

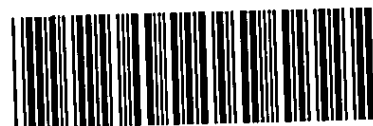
REGISTERED CHARITY NUMBER 1039255  
REGISTERED COMPANY NUMBER 2500964

REGISTRAR  
COMPANIES

**ABILITIES LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE)**

**REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 MAY 2011**

THURSDAY



\*AOJ49Z4X\*

A44

10/11/2011

45

COMPANIES HOUSE

**ABILITIES LIMITED**  
**REPORTS AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 MAY 2011**

**CONTENTS**

	<b>Page</b>
Company Information	1
Trustees' Report	2 - 7
Auditors Report	8 - 9
Statement of Financial Activities	10
Balance Sheet	11
Notes to the Accounts	12 - 16

**ABILITIES LIMITED**  
**COMPANY INFORMATION**

<b>DIRECTORS AND TRUSTEES:</b>	J Lambert (Chairman) I De Vere Moss J Eveleigh (died 17 April 2011) D Rockett
<b>SECRETARY:</b>	R Cormack
<b>INDEPENDENT AUDITORS:</b>	Princcroft Willis LLP Statutory Auditors Towngate House 2 - 8 Parkstone Road Poole BH15 2PW
<b>BANKERS:</b>	Barclays Bank PLC 10 South Street Dorchester Dorset DT1 1BT
<b>SOLICITORS:</b>	Humphries Kirk 40 High West Street Dorchester Dorset DT1 1UR
<b>REGISTERED OFFICE:</b>	Waverley Road Weymouth Dorset DT3 5HL
<b>REGISTERED CHARITY NUMBER:</b>	1039255

## **ABILITIES LIMITED**

### **THE REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MAY 2011**

#### **Introduction**

The trustees present their annual report and accounts for the year ended 31 May 2011

The Directors of the charitable company (the charity) are its Trustees for the purposes of charity law and throughout this report are collectively referred to as the Trustees. Their responsibilities include all the responsibilities of Directors under the Companies Acts and of Trustees under the Charities Act

The charitable company is a limited company (by guarantee) and is governed by a Memorandum and Articles of Association dated 10 May 1990, as amended 5 April 1994, 17 May 1994 and 20 November 2001

The full name of the charity is Abilities Limited

The legal registration details are

Date of Incorporation	10 May 1990
Company Registration Number	2500964
The Registered Office is	Waverley Road, Weymouth, Dorset, DT3 5HL
Charity Registration Number	1039255

#### **Objectives and activities of the charity**

The objective of the charity is the relief of poverty, sickness and distress of people living within the UK, particularly in Dorset, by providing vocational training which is compatible with their disabilities and needs to

- a) persons suffering from disabilities, and
- b) persons finding difficulty obtaining work as a result of long term unemployment

The charitable company, by training and assessing individuals who are either disabled or who have been unemployed for a long period of time aims to be able to secure jobs for those people who may previously have been unable to find employment

#### **Review of the charity for the year and future plans**

During this financial year the charity has won its most significant contract to date and has incorporated a new DWP contract called Work Choice into its training activities as from 25 October 2010. Work Choice has been designed to help people with disabilities move from incapacity benefit into sustainable and worthwhile employment. The DWP has set targets for the levels of job outcomes that are expected and time scales within which certain activities need to take place. Even though these targets and the expectations of the charity are high, we have risen to the challenge and overall in this contract year we have been successful in supporting our existing clients and employers. We have also recruited new employers on to the Work Choice programme and obtained further jobs and sustainable employment for the benefit of many clients with learning difficulties.

The Trustees and the staff who are working on this contract are proud of what has been achieved. The employment targets for the next year are considerably higher and this will test our staff and challenge what has been learnt in the previous year. The Trustees continue to be fully supportive of the Work Choice programme. As from its start in 1999 the charity's aim has always been to provide a service and find employment for people with disabilities and this programme fits perfectly with our objectives.

## **ABILITIES LIMITED**

### **THE REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MAY 2011**

In October 2010 three employees of Poole Borough Council were transferred to Abilities Limited under the 2006 Transfer of Undertakings Protection of Employment (TUPE) regulations which governs employment rights on the transfer of an undertaking. These employees were transferred as part of the Work Choice contract negotiations. All three were members of the Local Government Pension Scheme (LGPS) and the charity is required to enter into a comparable arrangement. This is a complex area which is currently being negotiated. Meanwhile employee pension contributions are being deducted from pay and employer contributions are being set aside as if the employees were contributing to the LGPS pending a final agreement.

During the year the New Deal contract has continued to be the charity's principal contract and this has contributed over £600,000 of the charity's income. The charity has faced many challenges over the years but after 13 years of continual growth, the New Deal contract came to an end in June 2011. The charity now finds itself in a period of transition and uncertainty. Fortunately we have won a major part of the Work Programme contract for Dorset working with Bournemouth & Poole College.

The Work Programme is the Coalition's flagship which replaces the very successful New Deal programme. Under the Coalition's aims and objectives it is their policy, wherever possible, to have local voluntary organisations involved as they know best of the issues surrounding unemployment in their areas. Under the Best Value reviews, contractors working on this programme will now only get 10% upfront payments for working with the customer, where previously it was 40%. The challenge and the financial implications are put firmly onto our shoulders. If we don't achieve the necessary jobs for our clients we will lose the contract and have to greatly reduce our overheads. However, the Trustees and management are fully committed to making a success of the programme and will report further next year.

The recession has had an impact on the level of other available contracts which the charity has been able to tender or apply for. Fortunately we have been able to extend the contracts we have with Dorset Adult Learning and we wish to thank them for that. We appreciate the help and support, which we continue to get from NACRO, to assist our young, vulnerable adults achieve NVQ qualifications which will assist them when they are applying for future jobs. We will also continue to help unemployed people improve their basic skills in Maths and English, which in turn will help them with their confidence and motivation and become far more attractive to local employers when they apply for jobs. This is through E2E, now called Foundation Training, funded by NACRO Dorset.

We have recently won two new contracts with Bournemouth Churches Housing Association (BCHA) and BEST Training. The contract with BCHA known as "Routes" and is designed to help the young (18 to 24) long term unemployed. The contract with BEST Training is to help people who have been made, or are likely, to be made redundant. We look forward to reporting on the success of the programmes next year.

#### **Charitable Strategy**

Our main strategy is to help unemployed people in Dorset, Poole and Bournemouth find long term employment. To enable this to continue we will work with our partners and contacts in the local area to achieve the best possible outcomes for our customers.

#### **Public Benefit**

The Trustees have given due regard to public benefit when planning the charity's activities, in accordance with Sections G2 and G3 of the Charity Commission's General Guidance on Public Benefit (January 2008).

## **ABILITIES LIMITED**

### **THE REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MAY 2011**

The paragraphs above set out our activities, achievements and performance during the year, which are directly related to the objects and purposes for which the charity exists. The charity achieves its principal objects and purposes by providing vocational training to persons suffering from disabilities and persons finding difficulty obtaining work as a result of long term unemployment. These benefits are directly related to the aims of the charity and are fully compliant with Principles 1 and 2 of the Charity Commission Principles on Public Benefit.

#### **Organisational Structure**

The charity is managed on a day to day basis by the Company Secretary with all activities overseen by a Management Committee. During the year the Board of Trustees and the Company Secretary felt it prudent to recruit a qualified accountant as Finance Manager to manage the finances of the new programmes and, with more change in the pipeline and the possible opening of new centres, her services are proving invaluable. The Board of Trustees is very active, they advise and support the Company Secretary and the Finance Manager and make decisions as and when required.

#### **Major risks**

The Board of Trustees meet as a Management Committee on a monthly basis along with the Company Secretary and the Finance Manager. The meetings follow an agenda which includes financial management, company activities, future plans, Health and Safety and Equal Opportunities. It is at this time that the Company Secretary presents a report on the last month's activities and achievements against agreed tasks. At the monthly meetings the Finance Manager presents a profit and loss account showing monthly and year to date figures, a review of the balance sheet for that month and a debtors report for comment and discussion.

The Company Secretary also advises on potential risks with regard to the various training contracts and how it might affect the organisation with regard to staffing and financial stability. All these meetings are minuted. All major decisions that may affect the smooth running and financial stability of the charity are made by the Board of Trustees. Opportunities, risks and threats to the charity are discussed at monthly board meetings and with their experience the Trustees will approve or refuse the Company Secretary's plans depending on the financial information available and the level of risk.

#### **Appointment of Trustees**

All Trustees are subject to re-election to the Board and all new appointments are made on merit by the Board.

#### **Trustee induction and training**

Following the expression of interest by an individual, a meeting is held between the Company Secretary and a potential new Trustee to ascertain what skills the individual would bring. The prospective Trustee is invited to attend a number of Management Committee meetings to both provide additional information and to assess their contribution. Should this process be successful they would be invited onto the Board at the next Annual General Meeting.

## **ABILITIES LIMITED**

### **THE REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MAY 2011**

#### **Risk Management**

The Management Committee has conducted its own review of the major risks to which the charity is exposed and established systems to manage those risks. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

#### **Reserves Policy**

The Management Committee reviews the level of reserves required on a periodic basis and takes a flexible approach to the charity's requirements. The Board of Trustees is satisfied that the charity's assets are adequate to fulfil its obligations.

The minimum requirement is to fund four months' running costs which equates to approximately £300,000 of working capital which would finance the current activities of the charity in the event of a significant drop in funding. The level of Free Reserves at 31 May 2011 was £472,106.

#### **Principal funding sources**

The main funding source is from government funded contracts through the DWP. We are a sub contractor to Shaw Trust for the Work Choice contract and to Bournemouth & Poole College for the New Deal contract. The charity also relies on contracts from educational suppliers, whose support is invaluable. There have been no other fundraising activities.

#### **Investment policy**

The charity's investment policy is to transfer funds to a deposit account so that the maximum amount of interest available can be received.

#### **Transactions and financial position**

The financial statements are set out on pages 10 to 16. The financial statements have been prepared implementing the 2005 Revision of the Statement of Recommended Practice for Accounting and Reporting by Charities issued by the Charity Commission for England and Wales (effective April 2005) and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The Trustees consider the financial performance by the charity during the year to have been satisfactory.

The Statement of Financial Activities show net incoming resources for the year of a revenue nature of £112,629, making net overall realised incoming resources of £112,629.

The total reserves at the year end stand at £515,331 (2010 £402,702).

#### **Specific changes in fixed assets**

Changes in fixed assets are shown in detail in the notes to the accounts.

#### **Share capital**

The company is limited by guarantee and therefore has no share capital.

## **ABILITIES LIMITED**

### **THE REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MAY 2011**

**Chief Executive Officer to whom day to day management of the charity is delegated by the charity trustees**

The day to day management of the charitable company is carried out by the Company Secretary, R Cormack

#### **Members of the Board of Trustees**

J Lambert (Chairman)

I Moss

J Eveleigh (died 17 April 2011)

D Rockett

The Trustees are members of the company

Sadly, during the year, John Eveleigh a Trustee and Director for 10 years passed away. All the fellow Trustees, staff and customers who knew him appreciated his hard work, dedication to and experience of helping people with mental illness and particularly his sense of fun.

During the year Mrs Jenny Price has attended the Management Committee meetings and the intention is to appoint her as a Director of the charitable company from the next AGM. Jenny has experience in management and HR skills which Abilities is already benefiting from and we look forward to working together in the coming years.

The Memorandum and Articles of Association lays down that Trustees are appointed annually. However, as this is not very practical, custom and practice has been that 2 Trustees retire each year and if willing they may be reappointed. At the Annual General Meeting held on 24 February 2011 David Rockett and John Lambert retired by rotation and were re-elected.

#### **Statement of Trustees' responsibilities**

The Trustees (who are also Directors of Abilities Limited for the purposes of company law) are responsible for preparing the Trustees' Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing those financial statements the Trustees are required to

- select suitable accounting policies and then apply them consistently,
- observe the methods and principles in the Charities SORP,
- make judgements and estimates that are reasonable and prudent,
- state whether applicable UK Accounting 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 Charitable company will continue in operation.



## ABILITIES LIMITED

### THE REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MAY 2011

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

#### Independent Auditors

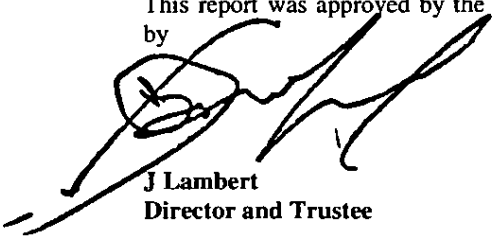
A motion will be put to the forthcoming Annual General Meeting to re-appoint PricewaterhouseCoopers LLP as independent auditors of the company.

This report was approved by the Management Committee on

19 10 - 11

and signed on its behalf

by



J Lambert  
Director and Trustee

**ABILITIES LIMITED**  
**INDEPENDENT AUDITORS' REPORT**

**Independent Auditors' Report to the members of Abilities Limited**

We have audited the financial statements of Abilities Limited for the year ended 31 May 2011 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company'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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of trustees and auditor**

As explained more fully in the Statement of Trustees' Responsibilities set out on pages 6 and 7, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the trustees, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of The Trustees to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material mis-statements or inconsistencies we consider the implications for our report.

**Opinion on financial statements**

In our opinion the financial statements

- give a true and fair view of the state of the charitable company's affairs as at 31 May 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Report of The Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

**ABILITIES LIMITED**  
**INDEPENDENT AUDITORS' REPORT**

**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of trustees' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit, or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Report of The Trustees



Nicholas J Love ACA FCCA  
Senior Statutory Auditor

**Princecroft Willis LLP**  
Statutory Auditors  
Towngate House  
2-8 Parkstone Road  
Poole  
BH15 2PW

Date 24 October 2011

**ABILITIES LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES**  
**(including INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MAY 2011**

	Note	Total funds 2011 £	Total funds 2010 £
<b>Incoming resources (all unrestricted)</b>			
<b>Incoming resources from generated funds</b>			
Activities for generating funds – education and training		1,148,699	814,289
Investment income – bank interest		139	65
<b>Total incoming resources</b>		<u>1,148,838</u>	<u>814,354</u>
<b>Resources expended</b>			
Costs of charitable activities	3	1,031,942	701,301
Governance costs	4	4,267	3,478
<b>Total resources expended</b>		<u>1,036,209</u>	<u>704,779</u>
 Net incoming resources before transfers between funds	 5	 112,629	 109,575
Gross transfers between funds		-	-
<b>Net incoming resources after transfers between funds</b>		<u>112,629</u>	<u>109,575</u>
<b>Net income for the financial year</b>		112,629	109,575
 <b>Reconciliation of funds</b>			
Total funds brought forward		402,702	293,127
<b>Total funds carried forward – general reserve</b>		<u>515,331</u>	<u>402,702</u>

The notes on pages 12 to 16 form part of these accounts

2500964

## ABILITIES LIMITED

## BALANCE SHEET AS AT 31 MAY 2011

	Note	2011		2010	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	8		43,225		44,788
<b>Current assets</b>					
Debtors	9	238,583		195,038	
Cash at bank and in hand		377,408		210,504	
<b>Total current assets</b>		615,991		405,542	
<b>Creditors:</b>					
Amounts due within one year	10	(143,885)		(47,628)	
<b>Net current assets</b>			472,106		357,914
<b>Net assets</b>			515,331		402,702
<b>Unrestricted income funds</b>					
General reserve (page 10)			515,331		402,702
<b>Total restricted funds</b>			-		-
<b>Total funds</b>			515,331		402,702

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008)

Approved by the trustees on 19 10 11 ..... and signed on their behalf

J Lambert  
Trustee

I De Vere Moss  
Trustee

The notes on pages 12 to 16 form part of these accounts

## **ABILITIES LIMITED**

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MAY 2011**

#### **1. Accounting policies**

The financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Statement of Recommended Practice for Accounting and Reporting by Charities (April 2005) and the Companies Act 2006

The particular accounting policies adopted are set out below

##### **Accounting convention**

The financial statements are prepared, on a going concern basis, under the historical cost convention

##### **Incoming resources**

Income from charitable activities is recognised as the related services are provided

Voluntary income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability

Some of the income received may cover periods which vary from that of the company itself or are subject to conditions which are still to be met. These are accounted for under the accruals concept, thus some income already received is carried forward as deferred income into next year. Income yet to be received, is shown in debtors.

##### **Investment income**

Bank interest received is included on an accruals basis

##### **Resources expended**

Expenditure is recognised when a liability is incurred. Contractual arrangements are recognised as goods or services are supplied.

- Charitable activities include expenditure associated with educational and training programmes and include both the direct costs and support costs relating to these activities
- Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements
- Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources

##### **Fixed assets and depreciation**

All tangible fixed assets are stated at cost less depreciation

Items costing over £200 are capitalised

Depreciation has been provided at the following rates in order to write off the assets (less their expected residual value) over their estimated useful economic lives

Leasehold land and building	- period of lease
Computers	- 20% straight line
Fixtures, fittings and equipment	- 15% straight line

## ABILITIES LIMITED

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MAY 2011

#### Taxation

As a registered charity, the company is exempt from corporation tax to the extent that its income and gains are applicable to charitable purposes only. Value Added Tax is not recoverable by the company, and is therefore included in the relevant costs in the Statement of Financial Activities.

#### Finance and operating leases

Rentals payable in respect of operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight line basis over the term of the lease.

#### 2. Winding up or dissolution of the charity

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objectives to the charity.

#### 3. Costs of charitable activities

	<b>Total Funds 2011 £</b>	<b>Total Funds 2010 £</b>
Gross wages and salaries	400,367	250,497
External training	142,008	61,284
Client payments	1,260	1,135
Direct travel	19,872	19,909
Employer financial incentives	80,551	-
Premises	102,282	96,410
Travelling	20,581	15,712
Salaries – administrative staff	134,812	110,834
Other legal and professional	43,827	12,995
Depreciation	12,065	66,024
Bad debts	860	-
Office and telecommunications	72,639	65,733
Bank charges	818	768
	<u>1,031,942</u>	<u>701,301</u>

#### 4. Governance costs

	<b>2011 £</b>	<b>2010 £</b>
Indemnity insurance	803	803
Trustees' expenses	464	560
Auditors' remuneration	3,000	2,115
	<u>4,267</u>	<u>3,478</u>

# **ABILITIES LIMITED**

## **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MAY 2011**

### **5. Net incoming resources**

	<b>2011</b>	<b>2010</b>
	<b>£</b>	<b>£</b>
This is stated after crediting		
Revenue turnover from ordinary activities	1,148,699	814,289
And after charging		
Depreciation of owned fixed assets (see notes 1 and 8)	12,065	66,024
Rentals under operating leases	50,526	48,822
Indemnity Insurance for trustees and employees	803	803
Auditors' remuneration - Audit	3,000	2,115
- Other services	-	-
	<u>          </u>	<u>          </u>

Funds belonging to the charity have been used for the purchase of insurance to protect the charity from loss arising from the neglect or defaults of its trustees, employees or agents, or to indemnify its trustees, employees or agent, against consequences of any neglect or default on their part. The sum expended on such insurance was as indicated above.

### **6. Expenses re-imbursed to trustees**

	<b>2011</b>	<b>2010</b>
	<b>£464</b>	<b>£457</b>
Aggregate amount of reimbursed expenses for travel paid to trustees	<u>          </u>	<u>          </u>
Number of the trustees reimbursed	<u>          2          </u>	<u>          2          </u>

### **7. Staff costs and emoluments**

	<b>2011</b>	<b>2010</b>
	<b>£</b>	<b>£</b>
Gross salaries	<u>493,595</u>	<u>361,331</u>

Included in gross salaries above are employers national insurance contributions of £38,178 (2010 £24,780) and pension contributions of £3,407 (2010 £nil).

### **Number of employees**

	<b>2011</b>	<b>2010</b>
Engaged on charitable activities	27	20
Engaged on management administration	<u>6</u>	<u>5</u>
	<u>33</u>	<u>25</u>

There were no employees with emoluments in excess of £60,000 per annum.

The trustees received no remuneration during the period (2010 £nil).



**ABILITIES LIMITED**

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MAY 2011**

**8. Tangible fixed assets**

	<b>Computer Equipment £</b>	<b>Leasehold Land and Buildings £</b>	<b>Fixtures Fittings and Equipment £</b>	<b>Total £</b>
<b>Asset cost</b>				
At 1 June 2010	47,654	97,451	16,993	162,098
Additions	8,173	-	2,329	10,502
At 31 May 2011	<u>55,827</u>	<u>97,451</u>	<u>19,322</u>	<u>172,600</u>
<b>Accumulated depreciation</b>				
At 1 June 2010	27,797	79,346	10,167	117,310
Charge in year	6,164	4,559	1,342	12,065
At 31 May 2011	<u>33,961</u>	<u>83,905</u>	<u>11,509</u>	<u>129,375</u>
<b>Net book value</b>				
At 31 May 2011	<u>21,866</u>	<u>13,546</u>	<u>7,813</u>	<u>43,225</u>
At 31 May 2010	<u>19,857</u>	<u>18,105</u>	<u>6,826</u>	<u>44,788</u>

**9. Debtors**

	<b>2011 £</b>	<b>2010 £</b>
Trade debtors	189,360	138,487
Prepayments and accrued income	49,223	56,551
	<u>238,583</u>	<u>195,038</u>

**10. Creditors: falling due within one year**

	<b>2011 £</b>	<b>2010 £</b>
Trade creditors	24,262	7,337
Accrued expenses	88,442	25,853
Pension contributions	4,867	-
Other creditors	1,054	-
Other tax and social security	25,260	14,438
	<u>143,885</u>	<u>47,628</u>

## ABILITIES LIMITED

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MAY 2011

#### 11. Operating leases

	2011 £	2010 £
Amounts payable next year in respect of operating leases for land and buildings which expire		
Within one year	15,912	8,225
Within two to five years	36,000	36,000
In over five years	-	-
	<u>51,912</u>	<u>44,225</u>

#### 12. Related parties

##### Control

The charitable company is under the control of the trustees

##### Transactions

Expenses re-imbursed to trustees are stated above in note 6

#### 13. Pensions

The charitable company is in the process of setting up a pension scheme for three employees who were previously members of the Local Government Pension Scheme (a defined benefit scheme). The contribution rates for that Scheme were 14.4% employer and 6.5% employee which have been recognised in the accounts (see notes 7 and 10).