

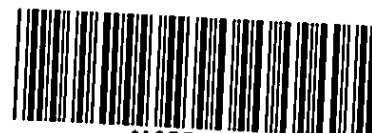
Company Registration No. 1334361 (England and Wales)

**TRAVAIL EMPLOYMENT GROUP LIMITED**

**ABBREVIATED ACCOUNTS**

**FOR THE YEAR ENDED 31 DECEMBER 2006**

FRIDAY



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COMPANIES HOUSE

# **TRAVAIL EMPLOYMENT GROUP LIMITED**

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# **TRAVAIL EMPLOYMENT GROUP LIMITED**

## **DIRECTORS' REPORT**

**For the year ended 31 December 2006**

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The directors present their report and financial statements for the year ended 31 December 2006

### **Principal activities and review of the business**

#### **Principal activities**

The principal activity of the company continued to be that of an employment agency

#### **Review of the business**

The directors consider that the business has performed well during the year and the financial position at the year end is satisfactory

#### **Results and dividends**

The results for the year, which are set out in the profit and loss account, show a pre-tax profit of £168,280 (2005 £213,350) A final interim dividend of £117,538 (2005 £114,342) was proposed and agreed by the board in December 2006

The company has tangible fixed assets including Freehold land and buildings, fixtures, fittings and equipment and motor vehicles valued in the financial statements at £975,861 (2005 £985,254) and trade debtors of £1,687,861 (2005 £1,446,535) The company has no debt and trade creditors stand at £25,846 (2005 £40,850)

#### **Future outlook**

The external commercial environment is expected to remain competitive throughout 2007 however the directors remain confident that they will maintain their current level of performance in the future

#### **Principal risks and uncertainties**

The management of the company and the execution of the company's strategy are subject to a number of risks The key business risks and uncertainties affecting the company are considered to relate to competition from other national employment agencies and changes in legislation affecting the employment industry

#### **Key performance indicators**

Given the straight forward nature of the business, the company's directors are of the opinion that analysis using key performance indicators is not necessary for an understanding of the development, performance or the position of the business

#### **Financial instruments**

The company does not actively use financial instruments as part of its financial risk management It is exposed to the usual credit risk and cash flow risk associated with selling on credit and manages this through credit control procedures The nature of its financial instruments means that they are not subject to price or liquidity risk

### **Directors**

The following directors have held office since 1 January 2006

Mr A P Wyer

Mr B J Bliss

Mr R E M Flory

Mr N C Rees-Elford

# TRAVAIL EMPLOYMENT GROUP LIMITED

## DIRECTORS' REPORT (CONTINUED)

For the year ended 31 December 2006

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Charitable donations	2006 £	2005 £
During the year the company made the following payments		
Charitable donations	1,056	1,664

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### Auditors

Hazlewoods LLP have expressed their willingness to continue in office

### Directors' responsibilities

The directors are responsible for preparing the financial statements in accordance with applicable law regulations

Company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

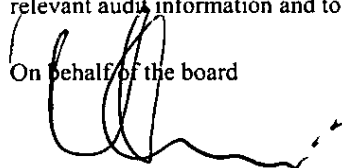
The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### Statement of disclosure to auditor

(a) so far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware, and

(b) they have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information

On behalf of the board



Mr A P Wyer

Director  
22/8/07

# TRAVAIL EMPLOYMENT GROUP LIMITED

## INDEPENDENT AUDITORS' REPORT TO TRAVAIL EMPLOYMENT GROUP LIMITED

### UNDER SECTION 247B OF THE COMPANIES ACT 1985 UNDER SECTION 247B OF THE COMPANIES ACT 1985

We have examined the abbreviated accounts set out on pages 4 to 16, together with the financial statements of Travail Employment Group Limited for the year ended 31 December 2006 prepared under section 226 of the Companies Act 1985

This report is made solely to the company in accordance with Section 247B of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company those matters we are required to state to them in an auditor's report on abbreviated accounts and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company, for our audit work, for this report, or for the opinions we have formed.

#### Respective responsibilities of directors and auditors

The directors are responsible for preparing the abbreviated accounts in accordance with section 246A of the Companies Act 1985. It is our responsibility to form an independent opinion as to whether the company is entitled to deliver abbreviated accounts prepared in accordance with section 246A(3) of the Act to the Registrar of Companies and whether the abbreviated accounts have been properly prepared in accordance with that provision and to report our opinion to you.

#### Basis of audit opinion

We conducted our work in accordance with Bulletin 2006/3 "The special auditor's report on abbreviated accounts in the United Kingdom" issued by the Auditing Practices Board. In accordance with that Bulletin we have carried out the procedures we consider necessary to confirm, by reference to the financial statements, that the company is entitled to deliver abbreviated accounts and that the abbreviated accounts to be delivered are properly prepared.

#### Opinion

In our opinion the company is entitled to deliver abbreviated accounts prepared in accordance with section 246A(3) of the Companies Act 1985, and the abbreviated accounts have been properly prepared in accordance with that provision.

  
Hazlewoods LLP

Chartered Accountants and Registered Auditors

23 August 2007

Windsor House  
Bayshill Road  
Cheltenham  
Gloucestershire  
GL50 3AT

# TRAVAIL EMPLOYMENT GROUP LIMITED

## ABBREVIATED PROFIT AND LOSS ACCOUNT

For the year ended 31 December 2006

	Notes	2006 £	2005 £
<b>Gross profit</b>		4,225,415	4,415,132
Administrative expenses		(4,085,881)	(4,236,955)
<b>Operating profit</b>	<b>3</b>	139,534	178,177
Interest receivable and similar income		28,746	35,276
Interest payable and similar charges	<b>5</b>	-	(103)
<b>Profit on ordinary activities before taxation</b>		168,280	213,350
Tax on profit on ordinary activities	<b>6</b>	(45,532)	(40,210)
<b>Profit for the year</b>	<b>15</b>	122,748	173,140

The profit and loss account has been prepared on the basis that all operations are continuing operations

There are no recognised gains and losses other than those passing through the profit and loss account

# TRAVAIL EMPLOYMENT GROUP LIMITED

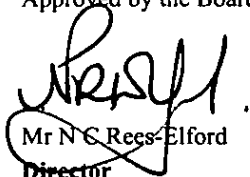
## ABBREVIATED BALANCE SHEET

As at 31 December 2006

	Notes	2006 £	£	2005 £	£
<b>Fixed assets</b>					
Tangible assets	8	975,861		985,254	
Investments	9	200		200	
		<u>976,061</u>		<u>985,454</u>	
<b>Current assets</b>					
Stocks	10	17,945		23,509	
Debtors	11	1,758,701		1,551,566	
Cash at bank and in hand		209,934		515,344	
		<u>1,986,580</u>		<u>2,090,419</u>	
<b>Creditors, amounts falling due within one year</b>	12	(1,396,561)		(1,515,003)	
<b>Net current assets</b>		<u>590,019</u>		<u>575,416</u>	
<b>Total assets less current liabilities</b>		<u>1,566,080</u>		<u>1,560,870</u>	
<b>Capital and reserves</b>					
Called up share capital	14	6,998		6,998	
Share premium account	15	34,332		34,332	
Revaluation reserve	15	468,820		468,820	
Profit and loss account	15	1,055,930		1,050,720	
<b>Shareholders' funds</b>	16	<u>1,566,080</u>		<u>1,560,870</u>	

These abbreviated accounts have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to medium-sized companies

Approved by the Board and authorised for issue on 22/8/07

  
Mr N C Rees-Elford  
Director

# TRAVAIL EMPLOYMENT GROUP LIMITED

## CASH FLOW STATEMENT

For the year ended 31 December 2006

	£	2006 £	£	2005 £
<b>Net cash (outflow)/inflow from operating activities</b>		(55,738)		216,883
<b>Returns on investments and servicing of finance</b>				
Interest received	28,746		35,276	
Interest paid	-		(103)	
<b>Net cash inflow for returns on investments and servicing of finance</b>		28,746		35,173
<b>Taxation</b>		(50,199)		(62,865)
<b>Capital expenditure</b>				
Payments to acquire tangible assets	(201,327)		(149,885)	
Receipts from sales of tangible assets	87,450		32,899	
<b>Net cash outflow for capital expenditure</b>		(113,877)		(116,986)
<b>Equity dividends paid</b>		(114,342)		(175,863)
<b>Net cash outflow before management of liquid resources and financing</b>		(305,410)		(103,658)
<b>Decrease in cash in the year</b>		(305,410)		(103,658)

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE CASH FLOW STATEMENT

For the year ended 31 December 2006

<b>1 Reconciliation of operating profit to net cash (outflow)/inflow from operating activities</b>	<b>2006</b>	<b>2005</b>
	<b>£</b>	<b>£</b>
Operating profit	139,534	178,177
Depreciation of tangible assets	137,554	149,269
(Profit)/loss on disposal of tangible assets	(14,284)	199
Decrease in stocks	5,564	7,492
(Increase)/decrease in debtors	(230,978)	304,700
Decrease in creditors within one year	(93,128)	(422,954)
<b>Net cash (outflow)/inflow from operating activities</b>	<b>(55,738)</b>	<b>216,883</b>

<b>2 Analysis of net funds</b>	<b>1 January 2006</b>	<b>Cash flow</b>	<b>31 December 2006</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Net cash			
Cash at bank and in hand	515,344	(305,410)	209,934
<b>Net funds</b>	<b>515,344</b>	<b>(305,410)</b>	<b>209,934</b>

<b>3 Reconciliation of net cash flow to movement in net funds</b>	<b>2006</b>	<b>2005</b>
	<b>£</b>	<b>£</b>
Decrease in cash in the year	(305,410)	(103,658)
<b>Movement in net funds in the year</b>	<b>(305,410)</b>	<b>(103,658)</b>
Opening net funds	515,344	619,002
<b>Closing net funds</b>	<b>209,934</b>	<b>515,344</b>

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS for the year ended 31 December 2006

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### 1 Accounting policies

#### 1.1 Accounting convention

The financial statements have been prepared under the historical cost convention modified by the revaluation of freehold land and buildings, adopting the following principal accounting policies all of which are in accordance with applicable Accounting Standards

#### 1.2 Group accounts

The company has not presented consolidated financial statements for the group, having taken advantage of the exemption conferred by Section 248 of the Companies Act 1985 from the requirement to prepare group financial statements, as the group qualifies as a medium sized group

The financial statements therefore present information about the company as an individual undertaking and not about its group

#### 1.3 Turnover

Turnover represents amounts receivable for goods and services net of VAT and trade discounts

#### 1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life, as follows

Land and buildings Freehold	Freehold Land - Nil
	Buildings - Over 100 years
Fixtures, fittings & equipment	20% - 33% of cost per annum
Motor vehicles	33% - 45% of written down value

#### 1.5 Leasing

Rentals payable under operating leases are charged against income on a straight line basis over the lease term

#### 1.6 Investments

Fixed asset investments are stated at cost less provision for diminution in value

#### 1.7 Stock

Stocks are valued at the lower of cost and net realisable value

#### 1.8 Pensions

The company contributes to personal pension schemes on behalf of its employees

#### 1.9 Deferred taxation

Deferred tax is provided in full in respect of taxation deferred by timing differences between the treatment of certain items for taxation and accounting purposes. The deferred tax balance has not been discounted

No provision has been made for deferred tax on gains recognised on revaluing property to its market value as the company does not intend to sell the revalued assets

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

### 2 Turnover

The total turnover of the company for the year has been derived from its principal activity wholly undertaken in the United Kingdom and the Isle of Man

3 Operating profit	2006 £	2005 £
Operating profit is stated after charging		
Depreciation of tangible assets	137,554	149,269
Loss on disposal of tangible assets	-	199
Operating lease rentals	134,960	129,578
Auditors' remuneration	11,850	18,586
and after crediting		
Profit on disposal of tangible assets	(14,284)	-

4 Interest receivable and similar income	2006 £	2005 £
Bank interest	28,746	35,276

5 Interest payable and similar charges	2006 £	2005 £
On bank loans and overdrafts	-	103

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

6	Taxation	2006 £	2005 £
	<b>Domestic current year tax</b>		
	U K corporation tax	18,729	47,239
	Adjustment for prior years	2,960	676
	<b>Current tax charge</b>	21,689	47,915
	<b>Deferred tax</b>		
	Deferred tax charge/credit current year	23,843	(7,705)
		45,532	40,210
	<b>Factors affecting the tax charge for the year</b>		
	Profit on ordinary activities before taxation	168,280	213,350
	Profit on ordinary activities before taxation multiplied by standard rate of UK corporation tax of 19.00% (2005 - 19.00%)	31,973	40,537
	Effects of		
	Non deductible expenses	(9,860)	2,615
	Depreciation add back	26,135	28,399
	Capital allowances	(29,519)	(24,312)
	Adjustments to previous periods	2,960	676
		(10,284)	7,378
	<b>Current tax charge</b>	21,689	47,915

Corporation tax of £140,646 (2005 140,646) would fall due should the freehold property be sold at valuation. No provision has been made for this as the company does not intend to sell the property.

7	Dividends	2006 £	2005 £
	Ordinary final interim	117,538	114,342

In December 2006, the board proposed and the shareholders approved the payment of the above dividend.

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

### 8 Tangible fixed assets

	Land and buildings Freehold £	Fixtures, fittings & equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>				
At 1 January 2006	725,000	146,993	393,766	1,265,759
Additions	-	33,659	167,668	201,327
Disposals	-	(51,605)	(219,952)	(271,557)
At 31 December 2006	725,000	129,047	341,482	1,195,529
<b>Depreciation</b>				
At 1 January 2006	17,040	78,862	184,603	280,505
On disposals	-	(50,161)	(148,230)	(198,391)
Charge for the year	3,408	33,421	100,725	137,554
At 31 December 2006	20,448	62,122	137,098	219,668
<b>Net book value</b>				
At 31 December 2006	704,552	66,925	204,384	975,861
At 31 December 2005	707,960	68,131	209,163	985,254

The freehold land and buildings were valued on 5 May 2005 by John Ryde Commercial, a professional firm of commercial property consultants registered with FRICS. The open market for existing use value of the premises at this date was £725,000.

### Comparable historical cost for the land and buildings included at valuation.

	£
<b>Cost</b>	
At 1 January 2006 & at 31 December 2006	340,773
<b>Depreciation based on cost</b>	
At 1 January 2006	59,954
Charge for the year	1,659
At 31 December 2006	61,613
<b>Net book value</b>	
At 31 December 2006	279,160
At 31 December 2005	280,819

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

### 9 Fixed asset investments

	Shares in subsidiary undertakings £
<b>Cost or valuation</b>	
At 1 January 2006 & at 31 December 2006	200

#### Holdings of more than 20%

The company holds more than 20% of the share capital of the following companies

Company	Country of registration or incorporation	Class	Shares held	%
<b>Subsidiary undertakings</b>				
Travail Franchise Limited	England	Ordinary		100
Travail Employment Limited	England	Ordinary		100

The aggregate amount of capital and reserves and the results of these undertakings for the last relevant financial year were as follows

	Capital and reserves	Profit for the year
Travail Franchise Limited	100	-
Travail Employment Limited	100	-

The above named companies were dormant throughout the year

10 Stocks	2006 £	2005 £
Consumables	17,945	23,509

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

11 Debtors	2006 £	2005 £
Trade debtors	1,687,861	1,446,535
Other debtors	18,766	39,008
Prepayments and accrued income	52,074	66,023
	<u>1,758,701</u>	<u>1,551,566</u>

Included in other debtors is a deferred tax asset as follows

	Deferred tax £
Balance at 1 January 2006	38,758
Transfer from profit and loss	(23,843)
Balance at 31 December 2006	<u>14,915</u>
Represented by Accelerated depreciation charges	<u>14,689</u>

12 Creditors, amounts falling due within one year	2006 £	2005 £
Trade creditors	25,846	40,850
Amounts owed to subsidiary undertakings	200	200
Corporation tax	18,729	47,239
Other taxes and social security costs	583,606	544,268
Other creditors	6,873	-
Accruals and deferred income	643,769	768,104
Dividends	117,538	114,342
	<u>1,396,561</u>	<u>1,515,003</u>

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

### 13 Pension costs

#### Defined contribution

	2006 £	2005 £
Contributions payable by the company for the year	47,863	48,563

### 14 Share capital

	2006 £	2005 £
<b>Authorised</b>		
30,000 Ordinary shares of £1 each	30,000	30,000
2,048 Non-voting shares of £1 each	2,048	2,048
	<u>32,048</u>	<u>32,048</u>
<b>Allotted, called up and fully paid</b>		
4,950 Ordinary shares of £1 each	4,950	4,950
2,048 Non-voting shares of £1 each	2,048	2,048
	<u>6,998</u>	<u>6,998</u>

The company's issued Ordinary Shares of £1 are divided into five separate classes

1,150 £1 Voting 1 Shares,  
1,150 £1 Voting 2 Shares,  
1,150 £1 Voting 3 Shares,  
1,150 £1 Voting 4 Shares,  
350 £1 C Ordinary Shares

These shares rank pari passu in all respects

The Non-voting £1 Shares rank pari passu with the Ordinary Shares save that they do not confer upon the holders any rights to receive notices of, or attend or vote at, General Meetings of the company

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

### 15 Statement of movements on reserves

	Share premium account £	Revaluation reserve £	Profit and loss account £
Balance at 1 January 2006	34,332	468,820	1,050,720
Profit for the year	-	-	122,748
Dividends paid	-	-	(117,538)
Balance at 31 December 2006	34,332	468,820	1,055,930

### 16 Reconciliation of movements in shareholders' funds

	2006 £	2005 £
Profit for the financial year	122,748	173,140
Dividends	(117,538)	(114,342)
Net addition to shareholders' funds	5,210	58,798
Opening shareholders' funds	1,560,870	1,502,072
Closing shareholders' funds	1,566,080	1,560,870

### 17 Financial commitments

At 31 December 2006 the company was committed to making the following payments under non-cancellable operating leases in the year to 31 December 2007

	Land and buildings 2006 £	2005 £
Operating leases which expire		
Within one year	15,551	20,201
Between two and five years	81,750	74,250
In over five years	-	7,500
	97,301	101,951

# TRAVAIL EMPLOYMENT GROUP LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) for the year ended 31 December 2006

18 Directors' emoluments	2006 £	2005 £
Emoluments for qualifying services	911,273	889,054
Company pension contributions to money purchase schemes	7,745	7,395
	<u>919,018</u>	<u>896,449</u>

The number of directors for whom retirement benefits are accruing under money purchase pension schemes amounted to 2 (2005 - 2)

Emoluments disclosed above include the following amounts paid to the highest paid director

Emoluments for qualifying services	417,070	400,933
Company pension contributions to money purchase schemes	<u>2,745</u>	<u>2,745</u>

### 19 Transactions with directors

During the year the company paid rentals of £14,750 (2005 £11,750) in connection with the property it occupies. These rentals were paid to a Self Invested Pension Plan for which A P Wyer is a beneficiary.

### 20 Employees

#### Number of employees

The average monthly number of employees (including directors) during the year was

	2006 Number	2005 Number
Selling and distribution	41	44
Administration	<u>30</u>	<u>33</u>
	<u>71</u>	<u>77</u>

Employment costs	2006 £	2005 £
Wages and salaries	2,593,946	2,603,949
Social security costs	277,352	277,436
Other pension costs	<u>47,863</u>	<u>48,563</u>
	<u>2,919,161</u>	<u>2,929,948</u>