

Registered number: OC361645

REHAB JOBFIT LLP

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

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REHAB JOBFIT LLP

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REHAB JOBFIT LLP

INFORMATION

Designated Members

Keith Poole
Bob Vince

Interserve Future Services Limited, Rehab Group, TBG Learning Limited

LLP registered number

OC361645

Registered office

Interserve House, Ruscombe Park, Twyford, Reading, RG10 9JU

Company secretary

Leigh Smerdon

Chairman

Peter Brammall

Independent auditors

PricewaterhouseCoopers, One Spencer Dock, North Wall Quay, Dublin 1

Bankers

Barclays Bank plc, 15 Colmore Row, Birmingham, BX3 2EP

Solicitors

Withers, 16 Old Bailey, London, EC4M 7EG

**CHAIRMAN'S STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2014**

The chairman presents his statement for the year.

Introduction

In 2014, Rehab JobFit LLP has made excellent progress, building on the strength of the changes introduced in 2013. Through the delivery of welfare-to-work services and working with over 75,000 customers to date, the partnership remains focused and committed to helping individuals overcome the barriers they face into sustainable employment through the services we provide in partnership with our supply chain.

As a Prime Contractor to the Department for Work & Pensions (DWP), we have seen some changes in the last year on the four main contracts on which we deliver. The Work Programme, DWP's flagship service which we deliver in two Contract Package Areas (CPAs), has undergone a period of commercial negotiation, and has seen referrals extended for a sixth year. A raft of other changes to the contract performance management approach and the validation regime have also been introduced. In addition, DWP have also extended the Mandatory Work Activity contracts for a further extension year (again, we deliver in two CPAs), taking the contract up to March 2016. These contracts are delivered across Wales and in South-West England. Furthermore, in 2014, Rehab JobFit extended its portfolio of contracts through winning the Community Work Placements (CWP) programme, with JobFit appointed as prime deliverer of CWP in Cornwall, Devon, Dorset and Somerset. Through continuous improvement and a focus on developing Rehab JobFit's core capabilities, by December 14 we had successfully helped our customers into over 37,000 employment opportunities.

To support the enhancement of the organisation and attainment of performance and profit targets, further investment was made in the company. A key focus has been on developing a model to support our customers on Employment Support Allowance, through the production of an 'ESA Excellence Framework'. This guide serves to provide best practice and innovation to progress these challenging customers into work. Additional investment has been made on enhancing the Business Analysis capability of the organisation with both the introduction of a second Business Information Management team member, and through further expenditure on our PICS CRM system.

Rehab JobFit LLP also made significant strides in improving both the Quality Framework for the company and the Supply Chain Management approach through 'Partnership Plus'. This work culminated in improvements in two key Quality Assurance measures, with a 'reasonable' assurance score being achieved in the DWP Provider Assurance Team assessment (increasing on the previous score by one level), and with a 'Good' being achieved in the Supply Chain Merlin Standard assessment, again, improving by one level. These two measures help to provide reassurance to the Funders and market regarding JobFit capability as a Prime Contractor.

We are pleased that this investment yielded in-year returns. With a commercial model dependent on Payment by results, over 2014, we supported more customers into work and significantly increased the number of customers sustaining in work. In addition to our own improvements, this has been supported by an upturn in the economy and a strengthening of the labour market. As a result, turnover in 2014 slightly increased delivering a surplus of £1,590,814. This is particularly pleasing due to the delivery challenge being presented with reducing referrals to the Work Programme, an increasing number of customers being referred who have more significant health barriers, and the implementation and go live of a new contract through CWP.

Rehab JobFit's strength is embedded in the commitment, tenacity and hard work of our staff and across our supply chain partners. We have built an excellent culture in Rehab JobFit and this is underpinned by a core set of values that complement the long-term strategy. On behalf of the members, I would like to thank our staff and our supply chain for their continued commitment.

We are also very grateful for the personal achievements of so many of our customers, who are striving to make long-term changes to their lives, and have embraced the support being provided through our capable and passionate delivery teams. As we look towards 2015, we remain confident in being able to continue with the progression of both Rehab JobFit LLP, as a supportive and innovative Prime Contractor, and our supply chain partners as successful delivery agents, in order to see further uplifts in our contractual performance to benefit those that are furthest away from the Labour Market.

Name Peter Brammall
Chairman

Date 24 September 2015

REHAB JOBFIT LLP

MEMBERS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2014

The members present their annual report together with the audited financial statements of Rehab Jobfit LLP (the LLP) for the ended 31 December 2014.

Principal activities

The LLP was incorporated on 8 February 2011. The partners entered into an agreement, effective from 31 May 2011, to carry on, under the partnership name, a business of providing employment related services.

The principal object of the LLP is to provide services to the Department of Work and Pensions pursuant to a framework agreement and call off agreement.

Designated Members

The members of the members committee who held office during the year were:

A Kerins (Chairman)	(resigned 4 April 2014)
K Poole	
D Sutherland	(resigned 1 November 2014)
B Vince	
P Leahy	(resigned 29 January 2015)
P Brammall (Chairman)	(appointed 4 April 2014)
M Kelly	(resigned 25 November 2014)
C Peel	(appointed 1 November 2014)

Unless otherwise stated all served for the entire year.

Members' capital and interests

Each member's subscription to the capital of the LLP is determined by their share of the profit and is repayable following retirement from the LLP.

Details of changes in members' capital in the ended 31 December 2014 are set out in the financial statements.

Members are remunerated from the profits of the LLP and are required to make their own provision for pensions and other benefits. Profits are allocated and divided between members after finalisation of the financial statements. Members draw a proportion of their profit shares monthly during the year in which it is made, with the balance of profits being distributed after the year, subject to the cash requirements of the business.

**MEMBERS' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014**

Members' responsibilities statement

The members are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law, as applied to LLPs, requires the members to prepare financial statements for each financial year. Under that law the members 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, as applied to LLPs, the members 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 LLP and of the profit or loss of the LLP for that period. In preparing these financial statements, the members are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments 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 LLP will continue in business.

The members are responsible for keeping adequate accounting records that are sufficient to show and explain the LLP's transactions and disclose with reasonable accuracy at any time the financial position of the LLP 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 LLP and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

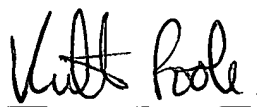
The auditors, PricewaterhouseCoopers, have indicated their willingness to continue in office. The Designated members will propose a motion re-appointing the auditors at a meeting of the members.

This report was approved by the members on

and signed on their behalf by:



Bob Vince



Keith Poole

24 September 2015



Independent auditors' report to the members of Rehab Jobfit LLP

Report on the financial statements

Our opinion

In our opinion, Rehab Jobfit LLP's financial statements (the "financial statements"):

- give a true and fair view of the state of the limited liability partnership's affairs as at 31 December 2014 and of its profit and cash flows 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 as applied to limited liability partnerships by the Limited Liability Partnerships (Accounts and Audit) (Application of Companies Act 2006) Regulations 2008.
-

What we have audited

Rehab Jobfit LLP's financial statements comprise:

- the Balance sheet as at 31 December 2014;
- the Profit and Loss account for the year then ended;
- the Cash Flow Statement for the year then ended; and
- the notes to the financial statements, which include a summary of significant accounting policies and other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In applying the financial reporting framework, the members have made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

Other matters on which we are required to report by exception

Adequacy of accounting records and information and explanations received

Under the Companies Act 2006 as applicable to limited liability partnerships we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- 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.

We have no exceptions to report arising from this responsibility.



Independent auditors' report to the members of Rehab Jobfit LLP - continued

Responsibilities for the financial statements and the audit

Our responsibilities and those of the members

As explained more fully in the Members' Responsibilities Statement set out on page 4, the members 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) ("ISAs (UK & Ireland)"). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinion, has been prepared for and only for the members of the partnership as a body in accordance with the Companies Act 2006 as applied to limited liability partnerships by the Limited Liability Partnerships (Accounts and Audit) (Application of Companies Act 2006) Regulations 2008 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

What an audit of financial statements involves

We conducted our audit in accordance with ISAs (UK & Ireland). 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 limited liability partnership's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the designated members; and
- the overall presentation of the financial statements.

We primarily focus our work in these areas by assessing the members' judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.

In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**John Dunne (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Auditors
Dublin**

28 September 2015

REHAB JOBFIT LLP

PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2014

	Note	2014 £	2013 £
Turnover	1,11	23,626,300	23,261,509
Cost of sales		(19,351,022)	(18,849,489)
Gross profit		4,275,278	4,412,020
Administrative expenses		(2,687,432)	(2,574,621)
Operating profit	2	1,587,846	1,837,399
Interest receivable and similar income		2,968	1,844
Profit for the financial year before members' remuneration and profit shares available for discretionary division among members		1,590,814	1,839,243

All amounts relate to continuing operations.

There were no recognised gains and losses for 2014 or 2013 other than those included in the Profit and loss account.

The notes on pages 10 to 14 form part of these financial statements.

REHAB JOBFIT LLP
REGISTERED NUMBER: OC361645


BALANCE SHEET
AS AT 31 DECEMBER 2014

	Note	£	2014 £	£	2013 £
Fixed assets					
Tangible assets	5		159,712		162,211
Current assets					
Debtors	6	1,451,754		1,549,147	
Cash at bank and in hand		1,805,040		1,405,239	
		<u>3,256,794</u>		<u>2,954,386</u>	
Creditors: amounts falling due within one year	7	<u>(3,359,843)</u>		<u>(3,085,499)</u>	
Net current liabilities			(103,049)		(131,113)
Net assets attributable to members			<u>56,663</u>		<u>31,098</u>
Represented by:					
Members' other interests					
Other reserves classified as equity	8		56,663		31,098
			<u>56,663</u>		<u>31,098</u>
Total members' interests	8				
Members' other interests			<u>56,663</u>		<u>31,098</u>

The financial statements were approved and authorised for issue by the members and were signed on their behalf by:



Bob Vince



Keith Poole

Date: 24 September 2015

REHAB JOBFIT LLP**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	2014 £	2013 £
Net cash flow from operating activities	12	2,043,191	1,676,649
Returns on investments and servicing of finance	13	(1,562,281)	(2,189,326)
Capital expenditure and financial investment	13	(81,109)	(144,539)
Increase/(Decrease) in cash in the year		399,801	(657,216)

**RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS/DEBT
FOR THE YEAR ENDED 31 DECEMBER 2014**

	2014 £	2013 £
Increase/(Decrease) in cash in the year	399,801	(657,216)
Movement in net funds debt in the year	399,801	(657,216)
Net funds at 1 January 2014	1,405,239	2,062,455
Net funds at 31 December 2014	1,805,040	1,405,239

The notes on pages 10 to 14 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention in accordance with applicable accounting standards and the requirements of the Statement of Recommended Practice "Accounting by Limited Liability Partnerships".

1.2 Turnover

Turnover comprises revenue recognised by the LLP in respect of services provided during the year, exclusive of Value Added Tax. Income from Government funded programmes is recognised based on attainment of certain performance indicators including attachment, retention and sustainability. All revenue is derived from activities within the United Kingdom.

1.3 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings	-	5 years
Computer equipment	-	2-5 years

1.4 Operating leases

Rentals under operating leases are charged to the Profit and loss account on a straight line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period until the date the rent is expected to be adjusted to the prevailing market rate.

2. Operating profit

The operating profit is stated after charging:

	2014 £	2013 £
Depreciation of tangible fixed assets:		
- owned by the LLP	83,107	65,491
Auditors' remuneration	4,000	4,000
Operating lease rentals:		
- plant and machinery	56,442	35,061
- other operating leases	40,668	22,339
	<u>184,217</u>	<u>126,891</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**
3. Staff costs

Staff costs were as follows:

	2014 £	2013 £
Wages and salaries	1,292,191	1,128,956
Social security costs	78,518	-
	<u>1,370,709</u>	<u>1,128,956</u>

The average monthly number of persons (including members with contracts of employment) employed during the year was as follows:

	2014 No.	2013 No.
	<u>43</u>	<u>0</u>

Included in staff costs is amounts paid in respect of employee services to TBG Learning Limited for the year of £359,660 (2013 - £1,128,956).

4. Taxation

The profit is shared between the partners and each partner will be taxed on their share of the profits. Consequently, there is no tax charge in the financial statements.

5. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
At 1 January 2014	11,994	264,596	276,590
Additions	11,679	69,430	81,109
At 31 December 2014	<u>23,673</u>	<u>334,026</u>	<u>357,699</u>
Depreciation			
At 1 January 2014	2,832	111,547	114,379
Charge for the year	4,647	78,961	83,608
At 31 December 2014	<u>7,479</u>	<u>190,508</u>	<u>197,987</u>
Net book value			
At 31 December 2014	<u>16,194</u>	<u>143,518</u>	<u>159,712</u>
At 31 December 2013	<u>9,162</u>	<u>153,049</u>	<u>162,211</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**
6. Debtors

	2014 £	2013 £
Trade debtors	603,327	1,522,643
Prepayments and accrued income	848,427	26,504
	<u>1,451,754</u>	<u>1,549,147</u>

**7. Creditors:
Amounts falling due within one year**

	2014 £	2013 £
Trade creditors	1,677,773	2,206,359
Amounts owed to participating interests	235,385	-
Other taxation and social security	211,807	217,412
Accruals and deferred income	1,234,878	661,728
	<u>3,359,843</u>	<u>3,085,499</u>

8. Reconciliation of members' interests

	Other reserves £
Members' interests: balance at 1 January 2013	383,024
Profit for the year available for discretionary division among members	1,839,243
Members' interests after profit for the year	<u>2,222,267</u>
Dividend payment	(2,191,169)
Members' interests: balance at 1 January 2014	31,098
Profit for the year available for discretionary division among members	1,590,814
Members' interests after profit for the year	<u>1,621,912</u>
Dividend payment	(1,565,249)
Members' interests at 31 December 2014	<u>56,663</u>
Amounts due to members	-
Amounts due from members	-
Net amount due to members	<u>-</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

9. Related party transactions

During the period the partnership entered into a number of transactions with members of the partnership. Costs of £1,225,561 (2013 - £1,339,412) were incurred through the sub-contracting of services under the work programme by the partnership to TBG Learning Limited. In addition, services are provided by both TBG Learning Limited and Interserve Services Future Limited to the partnership under management services agreements regarding the provision of personnel, finance services, quality, health and safety services, provision of premises etc to the partnership. Costs incurred under these agreements amounted to £477,958 (2013 - £831,417) for TBG Learning Limited and £268,486 (2013 - £331,297) for Interserve Services Future Limited. Amounts due to TBG Learning Limited at 31 December 2014 amount to £202,108 (2013 - £272,684). Amounts due to Interserve Services Future Limited at 31 December 2014 amount to £174,275 (2013 - £24,049).

10. Ultimate parent undertaking and controlling party

The partners in Rehab Jobfit LLP are The Rehab Group and Interserve Services Future Limited. The Rehab Group is a company incorporated in Ireland, limited by guarantee and registered as a charity. It's registered address is Roslyn Park, Sandymount, Dublin 4, Ireland. Interserve Services Future Limited is a company registered in England and Wales whose registered address is Interserve House, Ruscombe Park, Twyford, Reading, Berkshire RG10 9JD.

TBG Learning Limited was admitted to the partnership during a previous period as a corporate member. There was no change in control and the partnership remains jointly controlled by The Rehab Group and Interserve Services Future Limited. TBG Learning Limited is a company registered in England and Wales whose registered office is at 5th Floor, 145 Great Charles Street, Birmingham B3 3LP.

11. Turnover

The whole of the turnover is attributable to the provision of employment related services.

All turnover arose within the United Kingdom.

12. Net cash flow from operating activities

	2014 £	2013 £
Operating profit	1,587,846	1,837,399
Depreciation of tangible fixed assets	83,107	65,491
Decrease in debtors	97,392	263,073
Increase/(decrease) in creditors	39,460	(489,314)
Increase in amounts owed to participating interests	235,386	-
Net cash inflow from operating activities	2,043,191	1,676,649

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

13. Analysis of cash flows for headings netted in cash flow statement

	2014 £	2013 £
Returns on investments and servicing of finance		
Interest received	2,968	1,844
Dividends paid	(1,565,249)	(2,191,170)
	<u> </u>	<u> </u>
Net cash outflow from returns on investments and servicing of finance	<u><u>(1,562,281)</u></u>	<u><u>(2,189,326)</u></u>
	2014 £	2013 £
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(81,109)	(144,539)
	<u> </u>	<u> </u>

14. Analysis of changes in net funds

	1 January 2014 £	Cash flow £	Other non-cash changes £	31 December 2014 £
Cash at bank and in hand	1,405,239	399,801	-	1,805,040
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Net funds	<u><u>1,405,239</u></u>	<u><u>399,801</u></u>	<u><u>-</u></u>	<u><u>1,805,040</u></u>

15. Approval of the financial statements

The financial statements were approved by the members on 24 September 2015.