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**STAFFORDSHIRE UNIVERSITY STUDENTS' UNION**

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**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF STAFFORDSHIRE UNIVERSITY  
STUDENTS' UNION**

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We have audited the financial statements of Staffordshire University Students' Union for the year ended 31 July 2014 set out on pages 14 to 26. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

**RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS**

As explained more fully in the Trustees' responsibilities statement, the Trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditors under section 144 of the Charities Act 2011 and report to you in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' 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.

**OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 July 2014 and of its incoming resources and application of resources 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 Charities Act 2011.

STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

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STUDENTS' UNION

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**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Crowe Clark Whitehill LLP**

Statutory Auditor  
Black Country House  
Rounds Green Road  
Oldbury  
West Midlands  
B69 2DG  
Date:

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2014

	Note	Restricted Fixed Asset Fund 2014 £	Restricted funds 2014 £	Unrestricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
<b>INCOMING RESOURCES</b>						
Incoming resources from generated funds:						
Voluntary income	2	541,000	45,298	1,490,677	2,076,975	1,520,072
Activities for generating funds		-	-	31,637	31,637	29,208
Investment income	3	-	-	2,589	2,589	4,615
Incoming resources from charitable activities	5	-	89,443	2,281,874	2,371,317	2,472,275
Other incoming resources	4	-	-	24,506	24,506	19,966
<b>TOTAL INCOMING RESOURCES</b>		<b>541,000</b>	<b>134,741</b>	<b>3,831,283</b>	<b>4,507,024</b>	<b>4,046,136</b>
<b>RESOURCES EXPENDED</b>						
Costs of generating funds:						
Commercial marketing / sponsorship		-	-	16,250	16,250	17,292
Charitable activities	8	135,240	161,883	3,837,835	4,134,958	3,978,878
Governance costs	6	-	-	10,250	10,250	10,250
<b>TOTAL RESOURCES EXPENDED</b>	7	<b>135,240</b>	<b>161,883</b>	<b>3,864,335</b>	<b>4,161,458</b>	<b>4,006,420</b>
<b>MOVEMENT IN TOTAL FUNDS FOR THE YEAR - NET INCOME/(EXPENDITURE) FOR THE YEAR</b>						
		<b>405,760</b>	<b>(27,142)</b>	<b>(33,052)</b>	<b>345,566</b>	<b>39,716</b>
<i>Total funds at 1 August 2013</i>		-	145,680	887,715	1,033,395	993,679
<b>TOTAL FUNDS AT 31 JULY 2014</b>		<b>405,760</b>	<b>118,538</b>	<b>854,663</b>	<b>1,378,961</b>	<b>1,033,395</b>

All activities relate to continuing operations.

The notes on pages 16 to 26 form part of these financial statements.

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

BALANCE SHEET  
AS AT 31 JULY 2014

	Note	£	2014 £	£	2013 £
<b>FIXED ASSETS</b>					
Tangible assets	11		<b>803,636</b>		286,283
Investments	12		<b>60</b>		60
			<u>803,696</u>		<u>286,343</u>
<b>CURRENT ASSETS</b>					
Stocks	13	<b>77,151</b>		69,338	
Debtors	14	<b>85,458</b>		74,641	
Cash at bank		<b>547,947</b>		768,454	
		<u>710,556</u>		<u>912,433</u>	
<b>CREDITORS:</b> amounts falling due within one year	15	<b>(135,291)</b>		<b>(165,381)</b>	
<b>NET CURRENT ASSETS</b>			<u><b>575,265</b></u>		<u>747,052</u>
<b>NET ASSETS</b>			<u><b>1,378,961</b></u>		<u>1,033,395</u>
<b>CHARITY FUNDS</b>					
Restricted fixed asset fund	16		<b>405,760</b>		-
Restricted funds	16		<b>118,538</b>		145,680
Unrestricted funds	16		<b>854,663</b>		887,715
<b>TOTAL FUNDS</b>			<u><b>1,378,961</b></u>		<u>1,033,395</u>

The financial statements were approved by the Trustees on behalf, by:

and signed on their

**R Owusu Antwi**  
President

**K Sankson**  
General Manager

The notes on pages 16 to 26 form part of these financial statements.

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

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

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**1. ACCOUNTING POLICIES****1.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005 and applicable accounting standards.

**1.2 Going concern**

The Union has cash resources and has no requirement for external funding. The trustees have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future. They continue to believe the going concern basis of accounting appropriate in preparing the annual financial statements.

**1.3 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**1.4 Incoming resources**

All incoming resources are included in the Statement of Financial Activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Donated services or facilities, which comprise donated services, are included in income at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised where there is no financial cost borne by a third party.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**1.5 Resources expended**

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014**1. ACCOUNTING POLICIES (continued)****1.6 Tangible fixed assets and depreciation**

There is no set de minimis level for the capitalisation of tangible fixed assets and each case is dealt with on an individual basis.

The policy with respect to impairment reviews of fixed assets is that reviews will be carried out if events indicate that the carrying value of any fixed asset may not be recoverable. Impairment losses are recognised in the SOFA.

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 & fittings	-	25% - 33.3% per annum
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**1.7 Operating leases**

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

**1.8 Investments**

Fixed asset investments are stated at cost less provision for diminution in value.

**1.9 Stocks**

Stocks are valued at the lower of cost and net realisable value.

**1.10 Pensions**

The Union participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union. Under the terms of FRS17, in these circumstances contributions are accounted for as if the scheme were a defined contribution scheme based on actual contributions paid through the year.

**1.11 Grants**

Grants towards capital expenditure are credited to deferred revenue and released to the income and expenditure account over the expected useful life of the assets.

The recurrent block grant is receivable from Staffordshire University, the Union's parent Governing Body. The grant is credited to the income and expenditure account in the year to which it relates.

Project support grants are project based and include grants which are receivable from the University and other funding bodies.

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014

## 1. ACCOUNTING POLICIES (continued)

## 1.12 Taxation

No provision has been made in these accounts for corporation tax since the Union is exempt from such taxes as accepted by HM Revenue and Customs.

## 1.13 Recognition of liabilities

Liabilities are recognised when either a constructive or legal obligation exists.

## 2. VOLUNTARY INCOME

	Restricted Fixed Asset Fund 2014 £	Restricted funds 2014 £	Unrestricted funds 2014 £	Total funds 2014 £	<i>Total funds 2013 £</i>
Support in kind	-	-	513,000	513,000	513,000
Recurrent block grant	-	-	950,365	950,365	949,849
Project support grant - additional grant	541,000	45,298	27,312	613,610	57,223
	<u>541,000</u>	<u>45,298</u>	<u>1,490,677</u>	<u>2,076,975</u>	<u>1,520,072</u>
Voluntary income	<u>541,000</u>	<u>45,298</u>	<u>1,490,677</u>	<u>2,076,975</u>	<u>1,520,072</u>

In accordance with the Charities SORP 2005, the Union has valued the benefit it receives from occupying 4,370 sq m of facilities owned by the University on a rent-free basis, at the trustees' estimate of market value (£95sqm\*) at £415,000.

In addition it received access to Sport Facilities for the purpose of providing sporting activities equivalent to £98,000 in values.

## 3. INVESTMENT INCOME

	Restricted Fixed Asset Fund 2014 £	Total funds 2014 £	<i>Total funds 2013 £</i>
Bank interest receivable	-	2,589	4,615
	<u>-</u>	<u>2,589</u>	<u>4,615</u>

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014

## 4. OTHER INCOMING RESOURCES

	2014 £	2013 £
ATM machine income	2,778	7,039
Venue hire	838	-
JVTV income	2,609	2,037
Personal accident insurance	4,224	5,019
PDQ income	10,284	1,976
Miscellaneous	3,773	3,895
	<u>24,506</u>	<u>19,966</u>

## 5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Restricted funds 2014 £	Unrestricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Bars and kitchens	-	1,383,813	1,383,813	1,350,298
Shops	-	693,477	693,477	765,019
Entertainments and machine sales	-	151,208	151,208	217,171
Societies, clubs and freshers	89,443	38,513	127,956	128,604
Other	-	14,863	14,863	11,183
Total	<u>89,443</u>	<u>2,281,874</u>	<u>2,371,317</u>	<u>2,472,275</u>

## 6. GOVERNANCE COSTS

	Restricted Fixed Asset Fund 2014 £	Restricted funds 2014 £	Unrestricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Governance Auditors' remuneration	-	-	10,250	10,250	10,250
	<u>-</u>	<u>-</u>	<u>10,250</u>	<u>10,250</u>	<u>10,250</u>



## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014

## 7. ANALYSIS OF RESOURCES EXPENDED BY EXPENDITURE TYPE

	Staff costs 2014 £	Depreciation 2014 £	Other costs 2014 £	Total 2014 £	Total 2013 £
Fundraising expenses	13,260	79	2,911	16,250	17,292
<b>Costs of generating funds</b>	<b>13,260</b>	<b>79</b>	<b>2,911</b>	<b>16,250</b>	<b>17,292</b>
Advice and representation Job Centre, activities and skills	334,855 156,808	3,288 1,277	107,362 99,330	445,505 257,415	450,346 268,028
Campaigns and communications	71,602	760	43,350	115,712	129,039
Bars and kitchens	673,029	269,328	914,864	1,857,221	1,664,838
Shops	182,195	21,653	599,200	803,048	816,836
Entertainments and security	340	43	172,749	173,132	216,360
Societies, clubs and freshers	134,135	1,858	335,917	471,910	423,846
Other	157	20	10,838	11,015	9,585
<b>Charitable activities</b>	<b>1,553,121</b>	<b>298,227</b>	<b>2,283,610</b>	<b>4,134,958</b>	<b>3,978,878</b>
<b>Governance</b>	<b>-</b>	<b>-</b>	<b>10,250</b>	<b>10,250</b>	<b>10,250</b>
	<b>1,566,381</b>	<b>298,306</b>	<b>2,296,771</b>	<b>4,161,458</b>	<b>4,006,420</b>

## 8. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 2014 £	Support costs 2014 £	Total 2014 £	Total 2013 £
Advice and representation	383,550	61,955	445,505	450,346
Job Centre, activities and skills	236,229	21,186	257,415	268,028
Campaigns and communications	102,317	13,395	115,712	129,039
Bars and kitchens	1,658,188	199,033	1,857,221	1,664,838
Shops	754,759	48,289	803,048	816,836
Entertainments and security	172,571	561	173,132	216,360
Societies, clubs and freshers	442,498	29,412	471,910	423,846
Other costs of activities	10,756	259	11,015	9,585
	<b>3,760,868</b>	<b>374,090</b>	<b>4,134,958</b>	<b>3,978,878</b>

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

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

**Support costs comprised:-**

	2014 £	2013 £
Indirect trading costs	54,177	46,153
Finance costs	119,448	127,128
IT services	7,394	6,047
Administration	109,140	119,126
Development	92,005	100,246
Less:		
Support costs allocated to costs of generating funds	(7,374)	(7,360)
	<u>374,790</u>	<u>391,340</u>

**9. NET INCOMING RESOURCES / (RESOURCES EXPENDED)**

This is stated after charging:

	2014 £	2013 £
Depreciation of tangible fixed assets:		
- owned by the charity	298,306	99,851
Auditors' remuneration	10,250	10,250
Governance Internal audit costs	-	-
	<u>308,556</u>	<u>110,151</u>

During the year, no Trustees received any remuneration (2013 - £NIL).

**10. STAFF COSTS**

Staff costs were as follows:

	2014 £	2013 £
Wages and salaries	1,428,657	1,334,640
Social security costs	73,211	72,827
Pension costs	64,513	66,350
	<u>1,566,381</u>	<u>1,473,817</u>

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

	2014 No.	2013 No.
Management and administration	55	58
Student staff	0	253
	<u>55</u>	<u>311</u>

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014

## 10. STAFF COSTS (continued)

No employee received remuneration amounting to more than £60,000 in either year.

## 11. TANGIBLE FIXED ASSETS

	Fixtures & fittings £
<b>Cost</b>	
At 1 August 2013	1,169,224
Additions	815,977
Disposals	(6,355)
At 31 July 2014	<u>1,978,846</u>
<b>Depreciation</b>	
At 1 August 2013	882,941
Charge for the year	298,306
On disposals	(6,037)
At 31 July 2014	<u>1,175,210</u>
<b>Net book value</b>	
At 31 July 2014	<u>803,636</u>
At 31 July 2013	<u>286,283</u>

## 12. FIXED ASSET INVESTMENTS

	Unlisted investments £	
<b>Cost</b>		
At 1 August 2013 and 31 July 2014		<u>60</u>
<b>Historical cost</b>		<u>60</u>
<b>Investments at cost comprise:</b>		
	<b>2014</b>	<b>2013</b>
	£	£
Unlisted investments	<u>60</u>	<u>60</u>

All the fixed asset investments are held in the UK

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014

## 13. STOCKS

	2014 £	2013 £
Goods for resale	77,151	69,338

## 14. DEBTORS

	2014 £	2013 £
Trade debtors	27,241	3,911
Other debtors	9,599	26,547
Prepayments and accrued income	48,618	44,183
	<u>85,458</u>	<u>74,641</u>

## 15. CREDITORS:

## Amounts falling due within one year

	2014 £	2013 £
Trade creditors	15,283	8,078
Other taxation and social security	35,993	17,524
Other creditors	46,841	11,981
Accruals and deferred income	37,174	127,798
	<u>135,291</u>	<u>165,381</u>

University grants that have been received in advance of the 2014/15 year for which they are intended and have been included in deferred income.

**Deferred income**

Deferred income at 1 August 2013	79,155
Amounts released from previous years	<u>(79,155)</u>
Deferred income at 31 July 2014	<u>-</u>

## 16. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
<b>Unrestricted funds</b>				
Income and expenditure account	<u>887,715</u>	<u>3,831,283</u>	<u>(3,864,335)</u>	<u>854,663</u>

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014

## 16. STATEMENT OF FUNDS (continued)

**Restricted Fixed Asset Fund**

Leek Road	-	541,000	(135,240)	405,760
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Restricted funds</b>				
Phone Application Involved	500	-	(500)	-
Media Development Intern	86,117	765	(48,248)	38,634
Student Led Teaching Awards	4,840	-	(4,840)	-
Clubs and Societies	1,355	208	(1,563)	-
Greenpad	52,868	89,443	(71,966)	70,345
	-	44,325	(34,766)	9,559
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
	145,680	134,741	(161,883)	118,538
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
Total of funds	<u>1,033,395</u>	<u>4,507,024</u>	<u>(4,161,458)</u>	<u>1,378,961</u>

A summary of the aims of the key restricted funds are as follows:

Involved – The Union has received funding to support the development of its volunteer programme and community programme from both the University and Local Authority and residual funding from these programmes are continuing to be spent.

STARS – Student Academic Representation Programme receives programme specific funding from the University that is treated discretely from the broader representation work.

Student Academic Partnerships Programme - This is a fund held and administered by the Union for the purpose of financing programmes of work or research undertaken by students and academics in partnership to achieve improvements to the student experience.

Sport England - This is funding from Sport England for their project called Active Universities. Its aim is to get more university students playing sport, as part of the mass participation legacy from the London 2012 Olympic and Paralympic Games.

Clubs and Societies - These are funds raised by the clubs and societies and administered by the Union for the specific benefit of that club or society which is ultimately under the control of the Union.

Restricted Fixed Asset Fund - This fund is money donated to the union by the university for the renovation of the Leek Road venue. It is being released over 4 years and represents the depreciation charge.

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2014

## SUMMARY OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Carried Forward £
General funds	887,715	3,831,283	(3,864,335)	854,663
Restricted Fixed Asset Fund	-	541,000	(135,240)	405,760
Restricted funds	145,680	134,741	(161,883)	118,538
	<u>1,033,395</u>	<u>4,507,024</u>	<u>(4,161,458)</u>	<u>1,378,961</u>

## 17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Fixed Asset Fund 2014 £	Restricted funds 2014 £	Unrestrict- ed funds 2014 £	Total funds 2014 £	Total funds 2013 £
Tangible fixed assets	405,760	-	397,876	803,636	286,283
Fixed asset investments	-	-	60	60	60
Current assets	-	118,538	592,018	710,556	912,433
Creditors due within one year	-	-	(135,291)	(135,291)	(165,381)
	<u>405,760</u>	<u>118,538</u>	<u>854,663</u>	<u>1,378,961</u>	<u>1,033,395</u>

## 18. CAPITAL COMMITMENTS

At 31 July 2014 the charity had capital commitments as follows:

	2014 £	2013 £
Contracted for but not provided in these financial statements	-	818,000

## STAFFORDSHIRE UNIVERSITY STUDENTS' UNION

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

**19. PENSION COMMITMENTS**

The Union participates in the Students' Union Superannuation Scheme, which is a defined benefit scheme whose membership consists of employees of students' unions and related bodies throughout the country. Benefits in respect of service up to 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the scheme closed to future accrual.

The most recent valuation of the scheme was carried out as at 30 June 2013 and showed that the market value of the scheme's assets was £80,910,623 with these assets representing 52% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £73,849,000.

The assumptions which have the most significant effect upon the results of the valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions applied at 30 June 2013:-

- The investment return would be 6.1% per annum before retirement and 4.1% per annum after retirement
- Pensions accruing on the CARE basis would revalue at 3.6% per annum.
- Present and future pensions would increase at rates specified by scheme rules with appropriate assumptions where these are dependent on inflation.

The 2013 valuation recommended a monthly contribution requirement by each Union expressed in monetary terms intended to clear the ongoing funding deficit over a period of 17 years and will increase by at least 5% each year. These contributions also include an allowance for cost of the ongoing administrative and operational expenses of running the Scheme. These rates applied with effect from 1 October 2014 and will be formally reviewed following completion of the next valuation due with an effective date of 30 June 2016. Surpluses or deficits which arise at future valuations will also impact on the Union's future contribution commitment. In addition to the above contributions, the Union also pays its share of the scheme's levy to the Pension Protection Fund.

The total contributions paid into the scheme by the Union in respect of eligible employees for the year ended 31 July 2014 amounted to £64,513, including deficit contributions. (2013 - £66,350).

**20. TRUSTEES' REMUNERATION**

	2014	2013
	£	£
Remuneration	<u>77,492</u>	<u>61,992</u>

Each of the Executive Committee's sabbatical officers received remuneration as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their trustee responsibilities. During the year the four sabbatical officers were paid as allowed and all received equal remuneration.