Form AR27

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for an Employers' Association

Name of Employers' Association:	SOUTH EAST EMPLOYERS	
Year ended:	31 March 2024	
List No:	237E	
Head or Main Office:	Hurlsey Park Campus	
	Hurlsey Park Road	
	Winchester	
	Hampshire	
Postc	ode SO21 2JN	
Website address (if available)	www.seemp.co.uk	
Has the address changed during the year to which the return relates?	Yes X No ('X' in appropriate box)	
General Secretary:	Dr Ruth Adams	
Contact name for queries regarding the completion of this return:	Darren Kennedy	
Telephone Number:	01962 848464	
E-mail:	dkennedy@winchester.gov.uk	

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Office as below or by telephone to: 0330 1093602

You should send the annual return to the following address stating the name of the union in subject:

returns@certoffice.org

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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
41				41

Change of Officers

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

Position held	Name of Officer	Name of	Date of Change
	ceasing to hold office	Officer appointed	
Regional Director	Jennifer McNeill	Dr Ruth Adams	01 September 2023
Executive Committee member	Cllr Paul Taylor	Cllr Robin Bradburn	01 September 2023
Executive Committee member	Cllr Jennifer Hollingbee	Cllr Clive English	01 September 2023
Executive Committee member	Cllr James Swindlehurst	Cllr Neil Knowles	01 September 2023
Executive Committee member	Cllr Jason Brock	Cllr Liz Terry	01 September 2023
Executive Committee member	Cllr Alex Rennie	Cllr Alison Andrew	01 September 2023
Executive Committee member	Cllr John Ward	Cllr Connie Nolan	01 September 2023
Executive Committee member	Cllr David Cornish	Cllr Jeff Brooks	01 September 2023

Officers in post

(see note 10)

Please complete list of all officers in post at the end of the year to which this form relates.

Name of Officer Position held

Dr Ruth Adams	Chief Executive
Darren Kennedy	Treasurer
Cllr Richard Burrett	Executive Committee Member
Cllr Robin Bradburn	Executive Committee Member
Cllr Clive English	Executive Committee Member
Cllr Neil Knowles	Executive Committee Member
Cllr Anne-Marie Barker	Executive Committee Member
Cllr Liz Terry	Executive Committee Member
Cllr Alison Andrew	Executive Committee Member
Cllr Connie Nolan	Executive Committee Member
Cllr Jeff Brooks	Executive Committee Member

Revenue Account / General Fund

(see notes 11 to 16)

Previous Year			£	£
	Income			
282,623	From Members	Subscriptions, levies, etc	310,697	310,697
	Investment income	Interest and dividends (gross)		
25,673		Bank interest (gross) Other (specify)	60,688	60,688
		Total Investment Income	60,688	60,688
	Other Income	Rents received		
	Guior moonie	Insurance commission		
349,010		Consultancy fees	394,434	394,434
		Publications/Seminars		
		Miscellaneous receipts (specify)		
34,164		Other Project Funding	48,799	48,799
		Total of other income		443,233
		Total income		814,618
		Interfund Transfers IN		
	Expenditure			
469,580	Administrative expenses	Remuneration and expenses of staff	613,882	
9,033		Occupancy costs	4,429	
20,361 4,872		Printing, Stationery, Post Telephones	1,811 7,450	1,811 7,450
15,555		Legal and Professional fees	16,225	
13,333		Miscellaneous (specify)	10,220	10,220
1,459		Insurance	18,399	18,399
1,625		Equipment	6,646	6,646
16,000		Finance Contract	16,000	
1,052		Website	1,108	
4,461		IT Cost	3,988	
543,999		Total of Admin expenses		689,938
	Other Charges	Bank charges		
38,891		Depreciation Sums written off	20,000	-20,880
38,891		Affiliation fees	-20,880	-20,000
		Donations		
2,026		Conference and meeting fees	1,746	1,746
		Expenses		
		Miscellaneous (specify)		
30,528		External Consultancy/other training	26,238	
27,290		Other project expenditure	35,088	
86,000 -1,822,000		Finance expense defined pension benefit Actuarial gain on defined pension scheme	-13,000 -3,000	-13,000 -3,000
-1,637,265		Total of other charges		26,192
, ,		Taxation		
982,763		Total expenditure		716,130
		Interfund Transfers OUT		
-291,293		Surplus/Deficit for year		98,488
1,788,219		Amount of fund at beginning of year		1,496,926
1,496,926		Amount of fund at end of year		1,595,414

Accounts other than 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	
	Interfund Transfers IN			
Expenditure				
	Administrative expenses			
	Other expenditure (specify)			
			Total Expenditure	
	Interfund Transfers OUT			
		Sur	plus (Deficit) for the year	
		Amount of	fund at beginning of year	
		Amount of fund at the end of	year (as Balance Sheet)	

Account 3		F	und Account
Name of account:		£	£
Income	From members Investment income Other income (specify)		
		Total Income	
	Interfund Transfers IN		
Expenditure			
	Administrative expenses Other expenditure (specify)		
		Total Expenditure	
	Interfund Transfers OUT	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 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	
	Interfund Transfers IN			
expenditure				
	Administrative expenses			
	Other expenditure (specify)			
			Total Expenditure	
	Interfund Transfers OUT			
		Sui	rplus (Deficit) for the year	
		Amount of	fund at beginning of year	
	Amount of fund	l at the end of	year (as Balance Sheet)	

Account 5			Fund Account
lame of account:		£	£
ncome			
	From members		
	Investment income		
	Other income (specify)		
		Total Income	
	Interfund Transfers IN		
xpenditure			
	Administrative expenses		
	Other expenditure (specify)		
		Total Expenditure	
	Interfund Transfers OUT		
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	
		Amount of fund at the ond of your (as balance offeet)	

Accounts other than 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	
	Interfund Transfers IN			
Expenditure				
	Administrative expenses			
	Other expenditure (specify)			
			Total Expenditure	
	Interfund Transfers OUT			
		Sur	plus (Deficit) for the year	
		Amount of	fund at beginning of year	
		Amount of fund at the end of	year (as Balance Sheet)	

Account 7		F	und Account
Name of account:		£	£
Income	From members Investment income Other income (specify)		~
	Interfund Transfers IN	Total Income	
Expenditure	Administrative expenses Other expenditure (specify)		
	Interfund Transfers OUT	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 [31 March 2024

(see notes 19 and 20)

	(555.1.5	103 13 and 20)		
revious Year			£	£
	Fixed Assets (as at Page 8)			
	Investments (as per analysis on page 9)			
	Quoted (Market value £) as at Page 9		
	Unquoted (Market value £) as at Page 9		
	Other Assets	Total Investments		
205 292	Other Assets	1	172 601	172 601
205,282 1,654,117	Sundry debtors Cash at bank and in hand		173,691 1,696,163	173,691 1,696,163
1,034,117	Stocks of goods		1,090,103	1,090,100
	Others (specify)			
1,859,399		Total of other assets	1,869,854	1,869,854
			Total Assets	1,869,854
		ŗ		
1,496,926		Revenue Account/ General Fund	1,595,414	
		Revaluation Reserve		
	Liabilities			
43,315	VAT payable		27,430	
128,583	Sundry Creditors		51,873	
46,575	Other Liabilities-Deferred Grant/Income		67,137	
144,000	Defined Benefit Pension Scheme		128,000	
			Total Liabilities	274,440
			_	
			Total Assets	1,869,854

Fixed Assets account

(see note 21)

	Land and Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total £
Cost or Valuation				
At start of period				
Additions during period				
Less: Disposals				
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				
Total of Fixed Assets				

Analysis of Investments

(see note 22)

Quoted		Other
		Funds
	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 investments (to be specified)	
	Total Unquoted (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 note 23) Does the association, or any constituent part of the association, have a X Yes No controlling interest in any limited company? If Yes name the relevant companies: Company registration number (if not registered in Company name England & Wales, state where registered) **Incorporated Employers' Associations** Are the shares which are controlled by the association registered in the Yes No association's name If NO, please state the names of the persons in whom the shares controlled by the association are registered. Names of shareholders Company name **Unincorporated Employers' Associations** Are the shares which are controlled by the association registered in the names of Yes No the association's trustees? 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 24 to 33)

	All Funds	Total Funds
		£
Income		
From Members	310,697	310,697
From Investments	60,688	60,688
Other Income (including increases by revaluation of assets)	443,233	443,233
Total Income	814,618	814,618
Expenditure (including decreases by revaluation of assets)		
Total Expenditure	716,130	716,130
Funds at beginning of year (including reserves)	1,496,926	1,496,926
Funds at end of year (including reserves)	1,595,414	1,595,414
ASSETS		
	Fixed Assets	
	Investment Assets	
	Other Assets	1,869,854
	Total Assets	1,869,854
Liabilities	Total Liabilities	274,440
Net Assets (Total Assets less Total Liabilities)		1,595,414

Summary Sh		
(see notes 24 to 3		
	All Funds	Total Funds
	£	£
Income		
From Members		
From Investments		
Other Income (including increases by revaluation of assets)		
Total Income		
Expenditure (including decreases by revaluation of assets)		
Total Expenditure		
Funds at beginning of year (including reserves)		
Funds at end of year (including reserves)		
ASSETS		
	Fixed Assets	
	Investment Assets	
	Other Assets	
	Total Assets	
Liabilities	Total Liabilities	
Net Assets (Total Assets less Total Liabilities)		

Notes to the accounts

(see note 34)

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

STATE OF THE PROPERTY OF THE P	Company Comp	## MODIFICATION CONTINUES MODIFICATION CONTI				
Company Comp	Company Comp	Company Comp				
Secretary parties Associated secretary The contribution of the c	Secretary processors and the control of the control	Secretary parties Associated secretary The contribution of the c		SOUTH EAST EMPLOYERS	NOTES TO THE FINANCIAL STATEMENTS	
The Secretary that the second contribution of the contribution of	The content of the	The Secretary that the second contribution of the contribution of	1. Accounting policies	YEAR ENDED 31 MARCH 2024		
The Amend and several to improve the processor of the pro	The Search of American Processor of American Control C	The Amend and several to improve the processor of the pro	The accounts have been prepared on the basis of the historical cost convention and incorporate the	Rentals applicable to operating leases where substantially all of the benefits and risks of ownership	Operating surplus is stated after charging:	
Security and extraction of the control of the contr	Construction for the description for the second section of the section of the section of	Security and extraction of the control of the contr	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.	Cash and cash equivalents	£ £	
The control of the co	The contraction of the contracti	The control of the co	Monetary amounts in these financial statements are rounded to the nearest £. The pension liability uses the Consumer Price Index (CRI) as the inflation measure for determining the	Employee benefits	3 Interest receible and similar rhomas	
For all controls of the controls of the controls of the control of	Part of Contract Co	Part of Advanced Control Con	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 companisation excluding the pension scheme defect is £1.73.44 with a cash balance.	The cost of any unused holiday entitlement is recognised in the period in which the employee's services	2024 2023	
A company to the state transport to the state of the control of	Part Common Com	A company to the set of the property in the set of th	held of £1,696,163. On this basis, the Executive Committee considers it appropriate to prepare the financial statements on the going concern basis.	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	Net finance expense in respect of defined benefit persoon schemes (13,600) 86,000	
Appendix of the series of the control of the cont	Fundamental for an antiformation of the control of	Segment of the control of the contro	The organisation has net assets of £1,595,414. This includes a deficit in respect of the Local Government Pension Scheme of £128 000. There is no expectation that the pension fund will need to	contract that evidences a residual interest in the assets of the organisation after deducting all of its liabilities. Basic financial assets, which include debtors and cash and bank balances, are initially measured at	2024 2003	
We come to the fire Annual and an expectation of the control of th	We safe the first of section described in the processor of a part of section of the processor of the process	We come that the board of the control of the contro	a surplus for the year of £95,488. On this basis, the Executive Committee considers it appropriate to	transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.		
Figure and the control and strong and an expert in which the historythms control and an expert in the c	Formation contains a simple figure in the first life indication in the contraction of the contract of contract and divide present the contract contract in the contract con	Figure and the control of the contro	We confirm that the financial statements have been prepared on a going concern basis which assumes that the association will continue in operational existence for the foreseeable future. In making our assessment the Executive Committee have reviewed the balance sheet, the likely future cash flows of	Basic financial liabilities, including trade and other creditors, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future paymente discounted at a market rate of interest. Financial liabilities	_ 	
The contract of the contract o	Some season for the control of seasons of th	The control to control	Income	classified as payable within one year are not amortised. Pension costs and other post-retirement benefits	2024 2022	
Part (Section Section Sectio	## Security is when the classes are amounts addressed. **Present continuous same of the disease classes.** **Present continuous same of	Present value to the target and empty and of the segretal short data. Present the interest and an empty and an interest count and the places to the segretal short data. Present the interest of the interest of the segretal short data. Present the interest of the i	future period the income is deferred. Course and seminar income represents the amount receivable by the organisation for training services.		Trade creditors 5,932 1,007 Other itsusion and social security 42,001 54,637 Other creditors 97,707 160,789	
SOUTH EAST PURPLOTES INCIDENT TO THE PREMIURANE EXTITATENTS The approximation contributed by the Executive Chamelines on behalf of the mentiones of the grapheses and the gr	South EAST EMPLOYEES AND TO TO THE READOR STATEMENTS The comparation is sometimed by the Executive Concentrate on leaf of the mentions of the graphests. South EAST EMPLOYEES NOTE TO THE READOR STATEMENTS The comparation is sometimed by the Executive Concentrate on leaf of the mentions of the graphests. South EAST EMPLOYEES NOTE TO THE READOR STATEMENTS The comparation is sometimed by the Executive Concentrate on leaf of the mentions of the graphests. Analysis of the amount charged the granting septime. Analysis of the amount charged are granted septime to septime states cause. Analysis of the amount charged are granted septime to septime states cause. Analysis of the amount charged are granted septime to septime states cause. Analysis of the amount charged are granted septime to septime states cause. Analysis of the amount charged are granted septime to septime states cause. Analysis of the amount charged are granted septime to septime states cause. Analysis of the amount charged are granted states cause. Analysis of the amount charged are granted states cause. Analysis of the amount charged are granted states cause. Analysis of the amount charged are granted states cause. Analysis of the amount charged are granted states cause. Analysis of the amount charged are granted states cause. Analysis of the amount charged are decreased as comparation of the concentration of the concentra	The personn solutions defined in exceptioned in bill of the financies of based	and information provided in the nortical course or business, after making due allowance for celerred 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.	discounted to their present value using an AA corporate bond rate.	146,440 219,473	
SOUTH EAST EMPLOYERS INCITS OF THE PROMOTES STAND STAND THE PROMOTES STAND CONTROL STAND THE PROMOTES STAND TH	SOUTH EAST EMPLOYERS INCITS OF THE PRINCIPLE STANDARD AND THE PRINCIPLE STA	SOUTH CAST CHANGES MOTES OF THE PRINCIPLES				
SOUTH EAST EMPLOYERS INCITS OF THE PROMOTES STAND STAND THE PROMOTES STAND CONTROL STAND THE PROMOTES STAND TH	SOUTH EAST EMPLOYERS INCITS OF THE PRINCIPLE STANDARD AND THE PRINCIPLE STA	SOUTH CAST CHANGES MOTES OF THE PRINCIPLES				
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## Control The expanisation is controlled by the Executive Committee on behalf of the members of the programation. An analysis of the defined benefit cod blooses. An analysis of the members of the programation. Total operating drappe Analysis of the second length of the members of the programation in the defined benefit cod blooses. An analysis of the second length of the members of the programation in the defined benefit cod blooses. An analysis of the second length of the members of the programation in the defined benefit cod blooses. Other thorace codes: Infrared on personn exhams blaidings (7.7,000) (272,000)	16. Centrel The organisation is controlled by the Executive Committee on behalf of the members of the organisation. An analyzes of the second-college bearest cost blooses. Any supplies of the second-college bearest cost blooses. Any supplies of the second-college bearest second-college bearest costs. Current service cost (4,000) (115,000) Analyzes of the second-college bearest costs. Current service cost (4,000) (115,000) Analyzes of the second-college bearest costs. Current service cost (1,000) (115,000) Analyzes of the second-costs: bitsweet on persons scheme buildings (5,000) (175,000) (## Control The expanisation is controlled by the Executive Committee on behalf of the members of the programation. An analysis of the defined benefit cost browns: Anyther of the smooth object benefit cost browns: Anyther of the smooth object benefit cost browns: Current service tools (4.000) (175.000) Analysis of the smooth object benefit cost benefit of the members of the programation. Anyther of the smooth object benefit cost benefit or the members of the programation of the cost of (4.000) (175.000) Analysis of the smooth object benefit cost benefit or premion schema buildings: (5. Person committee on behalf of the members of the programation of the cost of (4.000) (175.000) Analysis of the smooth object benefit cost benefit or premion schema buildings: (6. Person committee on behalf of the members of the premion schema buildings: (7. College for premion schema buildings: (8. District benefit or premion schema buildings: (8. District benefi		NOTES TO THE FINANCIAL STATEMENTS	NOTES TO THE FINANCIAL STATEMENTS	
The organisation is controlled by the Executive Committee on behalf of the members of the organization of the members of the organization is controlled by the Executive Committee on behalf of the members of the organization changes to operating supplies. 224 2023 Analysis of the amount changes to operating supplies. 224 2023 Chert finance costs: Execute on pension submers babilities. Other summer (costs). Chert finance costs: Execute on pension submers babilities. Other summer (costs). Total science from on assets of the scheme. 226 2023 Total controlled by the Executive Committee on behalf of the members of the Comprehensive income is allowed by the Executive Committee on the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive income is allowed by the Executive Committee on the Comprehensive Income is allowed by the Executive Committee on the Comprehensive Income is allowed by the Executive Committ	The organisation is controlled by the Executive Committee on behalf of the members of the programage. Analysis of the amount charged to specially output. Current service cost (4,000) (110,000) Analysis of the amount charged to finance costs: City of controlled by the Executive Committee on behalf of the members of the Current service cost (4,600) (110,000) Analysis of the amount charged to finance costs: City of controlled by the Executive Committee on the behalf of the members of the Comprehensive income is about below. City of controlled by the Executive Committee on televish of the controlled by the Executive Committee on the Comprehensive income is about below. City of controlled by the Executive Committee on the Executive Comprehensive income is about below. City of controlled by the Executive Committee on the Executive Comprehensive income is about below. An analysis of the amount charged to finance costs: Scale of the scheme (40,000) (150,000) Total actuarid gain An analysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. As a nalysis of the amount recognised in the Statement of Comprehensive income is about below. 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City of controlled by the Executive Committee on behalf of the members of the controlled by the Executive Committee on behalf of the members of the controlled by the Executive Committee on the behalf of the members of the controlled by the Executive Committee on the behalf of the members of the controlled by the Executive Committee on the behalf of the members of the controlled by the Executive Committee on the behalf of the members of the controlled by the Executive Committee on the Executive Controlled by the Executive Contro	YEAR ENDED 31 MARCH 2024			
Current service cost	Current service cost	Current service costs (64,000) (110,000) Total operating change (64,000) (110,000) Analysis of the amount recognised in the Statement of Comprehensive Income is shown below: 12024 2023 Other forume costs: Interest on position statement is additionally a cost of the scheme of th	The organisation is controlled by the Executive Committee on behalf of the members of the	Analysis of the amount charged to operating surplus:	Reconciliation of liabilities & £ £ At 1 April 2023 7,881,000 10,131,000	
Analysis of the amount charged to finance codes: 2824 2023 Content finance codes: Expertised return on execute of the scheme Content finance codes: Expertised return on execute of the scheme Content finance codes Conten	Analysis of the amount charged to finance costs: 2824 2023 Cities fluored costs: Interest on paration scheme isolations (372,000) (279,000) Other frommon costs: Experient return on assests of the scheme (20,000 (379,000)) Other frommon costs: Experient return on assests of the scheme (30,000 (379,000)) Other frommon costs: (370,000 (379,000)) Other frommon costs: (370,000) Other frommon costs: (370,000) Other frommon costs: (370,000) Other fr	Analysis of the amount charged to finance costs: 2824 2023 Cotter finance costs: Interest on paration scheme liabilities Other finance costs: Experient risture on extent of the streem Other finance costs: Experient risture on extent of the streem 2,0,000 (27,9,000) Other from finance costs: Experient risture on extent of the streem 2,0,000 (27,9,000) Total finance costs An analysis of the amount recognised in the Statement of Comprehensive income is shown below: 2024 2,002 Total exchanish gian An analysis of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during the year are shown below: 2024 2,002 Total continue of the movements in deficit during		€ £	Cument service cost 64,000 110,000 interest cost 0 279,000 279,000 Employee contributions 34,000 28,000 Employee contributions 34,000 28,000 24,000 27	
2024 2023	2024 2023	2024 2023			Net benefits paid out (344,000) (340,000)	
Other momericosts 20,000 (35,000) Total finance costs 13,000 (86,000) An analysis of the amount recognised in the Statement of Comprehensive Income is shown below. An analysis of the amount recognised in the Statement of Comprehensive Income is shown below. Total actuarial gain 3,000 7,822,000 An analysis of the movements in deficit during the year are shown below. 2024 203 6 20 A 14 April 2023 Total operating change A 14 April 2023 Total operating change A 14 April 2023 Total operating change A 15 March 2024 A 15 March 2025 A 1	Other incomel(costs) 20,000 (35,000) (3	Other moment(costs) 20,000 (35,000) A1 (4000) Total finance costs 7,000 (46,000) A1 (4000) A		€ €	<u> </u>	
An analysis of the amount recognised in the Statement of Comprehensive Income is shown below: 2024 2023 Total actuarial gain An analysis of the movements in deficit during the year are shown below: 2024 2023 2025 2020 At 1 April 2023 Total operating charge (46,000) (110,000) Actuarist (loss)yapian Actuarist (loss)yapian Contributions At 31 March 2024 At 31 March 2	An analysis of the amount recognised in the Statement of Comprehensive Income is shown below: 2024 2023 Total actuarial gain An analysis of the movements in deficit during the year are shown below: 2024 2023 \$ 2025 2024 \$ 2025 2024	An analysis of the amount recognised in the Statement of Comprehensive Income is shown below: 2024 2023 Total actuarial gain 3,000 1,822,000 An analysis of the movements in deficit during the year are shown below: 2024 2023 \$ 2025 \$ 2024 2023 \$ 2025 \$ 2025 \$ 2026 At 1 April 2023 Total operating charge (44,000) (110,000) Actuarist (loss) upin and upon the manual conditions under operating before in controllable operation. In the second of the controllable operation in the second of the controllable operation. In the second of the controllable operation. In the second of the controllable operation. In the second of the controllable operation in the second of the controllable operation. In the second of the controllable operation in the second of		Other finance costs: Expected return on assets of the scheme 366,000 228,000 Other income/(costs) 20,000 (35,000)	Al 1 April 2023 7,739,000 8,251,000	
Total actuarial gain An analysis of the movements in deficit during the year are shown below: 2024 2023 A1 1 April 2023 A1 1 April 2023 (144,000) Total coherenting charge Total other finance costs Actuarial (loss/splain Constitutions A1 31 March 2024 A2 11 March 2024 A3 1 March 2024 A3 1 March 2024 A3 1 March 2024 A4 3 1 March 2024 A5 1 March 2024 A5 2 March 2024 A6 3 March 2024 A7 3 March 2024 A8 3 March 2024	Total actuarial gain An analysis of the movements in deficit during the year are shown below: 2024 2023 2024 2023 2024 2023 21.4 April 2023 2024 2023 21.4 April 2023 21.4 (2023) 21.6 (2000) 21.6 (Total actuarial gain An analysis of the movements in deficit during the year are shown below: 2024 2023 2025 2024 2023 2025 2026 2026 2026 2026 2026 2026 2026			Employee contributions 34 000 26,000	
An analysis of the movements in deficit during the year are shown below: 2024 2023 6 £ 6 £ At 1 April 2023 (144,000) (1,880,000) Total operating charge (64,000) (10,000) Total operating charge (70,000) (1,000,000) Total operating charge (70,	An analysis of the movements in deficit during the year are shown below: 2024 2023 At 1 April 2023 Total operating charge (64,000) (11,000) Total operating charge (74,000) (12,000) Total operating cha	An analysis of the movements in deficit during the year are shown below: 2024 2023 At 1 April 2023 Total operating charge (64,000) (110,000) Total operating charge (64,000) (170,000) Total operating charge (75,000) (122,000) Total operatin		£		
At 1 April 2023 (144,000) (1,880,000) (1,880,000) (1,0	At 1 April 2023 (144,000) (1,880,000) (1,880,000) (1,0	At 1 April 2023 (144,000) (1,880,000) I. Statisfyith transcript. Total contenting charge (64,000) (11,000) (21			At 31 March 2024, the organisation had aggregate annual commitments under non-cancellable	
Actuarial (loss/glam 3,000 7,52,000 1. h. const add spelfillus scients At 31 March 2024 (128,000) (144,000)	Actuarial (loss/grain 3,000 7,52,000 1,527,000 1,527,000 1,5	Actuarial (loss/glain 3,000 7,522,000 1,527,000 1,527,000 1,527,000 1,50		At 1 April 2023 (144 000) (1 880 000)		
### 1,500 miles 1,500 miles 1,500 miles #### 1,500 miles 1,500 miles 1,500 miles ##### 1,500 miles 1,500 miles 1,500 miles ####################################	### ### ### ### ### ### ### ### ### ##	### ### ### ### ### ### ### ### ### ##		Actuania (loss)/gain 3,000 1,822,000 Contributions 84,000 75,000	He is the patter of Jennifer Molivella director of the organisation. 9. Income and expenditure account.	
Outlood persion heaveful columns 1,000 1,002,000 Belance careful forward 1,506,644 1,606,000	Outlood persion heaveful columns 1,000 1,002,000 Belance careful forward 1,506,644 1,606,000	Outlood persion heaveful columns 1,000 1,002,000 Belance careful forward 1,506,644 1,606,000		(140,000) [149,000)	ξ ξ Balance brought forward 1,445,936 (297,910)	
17 15 %	17	17 15 15			Defined pension benefit scheme 3,000 1,822,000	
			17	15	16	

Accounting policies

(see notes 35 & 36)

|--|--|--|--|--|

Signatures to the annual return

(see notes 37 and 38)

Including the accounts and balance sheet contained in the return.

Please copy and paste your electronic signature here

Chief Executive Signature:	an tale	Treasurers Signature:	
			(or other official whose position should be stated)
Name:	Dr Ruth Adams	Name:	Darren Kennedy
Date:	Wednesday 20 November	Date:	18 November 2024

Checklist

(see note 39)

(please enter 'X' as appropriate)

Is the return of officers attached? (see Page 2)	Yes	x	No	
Has the list of officers been completed? (see Page 2A)	Yes	x	No	
Has the return been signed? (see Note 37)	Yes	x	No	
Has the auditor's report been completed? (see Note 41)	Yes	x	No	
Is the rule book enclosed? (see Note 39)	Yes	x	No	
Has the summary sheet been completed? (see Notes 6 and 24 to 33)	Yes	x	No	

Checklist for auditor's report

(see notes 41 to 44)

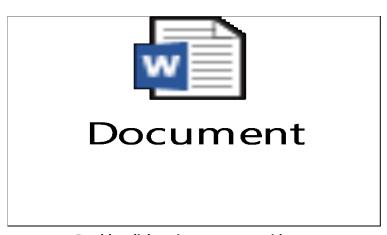
The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

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)
Please explain in your report overleaf or attached.
r lease explain in your report overlear or attached.
2. 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)
Please explain in your report overleaf or attached.
 Your auditors or auditor must include in their report the following wording: In our opinion the financial statements:
• give a true and fair view of the matters to which they relate to.
 have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

SOUTH EAST EMPLOYERS		
INDEPENDENT AUDITOR'S REP YEAR ENDED 31 MARCH 2024	ORT TO THE MEMBERS OF SOUTI	H EAST EMPLOYERS
March 2024 which comprise Incom statements, including a summary of has been applied in their preparation	The Financial Reporting Standard ap	ince Sheet and notes to the financial financial reporting framework that form Accounting Standards, including
the year then ended; •have been properly prepared in ac	ents: te of the organisation's affairs as at 3 ccordance with United Kingdom Gene dance with the requirements of the Tr	erally Accepted Accounting Practice;
Signature(s) of auditor or auditors:		
Name(s):	Azets Audit Services	
Profession(s) or Calling(s):	Statutory Auditors (and Chartered Accountants)	
Address(es)	Secure House, Lulworth Close, Chandlers Ford, Southampton, SO53 3TL	
Date:		
Contact name for enquiries and telephone number:		

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



Double- click on icon to open guidance