

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

COMPANY NO. 01352502

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2012



THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

31ST MARCH 2012

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements, the directors are required to

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

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to ensure that the financial statements comply with the Companies Act 2006. 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.

The directors have taken steps that they ought to have taken as directors to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and which the auditors are unaware of.

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THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

DIRECTORS' REPORT 2011/2012

Directors Lesley Bessant, Sebert Cox, Julie Dent, Michael Fisher, Susan Fox, Stanley Hardy, Tansi Harper, Alan Harrison, Johan Kuipers, Gillian Lewis, Mark Ormerod, William Puddicombe, Richard Rhodes and Robin Verso

Secretary Christine Lawrie and Joanne Whyte

The directors shown above served throughout the year except Gillian Lewis, Mark Ormerod and Robin Verso who joined during the year on 29 September 2011, 18 October 2011 and 29 September 2011 respectively and Lesley Bessant, Julie Dent, Tansi Harper, Joe Kuipers and Stanley Hardy who resigned on 29 September 2011 and William Puddicombe who resigned on 20 July 2011. Christine Lawrie served as Company Secretary until 19 May 2011 when she was replaced by Joanne Whyte.

The directors present their report and financial statements for the year ended 31st March 2012.

REVIEW OF ACTIVITIES AND FINANCIAL POSITION

The members of the company are probation trusts in England and Wales and any other organisation or individual co-opted as a member. Currently, the Probation Board for Northern Ireland and the National Approved Premises Association are co-opted members. All members are represented on the Council of the Association. Members, other than co-opted members, are allocated to one of three membership tier groups: small, medium and large. The representatives of two probation trusts in each tier group are elected by the membership to act as directors of the company and are appointed by members at the annual general meeting following the election or at a meeting of the Council. Members also elect the chairman of the company. Sebert Cox has served as chairman throughout the year, presiding over Board meetings and Council meetings. His term of office ends at the Annual General Meeting in September 2013.

The company is the employer's organisation working with and on behalf of probation trusts. It is the collective national voice, shaping and influencing opinion, policy and practice and promoting the work of probation services in the delivery of justice and community safety. It provides support to trusts to achieve the best in local governance, employment practice, commissioning and service delivery. Key priorities for the year have been to deliver the employers' pay strategy, to achieve an operating environment for trusts which trusts consider meets their needs, to achieve demonstrable influence on public policy and to deliver services which members confirm meet their requirements. Further details of the year's activities can be found in the company's Annual Report, published separately.

The Board met on ten occasions during the year and directors' attendance is listed at Appendix A. Meetings of the Council were held in June, September, November and March. The Annual General Meeting was held on 15 September 2011.

Income and Expenditure

The company's subscription income for the year was £1,126,653. This level of subscription income, together with interest receipts of £20,565 from bank deposits, amounted to £1,147,218. This was more than gross expenditure of £1,072,167 resulting in a surplus on ordinary activities before tax and

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

DIRECTORS' REPORT 2011/2012 (continued)

interest payable for the year of £75,052. The deficit after deducting tax and interest payable of £118,113 is thus £43,062 and this sum has been deducted from reserves.

The company has adopted Financial Reporting Standard 17 'Retirement Benefits' in full. The incorporation of this results in a decrease in the surplus for the financial year of £128,000 (2011 £131,000, surplus decrease) and an actuarial loss for the year of £558,000 (2011 £10,000 loss).

The Board receives an income and expenditure report at each meeting. Under companies' legislation, the company must satisfy itself that it is in a position, at any given time, to meet financial commitments and administrative obligations and reserves are thus maintained for this purpose.

Audit, Quality Assurance and Risk Committee

The Audit, Quality Assurance and Risk Committee advises the Board on financial management, business risks and quality issues. The following directors served during the year: Stan Hardy, Tansi Harper, Alan Harrison, Gillian Lewis, Bill Puddicombe, Richard Rhodes and Robin Verso, with Stan Hardy and then Robin Verso serving as chairman. Bill Puddicombe resigned in July 2011 and Stan Hardy and Tansi Harper resigned in September 2011. Gillian Lewis, Richard Rhodes and Robin Verso joined the Committee in September 2011.

Auditors

RSM Tenon of Chapel House, Westmead Drive, Westlea, Swindon SN5 7UN, were appointed as auditors for the financial year 2011/12 at the Annual General Meeting in September 2011. The accounts for 2011/2012 will be considered by the board of directors in July 2012 and presented to the AGM in September 2012.

Statement as to Disclosure of Information to Auditors

The directors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditors are unaware. Each of the directors has confirmed that they have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

Small Company Provisions

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

By order of the board

Joanne Whyte
Secretary

Date

 21/08/2012

Registered Office

29 Great Peter Street
London SW1P 3LW

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE
PROBATION ASSOCIATION LIMITED (Registration number: 01352502)
YEAR ENDED 31 MARCH 2012**

We have audited the financial statements of The Probation Association Limited for the year ended 31 March 2012 as set out on pages 6 to 16. 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 Section 495 and 496 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 directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 1, 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 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 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.

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 loss 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 Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
THE PROBATION ASSOCIATION LIMITED (Registration number:
01352502)
YEAR ENDED 31 MARCH 2012**

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 directors' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit, or
- the directors were not entitled to prepare the financial statements and the directors' report in accordance with the small companies regime



Vijay Tanna, Senior Statutory Auditor
for and on behalf of

RSM Tenon Audit Limited
Statutory Auditors
Chapel House
Westmead Drive
Westlea
Swindon SN5 7UN

Date - 31/8/12

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

**INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2012**

	Notes	2012 £	2011 £
SUBSCRIPTION INCOME		1,126,653	1,185,950
OTHER INCOME		<u>0</u>	<u>0</u>
TOTAL INCOME		1,126,653	1,185,950
Administrative Expenses		<u>(1,072,167)</u>	<u>(893,647)</u>
OPERATING SURPLUS (DEFICIT)	2	54,486	292,303
Interest Receivable	3	<u>20,565</u>	<u>21,643</u>
		75,052	313,945
Interest Payable	4	<u>(114,000)</u>	<u>(152,000)</u>
SURPLUS (DEFICIT) ON ORDINARY ACTIVITIES BEFORE TAXATION		(38,948)	161,945
TAXATION	6	<u>(4,113)</u>	<u>(4,553)</u>
SURPLUS (DEFICIT) FOR THE FINANCIAL PERIOD	10	<u><u>(43,062)</u></u>	<u><u>157,393</u></u>

The operating surplus for the year arises from the association's continuing activities

The notes on pages 9 to 16 form part of these financial statements

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

**STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES
FOR THE YEAR ENDED 31ST MARCH 2012**

	2012	2011
	£	£
(Deficit) Surplus for the financial year	(43,062)	157,393
Actuarial loss	(558,000)	(10,000)
Total recognised gains and losses relating to the year	<u>(601,062)</u>	<u>147,393</u>

The company continues to adopt FRS 17 'Retirement Benefits' This has resulted in an decrease in the surplus for the financial year of £128,000 (2011 £131,000 increase in surplus) and an increase in deficit for the year of £558,000 (2011 £10,000 decrease in gains)

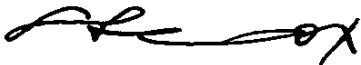
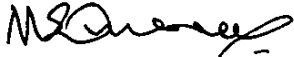
THE PROBATION ASSOCIATION LIMITED
(LIMITED BY GUARANTEE)
Registered Number 01352502

BALANCE SHEET AT 31 MARCH 2012

	Notes	2012 £	2011 £
FIXED ASSETS	7	<u>105,519</u>	<u>95,842</u>
CURRENT ASSETS			
Debtors	8	46,676	61,044
Cash at bank and in hand		<u>1,094,180</u>	<u>1,297,473</u>
		1,140,856	1,358,517
CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR	9	<u>(528,538)</u>	<u>(822,240)</u>
NET CURRENT ASSETS		<u>612,318</u>	<u>536,277</u>
NET ASSETS LESS CURRENT LIABILITIES		717,836	632,119
CREDITORS FALLING DUE AFTER ONE YEAR	9	(1,933)	(1,155)
PENSION LIABILITY	14	<u>(3,117,000)</u>	<u>(2,431,000)</u>
NET LIABILITIES INCLUDING PENSION LIABILITY		<u><u>(2,401,098)</u></u>	<u><u>(1,800,036)</u></u>
RESERVES			
Income and expenditure account	10	<u><u>(2,401,098)</u></u>	<u><u>(1,800,036)</u></u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008)

On behalf of the board on
 21 / 03 / 2012

Director  SEBERT LESLIE COX
 Director  MARK EDWARD ORMEROD

The notes on pages 9 to 16 form part of these financial statements

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012

1 ACCOUNTING POLICIES

(i) Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008)

During the 2011/12 financial year, the company continued to adopt the accounting requirements of Financial Reporting Standard 17 'Retirement Benefits' in full. This results in a decrease in net assets at the balance sheet date of £3,117,000 (2011 £2,431,000), a decrease in profit, converting profit into loss, for the financial year of £128,000 (2011 £131,000 increase in profit) and an increase in recognised deficit for the year of £558,000 (2011 £10,000, reduction of recognised gains)

(ii) Depreciation

Depreciation is provided on tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset over its useful economic life, as follows

Computer equipment - at 20 - 33% per annum, straight line basis

Office furniture and equipment - at 20% per annum, straight line basis

(iii) Amortisation of leasehold property expenditure

Amortisation of leasehold property expenditure is provided to spread expenditure evenly over the remaining life of the lease, to June 2015

(iv) Pensions

For the defined benefit pension scheme, the amount charged to the profit and loss account in respect of pension costs and other post retirement benefits is the estimated regular cost of providing the benefits accrued in the year, adjusted to reflect variations from that cost. The interest cost and expected return on assets are included within interest payable. Actuarial gains and losses arising from new valuations and from updating valuations to the balance sheet date are recognised in the Statement of Total Recognised Gains and Losses

The assets of the defined benefit scheme are held separately from the company and are administered by the London Pension Fund Authority. A full actuarial valuation, by a professionally qualified actuary, is obtained at least every three years, and is updated to reflect current conditions at each balance sheet date. The pension scheme assets are measured at fair value. The pension scheme liabilities are measured using the projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency. A pension scheme asset is recognised on the balance sheet only to the extent that the surplus may be recovered by reduced future contributions or to the extent that the trustees have agreed a refund from the scheme at the balance sheet date. A pension scheme liability is recognised to the extent that the company has a legal or constructive obligation to settle the liability

(iv) Leases/Rentals

Total rent payable on the premises at 29 Great Peter Street is recognised equally over the lease period

(v) Income

Income is represented by subscription and other income derived from the principal activities of the company

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012 (continued)

	2012	2011
	£	£
2 OPERATING DEFICIT		
This is stated after charging		
Depreciation of owned assets	41,494	34,124
Operating lease rentals	70,142	74,370
Auditors' remuneration-audit of the company	5,574	6,976
Auditors' remuneration-other services	<u>1,800</u>	<u>5,776</u>
3 INTEREST RECEIVABLE		
Bank deposit interest receivable	<u>20,565</u>	<u>21,643</u>
4 INTEREST PAYABLE		
Other interest		
Expected return on pension scheme assets	109,000	96,000
Interest on pension scheme liabilities	<u>(223,000)</u>	<u>(248,000)</u>
	<u>(114,000)</u>	<u>(152,000)</u>

5 EMPLOYEES AND STAFF COSTS

The average number of employees excluding directors during the year was as follows

	2012	2011
Management	5	5
Administrative	<u>3</u>	<u>4</u>
	<u>8</u>	<u>9</u>

Staff costs during the year amounted to

	£	£
Salaries	445,561	464,911
Social Security costs	42,195	40,714
Pension costs	<u>85,344</u>	<u>(212,159)</u>
	<u>573,100</u>	<u>293,466</u>

DIRECTORS' REMUNERATION

Emoluments for qualifying services	<u>25,985</u>	<u>31,262</u>
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THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012

(continued)

6 TAXATION	2012	2011
	£	£
Current tax		
UK Corporation Tax on surplus of the period	4,113	4,553
Tax on surplus on ordinary activities	<u>4,113</u>	<u>4,553</u>
Factor affecting tax charge for the period		
Surplus(Deficit) on ordinary activities before tax	<u>(38,948)</u>	<u>161,946</u>
Surplus/(Deficit) on ordinary activities multiplied by standard rate of corporation tax in the UK 21% (2010 21%)	(8,179)	34,009
Effects of (Surplus)/Deficit arising from non-taxable activities	12,292	(29,456)
Tax charge for period	<u>4,113</u>	<u>4,553</u>

The company is a non-profit organisation and is accordingly only subject to taxation in respect of its interest income

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012

(continued)

7 TANGIBLE FIXED ASSETS

	Leasehold Property £	Computer equipment £	Office furniture and equipment £	Total £
Cost.				
At 1 st April 2011	76,646	78,757	21,826	177,229
Additions	0	49,921	1,250	51,171
Less Disposals	0	0	0	0
At 31 st March 2012	<u>76,646</u>	<u>128,678</u>	<u>23,076</u>	<u>228,400</u>
Depreciation:				
At 1st April 2011	16,546	53,428	11,413	81,387
Charges for the year	14,276	24,445	2,773	41,494
Less Disposals	0	0	0	0
At 31st March 2012	<u>30,822</u>	<u>77,873</u>	<u>14,186</u>	<u>122,881</u>
Net Book Value				
At 31st March 2012	<u>45,824</u>	<u>50,805</u>	<u>8,890</u>	<u>105,519</u>
At 31 st March 2011	<u>60,100</u>	<u>25,329</u>	<u>10,413</u>	<u>95,842</u>

8 DEBTORS

	2012 £	2011 £
Other debtors	22,424	30,922
Prepayments and accrued income	<u>24,252</u>	<u>30,122</u>
	<u>46,676</u>	<u>61,044</u>

£20,198 included within Other debtors is due after one year

**9 CREDITORS:
AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2012 £	2011 £
Payments received on account of subscriptions	210,924	442,858
Corporation Tax	3,334	4,509
Other creditors	223,332	236,972
Accruals and deferred income	<u>90,948</u>	<u>137,901</u>
	<u>528,538</u>	<u>822,240</u>

Included in other creditors is £223,332 (2011 - £236,762) representing funds received less expenditure to date in respect of projects being undertaken by the company for and funded by the Home Office, NNC, LCCS and other bodies. Funds equal to the above amount are held fiduciarily as part of the company's bank deposits.

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012

(continued)

9 AMOUNTS FALLING DUE AFTER ONE YEAR

	2012	2011
	£	£
Corporation Tax	<u>1,933</u>	<u>1,155</u>

10 INCOME AND EXPENDITURE ACCOUNT

	2012	2011
	£	£
At beginning of the period	(1,800,036)	(1,947,429)
Surplus/(Deficit) for the year	(43,062)	157,393
Other recognised gains and losses	(558,000)	(10,000)
	<u>(2,401,098)</u>	<u>(1,800,036)</u>

11 STATUS OF THE COMPANY

The company is incorporated under the Companies Act and is limited by guarantee. The liability of each member is limited to £1. At 31st March 2012 the company had 37 members.

12 RELATED PARTIES

There were no transactions to related parties during the year.

13 COMMITMENTS UNDER OPERATING LEASES

At the year-end the company had annual commitments under non-cancellable operating leases as follows:

	2012	2011
	£	£
Land and buildings		
Expiring in the second to fifth year	82,512	82,512
	<u>82,512</u>	<u>82,512</u>

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012

(continued)

14 DEFINED BENEFIT PENSION SCHEME

The company operates a funded defined benefit scheme in the UK. A full actuarial valuation was carried out at 6 April 2004. This was then updated by an actuary to 31 March 2007 and then to 31 March 2010. The demographic assumptions used for 31 March 2012 are the same as in the formal funding evaluation as at 31 March 2010. The major assumptions used by the actuary were:

	2012	2011
	%	%
RPI increase	3.30%	3.50%
CPI increase	2.50%	2.70%
Rate of increase in salaries	4.20%	4.50%
Inflation/Pension Increase Rate	2.50%	2.70%
Expected return on assets	5.90%	6.70%
Discount Rate	4.60%	5.50%

Mortality rate Assumptions

Post retirement mortality is based on Club Vita mortality analysis which has been projected using the medium cohort projection and allowing for a minimum rate of improvement of 1%.

	Males	Females
Retiring on 31/3/12	23.8 years	24.6 years
Retiring on 31/3/32	25.8 years	26.5 years

Amounts for the current and previous accounting period	2012	2011
	£	£
Estimated value of scheme assets	1,612,000	1,637,000
Present value of scheme liabilities	(4,729,000)	(4,068,000)
Deficit in scheme	<u>(3,117,000)</u>	<u>(2,431,000)</u>

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012 **(continued)**

Fair value of employer assets	2012	2011
	£	£
Equities	1,177,000	1,130,000
Bonds	193,000	196,000
Property	226,000	229,000
Cash	16,000	49,000
Corporate Bonds	0	33,000
Total	1,612,000	1,637,000

Amounts charged to operating profit	2012	2011
	£	£
Current service cost	62,000	107,000
Past service cost	-	(319,000)
Losses on curtailment	52,000	-
Total operating charge	114,000	(212,000)

Analysis of amount debited to other finance costs	2012	2011
	£	£
Expected returns on pension scheme assets	(109,000)	(96,000)
Interest on pension scheme liabilities	223,000	248,000
Net return	114,000	152,000

Movement in deficit in year	2012	2011
	£	£
Deficit brought forward	(2,431,000)	(2,552,000)
Current service costs	(62,000)	(107,000)
Contributions	100,000	71,000
Past service cost	-	319,000
Other finance costs	(114,000)	(152,000)
Settlements and Curtailments	(52,000)	-
Actuarial gain (loss)	(558,000)	(10,000)
Deficit in scheme at end of year	(3,117,000)	(2,431,000)

On 1 April 2011, the defined benefit pension scheme was closed to new entrants. A defined contribution scheme is provided for new employees.

As a result of the closure of the defined benefit scheme to new entrants, employer contributions were increased from 14.1% of gross salary to 17.1%, the effect of which was £8,437 in the year to 31 March 2012. Further to this, as the scheme is closed to new entrants, the current service cost will increase as members approach retirement.

THE PROBATION ASSOCIATION LIMITED

(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS 31st MARCH 2012

(continued)

Reconciliation of defined benefit obligation	2012	2011
	£	£
Opening Defined Benefit Obligation	4,068,000	4,010,000
Current Service Cost	62,000	107,000
Interest Cost	223,000	248,000
Contributions by Members	25,000	27,000
Actuarial Losses/Gains	465,000	(134,000)
Past Service Costs/(Gains)	-	(319,000)
Losses/(Gains) on Curtailments	52,000	-
Estimated Benefits Paid	(166,000)	129,000
Closing Defined Benefit Obligation	<u>4,729,000</u>	<u>4,068,000</u>

Reconciliation of fair value of employer assets	2012	2011
	£	£
Opening Fair Value of Employer Assets	1,637,000	1,458,000
Expected Return on Assets	109,000	96,000
Contributions by Members	25,000	27,000
Contributions by the Employer	100,000	71,000
Actuarial Gains/(Losses)	(93,000)	(144,000)
Benefits Paid	(166,000)	129,000
Closing Fair Value of Employer Assets	<u>1,612,000</u>	<u>1,637,000</u>

Amounts for the current and previous accounting period	2012	2011
	£	£
Fair Value of Employer Assets	1,612,000	1,637,000
Present Value of Defined Benefit Obligation	<u>(4,729,000)</u>	<u>(4,068,000)</u>
Surplus/(Deficit)	<u>(3,117,000)</u>	<u>(2,431,000)</u>
Experience Gains/(Losses) on Assets	(93,000)	(144,000)
Experience Gains/(Losses) on Liabilities	-	-