

PRAXIS CARE
(Company Limited by Guarantee)

CONSOLIDATED FINANCIAL STATEMENTS 31 MARCH 2019

Company Registration Number NI 017623
HMRC Charity Number XN 80842
Registered with the Charity Commission for Northern Ireland NIC103672

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

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PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Company information

Registered Charity Name:	Praxis Care
HMRC Charity Number:	XN 80842
Charity Commission Number:	NIC103672
Company Registration Number:	NI 017623
Registered office:	25-31 Lisburn Road Belfast BT9 7AA
Directors:	Mr. K S Brundle - Chair Mr. J McGregor – Vice Chair Mr. J L Barrons Dr C Kennedy Ms. C Phillips Mrs. N Roche Mr. O Paulin Mr. H A Hunter Mr. A Nolan (resigned Sept 2018) Mr. K Simpson (resigned Sept 2018) Mr. T Hopkins
Secretary:	Mr. O Paulin
Auditor:	Moore (NI) LLP Donegall House 7 Donegall Square North Belfast BT1 5GB
Bankers:	Bank of Ireland University Road Belfast BT7 1NA
Solicitors:	Murphy O'Rawe Scottish Provident Buildings 4 th Floor 7 Donegall Square West Belfast BT1 6JF

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Strategic Report

The Trustees, who are also Directors for the purposes of company law, present their strategic report for the year ended 31 March 2019.

Objectives and Activities

The objectives for which the organisation was established are:

- To promote the preservation and safeguarding of mental health, to support individuals with a range of mental illnesses, disabilities or any other condition or circumstance and to include, without limitation, those persons who have a learning disability or illness due to old age or any other condition;
- To promote and undertake research into the special problems of mental illness, disability or any other condition or circumstance and to include the learning disabled and older people;
- To promote the rehabilitation, training, education, therapy and health care of those persons aforementioned;
- To advance the education of the public in all aspects of mental health, all forms of mental illness, disability or any other condition or circumstance; and
- To undertake any other charitable purpose.

In the furtherance of these objectives, Praxis Care has continued to:

- Provide care and support to vulnerable individuals with mental ill health, learning disability and dementia to facilitate their participation in everyday living and enjoy an improved quality of life. Praxis Care provides this support through a range of services offering accommodation, support, day care and counselling. Further details are provided below.
- Carry out research, both internal and external in partnership with universities and other voluntary organisations. Research aims to provide an evidence base to ensure that interventions used are at the forefront of global best practice.
- Provide opportunities for individuals to access training and develop skills through its day care and day activity programs thus equipping them to enjoy everyday life.
- Raise public awareness and understanding of all aspects of mental health and disability through its participation in conferences, events, research and involvement in local communities. An annual conference in Ireland focuses on current themes in the area of social care and attracts a large audience of professionals from statutory and voluntary services.

Praxis Care's values ensure that the service user is at the centre of all activities undertaken by the organisation in fulfilling its vision and mission.

Praxis Care has robust policies and procedures in place to ensure that risks are mitigated to avoid harm to beneficiaries or other individuals.

The Trustees have paid due regard to the Charity Commission guidance on public benefit and are confident that aims and objectives are in accordance with the regulations.

Financial Review and Results for the Year

Praxis Care experienced a growth in business in the year ended 31 March 2019 with total incoming resources of £39.6m compared to £33.7m in 2018. This is primarily due to the commencement of a number of new services in the year. The Charity had a net increase in funds of £1,657,177 for the year ended 31 March 2019 before unrealised gains and losses (2018: £1,704,672).

During 2018/19 Praxis Care was successful in winning new business in Northern Ireland, Republic of Ireland and England. Some of these new developments became operational within 2018/19 and others are timetabled for the next 18-24 months. In addition, there will be expansion within existing schemes as demand for support for individuals with complex needs continues to grow.

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Strategic Report (continued)

Plans for Future Periods

Praxis Care will continue to expand its service provision with a range of high quality and innovative developments in Northern Ireland, the Republic of Ireland, England and the Isle of Man in line with the organisation's strategic and business plans.

Strategy

The Trustees set the strategic objectives which articulate the vision and mission of the organisation and identify the high level corporate aims to be achieved over a rolling three year period. The Senior Leadership Team reviews the Strategic Plan annually, considering both the external environment and relevant internal issues that might affect the organisation's ability to achieve its intended aims. Views are sought from key stakeholders within the organisation before the Chief Executive presents the draft to the Praxis Care Board at the annual Strategic Planning Away Day. Following this the Strategic Plan is confirmed for the next year.

Praxis Care's strategy is based on 7 pillars:

- Safe and effective service delivery
- Service user / carer empowerment
- Continual quality improvement
- Investing in people
- Value for money
- Growth
- Social responsibility

Organisational objectives are set in line with Praxis Care's values, vision and mission, taking into account the internal and external environments and risk management policy. The objectives in the Praxis Care Business Plan are also reviewed quarterly and revised as required.

Risk Management

Praxis Care operates a Governance Committee set up in response to SORP 2000 and the Turnbull Report as a vehicle for managing risk. The Committee oversees all governance matters relating within the context of the overall responsibilities of the main Board which cannot be delegated as outlined in the document "Matters reserved for the Board". The Risk Management Policy and Risk Register evaluate the likelihood and severity of potential risks and the systems that are in place to mitigate exposure to these risks. The register is reviewed by the Governance Committee at every meeting with changes in the risk profile reported to the Board at every meeting. The Board is satisfied that appropriate steps are being taken to mitigate exposure to risks identified.

Liquidity Risk

A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditor balances to ensure sufficient working capital.

Interest Rate Risk

Praxis Care finances its operations through a mixture of retained surpluses and cash flow management. The organisation's exposure to interest fluctuations on its borrowings is managed through an annual review of its long-term borrowing requirements.

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Strategic Report (continued)

Credit Risk

Praxis Care's principal financial assets are cash and debtors. The credit risk associated with cash is limited. The principal credit risk arises therefore from debtors. In order to manage credit risk the Trustees review the follow-up on outstanding debts on a regular basis.

By order of the Directors



Chair
Mr. K S Brundle
Date: 26 September 2019

Registered office:
25-31 Lisburn Road
Belfast

PRAXIS CARE
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Directors' report

The Directors have pleasure in presenting their report and the financial statements of the Charity for the year ended 31 March 2019.

Achievements and Performance

The results for the main Programmes of Care operating under the Praxis Care umbrella are included within these financial statements.

These main Programmes of Care are:

- **Mental Health**, which provides a range of supported living services to people experiencing mental ill health. Praxis Care also provides home response, domiciliary care and day activity / drop-in and "out of hours" services that offer individuals with mental ill health and related complex needs assistance in the planning and management of their social routines. Counselling and support services are also provided to individuals suffering from agoraphobia and anxiety and other mental ill-health conditions. During the year Praxis Care has provided services to approximately 570 individuals (plus 1,254 clients through counselling services).
- **Learning Disabilities**, which assists adults and children with a learning disability or acquired brain injury to live in appropriate community settings, through offering a holistic range of care and diversional activity. Praxis Care specialises in services for adults and children who have complex needs, including challenging behaviours, which could not normally be met outside a hospital or institutional setting. These services include a range of residential and supported living schemes and the provision of work and training opportunities. During the year Praxis Care has provided services to approximately 502 clients.
- **Elderly Services**, which provides supported living services for older people including people with dementia. This model of support enables people to maintain their independence within the living environment of their choice as well as supporting family and primary care givers. Praxis Care has provided services to over 156 clients during the year.

Services provided within these three main programmes of care include:

Accommodation & Support. There are various accommodation models, residential care home, group living, residential flat cluster, flat cluster, dispersed intensively supported housing (DISH) and housing and support for individuals with dementia. Accommodation schemes offer an opportunity for clients to live in a community setting which best meets their needs.

Volunteer Befriending. Praxis Care operates a volunteer befriending scheme with over 30 matched friendships. Volunteer befrienders can help minimise the feeling of isolation, reduce pressure on families and help to alleviate poor health and the risk of hospital admission.

Home Response / Domiciliary Care. Praxis Care schemes provide several hundred hours of home response support on a weekly basis. Home response services provide a valuable link to the outside world and reduce the feeling of isolation that can compound mental health problems. Staff provide a range of practical support regarding home management and daily living tasks as well as emotional and social support through befriending, companionship and encouraging participating in educational, vocational and recreational activities. Staff can help in monitoring physical and mental wellbeing and, where necessary, can assist with personal care tasks.

Workskills / Day Activity. Praxis Care believes that every individual has a right to meaningful activity during the day. For some, the development of self-help and other life skills may be limited, however, the organisation aspires to enable each individual to develop and acquire skills relevant to adulthood and a level of self-reliance. The organisation has developed a range of projects that meet differing needs with a range of diversional and educational activities at day activity/workskills projects. Service users work in cookie companies and horticultural projects that fully utilise the skills and interests of the individuals

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Directors' report (continued)

involved. These schemes enable access to rehabilitation, training, education therapy and healthcare and an improved quality of life by facilitating individuals to take an active part in contributing to the economy and integrating into local communities.

Respite Residential Care. Praxis Care provides long term care or shared care for children with severe learning disabilities where families are no longer able to provide care wholly in the family home. The organisation also provides respite for families whose children require high levels of personal care to facilitate breaks for carers to enable them to continue in their primary caring role. The organisation provides respite breaks either in a residential setting or in the child's own home.

Floating Support. Floating Support services are short term (normally less than two years), flexible services provided to individuals in their own homes. Floating Support services are linked to the individual and not the accommodation meaning that if an individual moves house the service can follow the individual as long as they remain in the service's catchment area. Floating Support aims to maximise an individual's independence while supporting them to maintain their own home.

Carer Advocacy. This scheme has been developed in the Belfast Trust area to meet the needs of those who care for people with mental ill health. Carers want to be involved, want to be valued and want to secure the best care as quickly as possible for the person they love. This can be achieved by some of the following issues being addressed: access to a mental health or social care professional on request; prompt response to requests for help; having needs assessed and met; support in obtaining breaks from caring; information on the mental health problem affecting the person they are caring for; information on treatments, alternative treatments and their effects; and information on the support that will be provided when the carer is no longer available.

Research. Praxis Care's Research Department conducts in-house and commissioned research in the area of learning disabilities, mental health, conditions of older people, acquired brain injury and other health and social care issues. The Praxis Care Research Department also collaborates on research projects with universities and other service providers including a study of transitions and outcomes for care leavers with mental health and/or intellectual disabilities. Current partners include Queen's University of Belfast, the Mental Health Foundation, the Association for Real Change (ARC NI) and Compass Advocacy Network (CAN). During 2018/19, Praxis Care Research was involved in evaluating training courses for the in-house Learning & Development Department as well as beginning research on a study of staff wellbeing. The Department has also participated in a number of externally funded, co-produced, collaborative projects in the areas of supported decision making, physical activity for people with mental ill health and safeguarding.

Structure, Governance and Management

Governing Document

Praxis Care is a company limited by guarantee (registration number: NI 017623), not having a share capital. It is governed by its Memorandum and Articles of Association. The company has charitable tax status with HM Revenue & Customs (reference number: XN80842) and is Registered with The Charity Commission for Northern Ireland (NIC103672).

Praxis Care is also registered with the Charities Regulatory Authority (charity regulator in Republic of Ireland).

Praxis Care operates according to the Principles outlined in The Code of Good Governance. The Governance Committee monitors compliance and identifies actions and completion dates for any issues identified.

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Directors' report (*continued*)

Recruitment and Appointment of Directors

When a Director vacancy occurs, the position is formally advertised and applications sought or, occasionally, new members are co-opted onto the Board. As part of the recruitment process, potential Board Members are normally invited to attend six Board meetings as an observer; this approach has the benefit of all parties being able to determine whether the prospective candidate fits well into the current Board team and a decision is made about whether or not to formally appoint the person.

Directors are appointed at the AGM.

Directors' Terms of Office

A formal Terms of Office policy ensures a balance between continuity and renewal. Directors serve for a period of 5 years, with an option to serve a further 5 years. Directors meet with the Chair and Chair of the Governance Committee annually to review their position and contribution and provide feedback on the governance of the Board and Committees, composition of board, working relationships, quality of information provided and the Board's effectiveness. Feedback from these reviews is used to improve governance within the Board structure.

Director Induction and Training

New Directors have an initial meeting with the Chair of the Board and the Chief Executive and are briefed on a range of issues to provide a full introduction to the organisation, governance, its decision making process, its strategic and business plans and its recent financial performance. Information on the roles and responsibilities as Company Directors and Charity Trustees, including their legal obligations under company and charity law is also provided.

In support of this, a Board Handbook includes the following:

- Praxis Care Vision Mission and Values
- Memorandum and Articles of Association
- Organisation Structure and Key Contacts
- Board Profiles, Structure and Contacts
- Board and Committee Terms of Reference
- Board Terms of Office
- Matters Reserved for the Board
- Board Meeting Procedure
- Board Review Procedure
- Duties of Company Directors / Charity Trustees
- Role Descriptions
- The Code of Good Governance
- Code of Conduct

Conflict of Interest

Directors are required to complete a Conflict of Interest Form on appointment. This is held on file by the Executive Office and is updated annually with members also required to advise of any conflict that may arise in the intervening period. "Declaration of Interest" is also a standing item on all Board and Committee agendas.

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Directors' report (continued)

Organisational Structure

Praxis Care Group

Praxis Care Group comprises Praxis Care; The Northern Ireland Agoraphobia and Anxiety Society; Secret Garden (Hillsborough) Limited; Challenge, A Northern Ireland Charity for People with Learning Disabilities Limited and Respond, A Northern Ireland Charity for Elderly People Limited. Praxis Care Limited is the parent company and the Board of Directors of Praxis Care are responsible for the Group's overall strategic direction.

The Praxis Care Board operates as detailed in its governing document, its Memorandum and Articles of Association. The day-to-day operations of the group are delegated to the Chief Executive Andrew Mayhew and the Senior Leadership Team.

The **Finance Committee**, chaired by John McGregor, meets monthly and reports to the full Board. The Finance Committee consists of 2 Board Members, the Chief Executive, Directors of Care and Development, Director of Finance and Head of Finance. The Finance Committee monitors, reports on and makes recommendations on the financial affairs of the group.

The **Governance Committee**, chaired by Oswyn Paulin meets bi monthly to oversee all governance matters relating to the organisation.

The **Property Sub Committee**, chaired by Oswyn Paulin and reporting to the Governance Committee, oversees the strategy, development and management of all Praxis Care properties.

The **HR / Learning & Development Committee**, chaired by Ken Brundle, meets bi monthly to review and make recommendations to the Board and SMT on HR issues, including, management development, succession planning and training.

The **Remuneration Committee**, chaired by Ken Brundle meets as required to review and make recommendations to the Board remuneration

The **Development, Care and Research Committee**, chaired by John McGregor meets bi monthly to oversee all Care Services Development, Care Services and Research functions of the organisation.

While various responsibilities have been delegated by the Board to the Committee, or through it to its Sub Committee, each Committee / Sub-Committee remains accountable to the Board. Each Committee comprises at least two Non-Executive Members, who work in partnership with the Senior Leadership Team and other relevant staff, to discharge the responsibilities of the Committee / Sub-Committee.

It is essential that the Non-Executive Directors appointed by the Board to each Committee / Sub Committee are independent of the management and free of any business or other relationship which could materially interfere with the exercise of independent judgement in this area.

Each Committee / Sub-Committee is a "servant" of the Board, pursuing issues in depth on its behalf and regularly reporting back to it with specific proposals for Board consideration and subsequent approval. The key issues discussed at each Committee / Sub-Committee meeting should be reflected in a briefing paper, which is presented at the next meeting of the Board, with the Committee Chair (or their deputy) elaborating, as necessary, on any of the major issues raised.

Good attendance at Board Meetings is a prerequisite for effective governance and it is expected that Board Members will achieve 75% attendance – to include attendance at Board and Committee Meetings.

In 2018/19, the overall attendance rate of the members at Board Meetings was 78% with an individual average of 78%.

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Directors' report (continued)

The principal activities of each of the various charities within the group are set out below:

Praxis Care

The charity's principal activity during the year continued to be the provision of support services for adults and children with a learning disability, mental ill health, acquired brain injury, and for older people, including people with dementia.

The Northern Ireland Agoraphobia and Anxiety Society

The charity's principal activity during the year continued to be the provision of therapy for mental health disorders such as anxiety and depression. Contracts were established with a number of the Health and Social Care Trusts to provide Cognitive Behavioural Therapy interventions at Step 2 of the stepped care model of mental health service delivery. Step 2 service provision is for early-onset and mild to moderate mental health difficulties such as generalised anxiety, depression, panic disorder, specific phobias and sleep problems. The service offers face-to-face counselling by appointment in our Belfast office or our satellite offices across the various Trust areas.

The Secret Garden (Hillsborough) Limited

This charity was dormant during the year.

Challenge a Northern Ireland Charity for People with Learning Disabilities

The charity's principal activity during the year was provision of day activity services to people with learning disabilities through employment in cookie companies, garden nurseries and similar trading enterprises.

Respond a Northern Ireland Charity for Elderly People

This charity was dormant during the year.

Investment Powers and Restrictions

Under the Memorandum and Articles of Association, the charity may invest monies not immediately required for its purposes in or upon such investments, securities or property, as may be thought fit. Subject nevertheless to such conditions and such consents as may for the time being, be imposed or required by law and the charity's Governing Document.

Reserves

The Board of Directors has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the Charity should be £4.3m. This target includes £1.9m to cover potential loss of business (assumes 25% of contracts are lost with associated spend continuing for 3 months), £1.5m to cover capital expenditure requirements and £0.9m for short term cash flow requirements. At this level, the Directors feel that they would be able to continue the current activities of the Charity. In the event of a significant drop in funding, it would obviously be necessary to consider how the funding would be replaced or activities changed. At present the free reserves (which exclude the designated funds) are £5,054,073 and therefore meet the target level. The Directors are constantly striving to find ways in which additional unrestricted funds will be raised.

Designated funds equal £9,291,008 and relate to the net monies invested in the organisation's operational properties.

Disabled Employees

The company maintains a policy of offering equal opportunity to disabled persons in recruitment, training and career development, having due regard to their aptitudes and abilities in relation to the jobs available.

Employee Involvement

All employees are informed of plans and progress via regular briefing sessions where opportunity is provided for involvement of all in the group's decision making process.

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Directors' report (continued)

Post Balance Sheet Events

There have been no post balance sheet events to date.

The Directors

The Directors who served the Charity during the period were as follows:

Mr. K S Brundle - Chair
Mr. J McGregor – Vice Chair
Mr. J L Barrons
Dr C Kennedy
Ms. C Phillips
Mrs. N Roche
Mr. O Paulin
Mr. H A Hunter
Mr. A Nolan (resigned Sept 2018)
Mr. K Simpson (resigned Sept 2018)
Mr. T Hopkins

Responsibilities of the Directors

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity at the end of the year and of the incoming and outgoing resources for the year then ended.

In preparing financial statements, the Directors are required to select suitable accounting policies and then apply them consistently, making judgements and estimates that are reasonable and prudent. The Directors must also prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue its activities.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and which enable them to ensure that the financial statements comply with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 and SORP FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006. The Directors are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Statement of disclosure to auditors

In so far as the Directors are aware:

- There is no relevant audit information of which the Charity's auditors are unaware; and
- The Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Signed on behalf of the Board

Chair

Mr. K S Brundle
Date: 26 September 2019

Registered office:
25-31 Lisburn Road
Belfast

PRAXIS CARE

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Independent auditor's report to the members of Praxis Care

Opinion

We have audited the accounts of Praxis Care for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2019 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you were:

- The Trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the Trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Report for the financial year for which the accounts are prepared is consistent with the accounts; and
- The Trustees' Report has been prepared in accordance with applicable legal requirements.

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Independent auditor's report to the members of Praxis Care Limited (continued)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees' are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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



Dr R I Peters Gallagher OBE FCA (Senior Statutory Auditor)
For and on behalf of Moore (NI) LLP

26 September 2019

Chartered Accountants
Statutory Auditor

4th Floor Donegall House
7 Donegall Square North
Belfast
BT1 5GB

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Consolidated Statement of Financial Activities (incorporating the Income and Expenditure account) for the year ended 31 March 2019

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £	Unrestricted funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
Income							
Donations and legacies	2	15,608	-	15,608	12,371	-	12,371
Income from Investments	3	2,847	-	2,847	5,706	-	5,706
Income from charitable activities	5	34,938,458	4,607,793	39,546,251	28,890,742	4,808,751	33,699,493
Other income	4	19,677	-	19,677	19,006	-	19,006
Total Income		34,976,590	4,607,793	39,584,383	28,927,825	4,808,751	33,736,576
Expenditure							
Raising funds	7	142,629	-	142,629	74,180	-	74,180
Charitable activities	6	32,771,876	5,013,878	37,785,754	27,199,387	4,785,706	31,985,093
Total Expenditure		32,914,505	5,013,878	37,928,383	27,273,567	4,785,706	32,059,273
Profit on disposal of fixed assets		1,177	-	1,177	27,369	-	27,369
Net income	8	2,063,262	(406,085)	1,657,177	1,681,627	23,045	1,704,672
Other recognised gains/(losses):							
Unrealised loss on investments	11	(1,207)	-	(1,207)	(260)	-	(260)
Unrealised foreign exchange gain		3,325	-	3,325	6,435	-	6,435
Net movement in funds before transfers		2,065,380	(406,085)	1,659,295	1,687,802	23,045	1,710,847
Transfer between funds		-	-	-	-	-	-
Total funds brought forward	16/17	12,279,701	411,410	12,691,111	10,591,899	388,365	10,980,264
Total funds carried forward	18	14,345,081	5,325	14,350,406	12,279,701	411,410	12,691,111

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of comprehensive income has not been prepared

The notes on pages 19 to 31 form part of these financial statements and should be read in conjunction therewith.

The company has elected, in accordance with s.408 CA 2006, not to include the company's individual Statement of Financial Activities.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Praxis Care Balance Sheet as at 31 March 2019

	Note	2019 £	2019 £	2018 £	2018 £
Fixed Assets					
Tangible Fixed Assets	10	13,588,700		10,205,162	
Investments	11	<u>3,848</u>		<u>5,055</u>	
			13,592,548		10,210,217
Current Assets					
Debtors	12	4,469,781		3,652,735	
Cash at bank and in hand		<u>2,279,148</u>		<u>3,201,074</u>	
		6,748,929		6,853,809	
Creditors:					
Amounts falling due within one year	13	<u>(4,959,215)</u>		<u>(3,244,235)</u>	
Net current assets			<u>1,789,714</u>		<u>3,609,574</u>
Total assets less current liabilities			15,382,262		13,819,791
Creditors: Amounts falling due after more than one year					
	14		<u>(603,437)</u>		<u>(707,168)</u>
Total Net assets			<u>14,778,825</u>		<u>13,112,623</u>
Funds					
Restricted income funds			5,325		411,410
Unrestricted income funds			<u>14,773,500</u>		<u>12,701,213</u>
Total Funds			<u>14,778,825</u>		<u>13,112,623</u>

These financial statements were approved by the Board of Directors on the 26 September 2019 and are signed on their behalf by:

Chair
Mr. K S Brundle

Director
Mr. J McGregor

Company Registration No. NI017623

The notes on pages 19 to 31 form part of these financial statements and should be read in conjunction therewith.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Consolidated Balance sheet as at 31 March 2019

	Note	2019 £	2019 £	2018 £	2018 £
Fixed Assets					
Tangible Fixed Assets	10	13,588,700		10,205,162	
Investments	11	<u>3,848</u>		<u>5,055</u>	
			13,592,548		10,210,217
Current Assets					
Debtors	12	4,041,897		3,211,549	
Cash at bank and in hand		<u>2,280,473</u>		<u>3,225,329</u>	
		6,322,370		6,436,878	
Creditors:					
Amounts falling due within one year	13	<u>(4,961,075)</u>		<u>(3,248,816)</u>	
Net current assets			<u>1,361,295</u>		<u>3,188,062</u>
Total assets less current liabilities			14,953,843		13,398,279
Creditors: Amounts falling due after more than one year					
	14		<u>(603,437)</u>		<u>(707,168)</u>
Net assets			<u>14,350,406</u>		<u>12,691,111</u>
Funds					
Restricted income funds	16		5,325		411,410
Unrestricted income funds	17		<u>14,345,081</u>		<u>12,279,701</u>
Total Funds	18		<u>14,350,406</u>		<u>12,691,111</u>

These financial statements were approved by the Board of Directors on the 26 September 2019 and are signed on their behalf by:


Chair
Mr. K S Brundle


Director
Mr. J McGregor

Company Registration No. NI017623

The notes on pages 19 to 31 form part of these financial statements and should be read in conjunction therewith.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Statement of Cash Flows for the year ended 31 March 2019

	2019 £	2019 £	2018 £	2018 £
Cash flows from operating activities				
Net incoming resources	1,659,295		1,710,847	
Adjustments for:				
Interest received	(2,847)		(5,706)	
Interest paid	-		527	
(Profit)/loss on disposal of property, plant and equipment	(1,177)		(27,369)	
Depreciation of property, plant and equipment	569,806		470,762	
Unrealised loss/(gain) on investments	1,207		260	
(Increase)/decrease in trade and other receivables	(830,348)		(849,473)	
Increase/(decrease) in trade payables	1,712,259		91,834	
Cash from operations	<u>3,108,195</u>		<u>1,391,682</u>	
Interest paid	-		(527)	
Net cash generated from operating activities		<u>3,108,195</u>		<u>1,391,155</u>
Cash flows from investing activities				
Proceeds from sale of property, plant and equipment	18,275		340,851	
Purchase of property, plant and equipment	(3,970,442)		(3,743,097)	
Interest received	2,847		5,706	
Net cash from investing activities		<u>(3,949,320)</u>		<u>(3,396,540)</u>
Cash flows from financing activities				
Issue of bank loans	-		-	
Repayment of bank loans	(103,731)		(106,551)	
Net cash used in investing activities		<u>(103,731)</u>		<u>(106,551)</u>
Net (decrease)/increase in cash and cash equivalents		<u>(944,856)</u>		<u>(2,111,936)</u>
Cash and cash equivalents at the beginning of year		<u>3,225,329</u>		<u>5,337,265</u>
Cash and cash equivalents at end of year		<u>2,280,473</u>		<u>3,225,329</u>

The notes on pages 19 to 31 form part of these financial statements and should be read in conjunction therewith.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Statement of Cash Flows for the year ended 31 March 2019 (continued)

	2019 £	2018 £
Reconciliation of net cash flow movement to movement in net funds		
(Decrease) / increase in cash in the period	(944,856)	(2,111,936)
Cash outflow from bank loans	103,731	106,551
Change in net funds	(841,125)	(2,005,385)
Net funds at 1 April 2018	2,385,261	4,390,646
Net funds at 31 March 2019	1,544,136	2,385,261

Analysis of changes in net funds

	At 1 April 2018 £	Cash flows £	Non-cash flows £	At 31 March 2019 £
Cash in hand and at bank	3,225,329	(944,856)	-	2,280,473
Debt due within one year	(132,900)	-	-	(132,900)
Debt due after one year	(707,168)	103,731	-	(603,437)
	2,385,261	(841,125)	-	1,544,136

The notes on pages 19 to 31 form part of these financial statements and should be read in conjunction therewith.

Notes to the financial statements for the year ended 31 March 2019

1. Accounting Policies

The principal accounting policies are set out below.

Charity information

Praxis Care is a private company limited by guarantee incorporated in Northern Ireland. The registered office is 25-31 Lisburn Road, Belfast, BT9 7AA.

Basis of accounting

The financial statements have been prepared in accordance with the Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the charity will continue in operational existence for the foreseeable future. The validity of this assumption depends upon continued support of funders.

Consolidation

In the opinion of the Board of Directors, the charity and its subsidiary undertakings comprise a large group. The charity has therefore prepared these consolidated group accounts.

Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of resources. Staff costs and overhead expenses are allocated to activities on the basis of staff time spent on those activities.

Cost of generating funds

These include salaries, direct expenditure and overhead costs of staff who promote fundraising, including events and mailings.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them.

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2019

1. Accounting policies (continued)

Governance costs

Governance costs include those incurred in the governance of its assets which are associated with constitutional and statutory requirements.

Support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

Taxation

Praxis Care is a registered charity with HMRC and is entitled to certain tax exempt income and profits from investments in furtherance of the charity's primary objectives, if these surpluses are applied solely for charitable purposes.

Fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold Property -	2% straight line
Office Equipment -	20% straight line
Fixtures & Fittings -	20% straight line
Motor Vehicles -	20% straight line
Accommodation Furnishings -	20% straight line

The charity's policy is to capitalise all fixed asset additions costing more than £500.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/ (expenditure) for the year.

Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Investment assets and income

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/ (expenditure) for the year. Transaction costs are expensed as incurred.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Notes to the financial statements for the year ended 31 March 2019

1. Accounting policies (*continued*)

Pension costs

The Charity operated a defined benefit pension scheme for Directors, Assistant Directors and Scheme Managers. The scheme was closed to future accrual on 31 March 2010 and a buyout triggered by the Charity. The final payment was released to the Statement of Financial Activities in the year and the organisation has no further responsibilities to the SVS final salary scheme. Further disclosure is made in Note 13 of the accounts.

The Charity now operates, for all employees (including the Directors, Assistant Directors and Scheme Managers), a number of defined contribution pension schemes. The assets of the schemes are held separately from those of the Charity. The annual contributions payable are charged to the Statement of Financial Activities in the year they are payable.

Reserves

Praxis Care aspires to retaining a level of reserves which matches the needs of the organisation at the current time and in the foreseeable future. A policy has been established whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the Charity should be £4.3m. This target includes £1.9m to cover potential loss of business (assumes 25% of contracts are lost with associated spend continuing for 3 months), £1.5m to cover capital expenditure requirements and £0.9m for short term cash flow requirements

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans 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 payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

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

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts 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 creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

Notes to the financial statements for the year ended 31 March 2019

1. Accounting policies (*continued*)

Employee benefits

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

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

Funds

The Charity has different types of funds for which it is responsible, and which require separate disclosure. These are as follows:

a) **Restricted funds:**

Restricted funds are funds received which are earmarked by the donor for specific purposes. Such purposes are within the overall aims of the Charity. Deficits on restricted funds are met by a transfer of an equivalent amount from unrestricted funds.

b) **Unrestricted funds:**

Funds which are expendable at the discretion of the Board in the furtherance of the objects of the Charity. In addition, funds may be held in order to finance capital investment and working capital.

c) **Designated Funds:**

These are a particular form of unrestricted fund, consisting of amounts which have been allocated or designated for particular purposes by the Charity. The use of such funds for their designated purpose will remain at the discretion of the Board. The Charity has designated its operational properties as a designated fund.

Related Party Transactions

The charity has taken advantage of the exemption not to disclose related party transactions with other members of the group as group consolidated financial statements are prepared.

Critical accounting estimates and judgements

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

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

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)

Notes to the financial statements for the year ended 31 March 2019

2. Donations and legacies

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Donations	15,608	-	15,608	12,371

3. Income from Investments

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Bank interest receivable	1,632	-	1,632	4,633
Loan interest receivable	1,215	-	1,215	1,073
	2,847	-	2,847	5,706

4. Other income

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Rental income	7,932	-	7,932	8,052
Management Fee	11,745	-	11,745	10,954
	19,677	-	19,667	19,006

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2019

5. Income from charitable activities	Mental Health		Learning Disabilities		Elderly Services		Head Office Services		Total 2019 £	Total 2018 £
	Unrestricted £	Restricted £	Unrestricted £	Restricted £	Unrestricted £	Restricted £	Unrestricted £	Restricted £		
Northern Health & Social Care Trust	765,857	-	3,135,293	-	190,493	-	-	-	4,091,643	3,492,335
Southern Health & Social Care Trust	1,288,702	-	1,732,793	-	-	-	-	-	3,021,495	2,678,338
S & E Health & Social Care Trust	301,879	-	2,693,625	-	274,606	-	-	-	3,270,110	2,867,634
Western Health & Social Care Trust	290,214	-	2,982,648	-	-	-	-	-	3,272,862	2,928,292
Belfast Health & Social Care Trust	447,177	-	1,901,944	-	-	-	-	-	2,349,121	2,088,776
HSE Cavan & Monaghan CHO1	212,515	-	2,460,747	-	-	-	-	-	2,673,262	2,418,322
HSE Donegal CHO1	44,050	-	59,343	-	-	-	-	-	103,393	-
HSE Sligo CHO1	-	-	508,081	-	-	-	-	-	508,081	65,331
HSE Mayo CHO2	-	-	129,745	-	-	-	-	-	129,745	-
HSE Kilkenny CHO5	-	-	61,714	-	-	-	-	-	61,714	61,064
HSE Waterford / Wexford CHO5	-	-	844,596	-	-	-	-	-	844,596	-
HSE Louth CHO8	-	-	2,245,631	-	-	-	-	-	2,245,631	1,342,790
HSE Meath CHO8	-	-	2,084,891	-	-	-	-	-	2,084,891	1,657,033
HSE Mullingar CHO8	-	-	816,591	-	-	-	-	-	816,591	694,927
HSE Dublin CHO9	-	-	2,116,529	-	-	-	-	-	2,116,529	1,502,113
TUSLA	-	-	565,625	-	-	-	-	-	565,625	690,087
IOM Gov DHSS	564,896	-	979,436	-	-	-	-	-	1,544,332	1,664,410
Leicester CC	-	-	1,079,051	-	-	-	-	-	1,079,051	1,059,051
Worcester	-	-	1,751,667	-	-	-	-	-	1,751,667	1,784,040
Manchester Joint Commissioning	230,824	-	-	-	-	-	-	-	230,824	230,712
Bury	101,926	-	-	-	-	-	-	-	101,926	102,016
Nuneaton Bedworth CC	-	-	6,656	-	-	-	-	-	6,656	-
Sandwell	-	-	8,749	-	-	-	-	-	8,749	8,469
Coventry & Rugby CC	-	-	430,023	-	-	-	-	-	430,023	-
Client income	56,287	-	485,611	-	34,589	-	-	-	576,487	543,906
Supporting People - NIHE	-	2,765,251	-	744,090	-	320,726	-	15,696	3,845,763	3,988,287
Supporting People - Manchester	58,803	-	-	-	-	-	-	-	58,803	58,803
Floating Support	-	307,518	-	-	-	394,379	-	-	701,897	712,201
SNMA	-	-	-	36,340	-	-	-	-	36,340	36,340
Housing Benefit	706,861	-	191,028	-	-	-	-	-	897,889	870,291
Grants	630	-	3,200	-	-	-	24,200	-	28,030	5,010
DRILL UK Fund Grant	-	-	-	-	-	-	-	23,793	23,793	66,913
Other Operating Income	10,798	-	10,296	-	19,610	-	19,858	-	60,562	72,910
Product Sales	-	-	8,170	-	-	-	-	-	8,170	9,092
Total	5,081,419	3,072,769	29,293,683	780,430	519,298	715,105	44,058	39,489	39,546,251	33,699,493

**PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2019**

6. Expenditure on charitable activities

	Basis of allocation	Mental Health £	Learning Disabilities £	Elderly Services £	Head Office Services £	Governance £	Total 2019 £	Total 2018 £
Costs directly allocated to activities								
Staff costs	Direct	5,311,864	22,732,078	908,250	-	-	28,952,192	24,440,422
Client Expenses	Direct	17,184	273,645	-	-	-	290,829	148,756
Office costs	Direct	291,095	728,610	61,155	-	-	1,080,860	938,902
Accommodation costs	Direct	691,904	1,809,691	31,759	-	-	2,533,354	2,080,001
Materials Costs	Direct	52	12,065	-	-	-	12,117	10,501
Advertising and Marketing	Direct	30	324	-	-	-	354	2,832
Legal and Professional fees	Direct	6,254	84,028	-	-	-	90,282	101,112
Depreciation	Direct	57,142	326,697	2,932	-	-	386,771	313,952
Bank Charges	Direct	-	-	-	6,330	-	6,330	6,594
Foreign Exchange	Direct	-	-	-	96,251	-	96,251	(32,795)
Bank interest	Direct	-	-	-	3	-	3	121
Other Interest	Direct	-	406	-	-	-	406	406
Total direct costs		6,375,525	25,967,544	1,004,096	102,584	-	33,449,749	28,010,804

	Basis of allocation	Total 2019 £	Total 2018 £
Support costs allocated to activities			
Senior management costs	Direct	936,406	38,647
Quality monitoring costs	Salary Costs	97,028	3,877
Training costs	WTE	567,251	23,411
Premises costs	Direct	242,917	10,025
Finance costs	Direct	382,359	15,780
IT costs	Direct	404,985	16,714
Personnel costs	Head Count	435,141	17,386
Total support costs		3,066,087	125,840
Total contract activities costs		7,128,468	29,033,631
		102,584	102,584
Total contract activities costs		37,394,619	31,678,995
Governance costs		24,000	306,098
		11,752	391,135
Total Expenditure on Contract Activities		37,785,754	31,985,093

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2019

7. Expenditure on Raising Funds

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Fundraising and publicity	142,629	-	142,629	74,180

8. Net income before transfers

This is stated after
charging/(crediting):

	2019 £	2018 £
Staff pension contributions	614,578	410,531
Depreciation	569,806	470,762
Audit services	24,000	25,200
Exchange losses / (gains)	96,251	(32,795)

9. Staff costs and emoluments

Total staff costs were as follows:

	2019 £	2018 £
Wages and salaries	25,290,196	21,693,927
Social security costs	2,193,230	1,907,017
Other pension costs	614,578	410,531
Agency fees	2,949,105	2,178,345
	<u>31,047,109</u>	<u>26,189,820</u>

Particulars of employees:

The average number of employees during the year was as follows:

	2019 No	2018 No
Operations staff	1,150	1,028
Fundraising and publicity staff	1	2
Management and admin staff	79	71
	<u>1,230</u>	<u>1,101</u>

Directors' emoluments including benefits in kind such as payment in relation to pension totalled £NIL (2018: £NIL). Directors received £NIL (2018: £NIL) for reimbursed expenses in the year. One employee received emoluments between £70,000 and £80,000 (2018: £70,000- £80,000: One); one employee received emoluments between £100,000 and £110,000 (2018: £90,000 - £100,000: One) and one employee received emoluments including benefits in kind between £140,000 and £150,000 during the year (2018: £150,000 - £160,000; One).

In addition, pension contributions made on behalf of employees earning £60,000 or more were £22,921 (2018: £14,719).

The key management personnel of the Charity includes the Board, Chief Executive, Directors of Care, Director of Development, Director of Finance and Director of HR and Support Services. The total employee benefits of the key management personnel of the Charity were £525,124 (2018: £537,371).

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2019

10. Tangible fixed assets

Group tangible fixed assets

	Freehold Property £	Accom & Furnish £	Office Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost or valuation						
At 1 April 2018	15,386,531	820,566	1,443,598	1,161,896	742,767	19,555,358
Additions	3,118,823	116,787	397,454	139,087	198,291	3,970,442
Disposals	-	(57,501)	(25,664)	(25,037)	(73,470)	(181,672)
At 31 March 2019	18,505,354	879,852	1,815,388	1,275,946	867,588	23,344,128
Depreciation						
At 1 April 2018	6,002,660	663,889	1,164,399	970,137	549,111	9,350,196
Disposal	-	(53,744)	(14,175)	(23,185)	(73,470)	(164,574)
Charge for the year	272,255	45,329	102,695	81,271	68,256	569,806
At 31 March 2019	6,274,915	655,474	1,252,919	1,028,223	543,897	9,755,428
Net book value						
At 31 March 2019	12,230,439	224,378	562,469	247,723	323,691	13,588,700
At 31 March 2018	9,383,871	156,677	279,199	191,759	193,656	10,205,162

Praxis Care tangible fixed assets

	Freehold Property £	Accom & Furnish £	Office Equipment £	Fixtures & Fittings £	Motor Vehicles £	Total £
Cost or valuation						
At 1 April 2018	15,386,531	820,566	1,443,222	1,161,896	742,767	19,554,982
Additions	3,118,823	116,787	397,454	139,087	198,291	3,970,442
Disposals	-	(57,501)	(25,664)	(25,037)	(73,470)	(181,672)
At 31 March 2019	18,505,354	879,852	1,815,012	1,275,946	867,588	23,343,752
Depreciation						
At 1 April 2018	6,002,660	663,889	1,164,023	970,137	549,111	9,349,820
Disposal	-	(53,744)	(14,175)	(23,185)	(73,470)	(164,574)
Charge for the year	272,255	45,329	102,695	81,271	68,256	569,806
At 31 March 2019	6,274,914	655,474	1,252,543	1,028,223	543,897	9,755,052
Net book value						
At 31 March 2019	12,230,439	224,378	562,469	247,723	323,691	13,588,700
At 31 March 2018	9,383,871	156,677	279,199	191,759	193,656	10,205,162

PRAXIS CARE
(COMPANY LIMITED BY GUARANTEE)
Notes to the financial statements for the year ended 31 March 2019

10. Tangible fixed assets (continued)

Valuations were obtained for a sample of freehold properties in August 2018 by PM McGibbon & Co, Chartered Valuation Surveyors. These valuations have been prepared in accordance with the RICS statements of Asset Valuation Practice and Guidance Notes. All UK properties were subject to a full professional revaluation by Lambert Smith & Hampton in August 2019. No write down was required in the year to 31 March 2019 as the valuations support the Directors opinion that the current existing use value is higher than the market value. All properties will be subjected to a full professional revaluation on 31 March 2023 in line with group policy on cyclical valuations.

In respect of assets stated at valuations, the comparable historical cost and depreciation values are as follows:

	2019 £	2018 £
Net book value at end of year	<u>4,348,734</u>	<u>4,504,764</u>
Historical cost of assets revalued	8,121,201	8,121,201
Aggregate depreciation on revalued assets	<u>(2,208,495)</u>	<u>(2,052,465)</u>
Net historical cost value at 31 March	<u>5,912,706</u>	<u>6,068,736</u>

11. Investments

Movement in market value

	2019 £	2018 £
Market value at 1 April 2018	5,055	5,315
Net (loss)/gain on revaluations in the year	<u>(1,207)</u>	<u>(260)</u>
Market value at 31 March 2019	<u>3,848</u>	<u>5,055</u>
Historical cost at 31 March 2019	<u>1,008</u>	<u>1,008</u>

Analysis of investments at 31 March 2019 between funds

	Unrestricted funds 2019 £	Restricted funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Listed investments				
-UK quoted shares	<u>3,848</u>	<u>-</u>	<u>3,848</u>	<u>5,055</u>

There were no additions or disposals of investments during the year. The movement in net book value represents an unrealised profit in market value.

None of the investments held by the organisation relate to the Charity's programmes of care.

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12. Debtors

	Group		Praxis Care	
	2019 £	2018 £	2019 £	2018 £
Trade debtors	2,360,647	1,618,347	2,360,647	1,618,347
Amounts owed by group undertakings	-	-	427,884	441,186
Amounts owed by Praxis Housing Association	764,300	742,567	764,300	742,567
Other debtors	916,950	850,635	916,950	850,635
	<u>4,041,897</u>	<u>3,211,549</u>	<u>4,469,781</u>	<u>3,652,735</u>

13. Creditors: Amounts falling due within one year

	Group		Praxis Care	
	2019 £	2018 £	2019 £	2018 £
Bank loans and overdrafts	132,900	132,900	132,900	132,900
Trade creditors	738,415	381,664	738,415	381,664
Social security costs	718,220	524,117	718,070	523,775
Other creditors	876,140	628,228	876,140	628,228
Accruals and deferred income	2,495,400	1,581,907	2,493,690	1,577,668
	<u>4,961,075</u>	<u>3,248,816</u>	<u>4,959,215</u>	<u>3,244,235</u>

Within the above accruals and deferred income figures the following liabilities relate to deferred income. Due to the complex nature of some of the schemes, Praxis Care can receive, from the commissioning body, monies in advance to ensure a smooth service transition. This deferred income is released over the period of the service provision.

	Group		Praxis Care	
	2019 £	2018 £	2019 £	2018 £
Deferred income	<u>661,167</u>	<u>134,459</u>	<u>661,167</u>	<u>134,459</u>

In addition, the following liabilities disclosed under creditors falling due within one year are secured by the Charity:

	Group		Praxis Care	
	2019 £	2018 £	2019 £	2018 £
Banks loans and overdrafts	<u>132,900</u>	<u>132,900</u>	<u>132,900</u>	<u>132,900</u>

The bank borrowings are secured by way of fixed charges and debentures over the property and assets of the company including first fixed charges over 18 properties in Northern Ireland, 3 properties in England and 1 property in Isle of Man.

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

	Group		Praxis Care	
	2019 £	2018 £	2019 £	2018 £
Bank loans and overdrafts	603,437	707,168	603,437	707,168
Other creditors	-	-	-	-
	603,437	707,168	603,437	707,168

The following liabilities disclosed under creditors falling due after more than one year are secured by the Charity:

	Group		Praxis Care	
	2019 £	2018 £	2019 £	2018 £
Banks loans and overdrafts	603,437	707,168	603,437	707,168

15. Pensions

Praxis Care operates a number of defined contribution pension schemes including, as from 1 January 2014, an auto-enrolment contributory pension scheme for those staff who had not previously opted to join a pension scheme. The employer contribution rates on these schemes vary between 2% and 18.7%, depending on employees' contractual entitlements and options.

16. Restricted income funds

	Balance at 1 April 2018 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 March 2019 £
Supporting People NIHE	128,334	3,845,763	(4,376,790)	-	(402,693)
Floating Support NIHE	320,639	701,897	(614,518)	-	408,018
SMNA NIHE	(49,686)	36,340	13,346	-	-
Ulster Bank staff charity fund	705	-	(705)	-	-
IOM Government	4,160	-	(4,160)	-	-
DRILL UK fund grant	7,258	23,793	(31,051)	-	-
	411,410	4,607,793	(5,013,878)	-	5,325

17. Unrestricted income funds

	As at 1 April 2018 £	Incoming resources £	Outgoing resources £	Gains & Losses £	Transfers £	At 31 March 2019 £
Fixed asset fund	6,050,850	-	-	1,177	3,238,981	9,291,008
General fund	6,228,851	34,976,590	(32,914,505)	2,118	(3,238,981)	5,054,073
	12,279,701	34,976,590	(32,914,505)	3,295	-	14,345,081

Designated funds equal £9,291,008 and relate to the net monies invested in the organisation's operational properties.

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18. Analysis of net assets between funds

	Tangible fixed assets £	Investments £	Net current assets £	Long term liabilities £	Total £
Restricted Funds	-	-	5,325	-	5,325
Unrestricted Funds	13,588,700	3,848	1,459,701	(707,168)	14,345,081
Total Funds	13,588,700	3,848	1,465,026	(707,168)	14,350,406

19. Company limited by guarantee

Praxis Care is a company limited by guarantee and does not have a share capital. The liability of each of its members is limited to £1.

20. Capital commitments

Capital commitments to report in relation to the 2019 year are as follows:

	2019 £	2018 £
Contracted but not provided for in the financial statements	-	152,137

21. Other financial commitments

The group is committed to other expenditure as follows, in respect of long term maintenance contracts for the group's MIS systems:

	2019 £	2018 £
Not later than one year	490,000	82,000
Later than one year and not later than five years	205,000	192,500
Later than five years and not later than ten years	-	-
	695,000	274,500

22. Use of volunteers

Praxis Care believes that volunteers bring a unique contribution which adds value and enhances the work of the organisation, making a difference to the lives of service users and the organisation as a whole. Volunteers also increase awareness of the organisation in the wider community. Currently the key roles carried out by volunteers are as Members of the Board and Board Committees and within the Praxis Care Befriending Service. Befriending is a relationship between a volunteer and a recipient, supported and monitored by Praxis Care. The service recognises the value of bringing people together to form positive and supportive relationships which reduce isolation and alleviate loneliness.