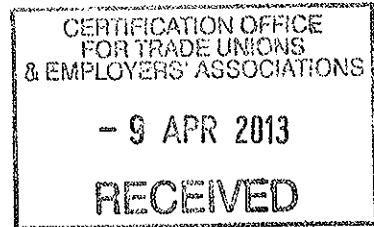


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FORM AR21



Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	Professional Footballers' Association Scotland
Year ended:	30 June 2012
List no:	N/A (Scheduled) 50834
Head or Main Office:	2 Woodside Place Glasgow G3 7QF
Website address (if available)	www.pfascotland.co.uk
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Click the appropriate box)
General Secretary:	Fraser Wishart
Telephone Number:	0141 353 0199
Contact name for queries regarding	Fraser Wishart
Telephone Number:	0141 353 0199
E-mail:	fraser@pfascotland.co.uk

PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.
Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:
Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG

(Revised February 2011)

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RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	859				859
FEMALE					
TOTAL	859				A 859

Number of members included in totals box 'A' above for whom no home or authorised address is held:

--	--

Number of members at end of year contributing to the General Fund

	859
--	-----

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
Chairman	Jack Ross	Stuart McCaffrey	01.07.12

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

--

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

--

and names:

--

PFA SCOTLAND

MANAGEMENT COMMITTEE

FOR THE YEAR ENDED 30TH JUNE 2012

Chairman: Stuart McCaffrey (Chairman)

Management Committee: Roddy McKenzie
Steven Craig
Michael Stewart
John Rankin
Colin Stewart

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		55,757
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		55,757
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		100,000
Income from any other sources (as at page 4)		13,000
Total of other income (as at page 4)		113,000
	TOTAL INCOME	168,757
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		169,984
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
	TOTAL EXPENDITURE	169,984
		(1,227)
Amount of general fund at beginning of year		191,377
Amount of general fund at end of year		190,150

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
PFA Scotland Enterprises Limited	100,000	
Professional Players Federation	13,000	

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	TOTAL FEDERATION AND OTHER BODIES	113,000
Other income		
	TOTAL OTHER INCOME	
	TOTAL OF ALL OTHER INCOME	113,000

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	
		Education and Training services	
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
		Salary Costs	
Advisory Services			
		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	

(See notes 24 and 25)

FUND 2		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

FUND 3		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

(See notes 24 and 25)

FUND 4		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

FUND 5		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

(See notes 24 and 25)

FUND 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

FUND 7		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£	£
Income	Members contributions and levies		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
			Total expenditure
		Surplus (deficit) for year	
		Amount of political fund at beginning of year	
		Amount of political fund at the end of year (as Balance Sheet)	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union	
		£	£
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects (specify)		
	Non-political expenditure		
			Total expenditure
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political fund	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£
Administrative Expenses		
Remuneration and expenses of staff		
Salaries and Wages included in above	£	
Auditors' fees		
Legal and Professional fees		
Occupancy costs		
Stationery, printing, postage, telephone, etc.		
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		
 Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		
Taxation		
 Outgoings on land and buildings (specify)		
 Other outgoings (specify)		
Total		
Charged to:		
General Fund (Page 3)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Total		

PFA SCOTLAND

FORM AR21 - YEAR ENDED 30JUNE 2012

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS

	2012
	£
Rent and service charges	0
Salaries	51,500
Social security	6,116
Wages	44,072
Social security	3,966
Telephone	106
Post and stationery	115
Website costs and maintenance	2,000
Travel and accommodation	21,136
Repairs and renewals	162
Education grants	16,524
Sundry expenses	4,572
Donations	11,390
Bank charges	1,511
Legal and professional fees	2,752
Auditor's remuneration	3,600
Depreciation - computer equipment	462
	<u>169,984</u>

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Pension Contributions s £	Benefits		Total £
				Description	Value £	
Chief Executive	51,500	6,116				57,616

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
		Total investment income	
Credited to:			
		General Fund (Page 3)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	

BALANCE SHEET as at 30 June 2012

(see notes 47 to 50)

Previous Year		£	£
317	Fixed Assets (at page 14)		896
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted	1,000	
1,000	Total Investments		1,000
	Other Assets		
	Loans to other trade unions		
1,709	Sundry debtors		81,059
259,592	Cash at bank and in hand		109,774
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
261,301	Total of other assets		190,833
262,618	TOTAL ASSETS		192,729
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
71,241	Sundry creditors		2,579
	Accrued expenses		
	Provisions		
	Other liabilities		
71,241	TOTAL LIABILITIES		2,579
191,377	TOTAL ASSETS		190,150

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold	Leasehold £ £				
Cost or Valuation						
At start of year	Attached					
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

PFA SCOTLAND

FORM AR21 - YEAR ENDED 30 JUNE 2012

FIXED ASSETS ACCOUNT

	Fixtures & Fittings	Computer Equipment £	Total
Cost			
As at 1 July 2011		3,168	3,168
Additions	282	759	1,041
Disposals		0	0
As at 30 June 2012	282	3,927	4,209
Depreciation			
As at 1 July 2011		2,851	2,851
Charge For year	70	392	462
Disposals		0	0
As at 30 June 2012	70	3,243	3,313
Net Book Value:-			
As at 30 June 2012	212	684	896
As at 1 July 2011	0	317	317

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)		
Market Value of Quoted Investment		
UNQUOTED		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)		
Market Value of Unquoted Investments		

FORM AR21 - YEAR ENDED 30 JUNE 2012

INVESTMENTS

	2012
Unlisted Shares	
At 1 July 2011	1,000
Additions	0
Disposals	0
At 30 June 2012	<u>1,000</u> =====

The Association holds 100% of the shares in PFA Scotland Enterprises Limited, an unlisted company registered in Scotland.

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME PFA Scotland Enterprises Limited	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) SC332556		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME PFA Scotland Enterprises Limited	NAMES OF SHAREHOLDERS PFA Scotland		

SUMMARY SHEET

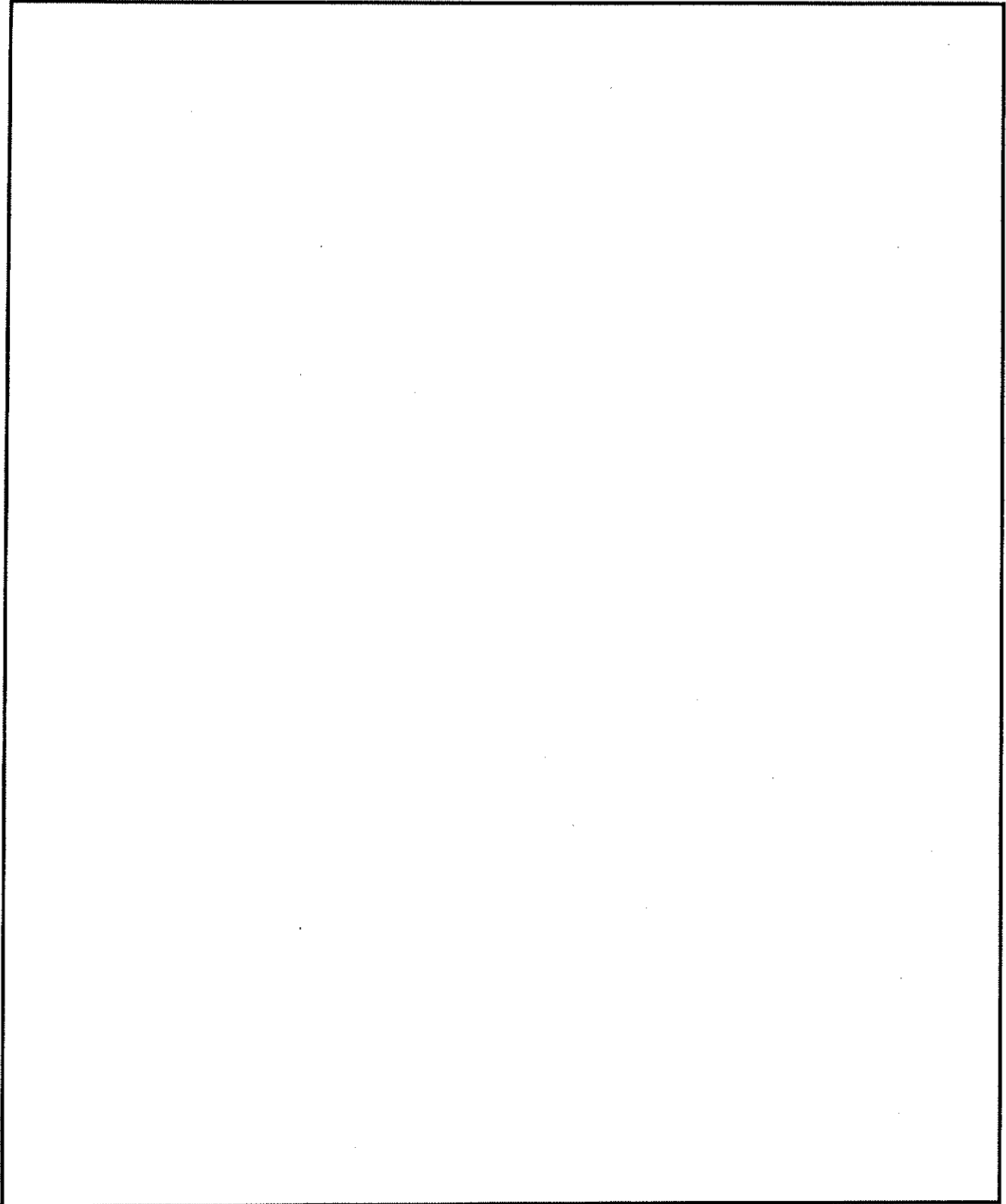
(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	55,757		55,757
From Investments			
Other Income (including increases by revaluation of assets)	113,000		113,000
Total Income	168,757		168,757
EXPENDITURE (including decreases by revaluation of	169,984		169,984
Total Expenditure	169,984		169,984
Funds at beginning of year (including reserves)	191,377		191,377
Funds at end of year (including reserves)	190,150		190,150
ASSETS			
Fixed Assets			896
Investment Assets			1,000
Other Assets			190,833
		Total Assets	192,729
LIABILITIES		Total Liabilities	2,579
NET ASSETS (Total Assets less Total Liabilities)			190,150

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

All notes to the accounts must be entered on or attached to this part of the return.

A large, empty rectangular box with a black border, intended for the user to enter or attach notes to the accounts. The box is currently blank.

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

1. Accounting Policies

(a) Accounting Convention

The financial statements are prepared under the historical cost convention.

(b) Depreciation

Depreciation is provided on tangible fixed assets, where material, at rates calculated to write off cost, less estimated residual value, of each asset over its expected useful life as follows:-

Computer Equipment	- 33% on cost per annum
Fixtures & Fittings	- 25% on cost per annum

(c) Pensions

The Association does not currently make any pension contributions on behalf of any of its employees.

(d) Leasing Commitments

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

(e) Turnover

Income represents members' subscriptions and entrance fees receivable and other income. Members' subscriptions are accounted for on a receipts basis.

(f) Taxation

Taxation is provided for at the rates prevailing at the balance sheet date, and the charge is based on surpluses arising on certain activities that are liable to tax.

2. Operating Surplus

The operating surplus for the year is stated after charging:-

	2012	2011
	£	£
Auditor's remuneration - audit fee	3,600	3,000
Auditor's remuneration - non audit fees	0	0
Depreciation of owned fixed assets	462	937
Chief Executive's remuneration		
- Salary	51,500	50,000
- Social security	6,116	5,750
- Benefits in kind	0	0

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

3. Legal and professional fees

	2012	2011
	£	£
Legal and professional fees	2,752	2,011
Accountancy fees	0	0
Auditor's remuneration	3,600	3,000
	<u>6,352</u>	<u>5,657</u>

4. Administrative expenses

	2012	2011
	£	£
Rent and service charges	0	9,669
Salaries	51,500	50,000
Social security	6,116	5,750
Wages	44,072	41,141
Social security	3,966	3,779
Telephone	106	0
Post and stationary	115	631
Website costs and maintenance	2,000	
Travel and accommodation	21,136	24,236
Repairs and renewals	162	0
Education trust grants	16,524	7,784
Sundry expenses	4,572	4,363
Donations	11,390	
Bank Charges	1,511	1,123
	<u>163,170</u>	<u>148,476</u>

5. Taxation

Analysis of the tax charge

The tax charge on the profits on ordinary activities for the year was as follows:

	2012	2,011
	£	£
Current tax:		
UK corporation tax	0	0
	-----	-----
Taxation	0	0
	=====	=====

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

6. Tangible fixed assets

	Fixtures & Fittings	Computer Equipment £	Total
Cost			
As at 1 July 2011		3,168	3,168
Additions	282	759	1,041
Disposals		0	0
As at 30 June 2012	282	3,927	4,209
Depreciation			
As at 1 July 2011		2,851	2,851
Charge For year	70	392	462
Disposals		0	0
As at 30 June 2012	70	3,243	3,313
Net Book Value:-			
As at 30 June 2012	212	684	896
As at 1 July 2011	0	317	317

7. Investments

	2012 £
Unlisted Shares	
As at 1 July 2011	1,000
Additions	0
Disposals	0
As at 30 June 2012	1,000

The Association holds 100% of the shares in PFA Scotland Enterprises Limited, an unlisted company registered in Scotland.

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

8. Debtors

	2012	2011
	£	£
Trade debtors	13,000	0
Other debtors	65,240	0
Prepayments and accrued income	2,819	1,709
	<u>81,059</u>	<u>1,709</u>

Other debtors consist of amounts owed by PFA Scotland Enterprises Limited.

9. Creditors: Amounts falling due within one year

	2012	2011
	£	£
Tax	0	0
Social Security and other taxes	2,579	5,531
Other creditors	0	65,710
	<u>2,579</u>	<u>71,241</u>

Other creditors consist of amounts owed to PFA Scotland Enterprises Limited.



ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>FRASER WISHART</u> Date: <u>31/3/13</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>STUART M-CAFFEY</u> Date: <u>31/3/13</u>
---	---

CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input checked="" type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

YES NO

If "No" please explain below.


3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in rule 83)

YES NO

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:		
Name(s):	FL Walker & Company	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	2 Woodside Place Glasgow G3 7QF	
Date:	25 March 2013	
Contact name and telephone number:	Frank Walker 0141 353 1799	

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.

**REPORT OF THE MANAGEMENT COMMITTEE AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2012
FOR
PFA SCOTLAND**

**FL WALKER & COMPANY LIMITED
CHARTERED ACCOUNTANTS**

PFA SCOTLAND

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FOR THE YEAR ENDED 30TH JUNE 2012

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Report of The Independent Auditors	4
Income and Expenditure Account	5
Balance Sheet	6
Notes To The Financial Statements	7 - 10

PFA SCOTLAND

INFORMATION

FOR THE YEAR ENDED 30TH JUNE 2012

President: Tony Higgins

Chief Executive: Fraser Wishart

Management Committee: Stuart McCaffrey (Chairman)
Roddy McKenzie
Steven Craig
Michael Stewart
John Rankin
Colin Stewart

Bankers: Clydesdale Bank
30 St Vincent Street
Glasgow
G1 2HL

Auditors: F L Walker and Company Limited
Chartered Accountants and
Registered Auditors
2 Woodside Place
Glasgow
G3 7QF

Administrative Office: Woodside House
2 Woodside Place
Glasgow
G3 7QF

CHIEF EXECUTIVE REPORT 2011-12

I am delighted to provide the Chief Executive's Annual Report for the financial year ended 30th June 2012.

It has been particularly delighted to report that the membership levels are continuing to increase. Membership at full time clubs is excellent and this year it has been pleasing to see the number of part time players joining increasing dramatically.

The work undertaken in many areas often goes unrecognised and our new communications strategy has assisted hugely with getting the message to players. Newsletters, web-site and social media are the main vehicles now used to promote the good work and support structures we provide to our members.

The football industry in Scotland continues to face financial challenges which have an impact on our members. The administration and liquidation are still an issue for our clubs and when our members' employment is threatened we are fortunate to have the terrific back up of our lawyers Bridge Litigation.

During this period we have added to the benefits and support structures we provide to our members. We set up our own player management service in partnership with Bridge Litigation. I see this as a forward step in representing players in contract negotiations; after all, as a Trade Union we exist to protect and promote our members interests.

We have recognised that players need guidance with regard to responsible gambling and our awareness presentation has been delivered to both first team and youth players at clubs across the country.

Additionally we entered into a partnership with SAMH and see me to provide bespoke and confidential counselling to any members who with any mental health issues. This added to the counselling service for gambling and other additions provided by RCA Trust gives our members access to a wide ranging support network.

On the world stage our President Tony Higgins has continued to represent the interests of players world wide via his role with FIFPro, the World Players' Union. He is a key figure in pushing forward the Social Dialogue with clubs and the European Commission. He sits on the Strategy Committees within FIFA and UEFA voicing players' views where it matters on strategy within the game at the highest level.

Politically FIFPro is vital to improving players' rights in Scotland. With seats on the FIFA and UEFA Strategy Councils FIFPro can ensure that players have a say in the running of the game at the top level. Decisions taken there will seep down into the Scottish game.

The knowledge and information disseminated by FIFPro to its affiliates is vital to ensuring that we can give the best possible advice and support to our members.

As a member of the Professional Players Federation, PFA Scotland has continued to support the good work undertaken by the PPF in lobbying politicians and ensuring the professional sports players' voice is heard in areas of power. The PPF has assisted hugely in areas such as anti-doping and gambling.

As our flagship event, the Player of the Year Awards Dinner itself was again a success. Most of our corporate guests return and take a table every year and the attendance of players makes the night a success.

As part of our education programme our annual Careers Day once again provided vital information to both senior and apprentice players who are looking to plan for their futures. The increased amounts given to members in education grants demonstrates that we are getting members to look at life after football.

PFA Scotland continued to support the Show Racism the Red Card campaign in Scotland. The campaign had a very successful year continuing the good work in schools and events at senior clubs. Our members have once again stood up in support of this message.

Football has become a cosmopolitan sport and we have worked with colleagues in other countries to represent players. It is always good to be able to mention the other countries' unions to players from abroad and see the recognition and respect players have. It is welcoming to have members from other parts of the world.

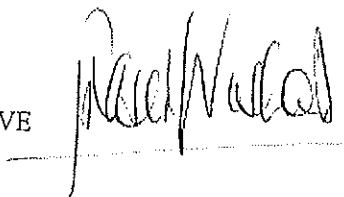
We are four years into a 5 year budget plan and have to acknowledge the difficulties in increasing revenues in the current climate. For that reason the focus on recruitment and developing our Business Partner portfolio, player management service will be vital in bringing in new income.

As our accountants and auditors FL Walker & Co has been of great assistance and thanks go to them.

Politically we will ensure that the rights of players are not compromised. We will work to ensure that as football governance changes in Scotland players have the right to inform and influence the decision making process.

Fraser Wishart

CHIEF EXECUTIVE



25 March 2013

PFA SCOTLAND

STATEMENT OF THE MANAGEMENT COMMITTEE'S RESPONSIBILITIES

FOR THE YEAR ENDED 30TH JUNE 2012

The Management Committee have elected to prepare financial statements for each financial year which give a true and fair view of the affairs of the Association and of the Income and Expenditure of the Association for that period. In preparing those statements the Management Committee shall:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting and financial reporting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business

The management committee are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association. They are also responsible for safeguarding the assets of the Association and hence for taking reasonable steps for the prevention of fraud and other irregularities, by establishing and maintaining a satisfactory system of control over the Association's accounting records, cash holdings and all its receipts and remittances.

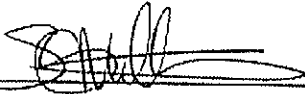
As the Management Committee we certify that:

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

Auditors

The auditors, FL Walker & Company Limited, will be proposed for reappointment at the forthcoming Annual General Meeting.

Approved on behalf of the Management Committee



Stuart McCaffrey (Chairman)

Dated: 25 March 2013

PFA SCOTLAND

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF PFA SCOTLAND
FOR THE YEAR ENDED 30TH JUNE 2012**

We have audited the financial statements on pages 5 to 10 which comprise the Income and Expenditure account and Balance Sheet and related notes.

This report is made solely to the Association's members, as a body in accordance with Section 36 of the Trade Union & Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association'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 Association and the Association's members as a body, for our audit work, or for the opinions we have formed.

Respective responsibilities of Management Committee and Auditors

The board members' responsibilities for preparing the Annual Report and 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 their Responsibilities. Our responsibility is to audit the financial statements in accordance with the relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). We report to you if in our opinion the report is not consistent with the financial statements, if the Association has not kept proper accounting records, or maintained a satisfactory system of control over its transactions in accordance with Section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992, if the accounts do not agree with the accounting records or if we have not received all the information and explanations we require for our audit. We read other information contained in the Annual report, and consider whether it is consistent with the audited financial statements. We consider the implications on our report if we become aware of any apparent inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

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 board in the preparation of the financial statements whether the accounting policies are appropriate to the Association'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 accounts.

Opinion

In our opinion financial statements give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the Association's affairs as at 30 June 2012 and of its results for the year then ended and have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. The information in the Annual Return is consistent with the financial statements.



**FRANK WALKER (SENIOR STATUTORY AUDITOR)
FOR AND ON BEHALF OF FL WALKER & COMPANY LIMITED
CHARTERED ACCOUNTANTS & REGISTERED AUDITORS
2 WOODSIDE PLACE
GLASGOW G3 7QF**

Date: 25 March 2013

PFA SCOTLAND

INCOME AND EXPENDITURE ACCOUNT - GENERAL FUND

FOR THE YEAR ENDED 30TH JUNE 2012

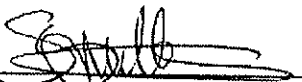
	<u>Notes</u>	<u>2012</u> £	<u>2011</u> £
INCOME	1		
Members Subscriptions and and Entrance Fees		55,757	52,802
Management Fees - PFA Scotland Enterprises Limited		100,000	108,000
Grant received		13,000	0
Interest received		0	0
Total Income For Year		168,757	160,802
Expenditure			
Legal and Professional Fees	3	6,352	5,657
Administrative Expenses	4	163,170	148,476
Interest Payable		0	0
Depreciation		462	937
Total Expenditure For Year		169,984	155,070
Surplus For Year before Tax	2	(1,227)	5,732
Taxation	5	0	0
Surplus For Year After Tax		(1,227)	5,732
		=====	=====

PFA SCOTLAND

BALANCE SHEET AS AT 30TH JUNE 2012

	Notes	£	2012 £	£	2011 £
Fixed Assets					
Tangible Fixed Assets	6		896		317
Investments	7		1,000		1,000
			1,896		1,317
Current Assets					
Debtors	8	81,059		1,709	
Cash at bank and on hand		109,774		259,592	
		190,833		261,301	
Creditors: Amounts falling due within one year	9	2,579		71,241	
Net Current Assets			188,254		190,060
Total assets less Current Liabilities			190,150		191,377
Net Assets			190,150		191,377
Income and Expenditure Account					
Opening Balance			191,377		185,645
Surplus/(Deficit) for the Year			(1,227)		5,732
Balance as at 30 June 2010			190,150		191,377

The financial statements were approved by the management Committee on 25 March 2013 and were signed on its behalf by

 **Stuart McCaffrey (Chairman)**

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

1. Accounting Policies

(a) Accounting Convention

The financial statements are prepared under the historical cost convention.

(b) Depreciation

Depreciation is provided on tangible fixed assets, where material, at rates calculated to write off cost, less estimated residual value, of each asset over its expected useful life as follows:-

Computer Equipment	- 33% on cost per annum
Fixtures & Fittings	- 25% on cost per annum

(c) Pensions

The Association does not currently make any pension contributions on behalf of any of its employees.

(d) Leasing Commitments

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

(e) Turnover

Income represents members' subscriptions and entrance fees receivable and other income. Members' subscriptions are accounted for on a receipts basis.

(f) Taxation

Taxation is provided for at the rates prevailing at the balance sheet date, and the charge is based on surpluses arising on certain activities that are liable to tax.

2. Operating Surplus

The operating surplus for the year is stated after charging:-

	2012	2011
	£	£
Auditor's remuneration - audit fee	3,600	3,000
Auditor's remuneration - non audit fees	0	0
Depreciation of owned fixed assets	462	937
Chief Executive's remuneration		
- Salary	51,500	50,000
- Social security	6,116	5,750
- Benefits in kind	0	0

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

3. Legal and professional fees

	2012	2011
	£	£
Legal and professional fees	2,752	2,011
Accountancy fees	0	0
Auditor's remuneration	3,600	3,000
	<u>6,352</u>	<u>5,657</u>

4. Administrative expenses

	2012	2011
	£	£
Rent and service charges	0	9,669
Salaries	51,500	50,000
Social security	6,116	5,750
Wages	44,072	41,141
Social security	3,966	3,779
Telephone	106	0
Post and stationary	115	631
Website costs and maintenance	2,000	
Travel and accommodation	21,136	24,236
Repairs and renewals	162	0
Education trust grants	16,524	7,784
Sundry expenses	4,572	4,363
Donations	11,390	
Bank Charges	1,511	1,123
	<u>163,170</u>	<u>148,476</u>

5. Taxation

Analysis of the tax charge

The tax charge on the profits on ordinary activities for the year was as follows:

	2012	2,011
	£	£
Current tax:		
UK corporation tax	0	0
	<u>0</u>	<u>0</u>
Taxation	0	0
	=====	=====

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

6. Tangible fixed assets

	Fixtures & Fittings	Computer Equipment £	Total
Cost			
As at 1 July 2011		3,168	3,168
Additions	282	759	1,041
Disposals		0	0
As at 30 June 2012	282	3,927	4,209
Depreciation			
As at 1 July 2011		2,851	2,851
Charge For year	70	392	462
Disposals		0	0
As at 30 June 2012	70	3,243	3,313
Net Book Value:-			
As at 30 June 2012	212	684	896
As at 1 July 2011	0	317	317

7. Investments

	2012 £
Unlisted Shares	
As at 1 July 2011	1,000
Additions	0
Disposals	0
As at 30 June 2012	1,000

The Association holds 100% of the shares in PFA Scotland Enterprises Limited, an unlisted company registered in Scotland.

PFA SCOTLAND

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30TH JUNE 2012

8. Debtors

	2012	2,011
	£	£
Trade debtors	13,000	0
Other debtors	65,240	0
Prepayments and accrued income	2,819	1,709
	<u>81,059</u>	<u>1,709</u>

Other debtors consist of amounts owed by PFA Scotland Enterprises Limited.

9. Creditors: Amounts falling due within one year

	2012	2011
	£	£
Tax	0	0
Social Security and other taxes	2,579	5,531
Other creditors	0	65,710
	<u>2,579</u>	<u>71,241</u>

Other creditors consist of amounts owed to PFA Scotland Enterprises Limited.

