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FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

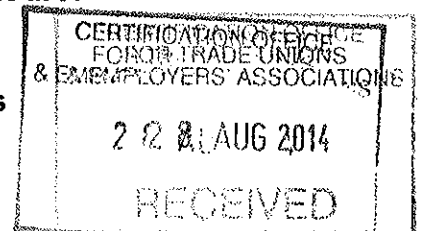
Name of Employers' Association:	EEF Limited
Year ended:	31/12/2013
List No:	255E
Head or Main Office:	Broadway House Tothill Street London SW1H 9NQ
Website address (if available)	www.eef.org.uk
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Tick as appropriate)
General Secretary:	Terry Scuoler CEO
Contact name for queries regarding the completion of this return:	Richard Greenway, Financial Controller
Telephone Number:	0121 456 0218
e-mail:	rgreenway@eef.org.uk

PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.
Any difficulties or problems in the completion of this return should be directed to the Certification Office as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Employers' Associations based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Employers' Associations based in Scotland:
Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



RETURN OF MEMBERS

(see note 9)

NUMBER OF MEMBERS AT THE END OF THE YEAR				
Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
2017				2017

OFFICERS IN POST

(see note 10)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

As per page 3 of the attached Directors report and Financial Statements

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date of Change

REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year £k			£k	£k
	INCOME			
16,254	From Members	Subscriptions, levies, etc		15,967
2,587	Investment income	Interest and dividends (gross)	2,508	
24		Bank interest (gross)	22	
		Gain on sale of investments (specify)	3,528	
		Waiver of debt due to subsidiary entity		6,058
221	Other income	Rents received	191	
		Gain on sale fixed assets	217	
2,259		Consultancy fees	2,204	
4,909		Training Course	4,412	
4,260		Conference Hire	4,382	
1,073		Government funded project	1,139	
474		Sponsorship	475	
110		Tribunal services	91	
978		Misc receipts	1,349	14,460
33,149	TOTAL INCOME			36,485
	EXPENDITURE			
		Administrative expenses		
(17,720)		Remuneration and expenses of staff	(18,415)	
(2,500)		Occupancy costs	(2,406)	
(462)		Printing, Stationery, Post	(570)	
(331)		Telephones	(200)	
(627)		Legal and Professional fees	(308)	
(1,441)		Motor expenses, Travel	(1,456)	
(441)		Subscription	(346)	
(1,082)		IT Cost	(1,137)	
(3,564)		Direct (non Staff) cost	(3,178)	
(103)	Other charges	Bank charges	(63)	
(788)		Depreciation	(796)	
(1,604)		Pension Deficit Payment	(1,331)	
(120)		Equipment repairs and renewals	(151)	
(2)		Donations	(4)	
(233)		Restructuring costs	(2)	
(159)		Insurance	(162)	
(799)		Marketing	(879)	
(80)		Staff Training	(95)	
		Exceptional Cost	(1,949)	
(467)		Other sundry expenses	(234)	
	Taxation			
(32,523)	TOTAL EXPENDITURE			(33,682)
626		Surplus/Deficit for year		2,803
45,489		Amount of fund at beginning of year		46,115
46,115		Amount of fund at end of year		48,918

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 2		Fund Account	
Name of account:		£	£
Income	From members Investment income Other income (specify)		
		Total Income	
Expenditure	Administrative expenses Other expenditure (specify)		
		Total Expenditure	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

ACCOUNT 3		Fund Account	
Name of account:		£	£
Income	From members Investment income Other income (specify)		
		Total Income	
Expenditure	Administrative expenses Other expenditure (specify)		
		Total Expenditure	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 4		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	Total Expenditure		
	Surplus (Deficit) for the year		
Amount of fund at beginning of year			
Amount of fund at the end of year (as Balance Sheet)			

ACCOUNT 5		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
Total Income			
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	Total Expenditure		
Surplus (Deficit) for the year			
Amount of fund at beginning of year			
Amount of fund at the end of year (as Balance Sheet)			

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 6		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

ACCOUNT 7		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

BALANCE SHEET AS AT 31st December 2013

(see notes 19 and 20)

Previous Year £k		£k	£k
17,330	Fixed Assets (as at page 11)		19,386
32,047	Investments (as per analysis on page 13)		
	Quoted (Market value £ 56,468)		32,575
	Unquoted		
	Total Investments		51,961
	Other Assets		
4,403	Sundry debtors	5,308	
3,967	Cash at bank and in hand	4,557	
24	Stocks of goods	23	
	Others (specify)		
	Total of other assets		9,888
57,771	TOTAL ASSETS		61,849
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Revaluation Reserve		
	Liabilities		
(3,517)	Loans	(3,270)	
	Bank overdraft		
	Tax payable		
(2,243)	Sundry creditors	(2,016)	
(5,803)	Accrued expenses	(7,552)	
(93)	Provisions	(93)	
	Other liabilities		
(11,656)	TOTAL LIABILITIES		(12,931)
46,115	TOTAL ASSETS		48,918

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£k	£k	£k	£k
COST OR VALUATION				
At start of period	16,293	9,310		25,603
Additions during period	2,125	1,058		3,183
Less: Disposals during period	(347)	(3,041)		(3,388)
Less: DEPRECIATION:	(871)	(5,141)		(6,012)
Total to end of period				
BOOK AMOUNT at end of period	17,200	2,186		19,386
Freehold	12,927			
Leasehold (50 or more years unexpired)	2,151			
Leasehold (less than 50 years unexpired)	2,122			
AS BALANCE SHEET	17,200	2,186		19,386

ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £k
QUOTED	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	32,575
	TOTAL QUOTED (as Balance Sheet)	32,575
	*Market Value of Quoted Investments	56,468
UNQUOTED	British Government Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted securities (to be specified)	
	TOTAL QUOTED (as Balance Sheet)	
*Market Value of Unquoted Investments		

* Market value of investments to be stated where these are different from the figures quoted in the balance sheet

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 23 to 25)

Does the association, or any constituent part of the association, have a controlling interest in any limited company?		YES ✓	NO
If YES name the relevant companies:			
COMPANY NAME EEF Insurance Services Ltd EEF SPF Trustees Ltd EEF Trustees Ltd EEF (WM) One Ltd EEF (WM) Two Ltd Employers Federation Ltd Employers Organisation Ltd Engineering Employers Federation Cymru Wales Ltd	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 6220181 3697516 727080 4898142 4749424 6396910 6370655 4914439		
INCORPORATED EMPLOYERS' ASSOCIATIONS			
Are the shares which are controlled by the association registered in the association's name		YES ✓	NO
If NO, please state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		
UNINCORPORATED EMPLOYERS ASSOCIATIONS			
Are the shares which are controlled by the association registered in the names of the association's trustees?		YES	NO
If NO, state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 26 to 35)

	All funds except Political Funds £k	Political Funds £k	Total Funds £k
INCOME			
From Members	15,967		15,967
From Investments	6,058		6,058
Other Income (including increases by revaluation of assets)	14,460		14,460
Total Income	36,485		36,485
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	33,682		33,682
Funds at beginning of year (including reserves)	46,115		46,115
Funds at end of year (including reserves)	48,918		48,918
ASSETS			
Fixed Assets			19,386
Investment Assets			32,575
Other Assets			9,888
		Total Assets	61,849
LIABILITIES		Total Liabilities	(12,931)
NET ASSETS (Total Assets less Total Liabilities)			48,918

NOTES TO THE ACCOUNTS

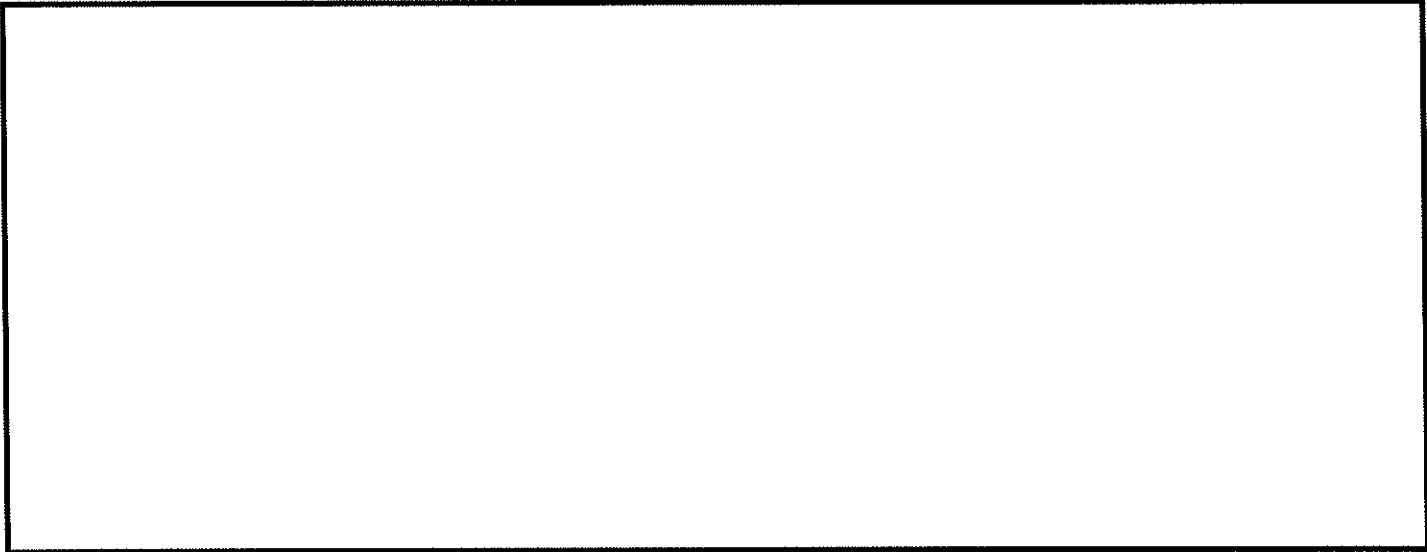
(see note 36)

All notes to the accounts must be entered on or attached to this part of the return.

Refer to the attached audited financial statements of EEF Limited for the year ended 31 December 2013 for information regarding EEF's accounting policies and other notes to the accounts.

ACCOUNTING POLICIES

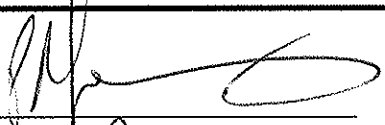
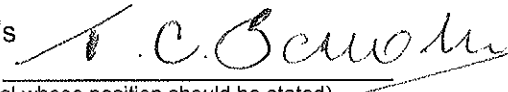
(see notes 37 and 38)



SIGNATURES TO THE ANNUAL RETURN

(see notes 39 and 40)

including the accounts and balance sheet contained in the return.

Secretary's Signature:  Name: <u>Paul JENNINGS</u> Date: <u>1 July 2014</u>	Chairman's Signature:  (or other official whose position should be stated) Name: <u>TERRY SMOLLER CEO</u> Date: <u>9 July 2014</u>
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CHECK LIST

(see note 41)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 3)	YES	✓	NO	
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 3)	YES	✓	NO	
HAS THE RETURN BEEN SIGNED? (see Note 38)	YES	✓	NO	
HAS THE AUDITOR'S REPORT BEEN COMPLETED (see Note 39)	YES	✓	NO	
IS A RULE BOOK ENCLOSED? (see Note 40)	YES	✓	NO	
HAS THE SUMMARY SHEET BEEN COMPLETED (see Notes 6 and 25 to 34)	YES	✓	NO	

AUDITOR'S REPORT

(see notes 42 to 47)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 43 and 44)

YES

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 43)

YES

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in note 43)

YES

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR27 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 45)

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	haysmacintyre <i>haysmacintyre</i>	
Name(s):	haysmacintyre	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	26 Red Lion Square London WC1R 4AG	
Date:	31 JULY 2014	
Contact name and telephone number:	George Crowther 020 7969 5547	

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.