

**REGISTERED NUMBER: SC432814**

**BON ACCORD SUPPORT SERVICES LIMITED  
STRATEGIC REPORT, REPORT OF THE DIRECTORS AND  
AUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

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FOR THE YEAR ENDED 31 MARCH 2021**

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**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**COMPANY INFORMATION  
FOR THE YEAR ENDED 31 MARCH 2021**

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**DIRECTORS**

**Gail Woodcock  
Neil Gauld  
Fiona Francey  
Khyber Alam  
Peter Murray  
Susan Ross**

**REGISTERED OFFICE**

**Inspire Building  
Beach Boulevard  
Aberdeen  
AB24 5HP**

**REGISTERED NUMBER**

**SC432814**

**AUDITOR**

**Johnston Carmichael LLP  
Chartered Accountants and Registered  
Auditor  
Bishop's Court  
29 Albyn Place  
Aberdeen  
AB10 1YL**

## **BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

### **STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2021**

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The Directors present their Strategic Report for the year ended 31 March 2021.

#### **Corporate Overview**

Bon Accord Support Services Limited is a wholly owned subsidiary of Aberdeen City Council.

Bon Accord Support Services Limited manages the provision of elderly care, occupational therapy and telecare services to the people of Aberdeen. The company operates throughout the Aberdeen area in private homes, sheltered housing and specialised facilities.

The company is contracted by Aberdeen City Council to provide these services; Bon Accord Support Services Limited sub-contracts the regulated care element of the contract to Bon Accord Care Limited. The contract and companies are structured this way to ensure that the business can operate under normal VAT trading rules. Aberdeen City Council aims to maximise care delivered to the people of Aberdeen within the limits of the contracted sum. Any distributable surplus generated by the company will be returned to Aberdeen City Council or, if the shareholder prefers, reinvested in the company to provide additional care.

#### **Profit & Loss Account**

These accounts summarise the financial position for the year to 31 March 2021. The company shows a turnover of £33,224,000 (2019/20, £30,840,000) upon which it recorded a profit after tax, before actuarial adjustments in respect of the pension deficit, of £76,000 (2019/20, £38,000). Once we fully account for movement in the actuarially assessed pension fund deficit the company records a comprehensive income for the year of £313,000 (2019/20, £231,000 expense).

Once we fully account for movement in the actuarially assessed pension fund deficit the company records a comprehensive income for the year of £313,000 (2019/20, £231,000 expense ).

The company was asked to deliver £929,000 of new efficiency savings within the contracted sum for 2020/21, calculated after accounting for unavoidable additional costs arising from staff pay increases and increased pension contribution levels. The directors are pleased to report that the savings target was exceeded with a total of £1,005,000 savings being achieved in the year. This achievement has been all the more satisfying given that our contracted activity targets have been met and quality standard targets (as measured by the Care Commission grading system) have been achieved. All in all these achievements reflect the tremendous commitment to the business of our staff and managers.

Our ongoing contract is a flat funded arrangement, in other words any cost increases arising from general pay awards, employer pension contribution increases and general inflation must be funded through internally generated efficiencies. For 2021/22 this has meant that a total of £929,000 of savings must be targeted for the company to cover the additional costs of the agreed pay rise and additional pension contribution commitments within the existing contract value. The Board have approved a budget for 2021/22 that includes various efficiency initiatives that fully address our financial obligations for the year.

In the preparation of the accounts the company is obligated to include figures relating to a closely regulated actuarial assessment of the company pension arrangements. The assessment takes a view on the pension assets and pension liabilities and calculates the present value of the net assets or liabilities using tightly controlled assumptions regarding future investment returns, future pay inflation, mortality and the age profile of our staff pension membership. The assessment has resulted in the company showing a decrease in the actuarially assessed pension deficit of £237,000. We now report the pension deficit total of £926,000 (2019/20 £1,163,000). The prescribed presentation of the £926,000 pension liability adjustment under FRS 102 means that we show a loss for the financial year of £128,000 offset by an actuarial gain of £441,000.

## **BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

### **STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021**

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#### **Balance Sheet**

Readers will note a decrease in the net book value of fixed assets in 2020/21 of £300,000. Following a review of the carrying value of tangible assets, an impairment loss of £195,000 has been recognised in FY20/21 in respect of certain assets.

Other significant movements include a higher than normal year end stock position as the company continued to carry high levels of PPE required to fight the Covid pandemic. From a liquidity perspective, the company remains in a positive position overall with improvements made in our working capital position.

Overall the net worth of the company increased by £313,000 in the year, which is due to the decrease in the actuarially assessed pension deficit. Readers are reminded that this is not in any way an immediate cash liability to the company rather it is an assessment of the present value of the company's future obligations under our pension arrangement.

#### **Principal Risks and Uncertainties**

The company is almost entirely funded through its core contract with Aberdeen City Council. The financial pressures placed upon public sector bodies present the most significant element of business risk to the company.

The Board considers this financial risk on the public sector to be twofold in the immediate and medium term. The immediate concern is managing the implications of the Covid-19 pandemic, this compounds the uncertainty surrounding the medium/longer term impact of Brexit. Both will undoubtedly have a negative influence on public sector funding in the medium and possible longer term. However, the Board does recognise the potential risk this presents the company which is mitigated in part by the fact that the company has an agreed contract for the next 3 trading years securing our annual income levels over that contracted period.

The continued impact of managing the implications of the Covid-19 pandemic could potentially lead to a significant reduction in the incomes and the funds available to Aberdeen City Council so requiring that organisation to strategically examine how it will meet the immediate financial demands whilst delivering the statutory services it provides. Significant funding has been provided by Central Government during the pandemic however at the time of writing it is unclear as to how long this funding will continue for.

Covid-19 clearly has significantly affected the operations of Bon Accord Support Services Limited directly as it manages the additional demands of managing and containing the virus to protect our vulnerable and elderly service users. The company's first priority has, and continues to be, protecting our service users and staff, this drives our operations at present.

Additional costs that have arisen from managing Covid-19 have been met by the additional funding that has been provided by the Scottish Government. At the time of writing it is not clear how long and to what extent this additional funding will continue for. There still remains a possibility that the additional central funding will not necessarily cover all the additional Covid-19 related service costs. The Board continues to examine the potential financial impacts of Covid-19 and it is confident that the company has sufficient cash and working capital reserves to absorb the full impact of Covid-19, should central funding fall below our expectations. It is impossible to predict just how long Covid-19 will remain an operational issue for Bon Accord Support Services Limited. The Board assumes that until the full impact of the national vaccination programme is achieved the issue will remain extant.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**STRATEGIC REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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Whilst we cannot be certain as to what the UK's relationship with Europe will be like in the years ahead there is still a risk that Brexit will have an adverse impact on the economy and in turn on the funds that are available to public sector services. The Directors consider this to be the main risk posed by Brexit alongside potential supply-chain inflationary pressures (food and energy) and the potential departure of European staff members should they choose to return to their countries of origin.

Financial austerity within the public sector is restricting the level of funding Aberdeen City Council receives now and in the future. As a direct consequence the company is asked to deliver its services in more efficient ways to ensure we can contribute efficiencies that will help ease the financial burden on our main customer (and owner) Aberdeen City Council. The company will always aim to deliver the maximum levels of quality care within the contract sums awarded by our customers.

During 2020/21 the company continues to work with the Aberdeen City Health and Social Care Partnership to develop and improve our care pathways and outcomes service model aligned to its strategic plan. These form the basis of our contractual arrangement to the end of our contract on 31 March 2024. The contract is flat funded through to 31 March 2024.

Over the last few years, the Board has put in place several strategic initiatives to deliver real efficiencies whilst maintaining or improving the volume and quality of our services. The company has successfully implemented and bedded in the outcomes of its strategic review of all operations and practices. This review has delivered improved value for money and service quality and will continue to yield material efficiencies in the years to come.

Following on from this review, the focus of the company has now shifted to digital transformation, organisational structure and staff empowerment. The rollout of our new management information system continued in 2020/21. This new system is tailored to our companies' operational needs and is providing our managers with the tools to improve our services whilst delivering more efficient staff deployment as well as other efficiencies. Whilst the rollout has been impacted by the Covid pandemic, management are confident that this rollout will be completed in 2021/22. In addition to this the company completed an internal restructuring during 2020/21 with the aim of realising additional operational and financial efficiencies.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**STRATEGIC REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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**Key Performance Indicators**

Bon Accord Support Services Limited is a company wholly owned by Aberdeen City Council with the principal aim of delivering high quality adult social care to the citizens of Aberdeen in the most economic, efficient and effective way to ensure it offers the best value for money to the local taxpayer. To achieve this the company takes a commercial approach across all activities. However, we deliver a public service so considerations of the quality of service we provide, and the responsible treatment of our staff mean that, subject to operating within our contracted sum, we aim to maximise service delivery not business profit. The company targets the maximisation of volume and quality in services we provide to our service users. Any savings made are reinvested in the delivery of our services.

The company now has a long term contract through to 2024 for the provision of adult social care services within Aberdeen city. We are contracted to Aberdeen City Health and Social Care Partnership. The contract is based upon a service delivery model that is outcomes based and shifts the emphasis of our services towards prevention, early intervention and meeting the needs of our users rather than delivering activity measured in hours. During the year 2020/21 we have held quarterly reviews with the Partnership to assess our performance against our contract objectives. These meetings have also assessed ongoing future requirements and discussed our ability to be delivering these services without making a profit. A formal annual review is also held with the Partnership. In 2020/21 we have successfully delivered against our contractual objectives and achieved a small profit after tax on normal operations of £76,000 (2019/20 £38,000) excluding movements in the pension liability.

In terms of quality, our services are externally assessed by the Care Inspectorate who will visit our services (usually un-announced) and audit all aspects of what we do. Following inspection, the Care Inspectorate reports any issues and highlights any remedial actions required. Various aspects of the services are scored from 1 (unacceptable) to 6 (an exemplar).

Accordingly, our 2020/21 average Care Inspectorate inspection score across our 16 (16 in 2019/20) registered services was 4.1 which compares to 4.2 in 2019/20. A score of 4.1 is "good" under the scoring system and compares favourably to our target of 4.0.

**ON BEHALF OF THE BOARD:**

**NEIL GAULD  
FINANCE DIRECTOR**



**DATE: 30 June 2021**

## **BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

### **REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2021**

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The directors present their report with the financial statements of the company for the year ended 31 March 2021.

#### **DIVIDENDS**

No dividends will be distributed for the year ended 31 March 2021 (2020:£nil).

#### **DIRECTORS**

The directors shown below have held office from 1 April 2020 to the date of this report:

Alexis Chappell	Resigned	31 August 2020
Heather Gray	Resigned	30 November 2020
John Maclean	Resigned	30 June 2020
Alexander McKay	Resigned	31 January 2021
Andrew Newall	Resigned	31 January 2021
Sonia Roberts	Resigned	15 October 2020
Tim Gardiner	Resigned	31 March 2021
Gail Woodcock	Appointed	21 September 2020
Neil Gauld	Appointed	1 March 2021
Fiona Francey	Appointed	11 January 2021
Khyber Alam	Appointed	11 January 2021
Peter Murray	Appointed	1 March 2021
Susan Ross	Appointed	11 January 2021

#### **FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES**

##### **Liquidity risk**

The company manages its cash and borrowing requirements in order to maximise interest income and minimise interest expense, whilst ensuring the company has sufficient liquid resources to meet the operating needs of the business.

##### **Credit risk**

Investments of cash surpluses and borrowings are made through banks and companies which must fulfil credit rating criteria approved by the Board.

All customers who wish to trade on credit terms are subject to credit verification procedures. Trade debtors are monitored on an on-going basis and provision is made for doubtful debts where necessary.

##### **FUTURE DEVELOPMENTS**

Future developments can be found in the Strategic Report.

#### **STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITOR**

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 auditor is unaware, and each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditor is aware of that information.



**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**REPORT OF THE DIRECTORS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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**AUDITOR**

The auditor, Johnston Carmichael LLP, will be deemed re-appointed under S487 of the Companies Act 2006.

**DIRECTORS LIABILITY INSURANCE**

The company has an insurance policy in place underwritten by Zurich Municipal that provides cover for the Directors against any personal liability arising from claims of a management, corporate or employment practices nature. The policy is an annual arrangement with a renewal date of 25 February.

**ON BEHALF OF THE BOARD:**



**NEIL GAULD**

**FINANCE DIRECTOR**

**DATE: 30 June 2021**

## **BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

### **STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2021**

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The directors are responsible for preparing the Strategic Report, 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 year. 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 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 are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

### **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BON ACCORD SUPPORT SERVICES LIMITED FOR THE YEAR ENDED 31 MARCH 2021**

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#### **Opinion**

We have audited the financial statements of Bon Accord Support Services Limited (the 'company') for the year ended 31 March 2021 which comprise the Profit and Loss Account, Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2021 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

#### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## **BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

### **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BON ACCORD SUPPORT SERVICES LIMITED (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021**

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

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the strategic report and the report of the directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the report of the directors.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

#### **Responsibilities of directors**

As explained more fully in the directors' responsibilities statement set out on page 11, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

#### **Extent to which an audit is considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BON ACCORD SUPPORT SERVICES LIMITED (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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We assessed the risks of material misstatement of the financial statements, whether due to fraud or error, and then designed and performed audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide the basis for our opinion. We planned and conducted our audit so as to obtain reasonable assurance of detecting any material misstatements in the financial statements resulting from irregularities or fraud. All engagement team members were briefed on relevant laws and regulations, including potential fraud risks, at the planning stage of the audit. However, the primary responsibility for the prevention and detection of fraud rests with the directors.

We evaluated management's potential incentives for fraudulent activity and determined the key risk of fraud to be management override of controls to manipulate the financial statements. We determined that the principal risks in this regard were in relation to inappropriate journal entries and management bias in accounting estimates to distort the reported results.

We considered the principal risks of non-compliance with laws and regulations and we considered the extent to which non-compliance might have a material effect on the financial statements. The most significant risk in relation to non-compliance with laws and regulations was deemed to be in relation to Care Inspectorate and Health and Safety regulations and the Companies Act 2006.

Audit procedures performed in response to these risks included:

- Obtaining an understanding of the entity's risk assessment process, including the risk of fraud, by observation and walkthrough;
- Enquiry of management and those charged with governance around actual and potential fraud or fraud attempts, actual and potential litigation, claims and non-compliance with laws and regulations including the Care Inspectorate and Health and Safety regulations and the Companies Act 2006;
- Reviewing minutes of meetings of those charged with governance to identify any matters indicating actual or potential fraud, fraud attempts, litigation, claims and non-compliance with laws and regulations including the Care Inspectorate and Health and Safety regulations and the Companies Act 2006;
- Reviewing relevant reports and correspondence pertaining to any Care Inspectorate and Health and Safety matters arising;
- Ensuring, for a sample of employees engaged in the delivery of regulated care services, that evidence of the minimum level of qualifications exists, where required;
- Use of data analytics techniques to review transaction data for unusual or unexpected journal entries and transactions throughout the accounting period and subsequent to the year-end, up to the date of our audit fieldwork;
- Reviewing and challenging the basis of material accounting estimates and related assumptions, together with corroboration and recalculation where appropriate;
- Assessing the competency and objectivity of external experts engaged by management to provide calculations for certain material accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

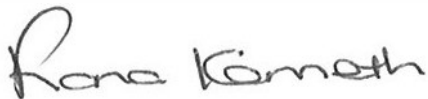
**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BON ACCORD SUPPORT SERVICES LIMITED (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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**Use of our report**

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



*Fiona Kenneth (Senior Statutory Auditor)  
for and on behalf of Johnston Carmichael LLP  
Chartered Accountants and Statutory Auditor  
Bishop's Court  
29 Albyn Place  
Aberdeen  
AB10 1YL*

1 July 2021

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)****PROFIT AND LOSS ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Normal Operations £'000	Pension Adjustments £'000	2021 £'000	2020 £'000
<b>TURNOVER</b>	3	33,224	-	33,224	30,840
Cost of sales		(30,400)	(175)	(30,575)	(29,017)
<b>GROSS PROFIT/(LOSS)</b>		<b>2,824</b>	<b>(175)</b>	<b>2,649</b>	<b>1,823</b>
Administrative expenses		(3,228)	(6)	(3,234)	(2,631)
		(404)	(181)	(585)	(808)
Other operating income		475	-	475	520
<b>OPERATING PROFIT/(LOSS)</b>	5	<b>71</b>	<b>(181)</b>	<b>(110)</b>	<b>(288)</b>
Interest receivable and similar income		5	-	5	22
Interest payable		-	(23)	(23)	(21)
<b>PROFIT/(LOSS) BEFORE TAX</b>		<b>76</b>	<b>(204)</b>	<b>(128)</b>	<b>(287)</b>
Corporation tax	6	-	-	-	-
<b>PROFIT/(LOSS) FOR THE FINANCIAL YEAR</b>		<b>76</b>	<b>(204)</b>	<b>(128)</b>	<b>(287)</b>

The Profit and Loss Account has been prepared on the basis that all operations are continuing operations.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 MARCH 2021**

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	<b>Notes</b>	<b>2021 £'000</b>	<b>2020 £'000</b>
<b>LOSS FOR THE FINANCIAL YEAR</b>		<b>(128)</b>	<b>(287)</b>
<b>Other comprehensive income</b>			
Actuarial gain on defined benefit pension scheme	15	441	56
		<hr/>	<hr/>
<b>Other comprehensive income for the year</b>		<b>441</b>	<b>56</b>
		<hr/>	<hr/>
<b>TOTAL COMPREHENSIVE INCOME/(EXPENSE) FOR THE YEAR</b>		<b>313</b>	<b>(231)</b>
		<hr/>	<hr/>



**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)****BALANCE SHEET  
31 MARCH 2021**

	Notes	2021 £'000	2020 £'000
<b>FIXED ASSETS</b>			
Tangible assets	7	435	735
<b>CURRENT ASSETS</b>			
Stocks	8	859	429
Debtors	9	1,112	3,555
Cash in hand		7,528	4,045
		9,499	8,029
<b>CREDITORS</b>			
Amounts falling due within one year	10	(9,815)	(8,714)
<b>NET CURRENT LIABILITIES</b>		<b>(316)</b>	<b>(685)</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>119</b>	<b>50</b>
<b>DEFERRED GOVERNMENT GRANTS</b>	11	(53)	(60)
<b>PENSION LIABILITY</b>	15	(926)	(1,163)
<b>NET LIABILITIES</b>		<b>(860)</b>	<b>(1,173)</b>
<b>CAPITAL AND RESERVES</b>			
Called up share capital	13	-	-
Retained earnings	14	(860)	(1,173)
<b>SHAREHOLDER'S DEFICIT</b>		<b>(860)</b>	<b>(1,173)</b>

The financial statements were approved by the Board of Directors on 30 June 2021 and were signed on its behalf by:

*Neil Gauld.*

**NEIL GAULD  
FINANCE DIRECTOR**

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)****STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 MARCH 2021**

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	Notes	Share capital £'000	Retained earnings £'000	Total £'000
Balance at 31 March 2019		-	(942)	(942)
Loss for the year		-	(287)	(287)
Actuarial gain on defined benefit pension scheme	15	-	56	56
<b>Balance at 31 March 2020</b>		<b>-</b>	<b>(1,173)</b>	<b>(1,173)</b>
Loss for the year		-	(128)	(128)
Actuarial gain on defined benefit pension scheme	15	-	441	441
<b>Balance at 31 March 2021</b>		<b>-</b>	<b>(860)</b>	<b>(860)</b>

## **BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021**

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#### **1. ACCOUNTING POLICIES**

##### **Company information**

Bon Accord Support Services Limited is a private limited company domiciled and incorporated in Scotland. The registered office and trading address are Inspire Building, Beach Boulevard, Aberdeen, AB24 5HP. The principal place of business is Inspire Building, Beach Boulevard, Aberdeen, AB24 5HP.

##### **Accounting Convention**

The financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £'000.

The financial statements have been prepared under the historic cost convention modified to include certain financial instruments at fair value. The principal accounting policies are set out below.

##### **FRS 102 reduced disclosure framework**

The company meets the definition of a qualifying entity under FRS 102 and has therefore taken advantage of the disclosure exemptions available to it.

The company has taken advantage of the following disclosure exemptions under FRS 102:

- (a) The requirements of Section 7 "Statement of Cash Flows" and Section 3 "Financial Statement Presentation" paragraph 3.17 (d).
- (b) Certain disclosure requirements in relation to financial instruments contained in sections 11 and 12.
- (c) The requirement of Section 33 "Related Party Disclosures" paragraph 33.7.

##### **Going Concern**

The company reports a profit on normal operations of £76,000, however once the actuarially assessed pension fund adjustment is included there is a total comprehensive income for the year of £313,000. The year has been successful in that despite the unprecedented impact of the Covid-19 pandemic and also Brexit, contracted activity levels have been met, continued improvements in our service delivery have been achieved and quality standard targets (as measured by the Care Commission grading system) have been achieved. After accounting for unavoidable additional costs, the company delivered additional savings of £929,000.

It is clear to the Board that public sector finances will come under material pressure for cost reduction in the coming years. Bon Accord Support Services Limited being a wholly owned subsidiary of Aberdeen City Council will do everything possible to assist Aberdeen City Council to meet its financial targets while maintaining activity levels and the highest levels of quality care possible within its financial limitations.

The company's service contract with its main customer Aberdeen City Council is in place and will run to 31 March 2024. Under this arrangement all inflationary pressures from unavoidable pay increases, general inflation changes in employer pension contribution rates must be funded within this financial envelope. Operational cost increases being negated by efficiency savings delivered from within our service delivery activities.

The Directors have approved a break-even budget for 2021/22 inclusive of cost savings of £929,000 and are confident that the company will achieve its targets. Work is continuing to develop plans that will deliver the savings required in 2023/24. These plans include investment in new technologies that will yield operational efficiencies, greater staff empowerment to help target resources and cost reduction programmes.

## BON ACCORD SUPPORT SERVICES LIMITED (SC432814)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

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#### 1. ACCOUNTING POLICIES (CONTINUED)

##### Going Concern (continued)

The company continues to show an accumulated deficit at 31 March 2021, this deficit reducing by £313,000 in 2020/21 partly due to a decrease in the actuarially assessed pension fund liability to £926,000. Trading profits generated in the year only partially negate our accumulated deficit, so we continue to show an overall deficit in shareholder funds arising from the recognition of defined benefit pension scheme liabilities in the balance sheet.

Given this accumulated deficit, the pension liability noted and the anticipated contractual austerity the company has sought written assurance from its sole shareholder, Aberdeen City Council, for its on-going financial support of the company. Aberdeen City Council has formally confirmed its commitment to ensuring that the company can meet all creditors falling legally due.

Having obtained the agreement of Aberdeen City Council to continue to support the company in these circumstances and having an agreed contractual arrangement with Aberdeen City Council until 2024, the Directors are satisfied that it is appropriate to prepare the accounts on a going concern basis.

##### Turnover

Turnover represents sales of services, excluding value added tax and is recognised when the company has earned the rights to consideration, in line with when the services are provided.

##### Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses. Depreciation is provided at rates to write off the cost of fixed assets, less their residual value, over their expected useful lives on the following basis:

Motor vehicles	5 – 7 years
Other fixed assets	1 – 5 years
Property and tenants' improvements	15 years

##### Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete or slow-moving items.

##### Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally 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.

##### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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**1. ACCOUNTING POLICIES – continued**

***Impairment of financial assets***

Financial assets are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

***Derecognition of financial assets***

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

***Classification of financial liabilities***

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 company after deducting all of its liabilities.

Basic financial liabilities, including trade and other payables and loans from fellow group companies that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

**Corporation Tax**

Bon Accord Support Services Limited is constituted as a private limited company wholly owned by Aberdeen City Council. The company trades with a view to making profits and providing a 5 star service to the citizens of Aberdeen. Aberdeen City Council is entitled to a dividend should a distribution be authorised by the Board from accumulated profits. Given these circumstances Bon Accord Support Services Limited will be liable for Corporation Tax on any taxable profits generated.

Given the losses incurred in recent years and our shareholder's aim to maximise the delivery of the company's services it is unlikely in the medium term that any Corporation Tax will be payable upon the company's core trading activities for Aberdeen City Council. Should the commercial opportunities being developed prove successful, taxable surpluses may be generated in the future. Corporation tax can also be payable on any unearned incomes i.e. interest receivable on bank deposits.

**Provisions**

Where the company has an obligation at the balance sheet date for a liability, the amount of which is unknown, a provision is made when it is probably that a transfer of economic benefits will be required and the amount can be reliably estimated.

**Deferred Tax**

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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**1. ACCOUNTING POLICIES – continued**

**Operating Leases**

Operating lease rentals are charged on a straight-line basis over the term of the lease.

**Government Grants**

Any government grants received are matched with the corresponding expenditure in the period the expenditure is recognised.

**Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**Pension Costs and other Post-Retirement Benefits**

The company offers staff membership of a defined benefit pension scheme, the North East Scotland Pension Fund, a Local Government Pension Scheme that provides benefits based upon members average career salary. Contributions payable to the company's pension scheme are charged to the profit and loss account in the period to which they relate. The expected cost to the company of pensions is charged to the profit and loss account so as to spread the cost of pensions over the service lives of the employees.

In accordance with FRS 102 the operating and financing costs of pension and post retirement schemes (determined by a qualified actuary) are recognised separately in the profit and loss account. Service costs are systematically spread over the service lives of the employees and financing costs are recognised in the period in which they arise.

The difference between the actual and expected returns on assets during the year, including changes in actuarial assumptions, is recognised as assets or liabilities within the company balance sheet.

**2. JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The following judgements or estimation uncertainties have a significant effect on the amounts recognised in the financial statements:

**Defined benefit pension deficit**

The NESPF scheme is accounted for as a defined benefit pension scheme using actuarial assumptions. These assumptions involve significant judgements and are based on the advice of the scheme's actuaries. Details of the assumptions are contained in note 15.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

**2. JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (CONTINUED)**

**Provisions**

Included within creditors due within one year are provisions of £407,000 in relation to a number of ongoing matters.

**Depreciation and impairment of fixed assets**

The amount of depreciation and impairment charged is based on the Directors' assessment of the useful economic lives of the related tangible fixed assets. Details are included in Note 1 and 7.

**Going concern**

The directors' judgement to continue preparing accounts on the going concern basis is explained in note 1. The accounts do not include any adjustments that may arise if the going concern basis was not used.

**3. TURNOVER**

The directors believe that the company has one class of business, which is the provision of elderly care, occupational therapy and development services to the people of Aberdeen. Turnover consists of revenue originated and delivered in the United Kingdom.

**4. STAFF COSTS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Wages and salaries	1,763	1,338
Social security costs	146	117
Other pension costs	452	516
	<u>2,361</u>	<u>1,971</u>

The average monthly number of employees during the year was as follows:	<b>2021</b>	<b>2020</b>
Administration	41	36
Modern Apprentices	9	8
	<u>50</u>	<u>44</u>

**5. OPERATING LOSS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
The operating loss is stated after charging:		
Depreciation – owned assets	303	80
Impairment	195	-
Auditor's remuneration	9	8
Other operating leases	67	76
	<u>674</u>	<u>164</u>
Directors' remuneration	149	150
Directors' fees	132	25
Directors' pension contributions	22	27
	<u>303</u>	<u>202</u>

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021****5. OPERATING LOSS (CONTINUED)**

The number of directors to whom retirement benefits were accruing was as follows:

Defined benefit pension scheme	<u>4</u>	<u>2</u>
Emoluments of highest paid Director:		
Aggregate emoluments	132	91
Company pension contributions	<u>-</u>	<u>16</u>
	<u>132</u>	<u>107</u>

Accrued pension benefits at the year-end for the highest paid Director were £Nil (2020: £9,000).

**6. TAX ON PROFIT ON ORDINARY ACTIVITIES**

The tax charge is based on the profit for the year and represents:

	2021 £'000	2020 £'000
UK corporation tax	-	-
Adjustments in respect of previous periods	<u>-</u>	<u>-</u>
<b>Tax on results of ordinary activities</b>	<u>-</u>	<u>-</u>

The tax assessed for the year differs from the standard rate of corporation tax in the UK as follows:

Loss on ordinary activities before tax	<u>(128)</u>	<u>(287)</u>
Profit on ordinary activities multiplied by the standard rate of corporation tax in the United Kingdom at 19% (2020: 19%)	(24)	(54)
Fixed asset differences	18	3
Pension liability adjustment	46	11
Group relief surrendered	-	-
Other differences	-	-
Effect of changes in tax rates and laws	(5)	4
Movement on deferred tax asset not recognised	<u>(35)</u>	<u>36</u>
<b>Tax on results of ordinary activities</b>	<u>-</u>	<u>-</u>
Tax charge/(credit) per the accounts	<u>-</u>	<u>-</u>



**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

**7. TANGIBLE FIXED ASSETS**

	Motor Vehicles £'000	Other fixed assets £'000	Property and tenants' improvements £'000	Totals £'000
<b>COST</b>				
At 31 March 2020	43	274	619	936
Additions	-	133	65	198
Disposals	(15)	-	-	(15)
	<u>28</u>	<u>407</u>	<u>684</u>	<u>1,119</u>
<b>DEPRECIATION AND IMPAIRMENT</b>				
At 31 March 2020	40	-	161	201
Disposals	(15)	-	-	(15)
Charge for the year including impairment	3	398	97	498
	<u>28</u>	<u>398</u>	<u>258</u>	<u>684</u>
<b>NET BOOK VALUE</b>				
At 31 March 2021	<u>-</u>	<u>9</u>	<u>426</u>	<u>435</u>
At 31 March 2020	<u>3</u>	<u>274</u>	<u>458</u>	<u>735</u>

**8. STOCKS**

	2021 £'000	2020 £'000
Consumables	859	429
	<u>859</u>	<u>429</u>

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

	2021 £'000	2020 £'000
Trade debtors	96	63
Amounts due from group undertakings	936	3,335
Other debtors	80	157
	<u>1,112</u>	<u>3,555</u>

Intercompany balances are interest free.

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021****10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £'000	2020 £'000
Trade creditors	45	177
Amounts owed to group undertakings	7,978	7,086
Social security and other taxes	-	30
VAT	644	879
Other creditors	94	58
Accruals and deferred income	1,054	484
	<u>9,815</u>	<u>8,714</u>

Included in other creditors are pension contributions of £30,000 (2020 – £30,179).

Intercompany balances are interest free.

**11. DEFERRED GOVERNMENT GRANTS**

	2021 £'000	2020 £'000
Opening balance	60	67
Amortised in year	<u>(7)</u>	<u>(7)</u>
Closing balance	<u>53</u>	<u>60</u>

**12. OBLIGATIONS UNDER HIRE PURCHASE CONTRACTS AND OPERATING LEASES**

At the reporting year end date, the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £'000	2020 £'000
Within one year	76	76
Between one and five years	<u>-</u>	<u>67</u>
	<u>76</u>	<u>143</u>

**13. CALLED UP SHARE CAPITAL**

Allotted, issued and fully paid:

Number:	Class:	Nominal value:	2021 £'000	2020 £'000
1	Ordinary	100p	<u>-</u>	<u>-</u>

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021**

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**14. RETAINED EARNINGS**

The profit and loss account reserve represents cumulative realisable profits and losses.

**15. EMPLOYEE PENSION BENEFIT OBLIGATIONS**

The company operates a defined benefit pension scheme.

Certain employees of the company are members of North East of Scotland Pension Fund, a Local Government Pension Scheme. Premiums in the year relating to those employees amounted to £272,000 (2020 - £217,000). In the year to 31 March 2021 the employer contribution rate was - 19.3% (2020 -19.3%).

The fund is reviewed every three years by a professionally qualified independent actuary using the projected unit credit actuarial cost method, the rates of contribution payable being determined by the directors on the advice of the actuaries. In the intervening years the actuaries will review the progress of the scheme and prepare an interim valuation for the purposes of reporting under FRS 102. The last actuarial valuation was carried out at 31 March 2020. The value of the fund at 31 March 2021 was as follows.

The amounts recognised in the balance sheet are as follows:

	<b>Defined benefit pension plans</b>	
	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Present value of funded benefit obligation	4,452	3,303
Fair value of plan assets	<u>(3,526)</u>	<u>(2,140)</u>
<b>Deficit</b>	<b><u>926</u></b>	<b><u>1,163</u></b>

A deferred tax asset has not been recognised in respect of the above deficit on the basis that there is insufficient certainty over the availability of future taxable profits.

The amounts recognised in profit and loss are as follows:

	<b>Defined benefit pension plans</b>	
	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Current service cost	447	428
Net interest cost	23	21
Past service cost	-	88
Administration expenses	6	5
	<u>476</u>	<u>542</u>

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021****15. EMPLOYEE PENSION BENEFIT OBLIGATIONS (continued)**

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

	Defined benefit pension plans	
	2021 £'000	2020 £'000
Opening defined benefit obligation	3,303	2,797
Current service cost	447	428
Interest on pension liabilities	76	72
Member contributions	90	81
Past service cost	-	88
Experience gains on liabilities	(54)	(10)
Actuarial loss/(gain) on assumptions	613	(134)
Benefits/transfers paid	(23)	(19)
	<u>4,452</u>	<u>3,303</u>

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

	Defined benefit pension plans	
	2021 £'000	2020 £'000
Opening fair value of scheme assets	2,140	1,903
Employer contributions	272	217
Member contributions	90	81
Interest on plan assets	53	51
Re-measurements	1,000	(88)
Administration expenses	(6)	(5)
Benefits/transfers paid	(23)	(19)
	<u>3,526</u>	<u>2,140</u>

The amounts recognised in the statement of comprehensive income are as follows:

	Defined benefit pension plans	
	2021 £'000	2020 £'000
Actuarial gains	<u>441</u>	<u>56</u>

**BON ACCORD SUPPORT SERVICES LIMITED (SC432814)****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2021****15. EMPLOYEE PENSION BENEFIT OBLIGATIONS (continued)**

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

	Defined benefit pension plans	
	2021	2020
Equities	59.1%	55.3%
Government bonds	5.0%	6.6%
Other bonds	0.9%	1.9%
Property	5.7%	7.3%
Cash/liquidity	3.0%	2.0%
Other	26.3%	26.9%
	<u>100%</u>	<u>100.0%</u>

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

	2021	2020
Discount rate	2.2%	2.3%
Future salary increases	4.2%	3.6%
Future pension increases	2.8%	2.2%
Rate of CPI inflation	2.7%	2.1%
Life expectancy (years)	<b>Males</b>	<b>Males</b>
Current pensioners	21.5	21.5
Future pensioners	23.1	23.1
Life expectancy (years)	<b>Females</b>	<b>Females</b>
Current pensioners	24.2	24.2
Future pensioners	26.3	26.3

**16. RELATED PARTY DISCLOSURES**

During the current and previous year, the company was controlled by Aberdeen City Council.

The company is a wholly owned subsidiary of Aberdeen City Council. The results of the company are included within the consolidated accounts of Aberdeen City Council. The company has taken advantage of section 33 of FRS 102 which allows exemption from disclosure of related party transactions with other wholly owned group companies.

**17. ULTIMATE PARENT COMPANY**

The company is a wholly owned subsidiary of Aberdeen City Council, a local authority organisation operating in Scotland. Copies of the audited accounts can be obtained from Aberdeen City Council, Marischal College, Broad Street, Aberdeen or online at [www.aberdeencity.gov.uk](http://www.aberdeencity.gov.uk).

