MATRICULATION AND SECONDARY EDUCATION CERTIFICATE

## ADVANCED MATRICULATION LEVEL 2023 FIRST SESSION

| SUBJECT: | Accounting |
| :--- | :--- |
| PAPER NUMBER: | I |
| DATE: | $4^{\text {th }}$ May 2023 |
| TIME: | $9: 00$ a.m. to $12: 05$ p.m. |

This paper contains THREE sections. Follow the instructions below.

## Section A

Answer all FIVE questions from this section. Each question carries 4 marks.

## Section B

Answer question 6. This question is compulsory and carries 30 marks.

## Section C

Answer any TWO questions from this section. Each question carries 25 marks.

You must show the working leading up to your answers. Candidates may only use non-programmable calculators in this examination.

## SECTION A

## Answer all FIVE questions in this section. Each question carries 4 marks.

1. Enola works for a leading insurance company. The company is in the process of going public and seeking a listing. Explain to Enola what this process means for the company, highlighting TWO advantages and TWO disadvantages for the company.
2. The credit balances in a trial balance include Reserves and Provisions. Explain the difference between a Reserve and a Provision. Provide ONE example of each and describe the underlying transactions.
3. Sherlock was reading an accounting textbook, and was very impressed with the list of concepts that are applied. He realises that the accruals concept and the going concern concept are fundamental for the preparation of a set of financial statements. Explain these TWO concepts and provide TWO examples to highlight why and how they are important during the preparation of financial statements.
4. The objective of financial statements is to provide information that is useful for decision making by various users including investors, lenders and other creditors. Describe FOUR qualitative characteristics that the information included in financial statements should have in order to be suitable for decision-making by such third parties.
5. The continued success of an organisation depends on the ability to generate profits, and also on the availability of liquid resources.
(a) Distinguish between profitability and liquidity.
(b) Describe TWO ratios that can be used to measure the profitability of a company and TWO ratios to assess its liquidity.

## SECTION B

Answer Question 6 in this section. This question is compulsory and carries $\mathbf{3 0}$ marks.
6. Boom and All-Son Ltd manufactures high-end sound engineering equipment. The following comprises its trial balance for the year ended 31 December 2022. As financial controller, you are currently preparing the annual financial statements for internal use.

|  | DR | CR |
| :---: | :---: | :---: |
|  | C | C |
| Land (including Head Office - Eur 1,000,000) | 3,056,900 | - |
| Buildings - at cost (including Head Office - Eur 200,000) | 2,000,000 |  |
| Buildings - allowance for depreciation |  | 160,000 |
| Proprietary software | 1,750,000 |  |
| Proprietary software - allowance for depreciation |  | 45,000 |
| Motor vehicles - at cost | 21,000 |  |
| Motor Vehicles - allowance for depreciation |  | 14,000 |
| Inventory | 1,125,000 |  |
| Research and development costs | 200,000 |  |
| Trade receivables | 87,775 |  |
| Allowance for doubtful debts |  | 3,600 |
| Bank balance | 1,200,000 |  |
| Trade payables |  | 798,200 |
| Ordinary share capital |  | 2,900,000 |
| Retained earnings |  | 1,788,000 |
| Sales |  | 5,050,000 |
| Purchases | 2,272,500 |  |
| Water \& electricity | 113,625 |  |
| Advertising costs | 55,000 |  |
| Wages and salaries | 280,000 |  |
| Finance costs | 5,000 |  |
| Server maintenance costs | 540,000 |  |
| Carriage inwards | 40,000 |  |
| Carriage outwards | 12,000 |  |
| Bank Loan (3\%) |  | 2,000,000 |
|  | 12,758,800 | 12,758,800 |

## Further information:

a) The value of the closing inventory was $€ 950,000$. This includes goods, costing $€ 125,000$, specifically targeted to a client in Eastria. As a result of an ongoing geopolitical situation, due to sanctions prohibiting the sale of goods to Eastria, your marketing manager informs you that this specific inventory is unsaleable. Due to region-locking constraints, although their sales price would have been that of $€ 325,500$, the marketing manager informs you that they could still be sold for parts for $€ 40,000$.
b) Research and development costs incurred and paid for in 2022 relate to a new product to be launched in 2024. It is too early to establish the feasibility of this new product. The research done to date is more of an exploratory nature.
c) The directors have resolved to adopt IAS 16 's revaluation model for the company's land and buildings. However, only the value of the company's iconic Head Office resulted in being substantially different from its carrying value. These premises were originally bought for $€ 1,200,000$ ( $€ 1 \mathrm{~m}$ included with Land and $€ 0.2 \mathrm{~m}$ included with Buildings). The accumulated depreciation on the Head Office building on 1 January 2022 stood at $€ 50,000$.
Due to its remarkable location and historic value, the Head Office premises was revalued on 31 December 2022 to $€ 1,650,000$ by a professional architect. This is the first time that the Head Office premises have been revalued.
d) It is the company's accounting policy to allow for depreciation/amortization as follows:

| Non-Current Asset | Depreciation method | Depreciation rate |
| :--- | :--- | :---: |
| Proprietary software | Straight Line Method | $5 \%$ |
| Buildings | Straight Line Method | $1 \%$ |
| Motor vehicles | Reducing Balance Method | $20 \%$ |

A full year's depreciation is allowed for in the year of acquisition and none is provided in the year of disposal. No allowance for the depreciation for the year 2022 on any non-current asset has been made so far.
e) A credit risk analysis of receivables identified balances amounting to $€ 8,774$, the recovery of which is doubtful.
f) As at 31 December 2022, a performance bonus totalling $€ 190,000$ was still unpaid to the employees. Furthermore, server maintenance expenses were prepaid by $€ 30,000$ per month up to June 2023.
g) The bank loan was drawn down on 1 April 2022. Annual interest is payable in arrears.

## Required:

A. Prepare the Statement of Profit or Loss for the year ended 31 December 2022.
B. Prepare the Statement of Changes in Equity for the year ended 31 December 2022.
C. Prepare the Statement of Financial Position at 31 December 2022.
(Total: $\mathbf{3 0}$ marks)

Please turn the page.

## SECTION C <br> Answer any TWO questions from this section. Each question carries $\mathbf{2 5}$ marks.

7. Fairway Engineering plc extracted the following trial balance on 31 March 2023:

|  | C | C |
| :---: | :---: | :---: |
| Ordinary share capital |  | 300,000 |
| Share premium |  | 52,000 |
| Retained earnings |  | 12,600 |
| Sales |  | 728,000 |
| Purchases of raw materials | 156,000 |  |
| Purchases of loose tools | 8,400 |  |
| Direct factory wages | 146,000 |  |
| Hire of special machinery | 12,200 |  |
| Supervisors' wages | 28,500 |  |
| Maintenance of machinery | 7,400 |  |
| Electricity | 15,300 |  |
| Warehouse rent | 14,200 |  |
| Insurance | 8,600 |  |
| Salaries - Administrative staff | 32,800 |  |
| Salaries - Sales force | 48,500 |  |
| Administration expenses | 17,700 |  |
| Selling and distribution expenses | 21,600 |  |
| Motor Vehicles/depreciation allowance | 84,000 | 26,100 |
| Buildings/depreciation allowance | 200,000 | 48,500 |
| Plant/depreciation allowance | 228,000 | 38,000 |
| Office Equipment/depreciation allowance | 58,600 | 14,800 |
| Inventories: Loose Tools | 14,750 |  |
| Finished Goods | 37,950 |  |
| Work in Progress | 14,100 |  |
| Raw Material | 15,600 |  |
| Carriage in | 74,500 |  |
| Trade receivables/payables | 20,800 | 18,050 |
| Discounts allowed/received | 18,500 | 9,600 |
| Bank |  | 32,900 |
| Provision for unrealised profit |  | 3,450 |
|  | 1,284,000 | 1,284,000 |

Other information on 31 March 2023:
a) It is company policy to transfer manufactured goods to trading at cost plus $10 \%$.
b) Inventories on 31 March 2023:

|  | C |
| :--- | ---: |
| Raw materials | 54,600 |
| Work-in-progress | 52,580 |
| Finished Goods | 70,400 |
| Loose Tools | 19,000 |

c) Depreciation is to be charged as follows:

Buildings
Plant
Motor Vehicles
Office Equipment

5\% on cost
$10 \%$ on cost
$40 \%$ on written down value
$25 \%$ on cost
d) Two weeks' wages were still due as at 31 March 2023. The amounts shown in the trial balance, for both factory workers and supervisors, are for 50 weeks of wages. The cost of wages accrues evenly throughout the year.
e) Warehouse rent and insurance were prepaid by $€ 5,600$ and $€ 5,400$, respectively, on 31 March 2023.
f) Administration expenses still due amounted to $€ 5,200$ on 31 March 2023.
g) Apportion the following costs as shown:

|  | Manufacturing | Profit or Loss |
| :--- | :---: | :---: |
| Insurance | $80 \%$ | $20 \%$ |
| Electricity | $60 \%$ | $40 \%$ |
| Warehouse rent | $50 \%$ | $50 \%$ |
| Motor vehicles depreciation | $25 \%$ | $75 \%$ |

## Required:

For Fairway Engineering plc, prepare the following for the year ended 31 March 2023:
A. The Provision for Unrealized Profit Account and the Loose Tools Account.
B. The Manufacturing Account.
C. The Statement of Profit or Loss.
8. The following is the Statement of Financial Position of Sue-ber Ltd, a ride-share company, as at 31 March 2023, with comparative figures:

Statement of Financial Position as at:

Non-Current Assets:
Garage premises
Motor vehicles
Office furniture

## Current Assets:

Inventories
Trade receivables
Other receivables
Cash and Cash Equivalents

## TOTAL ASSETS

EQUITY AND LIABILITIES
Ordinary share capital
Retained Earnings
Non-Current Liabilities:
Bank Loan 3\%
Bank Loan 0.5\%

## Current Liabilities:

Trade payables
Interest Payable
Total Current Liabilities
TOTAL EQUITY AND LIABILITIES

31 March 2023
C
31 March 2022
C $\quad$ C

174,550
56,000
$\begin{array}{r}10,500 \\ \hline 241,050\end{array}$

4,500
--
43,000
45,000
15,000
8,252
18,925
90,000
143,252
384,302
1,077,021
384,302

200,000
$\begin{array}{r}105,000 \\ \hline 305,000\end{array}$
$\begin{array}{r}17,800 \\ \hline 217,800\end{array}$
700,000
130,000

35,852
650
72,021
$1,077,021$

384,302

The following information is available in respect of the year ended 31 March 2023:
a) During the year, the company acquired a new garage, a fleet of motor vehicles and some office equipment.
i) The new garage cost $€ 650,000$.
ii) The new motor vehicles cost $€ 150,000$. These were part-funded by the proceeds of $€ 65,000$ from selling motor vehicles originally costing $€ 80,000$, which vehicles had been owned by the company for the past four years and depreciated at $15 \%$ reducing balance. A full year's depreciation is charged in the year of acquisition and none in the year of disposal.
iii) The new office equipment cost $€ 43,500$.
b) During the year ended 31 March 2023, Sue-ber Ltd started selling food and drink items on longer-haul rides. The inventory relates to this activity.
c) To help finance the expansion, on 1 April 2022, the company obtained a new bank loan of $€ 700,000$, bearing $3 \%$ interest annually. Part of the proceeds were applied to repay the existing loan of $€ 130,000$ and outstanding interest.
d) Sue-ber Ltd paid a dividend of $€ 0.10$ per share during the year.

## Required:

A. Prepare a Statement of Cash Flows for Sue-ber Ltd for the year ended 31 March 2023. (20)
B. Sue-ber Ltd has decided to finance its expansion with debt financing.
I. Describe ONE advantage and ONE disadvantage of debt financing;
II. Mention another method of financing the company could have used;
III. Identify ONE advantage and ONE disadvantage of the alternative financing method that you have mentioned in (II) above.
9. Spratt operates a small business concern in the fishing trade. Spratt files most of his invoices and records receipts and payments, but does not keep proper accounting records. He contacts you to help him put his books in order for 2022 and provides you with the following information:
a) Spratt's bank summary for the twelve months ended 31 December 2022:

|  | $\boldsymbol{C}$ |  | C |
| :--- | ---: | :--- | ---: |
| Opening Balance | 6,800 | Purchases | 163,000 |
| Trade receivables | 185,200 | Rent | 16,500 |
| Loan | 80,000 | Electricity | 6,400 |
|  | Insurance | 8,190 |  |
|  |  | Drawings | 8,600 |
|  | Fixtures | 14,200 |  |
|  | Sundries | 3,200 |  |
|  |  | Salesgirl's commission | 3,640 |

b) Spratt's transactions are mostly carried out through the bank, but before depositing his takings, he paid the following expenses:
i) Weekly wages of $€ 260$ to the salesgirl;
ii) The purchase of a domestic appliance for $€ 780$ for his private residence; and
iii) An average of $€ 25$ weekly for sundry expenses.

Sometimes, Spratt took some cash for personal use, but did not keep any record of this.
c) Other details relating to trade receivables and payables included:
i) Returns from customers amounted to €6,200 while returns out were $€ 4,600$;
ii) Discounts allowed totalled $€ 8,500$ and those received $€ 11,100$;
iii) Bad debts amounted to $€ 5,250$;
iv) A debt of $€ 800$, written off during the previous period, was recovered;
v) A customer, who also happened to be a supplier, had a debit balance of $€ 2,200$ in the sales ledger account. This was set off against the outstanding balance in the purchases ledger account.
d) The salesgirl is paid a commission of $2 \%$ on net sales, after deducting her commission. The commission is paid one month after the end of the year.
e) Spratt's list of assets and liabilities on 1 January of the two years 2022 and 2023 showed the following:

|  | $\mathbf{2 0 2 2}$ | $\mathbf{2 0 2 3}$ |
| :--- | ---: | ---: |
|  | C | C |
| Inventory | 10,000 | 13,000 |
| Trade receivables | 6,300 | 12,400 |
| Trade payables | 10,200 | 8,760 |
| Rent owing | 3,800 | - |
| Rent prepaid | -- | 2,100 |
| Insurance prepaid | 1,600 | 850 |
| Electricity due | 740 | 1,120 |
| Salesgirl commission due | 3,640 | $?$ |
| Cash | 565 | 275 |

f) Spratt has maintained a uniform gross profit margin of $25 \%$.
g) During the year, he had donated goods costing $€ 200$ to the Young Anglers' Club.

## Required:

A. Prepare the cash account, the trade payables control account and the trade receivables control account.
B. Prepare the ledger accounts for Rent, Electricity, Insurance, and Salesgirl Commission, including balances to be transferred to the Statement of Profit or Loss and balances carried forward.
C. Explain TWO benefits of keeping control accounts.
(Total: $\mathbf{2 5}$ marks)

## ADVANCED MATRICULATION LEVEL 2023 FIRST SESSION

| SUBJECT: | Accounting |
| :--- | :--- |
| PAPER NUMBER: | II |
| DATE: | $5^{\text {th }}$ May 2023 |
| TIME: | $9: 00$ a.m. to $12: 05$ p.m. |

This paper contains THREE sections. Follow the instructions below.

## Section A

Answer all FIVE questions in this section. Each question carries 4 marks.

## Section B

Answer question 6. This question is compulsory and carries 30 marks.

## Section C

Answer any TWO questions from this section. Each question carries 25 marks.
You must show the working leading up to your answers.
Candidates may only use non-programmable calculators in this examination.

## SECTION A

Answer all FIVE questions in this section. This section carries a total of $\mathbf{2 0}$ marks.

1. Overhead absorption rates are normally based on activity linked to labour or machine hours and can be calculated as a blanket rate or for each production department.
a) Describe how a blanket rate is calculated.
b) Explain ONE advantage of using a pre-determined overhead absorption rate for each department.
c) What are over/under absorbed overheads? Why do they occur?
2. Distinguish between relevant and irrelevant costs in decision making. Give TWO examples of relevant costs and TWO examples of irrelevant costs.
3. a) Briefly describe the term 'Economic Order Quantity', clearly indicating how it is measured. (1)
b) Describe THREE stock levels that can be calculated, and explain why they are useful for inventory control.
4. Process costing is a costing method used for mass production of identical units.
a) Provide TWO examples of industries which could use process costing.
b) Identify the difference between normal and abnormal losses, including their respective accounting treatment.
c) How is the scrap value of process losses accounted for?
5. 'Margin of Safety' refers to the amount by which budgeted sales exceed the break-even point.
a) Indicate the potential effect that a narrow margin of safety may have on profitability. (2)
b) Describe TWO ways how the 'Margin of Safety' can be increased.
(Total: 20 marks)

## SECTION B

Answer Question 6 in this section. This question is compulsory and carries $\mathbf{3 0}$ marks.
6. Rest Ltd has been in operation for the last two years producing upholstered armchairs. The shareholders together with the directors of Rest Ltd, are closely monitoring the global market due to shifting prices. They have approached you, as the cost accountant of the company, to provide your input at the forthcoming board meeting on the forecasted cash position of the company for the first quarter of 2024.

The following is the projected Statement of Financial Position of Rest Ltd as at 31 December 2023:

|  | c | C | C |
| :---: | :---: | :---: | :---: |
| Non-Current Assets: | Cost | Dep. | NBV |
| Property, Plant and Equipment | 120,000 | 24,000 | 96,000 |
| Current Assets: |  |  |  |
| Inventories - Raw Materials |  | 75,000 |  |
| Inventories - Finished Goods |  | 46,200 |  |
| Trade receivables |  | 185,000 |  |
| Other receivables |  | 220 |  |
|  |  |  | 306,420 |
| Total Assets |  |  | 402,420 |
| Equity: |  |  |  |
| Ordinary share capital |  |  | $60,000$ |
| Retained earnings |  |  | $265,720$ |
|  |  |  | 325,720 |
| Current Liabilities: |  |  |  |
| Trade payables |  |  | 74,200 |
| Bank overdraft |  |  | 2,500 |
|  |  |  | 76,700 |
| Total Equity and Liabilities |  |  | 402,420 |

The following information has been made available:
a) The projected selling price for 2024 is $€ 250$ per upholstered armchair.
b) The forecast production and sales in units for 2024 are as follows:

|  | January | February | March |
| :--- | :---: | :---: | :---: |
| Production - units | 2,200 | 2,700 | 3,200 |
| Sales - units | 1,750 | 2,400 | 2,950 |

c) Sales to retailers make up $40 \%$ of total sales. The credit terms set during 2023 shall be retained during 2024, that is, $30 \%$ of the sales revenue to retailers will be received during the month the upholstered armchairs are sold, whilst the other $70 \%$ will be received during the following month. The remainder of sales are attributed to individual customers who shall pay by cash, and are entitled to a $5 \%$ discount.
d) Inventory of finished goods is valued using the first-in first-out method of valuation.
e) It has been communicated by the production department that the variable production cost per unit for the first quarter of 2024 is projected to be $€ 1.75$ higher when compared to the last quarter of 2023, and is made up as follows:

| Variable Production Cost per unit for 2024 | C |
| :--- | :---: |
| Material | 85 |
| Direct Labour | 70 |
| Production Overhead | 10 |
|  | 165 |

f) Purchases of raw materials for the first four months of 2024 are forecasted by the production department to be as follows:

| January | February | March | April |
| :---: | :---: | :---: | :---: |
| $€ 240,800$ | $€ 400,300$ | $€ 410,880$ | $€ 440,600$ |

Suppliers have extended the 2023 credit terms to 2024. Hence, $60 \%$ of purchases are settled in the month in which they are made, and the remaining $40 \%$ shall be paid in the month following that of purchase. The trade payables of $€ 74,200$ shown in the projected statement of financial position as at 31 December 2023 are amounts due to suppliers of raw materials.
g) All other variable production costs (except for material) are paid for in the same month when incurred.
h) During the first week of every January, Rest Ltd is required to pay in advance the rental expense of $€ 24,000$ which covers the rental cost for that year.
i) Rest Ltd plans to introduce new designs and hence it will invest in new machinery. The new machine shall cost $€ 10,000$ and it will be delivered in January 2024. Rest Ltd is required to pay $50 \%$ on delivery and settle the remaining balance in two equal instalments in February and March 2024.
j) Property, plant and equipment are depreciated over a period of 10 years but the new machine is to be depreciated over a four-year period. The residual value of all the assets shall be deemed to be nil.
k) To increase its market share, in April 2023, Rest Ltd entered into an agreement with an advertising company. The agreement runs for 12 months for the total annual value of $€ 2,640$, payable monthly in advance. The other receivable of $€ 220$ shown in the projected statement of financial position as at 31 December 2023 relates to prepaid advertising.
I) Other administrative expenses (excluding rent, advertising expenses and depreciation) are projected to amount to $€ 5,200$ per month, and are settled in the month in which they are incurred.

## Required:

A. Prepare a monthly cash budget for the three months ending 31 March 2024.
B. Prepare a budgeted Statement of Profit or Loss for the three months ending 31 March 2024 and a budgeted Statement of Financial Position as at that date.
(Total: $\mathbf{3 0}$ marks)

## SECTION C

## Answer any TWO questions from this section. Each question carries $\mathbf{2 5}$ marks.

7. Young Pharma Limited is a pharmaceutical company with its operational hub based in Malta and Head Office in Spain. The company focuses on producing three types of anti-aging products, namely Pharma Cream, Pharma Gel and Pharma Serum. The company's directors in Malta have received the following budgeted figures for the last quarter of 2023:

|  | Pharma Cream | Pharma Gel | Pharma Serum |
| :--- | :---: | :---: | :---: |
| Sales - units | 22,500 | 9,000 | 18,000 |
|  | C | C | C |
| Sales | 450,000 | 144,000 | 432,000 |
| Variable cost of sales | 270,000 | 108,000 | 252,000 |
| Fixed costs shared | 135,000 | 45,000 | 121,500 |

In the production of Pharma's anti-aging products, the most complex ingredient is the Vitamin A compounds. Head Office informed the Malta operational team that the supply for the next period of the complex ingredient will be limited to 600 litres. The below is the estimated amount of ingredient used to produce each anti-aging product:

| Pharma Cream | 18 ml per unit |
| :--- | :--- |
| Pharma Gel | 12.5 ml per unit |
| Pharma Serum | 10.25 ml per unit |

## Required:

A. Assuming that there is no limiting factor, calculate the expected profit in Quarter 4 of 2023 with the budgeted figures, analysed by each product and in total.
B. Calculate how the company can maximise profits by determining the optimum quantities to be produced given the limited amount of ingredient available.
C. Market research performed by Head Office showed that there is an increased interest for a powder based anti-aging cream. Management is considering introducing Pharma Powder and initial studies show that to produce one unit of Pharma Powder, only 5 ml per unit of the complex ingredient would be required. The company is expecting to sell 20,000 units of the new product at $€ 30$ /unit with a variable cost to produce of $€ 12.50$ /unit.
I. Calculate the total profit made by the company if it had to produce Pharma Powder along with the other three products in the market. Assume that there are no limiting factors and that fixed costs are not affected.
II. Assume that one year later, Head office manages to increase the availability of the complex ingredient by 200 litres. Recalculate how the company can maximise profits with the four products in the market. It is estimated that fixed costs shall increase by $20 \%$.
(Total: 25 marks)
8. Innovative Limited, a company recently established in Malta, manufactures, assembles, and sells a high-quality product called "FRESH" to other companies in Malta. Budgeted sales and production for April 2023 is 1,000 units at a profit margin of $25 \%$.

The standard cost figures for the month are as follows:

Material Aye per unit
Material Bee per unit
Direct labour per unit
Fixed production overheads

15 kg at a price of $€ 3$ per kg
5 kg at a price of $€ 6$ per kg
16 hours at $€ 9$ per hour
$150 \%$ of direct labour cost

Unfortunately, the market showed lack of interest in the product and, in April 2023, the actual orders received amounted to 720 units. These were sold at a price which was $5 \%$ below the budgeted sales price.
The actual costs incurred during April 2023 were:

| Material Aye | $10,800 \mathrm{~kg}$ at a price of $€ 1.95 \mathrm{per} \mathrm{kg}$ |
| :--- | :--- |
| Material Bee | $3,600 \mathrm{~kg}$ at a price of $€ 4.20$ per kg |
| Direct labour | 11,530 hours at $€ 9.50$ per hour |
| Fixed production overheads | $€ 200,000$ |

## Required:

A. Prepare a statement showing the Budgeted Profit and the Actual Profit for the month of April 2023.
B. Analyse the difference between the Budgeted Profit and Actual Profit by:
i. Sales, analysed into price and volume.
ii. Total material costs, analysed into price variance and usage variance for both materials. (6)
iii. Total labour costs, analysed into rate variance and efficiency variance.
iv. Total fixed overhead, analysed into expenditure variance and volume variance.
C. Explain the purpose of variance analysis and its importance to a business.
(Total: $\mathbf{2 5}$ marks)
9. In the past year, Joseph Mamo started providing turnkey services. He managed to employ 15 individuals who were previously providing services on a self-employed basis. Three of these employees are more experienced than the others, and hold additional supervisory responsibilities.
Joseph Mamo is concerned about the pricing of his services. Joseph Mamo is charging clients on a price that he deems "fair and reasonable" for the service he provides. However, he wants to ensure that the rates that he is quoting to his clients are sufficient to cover the cost of his labour and any other overheads incurred in providing these services. He has contacted you to assist him and has provided you with the following financial information:
a) Annual basic gross wages (excluding yearly bonuses and allowances): $€ 15,000$ per employee.
b) Supervisory allowance: $€ 2,000$ per employee with supervisory responsibilities.
c) Annual year-end bonus: 10\% of annual basic gross wages excluding bonuses and allowances per employee.
d) Annual vacation leave: 25 days.
e) National insurance contribution: $10 \%$ of the basic gross wage payable by Joseph Mamo as the employer, and another $10 \%$ of the basic gross wage payable by the employee.
f) Joseph Mamo pays monthly health insurance costing $€ 150$ per employee.
g) Employees work a 40-hour week, excluding weekends and public holidays (10 days per annum).
h) Joseph Mamo estimates that, on average, each employee is sick for 6 days per annum.
i) His employees use their own private vehicles to provide their services and Joseph Mamo pays them $€ 100$ monthly each to cover fuel and insurance.
j) During the first day of operations, Joseph Mamo had provided each employee with safety equipment, toolbox and other equipment costing $€ 1,500$. He believes that these will be used for a maximum of 5 years.
k) During the first year of operations, Joseph Mamo also incurred the following costs:

- Secretary salary working on a part-time basis: €5,000
- Insurance costs: €2,200
- Mobile and data usage costs: $€ 350$
- Accountancy and audit fees: €2,500


## Required:

A. What is the minimum labour hourly rate that Joseph Mamo is to charge his clients for the services provided, to cover only the cost of labour (including the supervisory allowance)?
B. Calculate the labour recovery rate that Joseph Mamo should charge to cover ALL his costs and make up an annual profit of $€ 30,000$. Assume that employees are kept fully occupied during the calendar year.
(Total: 25 marks)

