

Fresh Recruitment Limited

Directors' Report and Financial Statements

for the Year Ended 31 December 2021

Registration number: 06075773

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COMPANIES HOUSE

Fresh Recruitment Limited

Registered No. 06075773

Directors B Nurthen
 D G Hollings

Company secretary N J Dudley

Registered office Meriden Hall
 Main Road
 Meriden
 Warwickshire
 CV7 7PT

Auditor CLA Evelyn Partners
 45 Gresham Street
 London
 EC2V 7BG

Fresh Recruitment Limited

Directors' Report for the Year Ended 31 December 2021

The directors present their report and the financial statements for the year ended 31 December 2021.

Principal activity

The principal activity of the Company is the provision of employment agency services in the health industry.

Results and dividends

The Company made a profit after tax of £272,606 for the year ended 31 December 2021 (for the year ended 31 December 2020 - £102,100). The trading results are considered to be satisfactory, as are future prospects.

The Directors do not propose a final dividend (2020 - £nil) and the retained result, before dividends, for the year has been transferred to reserves.

Directors of the company

The directors who held office during the year were as follows:

J D Smith (resigned 15 July 2022)

B Nurthen

D G Hollings

Going concern

The Company currently meets its day to day working capital requirements by utilising the credit facilities of the group. The Directors have received an undertaking from the group that sufficient finance will be available, to meet obligations as they fall due in line with the Company's business plan for a period of not less than twelve months from the date of signature of these financial statements.

After making enquiries, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Directors' indemnities

The Company maintains Director & Officers insurance. The insurance was in place during the year and continues to be in place.

Appointment of auditor

The auditors, CLA Evelyn Partners, were appointed and will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

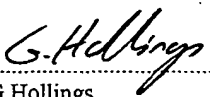
Fresh Recruitment Limited

Directors' Report
for the Year Ended 31 December 2021

Small companies provision statement

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board on 29 September 2022 and signed on its behalf by:


D G Hollings
Director

Fresh Recruitment Limited

Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' 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), including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. 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 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; 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.

Fresh Recruitment Limited

Independent Auditor's Report to the Members of Fresh Recruitment Limited

Opinion

We have audited the financial statements of Fresh Recruitment Limited (the 'Company') for the year ended 31 December 2021, which comprise the Profit and Loss Account, the Balance Sheet, the Statement of Changes in Equity 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 December 2021 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

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Fresh Recruitment Limited

Independent Auditor's Report to the Members of Fresh Recruitment Limited

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. 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. 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 course of 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In 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 Directors' Report.

We have nothing to report in respect of the following matters in relation to which 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 Statement of Directors' Responsibilities, set out on page 4, 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 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.

Fresh Recruitment Limited

Independent Auditor's Report to the Members of Fresh Recruitment Limited

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

We obtained an understanding of the Company's legal and regulatory framework through enquiry of management concerning their understanding of relevant laws and regulations and of the Company's policies and procedures regarding compliance. We also drew on our existing understanding of the Company's industry and regulation.

We understand that the Company comply with the framework through:

- Updating operating procedures, manuals and internal controls as legal and regulatory requirements change;
- The directors' close involvement in the day-to-day running of the business, meaning that any litigation or claims would come to their attention directly.

In the context of the audit, we considered those laws and regulations which determine the form and content of the financial statements and which are central to the Company's ability to conduct its business and where failure to comply could result in material penalties. We identified the following laws and regulations as being of significance in the context of the Company:

- The Companies Act 2006 and FRS102 in respect of the preparation and presentation of the financial statements.

We performed the following specific procedures to gain evidence about compliance with the significant laws and regulations identified above:

- We enquired with the Company's management as to the existence of litigation and no material items were identified;
- We obtained written management representations regarding disclosure of any non-compliance with laws and regulations; and
- We reviewed board minutes of the Company to identify if there were any litigation or claims being discussed that had not been disclosed to us by management.

The senior statutory auditor led a discussion with members of the engagement team regarding the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur.

The areas identified in this discussion were:

- Manipulation of the financial statements; and
- Revenue recognition.

The procedures that we carried out in order to gain evidence in the above area included:

- Testing of journal entries, including review and enquiry of the components auditors as to audit procedures undertaken with respect to the testing of journal entries;
- Review of revenue recognition.

Fresh Recruitment Limited

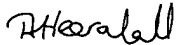
Independent Auditor's Report to the Members of Fresh Recruitment Limited

The senior statutory auditor was satisfied that the engagement team collectively had the appropriate competence and capabilities to identify or recognise irregularities.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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 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.



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Avinash Heeralall (Senior Statutory Auditor)
For and on behalf of CLA Evelyn Partners
Statutory Auditor
Chartered Accountants

45 Gresham Street
London
EC2V 7BG

Date: 29 September 2022

Fresh Recruitment Limited

Profit and Loss Account for the Year Ended 31 December 2021

	2021 £	2020 £
Turnover	6,810,906	5,921,271
Cost of sales	<u>(5,378,129)</u>	<u>(4,765,241)</u>
Gross profit	1,432,777	1,156,030
Administrative expenses	<u>(1,095,631)</u>	<u>(1,029,981)</u>
Profit before tax	337,146	126,049
Taxation	<u>(64,540)</u>	<u>(23,949)</u>
Profit for the financial year	<u>272,606</u>	<u>102,100</u>

The above results were derived from continuing activities.

The company has no recognised gains or losses for the year other than the results above.

Fresh Recruitment Limited

Registration number: 06075773

Balance Sheet

as at 31 December 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	4	287	1,075
Current assets			
Debtors	5	1,036,253	1,095,731
Creditors: Amounts falling due within one year	6	(832,085)	(1,164,957)
Net current assets/(liabilities)		<u>204,168</u>	<u>(69,226)</u>
Net assets/(liabilities)		<u>204,455</u>	<u>(68,151)</u>
Capital and reserves			
Called up share capital		106	106
Profit and loss account		<u>204,349</u>	<u>(68,257)</u>
Total equity		<u>204,455</u>	<u>(68,151)</u>

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the provisions of FRS 102 Section 1A - small entities.

Approved and authorised by the Board on 29 September 2022 and signed on its behalf by:



D G Hollings
Director

The notes on pages 12 to 17 form an integral part of these financial statements.

Fresh Recruitment Limited

Statement of Changes in Equity for the Year Ended 31 December 2021

	Share capital £	Profit and loss account £	Total £
At 1 January 2021	106	(68,257)	(68,151)
Total comprehensive income			
Profit for the year	-	272,606	272,606
Total comprehensive income	-	272,606	272,606
Dividends	-	-	-
At 31 December 2021	106	204,349	204,455
	Share capital £	Profit and loss account £	Total £
At 1 January 2020	106	(170,357)	(170,251)
Total comprehensive income			
Profit for the year	-	102,100	102,100
Total comprehensive income	-	102,100	102,100
Dividends	-	-	-
At 31 December 2020	106	(68,257)	(68,151)

The notes on pages 12 to 17 form an integral part of these financial statements.

Fresh Recruitment Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

1 General information

The Company is a private company limited by share capital incorporated in England and Wales.

The address of its registered office is:

Meriden Hall
Main Road
Meriden
Warwickshire
CV7 7PT
United Kingdom

The registered number of the Company is 06075773.

The principal activity of the Company is the provision of employment agency services in the health industry. The financial statements are prepared in pounds sterling as this is the Company's functional currency, being the currency of the primary economic environment in which the Company operates.

2 Accounting policies

Basis of preparation

These financial statements have been prepared in accordance with Section 1A of FRS 102 The Financial Reporting Standard Applicable in the UK and Republic of Ireland ("FRS 102") and applicable legislation as set out in the Companies Act 2006 and the Small Companies and Groups (Accounts and Directors' Reports) Regulations 2008. These financial statements have been prepared under the historical costs convention.

Going concern

The Company currently meets its day to day working capital requirements by utilising the credit facilities of the group. The Directors have received an undertaking from the group that sufficient finance will be available, to meet obligations as they fall due in line with the Company's business plan for a period of not less than twelve months from the date of signature of these financial statements.

After making enquiries, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Revenue recognition

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales-related taxes.

Turnover from temporary assignment sales are predominantly recognised on a weekly basis corresponding with the assignment week, and fees arising from the placement of permanent staff are predominantly recognised at the point of commencement of employment.

Fresh Recruitment Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

Tax

The tax expense for the year comprises current and deferred tax. Tax is recognised in profit or loss, except that a change attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

Current tax, including UK corporation tax, is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date. No payment is made for group relief surrendered.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events that result in an obligation to pay more tax in the future or a right to pay less tax in the future have occurred at the balance sheet date with certain limited exceptions.

Timing differences are differences between the taxable profits and the results as stated in the financial statements that arise from the inclusion of gains and losses in tax assessments in periods different from those in which they are recognised in the financial statements.

Deferred tax assets are recognised only to the extent that the directors consider that it is more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

Deferred tax is measured at the tax rates that are expected to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the balance sheet date. Deferred tax is measured on a non-discounted basis.

Tangible assets

Tangible assets are stated at cost, net of depreciation and any provision for impairment.

The carrying values of tangible fixed assets are reviewed for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable or as otherwise required by relevant accounting standards.

Shortfalls between the carrying value of fixed assets and their recoverable amounts, being the higher of net realisable value and value-in-use, are recognised as impairments. Impairments of revalued assets, except those caused by a clear consumption of economic benefit, are recognised in the statement of total recognised gains and losses until the carrying amount reaches depreciated historic cost. All other impairment losses are recognised in the profit and loss account.

Depreciation

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, based on prices prevailing at the date of acquisition as follows:

<i>Asset class</i>	<i>Depreciation method and rate</i>
Office equipment	2 years, straight line

Financial instruments

Financial assets and liabilities are recognised when the Company becomes party to the contractual provisions of the financial instrument. The Company holds only basic financial instruments, which comprise cash and cash equivalents, debtors and creditors.

Fresh Recruitment Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

Financial assets - classified as basic financial instruments

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held with banks and other short-term highly liquid investments with original maturities of three months or less.

Trade and other debtors

Trade and other debtors are initially recognised at the transaction price, including any transaction costs, and are subsequently measured at amortised cost using the effective interest method, less any provision for impairment. Amounts that are receivable within one year are measured at the undiscounted amount expected to be received, net of any impairment. Where a financial asset constitutes a financing transaction it is initially and subsequently measured at the present value of the future payments, discounted at a market rate of interest.

Financial liabilities - classified as basic financial instruments

Creditors

Creditors are initially measured at the transaction price, including any transaction costs, and are subsequently measured at amortised cost using the effective interest method. Amounts that are payable within one year are measured at the undiscounted amount expected to be payable. Where a financial liability constitutes a financing transaction it is initially and subsequently measured at the present value of the future payments, discounted at a market rate of interest.

Share capital

Ordinary shares are classified as equity. Equity instruments are measured at the fair value of the cash or other resources received or receivable, net of the direct costs of issuing the equity instruments. If payment is deferred and the time value of money is material, the initial measurement is on a present value basis.

3 Critical accounting judgements and key sources of estimation uncertainty

In applying the Company's accounting policies, the directors are required to make judgements and estimations in determining the carrying amounts of assets and liabilities. The directors' judgements and estimations are based on the best and most reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to the inherent subjectivity involved in making such judgements and estimations, the actual results and outcomes may differ.

Critical judgements in applying the Company's accounting policies

The Directors have not made any material judgements or estimations in the process of applying the Company's accounting policies.

Fresh Recruitment Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

4 Tangible assets

	Fixtures, fittings and office equipment £
Cost	
At 1 January 2021 and at 31 December 2021	1,651
Depreciation	
At 1 January 2021	576
Charge for the year	788
At 31 December 2021	1,364
Net book value	
At 31 December 2021	287
At 31 December 2020	1,075

5 Debtors

	2021 £	2020 £
Trade debtors	1,007,213	1,067,019
Other debtors	15,271	15,000
Prepayments and accrued income	13,769	13,712
	<u>1,036,253</u>	<u>1,095,731</u>

The Company has assigned all trade debtors to Network Ventures Limited under a debt assignment agreement, with full recourse to the Company. Although under the terms of the debt assignment agreement these debtors are legally assigned to Network Ventures Limited, in accordance with FRS 102, as the ultimate risks and rewards reside with the Company, the balance due from external customers has been reflected gross with an increase in amounts due to group undertakings.

Fresh Recruitment Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

6 Creditors

	Note	2021 £	2020 £
Amounts falling within one year			
Bank loans and overdrafts		-	91
Trade creditors		-	456
Amounts owed to group undertakings	8	337,335	663,751
Corporation tax		88,489	23,949
Other taxation and social security		125,292	246,358
Other creditors		229,407	182,382
Accruals and deferred income		51,562	47,970
		<u>832,085</u>	<u>1,164,957</u>

Amounts owed to group undertakings are increased by £900,674 (2020 - £768,231) as a result of the treatment of trade debtors assigned to Network Ventures Limited (see note 5).

Included within amounts owed to group undertakings are amounts secured via an all monies debenture created on 28 October 2019.

The Company is a subsidiary of a group that operates a central purchase ledger. Consequently, trade creditors of the Company are included within amounts owed to group undertakings.

7 Pension scheme

Defined contribution pension scheme

The Company operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the Company to the scheme and amounted to £13,613 (year ending 31 December 2020 - £6,772).

Fresh Recruitment Limited

Notes to the Financial Statements for the Year Ended 31 December 2021

8 Related party transactions

During the year the Company made the following related party transactions:

Network Ventures Limited and fellow subsidiary undertakings

Network Ventures Limited and fellow subsidiary undertakings are fellow subsidiary undertakings..

During the year the Company received charges from Network Ventures Limited and fellow subsidiary undertakings amounting to £136,152 (year ending 31 December 2020 - £119,857) (excluding VAT).

During the year, recharges at cost of expenditure for goods and services were made to the Company from Network Ventures Limited and fellow subsidiary undertakings related to centrally processed charges amounting to £318,115 (year ending 31 December 2020 - £495,773) (including VAT).

At the balance sheet date the amount due to Network Ventures Limited and fellow subsidiary undertakings was £337,335 (2020 - £663,751).

9 Parent and ultimate parent undertaking

The immediate parent undertaking at the balance sheet date was Fresh Medical Group Limited, a company incorporated in England and Wales. The ultimate parent undertaking and controlling party at the balance sheet date was Pertemps Network Group Limited, a company incorporated in England and Wales. The largest and smallest group of which the Company is a member and for which group accounts are prepared is Pertemps Network Group Limited. Copies of these accounts are available from the Registered Office as set out on page 1.