In accordance with Rule 5.10 of the Insolvency (England & Wales) Rules 2016 & Section 94(3) of the Insolvency Act 1986.

LIQ13 Notice of final account prior to dissolution in MVL



For further information, please refer to our guidance at www.gov.uk/companieshouse

1	Company details	
Company number	0 1 1 0 3 6 6 3	→ Filling in this form Please complete in typescript or in
Company name in full	Mothercare Toys 3 Limited	bold black capitals.
2	Liquidator's name	<u> </u>
Full forename(s)	Ben	
Surname	Woodthorpe	
3	Liquidator's address	
Building name/number	ReSolve Advisory Limited	
Street		
Post town	22 York Buildings	
County/Region	London	
Postcode	WC2N6JU	
Country		
4	Liquidator's name o	
Full forename(s)	Simon	Other liquidator Use this section to tell us about
Surname	Jagger	another liquidator.
5	Liquidator's address 🛭	
Building name/number	ReSolve Advisory Limited	② Other liquidator
Street		Use this section to tell us about another liquidator.
Post town	22 York Buildings	
County/Region	London	
Postcode	WC2N6JU	
Country		

LIQ13
Notice of final account prior to dissolution in MVL

6	Final account
	☐ I have delivered the final account of the winding up to the members in accordance with Section 94(2) and attach a copy.
7	Sign and date
Liquidator's signature	X Signature X
Signature date	$\begin{bmatrix} 0 & 0 & 0 & 0 & 0 & 0 & 0 & 0 & 0 & 0 $

Presenter information

You do not have to give any contact information, but if you do it will help Companies House if there is a query on the form. The contact information you give will be visible to searchers of the public record.

Contact name	Rupal Parmar
Company name	ReSolve Advisory Limited
Address	22 York Buildings
Post town	London
County/Region	
Postcode	WC2N6JU
Country	
DX	
Telephone	020 7702 9775

✓ Checklist

We may return forms completed incorrectly or with information missing.

Please make sure you have remembered the following:

- ☐ The company name and number match the information held on the public Register.
- ☐ You have attached the required documents.
- ☐ You have signed the form.

Important information

All information on this form will appear on the public record.

■ Where to send

You may return this form to any Companies House address, however for expediency we advise you to return it to the address below:

The Registrar of Companies, Companies House, Crown Way, Cardiff, Wales, CF14 3UZ. DX 33050 Cardiff.

7 Further information

For further information please see the guidance notes on the website at www.gov.uk/companieshouse or email enquiries@companieshouse.gov.uk

This form is available in an alternative format. Please visit the forms page on the website at www.gov.uk/companieshouse

Mothercare Toys 3 Limited

In Member's Voluntary Liquidation

Joint Liquidators' Final Account to the Member For the period 25 October 2023 to 6 February 2024

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- 7. Liquidators' remuneration and expenses
- 8. Further information
- 9. Next steps

APPENDICES

- I. Details of Joint Liquidators' appointment
- II. Receipts and payments account
- III. Notice to Accompany Final Account
- IV. Joint Liquidators' expense policy and narrative of work undertaken
- V. A Members' Guide to Liquidators' Fees

1. INTRODUCTION

I refer to the appointment of Simon Jagger and I as Joint Liquidators of Mothercare Toys 3 Limited (the Company) on 25 October 2022.

This is my final account to the member as all matters have now been concluded and the Liquidation can now be finalised. This report covers the period 25 October 2023 to 6 February 2024 (the Reporting Period) and should be read in conjunction with my previous progress report to the member dated 19 December 2023.

The Company's statutory information is detailed at Appendix I.

2. LIQUIDATORS' ACTIONS SINCE APPOINTMENT

The following actions have been undertaken since my appointment and up to the previous reporting period:

- Following my appointment, notice of my appointment was filed at Companies House and formal notices were issued to all relevant parties. My staff arranged for formal notice of my appointment to be placed in the London Gazette.
- My staff drafted and posted a circular to all Company creditors, from a list supplied, notifying them of the appointment of the Joint Liquidators, an inviting them to submit a claim in the liquidation if they thought they were owed money (pursuant to my duty under the Insolvency Act 1986). Notice was sent HM Revenue & Customs ("HMRC").
- Notified the Accountant, Grant Thornton UK LLP of my appointment.
- Upon appointment, I wrote to HMRC to inform them of the liquidation and requested them to submit a claim for any outstanding liabilities.
- Consulted with HMRC in respect of PAYE, VAT and corporation tax, and requested clearances to conclude the liquidation.
- Periodic updates to the Member, including regular meetings with the Member's representative, Lynne Medini, to discuss progress and matters arising in the liquidation, and
- Periodically conducted file reviews, planning, bank reconciliations, and bond (insurance) reviews. My reviews have also included periodic reviews of ethical, anti-money laundering and anti-bribery safeguards. These are matters undertaken during the solvent liquidation process and provide no direct benefit to the members, but such work is required to meet statutory and regulatory requirements, and best practice guidance.

The following actions have been undertaken in the Reporting Period:

- Circulated the progress report to the member dated 19 December 2023.
- Declared a distribution in specie to the member.
- Completed my final review of the Liquidation.
- Prepared the draft and this my final account, and
- Taken steps to finalise the Liquidation.

The matters undertaken during the course of the solvent liquidation process have been statutory in nature and whilst there is no direct benefit to the member, the work has been completed under a fixed fee agreement.

RECEIPTS AND PAYMENTS

Attached at Appendix II is the receipts and payments account for the period 25 October 2023 to 6 February 2024, and for the whole of the Liquidation.

There have been no receipts or payments in the Reporting Period or in the Liquidation period as a whole.

4. ASSETS

The following asset was detailed on the Declaration of Solvency (DOS):

Intercompany Debtor

The sum of £1 is owed to the member. This sum was distributed in specie on 6 February 2024, see Section Six for further details.

No other assets have been identified during the Liquidation to date and no further asset realisations are expected.

LIABILITIES

No liabilities were recorded in the DOS. No liabilities have been identified during the course of the liquidation. HMRC has submitted a nil claim in the liquidation enabling the liquidation to be finalised.

6. DISTRIBUTION TO THE MEMBER

On 6 February 2024, I distributed £1 to the member of the Company by way of a first and final distribution of capital, in specie of the intercompany debtor of £1. There will be no further distributions to the member.

7. LIQUIDATORS' REMUNERATION AND EXPENSES

My remuneration was previously authorised by the Member via written resolution dated 25 October 2022 to be drawn as a fixed fee of £6,750 plus expenses and VAT. The sum of £6,750 has been invoiced and paid by a third party.

The Liquidators' expense policy and narrative of work undertaken during the Reporting Period can be found at Appendix III.

Liquidators' expenses

Expenses are any payment from the estate which is neither office holder's remuneration nor a distribution to a creditor or a member. Expenses also includes disbursements, which are payments which are first met by the office holder and then reimbursed to the office holder from the estate.

Expenses are split into:

- a. Category 1 expenses, which are payments to persons providing the service to which the expense relates who are not an associate of the office holder; and
- b. Category 2 expenses, which are payments to associates which have an element of shared costs. Before being paid category 2 expenses require approval in the same manner as an office holder's remuneration.

The following expenses have been incurred in the liquidation and paid by a third party:

				Incurred in		Estimated
Post-appointment	Category 1	Category 2	Total	period	Paid to date	future
	£	£	£	£	£	£
Bonding (Insurance)	20	-	20	-	-	-
Legal costs	12	-	12	-	12.00	-
Statutory Advertising	276	-	276	-	276.00	_
Total	308	-	308	-	288.00	-

The Bond was previous under reported. The Bond was £10 for each appointee. The sum of £12 refers to a swearing fee. There will be no further expenses incurred and the outstanding balance will be written off.

Please refer to Appendix IV in respect of the Liquidators remuneration and expense policy and charge out rates and Appendix V for the Members Guide to Fees.

8. FURTHER INFORMATION

At ReSolve we always strive to provide a professional and efficient service. However, we recognise that it is in the nature of these proceedings for disputes to arise from time to time. As such, should you have any comments or complaints regarding the administration of this case then in the first instance you should contact one of the Joint Liquidators at the address given in this letter.

If you consider that your comments or complaint have not been dealt with appropriately you should then put details of your concerns in writing to our complaints officer at complaints@resolvegroupuk.com who will then formally invoke our complaints procedure and we will endeavour to deal with your complaint under the supervision of a partner unconnected with the appointment.

If you still feel that you have not received a satisfactory response, then you may be able to make a complaint to the Complaints Gateway operated by the Insolvency Service. Any such complaints should be completed online using the form here: www.gov.uk/complain-about-insolvencypractitioner. If you have difficulty accessing the online complaints form, you can also make your complaint through the Insolvency Service Enquiry Line at insolvency.enquiryline@insolvency.gov.uk or telephone: 0300 678 0015.

The Complaints Gateway will in turn determine if such complaint should be addressed by Mr Woodthorpe' and Mr Jagger regulatory body.

Further details of the relevant policies applicable to you can be found here http://www.resolvegroupuk.com/policies2/.

9. NEXT STEPS

The winding up of the Company is now for all practical purposes complete and I intend to deliver the final account as detailed in the accompanying notice.

Should you have any further queries in respect of this Liquidation, please do not hesitate to contact Jane Baker of this office.

Yours faithfully

Ben Woodthorpe Joint Liquidator

For enquiries regarding this correspondence please contact:

Contact name: Jane Baker Phone number: 020 3468 4339

6 Modernough

Email: jane.baker@resolvegroupuk.com

Cameron Gunn, Mark Supperstone, Chris Farrington, Lee Manning, Ben Woodthorpe, Russel Payne and Simon Jagger are licensed to act as Insolvency Practitioners in the United Kingdom by the Institute of Chartered Accountants in England and Wales and act without personal liability at all times.

Please refer to the firm's privacy notice setting out your rights and explaining how your data will be used. The notice can be found on our website here www.resolvegroupuk.com/policies2/

APPENDIX I

Company name:

Mothercare Toys 3 Limited

Registered number:

01103663

Date of incorporation:

23 March 1973

Nature of Business:

Non-trading company

Registered office:

c/o ReSolve Advisory Limited

22 York Buildings

London WC2N 6JU

Date of appointment:

25 October 2022

Appointed by:

The Member

Liquidators:

Ben Woodthorpe (IP number 18370) and

Simon Jagger (IP number 22838)

ReSolve Advisory Limited

22 York Buildings

London WC2N 6JU

APPENDIX II

Mothercare Toys 3 Limited (In Liquidation) Joint Liquidators' Summary of Receipts & Payments

From 25/10/2022 To 06/02/2024 £	From 25/10/2023 To 06/02/2024 £		Declaration of Solvency £
		ASSET REALISATIONS	
NIL	NIL	Intercompany Debtor	1.00
NIL	NIL	, , ,	
NIL	NIL		1.00
		REPRESENTED BY	
NIL			

Note: On 6 February 2024, I distributed £1 to the member of the Company by way of a first and final distribution of capital, in specie of the intercompany debtor of £1.

APPENDIX III

Notice to accompany Final Account

MOTHERCARE TOYS 3 LIMITED ("the Company") - In Members' Voluntary Liquidation

(Company Number 01103663)

NOTICE IS GIVEN to the members of the above-named Company by Ben Woodthorpe and Simon Jagger under rule 5.10 of The Insolvency (England and Wales) Rules 2016 that:

- 1. the Company's affairs have been fully wound up;
- 2. the Joint Liquidators' having delivered copies of the final account to the members must, within 14 days of the date on which the final account is made up, deliver a copy of the account to the Registrar of Companies;
- 3. the Joint Liquidators' will vacate office under section 171(6) of The Insolvency Act 1986, and be released under section 173(2)(d) on delivery of the final account to the Registrar of Companies.

Members requiring further information regarding the above, should either contact me at 22 York Buildings, London, WC2N 6JU, or contact Jane Baker by telephone on 020 7702 9775, or by email at jane.baker@resolvegroupuk.com.

Signed	Ben Woodthorpe, Joint Liquidator
Dated	9 February 2024

APPENDIX IV

JOINT **LIQUIDATORS**' REMUNERATION POLICY, EXPENSE POLICY AND NARRATIVE OF WORK UNDERTAKEN

Joint Liquidators' charge out rates

The Joint Liquidators are remunerated on a time cost basis. Charge out rates used are appropriate to the skills and experience of a member of staff and the work that they perform. Time is recorded in sixminute units. Narrative is recorded to explain the work undertaken and the time spent is analysed into different categories of work. The hourly charge out rates to be used on this case are as follows:

Staff grade	Rate per hour from 20 November 2023 (£)	Rate per hour from 1 August 2022 (£)
Partner	750 - 795	705-795
Director	665 - 695	615
Senior Manager	550	500
Manager	470	420
Assistant Manager	425	375
Senior Associate	350	300
Associate	245	245
Junior Associate	195	175

Secretarial and support staff are not charged to the cases concerned, being accounted for as an overhead of ReSolve Advisory Limited. Our cashier is charged at the Senior Administrator rate. The charge out rate for Ben Woodthorpe, the lead office holder in this case, is £750 per hour.

Expense policy

In accordance with Statement of Insolvency Practice 9, the basis of expense allocation must be fully disclosed to members. Expenses are categorised as either Category 1 or Category 2 expenses:

Category 1

These are payments to persons providing the service to which the expense relates who are not an associate of the office holder. Category 1 expenses can be paid without member approval. Examples of Category 1 expenses are statutory advertising, external meeting room hire, external storage, specific bond insurance, external information hosting charges, and Company search fees.

Category 2

These are payments to associates or which have an element of shared costs. Before being paid, Category 2 expenses require approval in the same manner as an office holder's remuneration. Category 2 expenses require approval whether paid directly from the estate or as a disbursement. Category 2 expenses that are likely to be incurred, and require specific approval include:

Mileage Photocopying 45 pence per mile paid to staff working on the insolvency appointment

20 pence per sheet of paper for reporting purposes (correspondence will be

digital where at all possible to minimise this expense)

Category 1 and Category 2 expenses are subject to the rights of members to seek further information about them or challenge them.

Narrative of work carried out in the Reporting Period:

1. Statutory

These activities involve complying with legislation including but not limited to; The Insolvency Act 1986, The Insolvency Rules 2016, The Companies Act 2006, The Bribery Act 2010, the Money Laundering Regulations 2017, SIPs and Pension Regulations. These activities do not add any direct benefit to members, and they form part of the statutory obligations of the Administration.

- Preparation and delivery of all statutory documentation.
- Dealing with statutory issues required under IA86, IR 2016 and the Statements of Insolvency Practice.
- Filing documents at Companies House.
- Preparing, reviewing and issuing annual progress report to the Member.

2. Administration

This represents the work involved in the routine administrative functions of the case by the office holder and their staff, together with the control and supervision of the work done on the case by the office holder. It does not give direct financial benefit to the members but has to be undertaken by the office holder to meet their requirements under the insolvency legislation and the Statements of Insolvency Practice, which set out required practice that office holders must follow.

- Case planning devising an appropriate strategy for dealing with the case and giving instructions to the staff to undertake the work on the case.
- Dealing with all routine correspondence and emails relating to the case.
- Reviewing the adequacy of the specific penalty bond on a quarterly basis.
- Undertaking periodic reviews of the progress of the case.
- Overseeing and controlling the work done on the case-by-case administrators.
- Final distribution to the member.

3. Creditors

• Communication with HMRC in relation to providing clearances.

APPENDIX V

A Member's Guide to Liquidators' Fees - England and Wales

1 Introduction

When a company goes into liquidation the costs of the proceedings are paid out of its assets. The members (i.e. shareholders) therefore have a direct interest in the level of costs, and in particular the remuneration of the insolvency practitioner appointed to act as liquidator. The insolvency legislation recognises this interest by providing mechanisms for members to fix the basis of the liquidator's fees. This guide is intended to help members be aware of their rights to approve and monitor fees and explains the basis on which fees are fixed.

2 Liquidation procedure

Liquidation (or 'winding up') is the most common type of corporate insolvency procedure. Liquidation is the formal winding up of a company's affairs entailing the realisation of its assets and the distribution of the proceeds in a prescribed order of priority. Where a declaration of solvency has been sworn by all or a majority of the directors of a company (as would usually be the case where they believe that the company has surplus assets to be distributed to members) a liquidation instituted by resolution of the shareholders is called a members' voluntary liquidation (often abbreviated to 'MVL').

3 Fixing the liquidator's fees

The basis for fixing the liquidator's remuneration in an MVL is set out in the Insolvency (England & Wales) Rules 2016 ("the Rules"). The Rules state that the remuneration shall be fixed either:

as a percentage of the value of the assets which are realised or distributed or both, or by reference to the time properly given by the liquidator and his staff in attending to matters arising in the winding up; or as a set amount.

Any combination of these bases may be used to fix the remuneration and different bases may be used for different things done by the liquidator. Where the remuneration is fixed as a percentage, different percentages may be used for different things done by the liquidator.

4. Who fixes the remuneration?

It is for the members of the company to determine on which of these bases the remuneration is to be fixed, and if it is to be fixed as a percentage, to fix the percentage to be applied. The Rules state that in arriving at their decision the members shall have regard to the following matters:

the complexity (or otherwise) of the case;

any respects in which, in connection with the company's affairs, there falls on the liquidator any responsibility of an exceptional kind or degree;

the effectiveness with which the liquidator appears to be carrying out, or to have carried out, his duties

the value and nature of the assets with which the liquidator has to deal.

A resolution specifying the terms on which the liquidator is to be remunerated may be taken at the meeting which appoints the liquidator. If the remuneration is not fixed in any of these ways, it will be in accordance with the scale laid down for official receivers.

5. Review of remuneration

Where there has been a material and substantial change in circumstances since the basis of the liquidator's remuneration was fixed, the liquidator may request that it be changed. The request must be made to the same body as initially approved the remuneration, and the same rules apply as to the original approval.

6. What information should be provided by the liquidator

The liquidator should provide those responsible for approving his remuneration with sufficient information to enable them to make an informed judgement about the reasonableness of the liquidator's request. The information should be presented in a manner which is transparent, consistent throughout the life of the case and useful to member, while being proportionate to the circumstances of the case.

The liquidator should disclose:

payments, remuneration and expenses arising from the administration paid to the liquidator or his or her associates;

any business or personal relationships with parties responsible for approving the liquidator's remuneration or who provide services to the liquidator in respect of the insolvency appointment where the relationship could give rise to a conflict of interest.

The liquidator should inform members of their rights under insolvency legislation, and should advise them how they may access suitable information setting out their rights within the first communication with them and in each subsequent report.

Where the liquidator sub-contracts out work that could otherwise be carried out by the liquidator or his or her staff, this should be drawn to the attention of members with an explanation of why it is being done.

Key issues

The key issues of concern to those with a financial interest in the level of payments from the insolvency estate will commonly be:

the work the liquidator anticipates will be done, and why that work is necessary;

the anticipated cost of that work, including any expenses expected to be incurred in connection with it;

whether it is anticipated that the work will provide a financial benefit, and if so what benefit (or if the work provided no direct financial benefit, but was required by statute);

the work actually done and why that work was necessary:

the actual costs of the work, including any expenses incurred in connection with it, as against any estimate provided;

whether the work has provided a financial benefit, and if so what benefit (or if the work provided no direct financial benefit, but was required by statute).

When providing information about payments, fees and expenses, the liquidator should do so in a way which facilitates clarity of understanding of these key issues. Narrative explanations should be provided to support any numerical information supplied. Where it is practical to do so, the liquidator should provide an indication of the likely return to creditors when seeking approval for the basis of his remuneration.

When approval for a fixed amount or a percentage basis is sought, the liquidator should explain why the basis requested is expected to produce a fair and reasonable reflection of the work that the liquidator anticipates will be undertaken.

Disbursements

Costs met by and reimbursed to the liquidator in connection with the liquidation will fall into two categories:

Category 1 disbursements: These are payments to independent third parties where there is specific expenditure directly referable to the liquidation. Category 1 disbursements can be drawn without prior approval, although the liquidator should be prepared to disclose information about them in the same way as any other expenses.

Category 2 disbursements: These are costs that are directly referable to the liquidation but not to a payment to an independent third party. They may include shared or allocated costs that may be incurred by the liquidator or their firm, and that can be allocated to the liquidation on a proper and reasonable basis.

When seeking approval, the liquidator should explain, for each category of cost, the basis on which the charge is being made. If the liquidator has obtained approval for the basis of Category 2 disbursements, that basis may continue to be used in a sequential appointment where further approval of the basis of remuneration is not required, or where the liquidator is replaced.

The following are not permissible as disbursements:

a charge calculated as a percentage of remuneration;

an administration fee or charge additional to the liquidator's remuneration;

recovery of basic overhead costs such as office and equipment rental, depreciation and finance charges.

Progress reports and requests for further information

The liquidator is required to send annual progress reports to members. The reports must include:

the basis fixed for the remuneration of the liquidator (or if not fixed at the date of the report, the steps taken during the period of the report to fix it);

if the basis has been fixed, a statement of the remuneration charged during the period of the report, irrespective of whether it was actually paid during that period (except where it is fixed as a set amount, in which case it may be shown as that amount without any apportionment for the period of the report);

if the report is the first to be made after the basis has been fixed, the remuneration charged during the periods covered by the previous reports, together with a description of the things done by the liquidator during those periods, irrespective of whether payment was actually made during the period of the report;

a statement of the expenses incurred by the liquidator during the period of the report, irrespective of whether payment was actually made during that period:

a statement of the members' rights to request further information and their right to challenge the liquidator's remuneration and expenses.

Within 21 days of receipt of a progress report, a member may request the liquidator to provide further information about the remuneration and expenses set out in the report. A request must be in writing and may be made by members with at least 5% of the total voting rights of all the members having the right to vote at general meetings of the Company or by any member with the permission of the court.

The liquidator must provide the requested information within 14 days, unless he considers that:

the time or cost of preparation of the information would be excessive, or disclosure would be prejudicial to the conduct of the liquidation or might reasonably be expected to lead to violence against any person, or

the liquidator is subject to an obligation of confidentiality in relation to the information requested, in which case he must give the reasons for not providing the information.

Any member may apply to the court within 21 days of the liquidator's refusal to provide the requested information, or the expiry of the 14 days' time limit for the provision of the information.

7. Provision of information – additional requirements

The liquidator must provide certain information about the time spent on the case, free of charge, upon request by any creditor, director or shareholder of the company.

The information which must be provided is:

the total number of hours spent on the case by the liquidator or staff assigned to the case; for each grade of staff, the average hourly rate at which they are charged out; and the number of hours spent by each grade of staff in the relevant period.

The period for which the information must be provided is the period from appointment to the end of the most recent period of six months reckoned from the date of the liquidator's appointment, or where he has vacated office, the date that he vacated office.

The information must be provided within 28 days of receipt of the request by the liquidator, and requests must be made within two years from vacation of office.

8. What if a member is dissatisfied?

If a member believes that the liquidator's remuneration is too high, the basis is inappropriate, or the expenses incurred by the liquidator are in all the circumstances excessive he may, provided certain conditions are met, apply to the court.

Application may be made to the court by members with at least 10% of the total voting rights of all the members having the right to vote at general meetings of the Company, or any member with the permission of the Court. Any such application must be made within 8 weeks of the applicant receiving the liquidator's progress report in which the charging of the remuneration or incurring of the expenses in question is first reported. If the court does not dismiss the application (which it may if it considers that insufficient cause is shown) the applicant must give the liquidator a copy of the application and supporting evidence at least 14 days before the hearing.

If the court considers the application well founded, it may order that the remuneration be reduced, the basis be changed, or the expenses be disallowed or repaid. Unless the court orders otherwise, the costs of the application must be paid by the applicant and not out of the assets of the company.

9. Other matters relating to fees

Where the liquidator realises assets on behalf of a secured creditor he is entitled to be remunerated out of the proceeds of sale in accordance with the scale laid down for the official receivers. Usually, however, the liquidator will agree the basis of his fee for dealing with charged assets with the secured creditor concerned.

Where two (or more) joint liquidators are appointed it is for them to agree between themselves how the remuneration payable should be apportioned. Any dispute between them may be referred to the court, or a meeting of members.

If a new liquidator is appointed in place of another, any determination, resolution or court order which was in effect immediately before the replacement continues to have effect in relation to the remuneration of the new liquidator until a further determination, resolution or court order is made.

Where the basis of the remuneration is a set amount, and the liquidator ceases to act before the time has elapsed or the work has been completed for which the amount was set, application may be made for a determination of the amount that should be paid to the outgoing liquidator. The application must be made to the same body as approved the remuneration. Where the outgoing liquidator and the incoming liquidator are from the same firm, they will usually agree the apportionment between them.

There may also be occasions when members will agree to make funds available themselves to pay for the liquidator to carry out tasks which cannot be paid for out of the assets. Any arrangements of this nature will be a matter for agreement between the liquidator and the members concerned and will not be subject to the statutory rules relating to remuneration.

Whilst every care has been taken in its preparation, this statement is intended for general guidance only.