

Commercial Services Kent Limited

**Financial Statements
for the year ended 31 March 2016**

Company Registration Number 05858177

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COMPANY INFORMATION

Directors	Mrs A C Baldwin J D Burr Esq J Evans Esq A Latimer Esq Mrs N Major Mrs E L Mitchell Mrs K M Short N P A Vickers Esq
Company Secretary	Mrs K M Short
Registered Office	1 Abbey Wood Road Kings Hill West Malling Kent ME19 4YT
Registered Number	05858177
Independent Auditor	Grant Thornton UK LLP Melton Street London NW1 2EP

STRATEGIC REPORT
FOR THE YEAR ENDED 31 MARCH 2016

Introduction

The directors present their strategic report for the year ended 31 March 2016.

Business review

The directors note that the company has traded at a satisfactory level during the year ended 31 March 2016.

Trade levels continue to be satisfactory and a similar performance is expected for the year ended 31 March 2017.

The management of the business and execution of the company's strategy are subject to current economic uncertainty caused by the underlying economic environment and the impact of austerity measures on our customers (especially in the public sector).

Failure to compete in term of price and customer service in increasingly competitive local markets could adversely affect the company's financial results.

Also failure to protect the company's reputation and brands could lead to a loss of trust and confidence and a decline in our customer base.

The company tracks financial performance using a range of financial performance indicators to assess the business, including standard accounting ratios and budget variance analysis

This report was approved by the board on 21 July 2016 and signed on its behalf.



JD Burr Esq
Director

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016

The directors present their report and the audited financial statements of the company for the year ended 31 March 2016.

Future developments

Commercial Services Kent Limited is part of a diversified portfolio of businesses delivering a range of services with long term underlying growth prospects and some niche services to support the shareholder. This includes quality brands our customers recognise as leaders in their markets. The company is managed by a corporate centre, which sets the strategic direction of the company continually seeking opportunities to improve growth and drive returns in a manner consistent with the group's heritage of committed service to its customers, whilst promoting a culture of responsibility and integrity across the business.

The company aims to deliver shareholder value by:

- delivering organic sales growth through new services that complement the company's portfolio and expansion into new high growth markets;
- enhancing margins through operational efficiencies; and
- managing operations and working capital proficiently to generate strong cash flows.

The business has also continued the development of a new bill validation and invoicing system during the year for one of its key activities and this development programme will continue into the summer of 2016. Development expenditure in respect of the new system has been capitalised in the current year and amortised in accordance with the company accounting policy.

Financial instruments

The company's activities expose it to a variety of financial risks: liquidity risk and cash flow risk. The company's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the company's financial performance.

Risk management is carried out on a group basis by the finance department of Kent County Trading Limited using principles provided by the board.

a) Liquidity risk

Liquidity risk arises from the company's management of working capital and the finance charges on its debt instruments. It is the risk that the company will encounter difficulty in meeting its financial obligations as they fall due.

Cash balances are managed through the central group finance department and cash outflows can be predicted with reasonable accuracy.

b) Cash flow risk

As the company has no significant interest bearing assets, the company's income and operating cash flows are substantially independent of changes in market interest rates.

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

Directors

The directors, and those who served during the year and up to the date of signing these financial statements, were as follows:

Mrs A C Baldwin	(appointed 1 January 2016)
J D Burr Esq	
J Evans Esq	(appointed 22 October 2015)
S G Heywood Esq	(resigned 30 April 2016)
A Latimer Esq	(appointed 1 January 2016)
Mrs N Major	
R J F Martin Esq	(resigned 16 February 2016)
C McCoy Esq	(resigned 31 December 2015)
Mrs E L Mitchell	(appointed 22 October 2015)
G P C Parsons Esq	(resigned 28 April 2015)
R L Pimenta Esq	(resigned 30 April 2016)
Mrs K M Short	
N P A Vickers Esq	(appointed 1 May 2016)

Employees

The company's policy is to consult and discuss with employees, through unions, staff groups and at meetings, matters likely to affect employees' interests.

Information on matters of concern to employees is given through information bulletins and reports, as well as informal fortnightly meetings, which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the company's performance.

All necessary assistance with initial training courses is given to employees with disabilities. A career plan is developed to ensure suitable opportunities are available for each disabled person. Arrangements are made, wherever possible, for retraining employees who become disabled, to enable them to perform work identified as appropriate to their aptitudes and abilities.

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

Statement of director's responsibilities

The directors are responsible for preparing the annual 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, the directors have prepared 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 its profit or loss for that period. 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

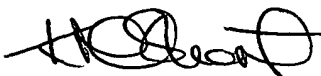
The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions, disclose with reasonable accuracy at any time the financial position of the company, and enable them to ensure that the financial statements comply with the Companies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

Disclosure of information to auditors

Each of the persons who are directors at the time when this report is approved has confirmed that:

- as far as the director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that he/she ought to have taken as a director in order to make him/herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

By order of the board



Mrs K M Short
Company Secretary
21 July 2016

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMMERCIAL SERVICES KENT LIMITED
FOR THE YEAR ENDED 31 MARCH 2016

We have audited the financial statements of Commercial Services Kent Limited for the year ended 31 March 2016 which comprise the statement of comprehensive income, balance sheet, statement of changes in equity and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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.

Respective responsibilities of directors and auditor

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

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2016 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006


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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMMERCIAL SERVICES KENT LIMITED
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

Matters on which we are required to report by exception

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

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



Richard Hagley
Senior Statutory Auditor
for and on behalf of Grant Thornton UK LLP
Statutory Auditor, Chartered Accountants
London
21 July 2016

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2016

	Note	2016 £000	2015 £000
Turnover	4	53,720	55,122
Cost of sales		(44,678)	(44,226)
Gross profit		9,042	10,896
Administrative expenses		(8,505)	(10,194)
Operating profit	5	537	702
Interest receivable and similar income	7	2	10
Interest payable and similar charges	7	(312)	(209)
Profit on ordinary activities before taxation		227	503
Tax on profit on ordinary activities	8	(35)	(143)
Profit for the financial year		192	360
Profit for the financial year attributable to owners of the parent		192	360
Total comprehensive income for the year attributable to owners of the parent		192	360

The above all relate to continuing operations of the company.

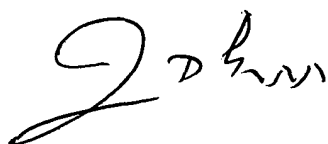
COMMERCIAL SERVICES KENT LIMITED
COMPANY REGISTRATION NUMBER: 05858177

BALANCE SHEET
AS AT 31 MARCH 2016

	Note	2016 £000	2015 000
Fixed assets			
Intangible assets	9	3,785	2,014
Tangible assets	10	559	750
		4,344	2,764
Current assets			
Inventories	11	1	-
Debtors	12	9,562	9,710
Cash at bank and in hand		1,685	1,011
		11,248	10,721
Creditors – amounts falling due within one year	13	(6,856)	(8,526)
Net current assets		4,392	2,195
Total assets less current liabilities		8,736	4,959
Creditors – amounts falling due after more than one year	14	(7,950)	(4,400)
Provision for other liabilities	16	(149)	(114)
Net assets		637	445
Capital and reserves			
Called up share capital	17	-	-
Retained earnings		637	445
Equity attributable to owners of the parent		637	445

The notes on pages 12 to 30 are an integral part of these financial statements.

The financial statements on pages 9 to 30 were authorised for issue by the board of directors on 21 July 2016 and were signed on its behalf.



J D Burr Esq
Director

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2016

	Called up Share capital £000	Retained earnings £000	Total £000
Balance at 1 April 2014	-	85	85
Profit for the year	-	360	360
Total comprehensive income for the year	-	360	360
Balance as at 31 March 2015	-	445	445
Profit for the year	-	192	192
Total comprehensive income for the year	-	192	192
Balance as at 31 March 2016	-	637	637

1. General information

Commercial Services Kent Limited ("the company") operates a diversified portfolio of businesses delivering a range of services within the UK and some niche services to support the shareholder. The company operates with a number of recognised brand names.

The company is a private company limited by shares and is incorporated in England. The address of its registered office is 1 Abbey Wood Road, Kings Hill, West Malling, Kent, ME19 4YT.

2. Statement of compliance

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

3. Summary of significant accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company accounting policies.

b) Going concern

The company relies on the support of its ultimate parent undertaking, Kent County Council. The ultimate parent undertaking has given assurances that its support will not be withdrawn. It is on this basis that the company continues to adopt the going concern basis in preparing its financial statements.

3. Summary of significant accounting policies (continued)

c) Exemptions for qualifying entities under FRS 102

FRS 102 allows a qualifying entity certain disclosure exemptions, subject to certain conditions, which have been complied with, including notification of, and no objection to, the use of exemptions by the company's shareholder.

The company has taken advantage of the following exemptions:

- i. from preparing a statement of cash flows under FRS 102 paragraph 1.12(b), on the basis that it is a qualifying entity and its immediate parent company, Kent County Trading Limited, includes the company's cash flows in its own consolidated financial statements;
- ii. from the financial instruments disclosure requirements of FRS 102 paragraphs 11.39 – 11.48A and 12.26 – 12.29 under FRS 102 paragraph 1.12(c), on the basis that it is a qualifying entity and its immediate parent company, Kent County Trading Limited, includes the company's financial instruments disclosures in its own consolidated financial statements; and
- iii. from disclosing the company key management personnel compensation, as required by FRS 102 paragraph 33.7.

d) Foreign currency

- i. Functional and presentation currency

The company's functional and presentation currency is the pound sterling.

- ii. Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions

At each period end foreign currency monetary items are translated using the closing rate.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the profit and loss account.

e) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable and represents the amount receivable for goods supplied or services rendered, net of discounts and rebates allowed by the company and valued added taxes.

3. Summary of significant accounting policies (continued)

f) Employee benefits

The company provides a range of benefits to employees, including annual bonus arrangements, paid holiday arrangements and defined contribution pension plans.

i. Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

ii. Defined contribution pension plans

The company operates defined contribution plans for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown as accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

The company also makes defined contributions for employees transferred from Kent County Council on 1 April 2013 under a TUPE arrangement. These employees participate in the Kent County Council Pension Fund, part of the Local Government Pension Scheme, a defined benefit statutory scheme. The company's obligations to this scheme have been agreed at a fixed rate. The company accounts for the scheme as a defined contribution scheme. The pension charged to the profit and loss account represents the amounts payable by the company to the fund in respect of the year.

iii. Annual bonus plan

The company operates a number of annual bonus plans for employees. An expense is recognised in the profit and loss account when the company has a legal or constructive obligation to make payments under the plans as a result of past events and a reliable estimate of the obligation can be made.

g) Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the profit and loss account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

3. Summary of significant accounting policies (continued)

g) Taxation (continued)

i. Current tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

ii. Deferred tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

h) Intangible assets

Intangible assets are stated at cost less accumulated amortisation and accumulated impairment losses. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the assets to their residual values over their estimated useful lives, as follows:

- Computer software 5 years
- Software development 5 to 10 years

Amortisation is charged to administrative expenses in the profit and loss account.

Where factors such as technological advancement or changes in market price, indicate that residual value or useful life have changed, the residual value, useful life or amortisation rate are amended prospectively to reflect the new circumstances.

The assets are reviewed for impairment if the above factors indicate that the carrying amount may be impaired.

3. Summary of significant accounting policies (continued)

h) Intangible assets (continued)

Costs associated with maintaining computer software are recognised as an expense as incurred. Development costs that are directly attributable to the design and testing of identifiable and unique software products controlled by the company are recognised as intangible assets when the following criteria are met:

- it is technically feasible to complete the software so that it will be available for use;
- management intends to complete the software and use or sell it;
- there is an ability to use or sell the software;
- it can be demonstrated how the software will generate probable future economic benefits;
- adequate technical, financial and other resources to complete the development and to use or sell the software are available; and
- the expenditure attributable to the software during the development can be reliably measured.

Other development expenditures that do not meet these criteria are recognised as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period.

i) Tangible assets

Tangible assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

i. Fixtures, fittings and equipment

Fixtures, fittings and equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

ii. Depreciation and residual values

Depreciation on assets is calculated, using the straight-line method, to allocate the depreciable amount to their residual values over their estimated useful lives, as follows:

- Fixtures, fittings and equipment 5 to 10 years

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

3. Summary of significant accounting policies (continued)

i) Tangible assets (continued)

iii. Subsequent additions and major components

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

The carrying amount of any replaced component is derecognised. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Repairs, maintenance and minor inspection costs are expensed as incurred.

iv. Derecognition

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the profit and loss account and included in administrative expenses.

j) Borrowing costs

All borrowing costs are recognised in profit or loss in the period in which they are incurred.

k) Leased assets

At inception the company assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

i. Operating leased assets

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the profit and loss account on a straight-line basis over the period of the lease.

ii. Lease incentives

Incentives received to enter into an operating lease are credited to the profit and loss account, to reduce the lease expense, on a straight-line basis over the period of the lease.

3. Summary of significant accounting policies (continued)

l) Inventories

Inventories are stated at the lower of cost and estimated selling price less costs to sell. Inventories are recognised as an expense in the period in which the related revenue is recognised.

Cost is determined on the first-in, first-out (FIFO) method. Cost includes the purchase price, including taxes and duties and transport and handling directly attributable to bringing the inventory to its present location and condition.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the profit and loss account. Where a reversal of the impairment is required the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the profit and loss account.

m) Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks less bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

n) Financial instruments

The company has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

i. Financial assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

3. Summary of significant accounting policies (continued)

n) Financial instruments (continued)

ii. Financial liabilities

Basic financial liabilities, including trade and other payables, bank loans, loans from fellow group companies and preference shares 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.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and are subsequently measured at amortised cost using the effective interest method.

iii. Offsetting

Financial assets and liabilities are offset and 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.

o) Share capital

Ordinary shares are classified as equity.

p) Distributions to equity holders

Dividends and other distributions to the company's shareholders are recognised as a liability in the financial statements in the period in which the dividends and other distributions are approved by the shareholders. These amounts are recognised in the statement of changes in equity.

q) Related party transactions

The company discloses transactions with related parties which are not wholly owned within the same group. It does not disclose transactions with members of the same group that are wholly owned.

NOTES TO THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 31 MARCH 2016 (continued)

4. Turnover

Analysis of turnover by category:

	2016	2015
	£000	£000
Temporary staff	43,820	39,694
Facilities management	242	4,543
Recharges	6,727	6,212
Waste	2,709	4,442
Other	222	231
	53,720	55,122

5. Operating profit

Operating profit is stated after charging:

	2016	2015
	£000	£000
Wages and salaries	20,544	21,913
Social security costs	1,590	1,655
Other pension costs	1,582	1,725
Total staff costs	23,716	25,293
Amounts capitalised	(565)	(289)
Staff costs charged to profit and loss	23,151	25,004
Loss on disposal of tangible assets	-	13
Impairment of trade receivables	155	133
Audit fees payable to the company's auditor	14	13

In accordance with SI 2008/489 the company has not disclosed the fees payable to the company's auditor for 'Other services' as this information is included in the consolidated financial statements of Kent County Trading Limited.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

6. Employees and directors

Employees

The average monthly number of persons (including executive directors) employed by the company during the year was:

	2016 No.	2015 No.
Temporary staff	424	464
Administration staff	83	82
Facilities management	2	38
Direct services	397	377
Recruitment	35	32
Other	14	80
	955	1,073

Directors

The directors' emoluments were as follows:

	2016 £000	2015 £000
Aggregate emoluments	472	384
Post-employment benefits	39	36
Sums paid to third parties for directors' services	147	-
	658	420

Post employment benefits are accruing for 4 directors (2015: 4) under defined contribution schemes. No directors (2015: none) were members of company defined benefits schemes.

Highest paid director

The highest paid director's emoluments were as follows:

	2016 £000	2015 £000
Aggregate emoluments	156	153
Post-employment benefits	15	15
	171	168

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

7. Net interest expense

a) Interest receivable and similar income

	2016	2015
	£000	£000
Bank interest received	2	10
Total interest receivable and similar income	2	10

b) Interest payable and similar charges

	2016	2015
	£000	£000
Interest expense on related party loans	312	209
Total interest payable and similar charges	312	209

8. Income tax

a) Tax expense included in profit or loss

	2016	2015
	£000	£000
Current tax:		
- UK corporation tax on profits for the year	-	-
- Adjustment in respect of prior periods	-	-
Total current tax	-	-
Deferred tax:		
- Origination and reversal of timing differences	37	143
- Adjustment in respect of prior periods	(2)	-
Total deferred tax	35	143
Tax on profit on ordinary activities	35	143

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

8. Income tax (continued)

b) Reconciliation of tax charge

Tax assessed for the period is lower (2015: higher) than the standard rate of corporation tax in the UK for the year ended 31 March 2016 of 20% (2015: 20%). The differences are explained below:

	2016 £000	2015 £000
Profit on ordinary activities before tax	227	503
Profit multiplied by the standard rate of tax in the UK of 20% (2015: 20%)	45	101
Effects of:		
- Unrecognised deferred tax	-	-
- Expenses not deductible for tax purposes	(47)	(41)
- Adjustments to tax charge in respect of prior years	(2)	61
- Group relief	39	22
Tax charge for year	35	143

9. Intangible assets

	Computer software £000	Software development £000	Total £000
At 31 March 2015			
Cost	285	1,841	2,126
Accumulated amortisation	(112)	-	(112)
Net book amount	173	1,841	2,014
Year ended 31 March 2016			
Opening net book amount	173	1,841	2,014
Additions	408	867	1,275
Additions – internally generated	-	565	565
Amortisation	(69)	-	(69)
Closing net book amount	512	3,273	3,785
At 31 March 2016			
Cost	693	3,273	3,966
Accumulated amortisation	(181)	-	(181)
Net book amount	512	3,273	3,785

The company's bill validation and invoicing software is included in software development and has a carrying value of £2,859,000 and will be amortised over 10 years once completed.

The useful life of software is based on its expected utilisation by the company.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

10. Tangible assets

	Fixtures, fittings and equipment £000	Total £000
At 31 March 2015		
Cost	1,072	1,072
Accumulated depreciation	(322)	(322)
Net book amount	750	750
Year ended 31 March 2016		
Opening net book amount	750	750
Additions	27	27
Depreciation	(218)	(218)
Closing net book amount	559	559
At 31 March 2016		
Cost	1,099	1,099
Accumulated depreciation	(540)	(540)
Net book amount	559	559

11. Inventories

	2016 £000	2015 £000
Raw materials and consumables	1	-
	1	-

There is no significant difference between the replacement cost of the inventory and its carrying amount.

12. Debtors

	2016 £000	2015 £000
Trade debtors	4,577	6,781
Amounts owed by group undertakings	8	-
Other receivables	849	16
Prepayments	546	973
Accrued income	3,582	1,940
	9,562	9,710

Trade debtors are stated after provisions for impairment of £429,000 (2015: £274,000).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

13. Creditors: amounts falling due within one year

	2016	2015
	£000	£000
Trade creditors	1,239	1,215
Amounts owed to group undertakings	1,716	933
Other taxation and social security	981	1,508
Other creditors	1,109	718
Accruals and deferred income	1,811	4,152
	6,856	8,526

14. Creditors: amounts falling due after more than one year

	2016	2015
	£000	£000
Amounts falling due between one and five years		
Related party loans (see note 18)	7,950	4,400
	7,950	4,400

15. Post-employment benefits

The company provides defined contribution schemes for its employees. This includes participation in the Local Government Pension Scheme for which the employer contributions have been set at a fixed rate.

The amount recognised as an expense for the defined contribution schemes was:

	2016	2015
	£000	£000
Current period contributions	1,582	1,725

16. Provision for other liabilities

The company had the following provisions during the year:

	Deferred tax provision £000	Total £000
At 1 April 2015	114	114
Actions dealt with in profit or loss	35	35
At 31 March 2016	149	149

16. Provision for other liabilities (continued)

Deferred tax

The provision for deferred tax consists of the following deferred tax liabilities/(assets):

	2016	2015
	£000	£000
Acquired intangible assets	645	363
Capital allowances	5	25
Unused tax losses	(404)	(160)
Other timing differences	(97)	(114)
	149	114

Unused tax losses amount to £2,022,000 (2015: £805,000).

The net deferred tax liability expected to reverse in 2017 is £20,000. This primarily relates to the reversal of timing differences on acquired intangible and tangible assets and capital allowances through depreciation and amortisation, offset by expected tax deductions when payments are made to utilise provisions.

17. Share capital and other reserves

Ordinary shares of £1 each Allotted and fully paid	Number	£
At 1 April 2015	2	2
At 31 March 2016	2	2

There is a single class of ordinary shares. There are no restrictions on the distribution of dividends and the repayment of capital.

18. Related party transactions

The company has loans from Kent County Council of £7,950,000 (2015: £4,400,000). The loans are included within creditors due after one year. Interest payable on the loans from Kent County Council has been charged at £312,000 (2015: £209,000).

18. Related party transactions (continued)

During the year, the company traded with Kent County Council, the ultimate controlling party. The following transactions occurred during the financial period:

	2016 £000	2015 £000
Sales	45,525	47,348
Trade debtors	4,690	6,385
Purchases	694	1,731
Trade creditors	(26)	(1)
Other debtors	951	1,332
Other creditors	(312)	(2,665)

See note 6 for disclosure of the directors' remuneration.

The company's other related party transactions were with other companies that are wholly owned within the group and so have not been disclosed under FRS 102 paragraph 33.1A.

19. Controlling party

The immediate parent undertaking and the smallest and largest group to consolidate these financial statements is Kent County Trading Limited. Copies of the Kent County Trading Limited consolidated financial statements can be obtained from the Company Secretary at 1 Abbey Wood Road, Kings Hill, West Malling, Kent, ME19 4YT.

The ultimate parent undertaking and ultimate controlling party is Kent County Council, whose principal place of business is County Hall, Maidstone, Kent, ME14 1XQ. The financial statements of Kent County Council can be obtained from County Hall, Maidstone, Kent, ME14 1XQ.

20. Transition to FRS 102

This is the first year that the company has presented its results under FRS 102. The last financial statements prepared under the previous UK GAAP were for the year ended 31 March 2015. The date of transition to FRS 102 was 1 April 2014. Set out below are the changes in accounting policies which reconcile profit for the financial year ended 31 March 2015 and the total equity as at 1 April 2014 and 31 March 2015 between UK GAAP as previously reported and FRS 102.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

20. Transition to FRS 102 (continued)

a) Balance sheet

	Note	At 1 April 2014		FRS 102 (as restated) £000	At 31 March 2015		FRS 102 (as restated) £000
		As previously stated £000	Effect of transition £000		As previously stated £000	Effect of transition £000	
Fixed assets							
Intangible assets	D	704	113	817	1,894	120	2,014
Tangible assets	D	1,015	(113)	902	870	(120)	750
		1,719	-	1,719	2,764	-	2,764
Current assets							
Inventories		3	-	3	-	-	-
Debtors		10,418	-	10,418	9,710	-	9,710
Cash at bank and in hand		101	-	101	1,011	-	1,011
		10,522	-	10,522	10,721	-	10,721
Creditors – amounts falling due within one year	A	(8,236)	(144)	(8,380)	(8,398)	(128)	(8,526)
Net current assets		2,286	(144)	2,142	2,323	(128)	2,195
Total assets less current liabilities		4,005	(144)	3,861	5,087	(128)	4,959
Creditors – amounts falling due after more than one year		(3,805)	-	(3,805)	(4,400)	-	(4,400)
Provision for other liabilities	C	-	29	29	(140)	26	(114)
Net assets		200	(115)	85	547	(102)	445
Capital and reserves							
Called up share capital		-	-	-	-	-	-
Retained earnings		200	(115)	85	547	(102)	445
Equity attributable to owners of the parent		200	(115)	85	547	(102)	445

20. Transition to FRS 102 (continued)

b) Profit and loss account

	Note	Year ended 31 March 2015		
		As previously stated £000	Effect of transition £000	FRS 102 (as restated) £000
Turnover		55,122	-	55,122
Cost of sales		(44,226)	-	(44,226)
Gross profit		10,896	-	10,896
Administrative expenses	A	(10,210)	16	(10,194)
Operating profit		686	16	702
Interest receivable and similar income		10	-	10
Interest payable and similar charges		(209)	-	(209)
Profit on ordinary activities before taxation		487	16	503
Tax on profit on ordinary activities	C	(140)	(3)	(143)
Profit for the financial year		347	13	360

A. Holiday pay accrual

FRS 102 requires short term employee benefits to be charged to the profit and loss account as the employee service is received. This has resulted in the company recognising a liability for holiday pay of £144,000 on transition to FRS 102. Previously holiday pay accruals were not recognised and were charged to the profit and loss account as they were paid. In the year to March 2015 a credit of £16,000 was recognised in the profit and loss account and the liability at 31 March 2015 was £128,000.

B. Rent free period for operating leases

Under previous UK GAAP operating lease incentives, including rent free periods and fit-out contributions, were spread over the shorter of the lease period or the period to when the rental was set to a fair market rent. FRS 102 requires that such incentives to be spread over the lease period. The company has undertaken advantage of the exemption for existing leases at the transition date to continue to recognise these lease incentives on the same basis as previous UK GAAP. Accordingly the FRS 102 accounting policy has been applied to new operating leases entered into since 1 April 2014 with no increase in the operating lease charge or accrued lease liability.

20. Transition to FRS 102 (continued)

C. Deferred taxation

The impact on deferred tax as a result of the adjustments above and subsequent effect of the change in tax rates was to decrease the deferred tax liability at 1 April 2014 by £29,000 and increase the profit and loss account charge by £3,000 for the year ended 31 March 2015. The deferred tax liability at 31 March 2015 was decreased by £26,000.

D. Other adjustments arising on transition to FRS 102

In addition to the transition adjustments identified above which affect profit for the financial year the following adjustment has arisen which has had no effect on net equity or profit and loss account but which has affected the presentation of these items on the balance sheet:

Computer software, with a net book value of £113,000 at 1 April 2014, has been reclassified from tangible to intangible assets as required under FRS 102. This has no effect on the company's net assets nor on the profit for the year, except that the previous depreciation charge is now described as amortisation. The amount reclassified at 31 March 2015 was £120,000.

Commercial Services Trading Limited

**Financial Statements
for the year ended 31 March 2016**

Company Registration Number 05858178



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COMPANY INFORMATION

Directors	Mrs A C Baldwin J D Burr Esq J Evans Esq A Latimer Esq Mrs N Major Mrs E L Mitchell Mrs K M Short N P A Vickers Esq
Company Secretary	Mrs K M Short
Registered Office	1 Abbey Wood Road Kings Hill West Malling Kent ME19 4YT
Registered Number	05858178
Independent Auditor	Grant Thornton UK LLP Melton Street London NW1 2EP

STRATEGIC REPORT
FOR THE YEAR ENDED 31 MARCH 2016

Introduction

The directors present their strategic report for the year ended 31 March 2016.

Business review

The directors note that the company has traded at a satisfactory level during the year ended 31 March 2016.

Trade levels continue to be satisfactory and a similar performance is expected for the year ended 31 March 2017.

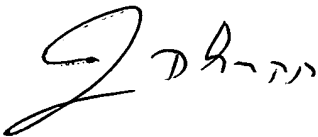
The management of the business and execution of the company's strategy are subject to current economic uncertainty caused by the underlying economic environment and the impact of austerity measures on our customers (especially in the public sector).

Failure to compete in term of price and customer service in increasingly competitive local markets could adversely affect the company's financial results.

Also failure to protect the company's reputation and brands could lead to a loss of trust and confidence and a decline in our customer base.

The company tracks financial performance using a range of financial performance indicators to assess the business, including standard accounting ratios and budget variance analysis.

This report was approved by the board on 21 July 2016 and signed on its behalf.



JD Burr Esq
Director

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016

The directors present their report and the audited financial statements of the company for the year ended 31 March 2016.

Future developments

Commercial Services Trading Limited is part of a diversified portfolio of businesses delivering a range of services with long term underlying growth prospects and some niche services to support the shareholder. This includes quality brands our customers recognise as leaders in their markets. The company is managed by a corporate centre, which sets the strategic direction of the company continually seeking opportunities to improve growth and drive returns in a manner consistent with the group's heritage of committed service to its customers, whilst promoting a culture of responsibility and integrity across the business.

The company aims to deliver shareholder value by:

- delivering organic sales growth through new services that complement the company's portfolio and expansion into new high growth markets;
- enhancing margins through operational efficiencies; and
- managing operations and working capital proficiently to generate strong cash flows.

Financial instruments

The company's activities expose it to a variety of financial risks: credit risk, liquidity risk and cash flow risk. The company's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the company's financial performance.

Risk management is carried out on a group basis by the finance department of Kent County Trading Limited using principles provided by the board.

a) Credit risk

Credit risk arises principally from the company's trade debtors. It is the risk that the counterparty fails to discharge its obligation in respect of the instrument.

The company has implemented policies which require a credit assessment, and credit checks are made on potential clients as required in accordance with these assessments. The wide client base of the company also serves to mitigate the credit risk, reducing exposure from a failure of any single client.

b) Liquidity risk

Liquidity risk arises from the company's management of working capital and the finance charges on its debt instruments. It is the risk that the company will encounter difficulty in meeting its financial obligations as they fall due.

Cash balances are managed through the central group finance department and cash outflows can be predicted with reasonable accuracy.

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

Financial instruments (continued)

c) Cash flow risk

As the company has no significant interest bearing assets, the company's income and operating cash flows are substantially independent of changes in market interest rates.

Directors

The directors, and those who served during the year and up to the date of signing these financial statements, were as follows:

Mrs A C Baldwin	(appointed 1 January 2016)
J D Burr Esq	
J Evans Esq	(appointed 22 October 2015)
S G Heywood Esq	(resigned 30 April 2016)
A Latimer Esq	(appointed 1 January 2016)
Mrs N Major	
R J F Martin Esq	(resigned 16 February 2016)
C McCoy Esq	(resigned 31 December 2015)
Mrs E L Mitchell	(appointed 22 October 2015)
G P C Parsons Esq	(resigned 28 April 2015)
R L Pimenta Esq	(resigned 30 April 2016)
Mrs K M Short	
N P A Vickers Esq	(appointed 1 May 2016)

Employees

The company's policy is to consult and discuss with employees, through unions, staff groups and at meetings, matters likely to affect employees' interests.

Information on matters of concern to employees is given through information bulletins and reports, as well as informal fortnightly meetings, which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the company's performance.

All necessary assistance with initial training courses is given to employees with disabilities. A career plan is developed to ensure suitable opportunities are available for each disabled person. Arrangements are made, wherever possible, for retraining employees who become disabled, to enable them to perform work identified as appropriate to their aptitudes and abilities.

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

Statement of director's responsibilities

The directors are responsible for preparing the annual 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, the directors have prepared 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 its profit or loss for that period. 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; and
- 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, disclose with reasonable accuracy at any time the financial position of the company, and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are directors at the time when this report is approved has confirmed that:

- as far as the director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that he/she ought to have taken as a director in order to make him/herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

By order of the board



Mrs K M Short
Company Secretary
21 July 2016

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMMERCIAL SERVICES TRADING LIMITED
FOR THE YEAR ENDED 31 MARCH 2016

We have audited the financial statements of Commercial Services Trading Limited for the year ended 31 March 2016 which comprise the statement of comprehensive income, balance sheet, statement of changes in equity and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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.

Respective responsibilities of directors and auditor

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

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2016 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF COMMERCIAL SERVICES TRADING LIMITED
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

Matters on which we are required to report by exception

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

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

Grant Thornton UK LLP

Richard Hagley
Senior Statutory Auditor
for and on behalf of Grant Thornton UK LLP
Statutory Auditor, Chartered Accountants
London
21 July 2016

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2016

	Note	2016 £000	2015 £000
Turnover	4	18,034	19,057
Cost of sales		(13,397)	(14,386)
Gross profit		4,637	4,671
Administrative expenses		(5,250)	(5,365)
Other operating income	5	899	1,035
Operating profit	6	286	341
Interest receivable and similar income	8	1	6
Interest payable and similar charges	8	(95)	(101)
Profit on ordinary activities before taxation		192	246
Tax on profit on ordinary activities	9	(36)	(11)
Profit for the financial year		156	235
Profit for the financial year attributable to owners of the parent		156	235
Total comprehensive income for the year attributable to owners of the parent		156	235

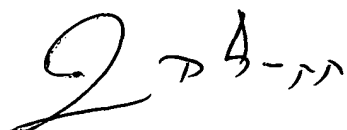
The above all relate to continuing operations of the company.

BALANCE SHEET
AS AT 31 MARCH 2016

	Note	2016 £000	2015 000
Fixed assets			
Intangible assets	10	60	59
Tangible assets	11	4,102	4,116
		4,162	4,175
Current assets			
Inventories	12	156	223
Debtors	13	7,595	6,510
Cash at bank and in hand		408	1,509
		8,159	8,242
Creditors – amounts falling due within one year	14	(4,859)	(5,597)
Net current assets		3,300	2,645
Total assets less current liabilities		7,462	6,820
Creditors – amounts falling due after more than one year	15	(1,950)	(4,500)
Provision for other liabilities	17	(178)	(142)
Net assets		5,334	2,178
Capital and reserves			
Called up share capital	18	4,000	1,000
Retained earnings		1,334	1,178
Equity attributable to owners of the parent		5,334	2,178

The notes on pages 12 to 30 are an integral part of these financial statements.

The financial statements on pages 9 to 30 were authorised for issue by the board of directors on 21 July 2016 and were signed on its behalf.



J D Burr Esq
 Director

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2016

	Called up Share capital £000	Retained earnings £000	Total £000
Balance at 1 April 2014	1,000	943	1,943
Profit for the year	-	235	235
Total comprehensive income for the year	-	235	235
Balance as at 31 March 2015	1,000	1,178	2,178
Profit for the year	-	156	156
Total comprehensive income for the year	-	156	156
Balance as at 31 March 2016	1,000	1,334	2,334

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

1. General information

Commercial Services Trading Limited ("the company") operates a diversified portfolio of businesses delivering a range of services within the UK and some niche services to support the shareholder. The company operates with a number of recognised brand names.

The company is a private company limited by shares and is incorporated in England. The address of its registered office is 1 Abbey Wood Road, Kings Hill, West Malling, Kent, ME19 4YT.

2. Statement of compliance

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

3. Summary of significant accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company accounting policies.

b) Going concern

The company relies on the support of its ultimate parent undertaking, Kent County Council. The ultimate parent undertaking has given assurances that its support will not be withdrawn. It is on this basis that the company continues to adopt the going concern basis in preparing its financial statements.

3. Summary of significant accounting policies (continued)

c) Exemptions for qualifying entities under FRS 102

FRS 102 allows a qualifying entity certain disclosure exemptions, subject to certain conditions, which have been complied with, including notification of, and no objection to, the use of exemptions by the company's shareholder.

The company has taken advantage of the following exemptions:

- i. from preparing a statement of cash flows under FRS 102 paragraph 1.12(b), on the basis that it is a qualifying entity and its immediate parent company, Kent County Trading Limited, includes the company's cash flows in its own consolidated financial statements;
- ii. from the financial instruments disclosure requirements of FRS 102 paragraphs 11.39 – 11.48A and 12.26 – 12.29 under FRS 102 paragraph 1.12(c), on the basis that it is a qualifying entity and its immediate parent company, Kent County Trading Limited, includes the company's financial instruments disclosures in its own consolidated financial statements; and
- iii. from disclosing the company key management personnel compensation, as required by FRS 102 paragraph 33.7.

d) Foreign currency

- i. Functional and presentation currency

The company's functional and presentation currency is the pound sterling.

- ii. Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions

At each period end foreign currency monetary items are translated using the closing rate.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the profit and loss account.

e) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable and represents the amount receivable for goods supplied or services rendered, net of discounts and rebates allowed by the company and valued added taxes.

3. Summary of significant accounting policies (continued)

f) Employee benefits

The company provides a range of benefits to employees, including annual bonus arrangements, paid holiday arrangements and defined contribution pension plans.

i. Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

ii. Defined contribution pension plans

The company operates defined contribution plans for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown as accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

iii. Annual bonus plan

The company operates a number of annual bonus plans for employees. An expense is recognised in the profit and loss account when the company has a legal or constructive obligation to make payments under the plans as a result of past events and a reliable estimate of the obligation can be made.

g) Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the profit and loss account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

i. Current tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

3. Summary of significant accounting policies (continued)

g) Taxation (continued)

ii. Deferred tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

h) Intangible assets

Intangible assets are stated at cost less accumulated amortisation and accumulated impairment losses. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the assets to their residual values over their estimated useful lives, as follows:

- Computer software 5 years

Amortisation is charged to administrative expenses in the profit and loss account.

Where factors such as technological advancement or changes in market price, indicate that residual value or useful life have changed, the residual value, useful life or amortisation rate are amended prospectively to reflect the new circumstances.

The assets are reviewed for impairment if the above factors indicate that the carrying amount may be impaired.

Costs associated with maintaining computer software are recognised as an expense as incurred.

3. Summary of significant accounting policies (continued)

i) Tangible assets

Tangible assets are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

i. Land and buildings

Land and buildings include leasehold office property. Land and buildings are stated at cost less accumulated depreciation and accumulated impairment losses.

ii. Plant and machinery and fixtures, fittings and equipment

Plant and machinery and fixtures, fittings and equipment are stated at cost less accumulated depreciation and accumulated impairment losses.

iii. Depreciation and residual values

Land is not depreciated. Depreciation on assets is calculated, using the straight-line method, to allocate the depreciable amount to their residual values over their estimated useful lives, as follows:

- Land and buildings 20 to 50 years
- Plant and machinery 4 to 10 years
- Fixtures, fittings and equipment 3 to 20 years

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

iv. Subsequent additions and major components

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and the cost can be measured reliably.

The carrying amount of any replaced component is derecognised. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Repairs, maintenance and minor inspection costs are expensed as incurred.

v. Derecognition

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the profit and loss account and included in administrative expenses.

3. Summary of significant accounting policies (continued)

j) Borrowing costs

All borrowing costs are recognised in profit or loss in the period in which they are incurred.

k) Leased assets

At inception the company assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

i. Operating leased assets

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the profit and loss account on a straight-line basis over the period of the lease.

ii. Lease incentives

Incentives received to enter into an operating lease are credited to the profit and loss account, to reduce the lease expense, on a straight-line basis over the period of the lease.

l) Inventories

Inventories are stated at the lower of cost and estimated selling price less costs to sell. Inventories are recognised as an expense in the period in which the related revenue is recognised.

Cost is determined on the first-in, first-out (FIFO) method. Cost includes the purchase price, including taxes and duties and transport and handling directly attributable to bringing the inventory to its present location and condition.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the profit and loss account. Where a reversal of the impairment is required the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the profit and loss account.

m) Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks less bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

3. Summary of significant accounting policies (continued)

n) Financial instruments

The company has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

i. Financial assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

ii. Financial liabilities

Basic financial liabilities, including trade and other payables, bank loans, loans from fellow group companies and preference shares 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.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and are subsequently measured at amortised cost using the effective interest method.

iii. Offsetting

Financial assets and liabilities are offset and 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

3. Summary of significant accounting policies (continued)

o) Share capital

Ordinary shares are classified as equity. Redeemable shares are classified as debt.

p) Distributions to equity holders

Dividends and other distributions to the company's shareholders are recognised as a liability in the financial statements in the period in which the dividends and other distributions are approved by the shareholders. These amounts are recognised in the statement of changes in equity.

q) Related party transactions

The company discloses transactions with related parties which are not wholly owned within the same group. It does not disclose transactions with members of the same group that are wholly owned.

4. Turnover

Analysis of turnover by category:

	2016	2015
	£000	£000
Temporary staff	3,562	4,062
Facilities management	304	-
Vehicle rental	5,021	5,339
Landscape Services	5,337	6,329
Engineering	2,277	2,353
Recharges	757	185
Other	776	789
	18,034	19,057

5. Other operating income

	2016	2015
	£000	£000
Rent received	401	482
Service charge receivable	498	553
	899	1,035

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

6. Operating profit

Operating profit is stated after charging:

	2016	2015
	£000	£000
Wages and salaries	2,128	1,878
Social security costs	180	168
Other pension costs	87	78
Staff costs charged to profit and loss	2,395	2,124
Loss on disposal of tangible assets	2	3
Impairment of trade receivables	31	(2)
Operating lease charges	3,526	3,918
Audit fees payable to the company's auditor	8	13

In accordance with SI 2008/489 the company has not disclosed the fees payable to the company's auditor for 'Other services' as this information is included in the consolidated financial statements of Kent County Trading Limited.

7. Employees and directors

Employees

The average monthly number of persons (including executive directors) employed by the company during the year was:

	2016	2015
	No.	No.
Facilities management	14	6
Landscape services	37	41
Engineering	7	5
Recruitment	24	15
Other	16	15
	98	82

Directors

The directors' emoluments were paid by a fellow subsidiary undertaking.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

8. Net interest expense

a) Interest receivable and similar income

	2016	2015
	£000	£000
Bank interest received	1	6
Total interest receivable and similar income	1	6

b) Interest payable and similar charges

	2016	2015
	£000	£000
Interest expense on related party loans	95	101
Total interest payable and similar charges	95	101

9. Income tax

a) Tax expense included in profit or loss

	2016	2015
	£000	£000
Current tax:		
- UK corporation tax on profits for the year	-	-
- Adjustment in respect of prior periods	-	-
Total current tax	-	-
Deferred tax:		
- Origination and reversal of timing differences	31	11
- Adjustment in respect of prior periods	5	-
Total deferred tax	36	11
Tax on profit on ordinary activities	36	11

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

9. Income tax (continued)

b) Reconciliation of tax charge

Tax assessed for the period is lower (2015: lower) than the standard rate of corporation tax in the UK for the year ended 31 March 2016 of 20% (2015: 20%). The differences are explained below:

	2016 £000	2015 £000
Profit on ordinary activities before tax	192	246
Profit multiplied by the standard rate of tax in the UK of 20% (2015: 20%)	38	49
Effects of:		
- Expenses not deductible for tax purposes	12	11
- Adjustments to tax charge in respect of prior years	5	(27)
- Group relief received	(19)	(22)
Tax charge for year	36	11

10. Intangible assets

	Computer software £000	Total £000
At 31 March 2015		
Cost	77	77
Accumulated amortisation	(18)	(18)
Net book amount	59	59
Year ended 31 March 2016		
Opening net book amount	59	59
Additions	16	16
Amortisation	(15)	(15)
Closing net book amount	60	60
At 31 March 2016		
Cost	93	93
Accumulated amortisation	(33)	(33)
Net book amount	60	60

The useful life of software is based on its expected utilisation by the company.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

11. Tangible assets

	Land and buildings £000	Plant and machinery £000	Fixtures, fittings and equipment £000	Total £000
At 31 March 2015				
Cost	2,507	72	1,853	4,432
Accumulated depreciation	(119)	(2)	(195)	(316)
Net book amount	2,388	70	1,658	4,116
Year ended 31 March 2016				
Opening net book amount	2,388	70	1,658	4,116
Additions	7	184	13	204
Disposals	(2)	-	-	(2)
Depreciation	(60)	(46)	(110)	(216)
Closing net book amount	2,333	208	1,561	4,102
At 31 March 2016				
Cost	2,512	256	1,866	4,634
Accumulated depreciation	(179)	(48)	(305)	(532)
Net book amount	2,333	208	1,561	4,102

The net book value of land, included in land and buildings above, comprises:

	2016 £000	2015 £000
Long leasehold	593	593
Carrying amount	593	593

12. Inventories

	2016 £000	2015 £000
Raw materials and consumables	36	89
Work in progress	120	134
	156	223

There is no significant difference between the replacement cost of the inventory and its carrying amount.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

13. Debtors

	2016 £000	2015 £000
Trade debtors	2,267	2,316
Amounts owed by group undertakings	1,791	933
Other receivables	136	131
Prepayments	1,450	2,288
Accrued income	1,951	842
	7,595	6,510

Trade debtors are stated after provisions for impairment of £79,000 (2015: £52,000).

14. Creditors: amounts falling due within one year

	2016 £000	2015 £000
Trade creditors	755	1,321
Amounts owed to group undertakings	1,000	925
Other taxation and social security	225	40
Other creditors	559	536
Accruals and deferred income	2,320	2,775
	4,859	5,597

15. Creditors: amounts falling due after more than one year

	2016 £000	2015 £000
Amounts falling due between one and five years		
Related party loans (see note 20)	1,950	1,500
Share capital treated as debt (see note 18)	-	3,000
	1,950	4,500

16. Post-employment benefits

The company provides defined contribution schemes for its employees. The amount recognised as an expense for the defined contribution schemes was:

	2016 £000	2015 £000
Current period contributions	87	78

NOTES TO THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 31 MARCH 2016 (continued)

17. Provision for other liabilities

The company had the following provisions during the year:

	Deferred tax provision £000	Total £000
At 1 April 2015	142	142
Actions dealt with in profit or loss	36	36
At 31 March 2016	178	178

Deferred tax

The provision for deferred tax consists of the following deferred tax liabilities/(assets):

	2016 £000	2015 £000
Capital allowances	191	159
Other timing differences	(13)	(17)
	178	142

The net deferred tax liability expected to reverse in 2017 is £17,000. This primarily relates to the reversal of timing differences on acquired intangible and tangible assets and capital allowances through depreciation and amortisation, offset by expected tax deductions when payments are made to utilise provisions.

18. Share capital and other reserves

Ordinary shares of £1 each Allotted and fully paid	Number	£000
At 1 April 2015	1,000,002	1,000
Conversion of redeemable shares	3,000,000	3,000
At 31 March 2016	4,000,002	4,000

On 18th February 2016 the Redeemable shares of £1 each and the Redeemable 2017 shares of £1 each were converted into and redesignated as ordinary shares of £1 each with the same rights as the existing ordinary shares of £1 each.

There is a single class of ordinary shares. There are no restrictions on the distribution of dividends and the repayment of capital.

18. Share capital and other reserves (continued)

Shares classified as debt		
Allotted and fully paid	Number	£000
At 1 April 2015	3,000,000	3,000
Conversion to ordinary shares	(3,000,000)	(3,000)
At 31 March 2016	-	-

There were two classes of redeemable shares in issue. Both classes entitled the holder to one vote in any circumstance. The Redeemable shares of £1,000,000 and Redeemable 2017 shares of £2,000,000 were redeemable at the option of the company or the shareholder at any time after 1 April 2016 and 1 April 2017 respectively. No premium was payable on redemption.

19. Capital and other commitments

The company had the following future minimum lease payments under non-cancellable operating leases for each of the following periods:

Payments due	2016	2015
	£000	£000
Not later than one year	2,986	3,223
Later than one year and not later than five years	5,422	5,979
Later than five years	13,271	14,028
	21,679	23,230

The company had no other off-balance sheet arrangements.

20. Related party transactions

The company has loans from Kent County Council of £1,950,000 (2015: £1,500,000). The loans are included within creditors due after one year. Interest payable on the loans from Kent County Council has been charged at £95,000 (2015: £101,000).

During the year, the company traded with Kent County Council, the ultimate controlling party. The following transactions occurred during the financial period:

	2016	2015
	£000	£000
Sales	3,423	5,531
Trade debtors	296	825
Purchases	2,813	2,698
Trade creditors	(47)	(683)
Other debtors	-	10
Other creditors	(459)	(401)

20. Related party transactions (continued)

See note 7 for disclosure of the directors' remuneration.

The company's other related party transactions were with other companies that are wholly owned within the group and so have not been disclosed under FRS 102 paragraph 33.1A.

21. Controlling party

The immediate parent undertaking and the smallest and largest group to consolidate these financial statements is Kent County Trading Limited. Copies of the Kent County Trading Limited consolidated financial statements can be obtained from the Company Secretary at 1 Abbey Wood Road, Kings Hill, West Malling, Kent, ME19 4YT.

The ultimate parent undertaking and ultimate controlling party is Kent County Council, whose principal place of business is County Hall, Maidstone, Kent, ME14 1XQ. The financial statements of Kent County Council can be obtained from County Hall, Maidstone, Kent, ME14 1XQ.

22. Transition to FRS 102

This is the first year that the company has presented its results under FRS 102. The last financial statements prepared under the previous UK GAAP were for the year ended 31 March 2015. The date of transition to FRS 102 was 1 April 2014. Set out below are the changes in accounting policies which reconcile profit for the financial year ended 31 March 2015 and the total equity as at 1 April 2014 and 31 March 2015 between UK GAAP as previously reported and FRS 102.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

22. Transition to FRS 102 (continued)

a) Balance sheet

	Note	At 1 April 2014		FRS 102 (as restated) £000	At 31 March 2015		FRS 102 (as restated) £000
		As previously stated £000	Effect of transition £000		As previously stated £000	Effect of transition £000	
Fixed assets							
Intangible assets	D	-	50	50	-	59	59
Tangible assets	D	4,131	(50)	4,081	4,175	(59)	4,116
		4,131	-	4,131	4,175	-	4,175
Current assets							
Inventories		272	-	272	223	-	223
Debtors		7,908	-	7,908	6,510	-	6,510
Cash at bank and in hand		418	-	418	1,509	-	1,509
		8,598	-	8,598	8,242	-	8,242
Creditors – amounts falling due within one year							
	A	(4,806)	(14)	(4,820)	(5,582)	(15)	(5,597)
Net current assets							
		3,792	(14)	3,778	2,660	(15)	2,645
Total assets less current liabilities							
Creditors – amounts falling due after more than one year		(5,835)	-	(5,835)	(4,500)	-	(4,500)
Provision for other liabilities	C	(134)	3	(131)	(145)	3	(142)
Net assets							
		1,954	(11)	1,943	2,190	(12)	2,178
Capital and reserves							
Called up share capital		1,000	-	1,000	1,000	-	1,000
Retained earnings		954	(11)	943	1,190	(12)	1,178
Equity attributable to owners of the parent							
		1,954	(11)	1,943	2,190	(12)	2,178

22. Transition to FRS 102 (continued)

b) Profit and loss account

	Note	Year ended 31 March 2015		
		As previously stated £000	Effect of transition £000	FRS 102 (as restated) £000
Turnover		19,057	-	19,057
Cost of sales		(14,386)	-	(14,386)
Gross profit		4,671	-	4,671
Administrative expenses	A	(5,364)	(1)	(5,365)
Other operating income		1,035	-	1,035
Operating profit		342	(1)	341
Interest receivable and similar income		6	-	6
Interest payable and similar charges		(101)	-	(101)
Profit on ordinary activities before taxation		247	(1)	246
Tax on profit on ordinary activities	C	(11)	-	(11)
Profit for the financial year		236	(1)	235

A. Holiday pay accrual

FRS 102 requires short term employee benefits to be charged to the profit and loss account as the employee service is received. This has resulted in the company recognising a liability for holiday pay of £14,000 on transition to FRS 102. Previously holiday pay accruals were not recognised and were charged to the profit and loss account as they were paid. In the year to March 2015 an additional charge of £1,000 was recognised in the profit and loss account and the liability at 31 March 2015 was £15,000.

B. Rent free period for operating leases

Under previous UK GAAP operating lease incentives, including rent free periods and fit-out contributions, were spread over the shorter of the lease period or the period to when the rental was set to a fair market rent. FRS 102 requires that such incentives to be spread over the lease period. The company has undertaken advantage of the exemption for existing leases at the transition date to continue to recognise these lease incentives on the same basis as previous UK GAAP. Accordingly the FRS 102 accounting policy has been applied to new operating leases entered into since 1 April 2014 with no increase in the operating lease charge or accrued lease liability.

22. Transition to FRS 102 (continued)

C. Deferred taxation

The impact on deferred tax as a result of the adjustments above and subsequent effect of the change in tax rates was to decrease the deferred tax liability at 1 April 2014 by £3,000. The deferred tax liability at 31 March 2015 was decreased by £3,000.

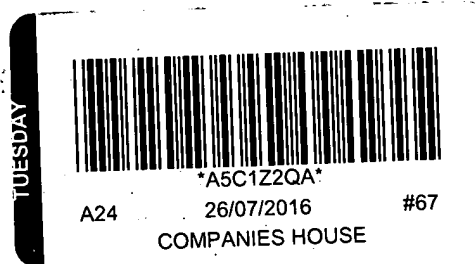
D. Other adjustments arising on transition to FRS 102

In addition to the transition adjustments identified above which affect profit for the financial year the following adjustment has arisen which has had no effect on net equity or profit and loss account but which has affected the presentation of these items on the balance sheet:

Computer software, with a net book value of £50,000 at 1 April 2014, has been reclassified from tangible to intangible assets as required under FRS 102. This has no effect on the company's net assets nor on the profit for the year, except that the previous depreciation charge is now described as amortisation. The amount reclassified at 31 March 2015 was £59,000.

Kent Top Temps Limited
Financial Statements
for the year ended 31 March 2016

Company Registration Number 05242900



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COMPANY INFORMATION

Directors	Mrs A C Baldwin J D Burr Esq J Evans Esq A Latimer Esq Mrs N Major Mrs E L Mitchell Mrs K M Short N P A Vickers Esq
Company Secretary	Mrs K M Short
Registered Office	1 Abbey Wood Road Kings Hill West Malling Kent ME19 4YT
Registered Number	05242900
Independent Auditor	Grant Thornton UK LLP Melton Street London NW1 2EP

STRATEGIC REPORT
FOR THE YEAR ENDED 31 MARCH 2016

Introduction

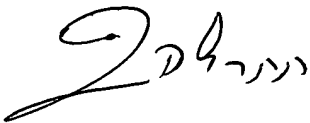
The directors present their strategic report for the year ended 31 March 2016.

Business review

The business ceased trading in December 2013.

The directors expect the company to remain non-trading for the foreseeable future. There are currently no principal risks and uncertainties facing the company.

This report was approved by the board on 21 July and signed on its behalf.



JD Burr Esq
Director

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016

The directors present their report and the audited financial statements of the company for the year ended 31 March 2016.

Future developments

Kent Top Temps Limited is part of a diversified portfolio of businesses delivering a range of services with long term underlying growth prospects and some niche services to support the shareholder. This includes quality brands our customers recognise as leaders in their markets. The company is managed by a corporate centre, which sets the strategic direction of the company continually seeking opportunities to improve growth and drive returns in a manner consistent with the group's heritage of committed service to its customers, whilst promoting a culture of responsibility and integrity across the business.

There is currently has no plan to trade through Kent Top Temps Limited, which will remain dormant for the foreseeable future.

Directors

The directors, and those who served during the year and up to the date of signing these financial statements, were as follows:

Mrs A C Baldwin	(appointed 1 January 2016)
J D Burr Esq	
J Evans Esq	(appointed 22 October 2015)
S G Heywood Esq	(resigned 30 April 2016)
A Latimer Esq	(appointed 1 January 2016)
Mrs N Major	
R J F Martin Esq	(resigned 16 February 2016)
C McCoy Esq	(resigned 31 December 2015)
Mrs E L Mitchell	(appointed 22 October 2015)
G P C Parsons Esq	(resigned 28 April 2015)
R L Pimenta Esq	(resigned 30 April 2016)
Mrs K M Short	
N P A Vickers Esq	(appointed 1 May 2016)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

Statement of director's responsibilities

The directors are responsible for preparing the annual 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, the directors have prepared 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 its profit or loss for that period. 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

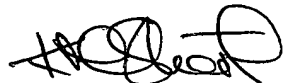
The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions, disclose with reasonable accuracy at any time the financial position of the company, and enable them to ensure that the financial statements comply with the Companies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

Disclosure of information to auditors

Each of the persons who are directors at the time when this report is approved has confirmed that:

- as far as the director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that he/she ought to have taken as a director in order to make him/herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

By order of the board



Mrs K M Short
Company Secretary
21 July 2016

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF KENT TOP TEMPS LIMITED
FOR THE YEAR ENDED 31 MARCH 2016

We have audited the financial statements of Kent Top Temps Limited for the year ended 31 March 2016 which comprise the statement of comprehensive income, balance sheet, statement of changes in equity and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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.

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement set out on page 5, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2016 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

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

KENT TOP TEMPS LIMITED
COMPANY REGISTRATION NUMBER: 05242900

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF KENT TOP TEMPS LIMITED
FOR THE YEAR ENDED 31 MARCH 2016 (continued)**

Matters on which we are required to report by exception

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

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



Richard Hagley
Senior Statutory Auditor
for and on behalf of Grant Thornton UK LLP
Statutory Auditor, Chartered Accountants
London
21 July 2016

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2016

	Note	2016 £000	2015 £000
Administrative expenses		-	(7)
Other operating income		151	-
Operating profit/(loss)	4	151	(7)
Interest receivable and similar income	5	1	3
Interest payable and similar charges	5	(1)	-
Profit/(loss) on ordinary activities before taxation		151	(4)
Tax on profit/(loss) on ordinary activities	6	-	(13)
Profit/(loss) for the financial year		151	(17)
Profit/(loss) for the financial year attributable to owners of the parent		151	(17)
Total comprehensive income for the year attributable to owners of the parent		151	(17)

The above all relate to continuing operations of the company.


KENT TOP TEMPS LIMITED
COMPANY REGISTRATION NUMBER: 05242900

BALANCE SHEET
AS AT 31 MARCH 2016

	Note	2016 £000	2015 000
Current assets			
Debtors	7	1,150	1,089
Cash at bank and in hand		287	300
		1,437	1,389
Creditors – amounts falling due within one year	8	(94)	(197)
Net current assets		1,343	1,192
Net assets		1,343	1,192
Capital and reserves			
Called up share capital	9	-	-
Retained earnings		1,343	1,192
Equity attributable to owners of the parent		1,343	1,192

The notes on pages 11 to 18 are an integral part of these financial statements.

The financial statements on pages 8 to 18 were authorised for issue by the board of directors on 21 July 2016 and were signed on its behalf.



J D Burr Esq
Director

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2016

	Called up Share capital £000	Retained earnings £000	Total £000
Balance at 1 April 2014	-	1,209	1,209
Loss for the year	-	(17)	(17)
Total comprehensive income for the year	-	(17)	(17)
Balance as at 31 March 2015	-	1,192	1,192
Profit for the year	-	151	151
Total comprehensive income for the year	-	151	151
Balance as at 31 March 2016	-	1,343	1,343

1. General information

Kent Top Temps Limited ("the company") is a non-trading company.

The company is a private company limited by shares and is incorporated in England. The address of its registered office is 1 Abbey Wood Road, Kings Hill, West Malling, Kent, ME19 4YT.

2. Statement of compliance

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

3. Summary of significant accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

a) Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company accounting policies.

b) Going concern

After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. The company therefore continues to adopt the going concern basis in preparing its financial statements.

3. Summary of significant accounting policies (continued)

c) Exemptions for qualifying entities under FRS 102

FRS 102 allows a qualifying entity certain disclosure exemptions, subject to certain conditions, which have been complied with, including notification of, and no objection to, the use of exemptions by the company's shareholder.

The company has taken advantage of the following exemptions:

- i. from preparing a statement of cash flows under FRS 102 paragraph 1.12(b), on the basis that it is a qualifying entity and its immediate parent company, Kent County Trading Limited, includes the company's cash flows in its own consolidated financial statements;
- ii. from the financial instruments disclosure requirements of FRS 102 paragraphs 11.39 – 11.48A and 12.26 – 12.29 under FRS 102 paragraph 1.12(c), on the basis that it is a qualifying entity and its immediate parent company, Kent County Trading Limited, includes the company's financial instruments disclosures in its own consolidated financial statements; and
- iii. from disclosing the company key management personnel compensation, as required by FRS 102 paragraph 33.7.

d) Foreign currency

- i. Functional and presentation currency

The company's functional and presentation currency is the pound sterling.

- ii. Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions

At each period end foreign currency monetary items are translated using the closing rate.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the profit and loss account.

e) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable and represents the amount receivable for goods supplied or services rendered, net of discounts and rebates allowed by the company and valued added taxes.

3. Summary of significant accounting policies (continued)

f) Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the profit and loss account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

i. Current tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

ii. Deferred tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

g) Borrowing costs

All borrowing costs are recognised in profit or loss in the period in which they are incurred.

h) Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks less bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

3. Summary of significant accounting policies (continued)

i) Financial instruments

The company has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

i. Financial assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for *objective evidence of impairment*. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

ii. Financial liabilities

Basic financial liabilities, including trade and other payables, bank loans, loans from fellow group companies and preference shares 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.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and are subsequently measured at amortised cost using the effective interest method.

iii. Offsetting

Financial assets and liabilities are offset and 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.

3. Summary of significant accounting policies (continued)

j) Share capital

Ordinary shares are classified as equity.

k) Distributions to equity holders

Dividends and other distributions to the company's shareholders are recognised as a liability in the financial statements in the period in which the dividends and other distributions are approved by the shareholders. These amounts are recognised in the statement of changes in equity.

l) Related party transactions

The company discloses transactions with related parties which are not wholly owned within the same group. It does not disclose transactions with members of the same group that are wholly owned.

4. Operating profit/(loss)

Operating profit/(loss) is stated after charging:

	2016	2015
	£000	£000
Audit fees payable to the company's auditor	2	3

In accordance with SI 2008/489 the company has not disclosed the fees payable to the company's auditor for 'Other services' as this information is included in the consolidated financial statements of Kent County Trading Limited.

5. Net interest expense

a) Interest receivable and similar income

	2016	2015
	£000	£000
Bank interest received	1	3
Total interest receivable and similar income	1	3

b) Interest payable and similar charges

	2016	2015
	£000	£000
Interest expense	1	-
Total interest payable and similar charges	1	-

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

6. Income tax

a) Tax expense included in profit or loss

	2016	2015
	£000	£000
Current tax:		
- UK corporation tax on profits for the year	-	-
- Adjustment in respect of prior periods	-	13
Total current tax	-	13
Deferred tax:		
- Origination and reversal of timing differences	-	-
- Adjustment in respect of prior periods	-	-
Total deferred tax	-	-
Tax on profit on ordinary activities	-	13

b) Reconciliation of tax charge

Tax assessed for the period is lower (2015: higher) than the standard rate of corporation tax in the UK for the year ended 31 March 2016 of 20% (2015: 20%). The differences are explained below:

	2016	2015
	£000	£000
Profit/(loss) on ordinary activities before tax	151	(4)
Profit/(loss) multiplied by the standard rate of tax in the UK of 20% (2015: 20%)	30	(1)
Effects of:		
- Unrecognised deferred tax	(10)	1
- Adjustments to tax charge in respect of prior years	-	13
- Group relief	(20)	-
Tax charge for year	-	13

Unused tax losses amount to £nil (2015: £52,000)

7. Debtors

	2016	2015
	£000	£000
Amounts owed by group undertakings	1,000	925
Related party receivables (see note 10)	149	149
Prepayments	1	15
	1,150	1,089

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (continued)

8. Creditors: amounts falling due within one year

	2016	2015
	£000	£000
Trade creditors	10	183
Amounts owed to group undertakings	83	-
Corporation tax	-	13
Other creditors	1	1
	94	197

9. Share capital and other reserves

Ordinary shares of £1 each Allotted and fully paid	Number	£
At 1 April 2015	2	2
At 31 March 2016	2	2

There is a single class of ordinary shares. There are no restrictions on the distribution of dividends and the repayment of capital.

10. Related party transactions

The following transactions occurred during the financial period with Kent County Council, the ultimate controlling party:

	2016	2015
	£000	£000
Other debtors	149	149

The company is exempt from disclosing other related party transactions as they are with other companies that are wholly owned within the group.

11. Controlling party

The immediate parent undertaking and the smallest and largest group to consolidate these financial statements is Kent County Trading Limited. Copies of the Kent County Trading Limited consolidated financial statements can be obtained from the Company Secretary at 1 Abbey Wood Road, Kings Hill, West Malling, Kent, ME19 4YT.

The ultimate parent undertaking and ultimate controlling party is Kent County Council, whose principal place of business is County Hall, Maidstone, Kent, ME14 1XQ. The financial statements of Kent County Council can be obtained from County Hall, Maidstone, Kent, ME14 1XQ.

12. Transition to FRS 102

This is the first year that the company has presented its results under FRS 102. The last financial statements prepared under the previous UK GAAP were for the year ended 31 March 2015. The date of transition to FRS 102 was 1 April 2014. There are no changes in accounting policies which restate profit for the financial year ended 31 March 2015 and the total equity as at 1 April 2014 and 31 March 2015 between UK GAAP as previously reported and under FRS 102.