

Company Registration Number 3528320

**MITIE PROPERTY MANAGEMENT  
LIMITED**

**Report and Financial Statements**

**Year ended 31 March 2011**

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**MITIE PROPERTY MANAGEMENT LIMITED**

**REPORT AND FINANCIAL STATEMENTS 2011**

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MITIE PROPERTY MANAGEMENT LIMITED

**OFFICERS AND PROFESSIONAL ADVISERS**

**DIRECTORS**

S C Baxter  
R McGregor-Smith  
J Ridley  
W Robson  
R Robinson

**SECRETARY**

MITIE Company Secretarial Services Limited

**REGISTERED OFFICE**

8 Monarch Court  
The Brooms  
Emersons Green  
Bristol  
BS16 7FH

**BANKERS**

HSBC Bank Plc  
62 George White Street  
Cabot Circus  
Bristol  
BS1 3BA

**AUDITOR**

Deloitte LLP  
Bristol

## MITIE PROPERTY MANAGEMENT LIMITED

### DIRECTORS' REPORT

#### DIRECTORS' RESPONSIBILITIES STATEMENT

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 United Kingdom Accounting Standards have been followed, subject to any material 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 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.

#### PRINCIPAL ACTIVITIES AND REVIEW OF THE BUSINESS

The company provides management and administration services to certain fellow subsidiary undertakings. There have not been any significant changes in the company's principal activities in the year under review and the directors are not aware of any likely major changes.

The company's profit and loss account reveals that the operating income has increased by £755,377 (10%) over the prior year and profit after tax has increased by £944,242 (78%). This is as a result of close cost control over the period and the deferral of non essential expenditure. The balance sheet of the financial statements shows an increase in the net assets of the company compared with the prior year.

The Group manages its operations on a divisional basis. For this reason, the company's directors do not believe further key performance indicators are necessary for an appropriate understanding of the performance and position of the business. The performance of the Group's divisions is discussed in the Group's annual report which does not form part of this report.

#### DIVIDENDS

Dividends for each share class were declared as follows:  
Ordinary 'A' £827,742 per share (2010: £301,372)

## **DIRECTORS' REPORT CONTINUED**

### **PRINCIPAL RISKS AND UNCERTAINTIES**

Loss of key customers is a risk to the business. The company manages this risk by developing and maintaining strong relationships with these customers. Group risks are discussed in the Group's annual report which does not form part of this report.

### **FINANCIAL RISK MANAGEMENT**

The directors have reviewed the financial risk management objectives and policies of the company. The directors do not believe there to be significant risks in this area. The company does not enter into any hedging instruments, as there are not believed to be any material exposures. It does not enter into any financial instruments for speculative purposes.

Appropriate trade terms are negotiated with suppliers and customers. Management reviews these terms and the relationships with suppliers and customers and manages any exposure on normal trade terms. The company prepares regular forecasts of cash flow and liquidity and any requirement for additional funding is managed as part of the overall MITIE Group PLC financing arrangements.

### **GOING CONCERN**

The company was profitable in the year. The directors have considered the forecast and budgeted profit and associated cash flows for the coming five years. The directors have considered the facilities available to the entity and believe that they can operate within the facilities available for the period of the cash flow forecast. Accordingly, the directors consider it appropriate to adopt the going concern basis in the preparation of the company's financial statements.

### **PAYMENT POLICY**

The company's policy is to comply with the terms of payment agreed with a supplier. Where terms are not negotiated, the company endeavours to adhere with the supplier's standard terms. As at 31 March 2011, trade creditors as a proportion of amounts invoiced from suppliers for the financial year represented 24 days (2010 41 days).

### **ENVIRONMENT**

MITIE Group PLC and its subsidiaries endeavour to identify, monitor and manage the impact of their activities on the environment and are fully committed to environmental accountability and protection. The company operates in accordance with Group policies, which are described in the Group's annual report which does not form part of this report.

### **EMPLOYEES**

The company recognises the importance of good communications and employee relationships. In each company there is a relationship between the Chief Executive of MITIE Group PLC and individual employees in the company. In these conditions, complex consultative procedures are seldom required to ensure that there is an understanding of the purpose of the business and the commercial realities of success. Employees are encouraged to become shareholders through the Savings Related Share Option Scheme.

## DIRECTORS' REPORT CONTINUED

### DIRECTORS

The directors during the year and subsequently were as follows

S C Baxter  
R McGregor-Smith  
J Ridley  
W Robson  
R Robinson

### AUDITOR

Each of the persons who is a director at the date of approval of this report confirms that  
So far as the director is aware, there is no relevant audit information of which the company's  
auditor is unaware, and the director has taken all the steps that he/she ought to have taken as a  
director in order to make himself/herself aware of any relevant audit information and to establish  
that the company's auditor is aware of that information

This confirmation is given and should be interpreted in accordance with the provisions of s418 of  
the Companies Act 2006

Deloitte LLP have indicated their willingness to be reappointed for another term and appropriate  
arrangements have been put in place for them to be deemed reappointed as auditor in the  
absence of an Annual General Meeting

Approved by the Board and signed on its behalf by



S C Baxter  
Director

11 July 2011

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MITIE PROPERTY MANAGEMENT LIMITED**

We have audited the financial statements of MITIE Property Management Limited for the year ended 31 March 2011 which comprise the Profit and Loss Account, the Balance Sheet and the related notes 1 to 18. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of directors and auditor**

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. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

In our opinion the financial statements

- give a true and fair view of the state of the company's affairs as at 31 March 2011 and of its profit for the year ended then,
- 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.

### **Opinion on other matters prescribed by the Companies Act 2006**

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

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following 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.

*Nigel Thomas*  
**Nigel Thomas (Senior statutory auditor)**

**for and on behalf of Deloitte LLP**

Chartered Accountants and Statutory Auditor  
Bristol, United Kingdom

*11 July 2011*

**MITIE PROPERTY MANAGEMENT LIMITED**  
**PROFIT AND LOSS ACCOUNT**  
Year ended 31 March 2011

	<b>Note</b>	<b>2011 £'000</b>	<b>2010 £'000</b>
<b>TURNOVER</b>	1	-	-
Cost of sales		-	-
<b>GROSS PROFIT</b>		-	-
Other operating income		8,166	7,411
Administration expense		(5,130)	(5,750)
<b>OPERATING PROFIT</b>	2	3,036	1,661
<b>PROFIT ON ORDINARY ACTIVITIES BEFORE INTEREST AND TAXATION</b>		3,036	1,661
Interest receivable and similar income	3	29	19
<b>PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION</b>		3,065	1,680
Tax charge on profit on ordinary activities	5	(911)	(470)
<b>PROFIT FOR THE FINANCIAL YEAR</b>	10	2,154	1,210

The results for the period are wholly attributable to the continuing operations of the company

There are no recognised gains and losses for the current or preceding financial year other than as stated in the profit and loss account. Accordingly, no separate statement of total recognised gains and losses is presented.



**MITIE PROPERTY MANAGEMENT LIMITED**  
**BALANCE SHEET**  
As at 31 March 2011

		2011		2010	
	Note	£'000	£'000	£'000	£'000
<b>FIXED ASSETS</b>					
Tangible assets	6		<u>2,818</u>		<u>3,169</u>
			2,818		3,169
<b>CURRENT ASSETS</b>					
Debtors					
- due within one year	7	1,684		1,075	
Cash at bank and in hand		<u>1,137</u>		<u>2,164</u>	
		2,821		3,239	
<b>CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	8	<u>(1,490)</u>		<u>(2,797)</u>	
<b>NET CURRENT ASSETS</b>			<u>1,331</u>		<u>442</u>
<b>TOTAL ASSETS LESS CURRENT</b>			4,149		3,611
<b>NET ASSETS</b>			<u>4,149</u>		<u>3,611</u>
<b>SHARE CAPITAL AND RESERVES</b>					
Called up share capital	9	-		-	
Profit and loss account	10	4,149		3,611	
<b>SHAREHOLDERS' FUNDS</b>	11	<u>4,149</u>		<u>3,611</u>	

The financial statements of MITIE Property Management Limited, company registered number 3528320, were approved by the board and authorised for issue on 11 July 2011

S C Baxter  
Director



## **MITIE PROPERTY MANAGEMENT LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 March 2011

#### **1. ACCOUNTING POLICIES**

The financial statements are prepared in accordance with applicable United Kingdom accounting standards. The particular accounting policies adopted, which have been applied consistently throughout the current and the prior financial year, are described below.

##### **Accounting convention**

The accounts are prepared under the historical cost convention.

##### **Going concern**

Details regarding the directors' consideration of going concern are given in the going concern section of the directors' report.

##### **Turnover**

Turnover represents the total, excluding sales taxes, receivable in respect of goods and services supplied. All turnover arises within the United Kingdom, from the company's principal activity. Revenue is recognised as services are delivered.

##### **Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset on a straight-line basis over its expected useful life, as follows:

Office equipment 3 to 10 years

Motor vehicles 4 years

Short leasehold 3 to 10 years

##### **Operating leases**

Rentals paid under operating leases are charged against income on a straight-line basis over the

##### **Taxation**

Current tax is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted at the balance sheet date.

Deferred tax is provided in full on timing differences that result in an obligation at the balance sheet date to pay more tax, or a right to pay less tax, at a future date, at rates expected to apply when they crystallise based on current tax rates and law. Timing differences arise from the inclusion of items of income and expenditure in taxation computations in periods different from those in which they are included in the financial statements. Deferred tax is not provided on timing differences arising from the revaluation of fixed assets where there is no commitment to sell the asset, or on unremitted earnings of subsidiaries and associates where there is no commitment to remit these earnings. Deferred tax assets are recognised to the extent that it is regarded as more likely than not that they will be recovered. Deferred tax assets and liabilities are not discounted.

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## **MITIE PROPERTY MANAGEMENT LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 March 2011

#### **ACCOUNTING POLICIES CONTINUED**

##### **Pension costs**

The company participates in the MITIE Group PLC Pension Schemes. One is a defined benefit multi employer scheme, the assets and liabilities of which are held independently from the group. For the purposes of Financial Reporting Standard 17 ('Retirement Benefits'), the company has been unable to identify its share of the underlying assets and liabilities in the main group scheme on a consistent and reasonable basis. Therefore the company is accounting for contributions to the scheme as if it were a defined contribution scheme.

For defined contribution schemes the amount charged to the profit and loss account is the contributions payable in the year.

##### **Share-based payment**

The company participates in a number of MITIE Group PLC executive and employee share option schemes. For all grants of share options, the fair value as at the date of grant is calculated using the Black-Scholes model and the corresponding expense is recognised on a straight-line basis over the vesting period based on the company's estimate of shares that will actually vest.

##### **Cashflow statement**

The company has taken the exemption from the requirement to prepare a cashflow statement, as it is included within the consolidated financial statements of MITIE Group PLC and greater than 90% of the voting rights of the company are held by MITIE Group PLC.

##### **Operating Income**

Operating income represents management charges receivable from other group companies. Operating income from the supply of management services represents the value of services provided to the extent that there is a right to consideration and is recorded at the value of the consideration due.

## MITIE PROPERTY MANAGEMENT LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2011

#### 2 OPERATING PROFIT

	2011 £'000	2010 £'000
<b>Operating profit is stated after charging/(crediting)</b>		
Profit on disposal of fixed assets	(159)	(1)
Depreciation of tangible fixed assets		
owned	1,444	1,849
Operating lease rentals		
other	25	77
Fees payable to the company's auditor for the audit of the company's annual accounts	<u>11</u>	<u>2</u>

The company has taken the exemption available to it not to disclose separately information about fees for non-audit services provided to the company as this information is available in the consolidated financial statements of MITIE Group PLC

#### 3 INTEREST

	2011 £'000	2010 £'000
<b>Interest receivable and similar income</b>		
Bank interest	<u>29</u>	<u>19</u>
	<u>29</u>	<u>19</u>

#### 4 DIVIDENDS

The dividends approved and paid in the year are as follows

	2011 £'000	2010 £'000
Ordinary 'A'	<u>1,655</u>	<u>603</u>

# MITIE PROPERTY MANAGEMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2011

### 5 TAX ON PROFIT ON ORDINARY ACTIVITIES

	2011 £'000	2010 £'000
(a) Analysis of charge in the year		
United Kingdom corporation tax at 28% (2010 28%)	891	675
Adjustment in respect of prior years	4	(3)
Total current tax (note 5(b))	<u>895</u>	<u>672</u>
Deferred taxation		
Timing differences - origination and reversal	(16)	(205)
Adjustment in respect of prior years	32	3
Tax on profit on ordinary activities	<u>911</u>	<u>470</u>

#### (b) Factors affecting tax charge in the year

The tax assessed for the period differs from that resulting from applying the standard rate of corporation tax in the UK of 28% (2010 28%). The differences are as follows

	£'000	£'000
Profit on ordinary activities before tax	<u>3,065</u>	<u>1,680</u>
	£'000	£'000
Tax at 28% (2010 28%) thereon	858	470
Expenses not deductible for tax	3	4
Differences between capital allowances and depreciation	77	177
Relief in respect of employee share	(2)	8
Other timing differences	(45)	16
Adjustments to tax charge in respect of prior periods	4	(3)
Current tax charge for the year (note 5 (a))	<u>895</u>	<u>672</u>

The forthcoming changes in the corporation tax rate from 28% to 23% in future years will not materially affect the future tax charge

The deferred tax balance comprises the following	£'000	£'000
Depreciation in excess of capital allowances	322	272
Share-based payment timing difference	12	107
Other timing differences	47	18
	<u>381</u>	<u>397</u>
	£'000	£'000
Amount charged/(credited) to the profit and loss account in the year in relation to deferred tax	<u>16</u>	<u>(202)</u>

**MITIE PROPERTY MANAGEMENT LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 March 2011

**6 TANGIBLE FIXED ASSETS**

	Office equipment £'000	Motor vehicles £'000	Short leasehold £'000	Total £'000
<b>Cost or valuation</b>				
At 1 April 2010	269	8,766	32	9,067
Additions	52	1,164	16	1,232
Disposals	-	(1,291)	-	(1,291)
Transfers out to group companies	-	(25)	-	(25)
<b>At 31 March 2011</b>	<b>321</b>	<b>8,614</b>	<b>48</b>	<b>8,983</b>
<b>Depreciation</b>				
At 1 April 2010	167	5,723	8	5,898
Charge for the year	37	1,401	6	1,444
Disposals	-	(1,155)	-	(1,155)
Transfers out to group companies	-	(22)	-	(22)
<b>At 31 March 2011</b>	<b>204</b>	<b>5,947</b>	<b>14</b>	<b>6,165</b>
<b>Net book value</b>				
<b>At 31 March 2011</b>	<b>117</b>	<b>2,667</b>	<b>34</b>	<b>2,818</b>
<b>At 31 March 2010</b>	<b>102</b>	<b>3,043</b>	<b>24</b>	<b>3,169</b>

**7 DEBTORS**

	2011 £'000	2010 £'000
<b>Amounts falling due within one year</b>		
Trade debtors	518	465
Amounts owed by Group undertakings	385	31
Other debtors	56	180
Prepayments and accrued income	7	2
Corporation tax *	337	-
Deferred tax asset	381	397
	<b>1,684</b>	<b>1,075</b>

\* corporation tax debtor will be recovered through group relief

**8 CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2011 £'000	2010 £'000
Trade creditors	123	62
Amounts owed to Group undertakings	44	425
Corporation tax	-	581
Other taxation and social security	75	191
Other creditors	13	40
Accruals and deferred income	1,235	1,498
	<b>1,490</b>	<b>2,797</b>

**MITIE PROPERTY MANAGEMENT LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

Year ended 31 March 2011

**9 CALLED UP SHARE CAPITAL**

	<b>2011</b>	<b>2010</b>
	<b>£'000</b>	<b>£'000</b>
<b>Allotted, called up and fully paid share capital</b>		
2 £1 Ordinary 'A'	-	-
	<u>-</u>	<u>-</u>

**10. RESERVES**

	<b>Profit and loss account £'000</b>
<b>At 1 April 2010</b>	3,611
Profit for the financial year	2,154
Dividends	(1,655)
Capital contribution relating to share-based payments	39
<b>At 31 March 2011</b>	<u><u>4,149</u></u>

**11. RECONCILIATION OF MOVEMENT IN SHAREHOLDERS' FUNDS**

	<b>2011</b>	<b>2010</b>
	<b>£'000</b>	<b>£'000</b>
Profit for the financial year	2,154	1,210
Dividends paid on equity shares	(1,655)	(603)
Capital contribution relating to share-based payments	39	32
<b>Net addition to shareholders' funds</b>	<u>538</u>	<u>639</u>
Opening shareholders' funds	3,611	2,972
<b>Closing shareholders' funds</b>	<u><u>4,149</u></u>	<u><u>3,611</u></u>

# MITIE PROPERTY MANAGEMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2011

### 12 FINANCIAL COMMITMENTS

The company has annual lease commitments under non-cancellable operating leases as detailed below

	2011		2010	
	Land and buildings £'000	Other £'000	Land and buildings £'000	Other £'000
Expiry date				
- in less than one year	-	-	-	-
- between two and five years	30	-	30	-
- after five years	-	-	-	-
	<u>30</u>	<u>-</u>	<u>30</u>	<u>-</u>

#### Commitments on behalf of group undertakings

The company is party with other group undertakings to cross-guarantees of each others' bank overdrafts and loans

	2011 £'000	2010 £'000
Overall commitment	<u>195,300</u>	<u>109,000</u>

### 13 DIRECTORS

#### The emoluments of the directors of the company were

- Aggregate emoluments	230	278
- Aggregate value of contributions paid to a money purchase pension scheme	12	11
	<u>242</u>	<u>289</u>

	£'000	£'000
Highest paid director		
- Aggregate emoluments	130	157
	<u>130</u>	<u>157</u>

	No	No.
The number of directors who were members of a defined benefit pension scheme	<u>2</u>	<u>2</u>

	No	No
The number of directors who exercised share options in the year	<u>1</u>	<u>4</u>

The highest paid director is a member of the company's defined benefit pension scheme and had accrued entitlements of £30,108 under the scheme at the end of the year. There is no accrued lump sum.

The highest paid director did exercise share options in the year.



## MITIE PROPERTY MANAGEMENT LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2011

#### DIRECTORS CONTINUED

The following directors are also directors of another group company. They are remunerated by the company shown. It is not practicable to allocate their remuneration between their services as directors of this company and as directors of other group companies.

Director	Remunerated by
S C Baxter	MITIE Group PLC
R McGregor-Smith	MITIE Group PLC
W Robson	MITIE Group PLC

#### 14 EMPLOYEES

##### Average employee numbers

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

	2011 No	2010 No
Administration	71	58
	<u>71</u>	<u>58</u>
<b>Employment cost</b>	<b>£'000</b>	<b>£'000</b>
Wages and salaries	2,623	3,191
Social security costs	307	320
Other pension costs	208	155
Share-based payments	39	32
	<u>3,177</u>	<u>3,698</u>

## MITIE PROPERTY MANAGEMENT LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2011

#### 15. SHARE-BASED PAYMENTS

The company participates in the following MITIE Group PLC share option schemes

##### The MITIE Group PLC 2001 Executive share option scheme

The Executive share option scheme exercise price is equal to the average market value of the shares over the five-day period immediately preceding the date of grant. The vesting period is three years. If the options remain unexercised after a period of ten years from the date of grant the options expire. Options may be forfeited if the employee leaves the Group. Before options can be exercised, the performance condition that must be satisfied is that the percentage growth in the earnings per share over a three-year period must be equal or greater than 10.0% per annum compound in respect of awards prior to July 2007 and 4.0% above the Retail Price Index per annum thereafter.

##### The MITIE Group PLC 2001 Savings Related share option scheme

The Savings Related share option scheme is open to all employees. The exercise price is not less than 80.0% of the market value of the shares on the day preceding the date on which invitations to participate in the scheme are issued. For options granted prior to September 2008, the vesting period is five years. For options granted in September 2008 and thereafter, the vesting period is three years. If the options remain unexercised after a period of six months from the date of vesting, the options expire. Options may be forfeited if the employee leaves the Group.

##### The MITIE Group PLC Long Term Incentive Plan (LTIP)

The LTIP was introduced in July 2007 following shareholder approval at the AGM. The awards of shares or rights to acquire shares (the awards) are offered to a small number of key senior management. Where offered as options the exercise price is nil. The vesting period is three years. If the awards remain unexercised after a period of four years from the date of grant, the awards expire. The awards may be forfeited if the employee leaves the Group. Before the awards can be exercised, a performance condition must be satisfied, the number of awards that vest is determined by a sliding scale of between 5.0% and 14.0% above the Retail Price Index per annum compound growth in earnings per share over a three-year period.

Details of the share options outstanding during the year are as follows

	2011		2010	
	Number of share options	Weighted average exercise price (in p)	Number of share options	Weighted average exercise price (in p)
Outstanding at beginning of the year	156,994	139	145,049	167
Granted during the year	116,896	155	55,874	115
Forfeited during the year	(10,881)	165	(38,225)	200
Transferred from/(to) Group subsidiaries during the year	93,822	259	(2,979)	298
Exercised during the year	(11,787)	144	(2,725)	120
<b>Outstanding at end of the year</b>	<b>345,044</b>	<b>176</b>	<b>156,994</b>	<b>139</b>
<b>Exercisable at end of year</b>	<b>68,000</b>	<b>235</b>	<b>38,000</b>	<b>169</b>

# MITIE PROPERTY MANAGEMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2011

### SHARE-BASED PAYMENTS CONTINUED

The company recognised the following expense related to share-based payments

	2011 £'000	2010 £'000
2001 Executive share options	19	9
2001 Savings Related share options	4	3
Long-term incentive plan scheme (LTIP)	16	20
	<u>39</u>	<u>32</u>

	2011	2010
The weighted average share price at the date of exercise for share options exercised during the year was (p)	199	231
The options outstanding at the year-end had a weighted average price of (p)	176	139
The options outstanding at the year-end had a weighted average remaining contractual life of (years)	<u>6</u>	<u>5</u>

The company granted options in the period as detailed below

Share scheme	Fair value £'000
	18
Executive Share Option Scheme	4
Savings Related Share Option Scheme	33
Long Term Incentive Plan	

The fair value of options is measured by use of the Black-Scholes model The inputs into the Black-Scholes model are as follows

	2011	2010
Share price (p)	191 to 230	133 to 230
Exercise price (p)	0 to 254	0 to 254
Expected volatility (%)	28 to 36	27 to 36
Expected life (years)	3 to 6	3 to 6
Risk-free rate (%)	1.49 to 5.25	2.42 to 5.25
Expected dividends (%)	2.22 to 3.93	1.43 to 3.3

## MITIE PROPERTY MANAGEMENT LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2011

#### 16. PENSION ARRANGEMENTS

The company participates in the MITIE Group PLC Pension Scheme. This is a defined benefit multi-employer scheme, the assets and liabilities of which are held independently from the Group. For the purposes of Financial Reporting Standard 17 ('Retirement Benefits'), the company has been unable to identify its share of the underlying assets and liabilities in the main Group scheme on a consistent and reasonable basis. Therefore the company is accounting for contributions to the scheme as if it were a defined contribution scheme. Note to the Report and Accounts of the Group sets out the details of the International Accounting Standard 19 'Employee Benefits' net pension deficit of £3 million (2010 deficit of £6.8 million).

Employer contributions to the scheme for the period are shown in note 15. The agreed contribution rate for employee and employer contributions for the next 12 months is 17.5% (2010 17.5%).

#### 17. RELATED PARTY TRANSACTIONS

The company has taken the exemption available under FRS8 not to disclose transactions with other wholly owned subsidiaries of MITIE Group PLC.

Related party	Nature of transaction	Transaction amount		Year end balance	
		2011	2010	2011	2010
		£'000	£'000	£'000	£'000
MITIE Property Services (UK) Limited	Overhead recharges	7,572	8,172	-	-
MITIE Property Solutions Limited	Overhead recharges	26	-	-	-

#### 18. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The directors regard MITIE Group PLC, a company registered in Scotland, as the company's immediate and ultimate parent undertaking and controlling party.

MITIE Group PLC is the largest and smallest group for which group accounts are prepared. Copies of the group financial statements can be obtained from the Company Secretary at the registered office.