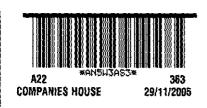
Consolidated Financial Statements 31 March 2005



### Financial statements for the year ended 31 March 2005

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### Officers and advisers

### **Board of Management:**

Charles Spencer - Chairman Brian Norbury - Deputy Chairman Barry Coker - Treasurer Michael Drake Jon Young Gwyneth Lewis Carol Sibson **David Sines** Jane Cooper Margaret Tozer

### Secretary:

S Rose

### Auditors:

Chantrey Vellacott DFK LLP Chartered Accountants Russell Square House 10-12 Russell Square London WC1B 5LF

Registered office: 100 Westminster Bridge Road London SE17XA

### Bankers:

Barclays Bank plc St Johns Wood and Swiss Cottage Branch P O Box 2764 London NW3 6JD

Chantrey Vellacott DFK

### Report of the Board of Management for the year ended 31 March 2005

The Board of Management presents its report and the consolidated financial statements for Choice Support and its subsidiary companies for the year ended 31 March 2005.

### Status of the company

Choice Support is incorporated as a company limited by guarantee. The liability of each member is £1.

### Objects of the charity

The charity was established for the relief of those who have learning or other disabilities including the provision of residential care and support services and relief of those with mental or physical illness or who are old or infirm or who have needs because of their youth, lack of education or poverty.

### Results

The results of the Group for the year ended 31 March 2005 are shown in the Consolidated statement of financial activities on page 5. The retained surplus of the group for the year was £470,489 (2004 - £163,432 surplus). This surplus was achieved after a gain on disposal of fixed assets of £211,046 and interest receivable of £162,454 (2004 - £116,560), which is the result of efficient management of the charity's cash resources.

### Review of activities

The principal activity of the Choice Support Group continues to be the provision of high quality, person-centred services to people with learning difficulties.

The organisation continues its successful programme of planned expansion, which is reflected in these accounts. Choice Support provides services in Yorkshire, Nottinghamshire, Lincolnshire, Leicestershire, Buckinghamshire, Hampshire and seven London boroughs.

The Board of Management continues to meet bi-monthly. Between board meetings Risk Management, Finance and Investment, Quality Assurance, and Personnel and Training Sub-committee meetings are held. In 2005, following national advertisement, three new members were elected.

The Board wishes to thank all staff who have contributed to another successful year and all the volunteers who have offered their assistance during the year.

### Reserves policy

With regard to the Group's reserves the Board of Management considers that the level of unrestricted reserves of £4.2m is justified. Of this, £0.6m continues to be set aside to deal with specific projects, leaving £3.6m of general reserves.

The Board of Management considers that it is important to have reserves of at least equal to one and a half months' activity due to the potential fluctuations in cash flows.

The level of reserves will enable the Group to invest further in properties and Information and Communication Technology infrastructure which will enhance the range of accommodation and communication systems available to people with learning disabilities.

### Investment policy

Treasury management activities are conducted with the aim of maximising return on any liquid funds through the use of short term fixed deposits and interest bearing accounts with appropriate financial institutions.

### Report of the Board of Management for the year ended 31 March 2005

### Risk

As set out by the revised Statement of Recommended Practice (SORP) Accounting and Reporting by Charities (2000) the Board of Management has been closely monitoring the organisation's Risk Register. The Risk Management Sub Committee has delegated powers from the Board to ensure a programme of action is in place to minimise existing risks, and identify potential risks. A detailed action plan has been completed on thirteen of the top scoring risks to the organisation.

### Members of the Board of Management

The members of the Board of Management, who are all directors of the company and the trustees of the charity, during the year were as follows:-

Charles Spencer

Chairman

Barry Coker

Treasurer

Brian Norbury

Deputy Chairman

Michael Drake

Jon Young

Dr Milton Amaratunga

(resigned June 2004)

Gwyneth Lewis

Carol Sibson

David Sines (appointed 2 February 2005)

Jane Cooper (appointed 1 June 2005)

Margaret Tozer (appointed 1 June 2005)

### Statement of Responsibilities of the Board of Management

Company law and charity law require the Board of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the group and the company and of the income and expenditure of the group for that year. In preparing these financial statements, the Board of Management is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Board of Management is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and to enable it to ensure that the financial statements comply with the Companies Act 1985. It is also responsible for safeguarding the assets of the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Auditors**

A resolution concerning the re-appointment of Chantrey Vellacott DFK LLP (formerly Chantrey Vellacott DFK) as auditors will be proposed at the Annual General Meeting.

On behalf of the Board of Management

BARRY COKER

MEMBER OF THE BOARD OF MANAGEMENT

Date: 14 October 2005

### Independent Auditors' report to the Members of Choice Support

We have audited the financial statements of Choice Support for the year ended 31 March 2005 which comprise the Consolidated Statement of Financial Activities, Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Cash Flow Statement and related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the charitable company's members, as a body, in accordance with section 235 of the Companies Act 1985 and section 43 of the Charities Act 1993. Our audit work has been undertaken so that we might state to the charitable 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 charitable company and the charitable 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 described in the Statement of Responsibilities of the Board of Management the company's directors, who are the charitable trustees, are responsible for the preparing the Report of the Board of Management and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Report of the Board of Management is not consistent with the financial statements, if the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees and directors' remuneration and transactions with the charitable company is not disclosed.

We read other information contained in the Report of the Board of Management and consider whether it is consistent with the audited financial statements. We consider the implications for our report if we become aware of any apparent misstatement within it.

### Basis of opinion

We conducted our audit in accordance with United Kingdom Auditing Standards 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 the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable 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 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.

# Chantrey Vellacott DFK LLP

### **CHOICE SUPPORT**

### Independent Auditors' report to the Members of Choice Support

### Opinion

In our opinion the financial statements give a true and fair view of the state of the charity and the group's affairs as at 31 March 2005 and of their incoming resources and application of resources for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

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CHANTREY VELLACOTT DFK LLP

Chartered Accountants Registered Auditors

LONDON

Date: 14-10-26-5

# Consolidated statement of financial activities (including an income and expenditure account) For the year ended 31 March 2005

		Unrestri	cted Funds	Restricted	Total Funds	Total Funds
	Notes	General	Designated	Funds	2005	2004
	Incoming resources		£	£	£	£
	Activities in furtherance of the charity's objects - Contracts for support services - Grants 1 (iv) 8 - Charges to residents	19,523,002 & (v) 497,096 499,614	- - -	- 100,589 -	19,523,002 597,685 499,614	15,002,712 521,098 641,508
		20,519,712	•	100,589	20,620,301	16,165,318
	Interest receivable Other incoming resources Gain on disposal of fixed assets	162,454 538,194 211,046	- - -	- - -	162,454 538,194 211,046	116,560 543,572 -
	Total incoming resources	21,431,406	-	100,589	21,531,995	16,825,450
	Resources expended					
	Charitable expenditure Activities in furtherance of the charity's objectives Management and administration	20,097,610 685,626	109,016 -	169,254 -	20,375,880 685,626	16,016,216 645,802
	Total resources expended 7	20,783,236	109,016	169,254	21,061,506	16,662,018
•	Operating surplus/(deficit) for the year, being net income/ (expenditure)	648,170	(109,016)	(68,665)	470,489	163,432
	Fund balances brought forward	2,968,114	747,547	68,665	3,784,326	3,620,894
	Fund balances carried forward 10,1	1 3,616,284	638,531	_	4,254,815	3,784,326

The group has no recognised gains and losses other than those included in the surplus above, and therefore no separate statement of total recognised gains and losses has been presented. There is no difference between the result for the year stated above, and its historical cost equivalent.

# **ChantreyVellacott DFKLLP**

### **CHOICE SUPPORT**

# Statement of financial activities (including an income and expenditure account) For the year ended 31 March 2005

		Unrestric	<b>Unrestricted Funds</b>		Total Funds	Total Funds
	Notes	General £	Designated £	Restricted Funds £	2005 £	2004 £
	Incoming resources Donation from subsidiary undertaking	-	-	-	-	136,017
	Activities in furtherance of the charity's objects - Contracts for support					
	services	19,034,806	-	-	19,034,806	14,539,097
	- Grants 1 (iv) 8	k (v) 497,096	-	100,589	597,685	521,098
1	- Charges to residents	499,614	-	-	499,614	641,508
		20,031,516	-	100,589	20,132,105	15,701,703
Ì	Interest receivable	161,960	-	_	161,960	115,322
(	Other incoming resources	531,579	-	_	531,579	540,889
1	Gain on disposal of fixed assets	211,046	-	-	211,046	-
	Total incoming resources	20,936,101	-	100,589	21,036,690	16,493,931
	Charitable expenditure Activities in furtherance	40 604 607	404 905	400.254	40.070.760	45 540 226
)	of the charity's objects  Management and administration	19,604,697 677,645	104,805	169,254	19,878,756	15,549,226 644,017
	Management and authinstration	——————————————————————————————————————			677,645	044,017
	Total resources expended	20,282,342	104,805	169,254	20,556,401	16,193,243
;	Operating surplus/(deficit) for the year, being net income/ (expenditure)	653,759	(104,805)	(68,665)	480,289	300,688
	Fund balances brought forward	2,944,033	743,336	68,665	3,756,034	3,455,346
	Fund balances carried forward	3,597,792	638,531	•	4,236,323	3,756,034

The charity has no recognised gains and losses other than those included in the surplus above, and therefore no separate statement of total recognised gains and losses has been presented. There is no difference between the result for the year stated above, and its historical cost equivalent.

### Consolidated balance sheet as at 31 March 2005

Notes	<b>2005</b> £	2004 £
•	a= .a=	0.400.400
2	2,437,469	2,408,122
	2,437,469	2,408,122
	2.489.607	2,379,545
4		1,632,958
	2,051,371	973,694
	6,055,242	4,986,197
5(a)	4,030,896	3,402,993
	2,024,346	1,583,204
	4,461,815	3,991,326
5(b)	207,000	207,000
	4,254,815	3,784,326
	2 646 204	2 060 444
	• •	2,968,114 747,547
	<del>0</del> 30,93 i -	68,665
10,11	4,254,815	3,784,326
	2 4 5(a)	£  2

The financial statements were approved by the Board of Management on 14 October 2005 and signed on its behalf by

CHARLES SPENCER ) MEMBERS OF THE BOARD OF MANAGEMENT

### Balance sheet as at 31 March 2005

	Notes	2005 £	2004 £
Fixed assets			
Tangible assets	2	2,437,469	2,408,122
Investments	3	1	1
		2,437,470	2,408,123
Current assets			
Investments – cash fixed term deposits		2,489,607	2,379,545
Debtors	4	1,543,079	1,656,471
Cash at bank and in hand		1,999,687	909,072
		6,032,373	4,945,088
Creditors: amounts falling			
due within one year	5(a)	4,026,520	3,390,177
Net current assets		2,005,853	1,554,911
Total assets less current liabilities		4,443,323	3,963,034
Creditors: amounts falling due			
after more than one year	5(b)	207,000	207,000
Net assets		4,236,323	3,756,034
Reserves			
Unrestricted funds - General		3,597,792	2,944,033
- Designated		638,531	743,336
Restricted		<u> </u>	68,665
		4,236,323	3,756,034

The financial statements were approved by the Board of Management on 14 October 2005 and signed on its behalf by

CHARLES SPENCER

MEMBERS OF THE BOARD OF MANAGEMENT

### Consolidated cash flow statement for the year ended 31 March 2005

	<b>2005</b> £	2004 £
Net cash inflow from operating activities (see below)	909,602	368,852
Returns on investments and servicing of finance		
Interest received	162,454	116,560
	162,454	116,560
Cash inflow before financing	1,072,056	485,412
Management of liquid resources – new deposits	(110,062)	
Payments to acquire tangible fixed assets  Proceeds from sale of tangible fixed assets	(234,317) 350,000	(1,513,039)
1 Toceeus Itolii sale of tallylble lixed assets		
Increase/(decrease) in cash	1,077,677	(1,027,627)
Notes to the cash flow statement		
a. Reconciliation of surplus to net cash inflow	2005	2004
from operating activities	£	£
Surplus for year	470,489	163,432
Interest receivable	(162,454)	(116,560)
Depreciation	66,014	54,128
Gain on sale of fixed assets  Movement in: Creditors	(211,046)	208 800
Movement in: Creditors Debtors	627,904 118,695	298,899 (31,047)
202.0.0		
•	909,602	368,852
b. Reconciliation of net cash flow to movement in net funds		
	£	
Increase in cash in the year	1,077,677	
Increase in current asset investments	110,062	
Net funds at 1 April 2004	3,146,239	
Net funds at 31 March 2005	4,333,978	
c. Analysis of changes in net funds		
At 1 Apr		At 31 March
2004	flows £	<b>2005</b> £
£	£.	£
Cash at bank and in hand 973,694	1,077,677	2,051,371
Current asset investments 2,379,545		2,489,607
Debt due after one year (207,000	-	(207,000)
3,146,239	1,187,739	4,333,978

## Notes to the financial statements For the year ended 31 March 2005

### 1. Accounting policies

### i) Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with applicable accounting standards, the Statement of Recommended Practice "Accounting and Reporting by Charities", issued in October 2000, and the Companies Act 1985.

### ii) Basis of consolidation

The results of Choice Consultancy Services Limited and The Blue River Project have been consolidated, on a line by line basis.

### iii) Depreciation of tangible fixed assets

The cost of all additions and replacements to office and house furnishings and equipment is written off when expenditure is incurred.

The cost of land and buildings and motor vehicles is capitalised and written off over the useful life of the asset:

Long leasehold - over length of lease
Freehold property - at 2% per annum (excluding land)
Vehicles - at 25% per annum - straight line
Let to clients - at 2% per annum (excluding land)

No depreciation is provided on let properties when they are funded by long-term capital grants.

### iv) Grants and residents' fees

All grants and residents' fees are accounted for when receivable. Income is deferred only if it is clearly stated to relate to a future accounting period.

### v) Contracts

Income and expenditure relating to contracts is accounted for when receivable or payable.

### vi) Resources expended

Expenditure is recognised on an accruals basis.

Costs of activities in furtherance of the charity's objects comprise those costs incurred directly in the provision of running the homes and additional services for the support of persons with learning difficulties. This includes the salaries of people supporting the above services and an allocation of overheads based on the nature of the activity and staff time.

Management and administration expenditure includes all expenditure not directly related to the above. This includes expenditure incurred to comply with constitutional and statutory requirements such as audit, legal fees and annual general meetings and an allocation of office overheads based on the nature of the activity.

### vii) Pension costs

The group contributes to a defined contribution pension scheme on behalf of the employees. The amount payable during the year is charged to the statement of financial activities. This complies with stakeholder legislation.

### Notes to the financial statements For the year ended 31 March 2005

### 1. Accounting policies

### viii) Leases

Rental costs under operating leases are charged to the Statement of Financial Activities in equal annual instalments over the period of the lease.

### ix) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. (The aim and use of each designated fund is set out in note 10 of the financial statements).

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

### x) Current asset investments

In line with Financial Reporting Standard Number 1, cash deposits which are not repayable on demand are disclosed as current asset investments in the Balance Sheet and classified as liquid resources in the Cash Flow Statement.

### Tangible fixed assets

Group and Company	Long leasehold and improvements £	Freehold properties £	Let to clients £	Motor vehicles £	Total £
Cost:					
At 1 April 2004	1,513,039	397,824	504,770	129,292	2,544,925
Additions	145,608	-	-	88,709	234,317
Disposals	<u> </u>	(143,960)	<del></del>	-	(143,960)
At 31 March 2005	1,658,647	253,864	504,770	218,001	2,635,282
Depreciation:					
At 1 April 2004	14,494	49,022	20,578	52,709	136,803
Charge for year	15,130	856	7,879	42,149	66,014
Disposals	<u>-</u>	(5,004)	<u> </u>		(5,004)
At 31 March 2005	29,624	44,874	28,457	94,858	197,813
Net book value:					
At 31 March 2005	1,629,023	208,990	476,313	123,143	2,437,469
At 31 March 2004	1,498,545	348,802	484,192	76,583	2,408,122

An allowance of £268,000 has been made for the land element within freehold property and this has not been depreciated.

Two properties within 'let to clients' have land values of £110,810 which have not been depreciated.

### Notes to the financial statements For the year ended 31 March 2005

### 3. Investments

The investment of £1 represents shares held in wholly owned subsidiary, Choice Consultancy Services Limited, which is registered in England.

The company also owns The Blue River Project, a charitable company limited by guarantee, which has similar activities to Choice Support and is registered in England.

The Blue

**Choice Consultancy** 

These companies are summarised below:

		River Project £		ces Limited
Incoming resources		488,996		6,063
Resources expended		(497,124)		(7,731)
Funds brought forward		28,061 ———		228
Funds carried forward		19,933		(1,440)
Debtors		Group	Cc	ompany
DCDIO13	2005	2004	2005	2004
	£	£	£	£
Grants -SHMG	-	5,009	-	5,009
Charges to residents	157,421	127,664	157,421	127,664
Loans to residents	151,503	109,220	151,503	109,220
Amount due from subsidiary undertaking	-	-	30,625	24,910
Social Services	1,090,833	1,163,475	1,090,833	1,163,475
Other debtors	24,821	112,765	23,011	111,368
Prepayments	89,686	114,825	89,686	114,825
	1,514,264	1,632,958	1,543,079	1,656,471

### Notes to the financial statements For the year ended 31 March 2005

<b>5</b> .	Creditors		Group		Company	
			2005	2004	2005	2004
	•		£	£	£	£
	a)	Amounts falling due within one year				
		Accruals and sundry creditors	1,565,741	1,456,092	1,561,365	1,443,687
		Deferred income	2,102,336	1,621,838	2,102,336	1,621,838
		Other taxes and social security	362,819	325,063	362,819	324,652
			4,030,896	3,402,993	4,026,520	3,390,177
					Group and	d Company
	b)	Amounts falling due after more			2005	2004
		than one year			£	£
		Amounts payable in more than 5 yea	rs other than by	installments:		
		Capital grant relating to let properties	•		207,000	207,000
			•			

The company received grants from South East Thames Regional Health Authority, acting as agent for the Secretary of State for Health, of £207,000 to purchase three freehold properties. The grant will be repaid as and when the properties are disposed of.

### 6. Operating surplus for the year

The operating surplus is stated after charging:-

	2005 £	2004 £
Auditors' remuneration Operating lease rentals:	27,162	30,000
- Land and buildings	82,735	61,289
- Office equipment	11,606	13,166
Depreciation	66,014	54,128

### 7. Resources expended for the group

	General £	Designated £	Restricted Funds £	<b>2005</b> £	2004 £
Activities in furtherance of the charity's objectives	20,097,610	109,016	169,254	20,375,880	16,016,216
Management and administration	685,626		<u> </u>	685,626	645,802
Total resources expended	20,783,236	109,016	169,254	21,061,506	16,662,018

### Notes to the financial statements For the year ended 31 March 2005

### 7. Resources expended for the group

	Staff costs £	Allocated costs	<b>2005</b> £	2004 £
Note:				
Activities in furtherance of the charity's objectives: - Contracts to provide care - Running of houses	17,954,497 28,325	1,175,441 1,217,617	19,129,938 1,245,942	14,811,150 1,205,066
	17,982,822	2,393,058	20,375,880	16,016,216
Management and administration	197,119	488,507	685,626	645,802
Total resources expended	18,179,941	2,881,565	21,061,506	16,662,018

### 8. Taxation status

The activities of Choice Support and The Blue River Project, as registered charities, are undertaken for charitable purposes only. As a result no provision for taxation has been made on the income of these companies. There is no taxation on the income of Choice Consultancy Limited, due to losses made.

Staff and trustees		<b>2005</b> £	2004 £
a)	Staff costs Wages and salaries Social security costs Pension costs	14,756,387 1,254,110 496,482	11,702,430 995,300 241,587
		16,506,979	12,939,317
	Agency staff costs	1,672,962	952,290
		18,179,941	13,891,607
b)	Average number of persons employed during the year (excluding agency staff)  Care staff  Management and administration  Total	766 46 812	694 35 729
c)	Employees earning more than £50,000 p.a. £50,000 - £60,000 £70,000 - £80,000	1 1	1

### Notes to the financial statements For the year ended 31 March 2005

### 9. Staff and trustees

No member of the Board of Management received any remuneration for the year (2004 - None).

Expenses were reimbursed or paid to third parties on behalf of 2 members of the Board of Management during the year, amounting to £379 (2004: £721, for 4 members of the Board of Management). Trustee liability insurance was purchased at a cost of £6,489 (2004: £6,169).

### 10. Analysis of group funds

	At 1 April 2004 £	Income £	Expenditure £	At 31 March 2005 £
Unrestricted Funds				
General	2,968,114	21,431,406	20,783,236	3,616,284
Designated				
Blue River Project - Employment Trust	4,211		4,211	
Choice Support	4,211	-	4,211	-
- Property purchases	514,223	-	11,318	502,905
- Upkeep of houses	101,397	_	20,139	81,258
- IT developments	26,036	-	26,036	•
- Staff welfare, training and				
compliance costs	81,460	-	27,092	54,368
- Housing returns	20,220	-	20,220	
Total Designated	747,547		109,016	638,531
Total Unrestricted	3,715,661	21,431,406	20,892,252	4,254,815
Restricted Funds				
Choice Support				
- Unlocking Potential	-	65,372	65,372	-
- Entelechy (Community Fund)	42,500	-	42,500	-
- One 2 One (Community Fund)	6,311	-	6,311	-
- ESF	19,854	35,217	55,071	
Total Restricted	68,665	100,589	169,254	*
Total Funds	3,784,326	21,531,995	21,061,506	4,254,815

The purpose of each fund is as each title suggests.

### Notes to the financial statements For the year ended 31 March 2005

### 11. Group net assets by fund

Unrestricted Funds	Designated Tangible fixed assets £	Net current assets £	Creditors falling due after more than one year £	Total £
General Designated	2,437,469	1,178,815 845,531	(207.000)	3,616,284
Total	2,437,469	2,024,346	(207,000)	638,531 <b>4,254,815</b>
	<del></del>		=	كتستة ستدستها

12.	Operating leases	Office equipment £	Property £
	The company's commitments for rental payments under operating leases payable for the year ending 31 March 2005 are as follows: Leases expiring:		-
	Under one year	8,497	10,000
	Between two and five years	<u>-</u>	83,855
		8,497	93,855

### 13. Capital commitments

At the year end the company had authorised and was committed to capital expenditure on leasehold improvements amounting to £NIL.

### 14. Pensions

The group operates individual defined contribution pension schemes. In addition a number of the employees are members of the NHS pension scheme.

The assets of the schemes are held separately from those of the group in independently administered funds. The pension cost charge represents contributions payable by the group to the schemes and amounted to £496,482 (2004 : £241,587).