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**THE UNIVERSITY OF PORTSMOUTH STUDENTS' UNION
(LIMITED BY GUARANTEE)
CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 JULY 2008
REGISTERED COMPANY NUMBER 03934555**



THE UNIVERSITY OF PORTSMOUTH STUDENTS' UNION

YEAR ENDED 31 JULY 2008

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YEAR ENDED 31 JULY 2008

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees (and Directors)

P Jones (Independent)	(appointed September 2005)
E Gray	(resigned July 2008)
A Harries	(appointed August 2007, resigned July 2008)
K King	(appointed August 2007, resigned July 2008)
S Leach	(appointed August 2007)
B Norman	(appointed August 2007, resigned July 2008)
A Machin	(appointed August 2007)
E Lawson	(appointed August 2008)
C Bird	(appointed August 2008)
S Topazio	(appointed August 2008)
T Worman	(appointed August 2008)

Secretary

E Gray	(resigned July 2008)
A Machin	(appointed August 2008)

Chief executive

D Miles	(from 14 April 2009)
L Ellis	(to 14 April 2009)

Registered Office

Student Centre
Cambridge Road
Portsmouth
Hampshire
PO1 2EF

Registered company number

YEAR ENDED 31 JULY 2008

TRUSTEES' REPORT

The trustees, who are directors for the purposes of company law, have pleasure in presenting their annual report for the purposes of Section 46 of the Charities Act 1993 and Section 234 of the Companies Act 1985, together with the accounts for the year ended 31 July 2008. The trustees have complied with the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in March 2005, in preparing the financial statements of the charity.

STRUCTURE GOVERNANCE AND MANAGEMENT

University of Portsmouth Student Union (UPSU) is a charitable company limited by guarantee, incorporated on 14 July 1999. It is exempt from registration with the Charity Commission by virtue of its association with the University of Portsmouth, a Higher Education Institution regulated by HEFCE.

It is governed by a Memorandum and Articles of Association and is controlled by a board of trustees whose members are directors for the purposes of company law and trustees for the purposes of charity law. Decisions are made by simple majority vote.

Six of the charity's trustees are elected sabbatical officers and one is an appointed independent trustee. They are provided with copies of the Charity Commission's guidance to trustees and given an introduction to the activities of the charity by the existing board. Trustees are provided with training as and when required.

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the specific operational areas of the charity and its finances. The trustees believe that by monitoring reserve levels, by ensuring controls exist over key financial systems and by examining the operational and business risks faced by the charity, they have established effective systems to mitigate those risks.

OBJECTIVES AND ACTIVITIES

The objects of the charity are:

- The advancement of education;
- The relief of poverty and distress among persons attending the university;
- The provision of facilities for recreation; and
- The promotion of equality and other exclusively charitable purposes.

In furtherance of these objects, the charity aims to add value to the recruitment and retention of students at the University of Portsmouth and to manage the "student experience". It also aims to increase and widen participation and diversity by the effective organisation of the University of Portsmouth's students using the democratic processes on which the Students' Union is based.

The charity's strategy for achieving its aims is to continue to provide student support and student recreational activities.

ACHIEVEMENTS AND PERFORMANCE

The UPSU has continued to deliver its objectives of providing student support and recreational services throughout the year under review.

The UPSU has shown a significant growth in democracy, media, student development, RAG, campaigns, student part-time recruitment, student representation, societies and sports clubs over the past year in accordance with our mission to provide open and fair access for all our members.

This year there has been an increase in areas of participation with significant welfare and volunteering campaigns including Rowans Hospice, Macmillan, Colitis & Crohn's. We have actively engaged with the local community with our volunteering programmes.

FINANCIAL REVIEW

During the year to 31 July 2008, the charity received income totalling £1,627,874 (2007: £1,458,391) and incurred expenditure totalling £1,581,104 (2007: £1,434,610) giving rise to a net income for the year of £46,770 (2007: £23,781).

The charity's trustees consider that because of its increasing levels of self-generated income, it should maintain a level of reserves at least equivalent to three months' expenditure i.e. approximately £400,000 in order to safeguard the delivery of the charity's services during any unforeseen shortfall in such income. As at 31 July 2008 the level of reserves was £179,087 (2007: £150,526) and the trustees consider that this should be increased over the next three years to the desired level.

The charity's principal funding source remains the University of Portsmouth although significant other income is now derived from fundraising, including activities undertaken by the new trading subsidiary, and charges for the provision of services to students. Expenditure continues to be focussed on student support and recreational objectives of the charity.

The charity did not make any grants to other organisations during this or the preceding year.

PLANS FOR FUTURE PERIODS

The charity's aims for the future continue to be to add value to the student experience and to increase and widen participation, diversity, representation and democracy. It will achieve this by continuing to provide the services currently in place.

YEAR ENDED 31 JULY 2008

TRUSTEES' RESPONSIBILITIES

Company law requires the trustees, who are the directors for company law purposes, to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The trustees are responsible for keeping proper accounting records which 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 1985. 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.

In so far as the trustees are aware:

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

APPOINTMENT OF AUDITORS

HW Chartered Accountants (HWCA Ltd) will be proposed for re-appointment as auditors at the Annual General Meeting in accordance with section 467 of the Companies Act 2006.

This report, which has been prepared in accordance with the special provisions of part VII of the Companies Act 1985, applicable to small companies was approved by the Board on 26/06/09 and signed on its behalf.

Secretary



YEAR ENDED 31 JULY 2008

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE UNIVERSITY OF PORTSMOUTH STUDENTS' UNION

We have audited the financial statements of the University of Portsmouth Students' Union for the year ended 31 July 2008 which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes. These financial statements have been prepared under the accounting policies set out therein

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

The trustees' (who are also the directors for the purposes of company law) responsibilities for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

Our responsibility 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 and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Trustees' Report is consistent with the financial statements. In addition we report to you if, in our opinion, the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and other transactions is not disclosed.

We read the Trustees' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

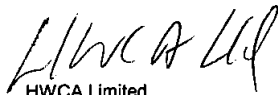
We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the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

We planned and performed our audit so as to obtain all 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.

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice of the state of the company's and the group's affairs as at 31 July 2008, and of group's incoming resources and application of resources for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Trustees' Report is consistent with the financial statements.



HWCA Limited
Chartered Accountants & Registered Auditors

Date 28/5/09

Cawley Priory
South Pallant
Chichester
West Sussex
PO19 1SY

YEAR ENDED 31 JULY 2008

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCOME AND EXPENDITURE ACCOUNT)

	Note	Unrestricted Funds £	Restricted Funds £	2008 Total Funds £	2007 Total Funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	1	906,473	-	906,473	837,796
Activities for generating funds	1	116,328	-	116,328	101,780
Investment income		3,496	-	3,496	5,114
Incoming resources from charitable activities					
		260,697	340,880	601,577	513,701
Total incoming resources		1,286,994	340,880	1,627,874	1,458,391
RESOURCES EXPENDED					
Costs of generating funds					
Fundraising trading: CoGS and other	2	31,915	-	31,915	21,733
Charitable activities	3	1,080,700	329,421	1,410,121	1,234,606
Governance costs	4	139,068	-	139,068	135,137
Exceptional costs		-	-	-	43,134
Total resources expended		1,251,683	329,421	1,581,104	1,434,610
Net Income		35,311	11,459	46,770	23,781
RECONCILIATION OF FUNDS					
Total funds brought forward	14	150,526	7,783	158,309	134,528
Total funds carried forward	14	185,837	19,242	205,079	158,309

None of the charity's other activities were acquired or discontinued during the above two financial years.

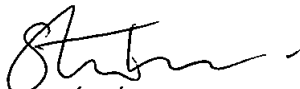
The charity has no recognised gains or losses other than those dealt with in the statement of financial activities.

CONSOLIDATED BALANCE SHEET AS AT 31 JULY 2008

	Note	Group 2008 £	Charity 2008 £	2007 £
FIXED ASSETS				
Tangible assets	9	6,750	6,750	-
Investments	10	-	1	-
Total fixed assets		6,750	6,751	-
CURRENT ASSETS				
Stocks and work-in-progress		3,228	-	-
Debtors	11	9,064	37,133	11,972
Cash at bank and in hand		277,403	252,397	266,114
Total current assets		289,695	289,530	278,086
CURRENT LIABILITIES				
Creditors: amounts falling due within one year	12	(91,366)	(91,202)	(119,777)
Net current assets/(liabilities)		198,329	198,328	158,309
Net assets/(liabilities)		205,079	205,079	158,309
THE FUNDS OF THE CHARITY				
Restricted funds	14	19,242	19,242	7,783
Unrestricted funds	14	185,837	185,837	150,526
Total charity funds		205,079	205,079	158,309

These financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

Approved by the trustees and signed on their behalf.

Director 
 Date 26/5/09

The notes on pages 8 to 12 form part of these financial statements.

YEAR ENDED 31 JULY 2008

ACCOUNTING POLICIES**Scope and basis of the financial statements**

The accounts have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice, Accounting by Charities (SORP 2005) issued in March 2005 and applicable accounting standards.

Consolidation

These group financial statements include the results of the charity's wholly-owned subsidiary company which have been consolidated on a line by line basis.

Incoming resources

Incoming resources are recognised in the period in which the charity is entitled to receipt once the amount can be measured with reasonable certainty. Income is deferred only where the donor has imposed restrictions on the resources which amount to pre-conditions for use e.g. the receipt in advance of a grant for expenditure in a future accounting period.

Resources expended

Resources expended are included in the Statement of Financial Activities (SoFA) on an accruals basis and are recognised at the point when a legal or constructive obligation arises.

The majority of costs are directly attributable to specific activities but certain shared costs are apportioned to activities in furtherance of the charity's objects. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. In the opinion of the trustees, the use of resources suggests that such costs, with the exception of certain financial administration costs, should be allocated equally between the charity's two main charitable activities. Financial administration costs are apportioned one third to each of the two main charitable activities and governance costs. The costs of sabbatical officers' salaries are allocated to activities according to their roles within the organisation as set out in note 8 to these accounts.

Governance costs

Governance costs comprise the costs associated with the governance arrangements of the charity which relate to the general running of the charity as opposed to those costs associated with fundraising or charitable activity.

Exceptional costs

Exceptional costs comprise the pension costs associated with the closure of the charity's previous subsidiary undertaking.

Pensions

The University of Portsmouth Students' Union participates in the Students' Union Superannuation Scheme, a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union. Under the terms of FRS17, in these circumstances contributions are accounted for as if the scheme were a defined contribution scheme based on actual contributions paid through the year.

Cash flow statement

The financial statements do not include a cash flow statement as the charity has taken advantage of the exemption from preparing such a statement that are available to smaller entities.

Fixed assets

Fixed assets are stated at cost and depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life as follows:

Motor vehicles	50% straight line
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Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or raised by the charity for particular purposes. The cost of raising and administering such funds is charged against the specific fund. The aim and use of each restricted fund are set out in the notes to the financial statements.

NOTES TO THE ACCOUNTS

1. Incoming resources from generated funds

	Unrestricted Funds £	Restricted Funds £	2008 Total Funds £	2007 Total Funds £
Voluntary income				
Grants receivable	904,141	-	904,141	835,141
Life membership subscriptions	2,332	-	2,332	2,655
	<u>906,473</u>	<u>-</u>	<u>906,473</u>	<u>837,796</u>
Activities for generating funds				
Membership services	-	-	-	57,072
Copyshop memorabilia	-	-	-	44,708
Fundraising trading (see note 2)	116,328	-	116,328	-
	<u>116,328</u>	<u>-</u>	<u>116,328</u>	<u>101,780</u>
	<u>1,022,801</u>	<u>-</u>	<u>1,022,801</u>	<u>939,576</u>

2. Fundraising trading: cost of goods sold and other costs
Portsmouth Students' Union Trading Company Limited

	2008 Total £
Turnover	116,328
Cost of sales	(31,415)
Gross profit	84,913
Administrative expenses	(58,068)
Operating profit/(loss)	26,845
Loan interest payable to UPSU	(329)
Gift Aid payment to UPSU	(26,516)
Net profit/(loss)	-
Reserves carried forward	-

Included with administrative costs is a management charge of £57,568 from the University of Portsmouth Students' Union. This management charge in addition to the loan interest and gift aid payment are eliminated on consolidation leaving a cost for generating funds of £31,915 in the consolidated statement of financial activities.

3. Charitable activities

	Activities undertaken direct £	Support costs £	2008 Total Funds £	2007 Total Funds £
Student support activities	420,624	118,312	538,936	469,717
Recreational activities				
Sports and societies - Unrestricted	302,115	-	302,115	297,631
Sports and societies - Restricted	329,421	-	329,421	215,431
Balls	81,976	-	81,976	90,349
Other recreational costs	30,004	118,312	148,316	155,566
	<u>743,516</u>	<u>118,312</u>	<u>861,828</u>	<u>758,977</u>
Other charitable activities	9,357	-	9,357	5,911
	<u>1,173,497</u>	<u>236,624</u>	<u>1,410,121</u>	<u>1,234,605</u>

YEAR ENDED 31 JULY 2008

4. Governance costs

	Unrestricted Funds £	Restricted Funds £	2008 Total Funds £	2007 Total Funds £
Sabbaticals' remuneration	18,924	-	18,924	18,369
NUS affiliation	44,467	-	44,467	51,826
NUS card costs	15,492	-	15,492	16,726
Trustee expenses	4,958	-	4,958	5,010
Legal and professional	5,457	-	5,457	3,588
Student Union Evaluation Initiative costs	6,290	-	6,290	-
Administration	43,480	-	43,480	39,618
	<u>139,068</u>	<u>-</u>	<u>139,068</u>	<u>135,137</u>

5. Exceptional costs

	Unrestricted Funds £	Restricted Funds £	2008 Total Funds £	2007 Total Funds £
Pension costs arising from closure of previous subsidiary company	-	-	-	43,134
	<u>-</u>	<u>-</u>	<u>-</u>	<u>43,134</u>

5. Net incoming/(outgoing) resources is stated after charging

	Unrestricted Funds £	Restricted Funds £	2008 Total Funds £	2007 Total Funds £
Audit fees	7,157	-	7,157	6,185
Depreciation	6,750	-	6,750	-
	<u>7,157</u>	<u>-</u>	<u>7,157</u>	<u>6,185</u>

6. Taxation

The University of Portsmouth Students' Union is an exempt charity and is eligible for the exemptions from taxation available to charities on their charitable activities. No charge to taxation therefore arises.

7. Salary Costs

	Unrestricted Funds £	Restricted Funds £	2008 Total Funds £	2007 Total Funds £
Gross pay	454,198	-	454,198	423,805
Employer's national insurance	37,110	-	37,110	33,890
Pension contributions	10,218	-	10,218	11,851
	<u>501,526</u>	<u>-</u>	<u>501,526</u>	<u>469,546</u>

There were no employees earning more than £60,000 during the year under review or the preceding year.

A total of £4,958 (2007: £5,010) was paid as reimbursement of travel and subsistence expenses to 10 (2007: 11) trustees.

During this and the preceding year there were 17 full time members of staff and part time staff equivalent to a further 10 members of staff on a full time equivalent basis.

YEAR ENDED 31 JULY 2008

7. Salary costs (continued)

As authorised under section 5 of the Memorandum of Association, a total of £106,072 (2007: 104,614) was paid in remuneration to ten (2007: 11) sabbatical officer trustee as follows:

	£
E Gray	17,413
S Leach	16,462
B Norman	16,462
A Machin	16,462
K King	16,462
A Harries	1,648
T Worman	1,033
E Lawson	1,835
C Bird	1,833
S Topazio	1,833
	<u>106,072</u>

8. Related party transactions

At the start of the year under review The University of Portsmouth Students' Union established a trading subsidiary, Portsmouth Students' Union Trading Company Limited (PSUT). PSUT is wholly owned by The University of Portsmouth Students Union, and was established to handle the sales of clothing memorabilia, advertising and exhibition space on behalf of the students' union. A monthly management charge is made by the students' union in respect of the operation and administration of this company.

Shortly after its incorporation, The University of Portsmouth Students' Union made a loan to PSUT in order to provide it with essential working capital. The loan arrangement is documented in writing and is secured against the subsidiary company's assets. The balance outstanding as at 31 July 2008 was £7,000 together with interest (at 1.5% over base) of £329.

The University of Portsmouth is, by virtue of the provisions of section 22 of the Education Act 1994, required to take all practical steps to ensure that the charity operates fairly and democratically and accounts for its finances. During the year under review, the charity received grants totalling £904,141 (2007: £835,141) from the University.

Costs of £44,984 (2007: £28,065) were accrued at the year end in respect of amounts charged or estimated to be charged by the University in respect of utilities, vehicles and other supplies of goods and services.

9. Tangible assets – Group and charity

	Motor vehicles £
Cost	
Additions	13,500
	<u>13,500</u>
Depreciation	
Charge for the year	6,750
	<u>6,750</u>
Net book value carried forward	<u>6,750</u>
Net book value brought forward	<u>-</u>

10. Investments

At the beginning of the period under review The University of Portsmouth Students' Union established a wholly owned trading company. The University of Portsmouth Students' Union owns 1 ordinary share of £1, which represents 100% of the issued share capital of Portsmouth Students' Union Trading Company Limited.

YEAR ENDED 31 JULY 2008

11. Debtors

	Group	Charity	
	2008	2008	2007
	£	£	£
Trade debtors	1,685	8,243	4,763
VAT recoverable	6,027	6,027	6,180
Other debtors	224	224	-
Prepayments	1,128	1,128	1,029
Intercompany	-	21,511	-
	<u>9,064</u>	<u>37,133</u>	<u>11,972</u>

Included within the intercompany balance is a loan. The balance of the loan at 31 July 2008 was £7,000 and this is secured against the assets of Portsmouth Students' Union Trading Company Limited.

12. Creditors: amounts falling due within one year

	Group	Charity	
	2008	2008	2007
	£	£	£
Trade creditors	2,191	2,028	35,685
Wages and social security	15,134	15,134	13,315
Accruals	59,304	59,303	56,399
Other creditors	359	359	-
Loan from the University of Portsmouth	14,378	14,378	14,378
	<u>91,366</u>	<u>91,202</u>	<u>119,777</u>

13. Analysis of net assets between funds

	Unrestricted	Restricted	2008	2007
	Funds	Funds	Total	Total
	£	£	Funds	Funds
	£	£	£	£
Fixed assets	6,750	-	6,750	-
Cash at bank and in hand	258,161	19,242	277,403	266,114
Other current assets	12,292	-	12,292	11,972
Current liabilities	(91,366)	-	(91,366)	(119,777)
	<u>185,837</u>	<u>19,242</u>	<u>205,079</u>	<u>158,309</u>

14. Analysis of net movement in funds

	Total funds brought forward	Total Incoming resources	Total resources expended	Transfers between funds	Total funds carried forward
	£	£	£	£	£
Restricted funds					
Sports and societies	7,783	340,880	(329,421)	-	19,242
Unrestricted funds					
General funds	150,526	1,286,994	(1,251,683)	-	185,837
Total funds	<u>158,309</u>	<u>1,627,874</u>	<u>(1,581,104)</u>	<u>-</u>	<u>205,079</u>

Sports and Societies funds are raised by each club or society for use in furtherance of its particular activity.

General funds are available for use in furtherance of any of the charity's objects.

15. Control

The charity was controlled throughout the year by its trustees.

YEAR ENDED 31 JULY 2008

16. Pensions

The University of Portsmouth Students' Union participates in the Students' Union Superannuation Scheme, which is a defined benefit scheme whose membership consists of employees of student unions and related bodies throughout the country. Benefits in respect of service up to 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 onwards accruing on a Career Average Revalued Earnings (CARE) basis.

The most recent valuation of the scheme was carried out as at 1 October 2007 and showed that the market value of the scheme's assets was £56,318,430 with these assets representing 69% of the benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £24,901,000.

The assumptions which have the most significant effect upon the results of the valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions applied at 1 October 2007:

- The investment return would be 7.3% per annum before retirement and 5.3% per annum after retirement;
- Salaries would increase at 5.2% per annum, equivalent to 2% per annum above inflation. Pensions accruing on the CARE basis would revalue at 3.1% per annum; and
- Present and future pensions would increase at rates specified by scheme rules with appropriate assumptions where these are dependent on inflation.

Using the same assumptions adopted for the calculation of the technical provisions, the total contribution rate required to cover the cost of accruing benefits, expenses and insurance premiums (including a lump sum death benefit of three times pensionable salary) was 17.3% of pensionable salaries. This rate increases to 17.55% for those Unions providing a lump sum death benefit of four times pensionable salary. These contribution rates are inclusive of member contributions.

The following decisions have been made since 1 October 2007:

- The principal employer has agreed that Unions will contribute at the rates described above with effect from 1 October 2008.
- In addition, Unions will between them make payments of £149,000 per month (starting from 1 October 2008 and increasing each year in line with price inflation) to fund the shortfall in technical provisions under the recovery plan. If the assumptions used for the recovery plan are borne out in practice, the scheme's assets will be sufficient to cover the technical provisions by 30 September 2023.

The contribution rate for the year ended 31 July 2008 applicable to the University of Portsmouth Students' Union is 8.25% of Earnings for members and 7.7% of Earnings for the Union (15.95% in aggregate) plus £856 per month (£894 from 1 October 2007) for The University of Portsmouth Students' Union.

The employee and employer contributions paid into the scheme in respect of eligible employees for the year ended 31 July 2008 amounted to £24,383 (2007: £20,429).