

Registered number: 09672949

ACCOMPLISH GROUP EMPLOYEE LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020



ACCOMPLISH GROUP EMPLOYEE LIMITED

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ACCOMPLISH GROUP EMPLOYEE LIMITED

COMPANY INFORMATION

Directors	M Ramsey V Cooper
Registered Number	09672949
Registered Office	Ground Floor 2 Parklands Rubery Birmingham B45 9PZ
Independent Auditor	KPMG LLP Statutory Auditor One Snowhill Snow Hill Queensway Birmingham B4 6GH

ACCOMPLISH GROUP EMPLOYEE LIMITED

STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2020

The Directors present the Strategic Report of Accomplish Group Employee Limited (the “Company”) for the year ended 31 March 2020.

BUSINESS REVIEW

The Company provides employment services to fellow group companies that operate a number of a group of therapeutic, residential and supported living care services, which together form the Accomplish Group Holdco Limited Group. The Directors manage the various businesses of Accomplish Group Holdco Limited Group (the “Group”) on a group, rather than an individual company basis. As such, a separate business review of the Company has not been prepared, but a group review can be found in the Strategic Report contained in the Annual Report of Accomplish Group Holdco Limited. Neither the Strategic Report nor the Annual Report of Accomplish Group Holdco Limited forms part of this report.

PRINCIPAL RISKS AND UNCERTAINTIES

From the perspective of the Company, the principal risks and uncertainties are integrated with the principal risks and uncertainties of the Group and are not managed separately. Accordingly, the principal risks and uncertainties of Accomplish Group Holdco Limited, which include those of the Company, are discussed in the Strategic Report contained in the Annual Report of Accomplish Group Holdco Limited. Neither the Strategic Report nor the Annual Report of Accomplish Group Holdco Limited forms part of this report.

The Group has considered the potential impact of the United Kingdom’s (“UK”) exit from the European Union including a review of guidance issued from the Department of Health and Social Care. Due to the fact that the Group operates only within England and Wales and has minimal reliance on import or export transactions with other countries within the European Union the specific risk to the group arising from the UK’s exit is currently assessed as low but will continue to be monitored as plans become clearer.

In March 2020, the World Health Organisation declared the outbreak of Coronavirus (COVID-19) a pandemic in response to its spread across the world. The Group has considered the potential impact of the pandemic and continues to monitor this on a frequent basis. The Group’s management convened daily initially and now continues to meet twice weekly to ensure that the Group is adhering to the latest Government guidance and manage any consequences effectively, including monitoring of known and suspected cases. Communication is issued to the wider business when necessary to ensure all staff and service users adopt the latest information and guidance. Whilst some short-term financial challenges were anticipated, the UK Government’s support through additional funding streams and the controls implemented throughout the pandemic have meant that the Group has not experienced a significant impact. These funding streams are in place to cover the additional costs incurred and ensure the well-being of the Group’s service users and employees. The COVID-19 pandemic has not changed our strategic aim to provide excellent care to those within our services.

FINANCIAL KEY PERFORMANCE INDICATORS

The Directors of Accomplish Group Holdco Limited manage the Group’s operations on a group-wide basis.

For this reason, the Company’s Directors believe that analysis using key performance indicators for the Company is not necessary or appropriate for an understanding of the development, performance or position of the business of Accomplish Group Employee Limited.

ACCOMPLISH GROUP EMPLOYEE LIMITED

STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2020

FINANCIAL KEY PERFORMANCE INDICATORS (CONTINUED)

The development, performance and position of Accomplish Group Holdco Limited, which includes the Company, are discussed in the Strategic Report contained in the Annual Report of Accomplish Group Holdco Limited. Neither the Strategic Report nor the Annual Report of Accomplish Group Holdco Limited forms part of this report.

ENVIRONMENT AND SUSTAINABILITY

The Directors of Accomplish Group Holdco Limited manage the Group's operations on a group-wide basis. As such, a separate environment and sustainability review of the Company has not been prepared, but a group review can be found in the Strategic Report contained in the Annual Report of Accomplish Group Holdco Limited. Neither the Strategic Report nor the Annual Report of Accomplish Group Holdco Limited form part of this report.

STAKEHOLDER ENGAGEMENT AND SECTION 172 STATEMENT

The Directors of Accomplish Group Holdco Limited manage the Group's operations on a group-wide basis. As such, a separate stakeholder engagement and section 172 statement for the Company has not been prepared, but a group statement can be found in the Strategic Report contained in the Annual Report of Accomplish Group Holdco Limited. Neither the Strategic Report nor the Annual Report of Accomplish Group Holdco Limited form part of this report.

The report was approved by the board on 22 December 2020 and signed on its behalf by:



V Cooper
Director

ACCOMPLISH GROUP EMPLOYEE LIMITED

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2020

The Directors present their annual report and the audited financial statements of Accomplish Group Employee Limited (the "Company") for the year ended 31 March 2020.

PRINCIPAL ACTIVITIES

The principal activity of the Company is the provision of employment services to fellow group companies which provide care and support to people with complex needs and challenging behaviour in therapeutic, residential and supported living services.

RESULTS AND DIVIDENDS

The result for the year was £Nil (2019: £Nil).

The Directors do not recommend the payment of a dividend (2019: £Nil).

DIRECTORS

The Directors who served during the year and up to the date of approval of the financial statements were as follows:

R Craner (Resigned 13th September 2019)

S G Hullin (Resigned 30th April 2019)

M Ramsey

V Cooper (Appointed 13th September 2019)

QUALIFYING THIRD PARTY INDEMNITY PROVISIONS

The Company purchased and maintained throughout the financial year and up to the date of approval of the financial statements, Directors' and Officers' liability insurance in respect of itself and its Directors.

FUTURE DEVELOPMENT

The development, performance and position of Accomplish Group Holdco Limited, which includes the Company, are discussed in the Strategic Report contained in the Annual Report of Accomplish Group Holdco Limited. Neither the Strategic Report nor the Annual Report of Accomplish Group Holdco Limited forms part of this report.

FINANCIAL RISK MANAGEMENT

The Company is not exposed to any significant risk arising from the use of financial instruments.

ACCOMPLISH GROUP EMPLOYEE LIMITED

DIRECTORS' REPORT FOR THE YEAR ENDED 31 MARCH 2020

GOING CONCERN

The Directors have considered the use of the going concern basis in the preparation of the financial statements. The Group in which Accomplish Group Employee Limited is a member is financed by a combination of shareholder and other loans.

The Directors' assessment of the Group's ability to continue as a going concern is based on a consideration of cash flow forecasts, the Group's loan covenant requirements and whether the Group will generate sufficient cash to pay its liabilities as they fall due, including financing cash flows. These assessments consider the anticipated effects of COVID-19, and have been completed for the foreseeable future including at least 12 months from the date of approval of these financial statements.

These forecasts show that at the date of signing these accounts, the Group has adequate financial resources to enable the Group to continue to operate for the foreseeable future and meet the Group's loan covenant requirements. The Group therefore has sufficient cash to meet its needs and the Directors have consequently continued to adopt the going concern basis in preparing the financial statements.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Directors at the time when this Directors' Report is approved has confirmed that:

- so far as that Director is aware, there is no relevant audit information of which the Company and the Group's auditors are unaware; and
- that Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the Company and the Group's auditors are aware of that information.

INDEPENDENT AUDITOR

Under section 487(2) of the Companies Act 2006, KPMG LLP will be deemed to have been reappointed as auditors 28 days after these financial statements were sent to members or 28 days after the latest date prescribed for filing the financial statements with the registrar, whichever is earlier

STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RESPECT OF THE STRATEGIC REPORT, THE DIRECTORS' REPORT AND THE FINANCIAL STATEMENTS

The Directors are responsible for preparing the Strategic Report, the Directors' 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 they have elected to prepare the financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), 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 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:

ACCOMPLISH GROUP EMPLOYEE LIMITED

**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2020**

**STATEMENT OF DIRECTORS' RESPONSIBILITIES IN RESPECT OF THE STRATEGIC REPORT, THE DIRECTORS' REPORT
AND THE FINANCIAL STATEMENTS (CONTINUED)**

- 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;
- assess the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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 responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Company and to prevent and detect fraud and other irregularities.

This report was approved by the board on 22 December 2020 and signed on its behalf by:



V Cooper
Director

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACCOMPLISH GROUP EMPLOYEE LIMITED

Opinion

We have audited the financial statements of Accomplish Group Employee Limited ("the Company") for the year ended 31 March 2020 which comprise the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity and related notes, including the accounting policies in note 3.

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 March 2020 and of its result for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; 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 are described below. We have fulfilled our ethical responsibilities under, and are independent of the Company in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The Directors have prepared the financial statements on the going concern basis as they do not intend to liquidate the Company or to cease its operations, and as they have concluded that the Company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

We are required to report to you if we have concluded that the use of the going concern basis of accounting is inappropriate or there is an undisclosed material uncertainty that may cast significant doubt over the use of that basis for a period of at least a year from the date of approval of the financial statements. In our evaluation of the Directors' conclusions, we considered the inherent risks to the Company's business model and analysed how those risks might affect the Company's financial resources or ability to continue operations over the going concern period. We have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the Company will continue in operation.

Strategic report and Directors' report

The Directors are responsible for the Strategic report and the Directors' report. Our opinion on the financial statements does not cover those reports and we do not express an audit opinion thereon.

Our responsibility is to read the Strategic report and the Directors' report and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the Strategic report and the Directors' report;
- in our opinion the information given in those reports for the financial year is consistent with the financial statements; and
- in our opinion those reports have been prepared in accordance with the Companies Act 2006.

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required 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.

We have nothing to report in these respects.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACCOMPLISH GROUP EMPLOYEE LIMITED CONTINUED

Directors' responsibilities

As explained more fully in their statement set out on page 6, the Directors are responsible for: the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; 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 they either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

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.



Xavier Timmermans (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants
One Snowhill
Snow Hill Queensway
B4 6GH
Birmingham
United Kingdom

Date: 22 December 2020

ACCOMPLISH GROUP EMPLOYEE LIMITED

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2020**

	Year ended 31 March 2020 £	Year ended 31 March 2019 £
Turnover	5 11,565,896	12,769,465
Cost of sales	<u>(11,565,896)</u>	<u>(12,769,465)</u>
Gross result	-	-
Administrative expenses	<u>-</u>	<u>-</u>
Operating result	-	-
Tax on result on ordinary activities	9 -	-
Result for the financial year	<u>-</u>	<u>-</u>
Total comprehensive result for the financial year	-	-
Total comprehensive result for the financial year attributable to:		
Owners of the parent Company	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

The notes on pages 12 to 19 form part of these financial statements.

ACCOMPLISH GROUP EMPLOYEE LIMITED
REGISTERED NUMBER: 09672949

STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2020

	Note	2020 £	2019 £
CURRENT ASSETS			
Debtors	10	44,932,727	35,526,263
CREDITORS: amounts falling due within one year	11	<u>(44,932,627)</u>	<u>(35,526,163)</u>
NET CURRENT ASSETS		100	100
NET ASSETS		<u>100</u>	<u>100</u>
CAPITAL AND RESERVES			
Called up share capital	12	100	100
Profit and loss account	13	-	-
TOTAL SHAREHOLDERS' FUNDS		<u>100</u>	<u>100</u>

The financial statements on pages 9 to 19 were approved and authorised for issue by the board and were signed on its behalf on 22 December 2020 by:



V Cooper
Director

The notes on pages 12 to 19 form part of these financial statements.

ACCOMPLISH GROUP EMPLOYEE LIMITED

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2020**

	Called up share capital £	Profit and loss account £	Total shareholders' funds £
At 1 April 2019	100	-	100
Comprehensive income for the financial year			
Result for the financial year	-	-	-
At 31 March 2020	<u>100</u>	<u>-</u>	<u>100</u>

FOR THE YEAR ENDED 31 MARCH 2019

	Called up share capital £	Profit and loss account £	Total shareholders' funds £
At 1 April 2018	100	-	100
Comprehensive income for the financial year			
Result for the financial year	-	-	-
At 31 March 2019	<u>100</u>	<u>-</u>	<u>100</u>

The notes on pages 12 to 19 form part of these financial statements.

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

1. GENERAL INFORMATION

Accomplish Group Employee Limited ("The Company") provides employment services to fellow group companies which provide care and support to people with complex needs and challenging behaviour in therapeutic, residential and supported living services.

The Company is a private company limited by shares and is incorporated in the United Kingdom. The Company's registered number is 09672949. The address of its registered office is: Ground Floor, 2 Parklands, Rubery, Birmingham, B45 9PZ.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with United Kingdom Accounting Standards, including Financial Reporting Standard 102 ("FRS 102"), the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and the Companies Act 2006.

3. ACCOUNTING POLICIES

The following principal accounting policies have been applied consistently throughout the financial year.

3.1 Basis of preparation of financial statements

The financial statements have been prepared on the going concern basis, under the historical cost convention and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires Group management to exercise judgment in applying the Company's accounting policies (see note 4).

3.2 Financial reporting standard 102 – reduced disclosure exemptions

The Company has taken advantage of the following disclosure exemptions in preparing the financial statements, as permitted by the FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- the requirements of Section 4 Statement of Financial Position paragraph 4.12(a)(iv);
- the requirements of Section 7 Statement of Cash Flows;
- the requirements of Section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of Section 11 Financial Instruments paragraphs 11.39 to 11.48A;
- the requirements of Section 12 Other Financial Instruments paragraphs 12.26 to 12.29;

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

3.2 Financial reporting standard 102 – reduced disclosure exemptions (continued)

- the requirements of Section 33 Related Party Disclosures paragraph 33.7.

This information is included in the consolidated financial statements of Accomplish Group Holdco Limited as at 31 March 2020 and these financial statements may be obtained from Companies House, Crown Way, Maindy, Cardiff CF14 3UZ.

3.3 Going concern

The Directors have prepared the Company's financial statements on a going concern basis.

The Company's operations were profitable in the year ended 31 March 2020 and are expected to continue to generate positive cash flows the next 12 months from date of approval of these financial statements. The Company's cash flows and funding are managed through central treasury arrangements within the Accomplish Group Holdco Limited group (the Group), which operates a portfolio of similar specialist care operations. As a result, whilst the Company is not dependent on additional group financial support, the Directors have assessed the Company's going concern by evaluating the financial position of the Group.

The Group manages its funding requirement and cashflows centrally through a combination of facilities including external bank debt totaling £99.4m repayable at the end of its term in November 2025, a secured ground rent lease of £29.1m with an expiry date of November 2168 and shareholder loan notes of £67m repayable in June 2022.

The Directors' assessment of the Group's ability to continue as a going concern is based on a consideration of cash flow forecasts, the Group's loan covenant requirements and whether the Group will generate sufficient cash to pay its liabilities as they fall due, including financing cash flows. Loan covenants principally relate to leverage ratios. The Directors' assessment considers the experienced and anticipated effects of COVID-19. The Directors consider that COVID-19 will not have a significant impact on the performance of the Group, however the Group forecasts completed include a range of downside sensitivities to EBITDA (which consists of revenue and costs) to ascertain the headroom within the Group's loan covenant requirements. These forecasts have been completed for at least 12 months from the date of approval of these financial statements and show that the Group has adequate financial resources to enable the Group to continue to operate for the forecast period and meet its loan covenant requirements.

These forecasts show that at the date of signing these accounts, the Group has adequate financial resources to enable the Group and the Company to continue to operate for the foreseeable future and meet the Group's loan covenant requirements. The Group and Company therefore has sufficient cash to meet its needs and the Directors have consequently continued to adopt the going concern basis in preparing the Company's financial statements.

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

3.4 Debtors

Short terms debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs and are measured subsequently at amortised cost using the effective interest method, less any impairment.

3.5 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

3.6 Current and deferred taxation

The tax expense for the year comprises current and deferred tax. Tax is recognised in the Income Statement, except that a change attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the Statement of Financial Position date, except that:

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits;
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met; and
- Where they relate to timing differences in respect of interests in subsidiaries, associates, branches and joint ventures and the Company can control the reversal of the timing differences and such reversal is not considered probable in the foreseeable future.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

3.7 Financial Instruments

The Company enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

3.7 Financial instruments (continued)

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade payables or receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration, expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in case of an outright short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Income Statement.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

Financial assets and liabilities are offset and the net amount reported in the Statement of Financial Position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

4. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The Directors consider there to be no significant judgements in the application of the accounting policies or key sources of estimation uncertainty.

5. TURNOVER

Turnover is attributable to the Company's principal activity being the provision of employment services to fellow group companies which provide care and support to people with complex needs and challenging behaviour in therapeutic, residential and supported living services.

All turnover arose within the United Kingdom.

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

6. AUDITOR'S REMUNERATION

	Year ended 31 March 2020 £	Year ended 31 March 2019 £
Fees payable to the Company's auditor for the audit of the Company's annual financial statements	8,000	6,500
Fees payable to the Company's auditor in respect of:		
- Taxation compliance services	<u>12,000</u>	<u>10,000</u>

Fees payable to the Company's auditor are those associated with the services provided relating to the Company. These costs are borne by fellow group companies.

7. STAFF COSTS

Staff costs were as follows:

	Year ended 31 March 2020 £	Year ended 31 March 2019 £
Wages and salaries	10,446,099	11,580,292
Social security costs	933,304	1,054,492
Other pension costs	186,493	134,681
	<u>11,565,896</u>	<u>12,769,465</u>

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

	2020 Number	2019 Number
Care workers	443	487
Administration	29	41
	<u>472</u>	<u>528</u>

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

8. DIRECTORS' REMUNERATION

The Directors were remunerated by fellow group company, Accomplish Group Limited, for their services to the group as a whole. The remuneration for qualifying services performed in relation to Accomplish Group Employee Limited amounted to:

	2020 £	2019 £
Aggregate Directors' emoluments	62,689	52,000
Company contributions to defined contribution pension schemes	1,765	6,000
	<u>64,454</u>	<u>58,000</u>

9. TAX ON RESULT

	Year ended 31 March 2020 £	Year ended 31 March 2019 £
Corporation tax	-	-
Deferred tax	-	-
Tax on result	<u>-</u>	<u>-</u>

Factors affecting tax charge for the financial year

There were no factors that affected the tax charge for the year which has been calculated on the result before tax at the standard rate of corporation tax in the UK of 19% (2019: 19%).

	2020 £	2019 £
Result before tax	<u>-</u>	<u>-</u>
Result multiplied by standard rate of corporation tax in the UK of 19% (2019: 19%)	-	-
Effects of:		
Group relief not paid for	(3,734)	(4,453)
Effect of UK tax rate changes	(880)	-
Deferred tax movement not recognised	4,614	4,453
Total tax charge for the year	<u>-</u>	<u>-</u>

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

9. TAX ON RESULT (CONTINUED)

Factors that may affect future tax charges

A reduction in the UK corporation tax rate from 20% to 19% (effective from 1 April 2018) was substantively enacted on 26 October 2015. On 11 March 2020 it was announced that the rate reduction to 17% would not now occur and that the UK corporation tax rate would remain at 19% for the financial years commencing 1 April 2020 and 1 April 2021. The effect of this change on the Group's deferred tax balance is considered above.

10. DEBTORS

	2020	2019
	£	£
Due within one year		
Amount owed by group undertakings	<u>44,932,727</u>	<u>35,526,263</u>
	<u>44,932,727</u>	<u>35,526,263</u>

Amounts owed by group undertakings are unsecured, repayable on demand and carry no interest.

11. CREDITORS: Amounts falling due within one year

	2020	2019
	£	£
Amount owed to group undertakings	43,921,140	34,399,520
Taxation and social security	378,507	418,483
Other creditors	632,980	43,977
Accruals and deferred income	-	664,183
	<u>44,932,627</u>	<u>35,526,163</u>

Amounts owed to group undertakings are unsecured, repayable on demand and carry no interest.

12. CALLED UP SHARE CAPITAL

	2020	2019
	£	£
Allotted, called up and fully paid		
100 Ordinary shares of £1	<u>100</u>	<u>100</u>

ACCOMPLISH GROUP EMPLOYEE LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

13. RESERVES

Profit and loss account

The profit and loss account represents the cumulative profits and losses of the Company less any distributions made to owners of the Company.

14. PENSION COMMITMENTS

The Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £186,493 (2019: £134,681).

15. RELATED PARTY TRANSACTIONS

The Company has taken advantage of the exemption, under FRS 102 paragraph 33.2, from disclosing transactions with members of the same group that are wholly owned.

16. CROSS COMPANY GUARANTEE

The Company is bound by unlimited multilateral cross guarantees with fellow group companies in respect of bank borrowings. The maximum amount for which the Company would become liable at the balance sheet date as a result of the arrangement would be £99,358,200 (2019: £77,904,000).

17. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The immediate parent company at 31 March 2020 was Milton Park Holdings Limited.

In the opinion of the Directors, at 31 March 2020, the ultimate parent undertaking and controlling party is considered to be Sundhet Holding SA.

Accomplish Group Holdco Limited is the parent of the smallest and largest group in which the Company is a member and for which group financial statements are drawn up. Copies of the financial statements of Accomplish Group Holdco Limited are available from Companies House, Crown Way, Maindy, Cardiff, CF14 3UZ.

18. CONTINGENT LIABILITIES

There is currently an investigation into interpretation of National Minimal Wage regulations regarding sleep-ins within residential care homes and supported living services across the care sector (Employment Appeal Tribunal in Royal Mencap Society v Tomlinson-Blake). On 13th July 2018 the Court of Appeal ruled that for the purposes of regulations on National Minimum Wage, time spent on sleep-in shifts does not count as "time work" for National Minimum Wage purposes. The Supreme Court granted permission to appeal this decision. Management consider it unlikely that the Supreme Court will overrule this decision however, due to the inherent uncertainties, no accurate quantification of the cost, or timing of such cost, can be made.