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FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

Name of Employers' Association: SCOTTISH & NORTHERN IRELAND PLUMBING
EMPLOYER'S FEDERATION

Year ended: 31ST DECEMBER 2015

List No: 5016 E

Head or Main Office: BELLEVUE HOUSE
22 HOPETOUN STREET
EDINBURGH
EH7 4GH

Website address (if available)

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

Yes

No

(Tick as appropriate)

General Secretary: ROBERT D BURGON

Contact name for queries
regarding
the completion of this return: LAUREN SMITH

Telephone Number: 0131 556 0600

e-mail: lauren.smith@snipef.org

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



**ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION
SCOTTISH & NORTHERN IRELAND PLUMBING EMPLOYERS' FEDERATION
AS AT 31ST DECEMBER 2015**

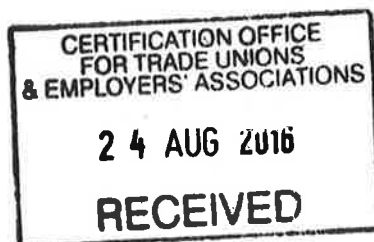
OFFICERS IN POST:-

PRESIDENT:- JOHN LEONARD

VICE-PRESIDENT :- BRIAN WARRENDER

JUNIOR VICE- PRESIDENT:- GERRY WOODS

PAST PRESIDENT:- ALWYN WEBSTER



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
683	72			755

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
PRESIDENT	ALWYN WEBSTER	JOHN LEONARD	29/05/2015
VICE-PRESIDENT	JOHN LEONARD	BRIAN WARRENDER	29/05/2015
JUNIOR VICE-PRESIDENT	BRIAN WARRENDER	GERRY WOODS	29/05/2015
PAST PRESIDENT	RAYMOND LESLIE	ALWYN WEBSTER	29/05/2015

REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year			£	£
	INCOME			
422,701	From Members	Subscriptions, levies, etc	463,324	
118,750	Investment income	Interest and dividends (gross)	105,500	
4,984		Bank interest (gross)	4,968	
0		Other (specify)	0	
0	Other income	Rents received	0	573,792
9,313		Insurance commission	10,825	
0		Consultancy fees	0	
0		Publications/Seminars	0	
5,583		Sponsorship Income	0	
280,499		Management Fees	261,138	
52,484		Service Charges	59,144	
7,525		Plumbheat Commission	8,103	
				339,210
901,839	TOTAL INCOME			913,002
	EXPENDITURE			
	Administrative expenses			
513,552		Remuneration and expenses of staff	524,795	
83,021		Occupancy costs	76,102	
		Printing, Stationery, Post		
63,883		Telephones	77,561	
7,435		Legal and Professional fees	9,527	
4,385		Miscellaneous	5,988	
11,848		Advertising	4,810	
	Other charges	Bank charges	2,455	698,783
2,583		Depreciation	27,634	
54,316		Sums written off	0	
0		Affiliation fees	8,290	
20,432		Donations	0	
0		Conference and meeting fees	6,124	
10,343		Expenses	35,927	
34,540		Miscellaneous (specify)- See Attached	92,207	
83,963				
0	Taxation			172,637
				0
890,301	TOTAL EXPENDITURE			871,420
11,538	Surplus/Deficit for year			41,582
42,779	Transfer/from/(to) Reserves			34,355
1,426,627	Amount of fund at beginning of year			1,480,944
1,480,944	Amount of fund at end of year			1,556,881

Scottish & Northern Ireland Plumbing Employers' Federation

Revenue Account (Page 3)

Attachment

<u>Miscellaneous (specify)</u>		<u>2015</u>	<u>2014</u>
Staff Training & Recruitment	£	368 £	5,907
Guarantee of work	£	190 £	-
New Member Inspection	£	4,128 £	1,698
Apprentice Prize & Sport	-£	240 £	289
Local Association Funding	£	56,805 £	55,755
Trophies	£	238 £	-
Photography	£	330 £	-
Data Storage	£	2,272 £	2,273
Computer Consultancy	£	13,264 £	14,384
Plumbing & Health Reserve	£	1,048 £	518
SNIPEF Ties	£	800 £	-
Course technical materials	£	7,952 £	-
Vehicle Leasing	£	5,052 £	3,139
	£	92,207 £	83,963

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 2015

(see notes 19 and 20)

Previous Year		£	£
904,029	Fixed Assets (as at page 11)		884,505
	Investments (as per analysis on page 13)		
0	Quoted (Market value £)	0	
2,351	Unquoted	2,351	
	Total Investments		886,856
	Other Assets		
96,862	Sundry debtors	85,119	
885,896	Cash at bank and in hand	950,163	
0	Stocks of goods	0	
136,604	Others – Amounts owed by subsidiaries	123,014	
	Total of other		1,158,296
	assets		
2,025,742		TOTAL ASSETS	2,045,152
1,480,944	Profit & Loss Account		1,556,881
100	General Reserve		100
0	Capital Reserve		0
316,691	Revaluation Reserve		282,336
	Liabilities		
0	Loans	0	
0	Bank overdraft	0	
0	Tax payable	0	
85,199	Sundry creditors	90,817	
142,808	Accrued expenses	115,018	
0	Provisions	0	
0	Other liabilities	0	
228,007		TOTAL LIABILITIES	205,835
2,025,742		TOTAL ASSETS	2,045,152

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£	£	£	£
COST OR VALUATION				
At start of period	994,215	192,833	27,000	1,214,048
Additions during period	0	8,110	0	8,110
Less: Disposals during period	0	(10,815)	0	(10,815)
Less: DEPRECIATION:	(119,100)	(180,738)	(27,000)	(326,838)
Total to end of period	875,115	9,390	0	884,505
BOOK AMOUNT at end of period				
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
AS BALANCE SHEET	875,115	9,390	0	884,505

ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £
QUOTED	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	
	TOTAL QUOTED (as Balance Sheet)	
	*Market Value of Quoted Investments	
UNQUOTED	British Government Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted securities (to be specified)	
	Plutos Holidays (1972) Ltd – Ord A Shares	51
	SNIPEF Securities Ltd	100
	SNIPEF Training Services Ltd	100
	Plumbing Pensions (UK) Admin Ltd	50
	BPEC Services Ltd	50
	Plumbing & Heating Contractor's Alliance Ltd	2,000
TOTAL QUOTED (as Balance Sheet)	2,351	
*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 Plutos Holidays (1972) Ltd SNIPEF Securities Ltd SNIPEF Training Services Ltd Plumbing Pensions (UK) Administration Ltd BPEC Services Ltd Plumbing and Heating Contractor's Alliance Ltd	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) SCO51975 SCO38331 SCO82700 SCO55959 2978578 7639690		
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 £	Political Funds £	Total Funds £
INCOME			
From Members	463,324	0	463,324
From Investments	110,468	0	110,468
Other Income (including increases by revaluation of assets)	339,210	0	339,210
Total Income	913,002	0	913,002
EXPENDITURE			
(including decreases by revaluation of assets)	871,420	0	871,420
Total Expenditure	871,420	0	871,420
Funds at beginning of year (including reserves)	1,797,735	0	1,797,735
Funds at end of year (including reserves)	1,839,317	0	1,839,317
ASSETS			
Fixed Assets			884,505
Investment Assets			2,351
Other Assets			1,158,296
		Total Assets	2,045,152
LIABILITIES			
		Total Liabilities	205,835
NET ASSETS (Total Assets less Total Liabilities)			1,839,317

NOTES TO THE ACCOUNTS

(see note 36)

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

3. Turnover

Turnover is the total amount of subscriptions, sponsorship income and management fees and service charges due to the Company for the year as follows:

	2015	2014
	£	£
Annual subscriptions	417,606	396,146
Associate fees	5,200	4,500
Approved Certifier of Construction Fees	17,730	11,530
Legionella Registration Fees	1,200	1,400
Course Fees	21,588	9,125
Sponsorship income	-	5,583
Management fees	145,045	141,061
Salary recharges	116,093	139,438
Service charges	59,144	52,484
Warranty and insurance schemes	10,160	8,423
Medical insurance	665	890
Plumbheat commission	8,103	7,525
	802,534	778,105
	802,534	778,105

4. Profit on ordinary activities before taxation

	2015	2014
	£	£
Profit on ordinary activities before taxation is stated after charging:		
Depreciation	27,634	54,316
Auditor's remuneration		
- audit services	4,000	3,865
- other services	3,021	1,545
- payroll fees	940	675
	27,634	54,316
	27,634	54,316

5. Income from shares in group companies

	2015	2014
	£	£
Subsidiary Companies		
Plutos Holidays (1972) Limited	25,500	25,500
SNIPEF Securities Ltd	10,000	8,250
SNIPEF Training Services Ltd	35,000	35,000
BPEC Services Limited	35,000	50,000
	105,500	118,750
	105,500	118,750

6. Directors

	2015	2014
	£	£
Aggregate emoluments for the directors – in respect of qualifying services were:	-	-
	-	-
	-	-

7. Employees

The average number of employees during the year was 19 (2014: 21).

8. Tangible assets	Property	Office Equipment & Furniture	Vehicles	Total
	£	£	£	£
Cost				
At 1 January 2015	994,215	192,833	27,000	1,214,048
Additions	-	8,110	-	8,110
Disposals	-	(10,815)	-	(10,815)
At 31 December 2015	<u>994,215</u>	<u>190,128</u>	<u>27,000</u>	<u>1,211,343</u>
Depreciation				
At 1 January 2015	99,215	183,804	27,000	310,019
Charge for the year	19,885	7,749	-	27,634
Disposals	-	(10,815)	-	(10,815)
At 31 December 2015	<u>119,100</u>	<u>180,738</u>	<u>27,000</u>	<u>326,838</u>
Net book value				
At 31 December 2015	<u>875,115</u>	<u>9,390</u>	<u>-</u>	<u>884,505</u>
At 31 December 2014	<u>895,000</u>	<u>9,029</u>	<u>-</u>	<u>904,029</u>

9. Investments	Investment	Year Ended	Capital and reserves 2015	Profit/(loss) after tax 2015	Holding %
	£		£	£	
Subsidiary company					
Plutos Holidays (1972) Limited, Ord A shares	51	31.12.15	71,987	58,541	51
SNIEPF Securities Ltd	100	31.12.15	437,659	9,886	100
SNIEPF Training Services Ltd	100	31.12.15	572,264	23,120	100
Plumbing Pensions (UK) Admin Limited	50	05.04.15	10,100	-	50
BPEC Services Limited	50	31.12.15	181,020	80,406	100
Plumbing and Heating Contractors' Alliance Ltd	2,000	31.05.15	5,241	814	50
At 1 January 2015	<u>2,351</u>				
At 31 December 2015	<u>2,351</u>				

All of the above entities are incorporated in the United Kingdom. The principal activity of the above subsidiary undertakings are as follows:

Plutos Holidays (1972) Limited operates an annual and public holidays with pay credit scheme for the Plumbing and Mechanical Services Industry in Scotland and Northern Ireland.

SNIEPF Securities Ltd holds and administers investments on behalf of the Scottish and Northern Ireland Plumbing Employers' Federation.

SNIEPF Training Services Ltd administers the Modern Apprenticeship and Adult Training Schemes on behalf of members of the Scottish and Northern Ireland Plumbing Employers' Federation and the payment of grants under that Scheme on behalf of Skills Development Scotland.

Plumbing Pensions (UK) Administration Limited administers and manages the Pension Scheme on behalf of the Plumbing and Mechanical Services (UK) Industry Pension Scheme.

BPEC Services Limited promotes and sells training and assessment materials to assist in meeting the needs of operatives in the UK Plumbing and Heating Industry.

Plumbing and Heating Contractors' Alliance Ltd is an employers' organisation for the Plumbing and Heating Industry.

10. Debtors	2015	2014
	£	£
Amounts owed by subsidiary undertakings:		
- SNIPEF Welfare	7,848	6,707
- SNIJIB	13,350	8,364
- SNIPEF Education & Training Trust	281	165
- SNIPEF Securities Ltd	2,001	272
- SNIPEF Training Services Ltd	22,510	20,365
- Plumbing Pensions (UK) Admin Limited	11,794	20,639
- Plutos Holidays (1972) Limited	90	92
- BPEC Services Limited	50,000	65,000
- BPEC Certification Limited	15,140	15,000
Other debtors	85,119	96,862
	<u>208,133</u>	<u>233,466</u>
	=====	=====

11. Creditors	2015	2014
	£	£
Amounts owed to subsidiary undertakings		
- SNIPEF Training Services Ltd	-	82
- Plumbing Pensions (UK) Admin Limited	6,819	5,227
Other taxes and social security costs	10,661	9,462
Other creditors	73,337	70,428
	<u>90,817</u>	<u>85,199</u>
	=====	=====

12. Taxation

Factors affecting future tax charges

A reduction in the UK corporation tax rate from 21% to 20% took effect from 1 April 2015. A further reduction from 20% to 19% was enacted in November 2015 and will take effect from 1 April 2017. A further reduction from 19% to 18% was also enacted in November 2015 and will take effect from 1 April 2020.

The Company has an unrecognised deferred tax asset of £80,567 (2014: £89,437) which has arisen from trading losses, decelerated capital allowances and other short term timing differences. SNIPEF Management Limited is resident in the UK for tax purposes.

13. Contingent liability

SNIPEF operates a Guarantee of Work Scheme which covers the cost of claims by domestic (or commercial) customers for faulty workmanship carried out on their premises by a SNIPEF business up to a maximum of £10,000 in respect of any one domestic customer, £25,000 in respect of any one SNIPEF member firm and £100,000 in respect of any one calendar year.

14. Called up share capital	2015	2014
	£	£
Authorised, issued and fully paid 100 ordinary shares of £1 each	100	100
	<u>100</u>	<u>100</u>
	=====	=====

15. Operating lease commitments

The total operating lease commitments are set out below:

	2015	2014
	£	£
Motor Vehicle Later than one year and not later than five years	11,250	2,640
	<u>11,250</u>	<u>2,640</u>
	=====	=====

A total of £5,052 was recognised as an operating lease expense in the period (2014: £3,139).

16. Pension costs

Certain of the Company's employees are members of the Plumbing and Mechanical Services (UK) Industry Pension Scheme. This is an industry-wide multi-employer defined benefit pension scheme. As at 5 April 2015, the date of the Scheme's latest formal accounts, 432 employers were actively contributing to the Scheme. Pension obligations in the Industry Scheme are accounted for on a "defined contribution" basis because the industry Scheme is not able to calculate individual assets or liabilities for individual employers. The Scheme's experience is pooled. As a result, all participating employers and their employees pay the same contribution rates regardless of their experience.

To date, the scheme has never had a funding shortfall measured on an ongoing "Technical Provisions" basis at a formal valuation date therefore it does not need a Recovery Plan. The only contributions required from employers and employees are contributions to cover the cost of new future service benefit accrual.

The Industry Scheme does not have an agreed methodology to allocate deficit or surplus between individual employers. It is possible that an individual employer could become liable for other entities' obligations under the terms and conditions of the multi-employer Industry Scheme (namely the Scheme's Rules and legislative requirements). This is because participating employers are exposed to actuarial risks associated with current and former employees of other organisations, some of which have ceased to participate in the Scheme and therefore cannot be called upon should additional funding be required. In addition, when an employer ceases to participate in the Industry Scheme, they become liable under legislation to pay a "Section 75" employer debt.

The pension cost charged to the Statement of Comprehensive Income represents the amount of contributions payable in the year, which amounted to £51,903 (2014: £53,830). £4,185 of pension contributions were outstanding at the year-end (2014: £6,314).

This cost is incurred at the contribution rate advised by the Scheme Actuary in the valuation as at April 2014.

Based upon the current contribution rates, the scheme was assessed as likely to meet in full the liabilities of the scheme as they fall due.

17. Ultimate parent undertaking

The Company is a subsidiary of Scottish and Northern Ireland Plumbing Employers' Federation (SNIPEF), a body registered under the Trade Union and Labour Relations (Consolidation) Act 1992. SNIPEF own 100% of the shares of SNIPEF Management Ltd.

The financial statements of the Scottish and Northern Ireland Plumbing Employers' Federation can be obtained from Bellevue House, 22 Hopetoun Street, Edinburgh.

18. Related party transactions

The Trustees of SNIPEF Welfare are directors of SNIPEF Management Ltd.

The Trustees of SNIPEF Education and Training Trust are directors of SNIPEF Management Ltd.

All relevant transactions in the year and the year end balances are shown in the notes to the financial statements.

A further related party is British Plumbing Employers' Council (Training) Limited. BPEC Services Ltd, a subsidiary company of SNIPEF Management Ltd, is related to British Plumbing Employers' Council (Training) Limited by virtue of common control as exercised by a common board of directors.

19. Transition to FRS 102

These financial statements for the year ended 31 December 2015 are the first prepared under FRS 102. The date of transition is 1 January 2014, with the financial statements for the year ended 31 December 2014 being the last prepared under the old UK GAAP.

The transition to FRS 102 has not resulted in any significant changes to accounting policies and has not resulted in any changes to the comparative figures from the prior year financial statements.

In carrying out the transition to FRS 102, the Company has not applied any of the optional exemptions as permitted by Section 35 "Transition to this FRS".

ACCOUNTING POLICIES

(see notes 37 and 38)

1. Company Information

SNIFE Management Ltd is incorporated and domiciled in Scotland with registered company number SC056633. The registered office is Bellevue House, 22 Hopetoun Street, Edinburgh, EH7 4GH. The financial statements have been presented in Pounds Sterling as this is the functional and presentational currency of the Company.

2. Accounting policies

Basis of accounting

These financial statements have been prepared in accordance with the historical cost convention and in accordance with applicable accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ("FRS 102") and The Small Companies and Groups (Accounts and Directors' Report) Regulations 2008.

This is the first year that the financial statements have been prepared under FRS102. See note 19 for transition details.

Exemptions for qualifying entities

The July 2015 amendments to FRS 102 have been adopted and the relevant disclosure exemptions for small entities taken under section 1A of FRS 102.

Going concern

The financial statements have been prepared on a going concern basis. The directors have assessed the Company's ability to continue as a going concern and have reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. The directors have reviewed budgets and forecasts for the forthcoming year and are satisfied that the Company maintains an appropriate level of liquidity, sufficient to meet the demands of the business. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

Significant judgements and estimates

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for carrying amounts of tangible assets.

Tangible fixed assets and depreciation

Tangible fixed assets are recorded at cost less accumulated depreciation. Depreciation is calculated to write off the cost of an asset, less estimated residual value, over the useful economic life of that asset as follows:

Computer hardware	- 33 1/3% per annum straight line
Office equipment & furniture	- 20% per annum straight line
Motor vehicles	- 25% per annum straight line
Office renovations	- 10% per annum straight line
Property	- 2% per annum straight line

Computer software upgrades are expensed in the year of acquisition.

Investment in subsidiaries

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value. Investment income is recognised on a due and receivable basis.

Impairment of assets

At each reporting date the Company reviews the carrying value of its assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss.

The recoverable amount of an asset is the higher of the fair value less costs to sell, and value in use. Value in use is the present value of the future cash flows expected to be derived from the asset, or cash generating unit. The present value calculation involves estimating the future cash inflows and outflows to be derived from continuing use of the asset and from its ultimate disposal, applying an appropriate discount rate to those future cash flows.

Where the recoverable amount of an asset is less than the carrying amount, an impairment loss is recognised immediately in profit or loss. An impairment loss recognised for all assets is reversed in a subsequent period if, and only if, the reasons for the impairment loss have ceased to apply. Impairment losses are charged to profit or loss in administration expenses.

Group financial statements

Consolidated financial statements have not been presented to include the subsidiary members of the group identified in note 9 to the financial statements because the group claims exemption from this requirement by virtue of section 398 of the Companies Act 2006. Consequently, the financial statements cover the Company as a stand alone undertaking and not as a group.

The Company's interests in the capital and reserves of the subsidiary and associated companies as at the date of their last audited financial statements are detailed in note 9.

Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period, and is charged in the Statement of Comprehensive Income. Deferred tax is provided on the liability method to take account of timing differences between the treatment for certain items for accounts purposes and the treatment for tax purposes. Tax deferred is accounted for in respect of all material timing differences. Deferred tax assets are only recognised to the extent that they are regarded as recoverable.

Revenue recognition

Turnover is measured at the fair value of the consideration received or receivable and represents subscriptions, fees, recharges and services provided, net of value added tax, and is recognised in the period in which the service is made.

Pension costs

The Company makes contributions in respect of employees to the Plumbing and Mechanical Services (UK) Industry Pension Scheme, a defined benefit multi-employer scheme. Pension costs, which have been determined in accordance with actuarial advice, are charged to the profit and loss account so as to spread the cost of pensions over the service lives of employees in the scheme.

Contributions to the Company's pension scheme are charged to the profit and loss account in the period to which they relate.

Operating leasing commitments

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments, which include trade and other receivables and cash and bank balances, are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

Basic financial liabilities, which include trade and other payables, are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Other financial instruments are subsequently measured at fair value, with any changes recognised through profit or loss.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss immediately.

SIGNATURES TO THE ANNUAL RETURN

(see notes 39 and 40)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>R. J. Brennan</u>	Chairman's Signature: <u>[Signature]</u> (or other official whose position should be stated)
Name: <u>SECRETARY</u>	Name: <u>JOHN LEONARD</u>
Date: <u>27 May 2016</u>	Date: <u>24/5/2016</u>

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

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

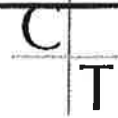
3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting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

YES

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)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SNIPEF MANAGEMENT LTD



We have audited the financial statements of SNIPEF Management Ltd for the year ended 31 December 2015 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity 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), including Financial Reporting Standard 102 section 1A small entities – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ("FRS102").

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 auditor

As explained more fully in the Directors' Responsibilities Statement set out on page 2, 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 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/apb/scope/private.cfm.

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 31 December 2015 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; 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 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 and 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; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the directors' report or from the requirement to prepare a strategic report.

Malcolm Beveridge BA CA (Senior Statutory Auditor)
For and on behalf of
CHIENE + TAIT LLP
Chartered Accountants and Statutory Auditor
61 Dublin Street
Edinburgh, EH3 6NL

Signature(s) of auditor or auditors:	<i>Malcolm Beveridge</i>	
Name(s):	Malcolm Beveridge BA CA (Chiene + Tait LLP)	
Profession(s) or Calling(s):	Senior Statutory Auditor	
Address(es):	61 Dublin Street Edinburgh EH3 6NL	
Date:	31 May 2016	
Contact name and telephone number:	Malcolm Beveridge 0131 558 5800	

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

**EVERY EMPLOYERS' ASSOCIATION IS REQUIRED BY LAW TO COMPLETE THIS RETURN.
THE REFUSAL OR WILFUL NEGLECT TO PERFORM THIS DUTY IS A CRIMINAL OFFENCE.**

**THERE IS NO LEGAL REQUIREMENT FOR THIS RETURN TO BE "APPROVED" BY THE
GOVERNING BODY OF THE ASSOCIATION BEFORE SUBMISSION TO THE
CERTIFICATION OFFICE**