

Company No. SC055959

**PLUMBING PENSIONS (UK)
ADMINISTRATION LIMITED**

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 5 APRIL 2023**



PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED
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PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

DIRECTORS AND OFFICERS

DIRECTORS

Kate Yates (appointed 1 December 2022)
Ian Baines (appointed 1 December 2022)
Myfanwy Barrett (appointed 1 December 2022)

On behalf of the Scottish Plumbing and Northern Ireland Plumbing Employers' Federation (the Federation)

Garry Forster (resigned 30 November 2022)
Silviu (Rudi) Klein (resigned 30 November 2022)

On behalf of the Association of Plumbing and Heating Contractors (the Association)

Robert E Price MBE (resigned 30 November 2022)
Ross Trustees Services Limited, represented by Susan Andrews (resigned 30 November 2022)

On behalf of Unite the Union (the Union)

John Allott (resigned 30 November 2022)
Scott Foley (resigned 30 November 2022)
Steven Syson (resigned 14 July 2022)

Independent Directors

KB Independent Trustees Ltd, represented by Jon Bridger (Chairman) (resigned 30 November 2022)
Alan Pickering CBE (resigned 30 November 2022)

Company Secretary and Chief Executive

Kate Yates FIA

ADVISORS

Independent Auditor

Grant Thornton UK LLP
30 Finsbury Square
London
EC2A 1AG

Banker

Bank of Scotland
20-22 Shandwick Place
Edinburgh
EH2 4SB

REGISTERED OFFICE

Bellevue House
22 Hopetoun Street
Edinburgh
EH7 4GH

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

REPORT OF THE DIRECTORS

The Directors have pleasure in presenting their Annual Report and the Financial Statements of Plumbing Pensions (UK) Administration Limited (the Company) for the year ended 5 April 2023.

Principal activity

The principal activity of the Company is to administer and manage the Plumbing & Mechanical Services (UK) Industry Pension Scheme for the Trustee Company, Plumbing Pensions (UK) Limited. Costs are recharged to the Trustee Company and therefore the Company generates neither a profit nor a loss.

Review of the business

The Company's primary role is the day-to-day operation of the Industry Pension Scheme, which has 31,000 members, under the direction of the Trustee Company. The Company employed 26 people at the year end.

Turnover equal to the operating loss net of any interest received amounting to £3,219,989 (2022: £3,407,595) was received in respect of the year ended 5 April 2023.

The Directors have continued to monitor the impact of world events, and the effects they may have on the operation and financial position of the Company. There has been no material disruption to the operation of the Company during the year, and the Directors also consider there will be minimal impact on operations and results during the 12 month period following approval of this Annual Report and the Financial Statements.

Results and dividends

The results for the year are set out on page 8. The Directors recommend that no dividend be paid (2022: £Nil).

Directors

The Directors who served during the year and to the date of approval are listed on page 1.

At the start of the year, the Directors consisted of two independent Directors and representatives of three constituent bodies. The Association of Plumbing and Heating Contractors Ltd (the APHC) and the Scottish and Northern Ireland Plumbing Employers' Federation (SNIPEF) each nominated two Directors. Unite the Union nominated three Directors.

New governance arrangements were implemented from 1 December 2022 resulting in the resignation of the existing Directors and the appointment of Kate Yates and two non-executive Directors, Ian Baines and Myfanwy Barrett.

The Directors have no beneficial or family interest in the shares of the Company.

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, including FRS 102 '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 and 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 estimates that are reasonable and prudent; and
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

REPORT OF THE DIRECTORS (CONTINUED)

Statement of Directors' Responsibilities (continued)

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 to 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.

The Directors confirm that:

- so far as each Director is aware, there is no relevant audit information of which the Company's auditor is unaware, and
- the Directors have taken all the steps they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

The current auditor, Grant Thornton UK LLP will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small Companies' Exemption

In preparing this report, the Directors have taken advantage of the small companies' exemptions provided by section 415A of the Companies Act 2006.

Qualifying Third Party Indemnity Provisions

The Company has provided qualifying third party indemnity provisions in respect of the Board of Directors which were in force during the year and at the date of this report.

Approved by the Board of Directors and signed on behalf of the Board.

Ian Baines

.....Director

Ian Baines



.....Director

Myfanwy Barrett

Date: 5/10/2023

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

Opinion

We have audited the Financial Statements of Plumbing Pensions (UK) Administration Limited (the 'Company') for the year ended 5 April 2023, which comprise the Statement of Comprehensive Income, the Statement of Financial Position 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 Financial Reporting Standard 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 5 April 2023 and of its results 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.

Material uncertainty related to going concern

We draw attention to Note 3 to the Financial Statements which indicates that the Company exists to perform administrative services for its sole customer, the Plumbing & Mechanical Services (UK) Industry Pension Scheme and relies on income from the Scheme to fund operations. As stated in Note 3, these events or conditions, along with the other matters as set forth in Note 3, indicate that a material uncertainty exists and may cast doubt on the Company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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.

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

Our responsibilities

We are responsible for concluding 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 report to the related disclosures in the Financial Statements or, if such disclosures are inadequate, to modify the auditor's opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the Company to cease to continue as a going concern.

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

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED (CONTINUED)

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 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 themselves. 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 Report of the Directors for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Report of the Directors has been prepared in accordance with applicable legal requirements.

Matter on which we are required to report under the Companies Act 2006

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 Report of the Directors.

Matters on which we are required to report by exception

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; or
- the Directors were not entitled to prepare the Financial Statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Report of the Directors and from the requirement to prepare a strategic report.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on pages 2 and 3, 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.

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED (CONTINUED)

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. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the company and determined that the most significant are Financial Reporting Standard 102 and the Companies Act 2006;
- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the Directors, and from inspection of the company's board minutes and legal and regulatory correspondence. We discussed the policies and procedures regarding compliance with laws and regulations with the Directors;
- We assessed the susceptibility of Plumbing Pensions (UK) Administration Limited financial statements to material misstatement, including how fraud might occur by meeting with management from relevant parts of the business to understand where management considered there was a susceptibility to fraud. We also considered performance targets and their influence on efforts made by management to manage earnings or influence the perceptions of analysts;
- Audit procedures performed by the engagement team included:
 - evaluation of the programmes and controls established to address the risks related to irregularities and fraud;
 - testing manual journal entries, in particular journal entries relating to management estimates and entries determined to be large or relating to unusual transactions;
 - identifying and testing related party transactions.
- These audit procedures were designed to provide reasonable assurance that the financial statements were free from fraud or error. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error and detecting irregularities that result from fraud is inherently more difficult than detecting those that result from error, as fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations. Also, the further removed non-compliance with laws and regulations is from events and transactions reflected in the financial statements, the less likely we would become aware of it;
- We assessed the appropriateness of the collective competence and capabilities of the engagement team including the consideration of the engagement team's understanding of, and practical experience with, audit engagements of a similar nature and complexity through appropriate training and participation and knowledge of the industry in which the company operates.

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

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLUMBING PENSIONS (UK)
ADMINISTRATION LIMITED (CONTINUED)**

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.

Grant Thornton UK LLP

Neil Knights
Senior Statutory Auditor
for and on behalf of Grant Thornton UK LLP,
Statutory Auditor, Chartered Accountants
London

Date: 5/10/2023

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED**STATEMENT OF COMPREHENSIVE INCOME****FOR THE YEAR ENDED 5TH APRIL 2023**

	Note	2023 £	2022 £
Turnover	5	3,219,989	3,407,595
Administration expenses		<u>(3,219,989)</u>	<u>(3,407,595)</u>
Operating profit	6	-	-
Interest receivable		<u>-</u>	<u>-</u>
Profit on ordinary activities before taxation		-	-
Tax on loss on ordinary Activities	7	<u>-</u>	<u>-</u>
Profit for the financial year		-	-
Retained profit brought forward		<u>-</u>	<u>-</u>
Retained profit carried forward		<u>-</u>	<u>-</u>

A statement of total recognised gains and losses is not shown as all gains and losses are recognised in the profit and loss account above.

All of the activities of the Company are classified as continuing.

The notes on pages 10 to 14 form part of these Financial Statements

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED**STATEMENT OF FINANCIAL POSITION****AS AT 5 APRIL 2023**

	Note	£	2023 £	£	2022 £
Fixed assets					
Intangible assets	8		84,358		114,401
Tangible assets	9		<u>43,958</u>		<u>44,449</u>
			<u>128,316</u>		<u>158,850</u>
Current assets					
Debtors	11	1,177,486		2,103,314	
Cash in bank and in hand		<u>23,064</u>		<u>85,319</u>	
		1,200,550		2,188,633	
Current liabilities					
Creditors - amounts falling due within one year	12	<u>1,328,766</u>		<u>2,347,383</u>	
Net current liabilities			<u>(128,216)</u>		<u>(158,750)</u>
Total assets less current liabilities			<u>100</u>		<u>100</u>
Capital and reserves					
Called up share capital	13		100		100
Profit and loss account			<u>-</u>		<u>-</u>
			<u>100</u>		<u>100</u>

These Financial Statements have been prepared in accordance with the provisions for small companies under Section 1A of FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland.

The Financial Statements were approved and authorized for issue by the Board of Directors on 5/10/2023 and signed on its behalf by:

Ian Baines

.....Director

Ian Baines



.....Director

Myfanwy Barrett

Company number: SC055959

The notes on pages 10 to 14 form part of these Financial Statements.

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 5 APRIL 2023

1. General information

Plumbing Pensions (UK) Administration Limited is a private company, limited by shares, incorporated in Scotland with registration number SC055959. The registered office is Bellevue House, 22 Hopetoun Street, Edinburgh, EH7 4GH.

2. Basis of preparation

The Financial Statements have been prepared under the historical cost convention unless otherwise specified within the accounting policies and in accordance with Section 1A of the Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006.

3. Going concern

The Financial Statements have been prepared on a going concern basis. The Directors are satisfied that the Company will continue to operate in a manner consistent with its existing operations over the forthcoming year. The Company exists to provide an administrative service to Plumbing & Mechanical Services (UK) Industry Pension Scheme as its sole customer. As such, the entity relies on the Scheme to fund operations. These conditions indicate that a material uncertainty exists and may cast doubt on the Company's ability to continue as a going concern. Attention has been drawn to this in the auditor's report. The Scheme Trustee has provided a letter of comfort confirming continuing support for the Company for at least twelve months from the date of approval of the financial statements.

4. Accounting policies

The particular accounting policies adopted are described below.

(a) Convention

The Financial Statements have been prepared under the historical cost convention.

(b) Functional currency

The Financial Statements are prepared in sterling, which is the functional and presentational currency of the entity.

(c) Intangible fixed assets and amortisation

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and impairment losses. Amortisation is provided on a straight line basis at the following rates:-

Computer Programmes 15% per annum

All assets purchased in excess of £200 are capitalised.

(d) Tangible fixed assets and depreciation

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for use. Depreciation is provided on a straight line basis at the following rates:-

Computer 25% per annum

Office equipment 25% per annum

All assets purchased in excess of £200 are capitalised.

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 5 APRIL 2023****4. Accounting policies (continued)****(e) Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

(f) Debtors and creditors receivable/payable

Debtors and creditors receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of comprehensive income in administration expenses.

(g) Income and expenditure recognition

Income arises from the provision of services in respect of the Company's principal activity. It is measured at the fair value of the consideration received or receivable, excluding value added tax, for the provision of such services. Expenditure incurred for the purposes of the Company's principal activity is recognised on an accruals basis.

(h) Employee benefits

The Company participated in a multi-employer defined benefit pension plan in respect of employees until 30 June 2019 when this pension plan was closed to further accrual. The Company's share of the assets and liabilities of the multi-employer scheme cannot be separately identified and therefore any contributions payable are charged to the income and expenditure accounts in the period to which they relate.

The Company also participates in a defined contribution pension plan for the benefit of its employees. Contributions are expensed as they become payable.

5. Turnover

Turnover represents administration, management fees and income received from the Company's customers, all in the UK.

Turnover includes £3,188,364 (2022: £3,404,695) in respect of the contribution received from the Plumbing and Mechanical Services (UK) Industry Pension Scheme, a scheme which is managed by Plumbing Pensions (UK) Administration Limited. The contribution is equal to the operating result net of any interest received. Turnover also includes £3,725 (2022: Nil) from Plumbing Pensions Employers Limited, a company that was set up during the year which represents all the employers in the Plumbing and Mechanical Services (UK) Industry Pension Scheme.

6. Operating profit

	2023	2022
	£	£
Operating profit is arrived at after charging:		
Amortisation	39,147	38,610
Depreciation	15,348	7,953
Auditors' remuneration	<u>13,075</u>	<u>10,300</u>

7. Tax on profit on ordinary activities

As the Company had no taxable profit, no tax provision is necessary. Although the company is chargeable to corporation tax due to small amounts of interest received, its dormant status for HMRC's purposes means that no tax is due. This position was confirmed with HMRC in December 2020.

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 5 APRIL 2023

8. Intangible assets

	Computer Programmes £	Total £
Cost		
At 6 April 2022	268,939	268,939
Additions	9,104	9,104
At 5 April 2023	<u>278,043</u>	<u>278,043</u>
Amortisation		
At 6 April 2022	154,538	154,538
Charge for the year	39,147	39,147
At 5 April 2023	<u>193,685</u>	<u>193,685</u>
Net Book Value		
At 5 April 2023	<u>84,358</u>	<u>84,358</u>
At 5 April 2022	<u>114,401</u>	<u>114,401</u>

9. Tangible assets

	Computer Equipment £	Office Equipment £	Total £
Cost			
At 6 April 2022	98,272	81,801	180,073
Additions	12,237	2,620	14,857
At 5 April 2023	<u>110,509</u>	<u>84,421</u>	<u>194,930</u>
Depreciation			
At 6 April 2022	67,993	67,631	135,624
Charge for the year	11,287	4,061	15,348
At 5 April 2023	<u>79,280</u>	<u>71,692</u>	<u>150,972</u>
Net Book Value			
At 5 April 2023	<u>31,229</u>	<u>12,729</u>	<u>43,958</u>
At 5 April 2022	<u>30,279</u>	<u>14,170</u>	<u>44,449</u>

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 5 APRIL 2023****10. Related party transactions**

SNIFE Management Limited owned the 50 'A' ordinary shares and the Association of Plumbing and Heating Contractors Limited owned the 50 'B' ordinary shares until 30 November 2022. From 1 December 2022 Plumbing Pensions (UK) Limited owns all the shares. Plumbing Pensions (UK) Limited is a 'not for profit' company, limited by guarantee. The guarantee is provided by the Employer Company, Plumbing Pensions Employers Limited, and Unite the Union.

SNIFE Management Limited and Plumbing Pensions (UK) Administration Limited occupy office space at Bellevue House and share some of the associated expenses. During the year, SNIFE Management Limited recharged expenses totalling £13,270 (2022: £7,893) to Plumbing Pensions (UK) Administration Limited and Plumbing Pensions (UK) Administration Limited recharged expenses totalling £44,869 (2022: £34,102) to SNIFE Management Limited.

During the year, the service charge paid to the Federation, Association and Union amounted to £93,890 (2022: £159,960), of which £25,300 (2022: £30,580) was paid directly to an individual Director nominated by the Union. The Company also paid fees to BESTrustees and KB Independent Trustees Ltd in relation to Alan Pickering and Jon Bridger respectively, Directors of the Company. During the year this amounted to £67,910 (2022: £107,690).

At the year end, a total of £2,775 (2022: £1,272) was due to SNIFE Management Limited, £Nil to the Union and to the Association (2022: £Nil). £16,119 (2022: £10,078) was due from SNIFE Management Ltd. The amounts are included in trade creditors and trade debtors respectively.

During the year, the Company received £3,188,364 (2022: £3,404,695) from the Plumbing and Mechanical Services (UK) Industry Pension Scheme, a Scheme which is managed by Plumbing Pensions (UK) Administration Limited. At the financial year end £103,942 (2022: £58,479) was due to the Plumbing and Mechanical Services (UK) Industry Pension Scheme for income received in advance. This amount is included within creditors.

During the year £3,725 (2022: Nil) was also receivable from Plumbing Pensions Employers Limited, a company that was set up during the year which represents all the employers in the Plumbing and Mechanical Services (UK) Industry Pension Scheme. This represents amounts due for administrative services provided during the year. This amount is included in debtors at the year end 2022 (Nil).

11. Debtors

	2023 £	2022 £
Trade debtors	23,644	15,347
Prepayments	320,503	272,673
VAT to be recovered from participating employers of Scheme	767,168	1,641,962
VAT recoverable	66,171	173,332
	<u>1,177,486</u>	<u>2,103,314</u>

12. Creditors

	2023 £	2022 £
Trade creditors	305,421	366,576
Accruals	249,433	241,588
Tax and social security	669,970	1,680,740
Due to Plumbing and Mechanical Services (UK) Industry Pension Scheme	103,942	58,479
	<u>1,328,766</u>	<u>2,347,383</u>

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)****FOR THE YEAR ENDED 5 APRIL 2023****13. Share capital**

	2023 £	2022 £
Authorised		
50 'A' Shares of £1	50	50
50 'B' Shares of £1	50	50
	<u>100</u>	<u>100</u>
Called up, Allotted and Fully Paid		
50 'A' Shares of £1	50	50
50 'B' Shares of £1	50	50
	<u>100</u>	<u>100</u>

14. Pension costs

Some of the Company's employees are members of the revalued career average defined benefit pension scheme operated by Plumbing and Mechanical Services (UK) Industry Pension Scheme. The Scheme closed to further accrual on 30 June 2019. From July 2019, the Company has participated in the People's Pension, a defined contribution scheme. The pension cost charged to the Profit and Loss Account represents the amount of contributions payable in the year, which amounted to £135,526 (2022: £118,019).

In respect of the defined benefit pension scheme contributions, this cost is incurred at the contribution rates advised by the Scheme Actuary in the valuation as at 5 April 2020. During the year there was no pension cost for the defined benefit scheme.

The actuarial valuation as at 5 April 2020 shows that on a 'low-dependency' basis the Scheme's assets are enough to cover 99% of the Scheme's liabilities. The Scheme's Recovery Plan does not require employers to pay deficit reduction contributions. Instead, assumed investment out-performance of the Scheme's assets, relative to the prudent discount rate used for the Scheme's technical provisions, is expected to remove the funding shortfall by November 2027. It is not possible to identify on a consistent and reasonable basis the share of underlying assets and liabilities belonging to individual participating employers as the Scheme is a multi-employer scheme where the Scheme assets are co-mingled for investment purposes and benefits are paid from total scheme assets and as such the contributions to the defined benefit scheme are accounted for as if it was a defined contribution arrangement.

15. Salary costs

	2023 £	2022 £
Salary costs	951,176	755,320
National insurance contributions	91,721	73,148
Employer pension contributions	135,526	118,019
	<u>1,178,423</u>	<u>946,487</u>

Average number of persons employed 25 (2022: 22).

PLUMBING PENSIONS (UK) ADMINISTRATION LIMITED**DETAILED PROFIT AND LOSS ACCOUNT****FOR THE YEAR ENDED 5 APRIL 2023**

	2023	2022
£	£	£
Turnover		
Administration fees	27,900	2,900
Administration services for the Plumbing and Mechanical Services (UK) Industry Pension Scheme	3,188,364	3,404,695
Administration services for Plumbing Pensions Employers Limited	3,725	-
	<u>3,219,989</u>	<u>3,407,595</u>
Administration expenses		
Salaries and superannuation	1,188,422	982,734
Travelling and meeting expenses	19,486	9,640
Printing and stationery	68,136	75,225
Water, rates and insurance	197,023	157,351
Heat, light and cleaning	37,862	22,685
Repairs and maintenance	26,352	35,451
Telephone	15,549	15,522
Postage and sundries	50,606	73,127
	<u>1,603,436</u>	<u>1,371,735</u>
<u>Computer services:</u>		
Software hire and maintenance	<u>321,186</u>	<u>271,078</u>
<u>Amortisation:</u>		
Computer programmes	<u>39,147</u>	<u>38,610</u>
<u>Depreciation:</u>		
Computer equipment	11,287	7,125
Office equipment	4,061	828
	<u>15,348</u>	<u>7,953</u>
Tracing fees	16,509	5,878
Staff recruitment and training	17,839	27,751
Payroll services	2,820	2,624
Investment accountancy fees	183,789	236,512
Legal and professional fees	477,668	577,550
Auditors fees	13,075	10,300
Consulting actuary	265,781	234,742
Tenant costs	33,845	28,897
Irrecoverable VAT from participating employers	67,746	(26,709)
Trustee fees	67,910	107,690
Service charge	93,890	159,960
VAT review payment	-	353,024
	<u>1,240,872</u>	<u>1,718,219</u>
	<u>(3,219,989)</u>	<u>(3,407,595)</u>
Operating profit / (loss)	-	-
Other income		
Interest receivable	-	-
Profit / (Loss) for the financial year	<u>-</u>	<u>-</u>