

Company Registration No 2862807 (England and Wales)

**UK WATER INDUSTRY RESEARCH LIMITED**

**REPORT AND ACCOUNTS**

**FOR THE YEAR ENDED 31 MARCH 2008**

# REGISTRAR OF COMPANIES

*Registered Office*

1 Queen Anne's Gate  
London SW1H 9BT

*Telephone Number*

020-7344 1807/1872

*Fax Number*

020-7344 1859

*E-Mail*

mail@ukwir.org.uk

*Website*

www.ukwir.org

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COMPANIES HOUSE

# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## COMPANY INFORMATION

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### Board of Directors

#### Water service companies

John Barnes  
Environment and Sustainability Director  
United Utilities Water plc  
(until 11 July 2008)

Dr Stephen Bird  
Operations Director  
South West Water Limited

Dr Julian Dennis  
Director of Environment, Science and Sustainability  
Wessex Water Services Limited

Robert Harrison  
PR09 Director  
Thames Water Utilities Limited

Martin Kane  
Director of Customer Relations  
Severn Trent Water plc  
(from 1 June 2007)

Adrian Kennedy  
Head of Investment Planning  
Yorkshire Water plc

Gren Messham  
Director of Asset Management & Technology  
Severn Trent Water Limited  
(Until 31 May 2007)

Andrew Smith  
Managing Director  
Three Valleys Water plc  
(from 26 June 2008)

Chris Newsome  
Director - Asset Management  
Anglian Water Services Limited

Dr Colin Price  
Technical Director  
Northumbrian Water Limited

#### Water supply companies

Dr Arnold Bates  
Quality Director  
Bristol Water plc

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# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## COMPANY INFORMATION

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(until 31 March 2008)

Paul Butler  
Managing Director  
Mid Kent Water plc

Scotland

John Rae  
General Manager, Operations  
Scottish Water  
(until 31 March 2008)

Geoff Aitkenhead  
Managing Director  
Scottish Water  
(from 31 March 2008)

Northern Ireland

George Butler  
Asset Management Director  
Northern Ireland Water Service

**Chairman**

Paul Butler

**Director**

Dr Michael Farrimond

**Secretary**

Dr Michael Farrimond

**Programme Coordinator**  
**Programme Manager**  
**Office Manager**

Pauline Avery  
Gordon Wheale  
Carol Ham

**Company number**

2862807

**Registered office**

1 Queen Anne's Gate  
London  
SW1H 9BT

**Auditors**

goodband viner taylor  
Ellin House  
42 Kingfield Road  
Sheffield  
S11 9AS

**Bankers**

Yorkshire Bank  
81 Carlton Street  
Castleford

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**UK WATER INDUSTRY RESEARCH LIMITED**  
(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

**COMPANY INFORMATION**

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	West Yorkshire WF10 1BW
Accountants	Haigh & Co Grange Cottage Womersley Doncaster DN6 9BW

# **UK WATER INDUSTRY RESEARCH LIMITED**

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## **CONTENTS**

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	<b>Page</b>
Directors' report	1 - 4
Independent auditors' report	5
Income and expenditure account	6
Balance sheet	7
Cash flow statement	8
Notes to the cash flow statement	9
Notes to the financial statements	10 - 13

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# **UK WATER INDUSTRY RESEARCH LIMITED**

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## **DIRECTORS REPORT**

### ***FOR THE YEAR ENDED 31 MARCH 2008***

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The company directs and procures a three-year rolling programme of research for UK water operators on "one voice" issues. This is the company's twelfth annual report and audited accounts covering the year to 31 March 2008.

#### **Constitutional framework**

Since 1999, the Board of UK Water Industry Research Limited (UKWIR) has played a strategic role on behalf of the water industry and sets the direction for research on behalf of the industry, in addition to being responsible for the development and delivery of the programme. That role also requires it to agree business needs driving research and to determine overall priorities, each spring the Board agrees its advice on medium term priorities which is disseminated to all UKWIR members prior to the Advisory group meetings in April and September. Part of the Board's remit is to enhance the value for members by increasing collaboration with other bodies. Directors continue to be appointed to the Board from amongst senior industry representatives whose experience covers a wide range of disciplines and interests.

# **UK WATER INDUSTRY RESEARCH LIMITED**

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## **DIRECTORS REPORT**

***FOR THE YEAR ENDED 31 MARCH 2008***

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### **Principal activities**

Dr Mike Farrimond has continued to concentrate on encouraging increased collaboration both nationally and internationally. His role includes development of UKWIR's R & D and business strategies, development of international collaboration and raising the profile of UKWIR in the UK and the international water community. The research programme continues to cover the following main subject areas: drinking water quality and health, toxicology, water resources, climate change, waste water treatment, biosolids, water mains and services, sewerage, as well as regulatory and customer issues. Having consulted the industry in depth as well as collaborators and stakeholders, the Board's long-term strategy and Research RoadMaps continue to be promoted to government and Research Councils in the UK.

During the year, UKWIR has continued to drive the process for the identification and specification of new research projects by holding two UKWIR Advisory Group meetings where the industry has been widely represented to formulate proposals for research as well as prioritise them to meet business needs. In 2007 the proposals were again posted on UKWIR's website and voted on during August. Following which the Advisory Group met in September to discuss and prioritise projects.

During 2007/08, collaborative work continued with government departments, including DEFRA, DfT, DWI, Technology Strategy Board (TSB), the Environment Agency, OFWAT and Scottish Executive. UKWIR successfully won a collaborative research project, entitled VISTA, funded by the TSB for research at Leeds and Nottingham Universities to develop techniques to integrate maps of buried assets from different organisations. The project is also supported by more than twenty other organisations including utilities, technology suppliers and streetworks contractors.

UKWIR has successfully established collaboration outside the UK in order to enhance the value of the programme and to promote the transfer of knowledge. Several projects of mutual interest have been identified for joint funding with the Awwa Research Foundation (AwwaRF) and the Water Environment Research Foundation (WERF) in the USA. UKWIR is one of the participating organisations in the Global Water Research Coalition (GWRC) that has founding partners drawn from Australia, France, the Netherlands, South Africa and the USA. Dr Farrimond was elected Chairman for three years from April 2005. A successful project entitled "Tools for Risk Management" was cofunded by AwwaRF, WERF, Water Services Association of Australia (WSAA) and UKWIR.

In addition, relationships have been sought for closer collaboration in Europe, both with the European Commission and colleague organisations in other member states. This has been facilitated by representation and input into EUREAU (European Union of National Associations of Water Suppliers and Waste Water Services). UKWIR has also represented UK research interests on the Board of the Water Supply and Sanitation Technology Platform (WSSTP), which has developed a thirty-year research agenda for the European water sector. Dr Farrimond serves as honorary Treasurer of WSSTP. UKWIR is a partner in an EU LIFE project entitled WAgriCo, which is examining the impact of changing farming practices on groundwater quality in parts of Dorset. The other partner is managing similar work on farms in Lower Saxony in Germany.

UKWIR has continued to work with the Research Councils in taking forward activities initiated by the industry and is closely involved in implementing some of the deliverables from the Flood Risk Management Research Programme at three sites in the UK. Dr Farrimond has also joined the Board of the Environmental Knowledge Transfer Network, which is funded by the TSB to develop research needs for the environmental sector.

# **UK WATER INDUSTRY RESEARCH LIMITED**

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## **DIRECTORS REPORT**

### ***FOR THE YEAR ENDED 31 MARCH 2008***

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#### **Operating of the company**

The results for the year are set out on page 6. The members of UKWIR set a price cap for subscription income from members of £3,326,686 for the 2007/08 programme.

Project management continues to be performed by a mixture of companies/authorities within the water industry and consultants. In order to facilitate the process for letting work, much effort has been achieved by improving model tender documents for use by all project managers with enhanced requirements of contractors, such as milestones against stage payments together with model contractual terms for use both within the UK and internationally.

UKWIR continues to publish reports from research projects. From January to December 2007 49 reports were produced and circulated. The full text and contents of all reports in the public domain are produced on a DVD, which is updated and re-issued to members at appropriate intervals. The UKWIR website ([www.ukwir.org](http://www.ukwir.org)) is used to publicise the UKWIR programme and news. Reports are listed on the web site and public domain reports can be purchased on-line. Many UKWIR members now download UKWIR reports directly from secure areas of the web site.

Project dissemination through seminars and workshops continues, these continue to be viewed as beneficial and are well attended by companies' representatives.

#### **Funding**

Funding is based on population served by the parties to UKWIR and the amount is adjusted to reflect the split between research on potable and wastewater projects. In 2007/08 two calls for funds were made to finance the company's operations. Where funding is shared with collaborators, funds are called in from parties other than the water industry. In 2007/08, a number of contracts had collaborators as sponsors, who made funds of £948,223 (2006/7 £872,652) available through UKWIR.

The accounts for the year ended 31 March 2008 show income of £4,305,733 which produced an operating deficit of £43,182. After interest of £44,264 and taxation, the result was a surplus of £876. Expenditure will continue to be reconciled between research and development on potable water and that on wastewater and sewerage.

#### **Business review and future developments**

UKWIR views the dissemination and implementation of technical results as crucial and has asked contractors to plan for and arrange technology transfer workshops at the conclusion of projects. UKWIR will seek to utilise all opportunities to disseminate information arising from its research programme into the industry.

Water UK council members continue to be provided on a bi-monthly basis with an UKWIR briefing sheet that summarises the value and benefits to members achieved from a particular project area.

'UKWIR News' is published on a quarterly basis both separately and as an insert. Since March 2005 it is inserted by CIWEM (The Chartered Institute of Water and Environment Management) in their Water and Environment magazine. It is circulated to many industry professionals around the world. The News is now being distributed electronically as well as in hard copy with the circulation list kept under review.

UKWIR's website has been further developed to facilitate a number of activities, such as gathering research ideas and prioritising research options, managing UKWIR's publications, publicising and registration for dissemination events. Plans for further developments are continually under review.

#### **Directors**

The directors and officers at 31 March 2008 are shown on the company information pages.

#### **Annual General Meetings**

Since 10 April 1995, elective resolutions have been in force to dispense with the holding of annual general meetings, the laying of accounts before the company in general meeting and the obligation to re-appoint auditors annually.



# **UK WATER INDUSTRY RESEARCH LIMITED**

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## **DIRECTORS REPORT**

**FOR THE YEAR ENDED 31 MARCH 2008**

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### **Directors' responsibilities**

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to

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

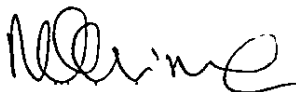
The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets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

In determining how amounts are presented within items in the income and expenditure account and balance sheet, the directors have had regard to the substance of the reported transaction or arrangement, in accordance with generally accepted accounting principles or practice.

So far as each of the directors is aware at the time the report is approved

- There is no relevant audit information of which the company's auditors are 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 auditors are aware of that information (s 234ZA (2))

By order of the Board



Dr M S Farrimond  
Secretary

**- 9 OCT 2008**

**UK WATER INDUSTRY RESEARCH LIMITED**  
(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

**INDEPENDENT AUDITORS' REPORT**

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**To the members of UK Water Industry Research Limited**

We have audited the financial statements of UK Water Industry Research Limited for the year ended 31 March 2008 which comprise the income and expenditure account, balance sheet, cash flow statement and related notes. These financial statements have been prepared under the accounting policies set out therein.

The report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. 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 purposes. 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 this report, or for the opinions we have formed.

**Respective responsibilities of the directors and auditors**

As described in the Statement of Directors' responsibilities the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the accounts 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 Directors' Report is consistent with the accounts, if the 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 directors' remuneration and transactions with the company is not disclosed.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

**Basis of audit opinion**

We conducted our audit in accordance with International Auditing 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 judgments made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to 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 reasonable assurance as to whether 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.

**Opinion**

In our opinion the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the company's affairs as at 31 March 2008 and of its surplus for the year then ended, have been properly prepared in accordance with the Companies Act 1985, and the information given in the Directors' Report is consistent with the financial statements.

*goodband viner taylor*  
goodband viner taylor

Chartered Accountants

Registered Auditor

**16 OCT 2008**

Ellin House  
42 Kingfield Road  
Sheffield  
S11 9AS

# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2008

	Notes	2008 £	2007 £
Income	2	4,305,733	4,284,205
Expenditure		(4,348,916)	(4,325,859)
Operating deficit	3	(43,183)	(41,654)
Other interest receivable and similar income		44,264	42,227
Surplus on ordinary activities before taxation		1,081	573
Tax on surplus on ordinary activities	4	(205)	-
Surplus on ordinary activities after taxation	8	876	573

The income and expenditure account has been prepared on the basis that all operations are continuing operations

There are no recognised gains and losses other than those passing through the income and expenditure account

# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## BALANCE SHEET

AS AT 31 MARCH 2008

	Notes	2008 £	£	2007 £	£
<b>Current assets</b>					
Debtors	5	288,198		357,038	
Cash at bank and in hand		988,114		818,725	
		<u>1,276,312</u>		<u>1,175,763</u>	
<b>Creditors amounts falling due within one year</b>	6	<u>(1,283,307)</u>		<u>(1,183,634)</u>	
<b>Total assets less current liabilities</b>			<u>(6,995)</u>		<u>(7,871)</u>
<b>Revenue Reserves</b>					
Accumulated revenue deficit	8		<u>(6,995)</u>		<u>(7,871)</u>

The financial statements were approved by the Board on

9. Oct 08

  
Paul Butler  
Chairman

# **UK WATER INDUSTRY RESEARCH LIMITED**

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## **CASH FLOW STATEMENT**

**FOR THE YEAR ENDED 31 MARCH 2008**

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
<b>Net cash inflow/(outflow) from operating activities</b>	<b>125,167</b>	<b>(337,369)</b>
<b>Interest received</b>	<b>44,264</b>	<b>42,227</b>
<b>Taxation</b>	<b>(42)</b>	<b>-</b>
<b>Net cash inflow/(outflow) before management of liquid resources and financing</b>	<b>169,389</b>	<b>(295,142)</b>
<b>Increase/(decrease) in cash in the year</b>	<b>169,389</b>	<b>(295,142)</b>

# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## NOTES TO THE CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2008

<b>1</b>	<b>Reconciliation of operating deficit to net cash inflow from operating activities</b>		<b>2008</b>	<b>2007</b>
			£	£
	Operating deficit		(43,183)	(41,654)
	Decrease in debtors		68,840	732
	Increase/(decrease) in creditors within one year		99,510	(296,447)
	<b>Net cash inflow/(outflow) from operating activities</b>		<b>125,167</b>	<b>(337,369)</b>
<b>2</b>	<b>Analysis of net funds</b>	<b>1 April 2007</b>	<b>Cash flow</b>	<b>Other non- 31 March 2008 cash changes</b>
		£	£	£
	Net cash			
	Cash at bank and in hand	818,725	169,389	-
	Net funds	818,725	169,389	-
<b>3</b>	<b>Reconciliation of net cash flow to movement in net funds</b>		<b>2008</b>	<b>2007</b>
			£	£
	Increase/(decrease) in cash in the year		169,389	(295,142)
	<b>Movement in net funds in the year</b>		<b>169,389</b>	<b>(295,142)</b>
	Opening net funds		818,725	1,113,867
	<b>Closing net funds</b>		<b>988,114</b>	<b>818,725</b>

# **UK WATER INDUSTRY RESEARCH LIMITED**

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2008**

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### **1 Accounting policies**

#### **1.1 Accounting convention**

The financial statements are prepared under the historical cost convention

#### **1.2 Compliance with accounting standards**

The accounts for the period are prepared on the historical cost basis and in accordance with applicable accounting standards in the United Kingdom

The company has taken advantage of paragraph 3 (3) of Schedule 4 of the Companies' Act 1985 to adapt the headings otherwise required by paragraph 1 of Schedule 4 as the special nature of the company's business requires such adaptation

A summary of the more important accounting policies which have been applied consistently is set out below

#### **1.3 Income**

Income represents contributions from members of the company and collaborators, shared income from the sale of toxicity datasheets and sales of reports, excluding Value Added Tax

#### **1.4 Leasing**

Assets held under finance leases and hire purchase contracts are capitalised in the balance sheet and are depreciated over their estimated useful lives. The interest element of the rental obligations is charged to the profit and loss account over the period of the lease

Lease payments under operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred

#### **1.5 Pensions**

The company participates in the Water Companies' Pension Scheme (WCPS), a defined benefit scheme for staff employed by UKWIR prior to 1 May 2000. WCPS is managed by corporate trustees, the Water Companies (Pension Fund) Trustee Company, and is accounted for separately from the company's finances. The company's contributions are paid in accordance with actuarial advice and are charged so as to spread the cost of liabilities over the expected remaining service lives of current employees. From 1 April 2003 the UKWIR sub-fund of WCPS was merged with that of Water UK and thereafter will pay company contributions as requested by Water UK on the basis of actuarial advice

From 1 May 2000, new employees have been offered a personal pension arranged by UKWIR. The amount charged to the profit and loss account represents the amounts contributed during the period

#### **1.6 Deferred taxation**

Deferred taxation is provided at appropriate rates on all timing differences using the liability method only to the extent that, in the opinion of the directors, there is a reasonable probability that a liability or asset will crystallise in the foreseeable future

#### **1.7 Foreign currency translation**

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to income and expenditure account

# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2008

### 2 Income

	2008 £	2007 £
<b>Class of business</b>		
Contributions receivable from members	3,304,958	3,380,879
Contributions receivable from collaborators	948,223	872,652
Publications	51,887	28,842
Other	665	1,832
	<u>4,305,733</u>	<u>4,284,205</u>

During 2007/08, all contributions funded activities predominantly within the United Kingdom

### 3 Operating deficit

	2008 £	2007 £
Operating deficit is stated after charging		
Loss on foreign exchange transactions	4,394	-
Operating lease rentals	54,790	38,646
Auditors' remuneration	5,149	5249
Remuneration of auditors for non-audit work	1,230	410
	<u>65,563</u>	<u>74,305</u>

### 4 Taxation

	2008 £	2007 £
<b>Domestic current year tax</b>		
U K corporation tax	163	-
Adjustment for prior years	42	-
	<u>205</u>	<u>-</u>

#### Factors affecting the tax charge for the year

Surplus on ordinary activities before taxation	<u>1,081</u>	<u>573</u>
Surplus on ordinary activities before taxation multiplied by standard rate of UK corporation tax of 20.00% (2007: 20.00%)	<u>216</u>	<u>115</u>
Effects of		
Tax losses utilised	(53)	(115)
Other tax adjustments	42	-
	<u>(11)</u>	<u>(115)</u>
<b>Current tax charge</b>	<u>205</u>	<u>-</u>



# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2008

5 Debtors	2008 £	2007 £
Trade debtors	143,805	211,073
Other debtors	115,305	115,650
Prepayments and accrued income	29,088	30,315
	<u>288,198</u>	<u>357,038</u>

6 Creditors amounts falling due within one year	2008 £	2007 £
Trade creditors	437,408	402,649
Corporation tax	163	-
Accruals and deferred income	845,736	780,985
	<u>1,283,307</u>	<u>1,183,634</u>

### 7 Pension costs

The company operates a defined benefit scheme. However, the scheme is a multiple employer scheme, the Water Companies Pension Scheme, and the company is unable to identify its share of the underlying assets and liabilities of the scheme. It must, therefore, account for the contributions to the scheme as if it were a defined contribution scheme.

The deficit of the scheme at 31 March 2008 was £521,000 (2007 £1,455,000). The company will pay company contributions as requested by Water UK on the basis of actuarial advice.

The company also contributes to the personal pension schemes of some employees and the amounts paid are charged to the profit and loss account during the period.

The total pension charge for the year was £111,257 (2007 £105,989).

### 8 Revenue reserves deficit

	£
Accumulated deficit at 1 April 2007	(7,871)
Surplus for the year	876
	<u>(6,995)</u>
Accumulated deficit at 31 March 2008	<u>(6,995)</u>

### 9 Movements of funds statements

A separate movement of funds statement is not provided as there are no changes for the current or previous year other than the retained surplus in the income and expenditure account.

# UK WATER INDUSTRY RESEARCH LIMITED

(A COMPANY LIMITED BY GUARANTEE NOT HAVING A SHARE CAPITAL)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2008

### 10 Status

The company is incorporated as a company limited by guarantee and not having a share capital. The liability is guaranteed and limited to £1 to each member of the company.

### 11 Financial commitments

At 31 March 2008 the company had annual commitments under non-cancellable operating leases as follows:

	<b>Office Accommodation</b>	
	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Expiry date		
Within one year	71,415	38,166

### 12 Employees

#### Number of employees

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

	<b>2008</b>	<b>2007</b>
	<b>Number</b>	<b>Number</b>
	4	5

#### Employment costs

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Wages and salaries	207,553	229,560
Social security costs	22,293	24,959
Other pension costs	111,257	105,989
	341,103	360,508