

Charity Registration No. 230407

Company Registration No. 00731728 (England and Wales)

**MOHS WORKPLACE HEALTH LIMITED
DIRECTORS' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2013**



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MOHS WORKPLACE HEALTH LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Directors	Mr Geoff Fisher Mr David Lynam Mr Justin Owens Dr Laurence Leeming-Latham Ms Helen Mackenzie Mr Martyn Round
Chairman	Mr Geoff Fisher
Secretary	Ms Helen Mackenzie
Charity number	230407
Company number	00731728
Principal address	83 Birmingham Road West Bromwich West Midlands B70 6PX
Registered office	83 Birmingham Road West Bromwich West Midlands B70 6PX
Auditors	CK Audit No 4 Castle Court 2 Castlegate Way Dudley West Midlands DY1 4RH

MOHS WORKPLACE HEALTH LIMITED

CONTENTS

	Page
Directors' report	1 - 5
Statement of directors' responsibilities	6
Independent auditors' report	7 - 8
Statement of financial activities	9
Balance sheet	10
Notes to the accounts	11 - 17

MOHS WORKPLACE HEALTH LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2013

The directors present their report and accounts for the year ended 31 March 2013

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005

Structure, governance and management

The charity is a company limited by guarantee Liability of its members is not to exceed 5 pence per member

The directors who served during the year were

Mr Geoff Fisher

Mr David Lynam

Mr Justin Owens

Dr Laurence Leeming-Latham

Ms Helen Mackenzie

Mr Martyn Round

The members elect their representatives to be councillors on the Committee of Management

All new board members receive an induction to MOHS Workplace Health Limited and the company provides appropriate training in governance and work of the company

The charity is run from premises in West Bromwich which provide consulting and examination rooms, training facilities and house the centre of administration Most of the occupational health care provision is undertaken by doctors and nurses at the members' premises and training is also provided at members' premises

The directors have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks

Objectives and activities

The charity's principal objects are the promotion and advancement of occupational health care for all persons engaged, and intending to be engaged, in industry and commerce

The policies adopted to achieve these objectives have been

- 1 To advance the physical and moral welfare of the population by the prevention and cure of occupational disease and injuries
- 2 To provide services for medical treatment and for the care of sick or injured workers at their place of employment or elsewhere
- 3 To undertake medical and other teaching in occupational diseases and injuries and in the promotion of occupational health
- 4 To carry out research and investigation into causes of occupational diseases and injuries and into the means of promoting occupational health
- 5 To assist such teaching and investigation as set out in 3 and 4 above, by grant of money, payment of fees and otherwise as the service may think fit

There have been no changes in these policies during the year covered by this report

MOHS WORKPLACE HEALTH LIMITED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

Public benefit activities

MOHS's charitable purpose is the advancement of physical and moral welfare through the prevention and cure of occupational disease and injuries, combined with the promotion of the general health and wellbeing of employees in the workplace. Consequently, all of our activities have identifiable benefits for the working population.

As a company, we are continually investing in research, investigation and teaching relating to the causes of occupational diseases and injuries as a means of promoting occupational and environmental health.

Students from the Institute of Occupational and Environmental Medicine and trainees from public sector occupational health providers are invited to the company on workplace visits to enable them to gain firsthand experience of a leading provider of workplace health services to companies across the UK.

MOHS will continue to develop its relationship with the Institute of Occupational and Environmental Medicine, particularly as one of its advisors, Simon Jukes, is involved in providing support and mentoring during the diploma doctors' workplace visits.

As part of our ongoing commitment to public health and safety, a member of our training team gave a first aid course for members of the Institute of Advanced Motorcycling.

People

Retirement

After a decade of dedicated service as our chief occupational health physician, Dr Laurence Leeming-Latham retired in June 2012. On behalf of all the staff and trustees, we would like to thank Dr Leeming-Latham wholeheartedly for his invaluable contribution to the business, including establishing the standards and procedures for clinical governance. In October 2010, Dr Leeming-Latham was appointed to the board of trustees, a position he has retained post retirement, and he continues to provide guidance and support to his co-trustees and the management team.

Recruitment

In the last 12 months, we were pleased to welcome two registered nurses to our growing team of occupational health advisors. Rachel Magadia previously worked for a cruise ship operator and was the senior nurse on their ships for four years, while Adam Hope worked in a palliative care unit for a private hospital group.

Due to their different skills and specialisms, we are confident they will both make positive contributions to our clinical teams.

MOHS WORKPLACE HEALTH LIMITED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

New roles

The following changes have taken place in the last 12 months

Clinical lead

Following the retirement of Dr Leeming-Latham, the responsibility of clinical lead was taken up by Dr Malcolm Cathcart. As an accredited specialist in occupational medicine, with more than 20 years' experience, and a fellow of the Faculty of Occupational Medicine of the Royal College of Physicians, Dr Cathcart is a worthy successor. He has been with MOHS since 2001.

Promotions

Dawn Jennings was appointed deputy chief occupational health advisor to provide clinical and administrative support to Helen Hooper, our chief occupational health advisor, while Simon Jukes took on Dawn's previous role of clinical supervisor, where his responsibilities include assisting in the training and mentoring of other advisors and technicians.

Management team

MOHS welcomed two new faces to its management team. Dawn Jennings, deputy chief occupational health advisor, and Lisa Stewart, administration team leader.

Thanks

We would like to take this opportunity to thank all staff for their continued support and hard work throughout the year. Despite the difficult trading conditions, MOHS remained strong and solvent, and this was largely due to our employees focusing on their roles and supporting each other as part of a seamless team. Their unfailing commitment is one of our unique business strengths.

We would also like to thank the directors for their valued input and collective business intellect and insight.

MOHS WORKPLACE HEALTH LIMITED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

Achievements and performance

Client portfolio

MOHS achieved some significant client wins, particularly in the public sector, by winning contracts with a local authority and a further education college. Gains were also achieved in the private sector for both managed contracts and screening work.

Sales income

Despite a stagnant economy, MOHS achieved a 10 percent increase on sales compared with the previous financial year.

Staff qualifications

MOHS continued to work towards improving the skills and expertise of its employees. In the past 12 months, the following advisors and technicians either gained - or worked towards - further qualifications in the following areas:

- occupational mental health - Ann Dixon, Sally Holt, Adam Hope (completed)
- occupational contact dermatitis - Sally Holt, Garry Roche, Paul Salmon, (completed)
- hand arm vibration - Chrissie Wood (completed)
- diploma in travel medicine - Chrissie Wood (ongoing)
- introduction to CBT for occupational health professionals - Fiona Eagles (ongoing)

Well done to the above on their latest achievements.

Employee wellbeing and health promotion services

This is an area which continued to achieve growth in terms of income, service offering and importance, in the past year, following increased demand from both existing and new clients. Some managed clients swapped scheduled clinic time for health promotion sessions, others purchased additional days for health promotion while one of our newest clients opted for a proactive employee wellbeing programme only.

As a result, additional investment was made into further developing these services, which included forming an association with an occupational physiotherapist supplier to provide access to a nationwide bank of relevant therapists in required locations.

Brand management

MOHS continued to improve and refine its corporate image to reinforce brand values and core messages.

New business

Activity and investment in securing new business in all areas of the company were increased. This included lead generation activity, submitting a higher number of tenders, advertising in target publications, exhibiting at relevant events, improving website pages, and training and empowering staff to cross sell services.

Online activity

MOHS's corporate website is providing a growing number of new business leads and throughout the financial year, our website was consistently ranked first in the natural listings for 'occupational health west midlands' and 'occupational health midlands' searches, following increased investment in search engine optimisation (SEO).

MOHS also moved a step closer towards paperless client data by making several of its clinical forms available online.

MOHS WORKPLACE HEALTH LIMITED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

Financial review

Despite another challenging year we were pleased to report an increase in turnover and satisfactory outcome for the financial year ending 31 March 2013

Sufficient reserves are held to meet operational expenses to cover at least a six week period without further income. This is due to the income stream being cyclical

Plans for the future

Although there are no indications of the economy improving in the short to medium term, MOHS will continue to improve its service offering, seek new revenue streams and safeguard its profit margins

Growth areas

Areas earmarked for significant growth remain similar to those identified in the previous year's annual report

They are travel health, absence management initiatives, employee wellbeing and health promotion, health and safety training, and drug and alcohol screening

MOHS is planning to investigate - with a view to providing - e-learning tools to support some of its services, for example, stress management workshops, manual handling training, first aid at work training and employee wellbeing and health promotion

Health & safety opportunities

With the HSE (Health and Safety Executive) continuing to divert resources away from providing advice to focus on legal enforcement, organisations and businesses will need to look elsewhere for H&S guidance on statutory compliance, thus providing MOHS with an opportunity to promote its H&S advisory service and training courses

Disclosure of information to auditors

Each of the directors has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information

Auditors

A resolution proposing that CK Audit be reappointed as auditors of the company will be put to the members

On behalf of the board of directors



Mr Geoff Fisher

Chairman

Dated 14 August 2013

MOHS WORKPLACE HEALTH LIMITED

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The trustees (who are also directors of MOHS Workplace Health Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently,
- observe the methods and principles in the Charities SORP,
- make judgements and estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

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

In so far as the trustees are aware

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

MOHS WORKPLACE HEALTH LIMITED

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF MOHS WORKPLACE HEALTH LIMITED

We have audited the accounts of MOHS Workplace Health Limited for the year ended 31 March 2013 set out on pages 9 to 17. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable 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 charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the statement of directors' responsibilities, the directors, who also act as trustees for the charitable activities of MOHS Workplace Health Limited, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Directors' Annual Report to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2013 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Directors' Report for the financial year for which the accounts are prepared is consistent with the accounts.

MOHS WORKPLACE HEALTH LIMITED

INDEPENDENT AUDITORS' REPORT (CONTINUED)

TO THE MEMBERS OF MOHS WORKPLACE HEALTH LIMITED

Matters on which we are required to report by exception

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

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



Wendy Davies (Senior Statutory Auditor)
for and on behalf of CK Audit

Chartered Accountants

Statutory Auditor

No 4 Castle Court 2
Castlegate Way
Dudley
West Midlands
DY1 4RH

Dated 14 August 2013

MOHS WORKPLACE HEALTH LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2013

	Notes	2013 £	2012 £
<u>Incoming resources from generated funds</u>			
Investment income	2	129	125
Incoming resources from charitable activities	3	1,634,718	1,593,875
Other incoming resources	4	854	-
Total incoming resources		1,635,701	1,594,000
<u>Resources expended</u>	5		
Charitable activities			
Workplace Health Service		1,485,967	1,452,874
Governance costs		56,946	53,902
Total resources expended		1,542,913	1,506,776
Net income for the year/ Net movement in funds		92,788	87,224
Fund balances at 1 April 2012		1,041,711	954,487
Fund balances at 31 March 2013		1,134,499	1,041,711

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006

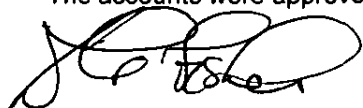
MOHS WORKPLACE HEALTH LIMITED

BALANCE SHEET

AS AT 31 MARCH 2013

	Notes	2013 £	£	2012 £	£
Fixed assets					
Tangible assets	10		618,789		645,078
Current assets					
Debtors	11	243,956		291,169	
Cash at bank and in hand		422,973		324,749	
		<u>666,929</u>		<u>615,918</u>	
Creditors' amounts falling due within one year	12	<u>(151,219)</u>		<u>(189,438)</u>	
Net current assets			<u>515,710</u>		<u>426,480</u>
Total assets less current liabilities			<u>1,134,499</u>		<u>1,071,558</u>
Creditors. amounts falling due after more than one year	13		-		(29,847)
Net assets			<u>1,134,499</u>		<u>1,041,711</u>
Income funds					
Unrestricted funds					
Unrestricted income funds		1,053,849		961,061	
Revaluation reserve		<u>80,650</u>		<u>80,650</u>	
			<u>1,134,499</u>		<u>1,041,711</u>
			<u>1,134,499</u>		<u>1,041,711</u>

The accounts were approved by the Board on 14 August 2013



Mr Geoff Fisher
Chairman

Company Registration No 00731728

MOHS WORKPLACE HEALTH LIMITED

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2013

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention modified to include the revaluation of certain fixed assets

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006

1.2 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life, as follows

Freehold land is not depreciated

Freehold buildings Nil

Plant and machinery 25% reducing balance

Fixtures, fittings & equipment 10% - 25% reducing balance

Motor vehicles 25% reducing balance

No depreciation is provided in respect of freehold land and buildings as the directors are of the opinion that their useful economic lives and estimated residual values are such that any element of depreciation is not material

1.3 Leasing and hire purchase commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible assets and depreciated over the shorter of the lease term and their useful lives. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease

1.4 Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme

1.5 Fund accounting

Unrestricted funds are available for use at the discretion of the directors in furtherance of the general objectives of the charity. Unrestricted funds include a revaluation reserve representing the restatement of freehold property at market value

Designated funds are unrestricted funds earmarked by the directors for particular purposes

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal

MOHS WORKPLACE HEALTH LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

1 Accounting policies (Continued)

1.6 Incoming resources

All incoming resources are included in the statement of financial activities when the company is entitled to income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income.

Investment income is included when receivable,

Incoming resources from charitable trading activity are accounted for when earned.

1.7 Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. The company operates a partially exempt vat scheme. Irrecoverable vat is written off in the year as an administrative expense.

2 Investment income

	2013 £	2012 £
Interest receivable	129	125

3 Incoming resources from charitable activities

	2013 £	2012 £
Membership & Nurse Based Screening	957,852	964,262
Stores	5,155	4,013
Doctors	490,116	421,039
Training	181,595	204,561
	<u>1,634,718</u>	<u>1,593,875</u>

4 Other incoming resources

	2013 £	2012 £
Net gain on disposal of fixed assets	854	-

MOHS WORKPLACE HEALTH LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

5 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Total 2013 £	Total 2012 £
Charitable activities					
<u>Workplace Health Service</u>					
Activities undertaken directly	591,324	17,077	343,169	951,570	898,641
Support costs	270,409	13,422	250,566	534,397	554,233
Total	861,733	30,499	593,735	1,485,967	1,452,874
Governance costs	52,097	-	4,849	56,946	53,902
	913,830	30,499	598,584	1,542,913	1,506,776

Governance costs includes payments to the auditors of £3,500 (2012 £3,400) for audit fees

6 Activities undertaken directly

	2013 £	2012 £
Other costs relating to Workplace Health Service comprise		
Direct charitable exps 1 Other	343,169	267,226
	343,169	267,226

7 Support costs

	2013 £	2012 £
Admin	250,566	249,466
Staff costs	270,409	290,957
Depreciation	13,422	13,810
	534,397	554,233

8 Directors

The Articles of Association were amended in the year to 31 March 2011 to enable employees to be appointed to the Board. During the year to 31 March 2011 two employees were appointed directors of the company. The remuneration of these directors relate to their roles as employees, they are not remunerated for the role as directors.

MOHS WORKPLACE HEALTH LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

9 Employees

Number of employees

The average weekly number of employees during the year was

	2013 Number	2012 Number
Doctors	-	1
Administration	10	9
Miscellaneous	1	1
Management	2	3
Occupational Health Advisors	16	14
Health Screen Technicians	2	3
Health & Safety Trainers	3	3
Marketing	1	1
	<u>35</u>	<u>35</u>

Employment costs

	2013 £	2012 £
Wages and salaries	822,598	854,393
Social security costs	77,362	84,416
Other pension costs	13,870	14,268
	<u>913,830</u>	<u>953,077</u>

There were no employees whose annual remuneration was £60,000 or more

MOHS WORKPLACE HEALTH LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

10 Tangible fixed assets

	Land and buildings	Plant and machinery	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£	£
Cost or valuation					
At 1 April 2012	513,591	128,760	235,233	215,029	1,092,613
Additions	-	1,537	4,069	-	5,606
Disposals	-	(1,500)	-	(8,968)	(10,468)
At 31 March 2013	513,591	128,797	239,302	206,061	1,087,751
Depreciation					
At 1 April 2012	-	114,693	188,066	144,776	447,535
On disposals	-	(1,500)	-	(7,572)	(9,072)
Charge for the year	-	3,901	8,154	18,444	30,499
At 31 March 2013	-	117,094	196,220	155,648	468,962
Net book value					
At 31 March 2013	513,591	11,703	43,082	50,413	618,789
At 31 March 2012	513,591	14,067	47,167	70,253	645,078

Comparable historical cost for the land and buildings included at valuation

	2013	2012
	£	£
Cost	510,218	510,218
Accumulated depreciation	-	-
At 31 March 2013	510,218	510,218

All other tangible fixed assets are stated at historical cost

The freehold property was revalued in 1998 by the directors at open market value. Additions since that date are included at cost. This treatment is in line with FRS 15 transitional provisions.

MOHS WORKPLACE HEALTH LIMITED

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2013

11 Debtors	2013	2012
	£	£
Trade debtors	230,342	281,323
Prepayments and accrued income	13,614	9,846
	243,956	291,169
12 Creditors' amounts falling due within one year	2013	2012
	£	£
Trade creditors	70,786	76,085
Taxes and social security costs	35,465	44,872
Other creditors	23,303	55,928
Accruals	21,665	12,553
	151,219	189,438
13 Creditors' amounts falling due after more than one year	2013	2012
	£	£
Other loans	-	23,301
Accruals	-	6,546
	-	29,847
Analysis of loans		
Wholly repayable within five years	-	23,301
	-	23,301
Loan maturity analysis		
In more than one year but not more than two years	-	23,301
	-	23,301

The loan repayable to Legal and General Assurance Society amounting to £23,303 (2012 £79,231) (of which £23,303 (2012 £55,928) is included within creditors falling due within one year) is secured by a fixed and only legal charge over the freehold property comprising of 83, 85 and 87 Birmingham Road, West Bromwich, West Midlands

MOHS WORKPLACE HEALTH LIMITED

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2013

14 Commitments under operating leases

At 31 March 2013 the company had annual commitments under non-cancellable operating leases as follows

	2013 £	2012 £
Expiry date		
Within one year	2,042	-
Between two and five years	391	2,433
	<u>2,433</u>	<u>2,433</u>

15 Related parties

Martyn Round is a director of MOHS Workplace Health Ltd and is also director of H S Richards Ltd. The company provided services at the value of £nil (2012 £58) to H S Richards Ltd during the year.

Justin Owens is a director of MOHS Workplace Health Ltd and is also an employee of Robinson Brothers. The company provided services to the value of £14,669 (2012 £13,951) during the year and there was a balance due from Robinson Brothers at the year end of £1,169 (2012 £2,093).