,288	1,719,098
Cash at bank and in hand		3,295,281	1,786,289
Total current assets		6,592,403	5,220,170
Liabilities			
Creditors: Amounts falling due within one year	11	(4,348,916)	(3,161,480)
Net current assets		2,243,487	2,058,690
Creditors: Amounts falling due after more than one year		-	-
Net assets		2,312,631	2,107,436
Total funds of the charity:			
Unrestricted funds			
General Fund	12	2,243,487	2,058,690
Fixed Asset Fund	12	69,144	48,746
Total		2,312,631	2,107,436

David Miles, Chair of the
Executive Committee

Company registered number: 954616
Registered Charity: 258815
Approved and authorised for issue by the Executive Committee on 8 May 2017

Financial reports

Statement of cash flows Year ended 31 December 2016

	Notes	2016	2015
		£	£
Reconciliation of net income to net cash flow from operating activities			
Net income for the reporting periods (as per the Statement of Financial Activities)		205,195	68,376
Adjustments for:			
Depreciation charges		27,818	46,914
Interest on investments		(14,980)	(14,216)
(Increase)/decrease in debtors		146,949	(877,449)
(Decrease)/increase in creditors and accrued expenses		(276,706)	286,084
(Decrease)/increase in grants received in advance of expenditure		1,464,142	(578,905)
Net cash (expended on)/generated from operating activities		1,552,418	(1,069,196)
Interest on investments	15	14,980	14,216
Purchase of tangible fixed assets		(48,216)	(28,541)
Cash flows from investing activities		(33,236)	(14,325)
Change in cash and cash equivalents in the reporting period		1,519,182	(1,083,521)
Cash and cash equivalents at the beginning of the reporting period		3,505,387	4,588,908
Cash and cash equivalents at the end of the reporting period		5,024,569	3,505,387
Analysis of cash and cash equivalents			
		2016	2015
		£	£
Cash in hand		3,295,281	1,786,289
Notice deposits		1,729,288	1,719,098
Total cash and cash equivalents		5,024,569	3,505,387

Notes to the accounts

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Institute for Fiscal Studies 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 note(s).

b) Tangible fixed assets and depreciation

All tangible fixed assets costing more than £1,000 are capitalised and depreciated. Depreciation of fixed assets is calculated to write off the cost of each asset over the term of its estimated useful life.

The Executive Committee had determined that all costs relating to the refurbishment of the premises and any furniture be depreciated over five years and all other assets depreciated over three years. Assets are written off on a straight-line basis commencing from the quarter after the date of purchase. Where the length of any remaining lease is less than five years then any refurbishment costs are depreciated up to the end of the year in which the lease comes to an end.

c) Income – Membership subscriptions and donations

Membership income is deferred to the extent that it relates to services to be provided in future periods. Donations are credited to the Statement of Financial Activities at the date of receipt.

d) Income - Publications

Income for publications is credited to the Statement of

Financial Activities in the period in which the publications are provided or made available. No value is placed on book stocks.

e) Income – Research Activities

Income is recognised when the Institute has entitlement to the funds, and performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. The Institute is usually legally entitled to income from research contracts in stages over the course of each project, which approximates to when related expenditure is expected to be incurred. Accordingly, all research income is credited to the Statement of Financial Activities when it falls due to be received to the extent that it is matched by relevant expenditure. Any income received in advance of expenditure is treated as deferred income.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably.

g) Allocation of expenses

Direct and indirect expenses are included when incurred. The majority of expenses are directly attributable to specific activities. Indirect overhead costs (e.g. premises and administration) are allocated on a basis consistent with the use of the resource. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Pension costs

The pension cost charge represents contributions payable by the Institute to employees' personal pension plans in respect of the year.

i) Operating Leases

Leasing charges in respect of operating leases are charged to the Statement of Financial Activities as they are incurred.

j) Current asset investments

Current asset investments includes cash on deposit and cash equivalents held for investment purposes rather than

Notes to the accounts

to meet short term cash commitments as they fall due.

k) Foreign currency

The value of the balances in the Institute's Euro and US Dollar accounts at the end of the year was based on the exchange rate as at 31 December 2016. Transactions in foreign currencies are calculated at the exchange rate ruling at the date of the transaction and the Institute-wide foreign exchange loss made during the year has been

deducted from the Incoming Resources from Generated Funds.

l) Financial instruments

The IFS only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Notes to the accounts

2. Membership subscriptions

	2016	2015
	£	£
Corporate	169,677	95,989
Individuals*	13,263	20,349
	182,940	116,338

*In 2015 and prior, £20 of the standard £50 individual membership fee was classified as publications income. From 2016 onwards, all subscriptions have been wholly classified as membership income. For consistency, £8,834 of 2015 income has been reclassified from publications to membership.

3. Expenditure on research activities

	2016	2015
	£	£
Staff costs	4,891,078	4,753,285
Direct Project costs	1,414,699	1,602,494
Premises	499,696	512,119
IT and office costs	142,439	213,793
Insurance and professional fees	96,500	85,885
Publications, Events and public relations	3,996	8,711
Miscellaneous	15,206	40,745
	7,063,614	7,217,032

"Direct project costs" include payments to outside bodies which work together with the IFS on particular projects. Where the Institute is the lead organisation it receives funding from the grant giving body for all participating organisations for onward transmission. Gross receipts are reflected in the Institute's revenues and, depending on the types of project undertaken, may vary significantly from year to year.

Notes to the accounts

4. Analysis of governance and support costs

	Support costs	Governance	Total	Support costs	Governance	Total
	2016	2016	2016	2015	2015	2015
	£	£	£	£	£	£
Staff costs	700,805	14,133	714,938	831,407	14,972	846,379
Premises costs	519,834	-	519,834	529,870	-	529,870
IT and office costs	155,856	-	155,856	230,989	-	230,989
Insurance and professional fees	90,140	15,450	105,590	70,319	22,474	92,793
Miscellaneous	65,010	3,557	68,567	43,200	822	44,022
	1,531,645	33,140	1,564,785	1,705,785	38,268	1,744,053

Direct costs attributable to a single activity are allocated directly to that activity. Costs in relation to the Institute's support functions and governance costs are apportioned between the four areas of activity undertaken, on a basis consistent with the use of the resource, which for premises costs is based on floor space and for other costs is based on a per capita allocation. This analysis is not used for management purposes.

Governance costs include the costs of external audit. Miscellaneous governance costs in 2016 of £3,557 include the cost of the Council's strategy away-day, the annual dinner and travel expenses for one trustee of £64.95 for attendance at meetings of the Executive Committee.

Notes to the accounts

5. Total resources expended

2016	Research activities	Publications	Conferences	Membership	2016 Total
	£	£	£	£	£
Staff costs	4,891,078	65,456	67,343	52,366	5,076,243
Direct project costs	1,414,699	-	-	-	1,414,699
Premises	499,696	5,289	9,967	4,882	519,834
IT and office costs	142,439	3,524	6,641	3,252	155,856
Insurance and professional fees	96,500	2,387	4,499	2,204	105,590
Publications, Events and public relations	3,996	10,451	93,458	11,177	119,082
Miscellaneous	15,206	1,550	2,923	1,430	21,109
	7,063,614	88,657	184,831	75,311	7,412,413

2015	Research activities	Publications	Conferences	Membership	2015 Total
	£	£	£	£	£
Staff costs	4,753,285	73,814	86,270	50,268	4,963,637
Direct project costs	1,602,494	-	-	-	1,602,494
Premises	512,119	7,506	7,242	3,003	529,870
IT and office costs	213,793	7,272	7,015	2,909	230,989
Insurance and professional fees	85,885	2,921	2,818	1,169	92,793
Publications, Events and public relations	8,711	15,032	22,260	8,036	54,039
Miscellaneous	40,745	1,386	1,337	554	44,022
	7,217,032	107,931	126,942	65,939	7,517,844

Notes to the accounts

6. Staff costs

	2016	2015
	£	£
Wages and salaries	3,324,897	3,324,637
Social security costs	328,287	294,584
Pension costs	197,003	226,671
	3,850,187	3,845,892
Staff from universities	1,127,506	1,041,467
Research Fellows, Research Associates and other associated research staff costs	98,550	76,278
	5,076,243	4,963,637

The IFS has contracts in place with several universities/institutions for the provision of an agreed proportion of the working time (typically 10-50%) of 25 (2015: 24) named, highly skilled individuals to carry out specific research duties at IFS in their areas of academic excellence.

Staff costs have been allocated to expenditure heading where they can be specifically identified as in note 5. The average number of employees (FTE) including short-term research assistants, analysed by function, is shown below.

	2016 FTE	2015 FTE
Research activities	56.5	57.2
Publications	1.2	1.2
Conferences	1.8	2.2
Membership	1.0	0.9
Total	60.5	61.5

Notes to the accounts

The number of employees whose emoluments (excluding pension contributions) were in excess of £60,000 are shown in the ranges to the right. In addition, pension contributions were paid by the Institute on behalf of these seventeen employees. The total sum of these contributions was £93,792 (2015: £102,692 for eighteen employees).

The trustees received no remuneration for their services during the year (2015: nil).

During 2016 the Institute's senior management team comprised: the Director, Paul Johnson, the Deputy Director, Carl Emmerson and the Research Directors, Professor Orazio Attanasio and Professor Rachel Griffith.

In 2016, the total compensation for these key management personnel, including amounts due to universities under contractual arrangement for the provision of an agreed amount of the Research Directors' time was £556,529 (2015: £388,791 for the Director, Deputy Director and Professor Sir Richard Blundell, the Research Director during 2015).

	2016	2015
£60,001-£70,000	12	14
£70,001-£80,000	2	2
£80,001-£90,000	2	1
£90,001-£100,000	-	-
£100,001-£110,000	-	-
£110,001-£120,000	-	-
£120,001-£130,000	-	-
£130,001-£140,000	-	-
£140,001-£150,000	-	-
£150,001-£160,000	-	1
£160,001-£170,000	1	-

Notes to the accounts

7. Net income for the year

This is stated after charging:

	2016	2015
	£	£
Depreciation	27,818	46,914
Auditors' remuneration		
- audit	15,450	21,700
- other services	-	25,850
Operating lease rentals - property	375,000	375,000

In 2015 amounts payable to the auditors for other services included £25,850 in connection with advice on the implementation of a new accounting and management information system.

8. Tangible fixed assets

	Fixtures and improvements to short leasehold premises	Office equipment	Total
	£	£	£
Cost			
At 1 January 2016	735,470	507,319	1,242,789
Additions	32,334	15,882	48,216
Disposals and assets no longer in use	-	-	-
At 31 December 2016	767,804	523,201	1,291,005
Depreciation			
At 1 January 2016	720,837	473,206	1,194,043
Charge for the year	5,656	22,162	27,818
Disposals and assets no longer in use	-	-	-
At 31 December 2016	726,493	495,368	1,221,861
Net book value			
As at 31 December 2016	41,311	27,833	69,144
As at 31 December 2015	14,633	34,113	48,746

All fixed assets are held for use on a continuing basis for the purpose of charitable activities.

Notes to the accounts

9. Debtors

	2016	2015
	£	£
Accrued income - Research grants	700,516	1,142,690
Trade debtors	651,900	421,207
Other debtors	11,960	67,891
Prepayments	203,458	82,995
	1,567,834	1,714,783

10. Investments

At the end of the year, £1,224,288 was held in a COIF Charities Deposit Fund (2015: £1,219,098) and £505,000 (2015: £500,000) in a CAF Bond held with the Principality Building Society which matures on 28 July 2017.

11. Creditors

	2016	2015
	£	£
Amounts falling due within one year		
Trade payables	139,208	98,127
Taxation and social security	99,017	89,968
VAT	27,091	-
Accruals	641,154	995,081
	906,470	1,183,176
Deferred income		
Balance at 1 January	1,978,304	2,557,209
Amount released to net income	(1,680,377)	(2,140,475)
Amount deferred in the year	3,144,519	1,561,570
Balance at 31 December	3,442,446	1,978,304
Creditors: Amounts falling due within one year	4,348,916	3,161,480

Notes to the accounts

12. Funds

	Designated project funds	Designated: Fixed Asset Fund	General Fund	Total unrestricted
	£	£	£	£
Reserves at 1 January 2016	-	48,746	2,058,690	2,107,436
Incoming resources	493,276	-	7,124,332	7,617,608
Resources expended	(493,276)	-	(6,919,137)	(7,412,413)
Transfers	-	20,398	(20,398)	-
Reserves at 31 December 2016	-	69,144	2,243,487	2,312,631

The General Fund comprises unrestricted funds, available for use at the discretion of the Executive Committee in furtherance of the general objects of the charity and which have not been designated for other purposes.

The designated Fixed Asset Fund represents the net book value of the tangible fixed assets as at the balance sheet date.

Designated project funds represent projects where the IFS's grant agreement with the funder requests that the project funding is clearly disclosed in the financial statements. During 2016, the income and expenditure on these grants was £493,276, as set out below.

Project name	Funder	Start date	End date	2016 Income and expenditure	Accrued/ (Deferred) income as at 31 December 2016
				£	£
Improving tax and benefit policy analysis and development in partner countries with the Institute for Fiscal Studies	DFID	1/2/2016	31/3/2018	356,973	9,023
Evaluation of Lively Minds educational play schemes in Ghana	Global Innovation Fund	1/1/2017	30/4/2019	-	(120,370)
Easing constraints for small firm expansion in Uganda: measuring indirect spillovers through inter-firm networks	Private Enterprise Development in Low-Income Countries ("PEDL")	1/4/2013	30/6/2017	136,303	(22,601)

The aim and use of each fund is set out in the Reserves Policy Section on page 15 of the Report of the Executive Committee.

Notes to the accounts

13. Operating lease commitments

The total of future minimum lease payments under non-cancellable operating leases are set out below for each of the following periods:

	2016	2015
	£	£
One year	375,000	375,000
Two to five years	928,767	1,303,767
Over five years	-	-

14. Pension scheme

The total pension cost to the Institute for contributions to employees' pension schemes under the IFS's group personal pension plans with Scottish Widows was £166,138 (2015: £185,953). In addition four members of staff (2015: five) participate in other personal pension schemes of their own choice, to which the Institute contributed £30,865 (2015: £40,718).

	2016	2015
	£	£
Scottish Widows	166,138	185,953
Other	30,865	40,718
Total	197,003	226,671

15. Notes to the cash flow statement

	2016	2015
	£	£
Interest from investments	14,980	14,216

Notes to the accounts

16. Analysis of net assets between funds

	Designated project funds	Designated: Fixed Asset Fund	General Fund	Total unrestricted
	£	£	£	£
Tangible fixed assets	-	69,144	-	69,144
Current assets	133,948	-	6,458,455	6,592,403
Current liabilities	(133,948)	-	(4,214,968)	(4,348,916)
Net assets at 31 December 2016	-	69,144	2,243,487	2,312,631

17. Related party transactions

Lorraine Dearden, a member of Paul Johnson's close family, is paid as an IFS Research Fellow at the standard rate of £5,000 (2015: £5,000). Her initial appointment pre-dates his term as Director and is reviewed annually by the Research Directors. In addition, IFS has an agreement with Lorraine Dearden's employer, the Institute of Education, for a buyout of 20% of her full employment costs amounting to £27,920 for the year ended 31 December 2016. The buyout from the Institute of Education pre-dates Paul Johnson's appointment as Director and was agreed by his predecessor.

Mark Robson, IFS Executive Committee Member for part of the year, was also a member of the ESRC Council from April 2016.

As disclosed in Note 4, travel expenses of £64.95 were paid to one of the trustees for attendance at meetings of the Executive Committee.

The Institute for Fiscal Studies

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