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FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

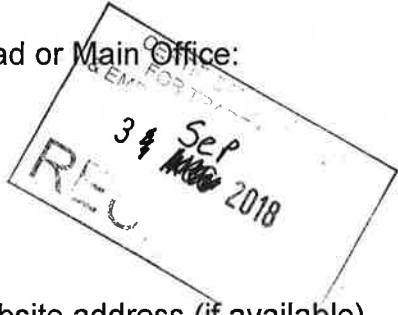
ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

Name of Employers' Association:

Year ended:

List No:

Head or Main Office:



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

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
50				50

OFFICERS IN POST

(see note 10)

SOUTH EAST EMPLOYERS

LEGAL AND ADMINISTRATIVE INFORMATION YEAR ENDED 31 MARCH 2018

Regional Director

Jennifer McNeill

Treasurer

Simon Little
Darren Kennedy

May 2016 – May 2017
from May 2017

Executive Committee

Cllr Richard Burrell
Cllr Rory Love
Cllr Bernadette Fisher
Cllr Maureen Holding
Cllr Trevor Webb
Cllr Paul Taylor
Cllr Ian Ward
Cllr Murray Grubb
Cllr Bob Blezzard
Cllr Pauline Stockell
Cllr Ayesha Azad
Cllr Jeanette Green
Cllr Stuart Munro
Cllr Robin Bradburn
Cllr Arif Hussain
Cllr Robert Saunders
Cllr Chris Pitt
Cllr Keith House

re-elected July 2017
re-elected July 2017
re-elected July 2017
re-elected July 2017
resigned July 2017
re-elected July 2017
resigned July 2017
re-elected July 2017
resigned July 2017
resigned July 2017
resigned July 2017
resigned July 2017
re-elected July 2017
resigned July 2017
re-elected July 2017
resigned July 2017
re-elected July 2017
elected July 2017
elected July 2017
elected July 2017

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
Treasurer	Simon Little	Darren Kennedy	May 2017
Executive Committee Member	Cllr Trevor Webb	Cllr Robert Saunders	July 2017
Executive Committee Member	Cllr Ian Ward	Cllr Chris Pitt	July 2017
Executive Committee Member	Cllr Bob Blezzard	Cllr Keith House	July 2017
Executive Committee Member	Cllr Paulina Stockwell	-	-
Executive Committee Member	Cllr Ayesha Azad	-	-
Executive Committee Member	Cllr Jeanette Green	-	-
Executive Committee Member	Cllr Robin Bradburn	-	-

REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year			£	£
	INCOME			
370,408	From Members	Subscriptions, levies, etc	382,759	
6,881	Investment income	Bank interest (gross)	5,275	
				388,034
311,832	Other income	Consultancy fees	309,008	
16,676		Other project funding	14,163	
				323,171
705,797		TOTAL INCOME		711,205
	EXPENDITURE			
	Administrative expenses			
459,818		Remuneration and expenses of staff	412,927	
47,726		Occupancy costs	48,615	
7,323		Printing, Stationery, Post	6,606	
10,265		Telephones	6,223	
5,699		Legal and Professional fees	5,395	
6,029		Insurance	5,851	
9,013		Equipment leases & maintenance	7,515	
33,833		Finance/IT contract	29,000	
0		Website	3,790	
524		Other IT costs	(40)	
3,550	Other charges	Affiliation fees	3,550	
6,496		Conference and meeting costs	3,733	
39,034		External consultancy and other training	66,690	
12,739		Other project expenditure	12,539	
70,000	Scheme	Finance expense Defined Pension Benefit	80,000	
712,049		TOTAL EXPENDITURE		693,394
(6,252)		Surplus/Deficit for year		18,811
(340,000)	Actuarial gain/(loss) in respect of the defined pension benefit scheme			(10,000)
(1,297,679)	Amount of fund at beginning of year			(1,643,931)
(1,643,931)	Amount of fund at end of year			(1,635,120)

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 MARCH 2018

(see notes 19 and 20)

Previous Year		£		£
0	Fixed Assets (as at page 11)	0		
0	Investments (as per analysis on page 13)	0		
	Quoted (Market value £)			
	Unquoted			
	Total Investments			
	Other Assets			
504,632	Sundry debtors	111,943		
1,047,901	Reserve Deposits & Bank Accounts	1,112,385		
	Total of other assets	1,224,328		1,224,328
1,552,533	TOTAL ASSETS			1,224,328
1,036,069	General Fund	1,134,880		
(2,680,000)	Defined Benefit Pension Scheme Liability	(2,770,000)		
	Liabilities			
89,822	VAT payable	20,493		
3,219	Sundry Creditors	17,701		
63,010	Accrued expenses	0		
360,413	Other liabilities – Deferred Grant/Income	51,254		
2,680,000	Defined Benefit Pension Scheme Liability	2,770,000		
3,196,464	TOTAL LIABILITIES			2,859,448
1,522,533	TOTAL ASSETS			1,224,328

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£	£	£	£
COST OR VALUATION				
At start of period				
Additions during period				
Less: Disposals during period				
Less: DEPRECIATION:				
Total to end of period				
BOOK AMOUNT at end of period				
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
AS BALANCE SHEET				

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)	
	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	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
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	382,759		382,759
From Investments	5,275		5,275
Other Income (including increases by revaluation of assets)	323,171		323,171
Actuarial loss in respect of defined benefit pension scheme	(10,000)		(10,000)
Total Income	701,205		701,205
EXPENDITURE	612,394		612,394
Defined Benefit Pension Scheme	80,000		80,000
Total Expenditure	692,394		692,394
Funds at beginning of year (including reserves)	(1,643,931)		(1,643,931)
Funds at end of year (including reserves)	(1,635,120)		(1,635,120)
ASSETS	Other Assets		1,224,328
		Total Assets	1,224,328
LIABILITIES		Total Liabilities	(2,859,448)
NET ASSETS (Total Assets less Total Liabilities)			(1,635,210)

NOTES TO THE ACCOUNTS

(see note 36)

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

SOUTH EAST EMPLOYERS

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2018

1. Accounting policies

Basis of accounting

The accounts have been prepared on the basis of the historical cost convention and incorporate the results of the principal activity which is that of an employers' association.

The financial statements are prepared in accordance with applicable UK accounting standards and with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

The pension liability uses the Consumer Price Index (CPI) as the inflation measure for determining the minimum pension increase to be applied to the statutory index-linked features of retirement benefits. There is no expectation that the pension fund will need to be distributed in full during the next twelve months and therefore there will be no requirement to make good the pension fund liability. The net asset position of the organisation excluding the pension scheme deficit is £1,134,880, with a cash balance held of £1,112,385. On this basis, the executive committee considers it appropriate to prepare the financial statements on the going concern basis.

Income

Subscription income is recognised in the year to which the subscriptions relate. Where it relates to a future period the income is deferred.

Course and seminar income represents the amount receivable by the organisation for training services and information provided in the normal course of business, after making due allowance for deferred amounts, exclusive of Value Added Tax. Amounts receivable for courses and seminars are recognised in the period in which the course or seminar is delivered.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

1. Accounting policies (continued)

Pension costs and other post-retirement benefits

The organisation operates a defined benefit pension scheme for certain employees. The assets of the scheme are held separately from those of the organisation. Contributions to the scheme are charged to the Income and Expenditure account so as to spread the cost of pensions over the employees' working lives. The contributions are determined by a qualified actuary on the basis of triennial valuations.

Pension scheme liabilities are measured on an actuarial basis using a projected unit method and are discounted to their present value using an AA corporate bond rate.

Pension scheme assets are valued at market value at the Balance Sheet date.

The pension scheme deficit is recognised in full on the Balance Sheet.

2. Operating surplus

Operating surplus is stated after charging:

	2018	2017
	£	£
Auditors remuneration	4,130	4,360

3. Interest payable and similar charges

	2018	2017
	£	£
Net finance expense in respect of defined benefit pension schemes	80,000	70,000

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

4. Debtors

	2018	2017
	£	£
Trade debtors	90,233	467,033
Other debtors	21,710	37,599
	<u>111,943</u>	<u>504,632</u>

5. Creditors: Amounts falling due within one year

	2018	2017
	£	£
Trade creditors	17,701	3,219
Other taxation and social security	20,493	89,822
Other creditors	51,254	423,423
	<u>89,448</u>	<u>516,464</u>

6. Pension commitments

The organisation contributes to a Local Government Pension Scheme (LGPS) providing benefits based on final pensionable pay. The LGPS is a funded defined-benefit scheme, with the assets of the scheme held separately from those of the organisation and are administered under an Admission agreement with Hampshire County Council Pension Fund.

The contributions are determined annually by the administrators of the Hampshire County Council Pension Fund based on a triennial actuarial valuation using the projected unit method and determined by a qualified actuary. The last valuation was carried out on 31 March 2016.

Principal Actuarial Assumptions

The organisation has applied the following financial assumptions in assessing the defined benefit liabilities:

	2018	2017	2016	2015
	%	%	%	%
Rate of increase in salaries	3.6	3.5	3.2	3.3
Rate of increase in pensions in payment	2.1	2.0	1.7	1.8
Discount rate	2.6	2.5	3.4	3.2
RPI Inflation assumption	3.2	3.1	2.8	2.9
CPI Inflation assumption	2.1	2.0	1.7	1.8

Effective from 1 April 2011, the organisation switched to use the Consumer Price Index (CPI) rather than the Retail Price Index (RPI) as the inflation measure for determining the minimum pension increase to be applied to the statutory index-linked features of retirement benefits.

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

6. Pension commitments (continued)

The fair value of the scheme assets, the present value of the scheme liabilities and the resulting deficit are:

	2018	2017	2016	2015
	£	£	£	£
Total market value of assets	6,510,000	6,450,000	5,590,000	5,620,000
Present value of scheme liabilities	(9,280,000)	(9,130,000)	(7,860,000)	(8,200,000)
Net pension liability	(2,770,000)	(2,680,000)	(2,270,000)	(2,580,000)

	Value at 31 March 2018 £	Value at 31 March 2017 £
Equities	4,075,260	3,889,350
Property	455,700	419,250
Bonds	1,607,970	1,715,700
Cash	169,260	219,300
Other	201,810	206,400
Total market value of assets	6,510,000	6,450,000
Present value of scheme liabilities: - funded	(9,280,000)	(9,130,000)
Deficit in the scheme	(2,770,000)	(2,680,000)

An analysis of the defined benefit cost follows:

Analysis of the amount charged to operating surplus:

	2018 £	2017 £
Current service cost	(100,000)	(90,000)
Total operating charge	(100,000)	(90,000)

Analysis of the amount charged to finance costs:

	2018 £	2017 £
Other finance costs: Interest on pension scheme liabilities	(230,000)	(260,000)
Other finance costs: Expected return on assets of the scheme	160,000	190,000
Total finance costs	(70,000)	(70,000)

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

6. Pension commitments (continued)

An analysis of the amount recognised in the Statement of Comprehensive Income is shown below:

	2018 £	2017 £
Total actuarial gain/(losses)	(10,000)	(340,000)

An analysis of the movements in deficit during the year are shown below:

	2018 £	2017 £
At 1 April	(2,680,000)	(2,270,000)
Total operating charge	(100,000)	(90,000)
Total other finance costs	(70,000)	(70,000)
Actuarial (loss)/gain	(10,000)	(340,000)
Contributions	90,000	90,000
At 31 March	(2,770,000)	(2,880,000)

Asset and Liability Reconciliation

	2018 £	2017 £
Reconciliation of liabilities		
At 1 April	9,130,000	7,860,000
Current service cost	100,000	90,000
Interest cost	230,000	260,000
Employee contributions	20,000	30,000
Actuarial loss	50,000	1,150,000
Net benefits paid out	(250,000)	(260,000)
At 31 March	9,280,000	9,130,000

	2018 £	2017 £
Reconciliation of assets		
At 1 April	6,450,000	5,590,000
Expected return on assets	160,000	190,000
Actuarial gain on assets	40,000	810,000
Employer contributions	90,000	90,000
Employee contributions	20,000	30,000
Net benefits paid out	(250,000)	(280,000)
At 31 March	6,510,000	6,450,000

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

6. Pension commitments (continued)

Amounts for the current and previous three periods are as follows:

	2018	2017	2016	2015
	£'000	£'000	£'000	£'000
Fair value of scheme assets	6,510	6,450	5,590	5,620
Present value of scheme liabilities	(9,280)	(9,130)	(7,860)	(8,200)
Deficit in scheme	(2,770)	(2,680)	(2,270)	(2,580)
Experience adjustment on scheme assets	40	810	(90)	410
Experience adjustment on scheme liabilities	100	90	70	60

7. Commitments under operating leases

At 31 March 2018 the organisation had aggregate annual commitments under non-cancellable operating leases of £81,000 (2017: £59,188).

8. Related party transactions

During the year the organisation incurred consultancy charges from Silkstead Consultancy of £nil (2017 - £1,400). Keith Field is the proprietor of Silkstead Consultancy and partner of Jennifer McNeill. At the year end, a balance of £nil (2017 - £nil) was outstanding in trade creditors.

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

9. Higher paid employees

The number of employees whose emoluments (excluding employer's pension contributions) exceeded £50,000 was:

	2018	2017
£50,000 - £59,999	1	1
£60,000 - £64,999	1	-
£90,000 - £94,999	1	1

During the year the following amounts were paid to higher paid employees as shown above:

	2018			2017	
	Regional Director	Development Director	Employment Director	Regional Director	Development Director
	£'000	£'000	£'000	£'000	£'000
Salary	85	56	46	84	57
Other remuneration	9	5	4	9	5
Employers pension contributions	15	10	8	14	9
	109	71	58	107	71

10. Income and expenditure account

	2018	2017
	£	£
Balance brought forward	(1,643,931)	(1,297,679)
Surplus/(deficit) for the financial year	18,811	(6,252)
Defined pension benefit scheme	(10,000)	(340,000)
Balance carried forward	(1,635,120)	(1,643,931)

11. Control

The organisation is controlled by the Executive Committee on behalf of the members of the organisation.

SIGNATURES TO THE ANNUAL RETURN

(see notes 39 and 40)

including the accounts and balance sheet contained in the return.

Regional Directors Signature: <u>SIGNED BY JENNIFER MCNEILL</u> Name: <u>JENNIFER MCNEILL</u> Date: <u>28/8/18</u>	Treasurers Signature: <u>SIGNED BY DARREN KENNEDY</u> Name: <u>DARREN KENNEDY</u> Date: <u>24/08/18</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)

PLEASE SEE ATTACHED

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	<div style="border: 1px solid black; padding: 2px;"> <i>Wilkins Kennedy LLP</i> </div>	
Name(s):	<div style="border: 1px solid black; padding: 2px;"> WILKINS KENNEDY LLP </div>	
Profession(s) or Calling(s):	<div style="border: 1px solid black; padding: 2px;"> STATUTORY AUDITORS + CHARTERED ACCOUNTANTS </div>	
Address(es):	<div style="border: 1px solid black; padding: 2px;"> TEMPLARS HOSE LULWORTH CLOSE CHANDLERS FORD SO53 3TL </div>	
Date:	<div style="border: 1px solid black; padding: 2px;"> 30 AUGUST 2018 </div>	
Contact name and telephone number:	<div style="border: 1px solid black; padding: 2px;"> O ROWE 02380 247070 </div>	

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

SOUTH EAST EMPLOYERS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS YEAR ENDED 31 MARCH 2018

Opinion

We have audited the financial statements of South East Employers (the 'association') for the year ended 31 March 2018 which comprise the Income and Expenditure Account, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the association's affairs as at 31 March 2018 and of its surplus 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 Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the association in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Executive Committee have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the association's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Executive Committee are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the statement of Executive Committee responsibilities for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the statement of Executive Committee responsibilities has been prepared in accordance with applicable legal requirements.

SOUTH EAST EMPLOYERS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS
YEAR ENDED 31 MARCH 2018

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the association and its environment obtained in the course of the audit, we have not identified material misstatements in the statement of Executive Committee responsibilities.

We have nothing to report in respect of the following matters in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- a satisfactory system of control over transactions has not been maintained by the association; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Committee

As explained more fully in the statement of Executive Committee responsibilities, the Executive Committee are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Committee are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.


Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the members of the association, as a body, in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the 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 association and the members as a body, for our audit work, for this report, or for the opinions we have formed.



Wilkins Kennedy LLP
Chartered Accountants & Statutory Auditor
Templars House
Lulworth Close
Chandlers Ford
Hampshire
SO53 3TL

Date 3 August 2018

**SOUTH EAST EMPLOYERS
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018**

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SOUTH EAST EMPLOYERS
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2018

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SOUTH EAST EMPLOYERS
LEGAL AND ADMINISTRATIVE INFORMATION
YEAR ENDED 31 MARCH 2018

Regional Director	Jennifer McNeill	
Treasurer	Simon Little Darren Kennedy	May 2016 – May 2017 from May 2017
Executive Committee	Cllr Richard Burrett Cllr Rory Love Cllr Bernadette Fisher Cllr Maureen Holding Cllr Trevor Webb Cllr Paul Taylor Cllr Ian Ward Cllr Murray Grubb Cllr Bob Blezzard Cllr Paulina Stockell Cllr Ayesha Azad Cllr Jeanette Green Cllr Stuart Munro Cllr Robin Bradburn Cllr Arif Hussain Cllr Robert Saunders Cllr Chris Pitt Cllr Keith House	re-elected July 2017 re-elected July 2017 re-elected July 2017 re-elected July 2017 resigned July 2017 re-elected July 2017 resigned July 2017 re-elected July 2017 resigned July 2017 resigned July 2017 resigned July 2017 resigned July 2017 re-elected July 2017 resigned July 2017 re-elected July 2017 resigned July 2017 elected July 2017 elected July 2017 elected July 2017
Business address	The Guildhall High Street Winchester SO23 9GH	
Auditors & Accountants	Wilkins Kennedy LLP Statutory Auditors and Chartered Accountants Templars House Lulworth Close Chandlers Ford Hampshire SO53 3TL	
Bankers	Lloyds Bank plc 49 High Street Winchester Hampshire SO23 9BU	

SOUTH EAST EMPLOYERS
STATEMENT OF EXECUTIVE COMMITTEE RESPONSIBILITIES
YEAR ENDED 31 MARCH 2018

Employers' Association legislation requires the organisation to prepare accounts for the financial year which give a true and fair view of the state of affairs of the organisation and of the surplus or deficit of the organisation for that year. In preparing those accounts the organisation delegates authority to the Executive Committee and Regional Director to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the organisation will continue in business.

The Executive Committee is responsible for ensuring that arrangements are made for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the organisation and to enable them to ensure that the accounts comply with the relevant legislation. It is also responsible for ensuring that there is a satisfactory system of control over these records, through the appointment of Trustees of the organisation, and for safeguarding the assets of the organisation and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

In so far as the Executive Committee, as individuals, are aware:

- there is no relevant audit information of which the organisation's auditor is unaware; and
- the Executive Committee have taken all steps that they ought to have taken to make themselves aware of any audit information and to ensure that the auditor is aware of that information.

On behalf of the committee

SIGNED BY JENNIFER MCNEILL

Jennifer McNeill
Regional Director

Approved by the Executive Committee on 11 July 2018

SOUTH EAST EMPLOYERS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS YEAR ENDED 31 MARCH 2018

Opinion

We have audited the financial statements of South East Employers (the 'association') for the year ended 31 March 2018 which comprise the Income and Expenditure Account, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the association's affairs as at 31 March 2018 and of its surplus 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 Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the association in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Executive Committee have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the association's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Executive Committee are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the statement of Executive Committee responsibilities for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the statement of Executive Committee responsibilities has been prepared in accordance with applicable legal requirements.

SOUTH EAST EMPLOYERS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS YEAR ENDED 31 MARCH 2018

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the association and its environment obtained in the course of the audit, we have not identified material misstatements in the statement of Executive Committee responsibilities.

We have nothing to report in respect of the following matters in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- a satisfactory system of control over transactions has not been maintained by the association; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Committee

As explained more fully in the statement of Executive Committee responsibilities, the Executive Committee are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Executive Committee are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

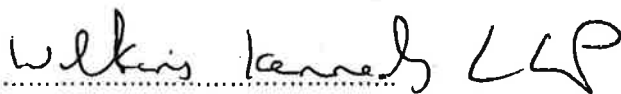
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the members of the association, as a body, in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the 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 association and the members as a body, for our audit work, for this report, or for the opinions we have formed.



Wilkins Kennedy LLP
Chartered Accountants & Statutory Auditor
Templars House
Lulworth Close
Chandlers Ford
Hampshire
SO53 3TL

Date... 3 August 2018

SOUTH EAST EMPLOYERS
INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 MARCH 2018

	2018	2017
Note	£	£
Income	705,930	698,916
Administrative expenses	(612,394)	(642,049)
Operating surplus	93,536	56,867
Interest receivable	5,275	6,881
Interest payable and similar charges	(80,000)	(70,000)
Surplus/(deficit) for the financial year	18,811	(6,252)

All of the activities of the organisation are classed as continuing.

The notes on pages 10 to 16 form part of these financial statements.

SOUTH EAST EMPLOYERS
STATEMENT OF COMPREHENSIVE INCOME
YEAR ENDED 31 MARCH 2018

	2018	2017
	£	£
Surplus/(deficit) for the financial year	18,811	(6,252)
Actuarial loss in respect of defined benefit pension scheme (note 6)	(10,000)	(340,000)
Total Comprehensive Income for the year	<u>8,811</u>	<u>(346,252)</u>

The notes on pages 10 to 16 form part of these financial statements.

SOUTH EAST EMPLOYERS

**BALANCE SHEET
31 MARCH 2018**

	Note	2018		2017	
		£	£	£	£
Current assets					
Debtors	4	111,943		504,632	
Cash at bank		1,112,385		1,047,901	
				1,552,533	
Creditors: Amounts falling due within one year	5	(89,448)		(516,464)	
Net current assets			1,134,880		1,036,069
Net assets excluding pension liability			1,134,880		1,036,069
Defined benefit pension scheme liability	6		(2,770,000)		(2,680,000)
Net liabilities including pension liability			(1,635,120)		(1,643,931)
Capital and reserves					
Income and expenditure account:	10				
General reserve			1,134,880		1,036,069
Pension liability	6		(2,770,000)		(2,680,000)
			(1,635,120)		(1,643,931)

The financial statements were approved by the Executive Committee and are signed on their behalf by:

SIGNED BY JENNIFER MCNEILL
Jennifer McNeill
Regional Director

SIGNED BY DARREN KENNEDY
Darren Kennedy
Finance Manager (Strategic Finance)
Winchester City Council

Dated: 11 JULY 2018

The notes on pages 10 to 16 form part of these financial statements.

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

1. Accounting policies

Basis of accounting

The accounts have been prepared on the basis of the historical cost convention and incorporate the results of the principal activity which is that of an employers' association.

The financial statements are prepared in accordance with applicable UK accounting standards and with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

The pension liability uses the Consumer Price Index (CPI) as the inflation measure for determining the minimum pension increase to be applied to the statutory index-linked features of retirement benefits. There is no expectation that the pension fund will need to be distributed in full during the next twelve months and therefore there will be no requirement to make good the pension fund liability. The net asset position of the organisation excluding the pension scheme deficit is £1,134,880, with a cash balance held of £1,112,385. On this basis, the executive committee considers it appropriate to prepare the financial statements on the going concern basis.

Income

Subscription income is recognised in the year to which the subscriptions relate. Where it relates to a future period the income is deferred.

Course and seminar income represents the amount receivable by the organisation for training services and information provided in the normal course of business, after making due allowance for deferred amounts, exclusive of Value Added Tax. Amounts receivable for courses and seminars are recognised in the period in which the course or seminar is delivered.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

1. Accounting policies (continued)

Pension costs and other post-retirement benefits

The organisation operates a defined benefit pension scheme for certain employees. The assets of the scheme are held separately from those of the organisation. Contributions to the scheme are charged to the Income and Expenditure account so as to spread the cost of pensions over the employees' working lives. The contributions are determined by a qualified actuary on the basis of triennial valuations.

Pension scheme liabilities are measured on an actuarial basis using a projected unit method and are discounted to their present value using an AA corporate bond rate.

Pension scheme assets are valued at market value at the Balance Sheet date.

The pension scheme deficit is recognised in full on the Balance Sheet.

2. Operating surplus

Operating surplus is stated after charging:

	2018	2017
	£	£
Auditors remuneration	4,130	4,360

3. Interest payable and similar charges

	2018	2017
	£	£
Net finance expense in respect of defined benefit pension schemes	80,000	70,000

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

4. Debtors

	2018	2017
	£	£
Trade debtors	90,233	467,033
Other debtors	21,710	37,599
	<u>111,943</u>	<u>504,632</u>

5. Creditors: Amounts falling due within one year

	2018	2017
	£	£
Trade creditors	17,701	3,219
Other taxation and social security	20,493	89,822
Other creditors	51,254	423,423
	<u>89,448</u>	<u>516,464</u>

6. Pension commitments

The organisation contributes to a Local Government Pension Scheme (LGPS) providing benefits based on final pensionable pay. The LGPS is a funded defined-benefit scheme, with the assets of the scheme held separately from those of the organisation and are administered under an Admission agreement with Hampshire County Council Pension Fund.

The contributions are determined annually by the administrators of the Hampshire County Council Pension Fund based on a triennial actuarial valuation using the projected unit method and determined by a qualified actuary. The last valuation was carried out on 31 March 2016.

Principal Actuarial Assumptions

The organisation has applied the following financial assumptions in assessing the defined benefit liabilities:

	2018	2017	2016	2015
	%	%	%	%
Rate of increase in salaries	3.6	3.5	3.2	3.3
Rate of increase in pensions in payment	2.1	2.0	1.7	1.8
Discount rate	2.6	2.5	3.4	3.2
RPI Inflation assumption	3.2	3.1	2.8	2.9
CPI Inflation assumption	2.1	2.0	1.7	1.8

Effective from 1 April 2011, the organisation switched to use the Consumer Price Index (CPI) rather than the Retail Price Index (RPI) as the inflation measure for determining the minimum pension increase to be applied to the statutory index-linked features of retirement benefits.

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

6. Pension commitments (continued)

The fair value of the scheme assets, the present value of the scheme liabilities and the resulting deficit are:

	2018	2017	2016	2015
	£	£	£	£
Total market value of assets	6,510,000	6,450,000	5,590,000	5,620,000
Present value of scheme liabilities	(9,280,000)	(9,130,000)	(7,860,000)	(8,200,000)
Net pension liability	<u>(2,770,000)</u>	<u>(2,680,000)</u>	<u>(2,270,000)</u>	<u>(2,580,000)</u>

	Value at 31 March 2018 £	Value at 31 March 2017 £
Equities	4,075,260	3,889,350
Property	455,700	419,250
Bonds	1,607,970	1,715,700
Cash	169,260	219,300
Other	201,810	206,400
Total market value of assets	<u>6,510,000</u>	<u>6,450,000</u>
Present value of scheme liabilities: - funded	<u>(9,280,000)</u>	<u>(9,130,000)</u>
Deficit in the scheme	<u>(2,770,000)</u>	<u>(2,680,000)</u>

An analysis of the defined benefit cost follows:

Analysis of the amount charged to operating surplus:

	2018	2017
	£	£
Current service cost	(100,000)	(90,000)
Total operating charge	<u>(100,000)</u>	<u>(90,000)</u>

Analysis of the amount charged to finance costs:

	2018	2017
	£	£
Other finance costs: Interest on pension scheme liabilities	(230,000)	(260,000)
Other finance costs: Expected return on assets of the scheme	160,000	190,000
Total finance costs	<u>(70,000)</u>	<u>(70,000)</u>

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

6. Pension commitments (continued)

An analysis of the amount recognised in the Statement of Comprehensive Income is shown below:

	2018	2017
	£	£
Total actuarial gain/(losses)	(10,000)	(340,000)

An analysis of the movements in deficit during the year are shown below:

	2018	2017
	£	£
At 1 April	(2,680,000)	(2,270,000)
Total operating charge	(100,000)	(90,000)
Total other finance costs	(70,000)	(70,000)
Actuarial (loss)/gain	(10,000)	(340,000)
Contributions	90,000	90,000
At 31 March	(2,770,000)	(2,680,000)

Asset and Liability Reconciliation

	2018	2017
	£	£
Reconciliation of liabilities		
At 1 April	9,130,000	7,860,000
Current service cost	100,000	90,000
Interest cost	230,000	260,000
Employee contributions	20,000	30,000
Actuarial loss	50,000	1,150,000
Net benefits paid out	(250,000)	(260,000)
At 31 March	9,280,000	9,130,000

	2018	2017
	£	£
Reconciliation of assets		
At 1 April	6,450,000	5,590,000
Expected return on assets	160,000	190,000
Actuarial gain on assets	40,000	810,000
Employer contributions	90,000	90,000
Employee contributions	20,000	30,000
Net benefits paid out	(250,000)	(260,000)
At 31 March	6,510,000	6,450,000

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

6. Pension commitments (continued)

Amounts for the current and previous three periods are as follows:

	2018	2017	2016	2015
	£'000	£'000	£'000	£'000
Fair value of scheme assets	6,510	6,450	5,590	5,620
Present value of scheme liabilities	(9,280)	(9,130)	(7,860)	(8,200)
Deficit in scheme	(2,770)	(2,680)	(2,270)	(2,580)
Experience adjustment on scheme assets	40	810	(90)	410
Experience adjustment on scheme liabilities	100	90	70	60

7. Commitments under operating leases

At 31 March 2018 the organisation had aggregate annual commitments under non-cancellable operating leases of £81,000 (2017: £59,188).

8. Related party transactions

During the year the organisation incurred consultancy charges from Silkstead Consultancy of £nil (2017 - £1,400). Keith Field is the proprietor of Silkstead Consultancy and partner of Jennifer McNeill. At the year end, a balance of £nil (2017 - £nil) was outstanding in trade creditors.

SOUTH EAST EMPLOYERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2018

9. Higher paid employees

The number of employees whose emoluments (excluding employer's pension contributions) exceeded £50,000 was:

	2018	2017
£50,000 - £59,999	1	1
£60,000 - £64,999	1	-
£90,000 - £94,999	1	1

During the year the following amounts were paid to higher paid employees as shown above:

	2018			2017	
	Regional Director	Development Director	Employment Director	Regional Director	Development Director
	£'000	£'000	£'000	£'000	£'000
Salary	85	56	46	84	57
Other remuneration	9	5	4	9	5
Employers pension contributions	15	10	8	14	9
	109	71	58	107	71

10. Income and expenditure account

	2018	2017
	£	£
Balance brought forward	(1,643,931)	(1,297,679)
Surplus/(deficit) for the financial year	18,811	(6,252)
Defined pension benefit scheme	(10,000)	(340,000)
Balance carried forward	(1,635,120)	(1,643,931)

11. Control

The organisation is controlled by the Executive Committee on behalf of the members of the organisation.

**SOUTH EAST EMPLOYERS
MANAGEMENT INFORMATION
YEAR ENDED 31 MARCH 2018**

The following pages do not form part of the statutory financial statements which are the subject of the independent auditor's report on pages 5 to 6.

SOUTH EAST EMPLOYERS
DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 MARCH 2018

	2018	2017
	£	£
Revenue		
Membership subscriptions	368,429	355,670
Associate member fees	14,330	14,738
Consultancy, courses and seminars	309,008	311,832
Other project funding	14,163	16,676
	<u>705,930</u>	<u>698,916</u>
Overheads		
Administrative expenses	(612,394)	(642,049)
Operating surplus	<u>93,536</u>	<u>56,867</u>
Interest receivable	5,275	6,881
	<u>98,811</u>	<u>63,748</u>
Net finance expense in respect of defined benefit pension schemes	(80,000)	(70,000)
Surplus/(deficit) on ordinary activities	<u>18,811</u>	<u>(6,252)</u>

SOUTH EAST EMPLOYERS

**NOTES TO THE DETAILED INCOME AND EXPENDITURE ACCOUNT
YEAR ENDED 31 MARCH 2018**

	2018		2017	
	£	£	£	£
Administrative expenses				
Personnel costs				
Wages and salaries	397,347		443,675	
	397,347		443,675	
Establishment expenses				
Rent	11,816		23,818	
Rates and water	8,175		14,542	
Light and heat	2,919		4,962	
Insurance	5,851		6,029	
Cleaning of premises	1,665		3,112	
Other establishment expenses	24,040		1,292	
	54,466		53,755	
General expenses				
Travel and subsistence	14,697		13,860	
Telephone	3,484		4,786	
Hire of equipment	7,516		9,013	
Printing, stationery and postage	6,606		7,323	
Computer costs	6,489		6,003	
Conference costs	4,473		6,496	
Staff training	144		2,284	
Sundry expenses	3,548		3,550	
Other programme expenditure	12,539		12,739	
Legal and professional fees	415		465	
External consultancy and other training expenditure	66,690		39,033	
Accountancy fees	850		874	
Auditors remuneration	4,130		4,360	
Finance and IT support	29,000		33,833	
	160,581		144,619	
	612,394		642,049	
Interest receivable				
Bank interest receivable	5,275		6,881	

SOUTH EAST EMPLOYERS
MANAGEMENT BALANCE SHEET
31 MARCH 2018

	2018		2017	
	£	£	£	£
Current assets				
Trade debtors	90,233		467,033	
Prepayments and accrued income	21,710		37,599	
Cash at bank and in hand	1,112,385		1,047,901	
	<u>1,224,328</u>		<u>1,552,533</u>	
Creditors: amounts falling due within one year				
Trade creditors	17,701		3,219	
VAT liability	20,493		89,822	
Deferred income	51,254		360,413	
Accruals			63,010	
	<u>89,448</u>		<u>516,464</u>	
Net current assets		1,134,880		1,036,069
Total assets less current liabilities		<u>1,134,880</u>		<u>1,036,069</u>
Net assets excluding pension liability		1,134,880		1,036,069
Defined benefit pension scheme liability		(2,770,000)		(2,680,000)
Net liabilities including pension liability		<u>(1,635,120)</u>		<u>(1,643,931)</u>
Capital and reserves				
Income and expenditure account:				
General fund		1,134,880		1,036,069
Pension liability		(2,770,000)		(2,680,000)
		<u>(1,635,120)</u>		<u>(1,643,931)</u>