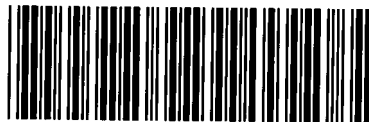


S & J Consultants Limited

Annual Report and Financial Statements

For the year ended 31 March 2018

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Company Registration No. 03289128 (England and Wales)

S & J Consultants Limited

Company Information

Directors	J Gutteridge G Jones R Parker P Webb
Company number	03289128
Registered office	4 The Old Yard Rectory Lane Brasted Westerham Kent TN16 1JP
Auditors	Kingston Smith LLP Devonshire House 60 Goswell Road London United Kingdom EC1M 7AD

S & J Consultants Limited

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S & J Consultants Limited

Strategic Report

For the year ended 31 March 2018

The directors present the strategic report for the year ended 31 March 2018.

Review of the Business

The company is the sole subsidiary of GPR Technical Recruitment Limited, an investment holding company. S & J Consultants Limited continues to provide technical recruitment consultancy services to the construction and water industries.

Results and Performance

The results of the company for the year, as set out on page 8, show a profit on ordinary activities before tax of £968,761.

Business Environment

Despite the political uncertainty caused by Brexit, which has affected turnover, our long established diversity in covering major infrastructure projects continues to provide us significant opportunities in our core areas of expertise.

Principal Risks and Uncertainties

The company's trade debtors continue to be managed closely by our internal credit control and we remain positive about their repayment. To reduce the risk to our business further, we have a policy to regularly review our debt provisioning policy.

Key Performance Indicators

The company's KPIs for the last two years have been as follows:

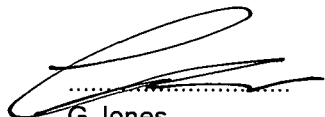
	<u>2017-2018</u>	<u>2016-2017</u>
Turnover	£29,157,005	£28,871,341
Administrative Costs	£1,315,797	£1,309,983
(% of Gross Margin)	(56%)	(58%)

S & J Consultants Limited

Strategic Report (Continued)

For the year ended 31 March 2018

On behalf of the board



G Jones

Director

.....3/10/18

S & J Consultants Limited

Directors' Report

For the year ended 31 March 2018

The directors present their annual report and financial statements for the year ended 31 March 2018.

Principal activities

The principal activity of the company continued to be the provision of technical recruitment consulting services to the construction and water industries.

Directors

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

J Gutteridge
G Jones
R Parker
P Webb

Results and dividends

The results for the year are set out on page 8.

Ordinary dividends were paid amounting to £4,278,174. The directors do not recommend payment of a further dividend.

Auditor

Kingston Smith LLP were appointed auditor to the company and in accordance with section 485 of the Companies Act 2006, a resolution proposing that they be re-appointed will be put at a General Meeting.

Statement of directors' responsibilities

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

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they 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 these financial statements, the directors are required to:

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and 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. 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.

S & J Consultants Limited

Directors' Report (Continued)

For the year ended 31 March 2018

Statement of disclosure to auditor

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

On behalf of the board



G Jones
Director

3.10.18

S & J Consultants Limited

Independent Auditor's Report

To the Members of S & J Consultants Limited

Opinion

We have audited the financial statements of S & J Consultants Limited (the 'company') for the year ended 31 March 2018 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2018 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

S & J Consultants Limited

Independent Auditor's Report (Continued)

To the Members of S & J Consultants Limited

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Directors' Report.

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.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

S & J Consultants Limited

Independent Auditor's Report (Continued)

To the Members of S & J Consultants Limited

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken for no purpose other than to draw to the attention of the company's members those matters we are required to include in an auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the company and the company's members as a body, for our work, for this report, or for the opinions we have formed.



Matthew Meadows (Senior Statutory Auditor)
for and on behalf of Kingston Smith LLP



Chartered Accountants
Statutory Auditor

Devonshire House
60 Goswell Road
London
United Kingdom
EC1M 7AD

S & J Consultants Limited

Statement of Comprehensive Income For the year ended 31 March 2018

	Notes	2018 £	2017 £
Turnover	3	29,157,005	28,871,341
Cost of sales		(26,809,245)	(26,603,580)
Gross profit		2,347,760	2,267,761
Administrative expenses		(1,315,797)	(1,309,983)
Operating profit	4	1,031,963	957,778
Interest receivable and similar income	7	-	11,042
Interest payable and similar expenses	8	(63,202)	(40,388)
Profit before taxation		968,761	928,432
Taxation	9	(178,442)	(184,901)
Profit for the financial year		790,319	743,531
Total comprehensive income for the year		790,319	743,531

The Profit And Loss Account has been prepared on the basis that all operations are continuing operations.

S & J Consultants Limited

Balance Sheet

As at 31 March 2018

	Notes	2018 £	£	2017 £	£
Fixed assets					
Tangible assets	11		49,608		36,206
Current assets					
Debtors	13	5,420,070		8,482,648	
Cash at bank and in hand		1,551		59,707	
		<u>5,421,621</u>		<u>8,542,355</u>	
Creditors: amounts falling due within one year	14	<u>(3,913,188)</u>		<u>(3,535,001)</u>	
Net current assets			1,508,433		5,007,354
Total assets less current liabilities			1,558,041		5,043,560
Provisions for liabilities	16		(31,385)		(29,049)
Net assets			<u>1,526,656</u>		<u>5,014,511</u>
Capital and reserves					
Called up share capital	19		532		532
Share premium account			265,743		265,743
Capital redemption reserve			501		501
Profit and loss reserves			1,259,880		4,747,735
Total equity			<u>1,526,656</u>		<u>5,014,511</u>

The financial statements were approved by the board of directors and authorised for issue on 3rd October 2018 and are signed on its behalf by:



G Jones 3.10.18
Director

Company Registration No. 03289128

S & J Consultants Limited

Statement of Changes in Equity

For the year ended 31 March 2018

	Notes	Share capital £	Share premium account £	Capital redemption reserve £	Profit and loss reserves £	Total £
Balance at 1 April 2016		532	265,743	501	4,114,204	4,380,980
Year ended 31 March 2017:						
Profit and total comprehensive income for the year		-	-	-	743,531	743,531
Dividends	10	-	-	-	(110,000)	(110,000)
Balance at 31 March 2017		532	265,743	501	4,747,735	5,014,511
Year ended 31 March 2018:						
Profit and total comprehensive income for the year		-	-	-	790,319	790,319
Dividends	10	-	-	-	(4,278,174)	(4,278,174)
Balance at 31 March 2018		532	265,743	501	1,259,880	1,526,656

S & J Consultants Limited

Notes to the Financial Statements

For the year ended 31 March 2018

1 Accounting policies

Company information

S & J Consultants Limited is a private company limited by shares incorporated in England and Wales. The registered office is 4 The Old Yard, Rectory Lane, Brasted, Westerham, Kent, TN16 1JP.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Turnover

Turnover is recognised at the fair value of the consideration received or receivable for recruitment services provided in the normal course of business, and is shown net of VAT and other sales related taxes based on work carried out according to timesheets. The fair value of consideration takes into account trade discounts, settlement discounts and volume rebates.

1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	Over the length of the lease
Fixtures and fittings	25% reducing balance
Computers	33.3% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

1.5 Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

1 Accounting policies

(Continued)

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.6 Cash at bank and in hand

Cash at bank and in hand are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

Basic financial instruments are measured at amortised cost. The company has no other financial instruments or basic financial instruments measured at fair value.

1.8 Equity instruments

Equity instruments issued by the company are recorded at the proceeds received, net of direct issue costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the company.

1.9 Taxation

The tax expense represents the sum of the tax currently payable and deferred tax.

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the profit and loss account 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 reporting end date.

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

1 Accounting policies

(Continued)

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Such assets and liabilities are not recognised if the timing difference arises from goodwill or from the initial recognition of other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each reporting end date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered. Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised. Deferred tax is charged or credited in the profit and loss account, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity. Deferred tax assets and liabilities are offset when the company has a legally enforceable right to offset current tax assets and liabilities and the deferred tax assets and liabilities relate to taxes levied by the same tax authority.

1.10 Provisions

Provisions are recognised when the company has a legal or constructive present obligation as a result of a past event, it is probable that the company will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in profit or loss in the period in which it arises.

1.11 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Turnover and other revenue

An analysis of the company's turnover is as follows:

	2018 £	2017 £
Turnover analysed by class of business		
Recruitment services	29,157,005	28,871,341

	2018 £	2017 £
Other significant revenue		
Interest income	-	11,042

	2018 £	2017 £
Turnover analysed by geographical market		
UK	29,157,005	28,859,457
Overseas	-	11,884
	29,157,005	28,871,341

4 Operating profit

	2018 £	2017 £
Operating profit for the year is stated after charging:		
Fees payable to the company's auditor for the audit of the company's financial statements	14,000	15,400
Depreciation of owned tangible fixed assets	15,228	12,455
(Profit)/loss on disposal of tangible fixed assets	-	2,841
Operating lease charges	46,115	57,634

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

5 Employees

The average monthly number of persons (including directors) employed by the company during the year was:

	2018 Number	2017 Number
Contract staff	15	20
Recruitment consultants	8	5
Administration	10	10
Directors	4	4
	<u>37</u>	<u>39</u>

Their aggregate remuneration comprised:

	2018 £	2017 £
Wages and salaries	1,360,522	1,315,808
Social security costs	145,675	150,369
Pension costs	31,579	28,521
	<u>1,537,776</u>	<u>1,494,698</u>

6 Directors' remuneration

	2018 £	2017 £
Remuneration for qualifying services	<u>295,718</u>	<u>355,438</u>

Remuneration disclosed above include the following amounts paid to the highest paid director:

Remuneration for qualifying services	<u>103,660</u>	<u>122,369</u>
--------------------------------------	----------------	----------------

7 Interest receivable and similar income

	2018 £	2017 £
Interest income		
Interest on bank deposits	-	1,308
Other interest income	-	9,734
	<u>-</u>	<u>11,042</u>

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

8 Interest payable and similar expenses

	2018 £	2017 £
Interest on financial liabilities measured at amortised cost:		
Interest on bank overdrafts and loans	63,202	40,388

9 Taxation

	2018 £	2017 £
Current tax		
UK corporation tax on profits for the current period	176,106	181,770
Deferred tax		
Origination and reversal of timing differences	2,336	3,131
Total tax charge	178,442	184,901

The actual charge for the year can be reconciled to the expected charge for the year based on the profit or loss and the standard rate of tax as follows:

	2018 £	2017 £
Profit before taxation	968,761	928,432
<i>Expected tax charge based on the standard rate of corporation tax in the UK of 19.00% (2017: 20.00%)</i>	184,065	185,686
Tax effect of expenses that are not deductible in determining taxable profit	9,500	12,092
Effect of change in corporation tax rate	(329)	-
Group relief	(14,794)	(9,746)
Permanent capital allowances in excess of depreciation	-	(3,131)
Taxation charge for the year	178,442	184,901

10 Dividends

	2018 £	2017 £
Final paid	4,278,174	110,000

A dividend of £8,042 per Ordinary share was paid during the year.

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

11 Tangible fixed assets

	Leasehold land and buildings	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 April 2017	14,596	57,721	79,140	151,457
Additions	-	20,115	8,515	28,630
At 31 March 2018	14,596	77,836	87,655	180,087
Depreciation and impairment				
At 1 April 2017	1,460	41,855	71,936	115,251
Depreciation charged in the year	1,460	8,995	4,773	15,228
At 31 March 2018	2,920	50,850	76,709	130,479
Carrying amount				
At 31 March 2018	11,676	26,986	10,946	49,608
At 31 March 2017	13,136	15,866	7,204	36,206

12 Financial instruments

	2018 £	2017 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	5,380,097	8,403,702
Carrying amount of financial liabilities		
Measured at amortised cost	3,231,858	3,075,286

13 Debtors

	2018 £	2017 £
Amounts falling due within one year:		
Trade debtors	4,181,198	3,286,692
Gross amounts due from contract customers	112,293	682,400
Amounts due from group undertakings	1,060,605	4,352,733
Other debtors	26,000	81,876
Prepayments and accrued income	39,974	78,947
	5,420,070	8,482,648

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

14 Creditors: amounts falling due within one year

	Notes	2018 £	2017 £
Bank loans and overdrafts	15	3,066,613	2,411,808
Corporation tax		176,106	181,836
Other taxation and social security		505,224	277,879
Other creditors		117,247	615,977
Accruals and deferred income		47,998	47,501
		<u>3,913,188</u>	<u>3,535,001</u>

15 Loans and overdrafts

	2018 £	2017 £
Bank loans	1,929,316	2,411,808
Bank overdrafts	1,137,297	-
	<u>3,066,613</u>	<u>2,411,808</u>
Payable within one year	<u>3,066,613</u>	<u>2,411,808</u>

The bank loans are secured by a fixed charge in favour of HSBC Bank plc dated 1 July 2016 over all present freehold and leasehold property, a first fixed charge over book and other debts, chattels and goodwill and a first floating charge over all present and future assets.

16 Provisions for liabilities

	Notes	2018 £	2017 £
Property repairs		22,500	22,500
Deferred tax liabilities	17	8,885	6,549
		<u>31,385</u>	<u>29,049</u>

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

17 Deferred taxation

Deferred tax assets and liabilities are offset where the company has a legally enforceable right to do so. The following is the analysis of the deferred tax balances (after offset) for financial reporting purposes:

	Liabilities 2018 £	Liabilities 2017 £
Balances:		
Accelerated Capital Allowances	<u>8,885</u>	<u>6,549</u>
Movements in the year:		2018 £
Liability at 1 April 2017		6,549
Charge to profit or loss		<u>2,336</u>
Liability at 31 March 2018		<u>8,885</u>

The deferred tax liability set out above is expected to reverse within 12 months and relates to accelerated capital allowances that are expected to mature within the same period.

18 Retirement benefit schemes

	2018 £	2017 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>31,579</u>	<u>28,521</u>

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund.

19 Share capital

	2018 £	2017 £
Ordinary share capital		
Issued and fully paid		
501 Ordinary shares of £1 each	501	501
31 Ordinary A shares of £1 each	31	31
	<u>532</u>	<u>532</u>

The Ordinary shares have no restrictions on either the distribution of dividends or the repayment of capital. The Ordinary A shares have no dividend rights but have no restriction on the repayment of capital.

S & J Consultants Limited

Notes to the Financial Statements (Continued)

For the year ended 31 March 2018

20 Operating lease commitments

Lessee

The operating leases commitments represent the amount of rent payable on non-cancellable leases on the company's office premises.

At the reporting end date the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2018 £	2017 £
Within one year	41,167	41,000
Between two and five years	172,333	166,000
In over five years	168,667	216,000
	<u>382,167</u>	<u>423,000</u>

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2018 £	2017 £
Aggregate compensation	<u>290,028</u>	<u>355,438</u>

At the balance sheet date, J Gutteridge, a director of the company owed £nil to the company (2017: £53,852). The loan carries interest at 4% per annum and the interest charged to 31 March 2018 amounted to £nil (2017: £6,005).

22 Controlling party

The parent company of S & J Consultants Limited is GPR Technical Recruitment Limited.

The ultimate controlling party is G Jones.

Group financial statements have been prepared by GPR Technical Recruitment Limited and are publicly available from the Company Secretary, 4 The Old Yard, Brasted, Westerham, Kent, TN16 1JP.