



NORFOLK
CONSTABULARY
Our Priority is You

**THE CHIEF CONSTABLE OF
NORFOLK CONSTABULARY**

STATEMENT OF ACCOUNTS

31 March 2023

Statement of Accounts
for the year ended 31 March 2023

Contents	Page
Auditor's Report to the Chief Constable of Norfolk	i
Statement of Responsibilities for the Statement of Accounts	1
Narrative Report	2
Financial Statements:	
Comprehensive Income and Expenditure Statement (CIES)	10
Balance Sheet	11
Movement in Reserves Statement (MiRS)	12
Cash Flow Statement	13
Expenditure and Funding Analysis	14
Notes to the Financial Statements	15
Police Pension Fund Accounting Statements	42
Glossary of Terms	43

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CHIEF CONSTABLE OF NORFOLK

Disclaimer of opinion

We were engaged to audit the financial statements of the Chief Constable of Norfolk (the Authority) for the year ended 31 March 2023. The financial statements comprise the:

- Chief Constable of Norfolk Comprehensive Income and Expenditure Statement,
- Chief Constable of Norfolk Balance Sheet,
- Chief Constable of Norfolk Movement in Reserves Statement
- Chief Constable of Norfolk Cash Flow Statement,
- the related notes 1 to 17 including a summary of significant accounting policies and including the Expenditure and Funding Analysis; and
- The Chief Constable of Norfolk Police Pension Fund Accounting Statements

The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2022/23 as amended by the Update to the Code and Specifications for Future Codes for Infrastructure Assets (November 2022).

We do not express an opinion on the accompanying financial statements of the Chief Constable of Norfolk. Because of the significance of the matter described in the basis for disclaimer of opinion section of our report, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

Basis for disclaimer of opinion

The Accounts and Audit (Amendment) Regulations 2024 (Statutory Instrument 2024/907) which came into force on 30 September 2024 requires the accountability statements for this financial year to be approved not later than 13th December 2024.

We complete the audit of the 2021/22 financial statements in April 2024 and issued our audit opinion on 17 April 2024.

The backstop date and the wider requirements of the local audit system reset meant we did not have the required resources available to complete the detailed audit procedures that would be needed to obtain sufficient appropriate audit evidence to issue an unmodified audit report on the 2022/23 financial statements. Therefore, we are disclaiming our opinion on the financial statements.

Matters on which we report by exception

Notwithstanding our disclaimer of opinion on the financial statements we have nothing to report in respect of whether the annual governance statement is misleading or inconsistent with other information forthcoming from the audit, performed subject to the pervasive limitation described above, or our knowledge of the Authority.

We report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014 (as amended)
- we make written recommendations to the audited body under Section 24 of the Local Audit and Accountability Act 2014 (as amended)
- we make an application to the court for a declaration that an item of account is contrary to law under Section 28 of the Local Audit and Accountability Act 2014 (as amended)
- we issue an advisory notice under Section 29 of the Local Audit and Accountability Act 2014 (as amended)

- we make an application for judicial review under Section 31 of the Local Audit and Accountability Act 2014 (as amended)

We have nothing to report in these respects.

In respect of the following, we have matters to report by exception:

- We report to you, if we are not satisfied that the Chief Constable has made proper arrangements for securing economy, efficiency, and effectiveness in the use of resources for the year ended 31 March 2023.

On the basis of our work, having regard to the Code of Audit Practice 2024 and the guidance issued by the Comptroller and Auditor General in November 2024, we have identified the following significant weakness in the Chief Constable's arrangements for the year ended 31 March 2023.

Significant weakness in arrangements

During 2022/23, the Chief Constable identified one incident of breaches in data protection. These breaches were related to the handling of personal data in responses to Freedom of Information (FOI) requests that were provided during 2021 and 2022. The Chief Constable reported the incidents to Information Commissioner's Office (ICO) in January 2023.

Following the incidents, management instigated procedures to identify and notify all data subjects and undertook immediate actions and changes to the controls and procedures in handling FOI requests. In September 2023, the Chief Constable conducted an internal investigation to establish circumstances leading to the data breaches and to identify any learning as well as making recommendations to prevent further breaches. The internal investigation established that weaknesses in internal controls and inadequacies in the data protection procedures contributed to the data breaches.

In forming our assessment, we have considered and reviewed:

- The internal investigation report and the immediate mitigation report issued by the Chief Constable
- Correspondence between the Chief Constable and ICO; and
- Management's assessment of the financial reporting implications of the data breaches.

Inadequate controls over FOI requests and data protection exposes the Chief Constable to breaches of legislation, as well as potentially significant losses and reputational damage.

The Chief Constable has taken action to remedy the situation and has disclosed a contingent liability in its 2022/23 financial statements in relation to the potential fine.

Noting that the implementation of these measures is currently in progress, we recommend the Chief Constable:

- Implement the recommendations from the internal investigation report to address the weaknesses in internal controls and inadequacies in the data protection procedures as a priority.
- Put arrangements in place to ensure that any suspected non-compliance of regulations from any department are reported to internal and external audit as soon as they are identified.

- Address any suspected non-compliance with regulations in a timely manner by reporting any such concerns to a suitable Committee of the Chief Constable, ensuring action plans to address any non-compliance are progressed in a timely manner.

This issue is evidence of weaknesses in proper arrangements for governance, including how the body ensures it makes informed decisions and properly manages its risk, particularly:

- how the body monitors and assesses risk and how the body gains assurance over the effective operation of internal controls, including arrangements to prevent and detect fraud; and
- how the body monitors and ensures appropriate standards, such as meeting legislative/regulatory requirements.

Responsibility of the Chief Financial Officer

As explained more fully in the Statement of the Responsibilities for the Statement of Accounts set out on page 1, the Chief Financial Officer is responsible for the preparation of the Statement of Accounts, which includes the financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2022/23 as amended by the Update to the Code and Specifications for Future Codes for Infrastructure Assets (November 2022), and for being satisfied that they give a true and fair view and for such internal control as the Chief Financial Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Financial Officer is responsible for assessing the Chief Constable's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Chief Constable either intends to cease operations, or has no realistic alternative but to do so.

The Chief Constable is responsible for putting in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources, to ensure proper stewardship and governance, and to review regularly the adequacy and effectiveness of these arrangements.

Auditor's responsibilities for the audit of the financial statements

Our responsibility is to conduct an audit of the Chief Constable's financial statements in accordance with International Standards on Auditing (UK) and to issue an auditor's report.

However, because of the matter described in the basis for disclaimer of opinion section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

We are independent of the Chief Constable in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and the Code of Audit Practice 2024 and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Scope of the review of arrangements for securing economy, efficiency and effectiveness in the use of resources

We have undertaken our review in accordance with the Code of Audit Practice 2024, having regard to the guidance on the specified reporting criteria issued by the Comptroller and Auditor General in November 2024, as to whether the Chief Constable of Norfolk had proper arrangements for financial sustainability, governance and improving economy, efficiency and effectiveness. The Comptroller and Auditor General determined these criteria as those necessary for us to consider under the Code of Audit Practice in satisfying ourselves whether

the Chief Constable of Norfolk put in place proper arrangements for securing economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2023.

We planned our work in accordance with the Code of Audit Practice. Based on our risk assessment, we undertook such work as we considered necessary to form a view on whether, in all significant respects, the Chief Constable of Norfolk had put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources.

We are required under Section 20(1)(c) of the Local Audit and Accountability Act 2014 (as amended) to satisfy ourselves that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources.

We are not required to consider, nor have we considered, whether all aspects of the Authority's arrangements for securing economy, efficiency and effectiveness in its use of resources are operating effectively.

Certificate

We certify that we have completed the audit of the accounts of the Chief Constable of Norfolk in accordance with the requirements of the Local Audit and Accountability Act 2014 (as amended) and the Code of Audit Practice issued by the National Audit Office.

Use of our report

This report is made solely to the members of the Chief Constable of Norfolk, as a body, in accordance with Part 5 of the Local Audit and Accountability Act 2014 (as amended) and for no other purpose, as set out in paragraph 43 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Chief Constable and the Chief Constable's members as a body, for our audit work, for this report, or for the opinions we have formed.

Debbie Hanson
Ernst + Young LLP

Debbie Hanson (Key Audit Partner)
Ernst & Young LLP (Local Auditor)
Cambridge
11 December 2024

The following footnote does not form part of our Auditor's Report.

Additional information related to the disclaimer of opinion is set out in our Completion Report for Those Charged with Governance dated 25 November 2024, available on the Authority's website, which includes further explanations about the implementation of the statutory instrument which led to the disclaimer of our opinion on the financial statements.

Statement of Responsibilities for the Statement of Accounts

The Chief Constable of Norfolk Constabulary's Responsibilities

The Chief Constable must:

- Arrange for the proper administration of the Chief Constable's financial affairs and ensure that one of its officers has the responsibility for the administration of those affairs. That officer is the Chief Finance Officer of the Chief Constable.
- Manage its affairs to ensure economic, efficient and effective use of resources and safeguard its assets;
- Approve the Statement of Accounts;
- Ensure that there is an adequate Annual Governance Statement.

Approval of Statement of Accounts

I approve the following Statement of Accounts:



Paul Sanford

11 December 2024

Chief Constable of Norfolk Constabulary

The Chief Finance Officer (CFO) of the Chief Constable Responsibilities

The Chief Constable's CFO is responsible for preparing the Statement of Accounts for the Chief Constable of Norfolk Constabulary in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom based on International Financial Reporting Standards ("the Code").

In preparing this statement of accounts, the CFO of the Chief Constable has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent;
- Complied with the Code and its application to local authority accounting.

The CFO of the Chief Constable has also:

- Kept proper accounting records which were up to date;
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

Certified by the Chief Finance Officer of the Chief Constable of Norfolk Constabulary

I certify that this statement of accounts has been prepared in accordance with proper accounting practice and presents a true and fair view of the financial position of the Chief Constable of Norfolk Constabulary at 31 March 2023, and its income and expenditure for the year to that date.



Peter Jasper ACMA, Assistant Chief Officer

11 December 2024

Narrative Report

Introduction

This Narrative Report provides information about Norfolk Constabulary, including the key issues affecting its accounts. It also provides a summary of the financial position at 31 March 2023 and is structured as below:

1. The policing context for Norfolk
2. Impact of the governance arrangements on the Financial Statements of the PCC and Chief Constable
3. Explanation of Financial Statements
4. The 2022/23 revenue and capital budget process
5. Financial performance
6. Non-financial performance
7. Funding Settlement 2023/24 and beyond

1. The policing context for Norfolk

Information about the Office of the Chief Constable of Norfolk

Under the Police Reform and Social Responsibility Act 2011 (the Act) the Police and Crime Commissioner for Norfolk (PCC) and the Chief Constable of Norfolk Constabulary were established as separate legal entities. Corporate governance arrangements for the PCC and Chief Constable have been reviewed and a commentary on their effectiveness is set out in the joint Annual Governance Statement for the PCC and Chief Constable which is published alongside these Statements of Accounts.

The responsibilities of the Chief Constable, determined by the Act, include:

- Supporting the PCC in the delivery of the strategy and objectives set out in the Police and Crime Plan;
- Assisting the PCC in planning the force's budget;

- Having regard to the Strategic Policing Requirement when exercising and planning their policing functions in respect of their Force's national and international policing responsibilities;
- Being the operational voice of policing in the force area and regularly explaining to the public the operational actions of officers and staff under their command;
- Entering into collaboration agreements with other Chief Constables, other policing bodies and partners that improve the efficiency or effectiveness of policing and with the agreement of their respective PCC;
- Remaining politically independent of their PCC;
- Exercising the power of direction and control in such a way as is reasonable to enable their PCC to have access to all necessary information and staff with the force;
- Having day to day responsibility for financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the PCC.

For accounting purposes, the PCC for Norfolk is the parent entity of the Chief Constable of Norfolk and together they form the PCC for Norfolk Group.

The County of Norfolk

Norfolk is the fifth largest county in England with a land area of 2,074 square miles with approximately 100 miles of coastline. 93% of Norfolk's land area is classed as rural and is reflected by the Police and Crime Plan priority to tackle crime within rural communities. Although such a large proportion of land is rural, 51% of the population lives in an urban area (mid-2019 estimates). The four main urban areas are Norwich, Great Yarmouth, King's Lynn and Thetford.

The population of Norfolk in 2023 is estimated as 936,102 (source: Norfolk Observatory) and Norfolk has an older age profile than England as a whole. Approximately 25% of the population in Norfolk are aged 65 and older compared with 19% in England (2023 estimate) and by 2043 it is expected that those aged over 65 will account for almost one third (30%).

Norfolk is a popular tourist destination, and prior to the pandemic had experienced record high visitor rates. In 2021, the county received 2.3m overnight visitors and

29.6m day trips were made, increasing from 2020 which had 1.4m overnight trips and 21.7m day trips. Norfolk's visitor economy in 2021 (total tourism value) was calculated at £2.3bn, an increase from £1.5bn in 2020, and the number of jobs in the county's tourism trade had increased to over 50,700 (from 43,400 in 2020)¹.

Norfolk Constabulary supports hundreds of events throughout the year, including Norwich City football matches, Norwich Pride, the Sundown music festival and numerous local carnivals and occasions.

There are areas of high flood risk within the county, namely Great Yarmouth, the Norfolk Broads, the outskirts of Norwich (River Yare) and the coastal areas of North Norfolk and King's Lynn. A further large area of West Norfolk is at medium to low risk of flooding. Coastal erosion presents a risk in some areas and has already caused property losses. The road network in Norfolk comprises A and B roads with no motorways and is again reflected as a priority focus (to improve road safety) of the Police and Crime Plan. These factors pose challenges, again impacting on the policing of the county.

Collaboration and partnership working

The Police Reform and Social Responsibility Act 2011 places duties on chief officers and policing bodies to keep collaboration activities under review and to collaborate where it is in the interests of the efficiency and effectiveness of their own and other police force areas.

Norfolk Constabulary's preferred partner for collaboration is Suffolk Constabulary. A joint strategy exists which outlines the collaborative vision for Norfolk and Suffolk and provides a strategic framework within which collaborative opportunities are progressed.

The two police forces have been collaborating for over a decade, with the programme of collaborative work delivering an extensive number of joint units and departments that encompasses most functions except local policing and includes areas such as major investigation, protective services, custody, and back office support functions. The partnership has also yielded significant savings for both forces and received praise from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

¹ [Economic-Impact-of-Tourism-Norfolk-Report-2021.pdf \(visiteastofengland.com\)](#)

Areas of collaboration outside of Norfolk/Suffolk include the Eastern Region Special Operations Unit (ERSOU), a specialist unit with a remit for tackling serious and organised crime in the Eastern Region. ERSOU comprises resources from the following police forces: Norfolk, Suffolk, Essex, Cambridgeshire, Bedfordshire, Hertfordshire and Kent.

In January 2020 a 7Force Commercial Services team was implemented and is now overseeing all procurement activity across the seven forces, making sure all opportunities for savings and efficiencies are exploited. There is also the Eastern Region Innovation Network (ERIN) that continues to review areas for wider convergence and collaboration as well as completing some significant multi-force projects.

Norfolk is also part of a well-established 10 force consortium for insurance known as the Southeast and Eastern Regional Police Insurance Consortium (SEERPIC).

The Policing and Crime Act 2017 received Royal Assent on 31 January 2017. The Act includes a duty, in England, for emergency services to collaborate. It also gives enabling powers for PCCs in England to take responsibility for the governance of their local fire and rescue services. Norfolk Constabulary and Norfolk Fire and Rescue Service continue to strengthen their working relationship with individual governance currently.

A Home Office PCC review was announced to take the form of two phases. The PCC and OPCC are preparing for the potential legislation that may give greater responsibility to the PCC.

The Norfolk Office of the PCC and Norfolk Constabulary is committed to working in partnership with public, private and third sector agencies to tackle issues of crime and disorder. This is demonstrated through roles in critical partnership initiatives such as the Community Safety Partnership, Norfolk 180 and Early Help Hubs. Norfolk Constabulary is committed to finding long term sustainable solutions to problems of crime and disorder, working together with partners and the communities in an evidence-based problem-solving way and supporting innovation at a local level.

2. Impact of the governance arrangements on the Financial Statements of the PCC and Chief Constable

The International Accounting Standards Board framework states that assets,

liabilities and reserves should be recognised when it is probable that any 'future' economic benefits associated with the item(s) will flow to, or from, the entity. The PCC has responsibility for the finances of the whole Group and controls the assets, liabilities and reserves. With the exception of the liabilities for employment and post-employment benefits, referred to later, this would suggest that these balances should be shown on the PCC's Balance Sheet.

The Scheme of Governance and Consent sets out the roles and responsibilities of the PCC and the Chief Constable, and also includes the Financial Regulations and Contract Standing Orders. As per these governance documents, all contracts and bank accounts are in the name of the PCC. No consent has been granted to the Chief Constable to open bank accounts or hold cash or associated working capital assets or liabilities. This means that all cash, assets and liabilities in relation to working capital are the responsibility of the PCC, with all the control and risk also residing with the PCC. To this end, all working capital is shown in the accounts of the PCC and the Group.

The PCC receives all income and makes all payments from the Police Fund for the Group and has responsibility for entering into contracts and establishing the contractual framework under which the Chief Constable's staff operates. The PCC has not set up a separate bank account for the Chief Constable, which reflects the fact that all income is paid to the PCC. The PCC has not made arrangements for the carry forward of balances or for the Chief Constable to hold cash backed reserves.

Therefore, the Chief Constable fulfils his statutory responsibilities for delivering an efficient and effective police force within an annual budget, which is set by the PCC. The Chief Constable ultimately has a statutory responsibility for maintaining the King's peace and to do this has direction and control over the force's police officers and police staff. It is recognised that in exercising day-to-day direction and control the Chief Constable will undertake activities, incur expenditure and generate income to allow the police force to operate effectively. It is appropriate that a distinction is made between the financial impact of this day-to-day direction and control of the force and the overarching strategic control exercised by the PCC.

Therefore, the expenditure and income associated with day-to-day direction and control and the PCC's funding to support the Chief Constable is shown in the Chief Constable's Accounts, with the main sources of funding (i.e. central government grants and council tax) and the vast majority of balances being shown in the PCC's Accounts.

Notably it has been decided to recognise transactions in the Chief Constable's Comprehensive Income and Expenditure Statement (CIES) in respect of operational policing, police officer and staff costs, and associated operational income, whilst liabilities for employment and post-employment benefits have been transferred to the Chief Constable's Balance Sheet in accordance with International Accounting Standard 19 (IAS19).

The rationale behind transferring the liability for employment benefits is that IAS19 states that the employment liabilities should follow employment costs. Because employment costs are shown in the Chief Constable's CIES, on the grounds that the Chief Constable is exercising day-to-day direction and control over police officers and employs police staff, it follows that the employment liabilities are therefore shown in the Chief Constable's Balance Sheet.

3. Explanation of Financial Statements

The 2022/23 Statement of Accounts for the Chief Constable are set out on the following pages. The purpose of individual primary statements is explained below:

- **The Comprehensive Income and Expenditure Statement (CIES)** shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. Adjustments made between the accounting and funding bases are shown in the Movement in Reserves Statement.
- **The Balance Sheet** shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable. The net assets of the Chief Constable (assets less liabilities) are matched by the reserves held by the Chief Constable.
- **The Movement in Reserves Statement (MiRS)** shows the movement in the year on the different reserves held by the Chief Constable. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the Chief Constable's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. These differ from the statutory amounts required to be charged to the General Fund Balance for council tax setting purposes.

- **The Cash Flow Statement** shows the changes in cash and cash equivalents during the reporting period. The statement shows how the Chief Constable generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. However, all cash is held by the PCC for Norfolk so the cash flow statement for the Chief Constable shows the net deficit on the provision of services as non-cash movements.

Please note that occasionally minor differences occur between the primary statements and the notes to the accounts, this is due to unavoidable rounding discrepancies.

The Accounting Policies are disclosed in Note 1 of the Notes to the Financial Statements.

4. The 2022/23 revenue and capital budget process

A joint financial planning process took place between June 2021 and January 2022 in accordance with an agreed timetable. An enhanced Service and Financial Planning process took place using Outcome Based Budgeting (OBB) principles.

OBB is a method for aligning budgets to demand, performance, outcomes and priorities. This process is informed by the Force Management Statement that reviews the services provided by the Constabulary, estimates future demand, and assesses the readiness of each function to meet that demand and deliver on required outcomes and performance levels. This information is then lined up against the priorities and demands of the PCC. This allows projects to be developed to target areas that can be made more efficient, and those areas requiring more investment.

These outcomes were then reviewed by a Joint Chief Officer Panel against the OBB principles and decisions made about limiting growth and increasing savings.

These outputs were then presented to the Joint Chief Officer Team, and further refined after these sessions. Finally, the outcomes of the process were presented to the PCC. The process concluded with agreement on Norfolk only budgets, the agreement of joint budgets, costs and savings arising from the process to be

included in spending plans.

In accordance with the requirements of Section 96 (1) (b) of the Police Act 1996, as amended by section 14 of the Police Reform and Social Responsibility Act 2011, the PCC has an obligation to consult with business rate payers and there is also a general responsibility to consult with the public.

The PCC launched the consultation for the 2022/23 police budget which ran for 5 weeks. The consultation took the form of an online and hard copy survey and an intensive programme of media, communications and engagement activity.

The results were collated towards the end of January 2022 and presented by the PCC to the Police and Crime Panel at its meeting on 1 February 2022.

These spending plans were then incorporated into the Medium-Term Financial Plan of the PCC that covered the period 2022/23 to 2025/26 and was signed off in February 2022.

The Medium-Term Financial Plans for the PCC are available at www.norfolk-pcc.gov.uk

5. Financial performance

Savings plans

The Chief Constable has run a well-established and effective change programme over recent years. The programme is required to deal with the impact of funding settlements, spending challenges from inflation, increasing demand, the changing nature of crime, increasing legislative and regulatory cost pressures and ongoing investment in modernising the Constabulary through improved digital infrastructure and technology.

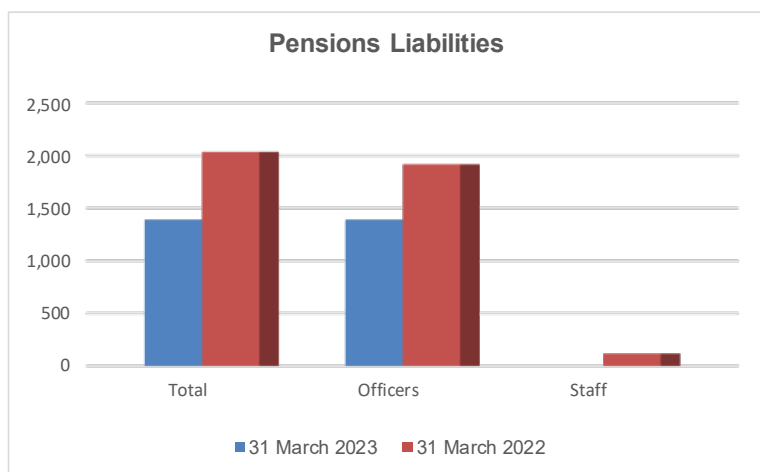
Savings plans of £2.3m were identified for 2022/23, and those savings have been achieved. The PCC and Chief Constable are jointly committed to providing the best possible policing service across Norfolk whilst at the same time increasing efficiency and reducing costs.

There is more information about the impact of the Home Office settlement for 2023/24 and what this means for the Constabulary over the medium-term in the Looking Forward section below.

Long Term Liabilities

Pension Liabilities

There are three separate pension schemes for police officers and one scheme for police staff. Although benefits from these schemes will not be payable until an officer or staff member retires, the Chief Constable has a future commitment to make these payments and under International Accounting Standard 19 (IAS19) is required to account for this future commitment based on the full cost at the time of retirement. The future net pension liabilities of the Chief Constable as calculated by an independent actuary are set out in the following table:



These liabilities result in the Balance Sheet showing net overall liabilities of £1,391m at 31 March 2023, however, the financial position of the Chief Constable remains sound as these liabilities will be spread over many years.

The value of the LGPS pension fund assets is calculated by the actuary as part of the formal triennial valuation process, and rolled forward to the balance sheet date,

allowing for any movements in the year. These movements include investment returns, which may be estimated where necessary.

Reserves

The Chief Constable does not hold any usable reserves.

Annual Governance Statement

The Accounts and Audit Regulations 2015 require the Annual Governance Statement (AGS) to accompany the Statements of Accounts. The AGS can be found on the Constabulary website at www.norfolk.police.uk

6. Non-financial performance

As has been the case in most police forces in England and Wales, crime reported to and recorded by Norfolk Constabulary has been affected by the Covid-19 pandemic and the resulting measures that were put in place across 2020 and 2021. In the 12 months to the end of March 2023 there were 67,154 recorded crimes, an increase of 1.0% compared to the long-term average (66,469). In spite of this overall increase, there have been some variances in volumes across different crime types. Whilst increases have been recorded in domestic abuse, serious sexual offences, hate crime and online crime, a decrease in acquisitive crime reflects the differing impact of national lockdowns on crime trends. Considerable efforts continue to be made by officers and staff to encourage reporting from victims of 'hidden' crimes, and those from parts of the community which have not normally reported crime frequently. In addition, investments made by the Constabulary to ensure crime is recorded as accurately as possible continue to support our understanding of demand.

The Constabulary continues to prioritise services to vulnerable and at-risk victims, target perpetrators who cause the highest harm, continue robust operational responses to the threat of 'county lines' organised crime groups, tackle modern slavery, and target sexual crimes against adults and children. Collaborations with Suffolk Constabulary, the regional special operations unit (ERSOU), ERIN and other Norfolk agencies and voluntary organisations, and investments in modern technologies such as automated number plate recognition,

mobile computing devices and body worn video cameras are critical parts of these responses.

The Constabulary also continues to prioritise community issues through investment in Beat Managers and Community Engagement Officers. The Horizons change team continues to develop evidence-based initiatives to reduce demand and improve efficiency enabling officers to spend more time engaging with communities and responding to local needs. As a result, public confidence in the Constabulary remains high and anti-social behaviour has fallen. In particular, the funding from the council tax rise enabled the bolstering of problem solving expertise within Community Safety, to assist neighbourhood policing in tackling community issues.

The Police and Crime Plan of the former PCC has been extended to cover the financial year 2022/23 while the current PCC consulted on his new Police, Crime and Community Safety Plan (2022-2024). Therefore, for the reporting year the PCC's priorities for tackling crime in Norfolk remained as:

- Increase visible policing
- Support rural communities
- Improve road safety
- Prevent offending
- Support victims and reduce vulnerability
- Deliver a modern and innovative service
- Good stewardship of taxpayers' money.

The following table shows the 'year-end' position for some of the more easily available Police and Crime Plan key performance indicators where prior year data is available. Further details will be published in the PCC's Annual Report in the autumn.

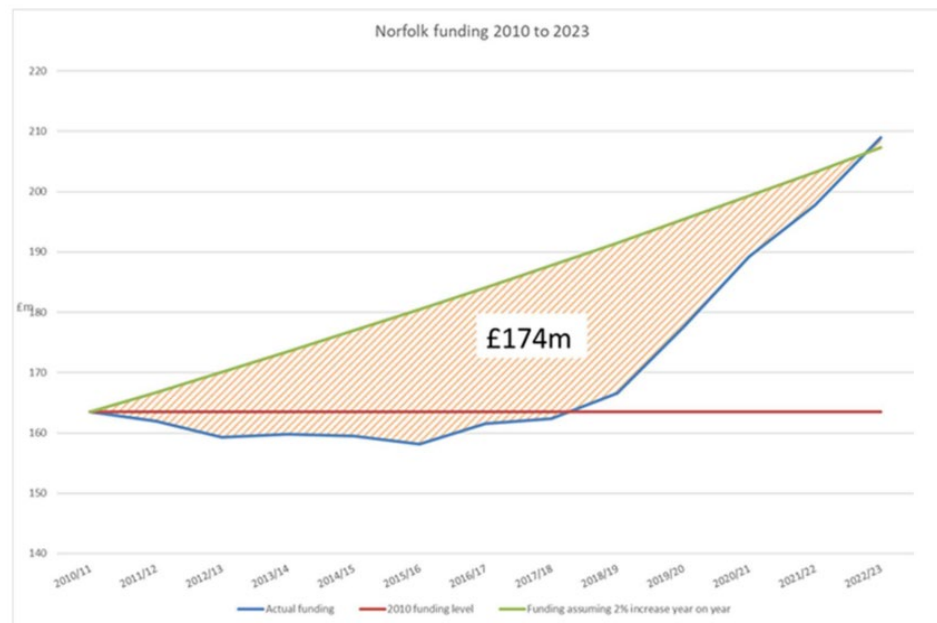
Area	Indicator	2021/22	2022/23
Domestic Abuse	<i>Number of crimes</i>	14,060	13,027
	<i>Solved rate</i>	9%	11%
Serious Sexual Offences	<i>Number of crimes</i>	2,614	2,643
	<i>Solved rate</i>	7%	8%
Child Sexual Abuse	<i>Number of crimes</i>	1,508	1,526
	<i>Solved rate</i>	14%	15%
Hate Crime	<i>Number of crimes</i>	1,426	1,303
	<i>Solved rate</i>	11%	16%
Online Crime	<i>Number of crimes</i>	2,976	2,879
	<i>Solved rate</i>	9%	10%
Neighbourhood Crime	<i>Number of crimes</i>	9,461	9,747
	<i>Solved rate</i>	10%	11%
Violence With Injury	<i>Number of crimes</i>	8,250	8,640
	<i>Solved rate</i>	14%	15%
Call Handling	<i>% 999 calls answered in 10 seconds</i>	89%	85%
Emergency Response	<i>% of emergencies responded to in target time</i>	88%	86%
Road Safety	<i>Number of KSI collisions</i>	385	393

Demands on the Constabulary have changed in nature in recent years. Serious sexual offences, violence with injury, and neighbourhood crime have increased, while crimes such as domestic abuse and child sexual abuse have decreased. In 2020/21, the onset of the Covid-19 pandemic impacted the demand recorded in some vulnerability crime types. Crime categories that have seen a reduction in volume are accompanied by increased solved rates, reflecting changing demand. The Force continues to prioritise the most harmful crime types alongside initiatives that focus on community priorities such as rural crime and responding to emergencies. The Force's performance in call handling and emergency response has declined which is likely to be linked with increasing 999 demand between 2020/21 and 2022/23.

7. Funding Settlement 2023/24 and beyond

Public sector funding has been constrained since 2010 and that has been no different for the police service. In the graph below, the blue line shows the amount of cash received by Norfolk Constabulary from the main Home Office grant, precept from households in Norfolk, plus all specific grants. Cash levels only exceeded those of 2010/11 for the first time in 2018/19. The green line represents the amount of money the force would have received if their grants and precept had risen broadly in line with inflation of 2% each year.

This shows that the force has absorbed c£174m of inflation over that time. When you add the impact of other statutory and legislative changes that have increased costs to the organisation (e.g. increases to National Insurance, Pensions and Insurance tax) that amount to around £10m a year, and further add in the changing nature of crime that requires more expensive investigations and more kit and equipment with an annual refresh of around £4m a year it can be seen the pressure on annual budgets has been even more significant.



It should be noted, that within this context, Norfolk Constabulary has once again been judged as **Outstanding** for Good Use of Resources by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). This assesses how efficiently the force uses the finite funds it receives, and how well the force understands the demands placed upon it both now and in the future. In response, every year cashable savings and efficiencies have been identified. The savings help to finance the demand pressures, cover inflation costs and balance the budget. By the 31st March 2023 the Constabulary has made savings of over £42m from their annual budgets.

Globally, economies around the world had suffered as a result of the Covid-19 pandemic and coupled with the exit from the European Union there has been increased disruption to supply chains and increases in costs. This has been compounded since March 2022 with the conflict in Ukraine that has resulted in surging energy prices and unprecedented increases in inflation. As a consequence, in order to get inflation under control, the Bank of England has increased interest rates to their highest levels since 2008, and this has increased the cost of borrowing and as we enter 2023/24 this volatility looks set to remain for

some months to come.

In the Spending Review 2021 (SR21), inflation was forecast to be 4%, 2.6%, 2.1% and 2% respectively for each year from 2022/23 onwards. In October 2022 the rate of inflation was running at 11.1%, significantly higher than the 4% forecast. As a number of the Constabulary's contracts were at fixed rates, and not subject to inflationary increases from the start of the year, coupled with longer lead in times for some high-cost items (e.g. vehicles and ICT kit and equipment), the Constabulary has broadly been able to manage within its overall budget envelope in 2022/23 outturning with a small overspend.

There are significant pressures going into 2023/24, with inflation running at much higher levels than anticipated ahead of the conflict in Ukraine, there has been increased pressure on pay settlements. The outcome of the police officer and police staff pay awards was a 5% increase overall with a gross cost pressure of £5m in 2022/23. Set against inflation of over 11% it is expected that higher than previously planned for pay settlements will arise in 2023/24 and the budget report assumes a 3.0% increase, with a cost pressure of £11.6m (being the full-year impact of the 2022/23 award rolling into 2023/24 as well as the forecast 2023/24 award from 1st September 2023). This is set against an increase in government funding of £1.9m (1.75%).

	2022/23	2023/24	Variance	
	£000	£000	£000	%
Police Core Grant	96,298	96,632	334	0.34%
Ringfenced Grant (Uplift)	1,510	3,076	1,566	103.71%
Legacy Council Tax Grants	9,305	9,305	0	0%
Pensions Grant	1,565	1,565	0	0%
Total all Grants	108,678	110,578	1,900	1.75%

Increasing and maintaining police officer numbers to meet government Police Uplift Programme (PUP) targets through to at least 2024/25 means that savings requirements will have to be met from a significantly smaller proportion of our budget that excludes officer pay. The government funding for PUP for 2023/24 must be spent on the costs of recruiting officers, plus the additional costs that supports recruitment, training, uniform provision, vehicles and the other back-office functions that makes the recruitment and retention of officers possible. Therefore, this does not then help fund the additional pressures outlined previously.

Central funding for PUP means that officer numbers cannot be frozen or cut during this period as £3.076m of funding (shown in the above table) is linked to achieving the Uplift targets.

As part of the police settlement PCCs were given the flexibility to increase the precept by up to £15 per annum (22 pence per week at Band B/ 29 pence at Band D) without the need to go to a referendum. Following a period of consultation with the public the PCC took the decision to raise the precept by the maximum allowed. By doing this, the PCC has been able to provide funding to balance the budget and help maintain current levels of service in the face of high levels of inflation.

However, the detailed settlement for forces only outlined detail for 2023/24. This leaves some uncertainty on the financial detail going forward and there will be a general election no later than January 2025.

Given the ongoing global economic issues, and the significant pressure on inflationary costs, the prudent assumptions made in the MTFP are now even more appropriate. The Constabulary has now commenced the process of the new round of strategic financial planning, and will consult with the PCC throughout this process. There are no going concern issues as a result, as funding to police forces will continue, but there may be risks to the levels of service currently offered.

The PCC has published the Reserves Strategy and the Capital Strategy in the new MTFP for 2023/24 to 2026/27 and these can be found at the link below:

[Police budget consultation Report to the Police and Crime Panel](#)

The financial, economic and operational uncertainties and challenges will require the PCC and Constabulary to keep financial planning assumptions under constant review, to ensure that the financial position remains stable into the long- term and that increased efficiency is kept at the heart of these developments. The PCC and Constabulary are well equipped to meet these challenges as reflected in the **Outstanding** rating for Good Use of Resources by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).



Peter Jasper ACMA

Assistant Chief Officer

Comprehensive Income and Expenditure Statement for the Chief Constable of Norfolk Constabulary for the year ended 31 March 2023

Gross Expenditure	Income	Net Expenditure		Gross Expenditure	Income	Net Expenditure
2021/22	2021/22	2021/22		2022/23	2022/23	2022/23
£000	£000	£000		£000	£000	£000
			Division of service:			
234,982	(23,842)	211,140	Constabulary	242,237	(28,225)	214,011
234,982	(23,842)	211,140	Net cost of police services before group funding	242,237	(28,225)	214,011
	(193,251)	(193,251)	Intra-group funding	4	(206,493)	(206,493)
234,982	(217,094)	17,889	Net cost of police services	242,237	(234,719)	7,518
			Other operating expenditure:			
			Financing and investment income and expenditure:			
40,831	-	40,831	Pensions interest cost	13	54,122	-
40,831	-	40,831			54,122	-
		58,720	Deficit / (surplus) on the provision of services			61,640
			Other comprehensive income and expenditure:			
		(52,884)	Remeasurements of the net defined benefit liability	13		(707,213)
		(52,884)				(707,213)
		5,836	Total comprehensive income and expenditure			(645,573)

Balance Sheet for the Chief Constable of Norfolk Constabulary as at 31 March 2023

31 March 2022 £000		Notes	31 March 2023 £000
-	TOTAL ASSETS		-
1,575	Short-term creditors and accruals	14	1,459
1,575	Current liabilities		1,459
2,034,922	Pension liability	13	1,389,464
2,034,922	Long term liabilities		1,389,464
2,036,497	TOTAL LIABILITIES		1,390,923
(2,036,497)	NET LIABILITIES		(1,390,923)
(2,036,497)	Unusable reserves	Page 12	(1,390,923)
(2,036,497)	TOTAL RESERVES		(1,390,923)

These audited accounts replace those issued on 29th December 2023.



Peter Jasper ACMA
Assistant Chief Officer
11 December 2024

Movement in Reserves Statement for the Chief Constable of Norfolk Constabulary

	General Fund Balance	Total Usable Reserves	Pension Reserves	Comp' Absences Account	Total Unusable Reserves	Total Reserves	
Year Ended 31 March 2023	Note	£000	£000	£000	£000	£000	
Balance at 1 April 2022		-	-	(2,034,922)	(1,575)	(2,036,497)	(2,036,497)
Movement in reserves during 2022/23							
Surplus or (deficit) on provision of services (accounting basis)	Page 10	(61,640)	(61,640)	-	-	-	(61,640)
Other comprehensive income and expenditure	Page 10	-	-	707,213	-	707,213	707,213
Total comprehensive income and expenditure		(61,640)	(61,640)	707,213	-	707,213	645,573
Difference between IAS 19 pension costs and those calculated in accordance with statutory requirements		82,062	82,062	(82,062)	-	(82,062)	-
Contribution to the Police Pension Fund		(20,307)	(20,307)	20,307	-	20,307	-
Movement on the Compensated Absences Account		(117)	(117)	-	117	117	-
Adjustments between accounting basis and funding basis under regulations		61,639	61,639	(61,755)	117	(61,639)	-
Net movement in reserves		-	-	645,458	117	645,575	645,575
Balance at 31 March 2023		-	-	(1,389,464)	(1,459)	(1,390,923)	(1,390,923)

	General Fund Balance	Total Usable Reserves	Pension Reserves	Comp' Absences Account	Total Unusable Reserves	Total Reserves	
Year Ended 31 March 2022	Note	£000	£000	£000	£000	£000	
Balance at 1 April 2021		-	-	(2,029,070)	(1,592)	(2,030,662)	(2,030,662)
Movement in reserves during 2021/22							
Surplus or (deficit) on provision of services (accounting basis)	Page 10	(58,720)	(58,720)	-	-	-	(58,720)
Other comprehensive income and expenditure	Page 10	-	-	52,884	-	52,884	52,884
Total comprehensive income and expenditure		(58,720)	(58,720)	52,884	-	52,884	(5,836)
Difference between IAS 19 pension costs and those calculated in accordance with statutory requirements		79,309	79,309	(79,309)	-	(79,309)	-
Contribution to the Police Pension Fund		(20,574)	(20,574)	20,574	-	20,574	-
Movement on the Compensated Absences Account		(16)	(16)	-	16	16	-
Adjustments between accounting basis and funding basis under regulations		58,720	58,720	(58,735)	16	(58,721)	-
Net movement in reserves		-	-	(5,851)	16	(5,837)	(5,836)
Balance at 31 March 2022		-	-	(2,034,922)	(1,575)	(2,036,497)	(2,036,497)

Cash Flow Statement for the Chief Constable for Norfolk Constabulary for the year ended 31 March 2023

2021/22		2022/23
£000		£000
(58,720)	Net surplus / (deficit) on the provision of services	(61,640)
	Adjustment for non cash or cash equivalent movements	
58,735	Movements on pension liability	61,755
(15)	Increase / (decrease) in revenue creditors	(117)
58,720	Net adjustment for non cash or cash equivalent movements	61,638
-	Net increase or (decrease) in cash and cash equivalents	-
-	Cash and cash equivalents at the beginning of the reporting period	-
-	Cash and cash equivalents at the end of the reporting period	-

Expenditure and Funding Analysis for the Chief Constable of Norfolk Constabulary

The Expenditure and Funding Analysis is a note to the Financial Statements; however, it is positioned here as it provides a link from the figures reported in the Narrative Report to the CIES.

Net Expenditure Chargeable to the General Fund Balances	Adjustments between Funding and Accounting Basis	Net Expenditure in the CIES 2021/22		Net Expenditure Chargeable to the General Fund Balances	Adjustments between Funding and Accounting Basis	Net Expenditure in the CIES 2022/23
£000	£000	£000	Constabulary	£000	£000	£000
			Year ended 31 March			
172,677	38,463	211,140	Constabulary	186,188	27,823	214,011
(193,251)	-	(193,251)	Intra-group funding	(206,493)	-	(206,493)
(20,574)	38,463	17,889	Net cost of police services	(20,305)	27,823	7,518
20,574	20,257	40,831	Other income and expenditure	20,307	33,815	54,122
-	58,720	58,720	Deficit / (surplus) on the provision of services	-	61,638	61,640
-			Opening general fund balance at 1 April	-		
-			Closing general fund balance at 31 March	-		

Notes to the Financial Statements for the Chief Constable of Norfolk Constabulary

Table of Contents

1. Accounting Policies	16
2. Accounting Standards That Have Been Issued But Have Not Yet Been Adopted	20
3. Critical Judgements in Applying Accounting Policies	21
4. Intra-group Funding Arrangement Between the PCC and Chief Constable	22
5. Notes to the Expenditure and Funding Analysis	23
6. Assumptions Made About the Future and Other Major Sources of Estimation Uncertainty	24
7. Events After the Reporting Period	24
8. Employees' Remuneration	25
9. Related Parties	27
10. External Audit Costs	27
11. Grant Income	28
12. Private Finance Initiatives	28
13. Retirement Benefits	30
14. Creditors	37
15. Collaborative Arrangements	38
16. Contingent Liabilities	40
17. Going Concern	41

1. Accounting Policies

The Statement of Accounts summarises the Chief Constable's transactions for the 2022/23 financial year and its position at the year-end of 31 March 2023. The Chief Constable is required to prepare an annual Statement of Accounts by the Accounts and Audit Regulations 2015, which those Regulations require to be prepared in accordance with proper accounting practices. Those practices primarily comprise the Code, supported by International Financial Reporting Standards (IFRS).

The accounting convention adopted in the Statement of Accounts is principally historical cost, modified by the revaluation of certain categories of non-current assets and financial instruments.

Cost recognition and intra-group adjustment

Refer to Note 4 for further details.

Recognition of working capital

The Scheme of Governance and Consent sets out the roles and responsibilities of the Police and Crime Commissioner and the Chief Constable, and also includes the Financial Regulations and Contract Standing Orders. As per these governance documents all contracts and bank accounts are in the name of the PCC. No consent has been granted to the Chief Constable to open bank accounts or hold cash or associated working capital assets or liabilities. This means that all cash, assets and liabilities in relation to working capital are the responsibility of the PCC, with all the control and risk also residing with the PCC. To this end, all working capital is shown in the accounts of the PCC and the Group.

Accruals of income and expenditure

Activity is accounted for in the year that it takes place, not in the financial period in which cash payments are paid or received.

Debtors and creditors

Revenue and capital transactions are included in the accounts on an accruals basis. Where goods and services are ordered and delivered by the year-end, the actual or estimated value of the order is accrued. With the exception of purchasing system generated accruals a de-minimis level of £1,000 is set for year-end accruals of purchase invoices, except where they relate to grant funded items, where no de-minimis is used. Other classes of accrual are reviewed to identify their magnitude. Where the inclusion or omission of an accrual would not have a material impact on the Statement of Accounts, either individually or cumulatively, it is omitted.

Employee benefits

Benefits payable during employment

Salaries, wages and employment-related payments are recognised in the period in which the service is received from employees. An accrual is made for the cost of annual leave entitlements earned by employees but not taken before the year end. The accrual is made at the most recent wage and salary rates applicable.

Termination benefits

Termination benefits are amounts payable as a result of a decision by the entity to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy in exchange for those benefits and are charged on an accruals basis to the appropriate service segment or, where applicable, to a corporate service segment at the earlier of when the entity can no longer withdraw the offer of those benefits or when the entity recognises costs for a restructuring. Where termination benefits involve the enhancement of pensions, statutory provisions require the General Fund Balance to be charged with the amount payable by the entity to the pension fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the MiRS, appropriations are required to and from the Pensions Reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

Post-employment benefits

Officers have the option of joining the Police Pension Scheme 2015. Civilian employees have the option of joining the Local Government Pension Scheme (LGPS), administered by Norfolk County Council. All of the schemes provide defined benefits to members (retirement lump sums and pensions), earned as employees worked for the Constabulary, and all of the schemes are accounted for as defined benefit schemes.

The liabilities attributable to the Chief Constable of all four schemes are included in the Balance Sheet on an actuarial basis using the projected unit credit method, i.e. an assessment of the future payments that will be made in relation to retirement benefits (including injury benefits on the Police Schemes) earned to date by officers and employees, based on assumptions about mortality rates, employee turnover rates etc., and projections of earnings for current officers and employees.

Liabilities are discounted to their value at current prices, using a discount rate specified each year by the actuaries.

The assets of the LGPS attributable to the Chief Constable are included in the Balance Sheet at their fair value as follows:

- Quoted securities – current bid price.
- Unquoted securities – professional estimate.
- Unitised securities – current bid price.
- Property – market value.

All three of the police schemes are unfunded and therefore do not have any assets. Benefits are funded from the contributions made by currently serving officers and a notional employer's contribution paid from the general fund; any shortfall is partially topped up by a grant from the Home Office.

The change in the net pensions liability is analysed into six components:

- Current service cost – the increase in liabilities as a result of years of service earned this year, it is debited to the net cost of policing in the Comprehensive Income and Expenditure Statement (CIES). The current service cost is based on the latest available actuarial valuation.

- Past service cost – the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years. Past service costs are debited to the net cost of policing in the CIES.
- Interest cost – the expected increase in the present value of liabilities during the year as they move one year closer to being paid. It is charged to the Financing and Investment Income and Expenditure line in the CIES. The interest cost is based on the discount rate and the present value of the scheme liabilities at the beginning of the period.
- The return on plan assets – excluding amounts included in net interest on the net defined benefit liability (asset) – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions. They are charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Contributions paid to the four pension funds – cash paid as employer's contributions to the pension fund in settlement of liabilities. These are not accounted for as an expense.

In relation to retirement benefits, statutory provisions require the General Fund Balance to be charged with the amounts payable by the Chief Constable to the pension fund or directly to pensioners in the year, not the amount calculated according to the relevant accounting standards. This means that in the MiRS there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end. The negative balance that arises on the Pension Reserve thereby measures the beneficial impact on the General Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

Discretionary Benefits

The entity has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff (including injury awards for police officers) are accrued in the year of the decision to make the award and accounted for using the same policies as are applied to the Local Government Pension Scheme.

The Chief Constable makes payments to police officers in relation to injury awards, and the expected injury awards for active members are valued on an actuarial basis.

Events after the reporting period

Events after the reporting period are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified.

- Those that provide evidence of conditions that existed at the end of the reporting period. The Statement of Accounts is adjusted to reflect such events.
- Those that are indicative of conditions that arose after the reporting period. The Statement of Accounts is not adjusted to reflect such events. However, where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect.

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

Government grants and contributions

All government grants are received in the name of the PCC. However, where grants and contributions are specific to expenditure incurred by the Chief Constable, they are recorded as income within the Chief Constable's accounts. Whether paid on account, by instalments or in arrears, government grants and third-party contributions and donations are recognised as due to the Chief Constable when there is reasonable assurance that:

- The Chief Constable will comply with the conditions attached to the payments, and
- The grants or contributions will be received.

Amounts recognised as due to the Chief Constable are not credited to the CIES until conditions attaching to the grant or contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential embodied in the asset acquired using the grant or contribution are

required to be consumed by the recipient as specified, or future economic benefits or service potential must be returned to the transferor.

Monies advanced as grants and contributions for which conditions have not been satisfied are carried in the Balance Sheet within creditors as government grants received in advance. When conditions are satisfied, the grant or contribution is credited to the relevant service line (attributable revenue grants / contributions) or Taxation and Non-Specific Grant Income (non-ring-fenced revenue grants and all capital grants) in the CIES.

Where capital grants are credited to the CIES, they are reversed out of the General Fund balance in the MiRS. Where the grant has yet to be used to finance capital expenditure, it is posted to the Capital Grants Unapplied Account. Where it has been applied, it is posted to the Capital Adjustment Account.

Joint operations

Joint operations are activities undertaken by the Chief Constable in conjunction with other bodies, which involve the use of his resources or those of the other body, rather than the establishment of a separate entity. The Chief Constable recognises the liabilities that he incurs and debits and credits the CIES with his share of the expenditure incurred and income earned from the activity of the operation.

Private Finance Initiative (PFI) and similar contracts

PFI and similar contracts are agreements to receive services, where the responsibility for making available the property, plant and equipment needed to provide the services passes to the PFI contractor.

The amounts payable to the PFI operators each year are analysed into five elements; only the fair value of the services received during the year is debited to the Chief Constable's net cost of policing in the CIES. The other elements are only shown in the PCC and Group accounts.

Contingent Liabilities

A contingent liability arises where an event has taken place that gives the Chief Constable a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Chief Constable. Contingent liabilities also arise in circumstances where a

provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts.

Reserves

The Chief Constable sets aside specific amounts as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the General Fund Balance in the MiRS. When expenditure to be financed from a reserve is incurred, it is charged to the appropriate service in that year to score against the Surplus or Deficit on the Provision of Services in the CIES. The reserve is then appropriated back into the General Fund Balance in the MiRS so that there is no net charge against council tax for the expenditure.

Certain reserves are kept to manage the accounting processes for non-current assets, financial instruments, retirement and employee benefits and do not represent usable resources for the Chief Constable – these reserves are explained in the following paragraph:

Pension Reserve

The Pension Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with the statutory provisions. The Chief Constable accounts for post-employment benefits in the CIES as the benefits are earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed as the Chief Constable makes employer's contributions to pension funds or eventually pays any pensions for which they are directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall between the benefits earned by past and current employees and the resources the Chief Constable has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

Value Added Tax

VAT payable is included as an expense or capitalised only to the extent that it is not recoverable from Her Majesty's Revenue and Customs. VAT receivable is excluded from income. Where the VAT is irrecoverable it is included in the relevant service line of the Chief Constable's CIES, or if the expenditure relates to an asset, is capitalised as part of the value of that asset. Irrecoverable VAT is VAT charged which under legislation is not reclaimable (e.g., purchase of command platform vehicles).

Going Concern

The Code stipulates that the financial statements of local authorities can only be discontinued under statutory prescription and therefore shall be prepared on a going concern basis. This assumption is made because local authorities carry out functions essential to the local community, and cannot be created or dissolved without statutory prescription. Transfers of services under combinations of public sector bodies do not negate the presumption that the financial statements shall be prepared on a going concern basis of accounting. However, in order to assist External Audit with establishing their going concern conclusion, a review of going concern is carried out by management. Refer to Section 7 of the narrative report and Note 17 for detail of this review.

2. Accounting Standards That Have Been Issued But Have Not Yet Been Adopted

The Financial Statements have been prepared in accordance with the Code, which is based on International Financial Reporting Standards (IFRSs).

The amendments required to be adopted under the 2023/24 Code are:

- Definition of Accounting Estimates (Amendments to IAS 8) issued in February 2021.
- Disclosure of Accounting Policies (Amendments to IAS 1 and IFRS Practice Statement 2) issued in February 2021.
- Updating a Reference to the Conceptual Framework (Amendments to IFRS 3) issued in May 2020.

Note that this is based on the current position as agreed by CIPFA/LASAAC but the Code has not yet been subject to full due process so this might be subject to change.

Application of the Standards referred to above, as adopted by the Code, is required by 1 April 2023, and these standards will be initially adopted as at 1 April 2023, where applicable. The Code requires changes in accounting policy to be applied retrospectively unless alternative transitional arrangements are specified in the Code.

It is not expected that the adoption of any of the standards listed above will have a material effect on the 2023/24 financial statements.

Implementation of the new leasing standard, IFRS 16 Leases, had previously been deferred from 2020/21 for one year due to the impact of the Covid-19 global pandemic. However, due to the continued widespread impact of the pandemic, and resulting pressures on external audit and finance teams, the CIPFA/LASAAC Local Authority Accounting Code Board agreed to defer the implementation of this standard for a further three years in total. This will mean the effective date for implementation is now 1 April 2024. Local Government bodies can elect to implement the standard from 1 April 2022 if desired. The PCC for Norfolk intends to adopt this standard from 1 April 2024.

3. Critical Judgements in Applying Accounting Policies

PCC and the Chief Constable in 2022/23 and are reflected in the financial statements.

In applying the accounting policies set out in Note 1, the CFO of the Chief Constable has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:

- The budget is set by the PCC and provides the Chief Constable with the authority to incur expenditure. There are still uncertainties about the future funding beyond 2023/24 in regard of what the PCC will receive from the government and the limitations around the precept. The PCC and the Chief Constable are working together to mitigate the impact of the funding gap emerging over the period of the Medium-Term Financial Plan, the impact of which will be realised in the budget set by the PCC.
- The allocation of transactions and balances between the PCC and the Chief Constable has been set out in the Narrative Report to these accounts.
- The PCC for Norfolk has a significant number of assets including those under Private Finance Initiative (PFI) arrangements. The PCC has the responsibility, control and risk in terms of the provision of those assets. Consequently, a critical judgement has been made to show any connected grant funding (e.g. for PFI) and the capital and financing costs of the provision of those assets in the PCC's account. As the Chief Constable utilises the assets on a day-to-day basis, the officers and staff of the Chief Constable have responsibility for the use of the consumables, heating and lighting and so forth. Consequently, these costs are shown in the Chief Constable accounts including the service charges element of the PFI.
- Costs of pension arrangements require estimates assessed by independent qualified actuaries regarding future cash flows that will arise under the scheme liabilities. The assumptions underlying the valuation used for IAS19 reporting are the responsibility of the Group as advised by the actuaries. The financial assumptions are largely prescribed at any point and reflect market expectations at the reporting date. Assumptions are also made around the life expectancy of the UK population.
- In respect of the LGPS police staff pension costs, separate actuarial valuations have been carried out to provide the accounting entries for the

4. Intra-group Funding Arrangement Between the PCC and Chief Constable

The background and principles that underpin the accounting arrangements and create the need for an intra-group adjustment have been set out in the Narrative Report.

The PCC received all funding on behalf of the Group; at no time, under the current arrangements, does the Chief Constable hold any cash or reserves. However, it is felt that to accurately represent the substance of the financial impact of the day-to-day control exercised by the Chief Constable over policing it is necessary to capture the costs associated with this activity in the Chief Constable's CIES. A consequence of this is that the employment liabilities associated with police officers and police staff are also contained in the Chief Constable's CIES and the accumulative balances are held on the Chief Constable's Balance Sheet. All other assets and liabilities are held on the PCC's Balance Sheet.

Whilst no actual cash changes hands the PCC has undertaken to fund the resources consumed by the Chief Constable. The PCC effectively makes all payments from the Police Fund. To reflect this position in the Accounts, funding from the PCC offsets cost of service expenditure contained in the Chief Constable's CIES. This intra-group adjustment is mirrored in the PCC's CIES. The financial impact associated with the costs of the employment liabilities are carried on the balance sheet in accordance with the Code and added to the carrying value of the Pensions Liability and Accumulated Absences Liability.

5. Notes to the Expenditure and Funding Analysis

Adjustments between the CIES and the General Fund

Net Change for the Pensions Adjustments £000	Other Differences £000	Total Adjustments 2021/22 £000	Constabulary	Net Change for the Pensions Adjustments £000	Other Differences £000	Total Adjustments 2022/23 £000
38,478	(15)	38,463	Constabulary	27,940	(117)	27,823
38,478	(15)	38,463	Net Cost of Police Services	27,940	(117)	27,823
20,257	-	20,257	Other income and expenditure	33,815	-	33,815
58,735	(15)	58,720	Difference between General Fund Deficit / (Surplus) & CIES Deficit / (Surplus)	61,755	(117)	61,640

Expenditure and Income Analysed by Nature

Total 2021/22 £000	Total 2022/23 £000
Expenditure	
202,192 Employee benefits expenses	202,836
32,791 Other service expenditure	39,400
40,831 Net pensions interest cost	54,122
275,813 Total Expenditure	296,359
Income	
(8,885) Fees, charges and other service income	(10,681)
(14,957) Government grants and contributions	(17,544)
(23,842) Total Income	(28,225)
251,971 Deficit/(Surplus) on the Provision of Services before Intra Group funding	268,133
(193,251) Intra group funding	(206,493)
58,720 Deficit/(Surplus) on the Provision of Services	61,640

6. Assumptions Made About the Future and Other Major Sources of Estimation Uncertainty

Pensions Liability

Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the Chief Constable with expert advice about the assumptions to be applied. The effects on the net pensions liability of changes in individual assumptions can be measured. For instance, a 0.5% decrease in the discount rate assumption would result in an increase in the pension liability of £136.1m.

The value of the LGPS pension fund assets is calculated by the actuary as part of the formal triennial valuation process, and rolled forward to the balance sheet date, allowing for any movements in the year. These movements include investment returns, which may be estimated where necessary. However, the figure incorporates actual returns for the period 1 April 2022 to 31 March 2023.

7. Events After the Reporting Period

Events after the reporting period have been considered for the period from the year-end to the date the accounts were authorised for issue on 11 December 2024. At the time of issue there were no adjusting or non-adjusting subsequent events that required disclosure.

8. Employees' Remuneration

The number of employees and senior police officers whose remuneration exceeded £50k in 2022/23 were as follows:

Remuneration	Chief Constable	
	2022/23	2021/22
£50,000 - £54,999	21	20
£55,000 - £59,999	10	8
£60,000 - £64,999	8	8
£65,000 - £69,999	2	3
£70,000 - £74,999	8	4
£75,000 - £79,999	2	2
£80,000 - £84,999	3	1
£85,000 - £89,999	1	3
£90,000 - £94,999	4	4
£95,000 - £99,999	4	3
£105,000 - £109,999	1	1
£115,000 - £119,999	2	-
£120,000 - £124,999	-	1
£130,000 - £134,999	2	1
£135,000 - £139,999	-	1
£160,000 - £164,999	-	1
£170,000 - £174,999	1	-

“Remuneration” is defined, by regulation, as “all amounts paid to or receivable by an employee and includes sums due by way of expenses allowance (so far as those sums are chargeable to United Kingdom income tax) and the estimated money value of any other benefits received by an employee otherwise than in cash.”

In addition to the above the Accounts and Audit Regulations 2015 require a detailed disclosure of employees' remuneration for relevant senior police officers, certain statutory and non-statutory chief officers and other persons with a responsibility for management of the Constabulary. The officers listed in the following table are also included in the above banding disclosure note.

	Salaries Fees and Allowances £000	Employers Pension Contributions £000	Benefits in Kind £000	Total £000
2022/23				
Position held				
• Chief Constable - Paul Sanford	172	48	-	220
• Deputy Chief Constable (from 28.4.22)	133	39	1	173
• Temporary Deputy Chief Constable (to 28.4.22)				
• Assistant Chief Constable	131	34	-	165
• Temporary Assistant Chief Constable (from 5.9.22)	107	29	-	136
• Temporary Assistant Chief Constable (from 1.1.23 to 1.2.23)	98	29	-	127
• Assistant Chief Officer	116	19	-	135
2021/22				
Position held				
• Chief Constable - Simon Bailey (to 30.6.21)	45	-	1	46
• Chief Constable - Paul Sanford (from 2.12.21)	160	42	4	206
• Temporary Chief Constable (from 1.7.21 to 1.12.21)				
• Deputy Chief Constable (to 30.6.21)				
• Temporary Deputy Chief Constable (from 14.6.21)	129	37	2	168
• Assistant Chief Constable (to 13.6.21)				
• Assistant Chief Constable	135	37	-	172
• Temporary Assistant Chief Constable (to 13.6.21)	97	28	-	125
• Assistant Chief Officer	113	19	-	132

During 2022/23 a Suffolk Constabulary officer acted until 4.9.22 as a Temporary ACC in a joint capacity, Norfolk Constabulary contributed 56.4% towards the cost of this post.

During 2022/23, a chief officer from Norfolk Constabulary acted as an Assistant Chief Constable (ACC) from 5.9.22 in a joint capacity, Suffolk Constabulary contributed 43.6% towards the cost of this post.

The Regulations also require disclosure of compensation for loss of employment and other payments to relevant police officers. No amounts were paid to the above officers in respect of these categories.

The number of exit packages with a total cost per band are set out in the table below.

Exit Package Cost Band including Payments £000	Number of Compulsory Redundancies		Number of Other Agreed Departures		Total Number of Exit Packages		Total Value of Exit Packages	
	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23 £000	2021/22 £000
0-20	-	16	1	2	1	18	5	188
20-40	2	10	-	-	2	10	71	275
40-60	-	1	-	-	-	1	-	42
	2	27	1	2	3	29	75	505

9. Related Parties

The Chief Constable is required to disclose material transactions with bodies or individuals that have the potential to control or influence the Chief Constable or to be controlled or influenced by the Chief Constable.

During 2022/23 there were no material related party transactions involving senior officers of the Constabulary, other than those included under employees' remuneration set out in Note 8 of these financial statements. All Chief Officers have been written to requesting details of any related party transactions and there are no disclosures.

Central Government has effective control over the general operations of the Chief Constable, it is responsible for providing the statutory framework within which the Chief Constable operates, provides the majority of its funding and prescribes the terms of many of the transactions that the Chief Constable has with other parties. Income from central government is set out in Note 11 of these financial statements.

Norfolk and Suffolk Constabularies have implemented significant collaborative arrangements, these are fully disclosed in Note 15.

No other material transactions with related parties have been entered into except where disclosed elsewhere in the accounts.

10. External Audit Costs

The Chief Constable fees payable in respect of external audit services were as follows:

2021/22 £000	2022/23 £000
The Chief Constable has incurred the following costs in relation to the audit of the Statement of Accounts	
12 The Chief Constable of Norfolk	16
7 The Chief Constable of Norfolk scale fee variation 2019/20	-
9 The Chief Constable of Norfolk scale fee variation 2020/21	-
27	16

The scale fee set by PSAA has been reduced by £0.8k, this has not been received as a cash rebate. The net value is payable to the external auditors. In 2021/22 a cash rebate was received from PSAA to the value of £2.3k.

No fees have been paid to the auditors for non-audit work.

11. Grant Income

The Chief Constable credited the following grants and contributions to the Comprehensive Income and Expenditure Statement.

	Amount receivable for 22/23 £000	Amount receivable for 21/22 £000
Credited to Services		
Police incentivisation	269	337
Vulnerability Coordination Centre	1,604	1,401
Specific grant for police pensions	1,565	1,565
Serious Violence Duty	30	-
Other specific grants	14,107	11,654
	17,574	14,957

Other specific grants credited to services include £4.7m Tackling Organised Exploitation project grant, £2.0m for Operation Hydrant and £1.16m for a specific Home Office grant.

12. Private Finance Initiatives

Operations and Communications Centre at Wymondham

The PCC is committed to making payments under a contract with a consortium for the use of Jubilee House, Operations and Communications Centre at Wymondham until 2037.

The actual level of payments is dependent on availability of the site and provision and delivery of services within. The estimated cost covers the contract standard facilities management provision. The contract, which is for a period of 35 years starting from 2001, has an option at contract end date to purchase the property at open market value or to negotiate with the PFI provider to extend the contract for up to a further 2 periods of 15 years, or of terminating the contract.

The PCC makes an agreed payment each year which is increased by inflation and can be reduced if the contract fails to meet availability and performance standards in any year but which is otherwise fixed.

The payment recognised in the Chief Constable accounts for the services element during 2022/23 was £1,541m (£1,503m in 2021/22). Payments remaining to be made under the PFI contract for services at 31 March 2023 (excluding any estimation of inflation and availability / performance deductions) are as follows:

	OCC Revenue Services £000
Payable in 2023/24	1,580
Payable within two to five years	6,239
Payable within six to ten years	8,260
Payable within eleven to fifteen years	6,814
	22,894

Police Investigation Centres (PIC)

During the financial years 2010/11 to 2040/41 the Norfolk and Suffolk PCCs are committed to making payments under a contract with a consortium for the use of the six PICs. The actual level of payments will be dependent on the availability of the site and provision and delivery of services within. The contract is for 30 years. As the end of this term the properties revert to the two Groups.

Norfolk and Suffolk PCCs have agreed to pay for these services on an agreed percentage in accordance with the total number of cells within the six properties located in the two counties – this being Norfolk 58.2% and Suffolk 41.8%. The payment recognised in the Chief Constable accounts is for the net services element which during 2022/23 amounted to £1.104m (£1.489m in 2021/22). This figure includes a credit received from Cambridgeshire Police for £0.539m in respect of services provided at the Kings Lynn PIC.

The PCC makes an agreed payment each year which is increased by inflation and can be reduced if the contractor fails to meet availability and performance standards in any year but which is otherwise fixed. Payments remaining to be made under the PFI contract at 31 March 2023 (which exclude any availability / performance deductions or amounts receivable from Cambridgeshire Police), are shown in the following table:

	PIC Revenue Services £000
Payable in 2023/24	1,797
Payable within two to five years	10,614
Payable within six to ten years	13,421
Payable within eleven to fifteen years	13,654
Payable within sixteen to twenty years	10,887
	50,373

13. Retirement Benefits

Participation in pension schemes

Pension and other benefits are available to all PCC and Constabulary personnel under the requirements of statutory regulations. Four defined benefit pension schemes are operated:

- a) The Local Government Pension Scheme (LGPS) for PCC and Constabulary police staff, administered by Norfolk County Council – this is a funded defined benefit scheme, meaning that the employers and employees pay contributions into a fund. Contributions are calculated at a level intended to balance the pensions liabilities with investment assets.

From April 2014 the LGPS changed to a career average defined benefit scheme, so that benefits accrued are worked out using the employee's pay each scheme year rather than the final salary. This applies to all membership which builds up from 1 April 2014, but all pensions in payment or built up before April 2014 are protected. Employee contributions are determined by reference to actual pensionable pay and are tiered between 5.5% and 12.5%.

- b) The Police Pension Scheme (PPS) for police officers who joined before April 2006. The employee contributions are 14.25%-15.05% of salary and maximum benefits are achieved after 30 years' service. Contribution rates are dependent on salary.
- c) The New Police Pension Scheme (NPPS) for police officers who either joined from April 2006 or transferred from the PPS. The employee contributions are 11.00%-12.75% of salary and maximum benefits are achieved after 35 years' service. Contribution rates are dependent on salary.
- d) The Police Pension 2015 Scheme for police officers, is a Career Average Revalued Earnings (CARE) scheme, for those who either joined from April 2015 or transferred from PPS or NPPS. The employee contributions are 12.44%-13.78% of salary and the Normal Pension Age is 60 although there are protections for eligible officers to retire earlier. Contribution rates are dependent on salary.

All police pension schemes are unfunded defined benefit schemes, meaning that there are no investment assets built up to meet pension liabilities. Employees' and employer's contribution levels are based on percentages of pensionable pay set nationally by the Home Office and are subject to triennial revaluation by the Government Actuary's Department. The actuarial valuation has set the employer contribution rate for all three police pension schemes from 1 April 2019 as 31% of pensionable pay. A pensions top-up grant from the Home Office is received which funds contributions to a level of 21.3% and in 2022/23 a specific grant of £1.6m was received to part fund the cost of the recent change in contribution rates. The CIES is charged with the costs of injury awards and the capital value of ill-health benefits.

The PCC is also required to maintain a Police Pension Fund Account. Employer and employee contributions are credited to the account together with the capital value of ill-health retirements and transfer values received. Pensions and other benefits (except injury awards) and transfer values paid are charged to this account. If the account is in deficit at 31 March in any year, the Home Office pays a top-up grant to partially cover it. If there is a surplus on the account, then that has to be paid to the Home Office.

Transactions relating to post-employment benefits

The cost of retirement benefits are recognised in the Net Cost of Services when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge required against council tax is based on the cash payable in the year, so the real cost of retirement is reversed out of the General Fund in the MiRS.

The note below contains details of the Chief Constable's operation of the Local Government Pension Scheme (administered by Norfolk County Council) and the Police Pension Schemes in providing police staff and police officers with retirement benefits. In addition, the Chief Constable has arrangements for the payment of discretionary benefits to certain retired employees outside of the provisions of the schemes.

The following transactions have been made in the CIES and the General Fund via the MiRS during the year:

	LGPS		Police Pension Schemes	
	2022/23	2021/22	2022/23	2021/22
	£000	£000	£000	£000
Comprehensive Income and Expenditure Statement				
Cost of services:				
Current service costs	20,291	21,195	39,970	48,070
Past service costs	184	-	-	-
Financing and investment income and expenditure:				
Net interest expense	3,422	3,251	50,700	37,580
Total post employment benefit charges to the surplus or deficit on the provision of service	23,897	24,446	90,670	85,650
Other post employment benefit charged to the CIES				
- Return on plan assets (excluding the amount included in the net interest expense)	11,388	(17,993)	-	-
- Actuarial gains / losses arising from changes in demographic assumptions	(2,254)	806	(33,820)	-
- Actuarial gains / losses arising from changes in financial assumptions	(177,718)	(32,622)	(645,140)	(25,300)
- Other	35,020	747	105,311	21,478
	(133,564)	(49,062)	(573,649)	(3,822)
Total post employment benefit charged to the CIES	(109,667)	(24,616)	(482,979)	81,828
Movement in Reserves Statement (MIRS):				
Reversal of net charges made to the CIES for post employment benefits in accordance with the Code	109,667	24,616	482,979	(81,828)
Actual amount charged against the General Fund Balance for pensions in the year:				
Employers contributions payable to scheme	9,160	8,763	43,651	42,598
Memo				
Retirement benefits payable to pensioners	(6,033)	(5,838)	(53,071)	(51,378)

Assets and liabilities in relation to retirement benefits

	Local Government		Police		Total	
	Pension Scheme		Pension Schemes		Pension Schemes	
	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22
Present value of liabilities	(281,961)	(409,608)	(1,389,290)	(1,915,920)	(1,671,251)	(2,325,528)
Fair value of plan assets	293,427	290,606	-	-	293,427	290,606
Sub total	11,466	(119,002)	(1,389,290)	(1,915,920)	(1,377,824)	(2,034,922)
Other movements on the asset	(11,641)	-	-	-	(11,641)	-
Total net liabilities	(175)	(119,002)	(1,389,290)	(1,915,920)	(1,389,465)	(2,034,922)

Reconciliation of present value of the scheme liabilities

	Local Government		Police	
	Pension Scheme		Pension Schemes	
	2022/23	2021/22	2022/23	2021/22
	£000	£000	£000	£000
Opening balance at 1 April	409,608	414,007	1,915,920	1,876,690
Current service cost	20,291	21,195	39,970	48,070
Interest cost	11,492	8,665	50,700	37,580
Contributions by scheme participants	2,848	2,659	9,420	8,780
Remeasurement (gains) and losses:				
- Actuarial gains/losses arising from changes in financial assumptions	(177,718)	(32,622)	(645,140)	(25,300)
- Actuarial gains/losses arising from changes in demographic assumptions	(2,254)	806	(33,820)	-
- Other	23,543	736	105,311	21,478
Past service costs	184	-	-	-
Benefits paid	(6,033)	(5,838)	(53,071)	(51,378)
Effects of settlements	-	-	-	-
Closing balance at 31 March	281,961	409,608	1,389,290	1,915,920

Reconciliation of fair value of the scheme assets

	Funded Assets		Unfunded Assets	
	Local Government		Police	
	Pension Scheme		Pension Schemes	
	2022/23	2021/22	2022/23	2021/22
£000	£000	£000	£000	
Opening fair value of scheme assets at 1 April	290,606	261,626	-	-
Interest income	8,070	5,414	-	-
Remeasurement gain / (loss):				
- the return on plan assets, excluding the amount included in the net interest expense	(11,388)	17,993	-	-
- other	164	(11)	-	-
Contributions from employer	9,160	8,763	43,651	42,598
Contributions from employees into the scheme	2,848	2,659	9,420	8,780
Benefits paid	(6,033)	(5,838)	(53,071)	(51,378)
Effects of settlements	-	-	-	-
Closing fair value of scheme assets at 31 March	293,427	290,606	-	-

The total net pensions liabilities of £1,389m represent the long run commitments in respect of retirement benefits and results in the balance sheet showing net overall liabilities of £1,391m. However, the financial position of the Chief Constable remains sound as the liabilities will be spread over many years as follows:

- The net liability on the local government scheme will be covered by contributions over the remaining working life of employees, as assessed by the scheme actuary.
- The net costs of police pensions which are the responsibility of the PCC will be covered by provision in the revenue budget and any costs above that level will be funded by the Home Office, under the change which came into effect from April 2006.

Actuarial losses on scheme assets represent the difference between the actual and expected return on assets, actuarial gains on scheme liabilities arise from more favourable financial assumptions. Due to the effects of the March 2022 triennial revaluation of the LGPS, there has been a swing from the pension fund being in a net liability position to now being in a net asset position which has resulted in an asset ceiling adjustment being made. IFRIC 14 states where there is a pension net asset an asset ceiling may be applied to the surplus on the pension fund. This limits the surplus recognised to the present value of any economic benefits available in the form of either refunds from the plan or reductions in future contributions. As the employer has no unconditional right to a refund from the Fund, there is no economic benefit available as a refund therefore the PCC has made a judgement to limit the surplus recognised in the accounts to the present value of reductions in future contributions. This adjustment is shown in the asset and liabilities table above as other movements on the asset. The other experience on obligations includes an allowance for the pension increase order applied to the funded obligation at April 2023 being different to the pension increase assumption adopted in the Employer's Schedule of results at the start of the period. Within this other experience item, the funded obligations have increased by £23.6m.

The County Council is required to have a funding strategy for elimination of deficits, under regulations effective from 1 April 2005. The strategy allows deficits to be cleared over periods up to 20 years.

The Police Pension Schemes have no assets to cover their liabilities. The Chief Constable's share of the assets in the County Council Pension Fund are valued at fair value, principally market value for investments and consist of the categories in the following table.

	Fair Value of Scheme Assets			
	31 March 2023		31 March 2022	
	£000	%	£000	%
Cash and cash equivalents	4,899	1.67	4,115	1.42
Bonds - by sector				
- Government	2,522		2,934	
Sub total bonds	2,522	0.86	2,934	1.01
Property - by type				
- UK property	25,394		26,541	
- Overseas property	4,361		4,090	
Sub total property	29,755	10.14	30,632	10.54
Private equity - all:	28,035	9.55	23,449	8.07
Other investment funds:				
- Equities	139,545		122,251	
- Bonds	56,600		83,945	
- Infrastructure	32,962		23,217	
Sub total other investment funds	229,106	78.08	229,412	78.94
Derivatives:				
- Foreign exchange	(890)		65	
Sub total derivatives	(890)	(0.3)	65	0.02
Total assets	293,427	100	290,606	100

Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit credit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels etc. Within the police schemes, the age profile of the active membership is not rising significantly, which means that the current service cost in future years will not rise significantly as a result of using the projected unit credit method.

The police officer schemes liabilities have been assessed by the Government Actuary's Department and the LGPS liabilities have been assessed by Hymans Robertson, an independent firm of actuaries. The actuary has confirmed that for police staff, there is no reason to believe that the age profile is rising significantly. The main assumptions used in their calculations are shown below.

	Local Government Pension Scheme		Police Pension Schemes	
	2022/23	2021/22	2022/23	2021/22
Mortality assumptions:				
Longevity at 65 for current pensioners				
Men	21.2	21.9	21.9	22.1
Women	24.3	24.6	23.5	23.8
Longevity at 65 for future pensioners				
Men	22.7	22.9	23.5	23.8
Women	26.1	26.2	25.0	25.4
Rate of inflation (CPI)	2.95%	3.15%	2.60%	3.00%
Rate of increases in salaries	3.65%	3.85%	3.85%	4.75%
Rate of increase in pensions	2.95%	3.15%	2.60%	3.00%
Rate for discounting scheme liabilities	4.75%	2.75%	4.65%	2.65%
Rate of CARE revaluation	n/a	n/a	3.85%	4.25%

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analyses shown in the table

below have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all others remain constant. The assumptions of longevity, for example, assume that the life expectancy increases or decreases for men and women. In practice, this is unlikely to occur and changes in some of the assumptions may be interrelated. The estimations in the sensitivity analysis have followed the accounting policies for the scheme, i.e. on an actuarial basis using the projected unit credit method. The methods and types of assumptions used in preparing the following sensitivity analyses did not change from those used in the previous period.

	Local Government Pension Scheme		Police Pension Schemes	
	Approximate Increase to Employers Liability %	Approximate Monetary Amount £000	Approximate Increase to Employers Liability %	Approximate Monetary Amount £000
0.5% (PPS) 0.1% (LGPS) decrease in real discount rate	2.0%	6,027	8.0%	108
1 year increase in member life expectancy	4.0%	11,278	2.5%	34
0.5% (PPS) 0.1% (LGPS) increase in the salary increase rate	0.0%	752	1.0%	14
0.5% (PPS) 0.1% (LGPS) increase in the pension increase rate	2.0%	5,361	7.5%	107

Unlawful discrimination

On 16 July 2020 HM Treasury published their [Public service pension schemes consultation: changes to the transitional arrangements to the 2015 Schemes](#), which contained the proposed remedy regarding the McCloud / Sargeant remedy.

On 4 Feb 2021 HM Treasury published their [response](#) to the consultation. This response confirmed: that the legacy schemes would be closed from 31 March 2022; a remedy would be introduced for the period 2015-2022 based on a deferred choice underpin basis; and, eligibility criteria for members to access the remedy.

On 19 July 2021 the [Public Service Pensions and Judicial Offices Act 2022](#) was taken to the House of Lords. This received royal assent on 10 March 2022 and the

[Act](#) came into force from 1 April 2022. HMT directions to accompany the act were published on 14th December 2022.

The Act closed the legacy schemes from 31 March 2022 and brings the retrospective remedy into force by 1 October 2023.

It is now for the Home Office to consult on the secondary regulations to bring the police determined by the act into force from 1 October 2023, this consultation opened on 28 February and closes on 23 May 2023.

Claimants have lodged claims for compensation under two active sets of litigation, Aarons & Ors and Penningtons.

Aarons & Ors

The Government Legal Department settled the injury to feelings claims for Aarons on behalf of Chief Officers without seeking any financial contributions. Pecuniary loss claims have been stayed until the remedy is brought into force from 1 October 2023. The settlement of the injury to feelings claims for Aarons sets a helpful precedent.

Therefore, no liability in respect of compensation claims is recognised in these accounts.

Penningtons

As at 31 March 2023, it is not possible to reliably estimate the extent or likelihood of these claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

Remedy

The [Public Service Pensions and Judicial Offices Act 2022](#) (PSPJOA 2022) legislates for how the government will remove the discrimination identified by the courts in the way that the 2015 reforms were introduced for some members.

The main elements of the Act are:

- Changes implemented across all the main public service pension schemes in response to the Court of Appeal judgment in the McCloud and Sargeant cases:
- Eligible members of the main unfunded pension schemes have a choice of the benefits they wish to take for the “remedy period” of April 2015 to 31 March 2022.
- From 1 April 2022, when the remedy period ended, all those in service in main unfunded schemes will be members of the reformed pension schemes, ensuring equal treatment from that point on.

- Ensures there are no reductions to member benefits as a result of the 2016 cost control valuations.

Impact on pension liability

Allowing for all eligible members to accrue benefits from their legacy scheme during the remedy period has led to an increase in the Police Pension Scheme liabilities.

The impact of an increase in scheme liabilities arising from the McCloud / Sargeant judgement is measured through the pension valuation process, which determines employer and employee contribution rates. The next Police Pension valuation is due to be reported in 2023/24, although this timetable is subject to change.

The impact of an increase in annual pension payments arising from McCloud / Sargeant is determined through the Police Pension Fund Regulations 2007. These require a police body to maintain a pension fund into which officer and employer contributions are paid and out of which pension payments to retired officers are made. If the police pension fund does not have sufficient funds to meet the cost of pensions in year, the amount required to meet the deficit is then paid by the Secretary of State to the police body in the form of a central government top-up grant.

Valuations

Scheme liabilities will be measured through the pension valuation process, which determines employer and employee contribution rates. The last LGPS valuation took place in 2022 and the police pension valuation took place in 2020. Implementation of the latter valuation is planned for 2023/24 and forces will need to plan for the impact of this on employer contribution rates alongside other changes identified through the valuation process.

Impact on the Chief Constable's cash flow

The objective of the LGPS scheme is to keep employers' contributions at as constant a rate as possible. In September 2010 the Local Government Pensions Fund Committee approved an employer contribution rate stabilisation mechanism which limits annual changes in the employer contribution rate payable to +/- 0.5% of pensionable pay.

Estimated employer's contributions for 2023/24 amount to £9.37m on the LGPS and £41.4m on the Police Schemes. The weighted average duration of the defined benefit obligation for the LGPS is 21 years, 2022/23 (25 years, 2021/22) and for the Police Schemes is 17 years, 2022/23 (21 years, 2021/22).

14. Creditors

The balance of creditors is made up of the following:

	31 March	31 March
	2023	2022
	£000	£000
Short term creditors:		
Other payables	1,459	1,575
Balance at 31 March	1,459	1,575

15. Collaborative Arrangements

Local Collaboration

Both Norfolk and Suffolk Constabularies are collaborating extensively across a range of service areas. At the point where collaborative opportunities are identified as able to deliver efficiencies, savings or improved service then the PCC is required to give their approval to collaborate. This is recognised by Norfolk and Suffolk alike.

The PCCs consider issues of mutual interest and discharge their governance responsibilities in line with the Scheme of Governance and Consent. The agreed shared costs of fully collaborated units that arose during the year was as follows:

	Business Support £000	Justice Services £000	Protective Services £000	County Policing £000	Total £000
2022/23					
Suffolk PCC	21,714	12,966	17,351	539	52,570
Norfolk PCC	28,089	16,773	22,444	697	68,003
Total shared running costs	49,803	29,739	39,795	1,236	120,573
2021/22					
Suffolk PCC	19,983	12,217	16,227	555	48,982
Norfolk PCC	26,167	15,998	21,249	726	64,141
Total shared running costs	46,150	28,216	37,477	1,281	113,123

Regional Collaboration

Collaboration within the Region has been pursued for a number of years. Since the introduction of PCCs, the six PCCs from the region have met quarterly as a group with their Chief Constables and Chief Executives. All collaborations that have been entered into have a collaboration agreement which specifies the formalities of the collaboration arrangements in relation to specific collaborations.

Since October 2015 the six police areas in the Region have been joined by Kent in the 7Force Strategic Collaboration Programme. This has been formalised in a collaboration agreement entered into between the PCCs and Chief Constables of the seven police areas. The agreement is for an indefinite duration.

The net expenditure incurred by each force in relation to ERSOU (Eastern Region Specialist Operation Unit) is as follows:

	Total 2022/23 £000	Total 2021/22 £000 Restated
Operating costs	30,057	24,703
Specific Home Office grant	(10,479)	(6,785)
Total deficit for the year	19,578	17,918
Contributions from forces:		
Bedfordshire	(2,112)	(2,016)
Cambridgeshire	(2,655)	(2,572)
Essex	(2,661)	(2,059)
Hertfordshire	(3,788)	(3,655)
Kent	(3,044)	(2,488)
Norfolk	(3,001)	(2,908)
Suffolk	(2,317)	(2,220)
	-	-

7F Commercial Services

The business case to collaborate 7F Commercial Services was agreed at the Eastern Region Summit on 10 July 2018.

During 2019/20, procurement services across the Seven Forces; Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk have been collaborated to a single 7F Commercial Services function. This is the first full seven force function to go live across the Eastern region.

As a partnership of seven forces, this created the second largest contracting body in police procurement nationally. This provides greater economies of scale and better presence and 'buying power' for value for money contracts in the market place.

The 7F Commercial Services vision is to enable the delivery of an effective police service and provide support for victims of crime in the eastern region by procuring and managing a high quality, value for money supply chain.

The net expenditure incurred by each force is as follows:

	Total	Total
	2022/23	2021/22
	£000	£000
Operating costs	3,869	2,248
Contributions from forces:		
Bedfordshire	339	187
Cambridgeshire	427	240
Hertfordshire	608	340
Essex	798	488
Kent	844	517
Norfolk	482	270
Suffolk	372	206
	3,869	2,248

National Collaboration

West Yorkshire Police is the lead force for the National Police Air Service (NPAS). Police staff engaged in provision of the service were employed by the Commissioner and police officers were seconded to West Yorkshire Police. Expenditure relating to NPAS incurred by forces will be charged to West Yorkshire and they will charge forces for the service. The Home Office provides a capital grant to cover the capital investment required.

The service is governed by a section 22A collaboration agreement and is under the control of a Strategic Board made up of Commissioners and Chief Constables from each region. The Board determines the budget and the charging policy and monitors performance.

During the year £152k was payable to West Yorkshire PCC in respect of the NPAS service provided.

16. Contingent Liabilities

MMI Ltd

The insurance company Municipal Mutual Insurance Limited (MMI) ceased trading in 1992 and ceased to write new or renew policies. Potentially claims can still be received as the company continues to settle outstanding liabilities. A scheme of arrangement is in place; however, this arrangement will not meet the full liability of all claims and a current levy of 25% will be chargeable in respect of successful claims on MMI's customers. There is currently one open claim against Norfolk Constabulary. At this point in time, it is not possible to calculate the full amount payable on MMI claims.

Capped Overtime Claims

The organisation has a liability in respect of historic overtime claims including Covert Human Intelligence Source (CHIS) handlers and other officers in analogous roles. Officers from Devon and Cornwall Police claimed successfully in the County Court (October 2013) that they were owed payments under Police Regulations 2003. Their claims were upheld at the Court of Appeal. The claims relate to a cap being placed on overtime claims by the Chief Constable. Overtime caps were generally applied across the police service for CHIS handlers and other similar roles. All known CHIS handler claims have now been settled; however, Norfolk has an outstanding Undercover Unit (UU) claim which covers a 3 year period which pre-dates collaboration. As with other forces, Norfolk Constabulary may receive further claims from officers working in non-handler and undercover roles. Furthermore, an issue has been flagged recently regarding Dedicated Source Handling Unit (DSU) officers attending voluntary training courses and performing extended tours of duty for which they received TOIL rather than overtime payments. Counsel's advice is being sought on behalf of all forces nationally. The potential number of claims or an estimate of their value cannot yet be made. Many claims cover the period when the units were under joint collaborative control with Suffolk Constabulary, therefore where applicable any settlements will be shared in the appropriate cost sharing ratio.

Some UU claims are brought by officers working for ERSOU. At this point in time, it is unclear whether Norfolk Constabulary will be liable to a proportion of the claims associated with ERSOU officers employed by other forces, a regional agreement has yet to be confirmed. None of the ERSOU claims involve Norfolk officers.

Norfolk Constabulary will be liable to a share of the legal costs arising from national lead claims associated with the Police Overtime Claims Litigation.

Forensic Service Uncertainty

The validity of evidence provided by forensic testing companies to the police service is currently under investigation. It is reasonable to anticipate that some people may have been convicted of offences based on flawed data and that conviction will have had a significant impact on their personal circumstances. As a result, litigation is anticipated. At this point in time, it is not possible to assess the number of claims or the financial exposure arising from them.

Data Breach

During 2022/23 the Constabulary became aware of a significant data breach. It is not currently possible to estimate the number of claims the Constabulary will receive arising from the breach or the total cost exposure associated with it. However, with the exception of the self-insured retention, it is expected that liability claims made against the Constabulary will be covered by the Constabulary's Liability Insurance Policy. Breach response costs will largely be covered by the Constabulary's Cyber Policy.

17. Going Concern

The Police Reform and Social Responsibility Act 2011 sets out in statute the creation of the Police and Crime Commissioners and the financial responsibility they have. The concept of a going concern assumes that the functions of the PCC and the Constabulary will continue in operational existence for the foreseeable future. The provisions in the Code in respect of going concern reporting requirements reflect the economic and statutory environment in which police forces operate. These provisions confirm that, as the Office of the Police and Crime Commissioner and the Constabulary cannot be created or dissolved without statutory prescription, they must prepare their financial statements on a going concern basis of accounting.

PCCs and Chief Constables carry out functions essential to the local community and are themselves revenue-raising bodies (with limits on their revenue-raising powers arising only at the discretion of central government). If a police force were in financial difficulty, the prospect is that alternative arrangements would be made by central government either for the continuation of the functions it provides or for assistance with the recovery of a deficit over more than one financial year. As a result of this, it would not therefore be appropriate for the financial statements to be provided on anything other than a going concern basis. Accounts drawn up under the Code therefore assume that a police force will continue to operate for the foreseeable future.

The PCC has increased the General Reserve by £0.265m to £4.840m, has a Budget Support Reserve of £2.881m and has an Invest to Save Reserve of £1.755m that in extremis would be used to manage the financial risks of major incidents. Despite high levels of inflationary pressures across a number of services, the Group recorded an outturn overspend of £0.241m (0.12% of Net Revenue Budget).

A high-level scenario planning exercise has been completed and compared against our current MTFP assumptions. The budget gap for 2024/25 ranges between reasonable pragmatic case (£1.329m) to worst case (£6.399m) given a range of assumptions on government funding, precept decisions, tax base growth and collection fund deficits. The guidelines to Heads of Department in regard of the new Strategic & Financial Planning process (using Outcome Based Budgeting principles) have taken into account the scenario plans. The constabulary has a proven track record on delivering required savings in order to balance the budget.

Taking a worst-case funding scenario, and a worst-case assumption that no savings are identified (which will not happen), general fund balances including earmarked reserves at 31 March 2024 would reduce to approximately £12.508m. This still remains well above our minimum level of general fund balance as set by the PCC CFO of £4.840m.

Taking into account the availability of useable reserves, the capacity to finance the current gap between external borrowing and the capital financing requirement and the ability to borrow on a short-term basis to prudently fund any temporary shortfall of cash; the PCC is able to demonstrate that he has sufficient liquid resources until 12 months from the date of authorisation of the financial statements to meet all liabilities as they fall due.

Therefore, following our review of future finances, it has been concluded that there is no material uncertainty relating to going concern.

Police Pension Fund Accounting Statements

2021/22		2022/23	
£000	£000	£000	£000
Contributions receivable			
	Employer		
	20,034 Normal	21,144	
	247 Early retirements	343	
20,281			21,487
Members			
	8,655 Normal	9,126	
8,655			9,126
Transfers in			
	235 Individual transfers in from other schemes	457	
235			457
Benefits payable			
(40,630)	Pensions	(42,629)	
(8,758)	Commutations and lump sum retirement benefits	(7,940)	
-	Lump sum death benefits	(125)	
(262)	Other	(490)	
(49,650)			(51,184)
Payments to and on account of leavers			
(57)	Refunds on contributions	(100)	
(37)	Individual transfers out to other schemes	(93)	
(95)			(193)
(20,574)	Net amount payable for the year before contribution from the Police General Fund	(20,307)	
20,574	Contribution from the Police General Fund		20,307
-	Net balance receivable for the year		-

No assets are held by the pension fund and no amounts were owed to or from it as at 31 March 2023 (31 March 2022 £nil)

The actuarial valuation has set the employer contribution rate for all three police pension schemes from 1 April 2019 at 31% of pensionable pay. A pensions top-up grant from the Home Office is received which funds contributions to a level of 21.3% and in 2022/23 a specific grant of £1.6m was received to part fund the cost of this change in contribution rates. The Constabulary funds the resulting balance, which amounted to £6.6m in 2022/23 (2021/22 - £6.2m).

Glossary of terms

For the purposes of the statement of accounts the following definitions have been adopted:

Accruals basis

The concept that income and expenditure are recognised as they are earned or incurred, not as money is received or paid.

Actual return on plan assets

The difference between the fair value of plan assets at the end of the period and the fair value at the beginning of the period, adjusted for contributions and payments of benefits.

Actuarial gains and losses

For a defined benefit pension scheme, the changes in actuarial deficits or surpluses that arise because:

- a) Events have not coincided with the actuarial assumptions made for the last valuations (experience gains and losses) or
- b) The actuarial assumptions have changed

CIPFA

The Chartered Institute of Public Finance and Accountancy.

Contingent liability

A contingent liability is either:

- a) A possible obligation arising from past events; it may be confirmed only if particular events happen in the future that are not wholly within the local authority's control; or
- b) A present obligation arising from past events, where economic transactions are unlikely to be involved or the amount of the obligation cannot be measured with sufficient reliability.

Current Service Costs

The increase in pension liabilities as a result of years of service earned this year.

Defined benefit scheme

A pension or other retirement benefit scheme other than a defined contribution scheme. Usually, the scheme rules define the benefits independently of the contributions payable and the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded (including notionally funded).

Government grants

Part of the cost of service is paid for by central government from its own tax income. Specific grants are paid by the Home Office to the Group towards both revenue and capital expenditure.

Group

The term Group refers to the Police and Crime Commissioner (PCC) for Norfolk and the Chief Constable (CC) for Norfolk.

Outturn

The actual amount spent in the financial year.

Past Service Costs

The increase in pension liabilities as a result of a scheme amendment or curtailment whose effect relates to year of service earned in earlier years.

Projected Unit Credit Method

An accrued benefits valuation method in which the scheme liabilities make allowance for projected earnings.

An accrued benefits valuation method is a valuation method in which the scheme liabilities at the valuation date relate to:

- a) The benefits for pensioners and deferred pensioners (i.e. individuals who have ceased to be active members but are entitled to benefits payable at a later date) and their dependants, allowing where appropriate for future increases, and
- b) The accrued benefits for members in service on the valuation date.

The accrued benefits are the benefits for service up to a given point in time, whether vested rights or not. Guidance on the projected unit credit method is given in the Guidance Note GN26 issued by the Faculty and Institute of Actuaries.

Precept

The proportion of the budget raised from council tax.

Provision

Amount set aside to provide for a liability which is likely to be incurred, but the exact amount and the date on which it will arise is uncertain.

PWLB

The Public Works Loan Board (PWLB) is a statutory body operating within the United Kingdom Debt Management Office, an Executive Agency of HM Treasury. PWLB's function is to lend money from the National Loans Fund to local authorities and other prescribed bodies and to collect the repayments.

Related parties

Two or more parties are related parties when at any time during the financial period:

- a) One party has direct or indirect control of the other party; or
- b) The parties are subject to common control from the same source; or
- c) One party has influence over the financial and operational policies of the other party so that the other party might not always feel free to pursue its own separate interests; or
- d) The parties, in entering a transaction, are subject to influence from the same source to such an extent that one of the parties to the transaction has subordinated its own separate interests.

Retirement Benefits

All forms of consideration given by an employer in exchange for services rendered by employees that are payable after the completion of employment. Retirement benefits do not include termination benefits payable as a result of either (i) an employer's decision to terminate an employee's employment before the normal retirement date or (ii) an employee's decision to accept voluntary redundancy in exchange for those benefits, because these are not given in exchange for services rendered by employees.

Scheme Liabilities

The liabilities of a defined benefit scheme for outgoings due after the valuation date. Scheme liabilities measured using the projected unit credit method reflect the

benefits that the employer is committed to provide for service up to the valuation date.

Settlement

An irrevocable action that relieves the employer (or the defined benefit scheme) of the primary responsibility for a pension obligation and eliminates significant risks relating to the obligation and the assets used to affect the settlement. Settlements include:

- a) a lump-sum cash payment to scheme members in exchange for their rights to receive specified pension benefits;
- b) the purchase of an irrevocable annuity contract sufficient to cover vested benefits; and
- c) the transfer of scheme assets and liabilities relating to a group of employees leaving the scheme.

Vested Rights

In relation to a defined benefit scheme, these are:

- a) for active members, benefits which they would unconditionally be entitled to on leaving the scheme;
- b) for deferred pensioners, their preserved benefits;
- c) for pensioners, pensions to which they are entitled.

Vested rights include where appropriate the related benefits for spouses or other dependants.