

**REGISTERED NUMBER: 03026118 (England and Wales)**

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**STRATEGIC REPORT, REPORT OF THE DIRECTORS AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2014**

**WEDNESDAY**



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**COMPANIES HOUSE**

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

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FOR THE YEAR ENDED 31 MARCH 2014**

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**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**COMPANY INFORMATION  
FOR THE YEAR ENDED 31 MARCH 2014**

**DIRECTORS:**

Mr N Frow  
Ms S M Rogers

**SECRETARY:**

Mr P A Powell

**REGISTERED OFFICE:**

Ty Glyn, Brecon Court  
William Brown Close  
Llantarnam Park  
Cwmbran  
Gwent  
NP44 3AB

**REGISTERED NUMBER:**

03026118 (England and Wales)

**AUDITORS:**

Auditor General for Wales

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**STRATEGIC REPORT  
FOR THE YEAR ENDED 31 MARCH 2014**

The Directors present their strategic report of the Careers Wales Mid Glamorgan and Powys Ltd (the Company) for the year ended 31 March 2014.

**REVIEW OF BUSINESS**

The Company has not traded since April 2013.

In April, the business of the Company transferred to Career Choices Dewis Gyrfa Ltd (CCDG), the Parent Company. Also in April, all staff transferred from the Company, by TUPE, to CCDG and the Welsh Government issued CCDG with a new remit. During the year preparations were made for the winding up of the Company and Welsh Government gave permission for the winding up to be completed.

**ON BEHALF OF THE BOARD:**



.....  
Mr N Frow - Director

Date: 17/7/2014

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 MARCH 2014**

The Directors present their report with the financial statements of the Company for the year ended 31 March 2014.

Careers Wales Mid Glamorgan and Powys Ltd is part of the Career Choices Dewis Gyrfa T/A Gyrfa Cymru Careers Wales Group (CCDG), which comprises of eight Companies as follows:

Gwent Careers Service Partnership Ltd  
Careers Wales Cardiff and Vale Ltd  
Careers Wales West - Gyrfa Cymru Gorllewin Ltd  
Careers Wales Mid Glamorgan and Powys Ltd  
North East Wales Careers Services Ltd  
Gyrfa Cymru Gogledd Orllewin Cyfyngedig  
Careers Wales Association Ltd  
Career Choices Dewis Gyrfa Ltd

CCDG is the sole member of each of the Companies within the group. All Companies within the group are limited by guarantee with all Directors agreeing to contribute the sum of £1 in the event of the Company being wound up. During the year preparations were made for the winding up of the subsidiary Companies and Welsh Government gave permission for the winding-up to be completed.

To complete the winding up process, at the year end, the cash, property and other assets of the Company were transferred to CCDG.

**CESSATION OF TRADING**

The Company transferred its trade, assets and liabilities to CCDG in the financial year and ceased trading. As required by FRS 18 (Accounting Policies) the Directors have prepared the financial statements on the basis the Company is no longer a going concern. All assets and liabilities were transferred to CCDG at their book value, all staff were transferred under TUPE and cash was transferred as per the table below:

Subsidiary Company	Transfer of Property	Transfer of Assets	Transfer of Cash	Explanation of Transfer	Date Transferred
Careers Wales Mid Glamorgan and Powys Ltd	N/A	Distribution in Specie transferred at NBV	£191,461.94	Payment of outstanding creditor	01/04/2014

**EVENTS SINCE THE END OF THE YEAR**

The payment of the outstanding intercompany debtor took place on 01/04/2014.

**PRINCIPAL RISKS AND UNCERTAINTIES**

The Company has ceased trading; therefore there are no risks or uncertainties.

**DIVIDENDS**

During the year a distribution of the non-real estate assets was made by the Company to CCDG by way of dividend in specie of £1,258.

**DIRECTORS**

The Directors of the Company shown below have held office during the whole of the period from 1 April 2013 to the date of this report.

Mr N Frow  
Ms S M Rogers

## **DIRECTORS (CCDG)**

The Directors of CCDG, the parent company, shown below have held office during the period from 1 April 2013 to the date of this report:

Ms R H Brooks  
Mr P G Davy  
Mr G L Evans  
Mr N Frow  
Mr H M Jones  
Mrs K Lennox  
Mr I J Maund  
Ms C Neilson  
Mr W H Norris  
Mr I Prys-Jones  
Dr D M Roberts  
Mr R Spear  
Mr J Taylor  
Mr P N Westwood  
Mr R A Wright

Changes in Directors holding office are as follows:

Mr J Taylor – appointed 29 April 2013  
Mr R Spear – appointed 25 February 2014  
Ms C Neilson - resigned 29 August 2013  
Mr P N Westwood - resigned 31 March 2014

All the Directors, other than Ms C Neilson and Mr R Spear, are non-executive Directors and are unpaid. As well as being Directors of CCDG Ms C Neilson and Mr R Spear are also employees of CCDG. On 29 August 2013, Ms C Neilson resigned as a Director and Chief Executive. Also during the year, Mr R Spear was appointed as Chief Executive on 2 December 2013 and as a CCDG Director on 25 February 2014.

Following a public appointments process, undertaken by Welsh Government, Mr J Taylor has been appointed as the Chair of CCDG for the period 29 April 2013 to 31 March 2016. The post of Chair is remunerated at £337 per day for attendance at meetings or other agreed activities relating to the work of Careers Wales for up to 40 days per year.

## STATEMENT OF DIRECTORS' RESPONSIBILITIES

The Directors are responsible for preparing the Report of the Directors 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the Directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each Director has taken all the steps that he or she ought to have taken as a Director in order to make himself or herself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

## AUDITORS

The Auditor General for Wales is appointed by the Welsh Government as the Company auditors.

## ON BEHALF OF THE BOARD:



Mr N Frow - Director

Date: 17/7/2014

**CAREERS WALES MID GLAMORGAN AND POWYS LTD**  
**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF**  
**CAREERS WALES MID GLAMORGAN AND POWYS LTD**

**Independent Auditor's Report to the Member of Careers Wales Mid Glamorgan and Powys Ltd**

I have audited the financial statements of Careers Wales Mid Glamorgan and Powys Ltd for the year ended 31 March 2014 which comprise the Income and Expenditure Account, the Balance Sheet, Statement of Total Recognised Gains and Losses and the Cash Flow Statement and the related notes. 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).

**Respective responsibilities of Directors and the Auditor**

As explained more fully in the Statements of Directors' Responsibilities set out on pages 3-5 the Directors are responsible for the preparation of financial statements which give a true and fair view.

My responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require me 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.

I am also required to obtain sufficient evidence to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

In addition, I read all the financial and non-financial information in the Careers Wales Mid Glamorgan and Powys Strategic and Directors' 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 me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

**Opinion on financial statements**

In my opinion the financial statements:

- give a true and fair view of the state of affairs of the company as at 31 March 2014 and of its surplus/deficit 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.

**Opinion on Regularity**

In my opinion in all material respects, the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.



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

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

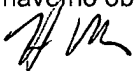
### **Matters on which I report by exception**

I have nothing to report in respect of the following matters where the Companies Act 2006 requires me to report to you, if, in my opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of directors' remuneration specified by law are not made; or
- I have not received all the information and explanations I require for my audit.

### **Report**

I have no observations to make on these financial statements.



Huw Vaughan Thomas  
Auditor General for Wales  
24<sup>th</sup> July 2014

Wales Audit Office  
24 Cathedral Road  
Cardiff CF11 9LJ

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2014**

	Notes	2014 £	2013 £
<b>TURNOVER</b>		-	5,801,897
Administrative expenses		-	(6,422,321)
			(620,424)
<b>Other operating income</b>			640,902
<b>OPERATING SURPLUS</b>		-	20,478
Cost of fundamental reorganisation	4	-	(2,845,570)
Intercompany debt written off		10,377,400	-
		10,377,400	(2,825,092)
Interest receivable and similar income		253	34,403
		10,377,653	(2,790,689)
Other finance costs		-	(48,000)
<b>(DEFICIT)/SURPLUS ON ORDINARY ACTIVITIES BEFORE TAXATION</b>		10,377,653	(2,838,689)
Tax on surplus/(deficit) on ordinary activities	5	-	(6,881)
<b>(DEFICIT)/SURPLUS FOR THE FINANCIAL YEAR</b>		<u>10,377,653</u>	<u>(2,845,570)</u>

**DISCONTINUED OPERATIONS**

All of the company's activities were discontinued during the current year.

The notes from pages 12-22 form part of these financial statements

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES  
FOR THE YEAR ENDED 31 MARCH 2014**

	Notes	2014 £	2013 £
<b>(DEFICIT)/SURPLUS FOR THE FINANCIAL YEAR</b>		10,377,653	(2,845,570)
Actuarial (loss)/gain on pension scheme	11	-	(1,127,000)
Distribution to parent	6	(1,258)	-
<b>TOTAL RECOGNISED GAINS AND LOSSES RELATING TO THE YEAR</b>		<u>10,376,395</u>	<u>(3,972,570)</u>


**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED (REGISTERED NUMBER: 03026118)**

**BALANCE SHEET  
31 MARCH 2014**

		2014		2013	
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	7		-		1,258
<b>CURRENT ASSETS</b>					
Debtors	8	-		441,860	
Cash at bank and in hand		191,467		733,562	
		<u>191,467</u>		<u>1,175,422</u>	
<b>CREDITORS</b>					
Amounts falling due within one year	9	(191,462)		(3,642,070)	
<b>NET CURRENT ASSETS/(LIABILITIES)</b>			<u>5</u>		<u>(2,466,648)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>5</u>		<u>(2,465,390)</u>
<b>PENSION LIABILITY</b>	11		<u>-</u>		<u>(7,911,000)</u>
			<u>5</u>		<u>(10,376,390)</u>
<b>NET ASSETS/(LIABILITIES)</b>					
Income and expenditure account	10		5		(10,376,390)
	15		<u>5</u>		<u>(10,376,390)</u>

The financial statements were approved by the Board of Directors on  
signed on its behalf by:

17.7.2014 and were

 17-7-2014  
Mr N Frow - Director

For the year ended 31 March 2014, the company was entitled to exemption from the requirements of Part 16 of the Companies Act 2006 under section 482 of this Act (non profit making companies subject to public sector audit).

The notes from pages 12-22 form part of these financial statements

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2014**

	Notes	2014 £	2013 £
Net cash outflow from operating activities	1	(535,467)	(3,279,527)
Returns on investments and servicing of finance	2	253	34,403
Taxation		(6,881)	(11,360)
<b>Decrease in cash in the period</b>		<u>(542,095)</u>	<u>(3,256,484)</u>
Reconciliation of net cash flow to movement in net funds	3		
Decrease in cash in the period		<u>(542,095)</u>	<u>(3,256,484)</u>
Change in net funds resulting from cash flows		<u>(542,095)</u>	<u>(3,256,484)</u>
Movement in net funds in the period		(542,095)	(3,256,484)
Net funds at 1 April		<u>733,562</u>	<u>3,990,046</u>
<b>Net funds at 31 March</b>		<u>191,467</u>	<u>733,562</u>

The notes from pages 12-22 form part of these financial statements

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2014**

**1. RECONCILIATION OF OPERATING LOSS TO NET CASH OUTFLOW FROM  
OPERATING ACTIVITIES**

	2014 £	2013 £
Operating surplus	-	20,478
Depreciation charges	-	1,258
Cost of fundamental reorganisation	-	(2,845,570)
(Decrease) in amounts owed to group company	(3,088,190)	-
Major non-cash transactions see note 4	2,466,400	-
Decrease/(increase) in debtors	178,599	(43,675)
(Decrease)/increase in creditors	(92,276)	3,107,982
Difference between pension charge and cash contributions	-	(3,520,000)
<b>Net cash outflow from operating activities</b>	<u>(535,467)</u>	<u>(3,279,527)</u>

**2. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN THE CASH FLOW STATEMENT**

	2014 £	2013 £
<b>Returns on investments and servicing of finance</b>		
Interest received	253	34,403
<b>Net cash inflow for returns on investments and servicing of Finance</b>	<u>253</u>	<u>34,403</u>

**3. ANALYSIS OF CHANGES IN NET FUNDS**

	At 1.4.13 £	Cash flow £	31.3.14 £
<b>Net cash:</b>			
Cash at bank and in hand	733,562	(542,095)	191,467
	<u>733,562</u>	<u>(542,095)</u>	<u>191,467</u>
<b>Total</b>	<u>733,562</u>	<u>(542,095)</u>	<u>191,467</u>

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2014**

**4. MAJOR NON-CASH TRANSACTIONS**

Included in the note 1 of the notes to the cash flow statement is a value of £2,466,400 in relation to major non-cash transactions. These are transactions completed during the year in regards to transferring the trade, assets and liabilities to CCDG

	£
Intercompany debt written off	10,377,400
Pension liability transferred to Parent	(7,911,000)
	<hr/>
	2,466,400
	<hr/> <hr/>

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

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

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The company transferred its trade, assets and liabilities to CCDG (Parent company) during the year and ceased trading. The financial statements have been prepared on the basis the company is no longer a going concern. No material adjustment arose as a result of ceasing to apply the going concern basis. All assets and liabilities were transferred to CCDG at their book value and all staff were transferred under TUPE.

**Accounting convention**

The financial statements have been prepared under the historical cost convention and are in accordance with UK Generally Accepted Accounting Standards.

**Income**

Income represents net invoiced sales of services, excluding value added tax.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings                      - 20 - 50 % - Straight Line

**Deferred tax**

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date.

**Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

It was agreed on 1 April 2013 that the pension fund admitted body agreement would transfer to CCDG. Careers Wales Mid Glamorgan and Powys is no longer a member of the pension scheme.

The following notes therefore relate to 2012/13:-

The company operates a defined benefit pension scheme. Actuarial valuations are made in at least three year intervals and in accordance with their recommendations, annual contributions are paid to the schemes. The costs are charged to the profit and loss account so as to spread the cost of the pensions over the employees' working life.

**Estimates**

The preparation of the financial statements requires the company to make estimates and assumptions that affect the application of policies and reported amounts. Estimates and judgements are reviewed on an ongoing basis. Revisions to the accounting estimates are recognised in the period in which the estimate is revised and in any future period affected.

Information about significant areas of estimation and critical judgement in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements is included in the following note :-

Note 11 - The measurement of defined benefit contributions depends on the selection of certain assumptions which include the discount rate, salary growth, rate of increase in deferred pensions and expected return on scheme assets.



**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**2. STAFF COSTS**

	2014 £	2013 £
Wages and salaries	-	4,872,894
Social security costs	-	358,342
Other pension costs	-	273,081
	<u>-</u>	<u>5,504,317</u>

The average monthly number of employees during the year was as follows:

	2014	2013
Management	-	5
Administration	-	18
Careers advice	-	176
	<u>-</u>	<u>199</u>

**3. OPERATING SURPLUS/(DEFICIT)**

The operating surplus/(deficit) is stated after charging

	2014 £	2013 £
Other operating leases	-	324,641
Depreciation - owned assets	-	1,258
Auditors' remuneration	7,527	5,675
	<u>7,527</u>	<u>331,574</u>

There was a nil charge to the I&E for auditors costs in 2014, these were included in the CCDG accounts.

**4. EXCEPTIONAL ITEMS**

In the previous year redundancy payments of £1,419,381 and pension stains of £492,179 arose due to group internal structuring.

In the previous year an exceptional items of £934,010 arose in respect of a repayment to CCDG Ltd of an overpayment in funding.

During this financial the Board of CCDG wrote off the intercompany debtor of £10,377,400 by passing a resolution agreeing to a deed of waiver.

**5. TAXATION**

Analysis of the tax charge

The tax charge on the profit on ordinary activities for the year was as follows:

	2014 £	2013 £
Current tax:		
UK corporation tax at 20%	-	6,881
	<u>-</u>	<u>6,881</u>
Tax on surplus/(deficit) on ordinary activities	<u>-</u>	<u>6,881</u>

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**6. DIVIDENDS**

	2014 £	2013 £
Final	1,258	-
The Board agreed to a distribution in specie of non cash assets to the value of £1,258		

**7. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £
<b>COST</b>	
At 1 April 2013	35,208
Disposals – transferred to parent company	(35,208)
At 31 March 2014	-
<b>DEPRECIATION</b>	
At 1 April 2013	33,950
Eliminated on disposal – transferred to parent company	(33,950)
At 31 March 2014	-
<b>NET BOOK VALUE</b>	
At 31 March 2014	-
At 31 March 2013	1,258

**8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2014 £	2013 £
Trade debtors	-	73,054
Amounts owed by group undertakings	-	-
Prepayments and accrued income	-	368,806
	-	441,860

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2014 £	2013 £
Trade creditors	-	14,941
Amounts owed to group undertakings	191,462	3,542,915
Tax	-	6,881
Accruals and deferred income	-	77,333
	191,462	3,642,070

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**10. RESERVES**

	Income and Expenditure account £
At 1 April 2013	(10,376,390)
Surplus for the year	10,377,653
Dividends	(1,258)
	<hr/>
At 31 March 2014	5
	<hr/> <hr/>

**11. EMPLOYEE BENEFIT OBLIGATIONS**

The pension fund admitted body agreement has been transferred to CCDG so there are no disclosures for 2013/14.

**Rhondda Cynon Taff Fund**

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans 2013 £
Present value of funded obligations	(29,683,000)
Fair value of plan assets	23,502,000
	<hr/>
	(6,181,000)
Present value of unfunded obligations	-
	<hr/>
Deficit	(6,181,000)
	<hr/>
Net liability	(6,181,000)
	<hr/> <hr/>

The amounts recognised in income and expenditure are as follows:

	Defined benefit pension plans 2013 £
Current service cost	685,000
Interest cost	1,243,000
Expected return	(1,215,000)
Past service cost	338,000
	<hr/>
	1,051,000
	<hr/> <hr/>
Actual return on plan assets	3,032,000
	<hr/> <hr/>

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**11. EMPLOYEE BENEFIT OBLIGATIONS - continued**

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans 2013 £
Opening defined benefit obligation	25,932,000
Current service cost	685,000
Past service cost	338,000
Contributions by scheme participants	223,000
Interest cost	1,243,000
Actuarial losses/(gains)	2,584,000
Benefits paid	(1,322,000)
	<u>29,683,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans 2013 £
Opening fair value of scheme assets	17,616,000
Contributions by employer	3,953,000
Contributions by scheme participants	223,000
Expected return	1,215,000
Actuarial gains/(losses)	1,817,000
Benefits paid	(1,322,000)
	<u>23,502,000</u>

The amounts recognised in the statement of recognised gains and losses are as follows:

	Defined benefit pension plans 2013 £
Actuarial gains/(losses)	(767,000)
	<u>(767,000)</u>
Cumulative amount of actuarial gains/(losses)	<u>(4,482,000)</u>

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**11. EMPLOYEE BENEFIT OBLIGATIONS - continued**

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans 2013
Equities	68.70%
Bonds	10.60%
Corporate Bond	11.40%
Property	5.90%
Cash/Other	3.40%
	<u>100.00%</u>

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2013
Discount rate	4.50%
Future salary increases	4.40%
Future pension increases	2.50%
RPI Inflation	3.4%
CPI Inflation	2.5%

Amounts for the current and previous four periods are as follows:

	2013	2012	2011	2010
	£	£	£	£
Defined benefit pension plans				
Defined benefit obligation	(29,683,000)	(25,932,000)	(21,790,000)	(23,161,000)
Fair value of scheme assets	23,502,000	17,616,000	15,376,000	13,833,000
Deficit	(6,181,000)	(8,316,000)	(6,414,000)	(9,328,000)
Experience adjustments on scheme liabilities	7,000	(108,000)	216,000	98,000
Experience adjustments on scheme assets	- 1,817,000	(746,000)	(58,000)	3,094,000

**Powys Fund**

The amounts recognised in the balance sheet are as follows:

	Defined benefit pension plans 2013 £
Present value of funded obligations	(7,090,000)
Fair value of plan assets	5,360,000
	<u>(1,730,000)</u>
Present value of unfunded obligations	-
Deficit	<u>(1,730,000)</u>
Net liability	<u>(1,730,000)</u>

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**11. EMPLOYEE BENEFIT OBLIGATIONS - continued**

The amounts recognised in income and expenditure are as follows:

	Defined benefit pension plans 2013 £
Current service cost	130,000
Interest cost	290,000
Expected return	(270,000)
Curtailement cost	100,000
	<u>250,000</u>
Actual return on plan assets	<u>620,000</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans 2013 £
Opening defined benefit obligation	6,100,000
Current service cost	130,000
Contributions by scheme participants	50,000
Interest cost	290,000
Actuarial losses/(gains)	710,000
Benefits paid	(290,000)
Curtailements	100,000
	<u>7,090,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans 2013 £
Opening fair value of scheme assets	4,160,000
Contributions by employer	820,000
Contributions by scheme participants	50,000
Expected return	270,000
Actuarial gains/(losses)	350,000
Benefits paid	(290,000)
	<u>5,360,000</u>

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**11. EMPLOYEE BENEFIT OBLIGATIONS - continued**

The amounts recognised in the statement of recognised gains and losses are as follows:

	Defined benefit pension plans 2013 £
Actuarial gains/(losses)	(360,000)
	<u>(360,000)</u>
Cumulative amount of actuarial gains/(losses)	<u>(2,131,000)</u>

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	Defined benefit pension plans 2013
Equities	56.60%
Government Bonds	16.20%
Corporate Bonds	10.50%
Property	6.2%
Cash/Other	10.50%
	<u>100.00%</u>

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2013
Discount rate	4.40%
Future salary increases	4.40%
Future pension increases	2.30%
RPI Inflation	3.4%
CPI Inflation	2.5%

Amounts for the current and previous four periods are as follows:

	2013 £	2012 £	2011 £	2010 £
Defined benefit pension plans				
Defined benefit obligation	(7,090,000)	(6,100,000)	(5,250,000)	(5,800,000)
Fair value of scheme assets	5,360,000	4,160,000	3,750,000	3,630,000
Deficit	(1,730,000)	(1,940,000)	(1,500,000)	(2,170,000)
Experience adjustments on scheme liabilities	-	(30,000)	140,000	30,000
Experience adjustments on scheme assets	350,000	(20,000)	(240,000)	490,000

**CAREERS WALES MID GLAMORGAN AND POWYS  
LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2014**

**12. ULTIMATE PARENT COMPANY**

Career Choices Dewis Gyrfa Limited is regarded by the directors as being the company's ultimate parent company.

Copies of the ultimate parent's consolidated financial statement may be obtained from the company secretary at Ty Glyn Brecon Court, William Brown Close, Llantarnam Park, Cwmbran, NP44 3AB.

**13. RELATED PARTY DISCLOSURES**

The company has taken advantage of exemption, under the terms of Financial Reporting Standard 8 Related Party Disclosures, not to disclose related party transactions with wholly owned subsidiaries within the group

**14. ULTIMATE CONTROLLING PARTY**

The ultimate controlling party is Welsh Government.

In April 2013, the Welsh Government became the sole member of Career Choices Dewis Gyrfa (CCDG) and the business of the group transferred from the subsidiary Companies to CCDG.

**15. RECONCILIATION OF MOVEMENTS IN RESERVES**

	2014 £	2013 £
Surplus/ (deficit) for the financial year	10,377,653	(2,845,570)
Dividends	(1,258)	-
	<hr/> 10,376,395	<hr/> (2,845,570)
Other recognised gains and losses relating to the year (net)	<hr/> -	<hr/> (1,127,000)
Net addition/(reduction) to reserves	10,376,395	(3,972,570)
Opening reserves	(10,376,390)	(6,403,820)
Closing reserves	<hr/> <hr/> 5	<hr/> <hr/> (10,376,390)

**16. POST BALANCE SHEET EVENTS**

There has been no post balance sheets events.