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FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

Name of Employers' Association:

Year ended:

List No:

Head or Main Office:

CERTIFICATION OFFICE
FOR TRADE UNIONS
& EMPLOYERS' ASSOCIATIONS
16 JUL 2015
RECEIVED

Website address (if available)

Has the address changed during
the
year to which the return relates?

Yes

No

(Tick as appropriate)

General Secretary:

Contact name for queries
regarding
the completion of this return:

Telephone Number:

e-mail:

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

**EEF LTD MAIN BOARD
COMMITTEE MEMBERS**
24 June 2015

MEMBER	CONTACT DETAILS	PA
Martin Temple CBE Chairman EEF Limited <i>Leaving from Jan 2016</i>	EEF Limited Broadway House Tothill Street London SW1H 9NQ ☎ 020 7654 1526 ✉ mtemple@eef.org.uk	Claire Simpkins ☎ 020 7654 1526 ✉ csimpkins@eef.org.uk
Terry Scuoler CEO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ ☎ 020 7654 1526 ✉ tscuoler@eef.org.uk	Claire Simpkins ☎ 020 7654 1526 ✉ csimpkins@eef.org.uk
Paul Jennings CFO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ ☎ 020 7654 1562 / 07584 488498 ✉ pjennings@eef.org.uk	Sheila Fleming ☎ 020 7654 1560 ✉ sfleming@eef.org.uk
Dr. Henrik Adam Chief Commercial Officer Tata Steel Europe	Tata Steel Europe Postbus 10000 1970 CA Ijmuiden Netherlands ☎ +31 (651) 000859 (cell phone) ✉ henrik.adam@tatasteel.com	Charissa Kleij ☎ +31 (0)251 49 90 96 ✉ +31 (0)6 53 35 71 97 Charissa.Kleij@tatasteel.com
Andrew Churchill Managing Director J J Churchill Ltd	J J Churchill Ltd Station Road Market Bosworth Nuneaton Warwickshire CV13 0PF ☎ 01455 299600 / 07764 268 931 ✉ Andrew.churchill@jjchurchill.com	

<p>Phil Elliott Managing Director Booth Dispensers Ltd</p>	<p>Booth Dispensers Ltd Moor Park Avenue Blackpool FY2 0LZ ☎ 01253 501802 / 07802 956525 ✉ phil.elliott@booth-dispensers.co.uk</p>	<p>Jacinta Smart ☎ 01253 501 805 ✉ Jacinta.smart@booth-dispensers.co.uk</p>
<p>Stuart Fell Chairman Metal Assemblies Ltd</p>	<p>Metal Assemblies Ltd Reliance Works Oldbury Road Industrial Estate West Bromwich B70 9DD ☎ 0121 500 5616 / 07747 632 058 ✉ stuartf@metalassemblies.co.uk</p>	
<p>Martin Flavell</p>	<p>10 Elizabeth Place Winchester S022 5QY ☎ 07540 642600 ✉ martinflavell@hotmail.co.uk</p>	
<p>Ian Fowler Managing Director W H Rowe Ltd <i>Leaving July 2016</i></p>	<p>W H Rowe Ltd Quayside Road Southampton SO18 1DH ☎ 02380 216507 / 07785 715370 ✉ ian.fowler@whrowe.com</p>	
<p>Susan Haird <i>Leaving July 2016</i></p>	<p>30 Vineyard Hill Road Wimbledon London SW19 7JH ☎ 020 8946 5464 / 07990 747591 ✉ _Smhaird@gmail.com</p>	
<p>Brian Holliday Managing Director Siemens plc</p>	<p>Siemens plc Sir William Siemens Square Frimley, Camberley Surrey GU16 8QD ☎ brian.holliday@siemens.com</p>	<p>Marilyn Golla PA to Brian Holliday, Managing Director Siemens plc ☎ +44 161 446 6711 ✉ marilyn.golla@siemens.com</p>
<p>Phil Kite CEO Reece Group</p>	<p>Reece Group Wincomblee Road Walker Newcastle upon Tyne NE6 3QS ☎ 0191 234 8700 ✉ Phil.kite@reece-group.com</p>	<p>Dianne Mackay Executive Assistant ☎ 0191 234 8784 / 07711 008 107 ✉ dianne.mackay@reece-group.com</p>

<p>Robert Marshall Chief Executive Officer Marshall of Cambridge Holdings</p>	<p>Marshall of Cambridge Holdings The Airport Newmarket Road Cambridge CB5 8RX ☎ 07901 513080 ✉ RDM@marcamb.co.uk</p>	<p>Judi Burbidge ☎ +44 (0)1223 373368 ✉ JMB@marcamb.co.uk</p>
<p>Tony Pedder Chairman Sheffield Forgemasters International Ltd</p>	<p>Sheffield Forgemasters International Ltd PO Box 286, Brightside Lane Sheffield S9 2RW ☎ 0114 244 9071 / 07802 222 803 ✉ tonypedder@btinternet.com</p>	<p>Lynne Chatterton ☎ 0114 244 9071 ✉ lchatterton@sfel.com</p>
<p>Mike Wright Executive Director Jaguar Land Rover Tentative for 2016</p>	<p>Jaguar Land Rover Abbey Road Coventry CV3 4LF ☎ 01926 649112 ✉ mwrigh43@jaguarlandrover.com</p>	<p>Tracey Whitby ☎ 01926 649120 ✉ twhitby@jaguarlandrover.com</p>

<p>Juergen Maier Chief Executive Siemens Plc Resigned - 20/02/2015</p>	<p>Siemens plc Sir William Siemens Square Frimley, Camberley Surrey GU16 8QD ☎ 01276 696666 / 07808 822698 ✉ juergen.maier@siemens.com</p>	<p>Maren Saycoğan DDI: +44 (0)1276 696102 Mob: +44 (0)7808 828828 Email: maren.saycogan@siemens.com</p>
<p>Cameron A McLellan Operations Director Polypipe Building Products Resigned - 24 June 2015</p>	<p>Polypipe Building Products Broomhouse Lane Edlington Doncaster DN12 1ES ☎ 01709 792259 / 07793 967111 ✉ cameron.mclellan@polypipe.com</p>	<p>Dawn Lawrence ☎ 01709 792193 ✉ dawn.lawrence@polypipe.com</p>
<p>Liz Lynne Resigned - 24 June 2015</p>	<p>The Old Bakery East Side North Littleton Worcestershire WR11 8QW ☎ 01789 266 354 ✉ liz_lynne@yahoo.co.uk</p>	

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
2019				2019

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.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date of Change
Director	J W Maier		20 th February 2015

REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year			£000s	£000s
	INCOME			
15,967	From Members	Subscriptions, levies, etc		16,207
2,508	Investment income	Interest and dividends (gross)	2,643	
22		Bank interest (gross)	26	
3,528		Gain on sales of investments	3,459	
		Waiver of debt due to subsidiary entity		6,128
191	Other income	Rents received	192	
217		Gain on sale fixed assets	0	
2,204		Consultancy fees	2,141	
4,412		Training Course	5,234	
4,382		Conference Hire	4,931	
1,139		Government funded project	1,486	
475		Sponsorship	455	
91		Tribunal services		
1,349		Misc receipts	1039	15,478
36,485	TOTAL INCOME			37,813
	EXPENDITURE			
		Administrative expenses		
(18,415)		Remuneration and expenses of staff	(18,870)	
(2,406)		Occupancy costs	(2,740)	
(570)		Printing, Stationery, Post	(471)	
(200)		Telephones	(228)	
(308)		Legal and Professional fees	(951)	
(1,456)		Motor expenses, Travel	(1,483)	
(346)		Subscription	(338)	
(1,137)		IT Cost	(909)	
(3,178)		Direct (non Staff) cost	(2,869)	
(63)	Other charges	Bank charges	(58)	
(796)		Depreciation	(1,001)	
(1,331)		Pension Deficit Payment	(1,665)	
(151)		Equipment repairs and renewals	(148)	
(4)		Donations	(2)	
(2)		Restructuring costs	(53)	
(162)		Insurance	(150)	
(879)		Marketing	(806)	
(95)		Staff Training	(82)	
(1,949)		Exceptional Cost	(1,616)	
(234)		Other sundry expenses	(632)	
	Taxation			
(33,682)	TOTAL EXPENDITURE			(35,072)
2,803		Surplus/Deficit for year		2,741
46,115		Amount of fund at beginning of year		48,918
48,918		Amount of fund at end of year		51,659

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 2		Fund Account	
Name of account:		£000s	£000s
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:		£000s	£000s
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:		£000s	£000s
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:		£000s	£000s
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:		£000s	£000s
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:		£000s	£000s
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)		

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£000s	£000s	£000s	£000s
COST OR VALUATION				
At start of period	18,071	7,327		25,398
Additions during period	164	908		1,072
Less: Disposals during period	(552)	(425)		(977)
Less: DEPRECIATION:	(705)	(5,448)		(6,153)
Total to end of period				
BOOK AMOUNT at end of period	16,978	2,362		19,340
Freehold	12,885			
Leasehold (50 or more years unexpired)	2,049			
Leasehold (less than 50 years unexpired)	2,044			
AS BALANCE SHEET	16,978	2,362		19,340

ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £000s
QUOTED	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	36,095
	TOTAL QUOTED (as Balance Sheet)	36,095
	*Market Value of Quoted Investments	56,643
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 Northern Defence Industries Ltd NDI (UK) Limited	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 6220181 3697516 727080 4898142 4749424 6396910 6370655 4914439 4195419 6900038		
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 £000s	Political Funds £000s	Total Funds £000s
INCOME			
From Members	16,207		16,207
From Investments	6,128		6,128
Other Income (including increases by revaluation of assets)	15,478		15,478
Total Income	37,813		37,813
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	35,072		35,072
Funds at beginning of year (including reserves)	48,918		48,918
Funds at end of year (including reserves)	51,659		51,659
ASSETS			
Fixed Assets			19,340
Investment Assets			36,095
Other Assets			9,580
		Total Assets	65,015
LIABILITIES		Total Liabilities	(13,356)
NET ASSETS (Total Assets less Total Liabilities)			51,659

NOTES TO THE ACCOUNTS

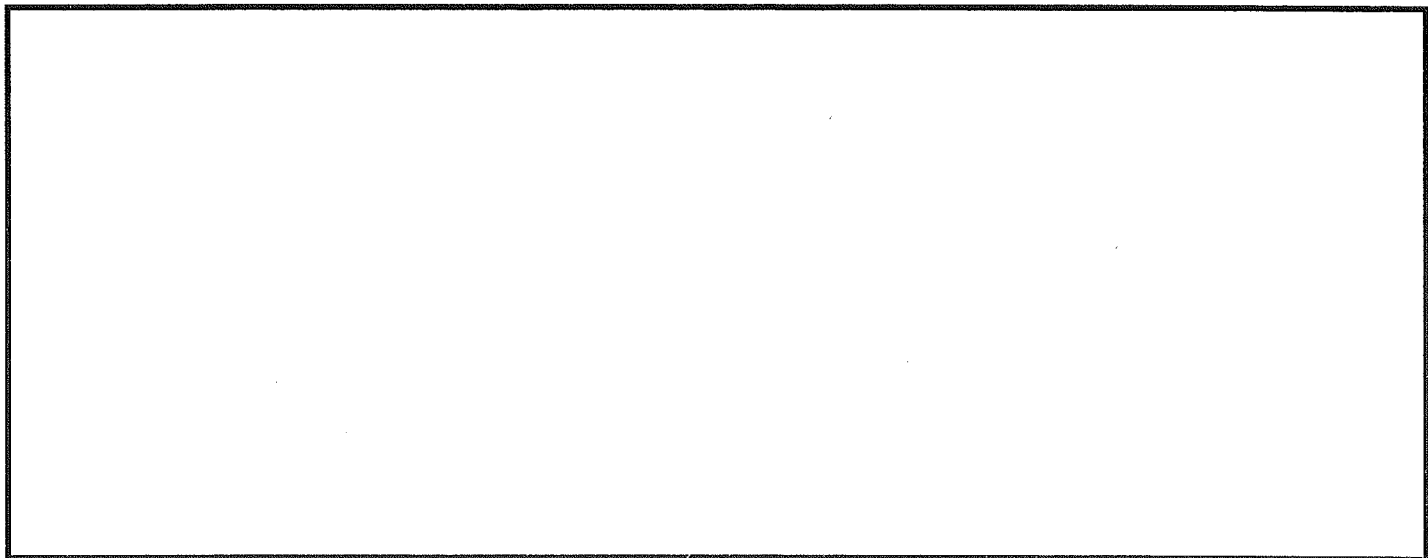
(see note 36)

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 2014 for information regarding EEF's accounting policies and other notes to the accounts.

ACCOUNTING POLICIES

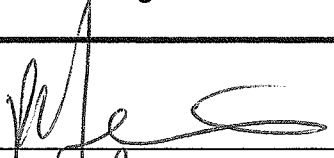
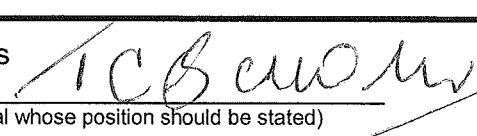
(see notes 37 and 38)



SIGNATURES TO THE ANNUAL RETURN

(see notes 39 and 40)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>PAUL JENNINGS</u> Date: <u>1 JULY 2015</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>TERENCE SCOULER CEO</u> Date: <u>6 JULY 2015</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/~~NO~~

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/~~NO~~

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/~~NO~~

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)

PLEASE SEE ATTACHED DOCUMENT

REPORT OF THE INDEPENDENT AUDITORS

Independent Auditors' report to the members of EEF

We have audited the Financial Statements of EEF for the year ended 31st December 2014 which comprise the Profit and Loss account, the Balance Sheet, the Cash Flow Statement 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 Company'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 Company'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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Directors and Auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 15, the Directors are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view. 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

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council'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 Company's affairs as at 31st December 2014 and of the profit 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 matter prescribed by the Companies Act 2006

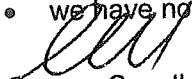
In our opinion the information given in the Directors' Report and Strategic Report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements.



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 or returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.


George Crowther (Senior statutory auditor)
For and on behalf of haysmacintyre
Statutory auditor
27 May 2015

26 Red Lion Square
London
WC1R 4AG