

John Packer Associates Limited

Private limited with Share Capital

Company No : **03434497**

Registered Address:

Lancaster House 16 Central Avenue St Andrews Business Park Norwich Norfolk NR7 OHR

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Financial Statements John Packer Associates Limited

For the year ended 31 January 2010



Company No. 3434497

Officers and professional advisers

Company registration number

3434497

Registered office

Lancaster House 16 Central Avenue

St Andrews Business Park

Norwich Norfolk NR7 0HR

Directors

J M Quay M Yarham J A Porter S Vincent

Secretary

K A Betts

Bankers

The Co-operative Bank

69 London Street

Norwich Norfolk NR2 1HT

Solicitors

Legal Services

Norfolk County Council

County Hall Martineau Lane Norwich Norfolk NR1 2DH

Auditor

Grant Thornton UK LLP Chartered Accountants Statutory Auditor Kingfisher House 1 Gilders Way St James Place Norwich Norfolk NR3 1UB

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Report of the directors

The directors present their report and the financial statements of the company for the year ended 31 January 2010

Principal activity and business review

The principal activity of the company during the year was that of building services consultants, specialising in sustainable design

Overview

The company performed in line with forecast, generating a pre-tax profit of £257,875 (2009) pre-tax profit of £305,439)

Outlook

Despite good overall results for 2010, the company experienced more challenging trading conditions in the last quarter of 2010 and this has continued into the first quarter of 2011. Fewer opportunities have come to market and in addition there is more competition within the company's traditional markets and the company is also seeing more aggressive pricing by competitors to secure work.

The company will benefit from the success of securing the NPS Group in the Building Schools for the Future contracts (BSF) with North Lincolnshire County Council and the London Borough of Lambeth and this will provide a base line of work into 2011 and beyond. In addition to the base workload from these contract wins, the Lambeth bid provides the NPS Group with a significant opportunity to secure projects on the Primary and Community Programme (which is the programme of capital works for primary schools and children's community projects). John Packer Associates Limited will benefit from the opportunities under this arrangement.

The company's long term relationships still remain strong with its core clients of VUE Cinemas, Turner & Townsend and Cluttons, but the Board is mindful that additional commissions need to be secured

The company's relationship with Barron & Smith Limited, also part of the NPS Group, is continuing to grow and this was a key component to the Lambeth BSF success

Key performance indicators

The company uses a range of performance measures to monitor and manage the business effectively. These are both financial and non-financial and the most significant of these are the key performance indicators (KPI's)

The key financial performance indicators are turnover, gross profit and margin and net profit and margin. These KPI's indicate the volume of work the company has undertaken as well as the efficiency and profitability with which this work has been delivered.

The key non-financial performance indicator is the average number of employees employed by the company

Key performance indicators (continued)

The KPI's for the year to 31 January 2010, together with comparatives for the year to 31 January 2009 are as follows

2010	2009
Turnover (f) 1,812,906	2,170,888
Gross profit (f) 745,787	771,906
Gross profit margin 41.1%	35 6%
Net profit before tax (f) 257,875	305,439
Net profit margin 14 2%	14 1%
Average number of employees 25	23

The company offers specialist, niche market services, but despite its strong reputation in the sector, the more challenging trading conditions and increased competition in the market in the last quarter of 2010 has resulted in a decrease in turnover of just over £350,000 for the year. Turnover also decreased due to the nature of the work undertaken in bidding for the Lambeth BSF contract during the year.

Despite the decrease in turnover, the company generated a gross profit comparable to that for 2009 by effective cost control and this resulted in an increase in the gross profit margin

Other operating charges increased marginally over the year and the net impact was that net profit margins remained consistent year-on-year

Results and dividends

The profit for the financial year amounted to £187,093 (2009 £213,781)

The directors have not recommended a dividend for the year

Financial risk management objectives and policies

In common with other businesses, the company aims to minimise financial risk. The measures used by the directors to manage this risk include the preparation of profit and cash flow forecasts, regular monitoring of actual performance against these forecasts and ensuring that adequate financing facilities are in place to meet the requirements of the business. Trade debtors are also closely monitored to keep the risk of bad debts to a minimum level.

Credit risk

Credit limits are set for customers based on a combination of credit checks and trading history, the limits are reviewed regularly and the debts are actively chased by the credit control department

Interest rate risk

The company does not have any significant external borrowings as any required finance is provided by the parent company, NPS Property Consultants Limited via an intercompany loan account. These borrowings attract interest at variable rates which are agreed at regular intervals with the parent undertaking.

Liquidity risk

Working capital requirements are regularly reviewed in conjunction with available financing facilities as part of routine financial management

John Packer Associates Limited Financial statements for the year ended 31 January 2010

Directors

The directors who served the company during the year were as follows

J M Quay
A G M Blakey (resigned 18 June 2009)
R J E Finch (resigned 18 June 2009)
M Yarham
J A Porter
S Vincent (appointed 18 June 2009)

The company maintains liability insurance for its directors and officers. The directors and officers have also been granted a qualifying third party indemnity provision under section 234 of the Companies Act 2006. Neither the company's indemnity nor insurance provides cover in the event that a director or officer is proved to have acted fraudulently or dishonestly.

Policy on the payment of creditors

The company settles amounts owing to suppliers in accordance with individual supplier terms and conditions

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 Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The financial statements are required by law to 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 year. 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,
- 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 company will continue in business

The directors are responsible for keeping adequate accounting records that 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.

In so far as each of the directors is aware

- there is no relevant audit information of which the company's auditor is unaware, and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

Disabled employees

Applications for employment by disabled persons are given full and fair consideration for all vacancies in accordance with their particular aptitudes and abilities. In the event of employee becoming disabled, every effort is made to retrain them in order that their employment with the company may continue

Employee involvement

The directors recognise the importance of the employees to the ongoing success of the company and they ensure that they are all suitably qualified to undertake their roles and responsibilities. The recruitment and retention of employees is a key company objective and once employees have been recruited, all necessary training is put into place including.

- Induction course
- Customer care training
- Continuous training and development for professional employees
- Business related training as identified via the appraisal employees
- Management training as appropriate
- Personal development

ON BEHALF OF THE BOARD

Director 16 June 2010



Independent auditor's report to the member of John Packer Associates Limited

We have audited the financial statements of John Packer Associates Limited for the year ended 31 January 2010 which comprise the profit and loss account, the balance sheet 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)

This report is made solely to the company's member 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 member 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 member, for our audit work, for this report, or for the opinions we have formed

Respective responsibilities of directors and auditor

As explained more fully in the statement of directors responsibilities set out on page 5, the directors 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 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 (APB's). Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at www frc org uk/apb/scope/UKNP

Opinion on financial statements

In our opinion the financial statements

- give a true and fair view of the state of the company's affairs as at 31 January 2010 and of its profit for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006

Opinion on other matter prescribed by the Companies Act 2006

In our opinion 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

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Independent auditor's report to the member of John Packer Associates Limited (continued)

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where 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

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we have not received all the information and explanations we require for our audit

Patrick Harris

Senior Statutory Auditor

for and on behalf of Grant Thornton UK LLP Statutory Auditor, Chartered Accountants

Norwich

16.6.2010

Accounting policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, and in accordance with applicable United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

The company has historically been profitable and forecasts prepared by the directors indicate that it will continue to trade profitably in the current financial year. The company also does not have any external borrowings, other than a small overdraft, as any finance required is provided by the parent company, NPS Property Consultants Limited, via an intercompany loan account. As a consequence the directors believe that the company is well placed to manage its business risks successfully despite the current uncertain economic outlook. Accordingly, it remains appropriate to prepare the financial statements on a going concern basis.

Cash flow statement

The directors have taken advantage of the exemption in Financial Reporting Standard 1 (revised 1996) from including a cash flow statement in the financial statements on the grounds that the company is a wholly owned subsidiary undertaking, and consolidated financial statements in which the company is included are publicly available.

Turnover

Turnover represents the amount derived from the provision of goods and services, excluding VAT and trade discounts, charged on an accruals basis and recognised to the extent that the company has obtained the right to consideration through it's performance

Turnover in respect of contracts and contracts for on-going services is recognised by reference to the stage of completion

Work in progress

The attributable profit on contracts is recognised once their outcome can be assessed with reasonable certainty. The profit recognised reflects the proportion of work completed at the year end on the project. Costs associated with contracts are included in stock to the extent that they cannot be matched with contract work accounted for as turnover. Contract balances included in stocks are stated at cost after provision has been made for any foreseeable losses and the deduction of applicable payments on account. Full provision is made for losses on all contracts in the year in which the loss is first foreseen.

Fixed assets

All fixed assets are initially recorded at cost

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows

Leasehold property improvements
Plant & machinery

Computer equipment

25% reducing balance

25% reducing balance

25% straight line

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease

Pension costs

The company operates a defined contribution pension scheme. Contributions payable for the year are charged in the profit and loss account

Taxation

The charge for taxation is based on the result for the year and takes into account taxation deferred because of timing differences between the treatment of certain items for taxation and accounting purposes

Deferred tax is recognised on all timing differences where the transactions or events that give an obligation to pay more tax in the future, or a right to pay less tax in the future, have occurred but not reversed by the balance sheet date

Deferred tax assets are recognised when it is more likely than not that they will be recovered. Deferred tax is measured using rates of tax that have been enacted or substantively enacted by the balance sheet date and is not discounted.

Financial instruments

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its financial liabilities.

Where the contractual obligations of financial instruments (including share capital) are equivalent to a similar debt instrument, those financial instruments are classed as financial liabilities. Financial liabilities are presented as such in the balance sheet. Finance costs and gains or losses relating to financial liabilities are included in the profit and loss account. Finance costs are calculated so as to produce a constant rate of return on the outstanding liability.

Where the contractual terms of share capital do not have any terms meeting the definition of a financial liability then this is classed as an equity instrument. Dividends and distributions relating to equity instruments are debited direct to equity

Profit and loss account

,	Note	2010 £	2009 £
Turnover	1	1,812,906	2,170,888
Cost of sales		(1,067,119)	(1,398,982)
Gross profit		745,787	771,906
Other operating charges	2	(488,493)	(464,269)
Operating profit	3	257,294	307,637
Interest receivable Interest payable	6	581 -	272 (2,470)
Profit on ordinary activity before taxation		257,875	305,439
Taxation on profit on ordinary activity	7	(70,782)	(91,658)
Profit for the financial year	19	187,093	213,781

All of the activities of the company are classed as continuing

The company has no recognised gains or losses other than the results for the year as set out above

Balance sheet

		2010	2009
	Note	£	£
Fixed assets			
Tangible assets	9	51,532	45,998
Current assets			
Stocks	10	25,430	_
Debtors	11	650,648	814,195
Cash at bank and in hand		200	200
		676,278	814,395
Creditors: amounts falling due within one year	12	(388,196)	(707,872)
Net current assets		288,082	106,523
Net assets		339,614	152,521
Capital and reserves			
Called-up equity share capital	17	100	100
Share premium account	18	7,554	7,554
Profit and loss account	19	331,960	144,867
Equity shareholder's funds	20	339,614	152,521

These financial statements were approved by the directors and authorised for issue on 16 June 2010 and signed on their behalf by

M Yarham Director

Notes to the financial statements

1 Turnover

Turnover, which took place in the UK, is attributable to the following class of business

		2010	2009
		£	£
	Property consultancy and design services	1,812,906	2,170,888
2	Other operating charges		
		2010	2009
		£	£
	Administrative expenses	488,493	464,269
3	Operating profit		
	Operating profit is stated after charging		
		2010	2009
		£	£
	Depreciation of owned fixed assets	22,154	17,129
	Loss on disposal of fixed assets	-	383
	Operating lease costs Land & buildings	45,500	45,500
	Plant & machinery	1,351	3,400
	Auditor's remuneration - audit of the financial statements	5,100	5,000
	Auditor's remuneration - other fees	3,030	2,810
		2010	2009
		£	£
	Auditor's remuneration - other fees		
	- Taxation services - compliance	2,130	2,000
	- Advisory	900	810
	•	3,030	2,810

4 Particulars of employees

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The average number of staff employed by the company during the financial year amounted to

	2010 Number	2009 Number
Engineering staff Administrative staff	21 4 25	19 4 23
The aggregate payroll costs of the above were		
	2010 £	2009 £
Wages and salaries Social security costs Pension costs	862,584 83,523 39,849 985,956	881,777 97,120 32,658
Directors	703,730	1,011,333
Remuneration in respect of directors was as follows		
/	2010 £	2009 £
Emoluments receivable	137,279	157,447
The number of directors who accrued benefits under group pension schemes	was as follows	
	2010 Numbei	2009 Number
Company money purchase schemes Group defined benefit scheme	2 4	2 4
Interest receivable		
	2010 £	2009 £
Interest from group undertakings	581	272

100,000

7 Taxation on profit on ordinary activity

(a) Analysis of charge in the year	-	
	2010	2009
Current tax	£	£
In respect of the year		
UK Corporation tax based on the results for the year at 28% Over provision in prior year	80,870 (6,607)	97,735 (691)
Total current tax (note 7(b))	74,263	97,044
Deferred tax		
Origination and reversal of timing differences (note 13) Adjustment in respect of prior year (note 13)	5,027 (8,508)	(8,418) 3,032
Total deferred tax	(3,481)	(5,386)
Taxation on profit on ordinary activity	70,782	91,658
(b) Factors affecting surrent toy shares		

(b) Factors affecting current tax charge

8

Paid during the year

Equity dividends paid on ordinary shares

The tax assessed on the profit on ordinary activity for the year is higher than the standard rate of corporation tax in the UK of 28% (2009 - 30%)

	2010	2009
	£	£
Profit on ordinary activity before taxation	257,875	305,439
Profit on ordinary activity multiplied by rate of tax	72,205	85,523
Expenses not deductible for tax purposes	157	2,663
Differences between capital allowances and depreciation	(89)	300
Other timing differences	8,597	8,118
Adjustments to tax charge in respect of previous period	(6,607)	(691)
Effect of higher tax rate at start of year	-	1,131
Total current tax (note 7(a))	74,263	97,044
Dividends		
Dividends on shares classed as equity		
• •	2010	2009
	£	£

9 Tangible fixed assets

		Leasehold property improvements	Plant & machinery	Computer equipment	Total £
	Cost At 1 February 2009 Additions	24,443	6,441 4,060	53,543 23,628	84,427 27,688
	At 31 January 2010	24,443	10,501	77,171	112,115
	Deprectation At 1 February 2009 Charge for the year At 31 January 2010	14,882 2,694 17,576	1,917 1,898 3,815	21,630 17,562 39,192	38,429 22,154 60,583
	Net book value At 31 January 2010	6,867	6,686	37,979	51,532
10	At 31 January 2009 Stocks	9,561	4,524	31,913	45,998
	Work in progress			2010 £ 25,430	2009 £
11	Debtors				
				2010 £	2009 £
	Trade debtors Amounts due from parent undertaking (note Amounts recoverable on contracts	: 16)		314,078 181,235 118,476	499,480 - 270,440
	Other debtors Deferred tax asset (note 13) Prepayments and accrued income			507 7,700 28,652	666 4,219 39,390
	• •			650,648	814,195

12 Creditors: amounts falling due within one year

	2010	2009
	£	£
Bank overdraft	150	332
Trade creditors	49,701	47,356
Amounts owed to group undertakings (note 16)	-	91,301
Amounts owed to fellow subsidiary undertaking (note 16)	37,245	37,245
Other tax and social security	29,566	57,296
Other creditors	2,074	1,026
Accruals and deferred income	269,460	473,316
	388,196	707,872

Included within other creditors at the year end are outstanding pension contributions of £3,512 (2009 £nil)

13 Deferred taxation

The deferred tax included in the balance sheet is as follows		
	2010	2009
	£	£
Included in debtors (note 11)	7,700	4,219
The movement in the deferred taxation account during the year was		
	2010	2009
	£	£
Balance brought forward - asset/(liability)	4,219	(1,167)
Origination and reversal of timing differences (note 7(a))	(5,027)	8,418
Adjustments in respect of prior periods (note 7(a))	8,508	(3,032)
Balance carried forward - asset	7,700	4,219

The balance of the deferred taxation account consists of the tax effect of timing differences in respect of

	2010	2009
	£	£
Difference between capital allowances and depreciation	7,700	4,219

14 Commitments under operating leases

At 31 January 2010 the company had annual commitments under non-cancellable operating leases as set out below

	2010		2009	
	Land & buildings	Plant & machinery	Land & buildings	Plant & machinery
Operating leases which expire	£	£	£	£
Within 1 year	-	1,351	_	-
Within 1 to 2 years	45,500	-	-	1,351
Within 2 to 5 years	-	-	45,500	
	45,500	1,351	45,500	1,351

15 Contingent liability

The company is part of a group VAT registration and as such is jointly and severally liable for the VAT liability of the entire group. The amount owed by the group at the year end was £1,707,181 (2009 £2,375,902)

16 Related party transactions

The company had the following transactions in the normal course of trade with related parties within the NPS Property Consultants group

	Transactions		Balances	
	Sales	Purchases	Debtor	Creditor
	£	£	£	£
2010				
NPS Property Consultants Limited	290,615	34,123	181,235	-
NPS North West Limited	4,980	-	-	-
NPS North East Limited	32,500	-	-	-
NPS Stockport Limited	1,350	-	-	-
NPS South West Limited	25,701	_	-	-
Barron and Smith Limited	39,050	-	-	-
Hamson Partnership Limited	20,330	-	-	-
NPS South East Limited	20,310	31,486	-	•
				
	Tra	ansactions	Balances	
	Sales	Purchases	Debtor	Creditor
	£.	£	£	£
2009				
NPS Property Consultants Limited	132,418	55,224	-	91,301
NPS North West Limited	1,042	-	-	-
				

In addition to the above, management charges of £159,000 (2009 £159,000) were charged to the company by the immediate parent undertaking, NPS Property Consultants Limited

At the year end the company owed £37,245 (2009 £37,245) to Addfill Limited, a wholly owned subsidiary of Norse Group Limited This relates to the surrender of group relief in prior years

152,521

339,614

1	7	Share	capital
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18

19

20

Closing shareholder's funds

Authorised share capital				
			2010	2009
			£	£
1,000 Ordinary shares of £1 each			1,000	1,000
Allotted, called up and fully paid				
	201 No	0 £	20 No	09
	110	む	NO	£
Ordinary shares of £1 each	100	100	100	100
Share premium account				
There was no movement on the share premium acco	ount during th	he financial ye	ar	
Profit and loss account				
			2010	2009
			£	£
Balance brought forward			144,867	31,086
Profit for the financial year			187,093	213,781
Equity dividends paid				(100,000)
Balance carried forward			331,960	144,867
Reconciliation of movements in shareholde	r's funds			
			2010	2009
			£	£
Profit for the financial year			187,093	213,781
Equity dividends paid			•	(100,000)
Net increase in shareholder's funds			187,093	113,781
Opening shareholder's funds			152,521	38,740

21 Ultimate parent company

The immediate parent undertaking is NPS Property Consultants Limited and consolidated financial statements for this group are available from Companies House, Cardiff, CF4 3UZ

The ultimate parent undertaking is Norse Group Limited and consolidated financial statements for this group are also available from Companies House, Cardiff, CF4 3UZ

The company's ultimate controlling party is Norfolk County Council by virtue of its ownership of 100% of the ordinary share capital of Norse Group Limited