

COMPANY REGISTRATION NUMBER 07458926

NAVIGO HEALTH AND SOCIAL CARE CIC

FINANCIAL STATEMENTS

AS AT

31 MARCH 2012



NAVIGO HEALTH AND SOCIAL CARE CIC
FINANCIAL STATEMENTS
AS AT 31 MARCH 2012

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NAVIGO HEALTH AND SOCIAL CARE CIC
OFFICERS AND PROFESSIONAL ADVISERS
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

Company registration number	07458926
The board of directors	S J Beeton (appointed - 24 January 2011) K Bond (appointed - 2 December 2010) R Braithwaite (appointed - 14 September 2011) V J Britt (appointed - 17 December 2010) Dr C B Flintoft (appointed - 24 January 2011) T H Hunter (appointed - 17 December 2010) Dr K Kucharska-Pietura (served from 17 December 2010 until retired on 11 January 2012) Dr D J Lansley (appointed - 17 December 2010) E J Lewington (appointed - 17 December 2010) Cllr P M Mills (appointed - 8 June 2011) Dr W Gierynski (appointed - 11 January 2011)
Registered office	The Eleanor Centre Eleanor Street Grimsby North East Lincolnshire DN32 9EA
Current auditor	Streets Audit LLP Chartered Accountants and Statutory Auditor Halifax House 30 George Street Hull HU1 3AJ
Bankers	The Co-operative Bank p l c 1 Balloon Street Manchester M60 4EP
Solicitors	Hempsons Solicitors The Exchange Harrogate North Yorkshire HG1 1TS

NAVIGO HEALTH AND SOCIAL CARE CIC

DIRECTORS' REPORT

FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

The directors present their report and financial statements for the period ended 31 March 2012

Trading commenced on 1st April 2011 when North East Lincolnshire Mental Health Services, previously part of North east Lincolnshire NHS Care Trust Plus, became a not-for-profit social enterprise called NAViGO Health and Social Care CIC

The company was originally incorporated on the 6th December 2010 as NELMH CIC, but changed its name on the 6th January 2011 to its current name

RESULTS AND DIVIDENDS

The company's profit for the period, after taxation, amounted to £299,230

The directors do not recommend the payment of any dividend

PRINCIPAL ACTIVITY AND REVIEW OF THE BUSINESS

The principal activities of the company in the year are those most commonly associated with a provider of Mental Healthcare services. The vast majority of the services provided are via NHS contracts with local Commissioners. NAViGO provides community health and care services in a variety of settings, including people's homes, GP practices and community-based buildings. Our focus is on care delivered in real-life settings - and the integration of care with the daily lives of our users. Our philosophy is to develop services in close working relationships with service users and their families and carers. Some of our activities include -

- Services for people with common mental health problems
- In-patient, crisis and home support
- Services for people with dementia
- Support in the community
- Employment & training

Most people who use our services will continue to access them through the NHS. NAViGO is about continuing to provide the mental health and social care services that the people of North East Lincolnshire have come to expect - innovative services in a variety of settings

We will continue to work hard with our community to not only provide dynamic, innovative services, but to also break down the stigma and discrimination that is sometimes associated with mental health illnesses

We work with a wide range of people and in recent years, our professionals have been setting a leading example with services, several of which have attracted national acclaim and won awards for quality and innovation

Many of our services go beyond mental health into a variety of care settings, working with a varied cross section of people - including people with learning disabilities, people with employment issues, young people striving to get a foothold in life and people who are simply adapting to life as older people

NAViGO continues a tradition of a healthcare organisation based on people with powerful values rooted in commitment to our service users. These values will continue to inform and guide the work of our organisation as a social enterprise. We seek to provide services in partnership with the people who know our services best - our service users and staff

NAVIGO HEALTH AND SOCIAL CARE CIC

DIRECTORS' REPORT (continued)

FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

This is the first period of trading following incorporation. Since the commencement of trading the company has been able to develop its business in line with the stated Business Plan and has performed in accordance with the vast majority of performance targets both determined through NHS contracts and those developed internally. As we are predominantly NHS funded, we retain the statutory obligation to report Quality Accounts on an annual basis and our detailed performance against targets is reported through that mechanism. For 2011/12 we reported that 42 of 47 (89.4%) National Performance Indicators achieved on or above target (green), with 4 (8.5%) slightly below target (amber) and one (2.1%) below target (red).

Of 12 indicators monitored by the Department of Health in respect of Mental Health data quality and performance, NAVIGO is in the top quartile for 9 of the 12 (second quartile for 2 and third quartile for 1), and of those 9 in the top quartile, NAVIGO is in the top 5 organisations nationally for 6 of those.

The work of NAVIGO as both an organisation and a provider of quality services has also been recognised in the year with the receipt of four national awards, of which NAVIGO is extremely proud. The awards were -

- Philip Baxendale Awards for Excellence in Employee Ownership 2011
 - Employee Ownership Rising Star Award Winner
 - Public Sector Employee-Led Mutual Organisation (ELMO) Award Winner
- Guardian Public Service Awards 2011
 - Service Delivery (Complex Needs Category) Award Winner
 - Overall Winner of The Guardian Public Service Awards 2011

Financially, the organisation has had a stable year with the monitoring of financial risk being a high priority throughout the reporting period. Of the identified risks, few materialised in the year and therefore finances have performed solidly in the year. This has also enabled the organisation to establish a firm footing and means we can approach the remaining 2 years of our NHS contract with a degree of confidence.

In the future NAVIGO faces those risks commensurate with a challenging economic climate, particularly as the company is primarily funded through public sector contracts, however the organisation is ambitious and continues to look for new opportunities to enhance our offer to the local community of whom we wish to serve.

NAVIGO HEALTH AND SOCIAL CARE CIC
DIRECTORS' REPORT (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

DIRECTORS AND THEIR INTERESTS

Details of the directors emoluments in the year are included in the accounts. The beneficial interests of the directors holding office on 31st March 2012 in the issued share capital of the company were as follows -

The directors set out in the table below have held office during the whole of the year from 2 December 2010 to the date of this report, unless otherwise stated. The interests of the directors in the share capital of the company were as follows

		At 31 March 2012	At 2 December 2010 or subsequent date of appointment
S J Beeton (appointed - 24 January 2011)	Ordinary B	1	1
K Bond (appointed - 2 December 2010)	Ordinary A	1	1
R Braithwaite (appointed - 14 September 2011)		-	-
V J Britt (appointed - 17 December 2010)	Ordinary B	1	1
Dr C B Flintoft (appointed - 24 January 2011)	Ordinary B	1	1
T H Hunter (appointed - 17 December 2010)		-	-
Dr D J Lansley (appointed - 17 December 2010)		-	-
E J Lewington (appointed - 17 December 2010)		-	-
Cllr P M Mills (appointed - 8 June 2011)		-	-
Dr W Gierynski (appointed - 11 January 2011)	Ordinary B	1	1

NAVIGO HEALTH AND SOCIAL CARE CIC
DIRECTORS' REPORT (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

DISABLED EMPLOYEES

We pride ourselves on offering and creating job opportunities for vulnerable people and we are in the top 5 performing Mental Health providers in the country when it comes to securing employment opportunities for our service users, some of which are created within our own company. We will not discriminate against members of staff because of a disability, or perceived disability and actively welcome applications from people with disabilities. The company values the contribution of existing staff with disabilities and will treat staff fairly should they become disabled, this is by our disability symbol employer status.

EMPLOYEE INVOLVEMENT

Each and every employee of the organisation has the right to become an equal shareholder with equal voting rights. Should a member of staff decide to take up this option, they are known as a "Staff Member" of the organisation. During the year of account, the membership has been consulted on numerous occasions including voting on how our surplus is to be allocated, through both large and small grants. Staff have also been balloted and consulted on changes to sickness policy. Members are regularly consulted on a wide range of topics via our eight elected staff and community representatives. Our partners are often consulted via our Membership Board, with a number of organisations having non-voting places on the Board. Stakeholders are also involved in setting the objectives of the organisation for the coming year.

Following the membership vote at our first AGM last summer, priorities were identified as to how we should spend any surplus that was achieved. The winning scheme (all submissions came directly from the membership) involved creating accommodation for vulnerable people using our services. We are now in the process of purchasing two properties which will be converted into flats by our own employment scheme, Tukes. Smaller grants have also been awarded to numerous projects throughout the year.

Following the staff ballot regarding sickness, we are now in a period of formal consultation with the unions to implement changes to our sickness policy as per the preferred option of our membership. If our sickness rates drop below 3% by September no action will be taken and staff are now being encouraged, with support of a more robust policy, to decrease sickness levels.

NAVIGO HEALTH AND SOCIAL CARE CIC
DIRECTORS' REPORT (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

In so far as the directors are aware

- there is no relevant audit information of which the company's auditor is unaware, and
- the directors 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

Approved by the board on 27 June 2012
and signed on its behalf by

K Bond
Chief Executive

A handwritten signature in black ink, consisting of a stylized 'K' followed by a large loop and a final upward stroke.

NAVIGO HEALTH AND SOCIAL CARE CIC STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

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

Company law requires the directors to prepare financial statements for each financial Period. Under that law the directors have elected to prepare the financial statements in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union and applicable law.

International Accounting Standard 1 requires that financial statements present fairly for each financial Period the company's financial position, financial performance and cash flows. This requires faithful representation of the effect of transactions, other events and conditions in accordance with the definitions and recognition criteria for assets, liabilities, income and expenses set out on the International Accounting Standards Board's 'Framework for the Preparation and Presentation of Financial Statements'. In virtually all situations, a fair presentation will be achieved by complying with all applicable IFRSs. In preparing these financial statements, the directors are also required to

- select suitable accounting policies and then apply them consistently,
- present information, including accounting policies, in a manner that provides relevant, reliable, comparable and understandable information,
- provide additional disclosures when compliance with the specific requirements in IFRSs is insufficient to enable users to understand the impact of particular transactions, other events and conditions on the company's financial position and financial performance, and
- 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 that 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 2006 and Article 4 of the IAS Regulation. 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.

NAVIGO HEALTH AND SOCIAL CARE CIC

Independent auditor's report to the shareholders of Navigo Health and Social Care CIC FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

We have audited the financial statements of NAViGO Health and Social Care CIC for the year ended 31 March 2012 which comprise the Income Statement, Statement of Changes in Equity, Statement of Financial Position, Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and International Financial Reporting Standards (IFRSs) as adopted by the European Union.

This report is made solely to the company's shareholders, 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 shareholders those matters we are required to them in an auditors' 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 shareholders as a body, for our audit work, for this report or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As explained more fully in the Statement of Directors' Responsibilities, set out on pages 8, the directors 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 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 ACCOUNTS

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 company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the financial statements.

BASIS OF OPINION

We conducted our audit work in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in preparation of the financial statements, and of whether the accounting policies are appropriate for the company's circumstances consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give a reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

NAVIGO HEALTH AND SOCIAL CARE CIC

**Independent auditor's report to the shareholders of Navigo Health and Social Care
CIC (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012**

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements

- give a true and fair view of the state of the company's affairs as at 31 March 2012 and of its profit for the period then ended,
- have been properly prepared in accordance with IFRSs as adopted by the European Union, and
- have been prepared in accordance with the requirements of the Companies Act 2006

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following

Under the Companies Act 2006 we are required 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 and the part of the Directors' Remuneration Report to be audited are not in agreement with the accounting records and returns, or
- certain disclosures of directors' remuneration specified by law are not made, or
- we have not received all of the information and explanations we require for our audit



ANDREW MANDERFIELD (Senior Statutory Auditor)

For and on behalf of

Streets Audit LLP
Chartered Accountants and Statutory Auditor
Halifax House
30 George Street
Hull
HU1 3AJ

12 July 2012

NAVIGO HEALTH AND SOCIAL CARE CIC
INCOME STATEMENT
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

	Notes	2012 £
Revenue		22,582,249
Cost of sales		(18,790,797)
GROSS PROFIT		3,791,452
Administrative expenses		(3,419,450)
OPERATING PROFIT		372,002
Other non-operating income		23,188
PROFIT BEFORE TAX		395,190
Income tax expense	6	(95,960)
PROFIT FOR THE PERIOD		<u>299,230</u>

The notes on pages 15 to 22 form part of these financial statements

NAVIGO HEALTH AND SOCIAL CARE CIC
STATEMENT OF CHANGES IN EQUITY
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

	Issued capital	Retained earnings	Total equity
	£	£	£
Profit for the period	-	299,230	299,230
Total recognised income for the period	-	299,230	299,230
Issue of share capital	329	-	329
Balance at 31 March 2012	329	299,230	299,559

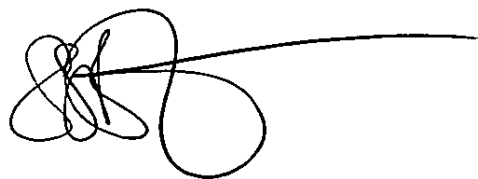
The notes on pages 15 to 22 form part of these financial statements.

NAVIGO HEALTH AND SOCIAL CARE CIC
STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2012

	Notes	2012 £
ASSETS		
NON CURRENT ASSETS		
Property, plant and equipment	7	29,799
Deferred tax assets	8	56,040
		<u>85,839</u>
CURRENT ASSETS		
Trade and other receivables	11	438,394
Prepayments		128,356
Cash and cash equivalents	12	2,123,791
		<u>2,690,541</u>
TOTAL ASSETS		<u><u>2,776,380</u></u>
EQUITY		
ISSUED CAPITAL AND RESERVES		
Issued share capital	13	329
Retained profits		299,230
TOTAL EQUITY		<u>299,559</u>
CURRENT LIABILITIES		
Tax payables		152,000
Trade and other payables	14	2,324,821
		<u>2,476,821</u>
TOTAL EQUITY AND LIABILITIES		<u><u>2,776,380</u></u>

Approved by the Board on 27 June 2012 and signed on its behalf by

S J Beeton
 Director



Company registration number 07458926

The notes on pages 15 to 22 form part of these financial statements.

NAVIGO HEALTH AND SOCIAL CARE CIC
STATEMENT OF CASH FLOWS
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

	2012 £
CASH FLOWS FROM OPERATING ACTIVITIES	
Total operating Profit	372,002
CASH FLOWS BEFORE CHANGES IN WORKING CAPITAL	372,002
INCREASE IN WORKING CAPITAL	
Increase in trade and other receivables	(444,907)
Increase in prepayments	(121,843)
Increase in trade and other payables	2,320,051
Increase in other liabilities	4,770
INCREASE IN WORKING CAPITAL	1,758,071
CASH FLOWS FROM OPERATING ACTIVITIES	2,130,073
CASH FLOWS FROM INVESTING ACTIVITIES	
Payments to acquire property, plant and equipment	(29,799)
Interest received	23,188
NET CASH FLOWS USED IN INVESTING ACTIVITIES	(6,611)
NET CASH FLOWS USED IN INVESTING ACTIVITIES	2,123,462
CASH FLOWS FROM FINANCING ACTIVITIES	
Gross proceeds from issue of equity share capital	329
NET CASH FLOWS FROM FINANCING ACTIVITIES	2,123,791
 Cash and cash equivalents as at 2 December 2010	 -
CASH AND CASH EQUIVALENTS AS AT 31 MARCH 2012	2,123,791

The notes on pages 15 to 22 form part of these financial statements.

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2012

1. AUTHORISATION OF FINANCIAL STATEMENTS AND STATEMENT OF COMPLIANCE WITH IFRS'S

The company's financial statements for the period were authorised for issue on 27 June 2012 and the statement of financial position signed on the board's behalf by S J Beeton. NAViGO Health and Social Care CIC is a limited company incorporated and domiciled in England & Wales.

The company's financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union and as applied in accordance with the provisions of the Companies Act 2006. The principal accounting policies adopted by the company are set out in note 2.

2. ACCOUNTING POLICIES

Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. All such revenue is reported net of discounts and value added and other sales taxes.

Interest income

Interest income is accrued on a time basis and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount.

Income tax

Income tax expense represents the sum of the tax currently payable and deferred income tax.

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The company's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the statement of financial position date.

Property, plant and equipment

Items of property, plant and equipment are stated at cost of acquisition or production cost less accumulated depreciation and impairment losses.

Depreciation is charged so as to write off the cost or valuation of assets over their estimated useful lives, using the straight line method, on the following bases:

Motor vehicles	25%
Fixtures and fittings	15%

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

2. ACCOUNTING POLICIES (continued)

Financial risk management objectives and policies

The objective of the company's capital management is to ensure that it maintains strong credit ratings and capital ratios. This will ensure that the business is correctly supported.

Trade and other receivables

Trade and other receivables are recognised by the company and carried at original invoice amount less an allowance for any uncollectible or impaired amounts.

An estimate for doubtful debts is made when collection of the full amount is no longer probable. Bad debts are written off when they are identified as being bad.

Other receivables are recognised at fair value.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand and short term deposits. Short term deposits are defined as deposits with an initial maturity of three months or less.

Bank overdrafts that are repayable on demand and form an integral part of the company's cash management are included as a component of cash and cash equivalents for the purposes of the statement of cash flows.

Deferred tax

Deferred tax is provided in full, using the statement of financial position liability method, on temporary differences arising between the tax bases of assets and liabilities and the carrying amounts in the financial statements.

Deferred tax liabilities are generally recognised for all taxable temporary differences and deferred tax assets are recognised to the extent that it is probable that future taxable profits will be available against which deductible temporary differences can be utilised. Such assets and liabilities are not recognised if the temporary difference arises from goodwill or from the initial recognition (other than as a business combination) or other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

Deferred tax is determined using the tax rates that are expected to apply in the period when the asset is realised or the liability is settled.

Trade and other payables

Trade and other payables are initially measured at fair value, and are subsequently measured at amortised cost, using the effective interest rate method.

Operating lease commitments

Operating leases payments are recognised as an expense in the income statement on a straight-line basis over the lease term.

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

2. ACCOUNTING POLICIES (continued)

Pension contributions

For employees that have been transferred across, contributions have continued to be paid into the appropriate NHS scheme. For new employees the company contributes to a defined contribution schemes. For both schemes contributions are charged in the income statement in the period of service that they relate.

3. OPERATING PROFIT

Operating profit is stated after charging/(crediting) the following

	2012 £
Auditors remuneration – audit fees	7,500
Auditors remuneration – tax compliance work	2,000
Auditors remuneration – other tax advice	2,200
	2012 £
Included in cost of sales:	
Employee benefits expense	<u>16,014,291</u>

4. EMPLOYEE EXPENSES

	2012 £
Wages and salaries	13,425,884
Post employment expense for defined contribution plans	1,577,128
Other employee benefits	25,052
Social security costs	986,227
	<u>16,014,291</u>

The average monthly number of employees during the period was made up as follows

	2012 No.
Clinical support staff	245
Medical and dental	15
Admin and estates	97
Managers and senior managers	17
Registered nursing	121
Total	<u>495</u>

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

5. DIRECTORS' REMUNERATION

	2012
	£
Remuneration	<u>334,012</u>
Excess retirement benefits of	
Directors	<u>43,323</u>

During the period the following number of directors

	2012
	No.
Accrued benefits under defined benefit pension schemes	<u>5</u>

The remuneration of directors disclosed above include the following in respect of the highest paid director

	2012
	£
Remuneration	<u>92,012</u>
Contributions to money purchase pension schemes	<u>12,600</u>

6. INCOME TAX

Components of income tax expense

	2012
	£
Current income tax expense	
Current income tax charge	152,000
Deferred income tax expense	
Relating to origination and reversal of temporary differences	<u>(56,040)</u>
Income tax expense reported in income statement	<u>95,960</u>

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

6 INCOME TAX (continued)

Reconciliation of income tax charge to accounting profit

	% age	2012 £
Tax at the domestic income tax rate of	26	102,749
Tax effect of capital allowances		7,794
Tax effect of non deductible expenses		6,750
Tax effect of timing differences relating to accruals		49,377
Tax effect of marginal relief		(14,670)
Tax expense using effective rate		<u>152,000</u>

7. PROPERTY, PLANT AND EQUIPMENT

At 31 March 2012

	Motor vehicles £	Fixtures and fittings £	Total £
Cost			
Additions	<u>7,584</u>	<u>22,215</u>	<u>29,799</u>
Depreciation			
At 31 March 2012	<u>-</u>	<u>-</u>	<u>-</u>
Net book value			
At 31 March 2012	<u>7,584</u>	<u>22,215</u>	<u>29,799</u>

On the commencement of trade the company had transferred to it for £1 all of the relevant assets being mainly fixtures and fittings from North East Lincolnshire Care Trust Plus. On the review of the fair value of the assets on transfer it has been deemed by the directors that all assets fall below the company's capitalisation policy and accordingly no assets have been capitalised.

8. DEFERRED TAX

	<i>Statement of financial position</i> 2012 £	<i>Income statement</i> 2012 £
Deferred tax assets		
Relating to depreciation	6,740	6,740
Relating to accruals	<u>49,300</u>	<u>49,300</u>

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

9. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

Credit risk

The company trades only with recognised, credit worthy customers. All customers who wish to trade on credit are subject to credit verification checks. Customer balances are checked regularly to ensure that the risk of exposure to bad debts is minimised.

Liquidity risk

The company has given responsibility of liquidity risk management to the board who have formulated liquidity management tools to service this requirement.

Management of liquidity risk is achieved by monitoring budgets and forecasts and actual cash flows.

10. RELATED PARTY TRANSACTIONS

Ultimate controlling party

In the opinion of the directors, the company was not controlled by any one party. The shareholders of the company are made up of employees and other stakeholders in the company.

11. TRADE AND OTHER RECEIVABLES

	2012
	£
Receivable from trade customers	<u>438,394</u>

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

12. CASH AND CASH EQUIVALENTS

	2012 £
Cash on hand	2,425
Cash at bank	2,121,366
	<u>2,123,791</u>

13. SHARE CAPITAL

Issued share capital

	No.	2012 £
Issued and fully paid		
A Ordinary		
At 2 December	-	-
New issues of share capital	<u>1</u>	<u>1</u>
At 31 March	-	1
B Ordinary		
At 2 December	-	-
New issues of share capital	<u>328</u>	<u>328</u>
At 31 March	<u>328</u>	<u>328</u>
At 31 March	<u>329</u>	<u>329</u>

All issued share capital is classified as equity

Except as otherwise expressly provided in the Articles of Association, the A Ordinary Share and the B Ordinary Shares shall rank pari passu in all respects. The A Ordinary Share shall be irredeemable. The B Ordinary Shares shall be redeemable and shall not be transferable.

NAVIGO HEALTH AND SOCIAL CARE CIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FINANCIAL PERIOD ENDED 31 MARCH 2012

14. TRADE AND OTHER PAYABLES

	2012 £
Payable to trade suppliers	1,000,028
Accrued liabilities	1,320,023
Tax payable	4,770
	<u>2,324,821</u>

15. OPERATING LEASE COMMITMENTS

As lessee

	2012 £
Later than one year but less than five years	<u>522,000</u>

The company is currently negotiating leases for a number of properties that it occupies. The lease commitment note discloses only those that have been formally agreed. The total rent charge for the period was £825,000.

200590/15

CIC 34

Community Interest Company Report

For official use
(Please leave blank)

Please
complete in
typescript, or
in bold black
capitals.

Company Name in
full

NAVIGO Health and Social Care CIC

Company Number

07458926

Year Ending

31st March 2012

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's information and guidance notes.

Please note that you must give details in this report of transfer of assets for less than full consideration e.g. donations to outside bodies, or paid directors at less than market value.

PART 1 – GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a fair and accurate description of how they have benefited the community or section of the community which the company is intended to serve.

NAVIGO Health and Social Care CIC provides Mental Health and associated care to the people of North East Lincolnshire. The organisation was formed as a "spin out" from the NHS on 1st April 2011, formerly being North East Lincolnshire Mental Health Services as part of North East Lincolnshire NHS Care Trust Plus (NELCTP).

The principal activities of the company in the year are those most commonly associated with a provider of Mental Healthcare services. The vast majority of the services provided are via NHS contracts with local Commissioners. NAVIGO provides community health and care services in a variety of settings, including people's homes, GP practices and community-based buildings. Our focus is on care delivered in real-life settings – and the integration of care with the daily lives of our users. Our philosophy is to develop services in close working relationships with service users and their families and carers. (contd on separate sheet).

(Please continue on separate continuation sheet if necessary.)

Company Number	07458926
Year Ending	31 st March 2012

PART 2 – CONSULTATION WITH STAKEHOLDERS

A “stakeholder” is any person or organisation affected by the company’s activities. Indicate what steps the company has taken during the financial year to which the report relates to consult its stakeholders, whether formally or informally. If there has been no consultation, this should be made clear.

Please indicate who the company’s stakeholders are

The organisations stakeholders are many, including -

- our Staff Members (shareholders),
- Community Members who have equal voting rights to the staff but do not hold shares,
- staff who do not hold shares
- Service Users and Carers who do not hold shares
- the general public
- our main funders - North East Lincolnshire Care Trust Plus
- Yorkshire and Humber Strategic Health Authority
- Department of Health
- North East Lincolnshire Independent Service user and Carer Forum

Please indicate how the stakeholders have been consulted. If there has been no consultation, this should be made clear.

The membership have been consulted heavily on numerous occasions including voting on how our surplus is to be allocated, through both large and small grants. Staff have also been balloted and consulted on changes to sickness policy. Members are regularly consulted on a wide range of topics via our eight elected staff and community representatives. Our partners are often consulted via our Membership Board, with a number of organisations having non-voting places on the Board. Stakeholders are also involved in setting the objectives of the organisation for the coming year.

What action, if any, has the company taken in response to feedback from its consultations? Following the membership vote at our first AGM last summer, priorities were identified as to how we should spend any surplus that was achieved. The winning scheme (all submission came directly from the membership) involved creating accommodation for vulnerable people using our services. We are now in the process of purchasing two properties which will be converted into flats by our own employment scheme, Tukes. Smaller grants have also been awarded to numerous projects throughout the year.

Following the staff ballot regarding sickness, we are now in a period of formal consultation with the unions to implement changes to our sickness policy as per the preferred option of our membership. If our sickness rates drop below 3% by September no action will be taken and staff are now being encouraged, with support of a more robust policy, to decrease sickness levels.

(Please continue on separate continuation sheet if necessary)

Company Number

07458926

Year Ending

31st March 2012

PART 3 –DIRECTORS’ REMUNERATION (See Appendix A)

All community interest companies are required to report certain information about their directors’ remuneration

The information required is described in Schedule 3 to the Small Companies and Groups (Accounts and Directors’ Report) Regulation 2008 or Schedule 5 to Large and Medium-sized companies and groups (Accounts and Directors’ Report) Regulation 2008

All companies are required to provide some of this information in the notes to their annual accounts **If you have provided all of this information in your accounts, you need not reproduce it here, but you must state where that information can be found.**

Unquoted companies	
1. Total amount of directors’ remuneration etc	
(a)	<p>The aggregate amount of remuneration paid to or receivable by directors in respect of qualifying services</p> <p>£377,355</p>
(b)	<p>The aggregate of the amount of gains made by directors on the exercise of share options</p> <p>None</p> <p><i>NB An unquoted company and whose equity share capital and whose equity share capital is not listed on the Alternative Investment Market need not answer this question</i></p>
(c)	<p>The aggregate of the amount of money paid to or receivable by directors, and the net value of assets (other than money and share options) received or receivable by directors, under long term incentive schemes in respect of qualifying services</p> <p>None</p> <p><i>NB In the case of an unquoted company whose equity share capital is not listed on the Alternative Investment Market, “assets” are deemed not to include shares</i></p>
(d)	<p>The aggregate value of any company contributions-</p> <p>(i) paid, or treated as paid, to a pension scheme in respect of directors’ qualifying services, and</p> <p>(ii) by reference to which the rate or amount of any money purchase benefits that may become payable will be calculated</p> <p>£43,323</p>

(e)	<p>The number of directors (if any) to whom retirement benefits are accruing in respect of qualifying services –</p> <p>(a) under money purchase schemes, and</p> <p>(b) under defined benefit schemes</p> <p>Of the 10 Directors of NAViGO, the 4 Executive Directors are part of the NHS Pension Scheme as at 31st March, a defined benefit scheme operated by the NHS Pensions Agency</p>
2. Details of highest paid director's emoluments	
(a)	<p>Where the aggregates shown under section 1 (a),(b) and (c) total £200,000 or more –</p> <p>(i) so much of the total of those aggregates as is attributable to the highest paid director, and</p> <p>(ii) so much of the aggregate mentioned in section 1 (d) as is so attributable</p> <p>(i) £90,056</p> <p>(ii) £12,600</p>
(b)	<p>please show</p> <p>(i) whether the highest paid director exercised any share options</p> <p>(ii) whether any shares were received or receivable by that director in respect of qualifying services under a long term incentive scheme</p> <p><i>NB If the highest paid director has not been involved in any of the transactions that fact need not be stated</i></p> <p>None</p>
(c)	<p>Where the aggregates shown under paragraph (a), (b) and (c) total £200,000 or more, and the highest paid director has performed qualifying services during the financial year by reference to which the rate or amount of any defined benefits that may become payable will be calculated</p> <p>(i) the amount at the end of the year of his accrued pension, and</p> <p>(ii) where applicable, the amount at the end of the year of his accrued lump sum</p> <p>Part of the NHS Pension Scheme - see disclosures in Annual Accounts</p>

3. Excess retirement benefits of directors and past directors

The aggregate amount, and nature, of

(i) so much of retirement benefits paid to or receivable by directors under pension schemes,

(ii) so much of retirement benefits paid to or receivable by past directors under such schemes

as (in each case) is in excess of the retirement benefits to which they were respectively entitled on the date on which the benefits first became payable or 31 March 1997, whichever is the later
None

NB Amounts paid or receivable under a pension scheme need not be included in the aggregate amount if –

(a) the funding of the scheme was such that the amounts were, or, as the case may be, could have been paid without recourse to additional contributions, and

(b) amounts were paid to or receivable by all pensioner members of the scheme on the same basis

NB "Pensioner member" in relation to a pension scheme means any person who is entitled to the present payment of retirement benefits under the scheme

NB "Retirement benefits" include benefits otherwise than in cash, and in relation to so much of retirement benefits as consists of a benefit otherwise than in cash, references to their amount are to the estimated money value of the benefit

4. Compensation to directors for loss of office

The aggregate amount and nature of any compensation to directors or past directors in respect of loss of office, including compensation received or receivable by a director or past director

(a) for loss of office as director of the company,

(b) for loss, while director of the company or on or in connection with his ceasing to be a director of it of –

(i) any other office in connection with the management of the company's affairs, or

(ii) any office as director or otherwise in connection with the management of the affairs of any subsidiary undertaking of the company

None

	<p><i>NB compensation for loss of office includes</i></p> <p><i>(a) compensation in consideration for, or in connection with, a person's retirement from office, and</i></p> <p><i>(b) where such a retirement is occasioned by a breach of the person's contract with the company or with a subsidiary undertaking of the company</i></p> <p><i>(i) payment made by way of damages for the breach,</i></p> <p><i>(ii) payments made by way of settlement or compromise of any claim in respect of the breach</i></p> <p><i>NB References to compensation include benefits otherwise than in cash, and in relation to such compensation references to its amount are to the estimated money value of the benefit</i></p>
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5. Sum paid to third parties in respect of directors' services

	<p>The aggregate amount of any consideration (including benefits otherwise than in cash) paid to or receivable by third parties for making available the services of any person –</p> <p>(a) as a director of the company, or</p> <p>(b) while director of the company –</p> <p style="padding-left: 40px;">(i) as director of any of its subsidiary undertakings, or</p> <p style="padding-left: 40px;">(ii) otherwise in connection with the management of the affairs of the company or any of its subsidiary undertakings</p> <p>None</p>
	<p><i>NB Where the consideration is other than cash, the reference to its amount is to the estimated money value of the benefit</i></p> <p><i>NB Third parties means a person other than</i></p> <p><i>(a) the director himself</i></p> <p><i>(b) a person connected with the director</i></p> <p><i>(c) a body corporate controlled by the director</i></p> <p><i>(d) the company</i></p> <p><i>(e) any subsidiary undertakings of the company</i></p>

(Please continue on separate continuation sheet if necessary)

Definitions	
Accrued pension and accrued lump sum	<p>means –</p> <p>in relation to any pension scheme and any director mean, respectively the amount of the annual pension and the amount of the lump sum which would be payable under the scheme on his attaining normal pension age if</p> <p>(a) he had left the company's service at the end of the financial year,</p> <p>(b) there was no increase in the general level of prices in the UK during the period beginning with the end of that year and ending</p>

	<p>with his attaining that age</p> <p>(c) no question arose of any commutation of the pension or inverse commutation of the lump sum</p> <p>(d) any amounts attributable to voluntary contributions paid by the director to the scheme were disregarded</p>
"connected with" and "controlling"	are to be construed in accordance with sections 252 to 255 of the Companies Act 2006
Defined benefits	<p>means –</p> <p>retirement benefits payable under a pension scheme that are not money purchase benefits</p>
Defined benefit scheme	<p>means –</p> <p>a pension scheme that is not a money purchase scheme</p>
Highest paid director	<p>means –</p> <p>the director to whom the greatest part of the total of the aggregates shown under section 1(a)(b) and (c) are attributable</p>
Long term incentive scheme	<p>means –</p> <p>an agreement or arrangement</p> <p>(a) under which money or other assets may become receivable by a director, and</p> <p>(b) which includes one or more qualifying conditions with respect to service or performance which cannot be fulfilled within a single financial year</p> <p>The following must be disregarded</p> <p>(a) the amount of bonuses which falls to be determined by reference to service or performance within a single financial year,</p> <p>(b) compensation for loss of office, payments for breach of contract and other termination payments, and</p> <p>(c) retirement benefits</p>
Money purchase scheme	<p>means –</p> <p>a pension scheme under which all of the benefits that may become payable to or in respect of the director are money purchase benefits</p>
Net Value	<p>means –</p> <p>in relation to any assets received or receivable by a director, means value after deducting any money paid or other value given by the director in respect of those assets</p>
Normal pension age	<p>means –</p> <p>in relation to any pension scheme and any director means the age at which the director will first become entitled to receive a full pension on retirement of an amount determined without</p>

	reduction to take account of its payment before a later age (but disregarding any entitlement to pension upon retirement in the event of illness, incapacity or redundancy)
Pension scheme	means – a retirement benefits scheme as defined by section 611 of the Income and Corporation Taxes Act 1988
Qualifying Services	means - in relation to any person, his services as a director of the company and his services while director of the company – (a) as director of any of its subsidiary undertakings, or (b) otherwise in connection with the management of the affairs of the company or any of its subsidiary undertakings
Remuneration of a director	Includes – (a) salary, fees and bonuses, sums paid by way of expenses allowance (so far as they are chargeable to United Kingdom income tax), and (b) (subject to the exclusion below), the estimated money value of any other benefits received by the director otherwise than in cash The expression does not include - (a) the value of any share options granted to the director or the amount of any gains made on the exercise of any such options, (b) any company contributions paid, or treated as paid under any pension scheme or any benefits to which the director is entitled under any such scheme, or (c) any money or other assets paid to or received or receivable by the director under any long term incentive scheme
Retirement benefits	has the meaning given by section 612(1) of the Income and Corporation Taxes Act 1988
Shares	means – shares (whether allotted or not) in the company, or any undertaking which is a group undertaking in relation to the company, and includes a share warrant, as defined by section 779(1) of the Companies Act 2006
Share option	means – a right to acquire shares
Subsidiary undertaking	Any reference to a subsidiary undertaking of the company in relation to a person who is or was, while a director of the company, a director also, by virtue of the company's nomination

	(direct or indirect) of any other undertaking, includes that undertaking, whether or not it is or was in fact a subsidiary undertaking of the company
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07458926

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PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION (EXCLUDING DIVIDENDS)

Community interest companies are only permitted to transfer assets other than for full consideration (i.e. at less than market value) if

- (i) the assets in question are transferred to an asset-locked body (a community interest company, charity or equivalent body established outside Great Britain) which is specified in the company's constitution, or where the Regulator has consented to the transfer, or
- (ii) the transfer, although not made to an asset-locked body, is nevertheless made for the benefit of the community

Where transfers of either kind are made, the community interest company report must disclose the amount of the transfer, or, where this cannot be given precisely, a fair estimate of the value of the assets transferred. Please give the following details:

- | | |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| i) | A description of the asset and the amount of the transfer or estimate of its value
Please state 'none', if applicable and move to section 5 |
| None | |
| ii) | Details of the recipient, to which the asset was transferred, including whether or not it is an asset-locked body |
| N/A | |
| iii) | If the recipient is an asset-locked body, whether it is specified in the company's memorandum or articles of association as a recipient of transfers of the company's assets other than for full consideration |
| N/A | |
| iv) | If the recipient is an asset-locked body, but is not so specified, brief details of how the Regulator's consent to the transfer was given |
| N/A | |
| v) | If the recipient is not an asset-locked body, how the transfer will benefit the community |
| N/A | |

(Please continue on separate continuation sheet if necessary)

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PART 5 – DIVIDENDS FOR THE FINANCIAL YEAR TO WHICH THE REPORT RELATES

This part of the template should be completed if the company is limited by shares and has declared or proposed to declare a dividend in respect of the financial year to which the report relates or has declared a dividend in respect of any of the four financial years immediately preceding that financial year. If the company is limited by shares but has not declared or proposed any dividends in respect of the financial year to which the report relates, please indicate this.

Before completing this part you should consult Chapter 6.2 of, and Annex G to, the Regulator's information and guidance notes and regulations 17 to 20 of the Community Interest Company Regulations 2005, which contain the rules on dividend payments.

For all dividends declared or proposed in respect of the financial year to which the report relates, please supply the following information:

- | | |
|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (i) | A description of the class, number and paid up value of the shares on which the dividend has been declared or paid. Please state 'none', if applicable and move to section 6 |
| | None |
| (ii) | The amount of dividend declared or paid per share |
| | N/A |
| (iii) | Whether or not the dividend is an exempt dividend (in essence, a dividend paid directly or indirectly to an asset-locked body where the asset-locked body is either specified in the company's constitution as a possible recipient of its assets, or the Regulator has consented to payment of the dividend, but see regulations 17(3) to (5) of the Community Interest Company Regulations 2005) |
| | N/A |
| (iv) | If it is an exempt dividend, why it is an exempt dividend |
| | N/A |

(Please continue on separate continuation sheet if necessary)

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Where a dividend which is not an exempt dividend is declared or proposed in respect of the financial year to which the report relates, the report must explain how it complies with regulations 17 to 20 of the Community Interest Company Regulations 2005 by giving details of

(i) N/A	The applicable share dividend cap
(ii) N/A	The maximum dividend per share
(iii) N/A	Whether any unused dividend capacity from previous financial years is included in the dividend (and, if so, how much and from which year)
(iv) N/A	The maximum aggregate dividend
(v) N/A	How each of the above figures has been calculated
(vi) N/A	In addition to the above information, the total amount of (a) all exempt, and (b) all non-exempt dividends declared or proposed in respect of the financial year to which the report relates should be given

(Please continue on separate continuation sheet if necessary)

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PART 6 – DIVIDENDS FOR PREVIOUS FINANCIAL YEARS

This part of the template should be completed if the company is limited by shares and has declared or proposed to declare a dividend in respect of the financial year to which the report relates or has declared a dividend in respect of any of the four financial years immediately preceding that financial year. If the company is limited by shares but has not declared any dividends in respect of any of the preceding four financial years, please indicate this.

For each of the previous four financial years, and for all dividends declared or paid in respect of those years, the following information should be supplied

(i)	A description of the class, number and paid up value of the shares on which the dividend has been declared or paid Please state 'None' if applicable and move to section 7.
	None
(ii)	The amount of dividend declared or paid per share
	N/A
(iii)	Whether or not the dividend is an exempt dividend (in essence, a dividend paid directly or indirectly to an asset-locked body where the asset-locked body is either specified in the company's constitution as a possible recipient of its assets, or the Regulator has consented to payment of the dividend)
	N/A
(iv)	If it is an exempt dividend, why it is an exempt dividend
	N/A
(v)	The maximum dividend per share
	N/A

(Please continue on separate continuation sheet if necessary)

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PART 7 – INTEREST PAID AT A PERFORMANCE-RELATED RATE

This part should only be completed if the company has, at any time during the financial year to which this report relates, had a debt outstanding, or a debenture in issue on which a performance-related rate of interest was payable. A performance-related rate of interest is a rate which varies according to the level of the company's profits or turnover, or any item on its balance sheet. See further Chapter 6.3 of the Regulator's information and guidance notes, and regulation 21 of the Community Interest Company Regulations 2005 (this part is designed to monitor compliance with regulation 21 and Schedule 4 to the Regulations, which set out the interest capping regime and define its key terms).

Under the Regulations, the rate of performance-related interest payable is capped by reference to the Bank of England's base lending rate. However, this cap only applies in respect of agreements to pay a performance-related rate, which were entered into on or after the date on which the company became a community interest company.

In order to demonstrate compliance with the rules on performance-related rates of interest, please give the following details

- (i) The rates of interest paid on any debt or debenture of the company on which a performance-related rate of interest was payable as calculated over a 12 month period ending with the most recent date on which interest became payable in respect of that debt or debenture during the financial year. **Please state 'none', if applicable and move to section 8**

None

- (ii) (If the interest cap applied to that debt or debenture) how any such rates of interest were calculated

N/A

(iii) Either the interest cap applicable to the debt or debenture concerned (with an explanation of how it has been calculated), or an explanation of why the cap does not apply to it (i.e. because the agreement was entered into before the company became a community interest company)

N/A


(Please continue on separate continuation sheet if necessary)

Company Number	07458926
Year Ending	31 st March 2012

(N.B. Please enclose a cheque for £15 payable to Companies House)

PART 8 - SIGNATORY

Please ensure that a director or secretary signs the original CIC Report, which should be retained for your records. Please send a copy of the CIC Report to the Registrar of Companies (see below)

Signed  Date 27/6/2012

Office held (delete as appropriate) Director/Secretary

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

Simon Beeton	
Director of Finance	
Tel 01472 625841	
DX Number	DX Exchange

Please send a completed copy to one of the following addresses, with a cheque for £15 (payable to Companies House)

*Companies registered in **England and Wales*** Companies House, Crown Way, Cardiff, CF14 3UZ (DX 33050 Cardiff)

*Companies registered in **Scotland*** Companies House, 4th Floor, Edinburgh Quay 2, 139 Fountainbridge, Edinburgh EH3 9FF (DX235 Edinburgh)

*Companies registered in **Northern Ireland*** Companies House, 2nd Floor, The Linenhall, 32-38 Linenhall Street, Belfast, BT2 8BG