

**nipsa**

*The Leading Public Service Union*

**Northern Ireland  
Public Service Alliance**

**Annual Report  
of  
Financial Statements**

**For the year ended  
31<sup>st</sup> December 2009**

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# **NORTHERN IRELAND PUBLIC SERVICE ALLIANCE**

## **Annual report of Financial Statements**

**For the year ended 31<sup>st</sup> December 2009**

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# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Report of the General Council for the year ended 31<sup>st</sup> December 2009

The General Council submits their report together with the audited accounts for the year ended 31<sup>st</sup> December 2009.

### Financial results

The net movements in funds for the period are set out in the general account statement on pages 7 to 10 and in the related notes.

The accounts as set out on pages 7 to 19 refer only to incoming resources and resources expended under the direct control of the General Council.

### Members of General Council

A Allaway		
C Arkinson		
D Bannon		
B Booth		
L Collins		
M Crothers		
P Donaghy		
C Flanagan		
C Gates		
T Killen	-	Honorary Treasurer
B Lynn		
C McCarthy		
P McGinley		
K McKeating		
M McKeown		
H McKinsty		
B Moore		
M Morgan	-	President
S Morton		
P Mulholland		
J Murdock	-	Vice President
R Reid		
M Rooney		
W Stewart		
J Toal		

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Report of the General Council for the year ended 31<sup>st</sup> December 2009 (cont)

### Statement of General Council responsibilities

The General Council is required to prepare accounts that give a true and fair view of the state of affairs of the Union and of its income and expenditure for the financial period. In doing so the General Council is required to:

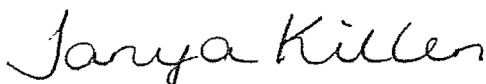
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the Council will continue in operation.

The General Council is responsible for maintaining proper accounting records that disclose with reasonable accuracy at any time the financial position of the Union. The Council is also responsible for safeguarding the assets of the Northern Ireland Public Service Alliance and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### Signed on behalf of the General Council



**B Campfield**  
**General Secretary**



**T Killen**  
**Honorary Treasurer**

**Date: 4<sup>th</sup> May 2010**

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Report of the auditors to the members of NIPSA for the year ended 31<sup>st</sup> December 2009

We have audited the financial statements of NIPSA for the year ended 31<sup>st</sup> December 2009 which comprises the Income and Expenditure Accounts, the Statement of Recognised Gains and Losses, the Balance Sheet and the notes as included on pages 7 to 19. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to NIPSA members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to NIPSA in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinion's we have formed.

### Respective responsibilities of General Council and auditors

The General Council is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

Our responsibility, as independent auditors, is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice.

In addition we report to you if, in our opinion, proper accounting records have not been kept and if we have not received all the information and explanations we require for our audit.

We read the Report of the General Council and consider the implications for our report if we become aware of any apparent misstatement.

### Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practice Board. An audit includes examination, on a test basis of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Report of the auditors to the members of NIPSA for the year ended 31<sup>st</sup> December 2009 (cont)

### Opinion

In our opinion the financial statements give a true and fair view of the state of the Union's affairs at 31<sup>st</sup> December 2009 and of its operating surplus of income over expenditure for the year then ended.



DNT  
Registered Auditors and  
Chartered Accountants

Date: 4<sup>th</sup> May 2010

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## General Account

For the year ended 31<sup>st</sup> December 2009

	Page	2009 £	2008 £
<b>Income</b>			
CS group subscriptions		2,056,334	1,990,853
PO group subscriptions		1,892,672	1,787,814
Bank deposit interest		13,089	74,841
Building society interest		4,145	20,041
Investment income		2,762	6,513
NIPSA news advertisements		1,175	2,938
<b>Total income</b>		<u>3,970,177</u>	<u>3,883,000</u>
<b>Expenditure</b>			
	9-10		
Personnel costs		2,076,557	2,233,356
Premises costs		187,086	171,716
General costs		1,186,206	1,285,629
Traffic attendants dispute		79,832	0
Finance costs		56,366	58,644
Depreciation		122,697	129,326
Taxation		3,891	20,496
<b>Total expenditure</b>		<u>3,712,635</u>	<u>3,899,167</u>
<b>Operating surplus/(deficit) for year</b>		<u>257,542</u>	<u>(16,167)</u>
<b>Fund transfers</b>			
Fighting fund	11	19,447	93,929
Contingency fund	18	78,418	73,742
<b>Surplus/ (deficit) for year</b>		<u>159,677</u>	<u>(183,838)</u>

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Statement of Recognised Gains and Losses

For the year ended 31<sup>st</sup> December 2009

	Page	2009	2008
		£	£
Surplus/ (deficit) for year	7	159,677	(183,838)
Actuarial (loss)/gain on defined benefit pension scheme	15	(2,440,000)	734,000
<b>Total gains and losses recognised since last Annual Report</b>		<u>(2,280,323)</u>	<u>550,162</u>

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to General Account

For the year ended 31<sup>st</sup> December 2009

	Notes	2009 £	2008 £
<b>Personnel costs</b>			
Salaries		1,674,618	1,622,070
Pension costs		704,174	805,910
Current service cost for pension scheme		403,000	403,000
Pension levy		6,765	103,376
Less employer contributions		<u>(712,000)</u>	<u>(701,000)</u>
		<u>2,076,557</u>	<u>2,233,356</u>
<b>Premises costs</b>			
Heat and light		27,242	21,794
Rates		103,836	100,684
Maintenance costs		25,136	21,453
Derry premises costs		13,473	11,240
Security		3,879	3,610
Insurance - general		13,520	12,935
		<u>187,086</u>	<u>171,716</u>
<b>General costs</b>			
Travel and subsistence		139,789	181,856
Maintenance office equipment		96,219	92,432
Postage and telephone		100,147	123,081
Printing and stationary		54,673	78,416
Publications		29,869	19,044
Branch costs		11,742	8,394
Annual conference	9	188,366	170,486
Departmental committees and panels	10	10,529	7,636
Liaison and affiliation		164,217	128,280
Donations		17,490	3,104
NIPSA news/ NIPSA reports	11	105,350	176,111
Education and training		22,453	8,684
Welfare		23,545	11,055
Professional, legal and audit fees	12	59,728	145,597
Ballot costs	13	67,598	23,893
General costs		42,685	41,705
Members discount scheme and diaries		49,106	63,235
Personal accident insurance		2,700	2,620
		<u>1,186,206</u>	<u>1,285,629</u>

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to General Account (cont)

For the year ended 31<sup>st</sup> December 2009

	Notes	2009 £	2008 £
<b>Finance costs</b>			
Other finance costs re pension	1(E)(vi)	53,000	55,000
Bank charges		<u>3,366</u>	<u>3,664</u>
		<u>56,366</u>	<u>58,664</u>
<b>Depreciation costs</b>			
	2		
Extension		21,073	21,073
Premises		47,289	54,913
Fixtures and fittings		457	378
Computers		<u>53,878</u>	<u>52,962</u>
		<u>122,697</u>	<u>129,326</u>
<b>Taxation</b>			
Corporation tax - year ended 31 <sup>st</sup> December 2009	1(c)	<u>3,891</u>	<u>20,496</u>

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Fighting Fund Account

For the year ended 31<sup>st</sup> December 2009

	2009	2008
	£	£
Opening balance at 1 <sup>st</sup> January 2009	500,000	500,000
<b>Income</b>		
Subscription income	<u>0</u>	<u>0</u>
<b>Total funds</b>	500,000	500,000
<b>Expenditure</b>		
Fighting fund	16,662	74,575
Selective strike payments	0	1,467
General dispute costs	2,055	13,401
Hire of venue	250	3,775
General costs	<u>480</u>	<u>711</u>
<b>Total expenditure</b>	19,447	93,929
<b>Fund transfers</b>		
General fund	<u>19,447</u>	<u>93,929</u>
<b>Closing balance as at 31<sup>st</sup> December 2009</b>	<u><u>500,000</u></u>	<u><u>500,000</u></u>

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Balance Sheet

As at 31<sup>st</sup> December 2009

	Notes	2009 £	2008 £
<b>Fixed assets</b>			
Tangible assets	2	994,005	1,111,725
Investments	3	<u>20,000</u>	<u>20,000</u>
		1,014,005	1,131,725
<b>Current assets</b>			
Debtors and prepayments		516,375	455,088
Bank balances		<u>1,853,092</u>	<u>1,728,457</u>
		<u>2,369,467</u>	<u>2,183,545</u>
<b>Current liabilities</b>			
Creditors and accruals		193,602	87,214
Provision current tax		<u>19,685</u>	<u>37,065</u>
		<u>213,287</u>	<u>124,279</u>
<b>Net current assets</b>		<u>2,156,180</u>	<u>2,059,266</u>
<b>Total assets less current liabilities</b>		3,170,185	3,190,991
<b>Pension scheme</b>	1(E)	<u>(1,542,000)</u>	<u>642,000</u>
<b>Total net assets</b>		<u>1,628,185</u>	<u>3,832,991</u>
<b>Represented by:</b>			
General fund	4	4,945	2,285,268
Fighting fund		500,000	500,000
Fee fund	5	25,416	28,317
Contingency fund	6	942,824	864,406
Personal accident scheme fund	7	<u>155,000</u>	<u>155,000</u>
		<u>1,628,185</u>	<u>3,832,991</u>

*B. Campfield*

**B Campfield**  
General Secretary

*Tanya Killen*

**T Killen**  
Honorary Treasurer

Date: 4<sup>th</sup> May 2010

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to the financial statements for the year ended 31<sup>st</sup> December 2009

### 1. Principal accounting policies

As in previous years the financial statements have been prepared under the historical cost convention. A summary of the more important accounting policies adopted by the Union is set out below:-

#### (a) Depreciation

Depreciation is calculated so as to write off the cost of fixed assets on a straight-line basis over the expected useful lives of the assets concerned. The annual rates used for this purpose are:

	%
Extension	4
Premises	4
Fixture and fittings	10
Computer equipment	20

#### (b) Subscriptions

Membership subscription income is included in the financial statements on a receivable basis.

#### (c) Corporation tax

Provision is made for corporation taxation on interest receivable during the financial year at a rate of 21% in accordance with Corporation Tax requirements in the year.

#### (d) Salaries

From 1 August 2009 (under review) the pay range of Headquarters staff was as follows:-

	<b>HQ Post</b>	<b>Pay Scales</b>
1	General Secretary	£55,457 - £62,407
1	Deputy General Secretary	£47,269 - £50,796
2	Assistant General Secretary	£34,197 - £40,441
6	Assistant Secretary	£32,643 - £37,018
15	Higher Executive Officer	£28,453 - £30,520
8	Executive Officer ( <i>2 part time</i> )	£24,387 - £26,086*
1	Senior Personal Secretary	£24,528 - £25,766
9	Personal Secretary ( <i>3 part time</i> )	£20,018 - £21,132*
17	Administrative Officer ( <i>2 part time</i> )	£14,890 - £17,099*
1	General Assistant Buildings	£14,890 - £17,099
3	General Assistant ( <i>part time</i> )	£13,130 - £14,420*

\* Full time rate is used to calculate part time hours on a pro-rata basis.

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to the financial statements for the year ended 31<sup>st</sup> December 2009 (cont)

### (e) Pensions

The NIPSA Pension Scheme provides benefits based on a final pensionable salary. The assets of the Scheme are held separately from those of NIPSA, being invested with insurance companies, Scottish Life and Standard Life. Contributions to the scheme are charged to the Income and Expenditure Account so as to spread the cost of pensions over employees' working lives with NIPSA. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method.

The most recent valuation was at 31<sup>st</sup> December 2006. The actuary assessed a shortfall in the Pension Scheme funding against liabilities of some £2.265m. NIPSA accepted the actuary's recommendation that the employer contribution rate should be increased to 40.8% plus an employer contribution of £270,000 per annum to recover the funding shortfall. These revised contributions were implemented during 2007 and are reflected in the 2008 and 2009 annual financial statements.

In accordance with an agreement with GMB, SIPTU and UNITE, the Trade Unions for Headquarters staff, the Scheme provides benefits comparable to those of the Northern Ireland Civil Service. As is the case of the NICS, employees are required to pay a contribution of 1.5% towards the cost of dependents' benefits.

Separate financial statements are prepared and audited for the NIPSA Retirement and Death Benefit Plan.

The financial statements for the year ended 31<sup>st</sup> December 2009 have been prepared in order to comply with Financial Reporting Standard 17 - Retirement Benefits. This enables increases/decreases in the scheme assets to be shown in the financial statements.

The service cost of the scheme, the employer contributions, and the interest cost are shown on the face of the Income and Expenditure Account and the surplus / (deficit) on the face of the Balance Sheet. The actuarial gain/loss has been shown on the Statement of Recognised Gains and Losses as per Page 8 of the financial statements.

#### (I) Assumptions used by actuary

	At 31.12.09	At 31.12.08	At 31.12.07	At 31.12.06
Discount rate	5.8%	6.5%	5.6%	5.1%
Retail price inflation	3.6%	2.6%	3.4%	3.2%
Revaluation of early leavers benefits	3.6%	2.6%	3.4%	3.2%
Salary growth	4.6%	3.6%	4.4%	4.2%
Increases to pensions in payment				
- pre 1988 GMP	0%	0%	0%	0%
- post 1988 GMP	3.6%	2.6%	3.0%	3.0%
- pension earned before 06.04.97 in	3.6%	2.6%	3.4%	3.2%
Excess of GMP				
- pension earned after 06.04.97	3.6%	2.6%	3.4%	3.2%

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to the financial statements for the year ended 31<sup>st</sup> December 2009 (cont)

### (e) Pensions (cont)

#### (II) Movement in scheme assets and liabilities

	At 31.12.09 £	At 31.12.08 £	At 31.12.07 £	At 31.12.06 £
Value of scheme assets	9,179,000	7,398,000	8,532,000	8,379,000
Value of scheme liabilities	(10,721,000)	(6,756,000)	(8,867,000)	(8,345,000)
<b>(Deficit)/surplus in scheme</b>	<b>(1,542,000)</b>	<b>642,000</b>	<b>(335,000)</b>	<b>34,000</b>

#### (III) Pension expenses

	2009 £	2008 £
<b>Analysis of the amount charged to operating profit</b>		
Current service cost	403,000	403,000
Past service cost	0	0
Gains on settlements and curtailments	0	0
<b>Total operating charge</b>	<b>403,000</b>	<b>403,000</b>
<b>Analysis of the amount credited to other financial income</b>		
Expected return on pension scheme assets	385,000	442,000
Interest on pension scheme liabilities	(438,000)	(497,000)
<b>Net return</b>	<b>(53,000)</b>	<b>(55,000)</b>

#### (IV) Statement of total recognised gains and losses

	2009 £	2008 £
Actual return less expected return on pension scheme assets	1,135,000	(1,888,000)
Experience gains and losses arising on scheme liabilities	(355,000)	(476,000)
Changes in assumptions underlying the present value of the scheme liabilities	(3,220,000)	3,098,000
<b>Actuarial (loss)/ gain recognised in the STRGL</b>	<b>(2,440,000)</b>	<b>734,000</b>

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to the financial statements for the year ended 31<sup>st</sup> December 2009 (cont)

### (e) Pensions (cont)

#### (V) Movement in scheme assets and liabilities

	Assets £	Liabilities £
At 1st January 2009	7,398,000	6,756,000
Movement in year:		
Current service cost	0	403,000
Expected return on scheme assets	385,000	0
Employer contributions	712,000	0
Employee contributions	23,000	23,000
Interest cost on scheme liabilities	0	438,000
Benefits paid	(474,000)	(474,000)
Actuarial gain/ (loss)	1,135,000	3,575,000
	<u>9,179,000</u>	<u>10,721,000</u>
<b>At 31st December 2009</b>	<b>9,179,000</b>	<b>10,721,000</b>

#### (VI) Movement in Deficit during the year

	2009 £	2008 £
Surplus/(deficit) in Scheme at beginning of the year	642,000	(335,000)
Movement in year:		
Current service cost	(403,000)	(403,000)
Gains on settlements and curtailments	0	0
Employer contributions	712,000	701,000
Past service costs	0	0
Other financial income	(53,000)	(55,000)
Actuarial (loss)/gain	(2,440,000)	734,000
	<u>(1,542,000)</u>	<u>642,000</u>
<b>(Deficit)/surplus in scheme at end of year</b>	<b>(1,542,000)</b>	<b>642,000</b>

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to the financial statements for the year ended 31<sup>st</sup> December 2009 (cont)

### (f) General Council

Name	Total claimed on General Council business 01/01/09 to 31/12/09 £
P Donaghy	298.90
T Killen	38.40
K McKeating	13.06
A Millar	65.40
J Murdock	81.03
H McKinstry	98.25
M Rooney	8.50
J Scott	39.78
T Smyth	258.66
J Toal	34.00

### 2. Fixed assets

	Extension	Premises	Fixtures and fittings	Computer equipment	Total
	£	£	£	£	£
<b>Cost</b>					
At 1 <sup>st</sup> January 2009	526,816	1,372,842	487,726	264,809	2,652,193
Additions during year	0	0	396	4,581	4,977
<b>At 31<sup>st</sup> December 2009</b>	<b>526,816</b>	<b>1,372,842</b>	<b>488,122</b>	<b>269,390</b>	<b>2,657,170</b>
<b>Depreciation</b>					
At 1 <sup>st</sup> January 2009	388,817	494,476	484,325	172,850	1,540,468
Charge for the year	21,073	47,289	457	53,878	122,697
<b>At 31<sup>st</sup> December 2009</b>	<b>409,890</b>	<b>541,765</b>	<b>484,782</b>	<b>226,728</b>	<b>1,663,165</b>
<b>Net book value</b>					
<b>At 31<sup>st</sup> December 2009</b>	<b>116,926</b>	<b>831,077</b>	<b>3,340</b>	<b>42,662</b>	<b>994,005</b>
At 31 <sup>st</sup> December 2008	137,999	878,366	3,401	91,959	1,111,725

# NORTHERN IRELAND PUBLIC SERVICE ALLIANCE

## Notes to the financial statements for the year ended 31<sup>st</sup> December 2009 (cont)

### 3. Investments

	Cost £	Market value £
Unity Trust PLC 'A' Shares	10,000	10,000
New Star	10,000	30,858
	<u>20,000</u>	<u>40,858</u>

### 4. General fund

	2009 £	2008 £
Balance at 1 <sup>st</sup> January 2009	2,285,268	1,735,106
Actuarial (loss)/ gain on pension scheme assets for year	(2,440,000)	734,000
Surplus/(deficit) for year	<u>159,677</u>	<u>(183,838)</u>
<b>Balance at 31<sup>st</sup> December 2009</b>	<u><b>4,945</b></u>	<u><b>2,285,268</b></u>

### 5. Fee fund

	2009 £	2008 £
Balance at 1 <sup>st</sup> January 2009	28,317	31,387
Fees received	5,584	7,274
Expenditure/donations	<u>(8,485)</u>	<u>(10,344)</u>
<b>Balance at 31<sup>st</sup> December 2009</b>	<u><b>25,416</b></u>	<u><b>28,317</b></u>

### 6. Contingency fund

	2009 £	2008 £
Balance at 1 <sup>st</sup> January 2009	864,406	790,664
Transfers from general fund	<u>78,418</u>	<u>73,742</u>
<b>Balance at 31<sup>st</sup> December 2009</b>	<u><b>942,824</b></u>	<u><b>864,406</b></u>

# **NORTHERN IRELAND PUBLIC SERVICE ALLIANCE**

## **Notes to the financial statements for the year ended 31<sup>st</sup> December 2009 (cont)**

### **7. Personal accident scheme fund**

The fund relates to personal accident cover for members and employees of NIPSA up to an agreed limit by the insurance company. The Union is insured for claims above £155,000.

### **8. Pension protection fund levy**

The annual levy calculated and charged to NIPSA in 2009 by the PPF was £6,765 and the charge for 2008 was £103,376. The 2008 levy was challenged, however, the PPF have insisted their calculation was correct. Efforts are on-going to have the 2008 levy reviewed.

### **9. Annual conference**

The increase reported was mainly attributable to the increased hotel accommodation costs incurred at Newcastle as the venue for the 2009 Annual Conference.

### **10. Departmental committees and panels**

This reflected an increase in the number of meetings and conferences held in 2009.

### **11. NIPSA news/NIPSA reports**

The decrease reflected a change in the basis of circulating information to members.

### **12. Professional, legal and audit fees**

The decrease in expenditure relates to two substantial one off payments in 2008, the legal fee for the Labour Relations Agency equal pay claim was £33,053 and the fee for the PPP/PFI report from Edinburgh University was £35,250.

### **13. Ballot costs**

The increase in expenditure relates to three ballots held during the year, General Council election (£25,778), General Secretary election (£26,909) and Equal Pay settlement (£14,911). In 2008 there was only one election held for the General Council to the expense of £23,893.

### **14. Provision of other services by auditors**

In common with many other organisations of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

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