Registered number: 01130269

PENSIONS AND LIFETIME SAVINGS ASSOCIATION

(A Company Limited by Guarantee)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

PENSIONS AND LIFETIME SAVINGS ASSOCIATION
(A Company Limited by Guarantee)

COMPANY INFORMATION

Directors	J D Chilman D C Coplin E E Douglas (Chair) J G Fiveash (appointed 19 October 2023) K Hadley A Hatcher (resigned 19 October 2023) C Howells C J May J O Mund (Chief Executive) L A Myers (appointed 19 October 2023) N Peaple C Young
Company secretary	C Howells
Registered number	01130269
Registered office	Queen Elizabeth House 4 St. Dunstan's Hill Floor 3 London EC3R 8AD
Independent auditors	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

PENSIONS AND LIFETIME SAVINGS ASSOCIATION
(A Company Limited by Guarantee)

CONTENTS

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

The directors present their report and the financial statements for the year ended 31 December 2023.

REVIEW OF 2023

2023 marked 100 years since a group of pension funds sponsored by employers in the transport industry formalised their cooperation as the Association of Superannuation and Pension Funds, having combined their collective expertise to influence the Finance Act 1921. Over the year we reflected both on our strong heritage and on how our mission to help everyone achieve a better income in retirement had remained constant while the world had changed dramatically in a century.

We had a strong year with our policy and advocacy work, as we focused on a number of areas where we had gained traction and results in 2022, with pensions adequacy being our strategic key focus, alongside our response to Government interest in pension fund support for the UK economy, plus a number of other priorities including the cost of living crisis, the Local Government Pension Scheme (LGPS), DB funding, net zero and pensions dashboards.

Meanwhile, we continued to support members with a varied programme of events, webinar and practical support alongside our policy work. After the bounce back of the previous year, 2023 was another good year despite economic conditions impacting event income, we were agile in response and able to capitalise on high demand in some areas while adjusting for lower demand in others.

Voice of workplace pensions and savings

The PLSA is the voice of workplace pensions and savings and one of the ways we represent our members' views is through our parliamentary engagement work – building relationships and making the case of the sector to key players in Westminster and Whitehall.

2023 saw the Government announce the Mansion House reforms, aimed at ensuring pension funds invest in certain UK growth opportunities. Anticipating action in this area, we published a paper on the key considerations for reform in June and were active for some time prior to the announcement to help officials understand pension funds' duties, needs and constraints in this area. Later in the year we published the measures we believe are required to encourage pension fund investment in growth.

All of this was built on significant engagement with our members both before and after the announcement as 150 PLSA members provided data and insight on how the reforms would affect them and around 100 attended roundtables we organised to discuss the Government's proposals in detail. We also held four separate roundtables with the British Business Bank and our members about how their remit could be extended to help pension schemes find suitable investment opportunities. Our advocacy work included briefing the Minister for Pensions and the Economic Secretary to the Treasury,

As with the LDI crisis in 2022, once again we were at the forefront of the public debate on the issue through our press and media relations work and achieved an audience reach of over 82 million with our press coverage.

Improving pensions policy

The policy and advocacy work that we do on behalf of members is central to our mission of helping everyone achieve a better income in retirement and fundamental to why we exist. It is a mix of thought leadership and proactive advocacy, and reactive work responding to government or regulator-led change. It aims to both ensure everyone in the UK has an adequate retirement income and that the regulatory and operating environment is appropriate for our members.

Improving pensions adequacy, with a specific focus on ensuring the UK pension regime as a whole deliver adequate pensions, continued to be the PLSA's top strategic objective in 2023. Work in this area culminated in the launch of our final report on our "Five Steps to Better Pension" campaign in October, following a consultation with members on proposals launched in 2022. Our influence in this area had already paid off with the publication of the Gullis Private Member's Bill in March, which called for changes to the automatic enrolment regime that adopted our proposals, and which received Ministerial support. Later in the year, 12 organisations supported our efforts to improve the pensions system by signing up to our "Building a Consensus for Better Pensions" charter.

Following 2022's "LGPS: Today's Challenges, Tomorrow's Opportunities" report, recommending ways to fortify the scheme's long-term sustainability on behalf of its 6.9 million members, we supported this important member segment with guides for employers participating the scheme and to its complex regulatory framework.

The spring and summer of 2023 witnessed one of the busiest periods for DWP policy initiatives ever seen and it resulted in the PLSA responding to around 25 consultation documents on a wide range of important issues such as DB consolidation, DC decumulation, small pots and DC consolidation, LGPS investments and trustee skills. Other key policy work, informed by member needs, included DB funding and strategy, member engagement and pensions dashboards, although the delay to the dashboards programme caused this to be less of a priority as the year progressed.

We also co-led the second season of the multi-award-winning Pension Attention campaign, alongside the ABI, which was fronted by entertainer Timmy Mallett and designed to help boost saver engagement with pensions.

Engaging our members effectively

The PLSA is the pensions industry's independent, authoritative, and expert member body, giving members the practical knowledge and support they need to excel in their roles. This is evidenced in our high-quality member communications including templates, reports, practical guidance, Viewpoint magazine, PolicyWatch newsletter, blogs and videos.

In 2023 we carried out our first wide-scale membership perceptions survey since the pandemic. Overall, 86% of members hold a favourable perception of the PLSA and the vast majority (88%) of members overall are likely to recommend membership of the PLSA to others.

We undertook 106 one-to-one meetings with Fund Members and Master Trust Members in 2023, fewer than in 2022 as we made a shift towards bringing members together in small groups, where we held 15 'Network' meetings, both online and in person, involving 144 attendees from around 60-70 of our members.

Our priorities are informed by our influential Policy Board and Policy Committees, which set the policy agenda as well as providing vital insight from schemes and suppliers, and by our valued Advisory Groups and other regular meetings with members. We welcomed two new Board members and three new Policy Board members in 2023, with a number of Committee appointments to follow in 2024.

We also engaged with business members throughout the year and to ensure that we continue to provide an excellent range of opportunities for our members to promote their brand and network across the industry.

Bringing the industry together

Events in 2023 achieved an income of £3,917k (down slightly when compared to £4,241k in 2022). This income helps us meet the running costs of the PLSA, such as in helping fund our policy and advocacy work, putting on all the events and training that we run for members, and keep subscription fees as low as possible.

Overall event attendance proved equally strong and our new forums proved a popular addition to the event calendar alongside our conferences and webinars. In total, event registrations reached 5,300 in 2023 compared to 3,500 the year before and received ratings of good or excellent by 86% of attendees.

It is very important for us to provide a strong programme of online events and content, recognising that a significant number of members prefer to engage this way rather than at our in-person events. We continued with our successful programme of Policy Insight Webinars to update members on our work with politicians and regulators, while also helping members to plan for the next set of regulatory developments. These covered issues such as Pensions Dashboards, DC value for money, member communications for the LGPS and the macroeconomic outlook. We also ran our popular trustee training courses.

Investing in our people and systems

We have a great team who work incredibly hard for our members. In 2023 – as part of our three-year strategy – we continued to focus on investing, developing and retaining staff and equipping them with tools to have the maximum impact for members.

We created several new roles in 2023, strengthening our capacity and capability in our Policy & Advocacy, Events and Marketing & Communications teams. Meanwhile, we continued to introduce more support to staff including both development and wellbeing, informed by our annual employee surveys, which once again showed increased engagement and satisfaction working at the PLSA. Developments in 2023 included company-wide 360 reviews, the introduction of a new medical cash plan, improved policies in areas such as hybrid working and sabbaticals, and a focus on staff relationships through events that combined business briefings with social activities.

As part of our ambition to apply technology to improve business capabilities, we completed our move to the cloud. Investing in creating a great Digital Workplace is providing our staff with the right expertise and tools to do their jobs most effectively and efficiently.

These initiatives complimented a relocation of our offices to a smaller, more flexible space in July 2023, which better supports hybrid working patterns with a mix of technology and areas for in-person collaboration. The new office has proved very popular with staff.

Financial stability

The PLSA is a not-for-profit organisation, owned by our members. We typically aim to generate a small surplus each year to allow us to maintain healthy reserves and to invest in our business.

Our membership subscription base and our events traditionally provide the majority of PLSA income. Renewals among Fund Members and Master Trust Members were particularly strong in 2023, at 97% of the amount invoiced. For Business Members, the figure was 88% – slightly down on 2022 which continues to reflect the general retrenchment in the market.

2023 saw the second year of a three-year phased increase in subscriptions for some members, which hadn’t changed structurally in close to a decade prior to 2022. Through our provision of policy, events and support for members, we continue to make sure subscriptions represent good value for members.

Our new office has provided an opportunity to secure significant property savings for the future, after the initial cost of the move, which allows investment back into the association, adding value for our members.

Given the ongoing UK economic backdrop our year-end financial position was encouraging with reserves increasing year-on-year:

Key Financials:	**2023**	**2022**
Membership Subscriptions	£3.7m	£3.2m
Event Income	£3.9m	£4.2m
Surplus / (Deficit)	£0.1m	£0.1m
Reserves	£3.2m	£3.1m

Plans for 2024

Our current three-year strategy runs to the end of 2024 and plans for the year include work on our next strategic cycle, which will reflect changes in our membership base, the policy environment, event needs and technology – including AI, which we are embracing as part of our ongoing technological improvements. We have joined

Climate Action for Associations (CAFA) to help us act on climate internally and support our members to reduce their emissions and transition to net zero through an audit and creating a plan for what we need to change. Building on our support of HM Treasury Women in Finance Charter and our annual reporting on gender pay gap, we are also strengthening our approach to equity, diversity and inclusion (EDI) by partnering with an organisation called Powered by Diversity. This will include training for all staff, an EDI ‘health check’ and diversity certification.

Our existing policy and advocacy goals largely carry over into 2024, with pensions adequacy and the economic role of pension funds our strategic focus. Other key areas of attention include regulation and governance, sustainability and responsible investing, support for the evolving LGPS and the future of DB pensions. Saver engagement will also continue to be on the agenda, with an update to our Retirement Living Standards, which reach over 35 million scheme members. With a General Election needing to be called before the end of the year, we will also engage with parliamentarians to ensure our members’ needs are heard by the next Government. A related area of work will see the publication of our vision for the pensions landscape in 2035, combining our extensive policy positions across a huge number of areas of pension policy.

Regarding the PLSA bringing the industry together, we continue with face-to-face events while continuing to provide a range of digital events to retain the new audiences we reached during the pandemic. These will be complimented by the launch of our new online member area, which will allow us to extend the value of our event content, create new content for members and build an online community for the pensions industry.

The continued normalisation of our finances will allow for further investment in our people – through increased headcount and a focus on training and development – and investing in our systems, by developing a member platform and transitioning to a digital workplace.

Directors' responsibilities statement

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 ‘The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

Results and dividends

The profit for the year, after taxation, amounted to £81,505 (2022 - £59,447).

As the PLSA is a not-for-profit organisation, the Company does not make any distributions to members.

Directors

The directors who served during the year were:

J D Chilman
D C Coplin
E E Douglas (Chair)
J G Fiveash (appointed 19 October 2023)
K Hadley
A Hatcher (resigned 19 October 2023)
C Howells
C J May
J O Mund (Chief Executive)
L A Myers (appointed 19 October 2023)
N Peaple
C Young

Qualifying third party indemnity provisions

The Company has made qualifying third party indemnity provisions for the benefit of its directors during the year. These provisions remain in force at the reporting date.

Disclosure of information to auditors

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

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

Auditors

The auditors, Haysmacintyre LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small companies note

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

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

....
E E Douglas (Chair)
Director

Date: 27 June 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PENSIONS AND LIFETIME SAVINGS ASSOCIATION

Opinion

We have audited the financial statements of Pensions and Lifetime Savings Association (the 'Company') for the year ended 31 December 2023, which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Equity and the related notes, 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 financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 December 2023 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.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PENSIONS AND LIFETIME SAVINGS ASSOCIATION (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' 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 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; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a Strategic Report.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement set out on page 4, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

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

Based on our understanding of the company and industry, we identified that the principal risks of non-compliance with laws and regulations related to regulatory requirements for the company, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, income tax, payroll tax and sales tax.

We evaluated management’s incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- inspecting correspondence with regulators and tax authorities;

- discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;

- evaluating management’s controls designed to prevent and detect irregularities;

- identifying and testing accounting journals, in particular those journal entries posted with unusual account combinations,
  postings by unusual users or with unusual descriptions; and

- challenging assumptions and judgements made by management in their critical accounting estimates.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PENSIONS AND LIFETIME SAVINGS ASSOCIATION (CONTINUED)

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an 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 Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Kathryn Burton (Senior Statutory Auditor)
for and on behalf of
Haysmacintyre LLP
Statutory Auditors
10 Queen Street Place
London
EC4R 1AG
Date: 1st July 2024

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 £	2022 £
Turnover	4	**7,914,713**	7,954,694
Administrative expenses		**(7,843,366)**	(7,904,049)
Operating profit	5	**71,347**	50,645
Interest receivable and similar income	8	**51,158**	8,802
Profit before tax		**122,505**	59,447
Tax on profit	9	**(41,000)**	-
Profit for the financial year		**81,505**	59,447

There was no other comprehensive income for 2023 (2022:£NIL).

The notes on pages 15 to 28 form part of these financial statements.

PENSIONS AND LIFETIME SAVINGS ASSOCIATION

(A Company Limited by Guarantee)
REGISTERED NUMBER: 01130269

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2023

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	10		**1,195,565**		473,735
			1,195,565		473,735
Current assets					
Debtors: amounts falling due within one year	11	**5,132,466**		3,715,034	
Cash at bank and in hand		**3,593,838**		4,872,489	
		8,726,304		8,587,523	
Creditors: amounts falling due within one year	12	**(6,764,993)**		(5,985,887)	
Net current assets			**1,961,311**		2,601,636
Total assets less current liabilities			**3,156,876**		3,075,371
Net assets			**3,156,876**		3,075,371
Capital and reserves					
Profit and loss account	16		**3,156,876**		3,075,371
			3,156,876		3,075,371

The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:

E Douglas

....
E E Douglas (Chair)
Director

Date: 27 June 2024

The notes on pages 15 to 28 form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2023

	Profit and loss account	Total equity
	£	£
At 1 January 2022	**3,015,924**	**3,015,924**
Comprehensive income for the year		
Profit for the year	**59,447**	**59,447**
Total comprehensive income for the year	**59,447**	**59,447**
At 1 January 2023	**3,075,371**	**3,075,371**
Comprehensive income for the year		
Profit for the year	**81,505**	**81,505**
Total comprehensive income for the year	**81,505**	**81,505**
At 31 December 2023	**3,156,876**	**3,156,876**

The notes on pages 15 to 28 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
Cash flows from operating activities		
Profit for the financial year	**81,505**	59,447
Adjustments for:		
Depreciation of tangible assets	**280,486**	609,927
Interest received	**(51,158)**	(8,802)
Taxation charge	**41,000**	-
(Increase) in debtors	**(1,458,387)**	(180,555)
Increase in creditors	**779,106**	266,311
Net cash generated from operating activities	**(327,448)**	746,328
Cash flows from investing activities		
Purchase of tangible fixed assets	**(1,002,361)**	(46,707)
Interest received	**51,158**	8,802
Net cash from investing activities	**(951,203)**	(37,905)
Net (decrease)/increase in cash and cash equivalents	**(1,278,651)**	708,423
Cash and cash equivalents at beginning of year	**4,872,489**	4,164,066
Cash and cash equivalents at the end of year	**3,593,838**	4,872,489
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	**3,593,838**	4,872,489
	3,593,838	4,872,489

The notes on pages 15 to 28 form part of these financial statements.

1. General information

The Pensions and Lifetime Savings Association ("PLSA") is a private company limited by guarantee, incorporated in England and Wales under the Companies Act. The address of the registered office is given on the Company information page. The nature of the Company's operations and principal activities are set out in the directors' report.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The Company's functional and presentational currency is Sterling.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

The Company has taken advantage of the available exemption under Section 402 of the Companies Act 2006, and not prepared consolidated financial statements, as all of its subsidiaries are dormant.

2.2 Going concern

The financial statements have been prepared on a going concern basis, which assumes that the Company will continue in operational existence for the foreseeable future. In light of this, the Directors consider it appropriate to continue to prepare the financial statements on a going concern basis 12 months from the date of signing of the Financial Statements.

2. Accounting policies (continued)

2.3 Foreign currency translation

Functional and presentation currency

The Company's functional and presentational currency is GBP.

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. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

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 profit or loss except when deferred in other comprehensive income as qualifying cash flow hedges.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of Comprehensive Income within 'finance income or costs'. All other foreign exchange gains and losses are presented in profit or loss within 'other operating income'.

2.4 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

- Sales of membership subscriptions: the value of goods and services is recognised across the period of subscription.
- Sales of conferences and events: the value of goods and services is recognised in the period the event occurs.
- Publications and other income: this is generally recognised on a receivable basis where entitlement to the income and the amount can be measured with reasonable certainty. It is reported gross of related expenditure.

2.5 Interest income

Interest income is recognised in profit or loss using the effective interest method.

2. Accounting policies (continued)

2.6 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Long-term leasehold property	- straight line over the remaining length of the lease
Office equipment	- 20% straight line
Computer equipment	- 33.33% straight line or 20% straight line
Website	- 33.33% straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.7 Debtors

Short term debtors are measured at transaction price, less any impairment.

2.8 Cash at bank and in hand

Cash is represented by cash in hand and deposits repayable on demand.

2.9 Financial instruments

The Company has elected to apply the provisions of Section 11 “Basic Financial Instruments” of FRS 102 to all of its financial instruments.

2.10 Creditors

Short term creditors are measured at the transaction price.

2.11 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to profit or loss on a straight-line basis over the lease term.

2. Accounting policies (continued)

2.12 Government grants

Grants are accounted under the accruals model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to profit or loss at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the Statement of Comprehensive Income in the same period as the related expenditure.

2.13 Pensions

Defined contribution pension plan

The Company operates a defined contribution plan 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 in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Company in independently administered funds.

2.14 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the reporting date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the reporting date.

2.15 Provisions for liabilities

Provisions are made where an event has taken place that gives the Company a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to the statement of comprehensive income in the year that the Company becomes aware of the obligation, and are measured at the best estimate at the statement of financial position date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the statement of financial position.

2. Accounting policies (continued)

2.16 Current and deferred taxation

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

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

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

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits; and
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

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

3. Judgments in applying accounting policies and key sources of estimation uncertainty

Preparation of financial statements requires management to exercise judgement in applying the Company's accounting policies. Estimates and assumptions used in the preparation of the financial statements are continually reviewed and revised as necessary. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Taxation:

The Company establishes provisions based on reasonable estimates. The amount of such provisions is based on various factors, such as experience with previous tax audits and differing interpretations of tax regulations by the taxable entity and the responsible tax authority.

Management estimation is required to determine the amount of deferred tax that can be recognised, based upon likely timing and the level of future taxable profits.

The PLSA is a not-for-profit membership organisation, owned by its members as a company limited by guarantee. Under its articles its members cannot receive any distribution of surplus from the Company.

The Company aims to make a modest surplus each year to ensure it maintains an appropriate level of reserves against future contingencies. It would therefore be expected to pay a small amount of corporation tax on that surplus.

The PLSA has, however, a substantial amount of unused tax losses arising from earlier years' activities. These mainly arose in 2016 when the Company used a large amount from its reserves to enable its former defined benefit pension scheme to transfer its liabilities to an insurance Company. This protected the interests of both the Company and its employees and former employees who were members of the scheme. Under tax law the Company is allowed to use these losses, subject to certain conditions which have been met, to offset any taxable surpluses that arise from future trading. It is therefore unlikely that PLSA will actually pay any corporation tax in the foreseeable future.

The Company limits the deferred tax asset in its balance sheet to the amount of the tax losses it expects to be able to offset against taxable surpluses over the foreseeable future, approximately the next three years.

The Board has carefully considered whether the valuation of the deferred tax asset remains appropriate, taking account of their plans and the financial prospects of the Company. The Board have updated the deferred tax asset accordingly and will continue to regularly review the position.

There are no key sources of estimation uncertainty.

4. Revenue

An analysis of turnover by class of business is as follows:

	2023 £	2022 £
Membership subscriptions	**3,707,545**	3,240,349
Events income	**3,916,586**	4,241,241
Other income	**290,582**	473,104
	7,914,713	7,954,694

All turnover arose within the United Kingdom.

5. Operating profit

The operating profit is stated after charging:

	2023 £	2022 £
Research	**118,698**	111,069
Depreciation of tangible fixed assets	**286,386**	612,667
Fees payable to the Company's auditor for the audit of the Company'sannual financial statements	**22,550**	20,500
Fees payable to the Company's auditors for other services - Taxation compliance services	**5,500**	5,000
- Other non-audit services	**2,750**	2,500
Other operating lease rentals	**284,384**	334,992
Defined contribution pension cost	**409,846**	352,567

6. Employees

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

	2023 No.	2022 No.
Average number of employees	**54**	50

7. Directors' remuneration

	2023 £	2022 £
Directors' emoluments	**860,555**	706,573
	860,555	706,573

Directors' remuneration includes on average 3.7 FTE Executive Directors in 2023 (3.3 FTE in 2022).

Key management personnel

Key management personnel are considered to be the directors who have the responsibility and authority or planning, directing and controlling the activities of the Company. As a result, the disclosures required for these individuals are met by existing directors' disclosures.

8. Interest receivable

	2023 £	2022 £
Bank interest receivable	**51,158**	8,802

9. Taxation

	2023 £	2022 £
Current tax on profits for the year	**-**	-
Total current tax	**-**	-
Deferred tax		
Origination and reversal of timing differences	**41,000**	-
Total deferred tax	**41,000**	-
Taxation on profit on ordinary activities	**41,000**	-

9. Taxation (continued)

Factors affecting tax charge for the year

The tax assessed for the year is the same as (2022 - the same as) the standard rate of corporation tax in the UK of 23.52% (2022 - 19%) as set out below:

	2023 £	2022 £
Profit on ordinary activities before tax	**122,505**	59,447
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 23.52% (2022 - 19%)	**28,813**	11,295
Effects of:		
Expenses not deductible for tax	**16,034**	1,674
Fixed assets differences	**28,110**	49,851
Remeasurement of deferred tax for changes in tax rates	**4,589**	19,838
Movement in deferred tax not recognised	**(36,546)**	(82,658)
Total tax charge for the year	**41,000**	-

9. Taxation (continued)

Factors that may affect future tax charges

The standard corporation tax in the UK was 19% until 1 April 2023, and increased to 25% thereafter.

10. Tangible fixed assets

	Long-term leasehold property £	Website £	Office equipment £	Computer equipment £	Total £
Cost or valuation					
At 1 January 2023	**838,687**	**97,363**	**353,442**	**1,243,812**	**2,533,304**
Additions	**539,394**	**-**	**71,452**	**391,515**	**1,002,361**
Disposals	**(838,687)**	**-**	**(267,336)**	**(647,095)**	**(1,753,118)**
At 31 December 2023	**539,394**	**97,363**	**157,558**	**988,232**	**1,782,547**
Depreciation					
At 1 January 2023	**739,201**	**97,363**	**324,064**	**898,941**	**2,059,569**
Charge for the year on owned assets	**124,283**	**-**	**29,589**	**126,659**	**280,531**
Disposals	**(838,687)**	**-**	**(267,336)**	**(647,095)**	**(1,753,118)**
At 31 December 2023	**24,797**	**97,363**	**86,317**	**378,505**	**586,982**
Net book value					
At 31 December 2023	**514,597**	**-**	**71,241**	**609,727**	**1,195,565**
At 31 December 2022	99,486	-	29,378	344,871	473,735

11. Debtors

	2023 £	2022 £
Trade debtors	**4,312,366**	2,891,681
Other debtors	**93,545**	126,428
Prepayments and accrued income	**517,555**	446,925
Deferred taxation	**209,000**	250,000
	5,132,466	3,715,034

12. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	**342,945**	316,334
Other taxation and social security	**906,662**	763,273
Other creditors	**63,516**	343,033
Accruals and deferred income	**5,451,870**	4,563,247
	6,764,993	5,985,887

13. Financial Risk Management

The Company considers it faces two main areas of financial risk - liquidity risk and customer credit exposure.

Liquidity risk

The objective of the Company in managing liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The Company expects to meet its financial obligations through operating cash flows. The Company is in a position to meet its commitments and obligations as they fall due.

Customer credit exposure

The Company may offer credit terms to its customers which allow payment of the debt after delivery of the services. The Company is at risk to the extent that a customer may be unable to pay the debt on the specified due date. This risk is mitigated by embedding strong customer relationship management.

14. Financial instruments

The Company's income, expense, gains and losses in respect of financial instruments are summarised below:

	2023 **£**	2022 £
Total interest income for financial assets at amortised cost	**51,158**	8,802

15. Deferred taxation

	2023 £
At beginning of year	**250,000**
Charged to profit or loss	**(41,000)**
At end of year	**209,000**

The deferred tax asset is made up as follows:

	2023 £	2022 £
Fixed asset timing differences	**(153,947)**	(63,912)
Losses and other deductions	**349,921**	313,747
Short term timing differences	**13,026**	165
	209,000	250,000

16. Reserves

Profit and loss account

Profit and loss reserve represents a cumulative surplus.

17. Commitments under operating leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the Company. All other leases are classified as operating leases.

At 31 December 2023 the Company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2023 £	2022 £
Not later than 1 year	**154,670**	237,137
Later than 1 year and not later than 5 years	**502,679**	-
	657,349	237,137

18. Members' funds and articles of association

The Company is limited by guarantee and has no issued share capital. Every member, in pursuance with Clause 4 of the Articles of Association, undertakes to contribute a sum not exceeding £1 in the event of the Company being wound up whilst they are a member or within one year after they cease to be a member.

19. Subsidiary undertakings

At the year end, the Company controlled Pension Quality Mark Limited, a dormant Company limited by guarantee. The Company's registered office is Queen Elizabeth House 4 St. Dunstan's Hill, Floor 3, London, EC3R 8AD.

The Company also controlled PLSA Ltd, a dormant Company. This Company's registered office is Queen Elizabeth House 4 St. Dunstan's Hill, Floor 3, London, EC3R 8AD.

The Company is also the sole member of the National Association of Pension Funds Limited, a dormant Company limited by guarantee. This Company's registered office is Queen Elizabeth House 4 St. Dunstan's Hill, Floor 3, London, EC3R 8AD.