

Form AR27

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for an Employers' Association

Name of Employers' Association:

North Western Local Authorities' Employers' Organisation

Year ended:

31 March 2026

List No:

CO/257E

Head or Main Office:

Suite 2.3, 2nd Floor

ICE Building 3, Exchange Quay

Salford Quays

Manchester

Postcode

M5 3ED

Website address (if available)

www.nwemployers.org.uk

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

Yes

No

X

('X' in appropriate box)

General Secretary:

Gillian Bishop

Contact name for queries regarding the completion of this return:

Gillian Bishop, Chief Executive

Telephone Number:

0161 214 7127

E-mail:

gillianb@nwemployers.org.uk

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Office as below or by telephone to: 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
34				34

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 ceasing to hold office	Name of Officer appointed	Date of Change
Deputy Chair	Councillor Mark Dennett	Councillor Colin Sharples	14 July 2025
Vice-Chair	Councillor Professor Chris Harris		14 July 2025
Vice-Chair	Councillor Christine Howard		14 July 2025
Officer	Councillor Alan Vincent		14 July 2025
Officer	Councillor Nazia Rehman		14 July 2025
Officer	Councillor Mark Smith		14 July 2025
Officer	Councillor Scott Brerton		14 July 2025
Officer	Councillor Jonathan Brook		14 July 2025

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.

[illegible]

Revenue Account / General Fund

(see notes 11 to 16)

Previous Year			£	£
	Income			
665,278	From Members	Subscriptions, levies, etc	653,950	653,950
	Investment income	Interest and dividends (gross)		
41,703		Bank interest (gross)	22,474	22,474
		Other (specify)		
41,703		Total Investment Income	22,474	22,474
	Other Income	Rents received		
		Insurance commission		
557,415		Consultancy fees	471,709	471,709
		Publications/Seminars		
		Miscellaneous receipts (specify)		
557,415		Total of other income		471,709
1,264,396		Total income		1,148,133
	Interfund Transfers IN			
	Expenditure			
695,601	Administrative expenses	Remuneration and expenses of staff	731,627	731,627
76,442		Occupancy costs	68,012	68,012
162		Printing, Stationery, Post	191	191
9,245		Telephones	8,805	8,805
19,279		Legal and Professional fees		
		Miscellaneous (specify)		
21,666		Website Cost	6,061	6,061
2,847		Travel & Subsistence	3,258	3,258
8,400		Car Leasing	8,400	8,400
471,690		Training & Consultancy	268,806	268,806
1,305,332		Total of Admin expenses		1,095,160
628	Other Charges	Bank charges	669	669
4,250		Depreciation	4,732	4,732
		Sums written off		
		Affiliation fees	14,140	14,140
		Donations		
1,279		Conference and meeting fees	426	426
7,963		Expenses	9,969	9,969
		Miscellaneous (specify)		
4,415		Information Service	5	5
3,448		Sundry Expenses	2,512	2,512
24,939		Office Equipment	36,186	36,186
483		Loss on fixed asset disposal		
47,405		Total of other charges		68,639
	Taxation			
1,352,737		Total expenditure		1,163,799
	Interfund Transfers OUT			
-88,341		Surplus/Deficit for year		-15,666
		Amount of fund at beginning of year		1,564,085
-88,341		Amount of fund at end of year		1,548,419

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)		
	Change in present value of defined benefit scheme		
	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)		

Account 3		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		
	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 2026]

(see notes 19 and 20)

Previous Year		£	£
12,150	Fixed Assets (as at Page 8)	9,807	9,807
	Investments (as per analysis on page 9)		
	Quoted (Market value £) as at Page 9		
	Unquoted (Market value £) as at Page 9		
	Total Investments		
	Other Assets		
109,563	Sundry debtors	132,385	132,385
1,798,550	Cash at bank and in hand	1,700,479	1,700,479
	Stocks of goods		
	Others (specify)		
	Bank Overdraft		
1,908,113	Total of other assets	1,832,864	1,832,864
	Total Assets		1,842,671
1,564,085	Revenue Account/ General Fund	1,548,419	
	Revaluation Reserve		
	Liabilities		
319	Bank Overdraft	18,061	
17,156	VAT Creditor	21,295	
30,487	Trade creditors	37,107	
-	Accruals		
	Provisions		
308,699	Deferred Income	217,789	
	Total Liabilities		294,252
	Total Assets		1,842,671

Fixed Assets account

(see note 21)

	Land and Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total £
Cost or Valuation				
At start of period		21,065		21,065
Additions during period		2,389		2,389
Less: Disposals				
Less: Depreciation		-13,647		-13,647
Total to end of period		9,807		9,807
Book Amount at end of period		9,807		9,807
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
Total of Fixed Assets		9,807		9,807

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 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 24 to 33)

		All Funds	Total Funds
			£
Income			
From Members		653,950	653,950
From Investments		22,474	22,474
Other Income (including increases by revaluation of assets)		471,709	471,709
	Total Income	1,148,133	1,148,133
Expenditure (including decreases by revaluation of assets)			
	Total Expenditure	1,163,799	1,163,799
Funds at beginning of year (including reserves)		1,564,085	1,564,085
Funds at end of year (including reserves)		1,548,419	1,548,419
ASSETS			
	Fixed Assets		9,807
	Investment Assets		
	Other Assets		1,832,864
	Total Assets		1,842,671
Liabilities			
	Total Liabilities		294,252
Net Assets (Total Assets less Total Liabilities)			1,548,419

Summary Sheet		
(see notes 24 to 33)		
	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.

See attached AR27 - Notes to the Accounts

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Gillian Bishop	Name:	Councillor Tamoor Tariq
Date:		Date:	24 July 2026

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		No	
Has the auditor's report been completed? (see Note 41)	Yes		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.

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.

3. 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)

See attached AR27 - Auditors Report

Signature(s) of auditor or auditors:

Royal Peeling Green Limited

Name(s):

Jonathan Hayward

Profession(s) or Calling(s):

Senior Statutory Auditor FCA

Address(es)

The Copper Room
Deva City Office Park
Trinity Way
Manchester
M3 7BG

Date:

24 July 2026

Contact name for enquiries and telephone number:

Jonathan Hayward
0161 608 0000

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

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2026

**Registered as an Employers' Association with the Certification Office Under the Trade Union and
Labour Relations (Consolidation) Act 1992**

Registration No: CO/257E

**NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2026**

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**NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2026**

ORGANISATION INFORMATION

Chair	Councillor T Tariq
Chief executive	Mrs G Bishop
Treasurer	Finance Officer Tameside Council
Office address	Suite 2.3 ICE Building 3 3 Exchange Quay Salford Quays Manchester M5 3ED
Registered auditor	Royce Peeling Green Limited The Copper Room Deva City Office Park Trinity Way Greater Manchester M3 7BG
Bank	National Westminster Bank Monton Branch 196 Monton Road Monton Eccles Manchester

**NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION
STATEMENT OF THE EXECUTIVE BOARD'S RESPONSIBILITIES
YEAR ENDED 31 MARCH 2026**

The rules of the Organisation and the law governing Employers' Associations require the Executive Board to prepare financial statements for each financial year, which give a true and fair view of the affairs of the Organisation at the financial year end and of its income and expenditure for the period.

In preparing those statements, the Executive Board is required to:

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

The Executive Board is responsible for keeping adequate accounting records that are sufficient to show and explain its transactions and disclose with reasonable accuracy at any time the financial position of the Organisation. They are also responsible for safeguarding the assets of the Organisation and hence for taking reasonable steps for the prevention and detection of fraud and irregularities.

In accordance with company law, as the Executive Board, we certify that:

- so far as we are aware, there is no relevant audit information of which the Organisation's auditors are unaware: and
- we have taken all the necessary steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Organisation's auditors are aware of that information.

The Executive Board confirms its compliance with these requirements.

Signed on behalf of the Executive Board:

Tamoor Tariq

**Councillor T Tariq
Chair**

24 July 2026

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION

Opinion

We have audited the financial statements of North Western Local Authorities' Employers' Organisation (the 'Organisation') for the year ended 31 March 2026 which comprise of the Income and Expenditure Account, the Balance Sheet, the Statement of Changes in Reserves 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 Organisation's affairs as at 31 March 2026 and of its deficit 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 Organisation 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

In auditing the financial statements, we have concluded that the Executive Board's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Executive Board with respect to going concern are described in the relevant sections of this report.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept in accordance with the requirements of Section 28 of Trade Union and Labour Relations (Consolidation) Act 1992;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION

Responsibilities of Executive Board

As explained more fully in the Statement of the Executive Board's Responsibilities set out on page 3, the Executive Board is 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 Board determines 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 Board is responsible for assessing the Organisation'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 officers either intend to liquidate the Organisation or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations (Consolidation) Act 1992 and report in accordance with section 36 of that Act.

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We evaluated the Executive Board's and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- we identified the laws and regulations applicable to the Organisation through discussions with the Executive Board and management, and from our knowledge and experience of Organisations within the Employers' Association and governed by the Trade Union and Labour Relations (Consolidation) Act 1992;
- communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- considering the risk of acts by the Organisation which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- making enquiries of the Executive Board and management on whether they had knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risks related to fraud;
- discussing amongst the engagement team the risks of fraud; and
- addressing the risks of fraud through management override of controls by performing journal entry testing.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 Organisation's members, as a body, and in accordance with Section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our work has been undertaken so that we might state to Organisation's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Organisation and the Organisation's members as a body, for our audit work, or for the opinions we have formed.

Royce Peeling Green Limited

Jonathan Hayward
Senior Statutory Auditor

For and on behalf of Royce Peeling Green Limited

Chartered Accountants
Statutory Auditors

24 July 2026

The Copper Room
Deva City Office Park
Trinity Way
Manchester
M3 7BG

**NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2026**

		2026		2025	
	Notes	£	£	£	£
Income					
Levies on Local Authorities		647,655		659,303	
Subscriptions and mailing list		6,295		5,975	
Training and consultancy fees and external project grants		471,709		557,415	
Interest receivable		22,474		41,703	
			1,148,133		1,264,396
Expenditure					
Employment and similar costs	2	731,627		695,600	
Premises	2	68,012		70,984	
Establishment	2	95,354		114,463	
Training and consultancy and external project costs	2	268,806		471,690	
			1,163,799		1,352,737
Operating (deficit)					
			(15,666)		(88,341)
Change in present value of defined benefit scheme	9	-		302,000	
(Deficit)/surplus for the financial year			(15,666)		213,659

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION

BALANCE SHEET
AS AT 31 MARCH 2026

		2026		2025	
	Notes	£	£	£	£
Tangible fixed assets	6	9,807			12,150
Current assets					
Cash at bank and in hand		1,700,479		1,798,550	
Debtors and prepayments	7	132,385		109,563	
		<u>1,832,864</u>		<u>1,908,113</u>	
Creditors: amounts due within one year	8	(294,252)		(356,661)	
		<u></u>		<u></u>	
Net current assets			1,538,612		1,551,452
Net assets excluding pension liability			<u>1,548,419</u>		<u>1,564,085</u>
Defined benefit pension scheme liability	9		-		-
Net assets			<u>1,548,419</u>		<u>1,564,085</u>
			<u></u>		<u></u>
Reserves					
General reserve			1,548,419		1,564,085
Pension reserve			-		-
			<u>1,548,419</u>		<u>1,564,085</u>
			<u></u>		<u></u>

The financial statements were approved by the Executive Board and signed on its behalf:

Tamoor Tariq

Councillor T Tariq
Chair

24 July 2026

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION
STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED 31 MARCH 2026

	General Reserve	Pension Reserve	Total
	£	£	£
Balance as at 31 March 2024	1,652,426	(302,000)	1,350,426
Year ended 31 March 2025:			
Change in defined benefit pension liability	-	302,000	302,000
(Deficit) for the year 24/25	(88,341)	-	(88,341)
Balance as at 31 March 2025	1,564,085	-	1,564,085
Year ended 31 March 2026:			
(Deficit) for the year 25/26	(15,666)	-	(15,666)
Balance as at 31 March 2026	1,548,419	-	1,548,419

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION
NOTES TO THE FINANCIAL
STATEMENTS FOR THE YEAR
ENDED 31 MARCH 2026

1. Accounting policies

Organisational information

North Western Local Authorities' Employers' Organisation is a registered Employers' Association with the Certification Office under the Trade Union and Labour Relations (Consolidation) Act 1992, registration number CO/257E. The Organisation head office is Suite 2.3, ICE Building 3, Exchange Quay, Salford Quays, Greater Manchester, M5 3ED.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standards applicable in the UK and Republic of Ireland" ("FRS 102"). The disclosure requirements of section 1A of FRS 102 for small entities have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the Organisation. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

Given the net assets position at the Balance Sheet date, the Executive Board believes there is no going concern issue. There is a positive general. The Organisation's pension scheme is part of the Greater Manchester Pension Fund ('the Fund'), a funded defined benefit scheme which is administered by Tameside Metropolitan Borough Council and maintained independently of the Organisation's finances. The position is being monitored regularly. Details of the Fund's actuarial valuation are provided in note 10.

1.3 Income

Income is recognised at the fair value of the consideration received or receivable for services provided in the normal course of business, and is shown net of VAT.

Income is recognised in the year in which the services have been provided. Any part of income relating to a future period is deferred accordingly and will be recognised in the year to which it relates.

1.4 Expenditure

Expenditure is recognised on the accruals basis.

1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses,

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Computer equipment	3 years
Other equipment and furniture	Over duration of lease term

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is credited or charged to income or expenditure.

NORTH WESTERN LOCAL AUTHORITIES' EMPLOYERS' ORGANISATION
NOTES TO THE FINANCIAL
STATEMENTS FOR THE YEAR
ENDED 31 MARCH 2026

1.6 Impairment of fixed assets

At each reporting period end date, the Organisation reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.7 Debtors

Trade and other debtors are recognised at the settlement amount due.

1.8 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks.

1.9 Creditors and deferred income

Creditors are recognised when the Organisation has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Deferred income relating to projects and training is income invoiced in the year, but which is to be used wholly or partly for expenditure in a later period. The income is deferred to the extent that the expenditure which it covers has not been incurred at the balance sheet date.

1.10 Financial instruments

The Organisation has elected to apply the provisions of Section 11 'Basic Financial instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Organisation's balance sheet when the Organisation becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price.

Basic financial liabilities

Basic financial liabilities, including creditors, are recognised at transaction price. Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

1.11 Taxation

As the Organisation is regarded as a mutual one, trading predominantly with its members, no taxation is applicable. Any surplus income is carried forward to use against expenditure in future years in accordance with the non-profit-making structure of the Organisation. If the Organisation ceased to trade, any surplus would be returned to members.

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1.12 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.13 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. The regular cost of providing retirement pensions and related benefits under the Organisation's defined benefit scheme is charged to the income and expenditure account over the employees' service lives on the basis of a constant percentage of earnings. The contributions are determined by a qualified actuary on the basis of triannual valuation.

Pension scheme assets are valued at market value at the balance sheet date. Pension scheme liabilities are measured on actuarial basis using a projected unit method and are discounted to their present value using an AA corporate rate bond. The pension scheme deficit is recognised in full on the balance sheet.

1.14 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight-line basis over the term of the relevant lease.

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2. Details of expenditure

	2026		2025	
	£	£	£	£
Employment and related costs				
Salaries, superannuation and pension costs and employers' national insurance	729,705		694,306	
Payroll administration	1,922		1,294	
		731,627		695,600
Premises				
Rent and rates	41,593		43,144	
Repairs and renewals	4,152		3,842	
Service charge	15,300		17,593	
Electricity costs	1,200		1,037	
Dilapidations	3,000		3,000	
Cleaning	2,767		2,368	
		68,012		70,984
Establishment				
Postage			-	
Communication	8,805		9,245	
Venues and lunches	426		1,279	
Travelling and subsistence	3,258		2,847	
Car leasing and car allowance	8,400		8,400	
Audit, accountancy and tax services	14,140		17,734	
Other legal and professional fees	-		1,545	
Information service	5		4,415	
Insurance	5,517		5,459	
Printing, stationery and reprographics	191		162	
Office equipment	36,186		24,939	
Sundry expenses	2,512		3,448	
Staff training	4,452		7,963	
Bank charges and interest	669		628	
Website costs	6,061		21,666	
Depreciation	4,732		4,250	
(Profit)/loss on disposal of fixed assets	-		483	
		95,354		114,463
Training and consultancy and external projects				
Training and consultancy	176,153		373,771	
Grant-funded external projects	92,653		97,919	
		268,806		471,690
Total Expenditure		1,163,799		1,352,737

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3. Staff costs

	2026	2025
	£	£
Employment costs - general		
Wages and salaries	528,373	514,843
Employers' NI, including Class IA	68,900	56,917
Superannuation and pension costs	134,354	114,920
	<u>731,627</u>	<u>686,681</u>

The average number of employees during the year, excluding temporary staff, was 11 (2025: 12).

4. Lease commitments

At the reporting end date, the Organisation had outstanding commitments for future minimum lease payments under non-cancellable operating leases amounting to £105,975 (2025: £141,485).

5. Accumulated funds

The Organisation aims to maintain a level of accumulated funds in general reserves which will protect it and its members from any contingences and/or commitments, whether foreseen or unforeseen. Any surplus income is carried forward for use against expenditure in future years in accordance with the non-profit-making structure of the Organisation. Should the Organisation cease to trade, any surplus would be returned to members.

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6. Tangible fixed assets

	Furniture, fittings and equipment £
Cost	
At 31 March 2025	21,065
Additions	2,389
Disposals	-
At 31 March 2026	23,454
Accumulated depreciation	
At 31 March 2025	8,915
Charge for the year	4,732
Eliminated on disposal	-
At 31 March 2026	13,647
Net book value	
At 31 March 2026	9,807
At 31 March 2025	12,150

7. Debtors

	2026	2025
	£	£
Trade debtors	111,833	79,650
Other debtors	-	7,995
Prepayments	20,552	21,918
	132,385	109,563

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8. Creditors

	2026	2025
	£	£
Trade creditors	21,295	17,156
VAT creditor	18,061	319
Accruals	37,107	30,487
Deferred income	217,789	308,699
	<u>294,252</u>	<u>356,661</u>

9. Pension commitments

The Organisation provides pensions for some employees through participation in the Greater Manchester Pension Fund (the Fund), a funded defined benefit scheme which is administered by Tameside Metropolitan Borough Council and maintained independently of the Organisation's finances. More than one employer participates in the scheme.

The Organisation operates a defined benefit scheme in the UK. A full actuarial valuation was carried out at 31 March 2026.

The major assumptions used by the actuary were:

	2026	2025
	% p.a.	% p.a.
Rate of increase in salaries	4.5%	3.6%
Rate of increase in pensions in payment (CPI)	3.0%	2.8%
Discount rate	6.2%	5.8%

Pension disclosures under FRS102

The fair value of the scheme assets and expected rates of return, the present value of the scheme liabilities and the resulting asset/(deficit) are:

	Value at 31.03.26 £'000	Value at 31.03.25 £'000	Value at 31.03.24 £'000
Equities	6,138	4,395	4,527
Bonds	1,630	1,150	999
Property	959	609	533
Cash	863	609	599
Total market value of assets	<u>9,590</u>	<u>6,792</u>	<u>6,658</u>
Liabilities	<u>(9,590)</u>	<u>(6,792)</u>	<u>(6,960)</u>
Present value of scheme	<u>-</u>	<u>-</u>	<u>(302)</u>

The defined benefit pension scheme was in surplus at the balance sheet date. The surplus has not been recognised as an asset because the Organisation is unable to realise economic benefits from the surplus, either through a refund or a reduction in future contributions. Accordingly, the asset ceiling restriction under Section 28 of FRS 102 has been applied and the pension asset recognised is £Nil.

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9. Pension commitments (continued)

Analysis of the defined benefit cost

	2026 £	2025 £
Current service costs	<u>(63,000)</u>	<u>(80,000)</u>
Contributions in the year	<u>124,000</u>	<u>114,000</u>
Other finance costs	2026 £	2025 £
Interest income on plan assets	387,000	316,000
Interest cost on defined benefit obligation	<u>(343,000)</u>	<u>(329,000)</u>
	<u>44,000</u>	<u>(13,000)</u>
Actuarial (loss) / gain arising from latest valuation	2026 £	2025 £
Actual return on assets excluding amounts included in net interest	283,000	(59,000)
Changes in assumptions underlying the present value of the scheme liabilities.	<u>(388,000)</u>	<u>340,000</u>
Actuarial (loss)/gain arising from latest valuation	<u>(105,000)</u>	<u>281,000</u>

Changes in the present value of the defined benefit obligation are as follows:

	2026 £	2025 £
Opening defined benefit obligation	<u>-</u>	<u>(302,000)</u>
Movements in the year:		
Current service costs	(63,000)	(80,000)
Contributions in the year	124,000	114,000
Other finance costs	44,000	(13,000)
Actuarial (loss)/gain arising from latest valuation	<u>(105,000)</u>	<u>281,000</u>
Net change in present value of obligation	<u>-</u>	<u>302,000</u>
Closing defined benefit obligation	<u>-</u>	<u>-</u>