



# Statement of Accounts 2020 – 2021

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**The Chief Constable of  
North Yorkshire Police**

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## CONTENTS

	Pages
<b>Part One</b>	
Narrative Report	NR1
<b>Part Two - Statement of Accounts</b>	
Statement of Responsibilities	10
Movement in Reserves Statement	11
Comprehensive Income and Expenditure Statement	12
Balance Sheet	13
Cash Flow Statement	14
Accounting Policies	15
Notes to the Accounts	25
Police Pension Fund Accounts	58
Notes to the Police Pension Fund Accounts	59
Independent Auditor's Report	61
<b>Part Three</b>	
Glossary of Terms	G62
Acronyms	G67

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## NARRATIVE REPORT TO THE STATEMENT OF ACCOUNTS for the CHIEF CONSTABLE of NORTH YORKSHIRE

### 1. Introduction

The purpose of this Narrative Report is to provide a concise and easily understandable effective guide to the most significant matters reported in the accounts. The Narrative Report provides a brief explanation of the Chief Constable of North Yorkshire's (CCNY) financial position and assists in the interpretation of the financial statements. It provides a commentary on the major influences affecting the income and expenditure and cash flow, and information on the financial needs and resources of CCNY. It gives an indication, in broad terms, of where CCNY's money comes from, what it is spent on and the services it delivers.

This is the ninth set of accounts prepared since the Police Reform and Social Responsibility Act 2011 (the Act) created two "corporation sole" bodies - the Police and Crime Commissioner for North Yorkshire (NYPCC) and the Chief Constable of North Yorkshire Police (CCNY). On 15th November 2018, NYPCC became the Police Fire and Crime Commissioner for North Yorkshire (NYPFCC).

The financial statements presented here represent accounts for CCNY. NYPFCC has been identified as the parent organisation of CCNY. Therefore, the accounts of CCNY presented here are included in the consolidated group accounts of NYPFCC.

The accounts for the year ended 31 March 2021 are presented in the format laid down in "The Code of Practice on Local Authority Accounting in the United Kingdom" (the Code) issued by the Chartered Institute of Public Finance and Accountancy (CIPFA).

The statements included in the accounts are as follows:

#### **Statement of Responsibilities for the Statement of Accounts**

This explains both the CCNY's and the Chief Constable's Chief Finance Officer's responsibilities in respect of the Statement of Accounts.

#### **Movement in Reserves Statement**

This Statement shows the movement in reserves held by the CCNY between the start and end of the financial year, analysed into usable reserves (i.e. those that can be applied to fund expenditure or reduce local taxation) and other unusable reserves. This statement analyses movements in year of the CCNY's reserves between gains and losses incurred in accordance with generally accepted accounting practices and the statutory adjustments required to return to the amounts chargeable to taxpayers for the year. The Net Increase/Decrease line shows the statutory General Fund Balance movements in the year, following those adjustments.

#### **Comprehensive Income and Expenditure Statement (CIES)**

This Statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded by the NYPFCC. Police, Fire and Crime Commissioners raise taxation to fund the expenditure of the CCNY in accordance with regulations and this may be different from the accounting cost. The taxation position is shown in both the Expenditure and Funding Analysis (Note 2 to the Accounts) and the Movement in Reserves Statement.

#### **Balance Sheet**

The Balance Sheet shows the value as at the balance sheet date of the assets and liabilities recognised by the CCNY. The net assets (assets less liabilities) are matched by the reserves. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that may be used to provide services. CCNY does not hold any usable reserves. The second category of reserves relates to those that CCNY is not able to use to provide services. This category of reserves includes reserves that hold timing differences shown in the Movement in Reserves Statement line "Adjustments between accounting basis and funding basis".

### Cash Flow Statement

The Cash Flow Statement shows the changes in cash and cash equivalents of CCNY during the reporting period. The statement shows how CCNY generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which the operations of CCNY are funded by the NYPFCC or from the recipients of services provided. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to future service delivery.

### Accounting Policies

This explains the basis of the preparation of figures in the accounts. The accounts can only be properly appreciated if the policies that have been followed in dealing with material items are explained. Changes in policies from previous years have been clearly shown.

### Police Pension Fund Account

This account summarises the income and expenditure related to the Police Pension Schemes. These statements are supported by various notes.

## 2. Summary of Financial Year 2020/21: Revenue Budget

### a) Summary

CCNY incurred revenue expenditure during the year. Revenue expenditure is generally spent on items which are consumed within the financial year and is financed by NYPFCC and other income. For CCNY, salary costs are the greatest proportion of revenue costs incurred in the year.

Details of the CCNY's revenue income and expenditure position with a forecast of the expected year end outturn are reported throughout the year. There is a direct relationship between revenue expenditure in the year and the Comprehensive Income Expenditure Statement. However, to comply with the statutory accounting code, a technical treatment is applied which makes a direct comparison to the in-year management accounting reports position difficult.

The summary that follows provides the detail on the outturn spend position compared to the budget. This gives a clearer assessment of performance in the year compared to the budget. The net revenue budget for the year was £157.5m, comprising the expenditure budget of £166.6m netted down by income received directly by the CCNY of £9.1m.

CCNY's position against the main budget headings is presented in the table below. Final CCNY income was £0.8m lower than the £9.1m budget. Against its £169.4m gross pay and non-pay expenditure budgets, CCNY underspent by £2.8m. However, early in the financial year CCNY acknowledged it would not be able to deliver the final £2.9m tranche of its £10m per annum efficiency savings target from the Transform 2020 (T2020) programme. These combined together produce an additional net cost of services of £0.1m for 2020/21.

**Table 1**

CCNY	Budget £'000	Outturn £'000	Variance £'000
Other Income	(9,102)	(8,341)	761
Salary Costs	130,896	130,960	64
Other Non-Salary Employee Costs	2,257	1,707	(550)
Police Officers Injury & ill health Pensions Paid by the Group	3,709	4,718	1,009
Premises Costs	4,520	4,671	151
Supplies and Services	24,141	20,622	(3,519)
Transport Costs	2,681	2,589	(92)
Projects	1,209	1,369	160
T2020 Savings	(2,846)	0	2,846
Cost of Police Services	157,465	158,295	830
Sources of Finance: NYPCC	(157,465)	(158,295)	(830)
Surplus or Deficit on the provision of services	0	0	0

## b) Other income

Income directly receivable by CCNY was lower than the final budget. Covid19 impacted on this position. Two key areas affected were:

i. £200k relating to Events, that would usually generate income through Special Police Services and mutual aid police presence, were cancelled over the summer.

ii. £729k relating to Safety Camera Van deployment activity being disrupted. Between April and September, deployment generally was significantly restricted due to the number of staff available. Speed Awareness Courses were also put on hold for a period of time during the development of an online alternative. From September onwards, the financial position recovered, with an increased uptake of online courses and higher violation numbers.

## c) Salary Costs

Salary costs are the most significant element of the revenue budget and the outturn against these are shown in more detail below:

CCNY	Budget £'000	Outturn £'000	Variance £'000
Police Salaries	83,023	83,034	11
PCSO Salaries (incl overtime)	7,567	8,017	450
Staff Salaries (incl overtime)	37,926	37,184	(742)
Police Overtime	2,380	2,725	345
<b>Total Staff Salary Related Costs</b>	<b>130,896</b>	<b>130,960</b>	<b>64</b>

A breakdown of the number of employees of each gender, and the number of persons of each gender who are Senior Managers is provided in Note 8(e) to the Accounts.

### i. Police Salary Related Costs

The Police Pay budget for 2020/21 assumed an average of 1,509 FTE Police Officers throughout 2020/21. The Home Office requirement for North Yorkshire as part of the National Uplift programme was to have 1,508 Officers (headcount not FTE) by the 31st March 2021. The actual position reported that the Force had 1,508 (headcount) / 1,493 FTE Officers as at 31st March 2021.

The average number of Police Officers during 2020/21 was 1,504 FTEs which very close to target expectations and as a result a very small overspend of £11k is reported on the £83m Police Pay budget. The recruitment of new officers and retention of existing officers to minimise leavers is a key priority for the Force, to ensure the requirements of the Uplift programme are met.

Police overtime is well managed within a reduced budget, compared to historical trends. The budget was overspent in 2020/21, primarily the result of the additional spend by the Force relating to Covid19. In total £633k of Police Officer overtime was spent during 2020/21 on 'surge' activity and other work directly attributed to the pandemic.

Some of this additional expenditure was funded from 'Surge' funding provided by the Government, which increased the original overtime budget by £278k. This left an overall overspend of £345k reported for this area. Some overtime support covered staff vacancies in the Force Control Room and additional staffing support plan has been implemented during 2021/22 to help overcome any issues with resilience and performance.

## ii. PCSO Salary Related Costs

The Core Budget for PCSO Pay for 2020/21 was set based on delivering 221 FTEs throughout the year. Recruitment went well and on average the Force had an additional 12 FTEs over budget, contributing to the £450k overspend. PCSOs recruitment will be closely managed during 2021/22 to operate closer to the establishment FTE number.

## iii. Staff Related Costs

The original 2020/21 budget for Staff Pay assumed an average of 1,092 FTEs, a reduction on previous years following the Transform 2020 programme. In addition, the budget assumed a vacancy factor of 50 FTEs, acknowledging that not all posts will be filled for all of the year due to staff turnover. Thus, the original budget provided for a net 1,042 FTEs. This was increased to a net 1,069 FTEs to reflect the need to support the increase in police officer numbers due to the national Uplift target for NYP.

However, during 2020/21 the Force employed on average only 1,025 FTEs i.e. 44 vacancies versus the budget (94 in total), which generated a £1.5m underspend in salary costs. This was netted down by an additional £756k of agency staff costs over budget, predominantly supporting business critical roles in ICT. The implementation of the EnableNY structure from June 2021 onwards will help ensure agency costs are reduced during 2021/22.

## d) Policy Injury and Ill Health Pension Costs

Under the Police Pension Regulations, the cost of injury pensions and adjustments for reduced pension contributions as a result of ill health retirements are not reimbursed by the Home Office and are met from local policing budgets. The overspend in 2020/21 of £1.0m was due to a greater number of ill health retirements than anticipated in the budget and a greater number of senior rank retirements within the overall number.

## e) Supplies and Services, including transfers to Provisions

There was an underspend of £3.5m in this area from the Force. The key reasons for this are;

- i. £619k less than budget required to deal with legal and insurance claims, potentially influenced by Covid19 and so this will be closely monitored in 2021/22.
- ii. £825k underspend relating to budget contingency for non-pay costs associated with supporting increased police officer numbers under Uplift.
- iii. £582k saving in ICT costs, predominantly licences.
- iv. £244k contingency for supplies and services inflation not required.
- v. £760k saving from cessation of Major Incident Team collaboration with Cleveland Police, offset by £775k reduction in income against the separate income budget.

## 3. Non Financial Performance

### a) Contribution to Delivery of the Police, Fire and Crime Plan's Priorities

The Police, Fire and Crime Commissioner is required to produce a Police, Fire and Crime Plan which sets out the vision and priorities for policing and community safety in North Yorkshire, as well as the objectives and ambitions that the Chief Constable will be held to account against.

The plan sets out a shared vision for North Yorkshire's police service and charts our journey towards our destination. The Police and Crime Commissioner also produces an Annual Report on progress during the year against the Policing and Corporate Priorities, as set out in the Police and Crime Plan. The Annual Report is published as a separate document at the same time as the financial statements.

The Coronavirus pandemic led to the May 2020 elections for the office of Police, Fire and Crime Commissioner office being deferred until May 2021. This meant that throughout 2020/21 NYP continued to work to deliver the four strategic priorities of the Commissioner's existing Police, Fire and Crime Plan, which are:



## 1. Caring about the Vulnerable

We will have an in-depth understanding of how we can best protect the most vulnerable people in our society and will invest in services, skills and partner relationships to deliver the best possible outcomes.

## 2. Ambitious Collaboration

We will reach out to partners and drive innovation forward to enhance policing, public protection, community safety and local justice services.

## 3. Reinforcing Local Policing

We will equip our people with the technology, skills, capacity and personal support to prevent and tackle crime and reduce demand.

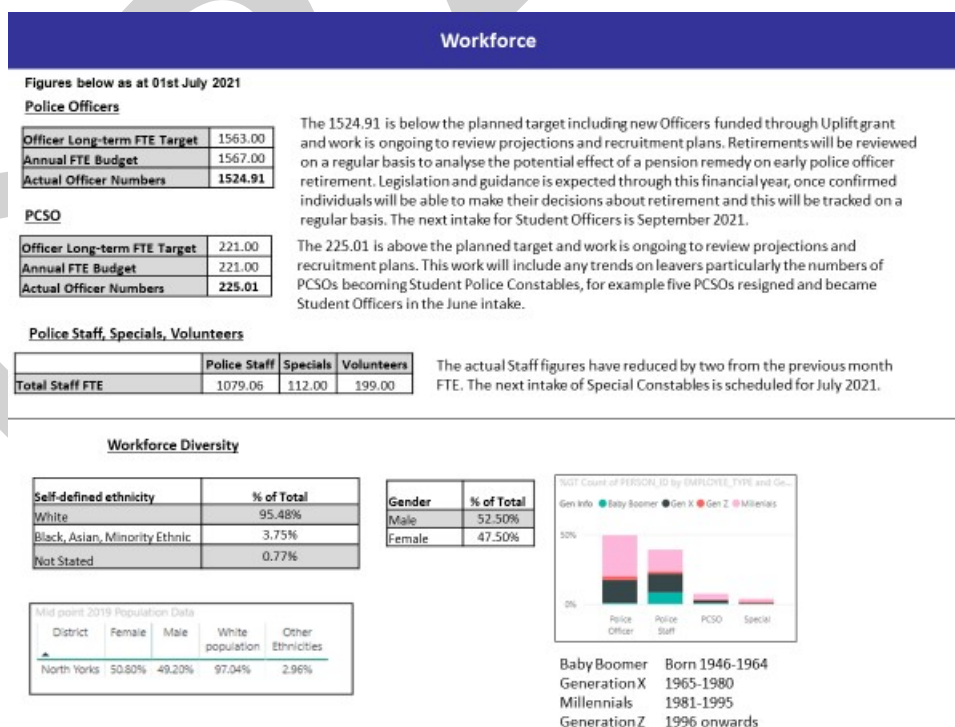
## 4. Enhancing the Customer Experience

We will embed an outward-facing perspective to guide all our endeavours, providing an exemplary service that exceeds expectations, whether that be in serving the public, shaping the organisation or working with colleagues and partners.

NYP's contribution to the delivery of the strategic priorities is closely monitored through reporting to the Officer of the Police, Fire and Crime Commissioner and at public meetings such as the Police, Fire and Crime Panel and the Public Accountability Meeting.

### b) Workforce

During 2020/21 the Force achieved its target number of police officers, including the additional officers funded through Uplift grant from government. The most up to date workforce position at the end of the first quarter of 2021/22 is presented in the summary table below, including police officers, PCSO's and police staff roles.



NYP launched the “Be you, be NYP” recruitment campaign, to enable the Force to better reflect the communities it serves and to encourage people from diverse backgrounds to learn more about each of the roles of Specials, Police Community Support Officers and Police Constables. It was supported by several online events with a panel of NYP members to give as wide a perspective as possible about the different roles and to better answer questions from attendees.

As a result, in January 2021, NYP received 1193 more applications than compared to the previous campaign in November 2019 which had 720 applications. The campaign also attracted many applicants from BAME communities which represented 7.71% of the total number of applications. Currently, ethnic diversity sits at around 3.8% across all Police Officers with the highest number of BAME officers being millennials. Projected diversity information for North Yorkshire suggests an 8.9% BAME population by 2025 against historic census data of 3.4%. While gender splits between 39% male and 61% female across all police staff roles, and splits at middle/senior management of 37%:63% shows a slightly higher percentage of female middle/senior managers.

The aim is to encourage an environment that promotes wellbeing, diversity of thought and celebrates success and innovation. Rewards and recognition to promote positive wellbeing are still being developed within NYP which builds upon existing schemes and approaches, focused around commendations, recognition etc and that enables a more positive and rewarding experience for those that work at every level.

In 2020, the Talent Team won a prestigious award for their “Leaders of the Future” recruitment campaign. They topped the In-house Innovation in Recruitment category at the Recruiter Awards 2020, for the introduction of a “Strengths-based” recruitment process in place of the long-established “Evidence-based” approach. Additionally, the team was recognised at the awards for being the first police force in the country to use Virtual Reality as part of Superintendent promotion boards.

NYP have created a Pledge which is to promote a happy, healthy, engaged and productive workforce and to support this there is an annual theme. In 2020 the theme was Positive Psychology and for 2021 it is Talk, Breathe Sleep. Last year NYP teamed up with the providers of #TheAdventurersWithin which is an evidence-based positive mental health training programme grounded in positive psychology. The Positive Psychology sessions in 2020 were successful, and therefore the force is aiming to add further sessions.

The wellbeing of the workforce has been a priority during the force response to the pandemic and is a key feature of the recovery phase. A Silver Hub (Coronavirus response) was established along with a specific intranet site which also has a dedicated page for wellbeing. This site provided details of how to access welfare services, as well as a range of resources including tips for managing anxiety and working from home. As part of the recovery phase, a survey was conducted to understand the impact of the pandemic upon the workforce. There have also been a number of educational workshops to encourage individuals to understand stress and how they can prevent the symptoms becoming an issue.

### **c) Local Policing**

New developments to support Operational Mobile Working (OMW) gave officers and staff the ability to access and submit information on local and national systems without having to return to a police station which meant NYP could be more visible in our communities than ever before. Over the last year, NYP has been reviewing the options for OMW, and operational staff have recently provided feedback on the Force Digital Maturity Survey, identifying gaps and pragmatic opportunities to improve OMW for the future.

In addition, residents across North Yorkshire teamed up with police to help reduce speeding in their communities. Eighteen Community Speed Watch groups joined, alongside the safety camera van fleet and roads policing officers.

Working with the community around rural crime continues to improve year after year. In 2020, 43 officers from North Yorkshire Police’s Neighbourhood Policing Teams and Rural Taskforce joined 51 Rural Watch volunteers on patrol as part of Operation Checkpoint which aims to ensure these rural communities are ‘no-go areas’ for criminals.

Major Incident Response Team (MIRT) is a North Yorkshire based resource that consists of trained and skilled staff, drawn from social service and voluntary agency backgrounds. They can provide 24 hour support to victims, relatives and rescue staff suffering from the impact of a trauma.

**d) EnableNY**

Enable North Yorkshire (EnableNY) was formally launched in April 2021, following its development and design of its operating and staffing model through 2020/21. EnableNY works on a client-service model to deliver services to police, fire and the Office of the Police, Fire and Crime Commissioner with one team.

Importantly, an integrated approach to business planning across all service areas (including operational) has been introduced. This has resulted in the development of Tactical Delivery Plans in NYFRS and Service Delivery Plans in NYP which provide a planning tool for both organisations to detail their future service delivery requirements.

EnableNY aims to provide a more structured approach to planning and the services provided, aiming to deliver outcome-focused services. Where possible, automation and self-service will simplify access to data, information, and insight, to support operational decision making. Alongside this, a full review is currently in progress to create this cohesive service delivery model where the standardisation, simplification and sharing of best practice will improve resilience, effectiveness and value for money in North Yorkshire.

**e) Technology and Cyber Crime**

From January 2021, NYP began a phased roll out of investment in monitoring software. It is anticipated that the proactive use of this software will uncover aspects of hidden demand (i.e. more misconduct issues) through having a more complete oversight of people's activities in the workplace. The force is developing its strategy in relation to the proactive deployment of the software, taking into account the national guidance, and this will inform a risk-based model.

Other influencing factors on future demand are the changing workforce with the planned uplift in police officers over the next four years, as this may present greater risks in terms of having a more digitally confident workforce (e.g. social media) and the potential for misconduct and compromise.

**f) Managing Demand**

The new prevention and early intervention approach is still being developed as part of Early Action Together (EAT) programme (previously named Target Operating Model) and is focussed on solving local problems early before they escalate and create demand upon other parts of policing or partner agencies. Early Action Together will see NYP working closely with partner agencies to find the best solutions for the communities they serve. The four key projects within the delivery of the programme are all focussed on prevention and early intervention with a long-term programme of change for the organisation. The vehicle for the delivery of that ambition is to release capacity, create opportunities and equipping officers and staff with the necessary skills to drive significant change in the way the police work.

**4. Comprehensive Income and Expenditure Statement (CIES)**

The figures for the year shown here can be reconciled to the CIES via the Movement on Reserves Statement. The technical treatment required means that the outturn presented in this Narrative Report and the movement on the General Fund Balances in the accounts are different. The Expenditure and Funding Analysis in Note 2 to the Accounts presents a reconciliation.

**5. Pensions**

As part of the terms and conditions of officers and employees, CCNY offers retirement benefits in accordance with national agreements and schemes and participates in a number of pension schemes and is detailed in Note 17.

- A Local Government Pension Scheme (LGPS) for police staff, administered by North Yorkshire County Council. These are funded defined benefit schemes, meaning that CCNY and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets;
- Three Police Pension Schemes for police officers. These are unfunded defined benefit schemes, meaning that there are no investment assets built up to meet the pension liabilities, but finance is only required to be raised to cover police pensions when the pensions are actually paid. Funding arrangements for the Police Pension Fund are detailed in the Police Pension Fund Accounts.

Although pension benefits will not actually be payable until employees retire, CCNY has a commitment to make the payments that needs to be disclosed at the time that employees earn their future entitlement and details are provided in Statement of Accounts Note 17. The liabilities show the underlying commitments that CCNY has in the long run to pay retirement benefits. The total liability has a substantial impact on the net worth of CCNY as recorded in the Balance Sheet and results in a negative overall balance. However, statutory arrangements for funding the deficit mean that the financial position of CCNY remains healthy.

## 6. Provisions and Contingencies

Details are provided in Statement of Accounts Notes 16 and 18.

## 7. Impact of Covid19

At the onset of Coronavirus pandemic in early 2020, North Yorkshire Police (NYP) had both operational and internal business continuity measures in place to ensure that the needs of the community were being met.

A Gold Commander led the Coronavirus strategic response on behalf of NYP with the support of a Chief Inspector, who coordinated work at a tactical level. The Gold Commander chaired the Local Resilience Forum's Strategic Co-ordination Group (SCG) with public agency partners and the Chief Inspector chaired the Tactical Co-ordination Group (TCG).

NYP continued to effectively provide protection to local communities, adapting to meet the varying tier restrictions across the policing area and the lockdown measures. The 4E approach of 'Engage, Explain, Encourage and Enforce' was incorporated into the neighbourhood policing approach to maintain a consistent and familiar presence and methodology. Significant communication programmes were undertaken to inform and educate communities and keep them engaged

Throughout the crisis, NYP has continued to run "business as usual" as far as possible, alongside the additional requirements. Operation Talla (the national operation in response to Coronavirus) ran effectively locally at Gold, Silver and Bronze levels to manage the policing operation and the internal business continuity arrangements necessary to keep the service running.

Previous technological investments allowed staff to continue working from home and the use of interactive technology facilitated the continuation of business in a safe and smooth manner. Those officers requiring to shield or quarantine continued to be placed on a 'response desk', picking up scheduled appointments where appropriate and engaging with callers where interaction with an officer was required, in order to help manage the risk, both to public and to officers, by minimising the need for visits. Use of video software continued to be maximised to engage with the public, and NYP are building on their learning to improve efficiency in the future.

In September, NYP managed to re-start a number of functions that had been put on hold, for example, Officer Safety Training, which is now delivered in a different way, to ensure officers gain the training required but remain safe from Coronavirus. Autumn proved challenging, with the overall national increase in Coronavirus cases.

Close working with Local Resilience Forum (LRF) partners and communities meant that these events passed without significant incident. NYP had also been heavily involved in the planning around the EU Exit and the worst-case scenarios for mutual aid and national requirements.

The Commissioner and Chief Constable continue to focus on managing the impact this crisis has on rural and BAME communities, in particular. The second lockdown saw an increase in NYP's Coronavirus compliance patrol plans across all areas of North Yorkshire, which was based on feedback from rural communities who were concerned about people travelling into North Yorkshire from other parts of the country.

NYP were allocated £291,987 in October 2020 from the Home Office surge funding for increased Coronavirus enforcement, which was used to increase Coronavirus patrols. Weekly National Police Coordination Centre (NPOCC) returns from NYP included updates on all activity relating to Community Engagement, Unlicensed Music Events, Protests, Multi-Agency Working, Specific Operations and Media and Communications.

During the third national lockdown, NYP adapted at very short notice, a healthy level of resource across all areas of the business, whilst also preparing for what was anticipated to be a very busy “post-Coronavirus” environment in 2021 when more normal ways of life are expected to resume.

Additional costs relating to Covid19 were incurred in 2019/20 and 2020/21 and will continue into 2021/22.

Additional funding was provided to the PFCC during 2020/21 to support the Force with additional costs relating to Covid19, such as cleaning, to support the public with ‘Surge’ patrols and to mitigate some of the lost income the PFCC and Chief Constable would have otherwise have received.

While there is no guarantee that these types of funding will all continue into 2021/22, it is not expected that either the costs incurred to date, or those that are likely to be incurred across the remainder of 2021/22, will impact significantly on the finances of the organisation.

## 8. Accounting Policies and Presentation of the Accounts

The accounting policies adopted in the preparation of the accounts are set out formally in the Accounting Policies which follow. There have not been any significant changes in Accounting Policies during 2020/21.

Under Sections 25 and 26 of the Local Audit and Accountability Act 2014 (the Act) interested parties and local government electors have the right to inspect CCNY's accounts and supporting documents, and to question the auditor, or make objections to the matters contained in them. The times at which the accounts are deposited for inspection are advertised on both the Commissioner's and the Chief Constable's websites.

Every effort has been made to ensure the accuracy of these accounts and compliance with accounting requirements.

The CCNY's external auditors are:

Mazars LLP  
The Corner  
Bank Chambers  
26 Mosley Street  
Newcastle upon Tyne  
NE1 1DF



Mike Clements CPFA  
Chief Constable's Chief Finance Officer of North Yorkshire  
Date: 29th July 2021

## STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

### The Responsibilities of the Chief Constable of North Yorkshire

- make arrangements for the proper administration of their financial affairs and to ensure that one of their officers has the responsibility for the administration of those affairs. In this Force, that officer is the Chief Constable's Chief Finance Officer;
- manage their affairs to secure economic, efficient and effective use of resources and safeguard its assets;
- approve the Statement of Accounts.

Chief Constable of North Yorkshire

Date: 29th July 2021

### The Responsibilities of the Chief Constable's Chief Finance Officer

The Chief Finance Officer is responsible for the preparation of the Chief Constable's Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code).

In preparing this Statement of Accounts, the Chief Finance Officer has:


- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that were reasonable and prudent;
- complied with the Code of Practice.

The Chief Finance Officer has also:

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

### Certificate by the Chief Constable's Chief Finance Officer

I certify that the 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 North Yorkshire at 31 March 2021, and its income and expenditure for the year then ended.



Michael Clements CPFA

Chief Constable's Chief Finance Officer of North Yorkshire

Date: 29th July 2021

## MOVEMENT IN RESERVES STATEMENT for the YEAR ENDED 31 March 2021

	Note	General Fund Balance £'000	Total Usable Reserves £'000	Total Unusable Reserves £'000	Total Reserves £'000
Balance at 1 April 2019		-	-	(1,818,506)	(1,818,506)
Total Comprehensive income and expenditure		(66,547)	(66,547)	193,824	127,277
Adjustments between accounting basis & funding basis under regulations	1	66,547	66,547	(66,547)	-
Intragroup transfers of net pension liabilities					-
Net increase/(decrease)		-	-	127,277	127,277
Balance at 31 March 2020		-	-	(1,691,229)	(1,691,229)
Total Comprehensive income and expenditure		(61,968)	(61,968)	(186,828)	(248,796)
Adjustments between accounting basis & funding basis under regulations	1	61,968	61,968	(61,968)	-
Net increase/(decrease)		-	-	(248,796)	(248,796)
Balance at 31 March 2021		-	-	(1,940,025)	(1,940,025)

An analysis of Unusable Reserves is provided in Note 4 to the accounts.

**COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT for the Year Ended 31 March 2021**

		<b>2020/21</b>	<b>2019/20</b>
		<b>Income/ Expenditure</b>	<b>Income/ Expenditure</b>
	<b>Note</b>	<b>£'000</b>	<b>£'000</b>
Other Income		(8,379)	(9,876)
Salary Costs		153,971	150,887
Other non Salary employee costs		2,663	2,456
Police Injury Pension Costs		4,718	3,920
Premises Costs		4,659	4,498
Supplies and Services		20,672	21,499
Transport Costs		2,589	2,706
Financial Costs		4,910	6,746
Project Costs		1,370	3,623
<b>Cost of Police Services</b>		<b>187,173</b>	<b>186,459</b>
Non-Distributed Costs:			
* Past Service Costs	17	15	(4,409)
* Intragroup Funding	6	(163,081)	(159,989)
<b>Net Cost of Services</b>		<b>24,107</b>	<b>22,061</b>
Financing and Investment Income and Expenditure	7	37,859	44,486
<b>(Surplus) or Deficit on the Provision of Services</b>		<b>61,966</b>	<b>66,547</b>
<b>Other Comprehensive Income and expenditure</b>			
(Surplus) or deficit on remeasurements of defined benefit liability	4a	186,830	(193,824)
<b>Other Comprehensive (Income) and Expenditure</b>		<b>186,830</b>	<b>(193,824)</b>
<b>Total Comprehensive (Income) and Expenditure</b>		<b>248,796</b>	<b>(127,277)</b>

*A comparison between expenditure funded by NYPFCC and resources consumed in accordance with accepted accounting principles is provided in the Expenditure and Funding Analysis (Note 2)*



## BALANCE SHEET as at 31 March 2021

	Note	31 March 2021 £'000	31 March 2020 £'000
<b>Current Assets</b>			
Inventories	12	507	333
Short-term Debtors	13	17,850	17,696
Cash and Cash Equivalents	14	16	16
<b>Total Current Assets</b>		<b>18,373</b>	<b>18,045</b>
<b>Total Assets</b>		<b>18,373</b>	<b>18,045</b>
<b>Current Liabilities</b>			
Short-term Creditors	15	(18,928)	(17,501)
Short-term Provisions	16	(1,260)	(1,479)
<b>Total Current Liabilities</b>		<b>(20,188)</b>	<b>(18,980)</b>
<b>Long-Term Liabilities</b>			
Long-term Provisions	16	(1,277)	(1,261)
Pension Fund Liability	17	(1,936,933)	(1,689,033)
<b>Total Long-Term Liabilities</b>		<b>(1,938,210)</b>	<b>(1,690,294)</b>
<b>Net (Liabilities) / Assets</b>		<b>(1,940,025)</b>	<b>(1,691,229)</b>
<b>Reserves</b>			
<b>Unusable Reserves</b>			
Pensions Reserve	4	(1,936,933)	(1,689,033)
Accumulated Absences Account	4	(3,092)	(2,196)
<b>Total Unusable Reserves</b>		<b>(1,940,025)</b>	<b>(1,691,229)</b>
<b>Total Reserves</b>		<b>(1,940,025)</b>	<b>(1,691,229)</b>

## CASH FLOW STATEMENT for the YEAR ENDED 31 March 2021

	Note	2020/21 £'000	2019/20 £'000
<b>Net deficit / (surplus) on the provision of services</b>		<b>61,968</b>	<b>66,547</b>
<i>Adjustments to net deficit / (surplus) on the provision of services for non-cash movements:</i>			
Decrease / (increase) in provisions		202	337
Movement in pension liability		(61,070)	(65,933)
Increase / (decrease) in debtors		155	3,638
(Increase) / decrease in creditors		(1,428)	(4,682)
Increase / (decrease) in inventories		174	93
		<b>(61,967)</b>	<b>(66,547)</b>
<i>Adjustments for items included in the net deficit / (surplus) on the provisions of services that are investing and financing activities:</i>			
Net Cash Flows from Operating Activities		-	-
<b>Net (increase) / decrease in cash and cash equivalents</b>		<b>-</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period	14	16	16
<b>Cash and cash equivalents at the end of the reporting period</b>	14	<b>16</b>	<b>16</b>

## ACCOUNTING POLICIES for the YEAR ENDED 31 March 2021 for the CHIEF CONSTABLE of NORTH YORKSHIRE

### 1. General and Changes in Accounting Policy

These financial statements are prepared in accordance with the Accounts and Audit (England) Regulations 2015 and proper accounting practices. These practices primarily comprise the Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 (the Code) and the Service Reporting Code of Practice for Local Authorities 2020/21 (SeRCOP), supported by International Financial Reporting Standards (IFRS) and statutory guidance.

The accounts have been prepared on a going concern basis using a historical cost convention, modified by the revaluation of certain categories of non-current assets and financial instruments.

The principal accounting policies adopted are set out below.

### 2. Accounting Principles

#### **Balance Sheet**

All payments on behalf of the Group are made by NYPFCC from the Police Fund and all income and funding is received by NYPFCC. NYPFCC has the responsibility for managing the financial relationships with third parties and has legal responsibilities for discharging the contractual terms and conditions of suppliers.

Based on the statutory powers and responsibilities as designated by the Act, and the local agreements and practice in place, and taking account of the guidance included in the Code, it has been determined that substantially all the assets and reserves of the Group are recognised on the NYPFCC Balance Sheet. Each individual entity balance sheet includes the assets and liabilities arising from transactions included in the relevant CIES.

#### **Comprehensive Income and Expenditure Statement (CIES)**

Under the Act, CCNY is responsible to NYPFCC for the day to day provision of policing functions, including the direction and control of police officers. Staff providing Corporate Support Services (comprising Information Communications and Technology, Estates, Transport and Logistics, Corporate Communications, Legal Services and Finance) are under the direction and control of NYPFCC.

Expenditure related to the provision of policing services by officers and staff under the direction and control of CCNY appears in the CCNY CIES. Expenditure related to the provision of Corporate Support Services appears in the NYPFCC single entity CIES, and is then recharged to CCNY, so that all of the cost of Police Services appears in the CCNY CIES. The cost of Police Services is funded by a recharge to NYPFCC.

#### **Intra-Group Charges**

NYPFCC makes charges to CCNY:

- for the use of Long-Term Assets, equivalent to the debits made to the NYPFCC CIES for the impairment, depreciation, amortisation and revaluation of the assets;
- for the provision of Corporate Support Services.

CCNY makes charges to NYPFCC:

- for the cost of policing services.

### 3. New International Accounting Standards Adopted for the first time in this Financial Period

The impacts of the International Financial Reporting ("IFRS") Standards and International Accounting Standards ("IAS") that apply to these accounts for the first time have been judged to not be material.

#### 4. Accruals Basis for Income and Expenditure

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received. In particular:

- Supplies are recorded as expenditure when they are consumed;
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made;
- Where expenditure has been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where it is doubtful that debts will be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

#### 5. Grants and Contributions

Whether paid on account, by instalments or in arrears, third party contributions are recognised as income when there is reasonable assurance that:

- the conditions attached to the payments will be complied with; and
- that the contributions will be received.

Amounts recognised as due are not credited to the CIES until conditions attached to the contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential 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 contributions for which conditions have not been satisfied are carried in the Balance Sheet as creditors. When conditions are satisfied, the contribution is credited to the relevant service line in the CIES.

##### ***Police Pension Top-Up Grant***

The top-up grant receivable from NYPFCC in respect of the Police Pension Fund is credited to the Police Pension Fund Accounts and does not appear in the CCNY CIES. This treatment is in line with the requirements of the Police Pension Fund Regulations 2007 (SI 1932/2007) (updated by SI 1887/2008).

#### 6. Employee Benefits

##### ***Short-Term Employee Benefits***

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include wages and salaries, annual leave, flexitime, time-off in-lieu and re-rostered rest days and are recognised as an expense for services in the year in which employees render service. An accrual is made for the costs earned by employees but not taken before the year-end which employees can carry forward into the next financial year. The accrual is made at the wage and salary rates applicable in the following accounting year, being the period in which the employee takes the benefit. The accrual is charged to the relevant service line in the CIES and then reversed out through the Movement in Reserves Statement.

##### ***Termination Benefits***

Termination benefits are amounts payable as a result of a decision to terminate an employee's employment before the normal retirement date, or an employee's decision to accept voluntary redundancy, and are charged on an accruals basis to the relevant service or, where applicable, to the Non-Distributed Costs line in the CIES when there is a demonstrable commitment to the termination of the employment of an employee or group of employees or to the making of an offer to encourage voluntary redundancy.

Where termination benefits involve the enhancement of pensions, statutory provisions require the General Fund Balance to be charged with the amount payable to the pension fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the Pensions Reserve to remove 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.

### **Retirement Benefits**

Officers and staff participate in pension schemes, with separate schemes for police officers and for police staff. All schemes provide members with defined benefits (retirement lump sums and pensions) related to pay and service.

The main aspects of these pension schemes are:

- (a) The attributable assets of each scheme are included in the Balance Sheet at fair value;
- (b) The attributable liabilities of each scheme are measured 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 earned to date by employees, based on assumptions about mortality rates, employee turnover rates etc. and projections of earnings for current employees;
- (c) Scheme liabilities are discounted at a rate that is determined by reference to market yields at the end of the reporting period on high quality corporate bonds;
- (d) The surplus/deficit in each scheme is the excess/shortfall of the fair value of assets in the scheme over/below the present value of the scheme liabilities;
- (e) The change in the net pensions liability for each scheme is analysed into seven components:
  - Current service cost - the increase in liabilities as a result of years of service earned this year. The current service cost is stated net of employees' contributions, so as to reflect the part of the total pensions liabilities that are to be funded by CCNY - allocated in the CIES to the services for which the employees worked;
  - Past service costs - the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years - debited to the Surplus or Deficit on the Provision of Services in the CIES as part of Non-Distributed Costs;
  - Net interest on the defined benefit liability - the change during the year in the net defined benefit liability or asset that arises from the passage of time - debited to the Financing and Investment Income and Expenditure line in the CIES;
  - Return on assets - the annual investment return on the fund assets attributable to CCNY, based on an average of the expected long-term return (excluding any amounts included in the Net interest on the defined benefit liability) - charged to the Pensions Reserve as Other Comprehensive Income and Expenditure;
  - Gains or losses on settlements or curtailments - the result of actions to relieve CCNY of liabilities or events that reduce the expected future service or accrual of benefits of employees - debited or credited to the Surplus or Deficit on the Provision of Services in the CIES as part of Non-Distributed Costs;
  - Actuarial gains/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 - debited to the Pensions Reserve;
  - Contributions paid to the fund - cash paid as employer's contributions to the pension fund in settlement of liabilities - not accounted for as an expense.

Statutory provisions require the General Fund Balance to be charged with the amount payable to the pension funds or directly to pensioners in the year, not the amount calculated in accordance with relevant accounting standards. In the Movement in Reserves Statement, this means that 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 funds and pensioners and any such amounts payable but unpaid at the year-end. The negative balance that arises on the Pensions Reserve thereby measures the beneficial impact to 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.

A separate statement of Police Pension Fund Accounts is prepared to reflect the transactions in respect of funding for the Police Pension Schemes.

## 7. Value Added Tax (VAT)

Income and expenditure excludes any amounts related to recoverable VAT. All VAT collected is payable by NYPFCC to HM Revenue and Customs and the majority of VAT paid is recoverable.

## 8. Overheads and Support Services

The costs of overheads and support services are charged to those services that benefit from the supply or service in accordance with the costing principles of the *CIPFA Service Reporting Code of Practice for Local Authorities* ("SeRCOP"). The total absorption costing principle is used - the full cost of overheads and support services are shared between users in proportion to the benefits received, with the exception of:

- Non-Distributed Costs - the cost of discretionary pension benefits awarded to employees retiring early.

This cost category is defined in SeRCOP.

## 9. Segmental Reporting

Decisions about resource allocation within CCNY are made using internal management reports which show net expenditure on a segmental basis, using methodologies which in some cases are different from the accounting policies in the financial statements. The cost of retirement benefits is based on payment of employers pensions contributions rather than the current service cost of benefits accrued during the year. Segment information in these financial statements is based on CCNY's internal management reporting.

Internal management reporting does not include information on segment assets or liabilities and, accordingly, information on segment assets and liabilities has not been included in the notes to the accounts.

## 10. Jointly Controlled Operations - Regional Working

CCNY engages in collaborative working in partnership with the other Yorkshire and the Humber forces (YATH) to deliver a number of specific services on a regional basis. The governance for this regional programme of activity is via a Regional Collaboration Board, constituted in accordance with the Heads of Agreement.

The YATH regional programme is a lead force model and each lead force is responsible for the financial administration of the programme they lead.

The participating Forces use their own resources to undertake this venture and the accounting arrangements for regional working are to account for this in line with CIPFA guidance:

- Each participant accounts for the assets it controls, the liabilities it incurs, the expenses that it incurs and the income receivable in relation to amounts re-charged to the venture.

The Group also engages in collaborative working in partnership with Cleveland and Durham forces for Specialist Operational Services (Evolve). The governance for this programme is via a Joint Governance Board constituted of Police and Crime Commissioners plus other officers of the participating forces in accordance with the section 22a agreement.

## 11. Charges for the Long-Term Use of Assets

Long-term assets are assets that have physical substance and are held for use in the provision of services, and that are expected to be used during more than one financial year.

Based on the statutory powers and responsibilities as designated by the Act, and the local agreements and practice in place, and taking account of the guidance included in the Code, it has been determined that all the Long-Term Assets are recognised on the NYPFCC Balance Sheet.

NYPFCC makes a charge to CCNY for the use of Long-Term Assets. This charge is equivalent to the debits made to NYPFCC CIES for the impairment, depreciation, amortisation and revaluation of the assets.

## 12. Inventories

Inventories are included in the Balance Sheet at average prices. Obsolete and slow moving items are written off during the year and reduce the value of inventories shown in the Balance Sheet.

This treatment differs from the requirements of the Code, which requires stocks to be shown at the lower of cost and net realisable value. It is considered that this difference in treatment does not have a material effect on the accounts.

All inventories comprise supplies that are intended for use in the provision of services.

## 13. Debtors

Debtors are recognised and measured at the fair value of the consideration receivable when the Revenue has been recognised.

Where consideration is paid in advance of the receipt of goods or services or other benefit, a debtor is recognised in respect of the payment in advance.

In most cases, the consideration receivable is in the form of cash or cash equivalents and the amount of revenue is the amount receivable. However if payment is on deferred terms, the consideration receivable is recognised initially at the cash price equivalent. The difference between this amount and the total payments is recognised as interest revenue in Surplus or Deficit on the Provision of Services in the CIES. Short duration receivables with no interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

There is no difference between the delivery and payment dates for non-contractual, non-exchange transactions (e.g. revenue from precepts) and therefore these transactions are always measured at the full amount receivable.

A provision for impairment of debtors is established when there is evidence that all the amounts due will not be able to be collected.

The amount of the provision is based on the best estimate of the likelihood of the recoverable amount. The carrying amount of the asset is reduced through the use of a doubtful debt provision account and the amount of the loss is recognised in the CIES within Cost of Services. When a debtor amount is uncollectable, it is written off against the doubtful debt provision account. Any subsequent recovery of amounts previously written off are credited to the CIES.

## 14. Cash and Cash Equivalents

Cash and Cash Equivalents include cash-in-hand and deposits that are repayable on demand. Cash equivalents are defined as deposits which:

- are repayable on demand or maturing within three months of the date of acquisition;
- are readily convertible to known amounts of cash; and
- are not subject to a significant risk of change in value.

## 15. Creditors

Creditors are recognised and measured at the fair value of the consideration payable when the ordered goods or services have been received.

In most cases, the consideration payable is in the form of cash or cash equivalents and the amount of the expense is the amount payable. However if payment is on deferred terms, the consideration payable is recognised initially at the cash price equivalent. The difference between this amount and the total payment is recognised as interest expense in Surplus or Deficit on the Provision of Services in the CIES. Short duration payables with no interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

There is no difference between the delivery and payment dates for non-contractual, non-exchange transactions (e.g. expense relating to council tax and general rates) and therefore these transactions are always measured at the full amount payable.

Where consideration is received in respect of revenue, but the revenue does not meet the criteria for recognition of revenue, a creditor is recognised in respect of the receipt in advance.

## 16. Financial Instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another. The term financial instrument covers both financial assets and financial liabilities and includes both the most straightforward financial instruments (e.g. trade payables and receivables) and the most complex such as equity instruments.

Typical financial instruments are trade payables and trade receivables, borrowings, bank deposits and investments.

### **Financial Liabilities**

Financial liabilities are initially measured at fair value and carried at their amortised cost. Annual charges to the Financing and Investment Income and Expenditure line in the CIES for interest payable are based on the carrying amount of the liability, multiplied by the effective rate of interest for the instrument. The effective interest rate is the rate that exactly discounts the estimated future cash payments over the life of the instrument to the amount at which it was initially recognised. This means that the amount presented in the Balance Sheet is the outstanding principal repayable (plus accrued interest) and interest charged to the CIES is the amount payable for the year according to the loan agreement.

CCNY has not given any financial guarantees.

CCNY has not had any gains or losses on the repurchase or early settlement of borrowing, nor any premiums or discounts on financial liabilities.

### **Financial Assets**

Financial assets are classified into two types:

- loans and receivables - assets that have fixed or determinable payments but are not quoted in an active market;
- available-for-sale assets - assets that have a quoted market price and/or do not have fixed or determinable payments. The Group does not hold any available-for-sale assets.



Financial Assets are Measured either at Amortised Cost or at fair value. CCNY does not hold any assets measured at fair value.

Financial Assets Measured at Amortised Costs are recognised when CCNY becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value and carried at their amortised cost. Annual credits to the Financing and Investment Income and Expenditure line of the CIES for interest receivable are based on the carrying amount of the asset multiplied by the effective rate of interest for the instrument. This means that the amount presented in the Balance Sheet is the outstanding principal receivable (plus accrued interest) and interest credited to the CIES is the amount receivable for the year in the loan agreement.

#### **Immaterial Transaction Costs**

Immaterial transaction costs that the Code would usually require to be applied to adjust a financial instrument's initial carrying amount are written off immediately to Surplus or Deficit on the Provision of Services line in the CIES.

CCNY has not made any soft loans and no assets have been identified as impaired. There have not been any gains or losses arising on the de-recognition of a Financial Asset.

CCNY has not transferred any financial assets.

#### **Compliance**

In compliance with CIPFA guidance, CCNY has:

- Adopted CIPFA's Treasury Management in the Public Services: Code of Practice.
- Set treasury management indicators to control key financial instrument risks in accordance with CIPFA's Prudential Code.

### **17. Provisions, Contingent Liabilities and Contingent Assets**

#### **Provisions**

Provisions are made where an event has taken place that gives rise to an obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation but where the timing of the transfer is uncertain.

Provisions are charged to the appropriate service line in the CIES in the year CCNY becomes aware of the obligation and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation. When payments are eventually made, they are charged to the provision carried in the Balance Sheet. Estimated settlements are reviewed at the end of each financial year and where it becomes more likely than not that a transfer of economic benefits will not now be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the relevant service in the CIES.

Where some or all of the payment required to settle a provision is expected to be met by another party (e.g. from an insurance claim), this is only recognised as income if it is virtually certain that reimbursement will be received if the obligation is settled.

#### **Contingent Liabilities**

A contingent liability arises where an event has taken place that gives rise to a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of CCNY. 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 are disclosed in a note to the accounts.

**Contingent Assets**

A contingent asset arises where an event has taken place that gives rise to a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of CCNY.

Contingent assets are not recognised in the Balance Sheet but are disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

**18. Leasing**

Leases are classified as finance leases when the terms of the lease transfer substantially all the risks and rewards of ownership from the lessor to the lessee. Leases that do not meet the definition of finance leases are accounted for as operating leases.

CCNY does not have any finance leases.

**Operating Leases**

Rentals payable under operating leases are charged to the CIES on a straight-line basis over the term of the relevant lease, even where this does not match the pattern of payments.

Benefits receivable as an incentive to enter into an operating lease are included within deferred income and recognised in the CIES on a straight-line basis over the lease term.

**19. Events after the Balance Sheet Date**

Events after the balance sheet date are those events, favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. There are two types of events:

- Adjusting events are those that provide evidence of conditions that existed at the end of the reporting period. Where any adjusting events are found, amounts recognised in the Statement of Accounts are updated to reflect those adjusting events;
- Non-adjusting events are those that are indicative of conditions that arose after the reporting period. The Statement of Accounts is not updated for non-adjusting events, but where material, disclosure is made in the notes of the nature and estimated financial effect.

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

**20. Exceptional Items and Prior Period Adjustments**

When items of income and expense are material, their nature and amount is disclosed separately, either on the face of the CIES or in the Notes to the Accounts, depending on how significant the items are to an understanding of the financial performance.

Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, i.e. in the current and future years affected by the change and do not give rise to a prior period adjustment.

Changes in accounting policies are only made when required by proper accounting practices or when the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the financial position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

## 21. Critical Accounting Estimates and Judgements

In applying the Accounting Policies, the CCNY has had to make certain judgements about complex transactions or those involving uncertainty about future events.

The following critical judgements have been made in the Statement of Accounts:

### ***Future government funding***

There is a high degree of uncertainty about future levels of funding for police services. However it has been determined that this uncertainty is not sufficient to provide an indication that the assets might be impaired as a result of a need to close facilities and/or reduce levels of service provision.

### ***Accounting principles***

As set out in Accounting Policy 2, it has been determined that substantially all the assets and reserves of the Group are recognised on the NYPFCC Balance Sheet.

## 22. Assumptions Made about the Future and Other Major Sources of Estimation Uncertainty

The Statement of Accounts contains estimated figures based on assumptions about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

The items in the Balance Sheet at 31 March 2021 for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

### ***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. Firms of consulting actuaries are engaged to provide expert advice about the assumptions to be applied.

The actuaries have provided the following sensitivity information:

#### **Impact on Defined Benefit Obligations**

	Change in Assumption	
	LGPS	Police Pension Schemes
Longevity (increase or decrease by 1 year)	£12.2m	£7.5m
Rate of increase in salaries (increase or decrease by 0.1%)	£1.0m	£4.0m
Rate of increase in pensions (increase or decrease by 0.1%)	£7.1m	£21.2m
Rate for discounting scheme liabilities (increase or decrease by 0.1%)	£8.5m	£22.2m

### ***Provisions***

A provision has been made for the settlement of ongoing claims not covered by insurers, based on claims received, historical experience of claims not received at the balance sheet date and estimated settlement values, and makes a charge to CCNY to recover any increase required in the year.

An increase over the forthcoming year of 10% in either the number of claims or the estimated average settlement would have the effect of adding £244k to the provision needed.

Due to the nature of the claims experience it is difficult to make a dependable assessment of the window during which particular litigation might determine, and consequently when any cost may be incurred.

A change of 10% between long-term and current provisions would result in a change of 116k between current liabilities and long-term liabilities.

### ***Employee Benefits***

An accrual has been made for employee benefits outstanding at the year end, comprising flexitime, annual leave and re-rostered rest days. The accrual is estimated based on returns from each department and data captured from the Resource Management system.

Approximately 44% of the accrual (£1366k) relates to rest days in lieu (RDIL). An increase or decrease of 5% in the number of RDIL owed would change the accrual by £68k.

### **23. Accounting Standards that have been issued but have not yet been adopted**

No standards which would be expected to impact on CCNY accounts have been issued but not yet adopted at 31 March 2021.

IFRS 16 Leases will be adopted (as per the Code) with effect from 1 April 2022, as per the revised implementation date for Local Authorities. The impact on these accounts is not expected to be material, but will be assessed in due course.

**NOTES to the ACCOUNTS for the CHIEF CONSTABLE of NORTH YORKSHIRE**

<b>Note No.</b>	<b>Note Description</b>	<b>Page</b>
1	Supplementary Information to the Movement in Reserves Statement	26
2	Expenditure and Funding Analysis	27
3	Supplementary Information to the Expenditure and Funding Analysis	29
4	Unusable Reserves	32
5	Leases	33
6	Intra Group Funding	34
7	Financing and Investment Income and Expenditure	34
8	Remuneration Report	35
9	Other amounts credited/ charged to Comprehensive Income and Expenditure Statement	41
10	Partnership Arrangements	41
11	Financial Instruments	43
12	Inventories	44
13	Debtors	44
14	Cash and Cash Equivalents	44
15	Creditors	45
16	Provisions	45
17	Retirement Benefits	46
18	Contingent Assets and Liabilities	52
19	Events after the Reporting Period	53
20	Related Party Transactions	53
21	Nature and Extent of Risks arising from Financial Instruments	54

**1. Supplementary information to the Movement in Reserves Statement**

Analysis of adjustments between accounting basis and funding basis under regulations:

Current year	General Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied Account	Total Usable Reserves	Total Unusable Reserves	Total Reserves
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Adjustments to the Revenue Resources:</b>						
Amounts by which Income and expenditure included in the Comprehensive Income and expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:						
* Pensions costs (transferred to or from the pensions Reserve)	61,070	-	-	61,070	(61,070)	-
* Holiday pay etc transferred to or from the Accumulated Absence Adjustment Reserve	898	-	-	898	(898)	-
<b>Total Adjustments to revenue Resources</b>	<b>61,968</b>	<b>-</b>	<b>-</b>	<b>61,968</b>	<b>(61,968)</b>	<b>-</b>
<b>Prior Year</b>	<b>General Fund Balance</b>	<b>Capital Receipts Reserve</b>	<b>Capital Grants Unapplied Account</b>	<b>Total Usable Reserves</b>	<b>Total Unusable Reserves</b>	<b>Total Reserves</b>
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Adjustments to the Revenue Resources:</b>						
Amounts by which Income and expenditure included in the Comprehensive Income and expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:						
* Pensions costs (transferred to or from the Pensions Reserve)	65,933	-	-	65,933	(65,933)	-
* Holiday pay etc transferred to or from the Accumulated Absence Adjustment Reserve	614	-	-	614	(614)	-
<b>Total Adjustments to Revenue Resources</b>	<b>66,547</b>	<b>-</b>	<b>-</b>	<b>66,547</b>	<b>(66,547)</b>	<b>-</b>

## 2. Expenditure and Funding Analysis

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources (government grants and precept) by CCNY in comparison with those resources consumed or earned in accordance with generally accepted accounting practices. It shows how this expenditure is allocated for decision making processes. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

Current Year	Net Expenditure chargeable to the General Fund	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
	£'000	£'000	£'000
Other Income	(8,385)	6	(8,379)
Salary Costs	130,004	23,967	153,971
Other non Salary employee costs	2,663	-	2,663
Police Injury Pension Costs	4,718	-	4,718
Premises Costs	4,671	(12)	4,659
Supplies & Services	20,670	2	20,672
Transport Costs	2,589	-	2,589
Financial Costs	(50)	4,960	4,910
Project Costs	-	1,370	1,370
<b>Cost of Police Services</b>	<b>156,880</b>	<b>30,293</b>	<b>187,173</b>
Non Distributed Costs	-	15	15
Intragroup Funding	(156,880)	(6,201)	(163,081)
<b>Net Costs of Services</b>	<b>-</b>	<b>24,107</b>	<b>24,107</b>
Financing and Investment Income and Expenditure	-	37,859	37,859
<b>Surplus or Deficit on the provision of services</b>	<b>-</b>	<b>61,966</b>	<b>61,966</b>
Adjustments between accounting and funding arrangements under statute (Note 1)		61,966	
		-	

*Details of the main adjustments between the funding and accounting basis are set out in Note 3*

## 2. Expenditure and Funding Analysis

Prior Year	Net Expenditure chargeable to the General Fund	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
	£'000	£'000	£'000
Other Income	(9,885)	9	(9,876)
Salary Costs	124,546	26,341	150,887
Other non Salary employee costs	2,456	-	2,456
Police Injury Pension Costs	3,920	-	3,920
Premises Costs	4,455	43	4,498
Supplies & Services	21,523	(24)	21,499
Transport Costs	2,706	-	2,706
Financial Costs	276	6,470	6,746
Project Costs	-	3,623	3,623
<b>Cost of Police Services</b>	<b>149,997</b>	<b>36,462</b>	<b>186,459</b>
Non Distributed Costs	-	(4,409)	(4,409)
Intragroup Funding	(149,997)	(9,992)	(159,989)
<b>Net Costs of Services</b>	<b>-</b>	<b>22,061</b>	<b>22,061</b>
Financing and Investment Income and Expenditure	-	44,486	44,486
<b>Surplus or Deficit on the provision of services</b>	<b>-</b>	<b>66,547</b>	<b>66,547</b>
Adjustment between accounting and funding arrangements under statute		66,547	

*Details of the main adjustments between the funding and accounting basis are set out in Note 3*



### 3. Supplementary Information to the Expenditure and Funding Analysis

This note provides details of the main adjustments to Net Expenditure Chargeable to the General Fund to arrive at the amounts in the Comprehensive Income and Expenditure Statement. The relevant transfers between reserves are explained in the Movement in Reserves Statement.

#### Net change for the Pensions Adjustments:

This column removes employer pension contributions made from the Net Cost of Services and replaces with current and past service costs. It also adds the net interest on the defined benefit liability to Financing and Investment Income and Expenditure. Most of the entries in this column come from the Pension Reserve.

#### Other Differences:

This column includes the adjustments between the charges under statutory regulations to council taxpayers and the amounts recognised in the accounts under generally accepting accounting principles (see also Note 1). These differences are adjusted in the Unusable Reserves (see also Note 4). This column also includes the impact of the recharges from NYPFCC for Corporate Services and the use of Long Term Assets.

Current Year	Net change for the Pensions Adjustments	Other Differences	Total Adjustments
	£'000	£'000	£'000
Other Income	-	6	6
Salary Costs	23,196	771	23,967
Other non Salary employee costs	-	-	-
Police Injury Pension Costs	-	-	-
Premises Costs	-	(12)	(12)
Supplies & Services	-	2	2
Transport Costs	-	-	-
Financial Costs	-	4,960	4,960
Project Costs	-	1,370	1,370
<b>Cost of Police Services</b>	<b>23,196</b>	<b>7,097</b>	<b>30,293</b>
Non Distributed Costs	15	-	15
Intragroup Funding	-	(6,201)	(6,201)
<b>Net Costs of Services</b>	<b>23,211</b>	<b>898</b>	<b>24,107</b>
Financing and Investment Income and Expenditure	37,859	-	37,859
<b>Surplus or Deficit on the provision of services</b>	<b>61,070</b>	<b>898</b>	<b>61,968</b>

Other differences includes the impact of the following recharges.

From NYPFCC for Corporate Support Costs and the use of Long Term Assets (see also Note 6):

	<b>2020/21 £'000</b>
Salary costs	1
Other non salary employee costs	(1)
Premises costs	-
Supplies & services	10
Transport costs	-
Project costs	-
Financial costs:	-
Transfers to provisions	54
Interest charge for finance leases	-
Use of Long Term Assets	4,906
	<b>4,970</b>

From CCNY for charges relating to Democratic Core Costs and Technical Income and Expenditure relating to Investment Properties:

	<b>2020/21 £'000</b>
Salary costs	127
Other non salary employee costs	-
Premises	(12)
Supplies & Services	14
Transport	-
Income	6
	<b>135</b>

	<b>2020/21 £'000</b>
From NYPFCC	4,970
From CCNY	135
	<b>5,105</b>

## 3. Supplementary Information to the Expenditure and Funding Analysis

Prior Year	Net change for the Pensions Adjustments	Other Differences	Total Adjustments
	£,000	£'000	£'000
Other Income	-	9	9
Salary Costs	25,856	485	26,341
Other non Salary employee costs	-	-	-
Police Injury Pension Costs	-	-	-
Premises Costs	-	43	43
Supplies & Services	-	(24)	(24)
Transport Costs	-	-	-
Financial Costs	-	6,470	6,470
Project Costs	-	3,623	3,623
<b>Cost of Police Services</b>	<b>25,856</b>	<b>10,606</b>	<b>36,462</b>
Non Distributed Costs	(4,409)	-	(4,409)
Intragroup Funding	-	(9,992)	(9,992)
<b>Net Costs of Services</b>	<b>21,447</b>	<b>614</b>	<b>22,061</b>
Financing and Investment Income and Expenditure	44,486	-	44,486
<b>Surplus or Deficit on the provision of services</b>	<b>65,933</b>	<b>614</b>	<b>66,547</b>

Other differences includes the impact of recharges from NYPFCC for Corporate Support Costs and the use of Long Term Assets (see also Note 6):

	2019/20 £'000
Salary costs	(28)
Other non salary employee costs	-
Premises costs	55
Supplies & services	(17)
Transport costs	-
Project costs	3,623
Financial costs:	-
Transfers to provisions	703
Interest charge for finance leases	-
Use of Long Term Assets	5,767
	<b>10,103</b>

#### 4. Unusable Reserves

	Note	31 March 2021 £'000	31 March 2020 £'000
Pensions Reserve	4a	(1,936,933)	(1,689,033)
Accumulated Absences Account	4b	(3,092)	(2,195)
<b>Total Unusable Reserves</b>		<b>(1,940,025)</b>	<b>(1,691,228)</b>

#### 4 (a) Pensions Reserve

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. CCNY accounts for post-employment benefits in the Comprehensive Income and Expenditure Statement (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 CCNY makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources CCNY 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.

	2020/21 £'000	2019/20 £'000
<b>Balance at 1 April</b>	<b>(1,689,033)</b>	<b>(1,816,924)</b>
Remeasurements of pension assets and liabilities	(186,830)	193,824
Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	(86,610)	(90,494)
Employer's pension contributions and direct payments to pensioners payable in the year	25,540	24,561
<b>Balance at 31 March</b>	<b>(1,936,933)</b>	<b>(1,689,033)</b>

**4 (b) Accumulated Absences Account**

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave entitlement carried forward at 31 March. Statutory arrangements require that the impact on the General Fund Balance is neutralised by transfers to or from the Account.

	2020/21 £'000	2019/20 £'000
<b>Balance at 1 April</b>	<b>(2,195)</b>	<b>(1,581)</b>
Settlement or cancellation of accrual made at the end of the preceding year	2,195	1,581
Amounts accrued at the end of the current year	(3,092)	(2,195)
Amounts by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(897)	(614)
<b>Balance at 31 March</b>	<b>(3,092)</b>	<b>(2,195)</b>

**5. Leases**

CCNY leases a number of properties, which have been accounted for as operating leases. The total rentals payable in 2020/21 were £306k (2019/20 £282k).

**Commitments under Operating Leases**

At the balance sheet date CCNY was committed to making total payments of £1658k (2019/20 £1650k) under operating leases.

The movement between the PFCC and CC in 2019/20 has arisen due to the Stage 2 Transfer of Corporate Services, which took place on 1st April 2019, moving these costs to CC.

	Not later than one year £'000	Later than one year and not later than 5 years £'000	Later than 5 years £'000	Total Commitments £'000
<b>31st March 2021</b>				
Land and Buildings	243	422	778	1,443
Plant and Equipment	68	147	-	215
	311	569	778	1,658
<b>31st March 2020</b>				
Land and Buildings	252	436	700	1,388
Plant and Equipment	63	199	-	262
	315	635	700	1,650

<b>6. Intragroup Funding</b>	<b>2020/21</b>	<b>2019/20</b>
	<b>£'000</b>	<b>£'000</b>

**Charges from NYPFCC to CCNY*****Charged to appropriate headings as part of Cost of Police Services***

Amounts equivalent to:

- amounts charged to Income & Expenditure by NYPFCC for Long Term Assets	4,906	5,767
- interest charge on finance leases	-	-
- charges to CCNY for Corporate Support Services	6,341	4,336
	<b>11,247</b>	<b>10,103</b>

**Charges from CCNY to NYPFCC*****Credited to the same headings as the costs they are recharging, as part of Cost of Police Services***

- amounts to be transferred to reserves	-	-
- Investment Property I&E	6	3
- Democratic Core costs	135	108

***Credited to Net Cost of Services***

- funding provided by NYPFCC	163,081	159,989
	<b>163,222</b>	<b>160,100</b>

**7. Financing and Investment Income and Expenditure**

	<b>2020/21</b>	<b>2020/21</b>	<b>2020/21</b>	<b>2019/20</b>	<b>2019/20</b>	<b>2019/20</b>
	<b>Expenditure</b>	<b>Income</b>	<b>Total</b>	<b>Expenditure</b>	<b>Income</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Net Pensions interest cost (Note 17)	37,859	-	<b>37,859</b>	44,536	-	44,536
<b>Total</b>	<b>37,859</b>	<b>-</b>	<b>37,859</b>	<b>44,536</b>	<b>-</b>	<b>44,536</b>

## 8. Remuneration Report

### 8 (a) Remuneration of Senior Officers

In setting the condition of service of Senior Officers the Chief Constable has regard to the following factors:

- the need to recruit, retain and motivate suitably qualified people to carry out their different responsibilities;
- regional/local variations in labour markets and their effects on the recruitment and retention of staff;
- differences in terms and conditions of employment between the public and private sector and taking account of relative job security and value of benefits in kind;
- changes in national pay systems, including flexibility and the reward of success, and job weight in differentiating the remuneration of particular posts;
- the relevant legal obligations, including anti-discrimination legislation regarding age, gender, race, sexual orientation, religion and belief and disability.

Total remuneration of senior police officers comprises elements that are set centrally for all police forces in the UK and other elements that are set locally. Pay elements that are set centrally include base salary, accommodation allowances and pension benefits. Centrally-set elements for serving police officers are determined in accordance with the Police Regulations 2003 (as amended).

For the purposes of this report the senior officers of CCNY comprised the following personnel during the year:

Chief Constable \*  
Deputy Chief Constable \*  
Assistant Chief Constables \*  
Chief Constable's Chief Finance Officer  
Managing Director Enable  
\* *serving police officers.*

Where applicable disclosures are also provided for employees who have fulfilled the above roles on a temporary or acting basis.

	2020/21	2019/20
	£'000	£'000
Salaries and short-term benefits	809	763
Post-employment benefits	183	213
<b>Total</b>	<b>992</b>	<b>976</b>

### 8 (b) Remuneration of other employees

Levels of pay for other employees are determined in accordance with the following:

- Police officer remuneration is determined in accordance with the Police Regulations 2003 (as amended);
- Remuneration of support staff is agreed by the Police Support Staff Council.

## 8 (c) Remuneration entitlements of Senior Officers

### **Salary**

Basic salary for serving police officers is determined and approved by the Secretary of State for the Home Office each year. Salaries are set for all police officers of all ranks up to and including Chief Constables. Pay reviews are carried out each year and any increases are applicable from 1 September. Pay reviews for other senior officers are agreed with the Police Support Staff Council. Any increases are usually applicable from 1 September.

### **Other Allowances and Benefits**

Other allowances and benefits include allowances and expenses paid, in addition to basic salary, that are chargeable to UK income tax. They comprise the following:

- (a) Accommodation allowance;
- (b) Car available for private use or car allowance paid as additional salary;

Accommodation allowances are a historic payment and were paid to police officers who resided in their own accommodation as opposed to Police Houses. They are not paid to any police officers joining the Force after April 1995, other than those that may be transferred from other Forces and who are already in receipt of accommodation allowances.

### **Allowances**

For the purposes of the disclosures that follow, amounts disclosed as allowances are those that are included with salary.

The Commissioner and the Chief Constable are committed to ensuring that Chief Officer remuneration terms are clear and lawful and that public policy standards are met.

### **Benefits in Kind**

Benefits in kind include the estimated value of any benefits that are provided to senior officers in forms other than cash. During the year benefits in kind included the cash equivalents of cars provided to senior officers, and relocation allowance in accordance with the Police Regulations, as disclosed to HM Revenue and Customs on form P11D. Benefits in kind do not include business use of private vehicles.

### **Pension Benefits**

The Group makes pension contributions on behalf of Senior Officers and staff who are members of pension schemes. Employers contributions are at the same rates for all members of the schemes, irrespective of rank or salary, and are determined by the Actuaries. During 2020/21 the rates were 31% for the Police Pension Schemes (2019/20 31%) and 10.3% for the Local Government Pension Schemes (2019/20 11.9%).

The pension figure included in the disclosures below represents the value of the employer's pension contribution to the senior officer's pension pot, in whichever scheme he/she is a member.



**Police Officers**

Those members of the senior officer team who are also serving police officers are eligible to join the Police Pension Schemes. During 2020/21 senior officers who elected to join were either members of the Police Pension Scheme 1987 or the Police Pension Scheme 2015.

The Police Pension Scheme 1987 is a defined benefit scheme, providing pension benefits linked to final salary. The scheme is a 40/60ths scheme, with a full pension payable under the scheme after 30 years service. The maximum pension payable is 40/60ths of salary. The accrual rate for the scheme is 1/60th of salary for each year worked for the first 20 years service and 2/60ths for each year for the following 10 years and nil thereafter. At retirement members may opt to give up (commute) part of their pension entitlement in return for a lump sum cash payment.

The Police Pension Scheme 2015 is a Career Average Revalued Earnings (CARE) scheme rather than a final salary scheme. For each year a member contributes they will earn a fraction of their Pensionable Earnings (1/55.3) for that year as earned pension and this will be revalued for each subsequent year until they retire. A member has the option to retire at the normal minimum pension age (55) however if they were to do so their pension would be actuarially reduced by reference to the normal pension age (60). At retirement members may opt to give up (commute) part of their pension entitlement in return for a lump sum cash payment.

Senior Officers' contributions are currently at the rate of between 13.78% and 15.05% of pensionable salary, dependent on which scheme the officer sits within. (See Police Pension Fund Account and Note 17 for further information on the Police Pension schemes).

**Other Senior Officers**

Those members of the Senior Officer team who are not serving police officers are eligible to participate in the Local Government Pension Scheme ("LGPS"). During 2020/21 all eligible Senior Officers were members of the scheme. The scheme is a defined benefit scheme, providing pension benefits linked to salary. The scheme provides for an accrual rate of 1/60th of salary for each year of service up to 31 March 2014. There after the accrual rate is 1/49th. There is no time limit to the amount of service that can be built up but benefits must be taken by age 75. At retirement members may opt to give up (commute) part of their pension entitlement in return for a lump sum cash payment.

Senior Officers' contributions are currently at the rate of between 4.25% and 11.4% pensionable salary, dependant on which scheme the officer sits within. (See Note 17 for further information on the Local Government Pension Scheme).

8 (d) A summary of Senior Officer Remuneration for the year ended 31 March 2021 is presented below:

	Salary	Benefits in kind	Allowance	Value of employers pension contribution	Termination Benefits	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Chief Constable:</b>						
L Winward	148	3	-	46	-	197
<b>Deputy Chief Constable:</b>						
P Cain	122	-	-	38	-	160
<b>Assistant Chief Constable:</b>						
A Oliver (to 15/06/20)	24	1	-	8	-	33
A Anderson	116	5	15	36	-	172
M Walker (temporary 21/11/19 to 31/08/20)	43	-	-	10	-	53
M Pannone (from 17/08/20-present)	66	4	-	20	-	90
<b>Managing Director of Enable:</b>						
R Ward	120	8	-	12	-	140
<b>Chief Constable's CFO*:</b>						
M Clements	95	8	-	10	-	113
<b>Total</b>	<b>734</b>	<b>29</b>	<b>15</b>	<b>180</b>	<b>-</b>	<b>958</b>

\* CFO - Chief Finance Officer

Benefits and allowance types payable: (1) a, b

A summary of Senior Officer Remuneration for the year ended 31 March 2020 is presented below:

	Salary	Benefits in kind	Allowance	Value of employers pension contribution	Termination Benefits	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Chief Constable:</b>						
L Winward	145	2	3	45	-	195
<b>Deputy Chief Constable:</b>						
P Cain	119	1	-	37	-	157
A Oliver (temporary 05/05/19 to 05/08/19)	30	1	1	9	-	41
<b>Assistant Chief Constable:</b>						
A Oliver (1)	87	2	2	27	-	118
A Anderson (from 19/06/19)	85	32	1	26	-	144
M Walker (temporary 13/05/19 to 30/06/19, and 21/11/2019 to present)	49	-	-	13	-	62
<b>Managing Director of Enable</b>						
R Ward	97	6	-	11	-	114
<b>Chief Constable's CFO*:</b>						
J Palmer	93	5	-	10	35	143
M Clements (from 16/03/20)	3	-	-	-	-	3
<b>Total</b>	<b>704</b>	<b>49</b>	<b>7</b>	<b>178</b>	<b>35</b>	<b>977</b>

\* CFO - Chief Finance Officer Benefits and allowance types payable: (1) a, b. A Oliver was Temporary Deputy Chief Constable from 05/05/19 to 05/08/19, seconded to Cleveland Police, after which she returned to force as Assistant Chief Constable. C Irvine was the Temporary Assistant Chief Constable until 18/11/19. This function was discharged via a collaboration agreement with Cleveland Police and Crime Commissioner (CPCC) and the Temporary ACC's remuneration is reflected in CPCC's accounts. During 2019/20 £51k (2018/19 £51k) was incurred in respect of this contract.

## 8 (e) Officers and Staff

As at 31 March 2021 a breakdown of the number of persons of each gender was as follows:

	2020/21		2019/20	
	Male	Female	Male	Female
Senior Officers	4	3	4	4
Other Employees	1,523	1,391	1,499	1,290
	<u>1,527</u>	<u>1,394</u>	<u>1,503</u>	<u>1,294</u>

The number of individuals, excluding Senior Officers, who have received total remuneration greater than or equal to £50,000 per annum (in bands of £5,000) are listed below. The figures below represent the amounts paid in each year, taking account of starting and leaving dates, where retiring staff have been replaced during the year, and include officers seconded to other Forces. Total remuneration comprises gross salaries and allowances, taxable benefits as declared to HM Revenue and Customs on form P11D, and any bonus or overtime amounts in relation to the year in question (paid or payable). Total remuneration excludes any termination benefits payable and does not include employer's pension or national insurance contributions.

The table includes 190 (2019/20 174) police officers at or below the rank of Chief Superintendent.

Total remuneration	2020/21	2019/20
£50,000 to £54,999	80	75
£55,000 to £59,999	79	79
£60,000 to £64,999	24	10
£65,000 to £69,999	5	5
£70,000 to £74,999	1	7
£75,000 to £79,999	6	3
£80,000 to £84,999	7	5
£85,000 to £89,999	4	1
£90,000 to £94,999	-	2
£95,000 to £99,999	-	-
<b>Total</b>	<b>206</b>	<b>187</b>

#### 8 (f) Termination benefits

CCNY terminated 14 employees in 2020/21, incurring liabilities of £70k (2019/20 £1.858m) payable to Senior Officers and staff in the form of compensation for loss of office (through a voluntary redundancy scheme) and enhanced pension benefits (payable directly to the appropriate pension scheme).

The number of exit packages, with total cost per band and total cost of the redundancies, are set out in the table below:

	Number of Compulsory Redundancies		Number of Other departures		Total number of exit packages by cost band		Total cost of exit packages in each band	
	2020/21	2019/20	2020/21	2019/20	2020/21	2019/20	£'000	£'000
£0 - £20,000	-	-	12	35	12	35	22	332
£20,001 - £40,000	-	-	2	14	2	14	48	413
£40,001 - £60,000	-	-	-	6	-	6	-	308
£60,001 - £80,000	-	-	-	4	-	4	-	267
£80,001 - £100,000	-	-	-	1	-	1	-	82
£100,001 - £150,000	-	-	-	2	-	2	-	211
£150,001 - £200,000	-	-	-	-	-	-	-	-
£201,000 - £250,000	-	-	-	1	-	1	-	245
<b>Total</b>	<b>-</b>	<b>-</b>	<b>14</b>	<b>63</b>	<b>14</b>	<b>63</b>	<b>70</b>	<b>1,858</b>

**9. Other amounts credited/charged to the Comprehensive Income and Expenditure Statement**

The movement on provisions is detailed in Note 16.

**9 (b) Inventories Expensed during the Period**

	2020/21 £'000	2019/20 £'000
Uniforms/other items	914	700
<b>Total inventory charges recognised in the Comprehensive Income &amp; Expenditure Statement</b>	<b>914</b>	<b>700</b>

There were no reversals of any previous write-down in inventories.

**9 (c) Sponsorship**

The Chief Constable has the power to receive gifts, loans of property and sponsorship on behalf of the Police Fire and Crime Commissioner, up to a limit of 1% of the annual revenue budget (2020/21 limit £1.6m). During the year £11k (2019/20 £20k) was utilised by CCNY from the sponsorship and donation accounts in reflection of expenditure primarily on focused safety and crime reduction initiatives. Specific contributions are made under agreements and, if not utilised in the year of receipt, are carried forward. £10k (2019/20 £12k) has been carried forward into 2021/22.

**9 (d) Audit Fees**

CCNY incurred the following fees relating to external audit and inspection:

	2020/21 £'000	2019/20 £'000
External Audit Fees	15	13
<b>Total</b>	<b>15</b>	<b>13</b>

**10. Partnership Arrangements****10 (a) Local Criminal Justice Board (LCJB)**

CCNY provides financial management on behalf of the LCJB, which is a combined Board made up of Criminal Justice Agencies.

Expenditure of £36k (2019/20 £36k) has been incurred in 2020/21 and included in these accounts.

**10 (b) Regional Collaboration**

Regional Collaboration brings opportunities to the participating Forces across many policing activities whilst retaining local Police Forces, local identity and local accountability.

**Yorkshire and the Humber (YATH)**

CCNY continues to engage in collaborative working throughout 2020/21 with the other YATH forces (South Yorkshire, West Yorkshire and Humberside). Collaborative activity includes specialist Crime Services, Forensic Services, Underwater Searches and Procurement Services.

The Regional Collaboration Board for the YATH collaboration comprises the Commissioners plus officers from each of the participating forces. It was formed to support Section 23 of the Police Act 1996/Police and Justice Act 2006.

The YATH Regional Collaboration is funded from contributions made by the four participating forces. Where there is deemed to be equal benefit the contribution is based on equal shares. Where benefit is not deemed to be equal, the level of contribution from each Force is dependent upon an assessment of the benefit to be derived from each specific project or initiative, primarily based upon net revenue expenditure proportions.

The YATH programme is a lead force model and each lead force is responsible for the financial administration of the programme they lead. The lead force employs police staff on a permanent, substantive basis and Police Officers are seconded to the lead force. The Police and Crime Commissioners within the Yorkshire and Humberside Region have agreed to indemnify the lead force to ensure that any costs are shared between them in the event of any employment tribunal or civil court claims related to regional employment.

The total net expenditure of CCNY during 2020/21 in relation to the Yorkshire and the Humber regional collaboration work was £5.303m (2019/20 £5.03m).

### Evolve

CCNY continued to engage in collaborative working throughout 2020/21 with Cleveland and Durham forces for Specialist Operational Services (Evolve). This includes the Major Crime Investigation Team and collaborative Legal Services, however the former ceased on 30/09/2020.

The Joint Governance Board comprises the three Commissioners plus officers from each of the participating forces. The collaboration is funded from contributions made by the three participating forces. The Evolve programme is a lead force arrangement. The lead force employs some of the staff on a permanent substantive basis, officers and some staff are seconded to the lead force. The total net expenditure of CCNY during 2020/21 in relation to Evolve collaboration was £1.03m (2019/20 £2.59m).

### Other Collaborations

During 2020/21, CCNY has also participated in collaborative activity with all seven forces in the North East Region. The total net expenditure of CCNY during 2020/21 in relation to these additional collaborations was £64k (2019/20 £70k).

Regional Collaboration costs have had the following impact on the Cost of Police Services shown on the face of the CIES.

Current Year	Expenditure	Income	Net Impact
	£'000	£'000	£'000
Employee Costs Salaries	1,366	-	1,366
Other non Salary employee costs	3	-	3
Supplies & Services	6,469	-	6,469
Transport	51	-	51
Non Grant Income	-	(1,510)	(1,510)
<b>Total</b>	<b>7,889</b>	<b>(1,510)</b>	<b>6,379</b>

Prior Year	Expenditure	Income	Net Impact
	£'000	£'000	£'000
Employee Costs Salaries	2,978	-	2,978
Other non Salary employee costs	3	-	3
Supplies & Services	5,668	-	5,668
Transport	81	-	81
Non grant Income	-	(1,074)	(1,074)
<b>Total</b>	<b>8,730</b>	<b>(1,074)</b>	<b>7,656</b>

**11. Financial Instruments**

	Long-Term		Current	
	31 March 2021	31 March 2020	31 March 2021	31 March 2020
	£'000	£'000	£'000	£'000
<b>Financial Assets</b>				
Measured at amortised cost	-	-	15,480	15,150
<b>Total Debtors</b>	-	-	<b>15,480</b>	<b>15,150</b>
<b>Financial Liabilities</b>				
Measured at amortised cost	-	-	10,096	13,843
<b>Financial Liabilities</b>	-	-	<b>10,096</b>	<b>13,843</b>

There have not been any reclassifications of Financial Assets or Financial Liabilities as a result of the implementation of IFRS 9.

**Fair Value of Assets and Liabilities Carried at Amortised Cost**

Financial liabilities and financial assets are carried in the Balance Sheet at amortised cost. Their fair value can be assessed by calculating the present value of the cash flows, that take place over the remaining life of the instruments, using the following assumptions:

- For Public Works Loan Board (PWLB) and other loans payable, the discount rate used is the PWLB rate for new borrowing;
- No early repayment or impairment is recognised;
- Where an instrument has a maturity of less than 12 months or is a trade or other receivable, the fair value is taken to be the carrying amount or the billed amount;
- The fair value of trade and other receivables is taken to be the invoiced or billed amount.

The fair value of each class of financial assets and liabilities which are carried in the balance sheet at amortised cost is disclosed below.

**Financial Liabilities - carried at amortised cost****Current and Long-Term**

	31 March 2021		31 March 2020	
	Carrying amount	Fair value	Carrying amount	Fair value
	£'000	£'000	£'000	£'000
Other Creditors	10,096	10,096	13,843	13,843
<b>Total Financial Liabilities</b>	<b>10,096</b>	<b>10,096</b>	<b>13,843</b>	<b>13,843</b>
<b>Current</b>	10,096	10,096	13,843	13,843
<b>Total Financial Liabilities</b>	<b>10,096</b>	<b>10,096</b>	<b>13,843</b>	<b>13,843</b>

**Financial Assets - carried at amortised cost****Current and Long-Term**

	31 March 2021		31 March 2020	
	Carrying amount	Fair value	Carrying amount	Fair value
	£'000	£'000	£'000	£'000
Cash and cash equivalents	16	16	16	16
Debtors	15,464	15,464	15,134	15,134
<b>Total Financial Assets</b>	<b>15,480</b>	<b>15,480</b>	<b>15,150</b>	<b>15,150</b>

**Income, Expense, Gains and Losses**

CCNY did not have any income, expense, gains or losses in relation to financial instruments (2019/20 £nil).

**12. Inventories**

	31 March 2021	31 March 2020
	£'000	£'000
Uniforms/Other Items	507	333
<b>Total as at 31 March</b>	<b>507</b>	<b>333</b>

All inventories comprise supplies used in the provision of services.

**13. Debtors**

<b>Short-Term</b>	31 March 2021	31 March 2020
<b>Amounts receivable:</b>	£'000	£'000
Central government bodies	126	86
Other Local Authorities (including Police and Crime Commissioners)	1,312	1,209
Other debtors external to general government	1,091	721
NHS Bodies	12	4
Intragroup debtors	12,921	13,115
Payments in advance	2,388	2,561
<b>Total as at 31 March</b>	<b>17,850</b>	<b>17,696</b>

Other Local Authorities includes £204k (2019/20 £493k) in respect of regional collaboration with other Police and Crime Commissioners (see note 10(b)).

All debtors at the end of the current and previous year are due within one year.

The CCNY does not generally allow extended credit for customers. £504k (2019/20 £548k) of the £1.36m (2019/20 £916k) listed debtors balance is past due for payment. The past due amount can be analysed as follows:

	31 March 2021	31 March 2020
	£'000	£'000
Less than three months	254	360
Three to six months	94	81
Six months to one year	14	13
More than one year	142	94
	<b>504</b>	<b>548</b>

**14. Cash and Cash Equivalents**

	31 March 2021	31 March 2020
	£'000	£'000
Cash at bank and in hand	16	16



**15. Creditors**

	31 March 2021	31 March 2020
	£'000	£'000
<b>Short-Term</b>		
<b>Amounts due:</b>		
Central government bodies	93	122
Other local authorities (including Police and Crime Commissioners)	1,611	3,047
NHS bodies	62	80
Public corporations and trading funds	-	-
HMRC employment taxes and national insurance	3,032	2,902
Other creditors external to government	7,805	6,514
Income received in advance	319	256
Intragroup creditors	6,007	4,580
<b>Total as at 31 March</b>	<b>18,928</b>	<b>17,501</b>

Other local authorities (including Police and Crime Commissioners) includes £96k (2019/20 £82k) in respect of Regional Collaboration with other Police and Crime Commissioners in Yorkshire and Humberside (see Note 10 (b)).

**16. Provisions**

	Employee Related	Other Insurance	Total
	£'000	£'000	£'000
<b>At 1 April 2020</b>	1,418	1,321	2,739
<b>Prior year restatement</b>	-	-	-
Additional provision required	(182)	131	(51)
Amounts utilised during year	(59)	(92)	(151)
<b>At 31 March 2021</b>	<b>1,177</b>	<b>1,360</b>	<b>2,537</b>

Provisions have been analysed between short-term and long-term as follows:

	31 March 2021	31 March 2020
	£'000	£'000
Short-term	1,260	1,479
Long-term	1,277	1,261
<b>Total</b>	<b>2,537</b>	<b>2,740</b>

Employee Related provisions relate to claims arising from the CCNY's employer's liability cover, together with other employee related provisions. Other Insurance provisions relate to claims arising from the CCNY's non-employee related insurance cover, principally motor and public liability claims.

Sums have been set aside to provide for the settlement of ongoing claims and cases not covered by insurance (identified as Provisions) and to provide for other possible events that might give rise to claims retained in Reserves. Based on past experience of the time taken to settle claims, an estimate has been made of the proportion of claims which are likely to be settled within 12 months of the balance sheet date, and these are provided as current liabilities.

The Group has made arrangements with its insurers to provide cover for:

- liability claims subject to a policy excess of £150,000 for any one occurrence;
- liability and third party motor claims aggregating over £1.2 million;
- third party motor claims subject to an excess of £100,000 for any one occurrence;
- material damage to property, together with consequential business interruption, subject to a policy excess of £1,000 for any one occurrence in respect of all risks cover, £250 for any one occurrence in respect of cover for money and £100,000 for any one occurrence for all other incidents;
- computer, unmanned aerial vehicles, motor uninsured loss recovery, engineering, airside liability, fidelity guarantee, personal accident, environmental liability, travel and contract works subject to policy terms and conditions.

There are no reimbursements from third parties expected in relation to any of the above provisions.

## 17. Retirement Benefits

### Participation in Pension Schemes

As part of the terms and conditions of employment of its officers and other employees, CCNY offers retirement benefits. Although these benefits will not actually be payable until employees retire, CCNY has a commitment to make the payments that needs to be disclosed at the time that employees earn their future entitlement.

CCNY participates in four pension schemes:

- A Local Government Pension Scheme (LGPS) for police staff, administered by North Yorkshire County Council (NYCC). This is a funded defined benefit final, meaning that CCNY and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets. For service up to 31 March 2014 this was a final salary scheme. A career average scheme (CARE) came into effect for service from April 2014. For service after that date benefits are accrued based on career average salary.
  - Arrangements for the award of discretionary post-retirement benefits upon early retirement - this is an unfunded defined benefit arrangement under which liabilities are recognised when awards are made. However, there are no investment assets built up to meet these pension liabilities, and cash has to be generated to meet actual pension payments as they eventually fall due.
  - The scheme is operated under the regulatory framework for the LGPS. Policy is determined in accordance with the Pensions Fund Regulations. The investment managers of the fund are appointed by the Pensions Board with the support of the Corporate Director Strategic Resources of NYCC and the fund's external investment advisors.
  - The principal risks to CCNY of the schemes are the longevity assumptions, statutory changes to the schemes, structural changes to the schemes (i.e. large-scale withdrawals from the scheme), changes to inflation, bond yields and the performance of the equity investments held by the schemes. These are mitigated to a certain extent by the statutory requirements to charge to the General Fund the amounts required by statute as described in the accounting policies note.

- Three Police Pension Schemes for police officers. These are unfunded defined benefit schemes, meaning that there are no investment assets built up to meet the pension liabilities, and cash has to be generated to meet actual pension payments as they eventually fall due. Two schemes (1987 & 2006) are final salary schemes and the third scheme is Career Average Revalued Earnings Scheme. The second scheme was introduced in April 2006 with the intention that joint contributions of employers and employees would finance the full costs of pension liabilities. All police officers recruited from April 2006 to April 2015 became members of the new scheme and the previous scheme was closed to new members. The third scheme came into effect for officers recruited on or after April 2015. A number of officers have been transferred from the previous schemes in the year and will continue to do so moving forward based on calculated taper dates. CCNY's participation in the Police Pension Schemes is administered by XPS Group Ltd.

Under the Police Pension Fund Regulations 2007, if the amounts receivable by the pension funds for the year is less than the amounts payable, CCNY must annually transfer to the pension funds an amount required to meet the deficit. Subject to parliamentary scrutiny and approval, up to 100% of this cost is met by a central government pension top-up grant which is paid to NYPFCC and transferred to CCNY. If, however, the pension funds are in surplus for the year, the surplus is required to be transferred from the pension funds to CCNY which must then repay the amount to central government, via NYPFCC.

### **Scheme Governance**

The Public Service Pensions Act 2013 introduced a formal framework for the governance and administration of public service pension schemes, including the introduction of pension boards. The role of a public service pension board is to assist the Scheme Manager to secure compliance with scheme regulations and with legislation. NYCC as Scheme Manager and administrator for the LGPS in North Yorkshire, has established a Pensions Board for all the schemes comprising the LGPS in North Yorkshire. Membership is drawn from scheme employers and members.

XPS Group Ltd has established a collaborative Police Pension Board for the Police Pension Schemes that they administer, including the Police Pension Schemes for which CCNY is the Scheme Manager. Membership is drawn from scheme employers and members.

### **Discretionary Post-Retirement Benefits**

Discretionary post-retirement benefits on early retirement are an unfunded defined benefit arrangement, under which liabilities are recognised when awards are made. There are no plan assets built up to meet these pension liabilities.

### **Transactions Relating to Retirement Benefits**

The cost of retirement benefits is 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 to be made against Council Tax is based on the cash payable in the year, so the real cost of retirement benefits is reversed out of the General Fund Balance.

The following transactions have been made in the CIES and the Movement in Reserves Statement during the year:

					2020/21	2019/20
	LGPS	Police Pension Scheme 1987	Police Pension Scheme 2006	Police Pension Scheme 2015	Total	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Comprehensive Income and Expenditure Statement</b>						
<i>Net Cost of Services</i>						
Current Service Cost	12,136	5,260	160	31,000	48,556	50,252
Past Service Cost - exceptional item	15	-	-	-	15	(4,409)
Administration Costs	180	-	-	-	180	165
	12,331	5,260	160	31,000	48,751	46,008
<i>Financing and Investment Income and Expenditure:</i>						
Interest Cost	479	33,500	1,040	2,840	37,859	44,486
Total Post-employment Benefits charged to the Surplus or Deficit on Provision of Services	12,810	38,760	1,200	33,840	86,610	90,494
<i>Remeasurement of the net defined liability comprising:</i>						
- Return on plan assets (excluding amount included in net interest expense)	(64,248)	-	-	-	(64,248)	(48,440)
- Actuarial gains/losses arising from changes in demographic assumptions	-	-	-	-	-	(59,694)
- Actuarial gains/losses arising from changes in financial assumptions	67,874	117,653	10,839	50,663	247,029	(96,589)
- Other	(2,631)	270	16,200	(9,790)	4,049	10,899
(Surplus) deficits on remeasurements of scheme assets and liabilities	995	117,923	27,039	40,873	186,830	(193,824)
<b>Total Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>	<b>13,805</b>	<b>156,683</b>	<b>28,239</b>	<b>74,713</b>	<b>273,440</b>	<b>(103,330)</b>
<b>Movement in Reserves Statement</b>						
Reversal of net charges made to surplus or deficit on provision of services for retirement benefits in accordance with IAS19	12,810	38,760	1,200	33,840	86,610	90,494
<i>Actual amount charged against the General Fund Balance for the year</i>						
Employer's contribution payable to the scheme	(3,875)	(2,913)	(99)	(15,103)	(21,990)	(21,811)
Retirement benefits payable to pensioners	-	(3,550)	-	-	(3,550)	(2,750)
	8,935	32,297	1,101	18,737	61,070	65,933

The figures for the Police Pension Scheme 1987 include the Injury Awards which are funded directly by CCNY.

**Assets and Liabilities in Relation to Retirement Benefits***Reconciliation of present value of scheme liabilities*

					2020/21	2019/20
	Funded Liabilities	Unfunded Liabilities			Total	Total
<i>(PPS - Police Pension Scheme)</i>	LGPS	PPS 1987	PPS 2006	PPS 2015		
	£'000	£'000	£'000	£'000	£'000	£'000
Balance at 1 April	(258,823)	(1,512,290)	(46,280)	(107,700)	(1,925,093)	(2,002,630)
Intragroup transfer	-	-	-	-	-	-
Current service cost	(12,136)	(5,260)	(160)	(31,000)	(48,556)	(50,252)
Interest cost	(5,914)	(33,500)	(1,040)	(2,840)	(43,294)	(49,097)
Contributions by scheme participants	(2,341)	(1,000)	(80)	(6,760)	(10,181)	(9,709)
<i>Remeasurement gains and (losses):</i>						
- Actuarial gains/losses arising from changes in demographic assumptions	-	-	-	-	-	56,694
- Actuarial gains/losses arising from changes in financial assumptions	(67,874)	(163,160)	(10,790)	(29,340)	(271,164)	72,262
- Other	2,631	(270)	(16,200)	9,790	(4,049)	(10,899)
Benefits paid	5,730	52,970	130	540	59,370	61,129
Curtailment cost	-	-	-	-	-	-
Past service costs	(15)	-	-	-	(15)	4,409
<b>Balance at 31 March</b>	<b>(338,742)</b>	<b>(1,662,510)</b>	<b>(74,420)</b>	<b>(167,310)</b>	<b>(2,242,982)</b>	<b>(1,928,093)</b>

*Reconciliation of fair value of the scheme assets*

					2020/21	2019/20
	LGPS	PPS 1987	PPS 2006	PPS 2015	Total	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Balance at 1 April	236,060	-	-	-	236,060	185,706
Intragroup transfer	-	-	-	-	-	-
Interest on plan assets	5,435	-	-	-	5,435	4,611
Administration expenses	(180)	-	-	-	(180)	(165)
<i>Remeasurement gains and (losses):</i>						
- The return on plan assets, excluding the amount included in the net interest expense	64,248	-	-	-	64,248	48,440
- Actuarial gains/losses arising from changes in demographic assumptions	-	-	-	-	-	-
- Actuarial gains/losses arising from changes in financial assumptions	-	45,507	(49)	(21,323)	24,135	24,327
Employer contributions	3,875	6,463	99	15,103	25,540	24,561
Contributions by scheme participants	2,341	1,000	80	6,760	10,181	9,709
Benefits paid	(5,730)	(52,970)	(130)	(540)	(59,370)	(61,129)
<b>Balance at 31 March</b>	<b>306,049</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>306,049</b>	<b>236,060</b>

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in respective markets.

The actual gain on scheme assets in the year was £69.7m (2019/20 £53.1m).

### Scheme History

	2020/21	2019/20	2018/19	2017/18	2016/17
	£'000	£'000	£'000	£'000	£'000
<b>Present value of liabilities:</b>					
LGPS	(338,742)	(258,823)	(206,910)	(191,591)	(179,893)
Police Pension Scheme 1987	(1,662,510)	(1,512,290)	(1,651,400)	(1,541,204)	(1,551,584)
Police Pension Scheme 2006	(74,420)	(46,280)	(61,720)	(52,070)	(48,160)
Police Pension Scheme 2015	(167,310)	(107,700)	(82,600)	(53,500)	(34,760)
<b>Total liabilities</b>	<b>(2,242,982)</b>	<b>(1,925,093)</b>	<b>(2,002,630)</b>	<b>(1,838,365)</b>	<b>(1,814,397)</b>
<b>Fair value of assets (LGPS):</b>	<b>306,049</b>	<b>236,060</b>	<b>185,706</b>	<b>170,057</b>	<b>156,331</b>
<b>Surplus/(deficit) in the scheme:</b>					
LGPS	(32,693)	(22,763)	(21,204)	(21,534)	(23,562)
Police Pension Scheme 1987	(1,662,510)	(1,512,290)	(1,651,400)	(1,541,204)	(1,551,584)
Police Pension Scheme 2006	(74,420)	(46,280)	(61,720)	(52,070)	(48,160)
Police Pension Scheme 2015	(167,310)	(107,700)	(82,600)	(53,500)	(34,760)
<b>Total</b>	<b>(1,936,933)</b>	<b>(1,689,033)</b>	<b>(1,816,924)</b>	<b>(1,668,308)</b>	<b>(1,658,066)</b>

The liabilities show the underlying commitments that CCNY has in the long run to pay retirement benefits. The total liability has a substantial impact on the net worth of CCNY as recorded in the Balance Sheet, resulting in a negative overall balance. However, statutory arrangements for funding the deficit mean that the financial position of CCNY remains healthy.

The deficit on the LGPS will be made good by increased contributions over the remaining working life of employees, as assessed by the scheme actuary.

Finance is only required to be raised to cover Police Pensions when the pensions are actually paid. Funding arrangements for the Police Pension Fund are detailed in the Police Pension Fund Accounts.

The projected employer contribution rates for 2020/21 and weighted average duration of the defined benefit obligation for scheme members as provided by the actuary are as follows:

Scheme	Percentage of Pensionable Pay	Weighted Average Duration
Local Government Pension Scheme (LGPS)	10.7%	24.9 years
Police Pension Scheme 1987	54.8%	19 years
Police Pension Scheme 2006	45.1%	33 years
Police Pension Scheme 2015	73.4%	34 years

These are the projected rates that would be required to fully cover the pension costs arising in the year and do not represent the actual cost or contributions to be made.

Members of the Police Pension Schemes are able to seek a refund of contributions if they leave the scheme with less than two years service. With effect from 1 April 2014 members of the LGPS automatically receive a refund of contributions if they leave with less than two years service. Up to that date members could opt for a refund if they left with less than three months service.

**History of experience gains and losses**

The actuarial gains identified as movements on the Pensions Reserve in 2020/21 can be analysed into the following categories, measured as a percentage of assets or liabilities at 31 March 2021:

	2020/21	2019/20	2018/19	2017/18	2016/17
	%	%	%	%	%
<b>Differences between the expected and actual return on assets:</b>					
Percentage of scheme assets	21.0%	20.5%	5.6%	4.9%	11.6%
<b>Experience gains and losses on liabilities:</b>					
Percentage of scheme liabilities	(0.02)%	(0.6)%	(0.1)%	(0.7)%	(1.1)%

CCNY expects to make employer contributions of £0.1m to the LGPS in the year to 31 March 2022. Employer contributions to the Police Pension Schemes in the same period are expected to be £17.5m.

**Basis for Estimating Assets and Liabilities**

Liabilities have been assessed on an actuarial basis using the projected unit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels, etc. The Police Pension Schemes' liabilities have been assessed by the Government Actuary's Department (GAD) and the LGPS liabilities have been assessed by AON Hewitt Limited, an independent firm of actuaries, estimates for the LGPS being based on the latest full valuation of the scheme as at 31 March 2020.

The principal assumptions used by the actuaries have been:-

	Local Government Pension Scheme		Police Pension Schemes	
	2020/21	2019/20	2020/21	2019/20
<i>Mortality assumptions:</i>				
Longevity at 65 for current pensioners:				
Men	21.9 yrs	21.8 yrs	22 yrs	21.9 yrs
Women	24.0 yrs	23.9 yrs	23.7 yrs	23.6 yrs
Longevity at 65 for future pensioners				
Men	23.6 yrs	23.5 yrs	23.7 yrs	23.6 yrs
Women	25.8 yrs	25.7 yrs	25.3 yrs	25.2 yrs
Rate of inflation	2.60 %	1.90%	2.40 %	2.00%
Rate of increase in salaries	3.85 %	3.15%	4.15 %	4.00%
Rate of increase in pensions	2.60 %	1.90%	2.40 %	2.00%
Rate for discounting scheme liabilities	2.10 %	2.30 %	2.00 %	2.25%
Rate of CARE revaluation	n/a	n/a	3.65 %	3.25%

Under FRS 102 and IAS 19, employers are no longer required to recognise an expected return on assets item in the profit and loss charge. This item has been replaced with a net financing charge which is based on the discount rate assumption. Assumptions for the expected return on assets are therefore no longer required and will not be disclosed.

The Police Pension Schemes have no assets to cover their liabilities. The LGPS assets consist of the following categories:

	Fair Value of Scheme Assets	
	2020/21	2019/20
	%	%
Cash and Cash Equivalents	3	4
Government Bonds	16	19
Corporate Bonds	-	-
Property - UK	6	7
Equities	58	59
Other	17	11
<b>Total Assets</b>	<b>100</b>	<b>100</b>

100% of assets in the LGPS have a quoted market price.

### Impact on the Cash Flows

The objectives of the scheme are to keep employers' contributions at as a constant a rate as possible. NYCC has agreed a strategy with the scheme's actuary to achieve a funding level of 100% over the long term. Funding levels are monitored on a quarterly basis. The triennial valuation was carried out 31 March 2017.

The scheme will need to take account of the national changes to the scheme under the Public Pensions Services Act 2013. Under the Act, the LGPS in England and Wales and the other main existing public service schemes may not provide benefits in relation to service after 31 March 2014 (or service after 31 March 2015 for other main existing public service pension schemes in England and Wales). The Act provides for scheme regulations to be made within a common framework, to establish new career average revalued earnings schemes to pay pensions and other benefits to certain public servants.

### 18. Contingent Assets and Liabilities

Note 16 (Provisions) explains the treatment in respect of provision for amounts as known at the date of these accounts.

### Civil and Employment Claims

CCNY has not made provision in these accounts for the potential outcome of legal proceedings pending conclusion in relation to Civil and Employment Claims where it is not considered probable that a payment or a transfer of economic benefits will be required to settle the obligations.

### Regional Collaboration

CCNY has agreed to indemnify other Regional Police and Crime Commissioners for its share of any costs in the event of any employment tribunal or civil court claims related to regional employment. This indemnity is unlimited. At this time, it is not possible to predict the value or timing of any obligations falling due as a result of this indemnity.



### The McCloud/Sargeant Judgement

Two employment tribunal cases were brought against the Government in relation to possible discrimination in the implementation of transitional protection following the introduction of the reformed 2015 public service pension schemes from 1 April 2015. Transitional protection enabled some members to remain in their pre-2015 schemes after 1 April 2015 until retirement or the end of a pre-determined tapered protection period. The claimants challenged the transitional protection arrangements on the grounds of age discrimination, equal pay, indirect gender and race discrimination and the Court of Appeal ruled in December 2018 in favour of the claimants.

On 16 July 2020, the Government published a consultation on the proposed remedy to be applied to the Firefighters' Pension Schemes and LGPS benefits in response to the McCloud and Sargeant cases. The consultation closed on 8 October 2020 and HMT published their response to the consultation on 4 February 2021, confirming their approach to remedying age discrimination, in line with proposals. The estimated impact of the remedy was reflected in the pensions liability reported in the 2019/20 financial statements.

Legal advice is awaited as to whether any further costs to be borne by the Authority will arise in relation to application of the remedy. Until further guidance is provided, no estimation of the potential impact can be made.

### 19. Events after the Reporting Period

CCNY has considered events that have occurred since the balance sheet date, up to the date that the accounts have been authorised for issue. No events have been identified which could materially impact on the figures in these financial statements, nor which would require disclosure to maintain the fair presentation of the financial statements.

### 20. Related Party Transactions

CCNY is required to disclose material transactions and balances with related parties - bodies or individuals that have the potential to control or exercise significant influence over CCNY or be controlled or influenced by CCNY. Disclosure of these transactions allows readers to assess the extent to which CCNY might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with CCNY.

CCNY has sound arrangements for internal control and corporate governance (including a scheme of delegations and purchase, contract and procurement regulations) which minimise the potential for a single officer to constrain the actions of CCNY, and which seek to ensure that CCNY obtains value for money in all transactions.

#### Central Government

Central Government has effective control over the general operations of CCNY. It is responsible for providing the statutory framework within which CCNY operates, provides a substantial part of the funding in the form of grants (via NYFPCC) and prescribes the terms of many of the transactions CCNY has with other parties.

Central Government has a role, together with the Police and Crime Commissioner and the Chief Constable, in the tripartite system of police governance.

#### Police Fire and Crime Commissioner for North Yorkshire

NYFPCC has control over the general operations of CCNY, although not over the details of operational policing. NYFPCC provides all the CCNY funding. Remuneration of the Police and Crime Commissioner is disclosed in the Group Accounts - Note 13(d).

On 15th November 2018 NYFPCC became the Police Fire and Crime Commissioner for North Yorkshire (NYFPCC) when she took statutory responsibility for North Yorkshire Fire and Rescue Service, as the Fire and Rescue Authority (NYFPCC FRA). At the same time the NYFPCC CFO also became the CFO of NYFPCC FRA. NYFPCC FRA is a separate corporation sole, independent of NYFPCC.

**Other Local Authorities (including Other Police and Crime Commissioners)**

Local Government provides a proportion of the funding for the Group. Transactions with other Forces in respect of Regional Collaboration are set out in Note 10 (b). The amounts owing to Other Local Authorities at the balance sheet date are included in Creditors (Note 15).

**Key Management**

Key Management of the Group are also classed as related parties. Key Management are considered to be Senior Officers (as defined in note 8) and other persons having the authority and responsibility for planning, directing and controlling the activities of CCNY, including the oversight of these activities.

Remuneration of Key Management is disclosed in Note 8. Remuneration of Senior Officers of NYPFCC is disclosed in the Group Accounts - Note 13(d).

Senior police officers are members of the National Police Chiefs Council (NPCC) and engage with NPCC on force business.

During 2020/21 CCNY incurred subscription and conference costs from NPCC of £16k (2019/20 £29k).

CCNY received income to a value of £391k (2019/20 £nil) and purchased and received services to a value of £35k (2019/20 £nil) from organisations in which senior officers had positions on the governing body. In all instances transactions were made with proper consideration of declaration of interest. The relevant senior officers did not take part in any discussion or decision in relation to the transactions. At 31 March 2021 £nil (31 March 2020 £nil) was owed by CCNY to these organisations.

CCNY previously provided accounting services to organisations in which senior officers had positions on governing body. At 31 March 2021 £nil (2020 £nil) was held by CCNY on behalf of these organisations.

**Pension Schemes**

Transactions with Pension Schemes are set out in Note 17.

**21. Nature and Extent of Risks arising from Financial Instruments**

CCNY manages financial risks in conjunction with NYPFCC, as part of the NYPFCC Group:

**Key Risks**

The Group's activities expose it to a variety of financial risks. The key risks are:

- **Credit risk** the possibility that other parties might fail to pay amounts due;
- **Liquidity risk** the possibility that CCNY might not have funds available to meet its commitments to make payments;
- **Re-financing and Maturity risk** the possibility that CCNY might be requiring to renew a financial instrument on maturity at disadvantageous interest rates or terms;
- **Market risk** the possibility that financial loss might arise for CCNY as a result of changes in such measures as interest rates movements.

**Overall procedures for managing risk**

The Group's overall risk management procedures focus on the unpredictability of financial markets and are structured to implement suitable controls to minimise these risks. The procedures for risk management are set out through a legal framework based on the Local Government Act 2003 and associated regulations. These require the Group to comply with the CIPFA Prudential Code, the CIPFA Code of Practice on Treasury Management in the Public Services and investment guidance issued through the Act. Overall, these procedures require the Group to manage risk in the following ways:

- by formally adopting the requirements of the CIPFA Treasury Management Code of Practice;
- by the adoption of a Treasury Policy Statement and treasury management clauses within its financial regulations/standing orders/constitution;
- by approving annually in advance prudential and treasury indicators for the following three years limiting:
  - The Group's overall borrowing;
  - Its maximum and minimum exposures to fixed and variable rates;
  - Its maximum and minimum exposures to the maturity structure of its debt;
  - Its maximum annual exposures to investments maturing beyond a year.
- by approving an investment strategy for the forthcoming year setting out its criteria for both investing and selecting investment counterparties in compliance with Government guidance.

These are required to be approved before the start of the year to which they relate. These items are reported with the annual Treasury Management Strategy which outlines the detailed approach to managing risk in relation to the Group's financial instrument exposure. Actual performance is also reported after each year, as is a mid-year update.

The annual Treasury Management Strategy, which incorporates the prudential indicators, was approved by the Police and Crime Commissioner for 2020/21 in March 2020. The key issues within the Strategy were:

- The Authorised Limit for 2020/21 was set at £14.3m. This was the maximum limit of external borrowings or other long-term liabilities;
- The Operational Boundary was expected to be £11m. This was the expected level of debt and other long-term liabilities during the year;
- The maximum amounts of fixed and variable interest rate exposure were set at 100% and 50% based on the net debt.

These policies are implemented by Financial Services on behalf of the Group. The Group maintains written principles for overall risk management, as well as written policies (Treasury Management Practices - TMPs) covering specific areas, such as interest rate risk, credit risk, and the investment of surplus cash. These TMPs are a requirement of the Code of Practice and are reviewed periodically.

### **Credit Risk**

Credit risk arises from deposits with banks and financial institutions, as well as credit exposures to the Group's customers.

This risk is minimised through the Annual Investment Strategy, which is based solely upon the use of "specified investments", with all investments being sterling denominated with maturities up to a maximum of 364 days and meeting a minimum "high" credit rating. Deposits are not made with banks and financial institutions unless they meet the minimum requirements of the investment criteria outlined above.

The full Investment Strategy for 2020/21 was approved by the Commissioner in March 2020. It forms part of the Treasury Management Strategy.

Customers for goods and services are assessed, taking into account their financial position, past experience and other factors, with individual credit limits being set in accordance with internal ratings.

The Group's maximum exposure to credit risk in relation to its investments in banks and building societies of £Xm (2019/20 12m) cannot be assessed generally as the risk of any institution failing to make interest payments or repay the principal sum will be specific to each individual institution. Recent experience has shown that it is rare for such entities to be unable to meet their commitments. A risk of irrecoverability applies to all of the Group's deposits, but there was no evidence at the 31 March 2021 that this was likely to crystallise.

The following analysis summarises CCNY's maximum exposure to credit risk on other financial assets, based on experience of default, adjusted to reflect current market conditions.

	Total		Estimated maximum exposure to default	
	31 March 2021	31 March 2020	31 March 2021	31 March 2020
	£'000	£'000	£'000	£'000
Cash and cash equivalents	16	16	-	-
Other debtors and amounts owed by related parties	15,464	2,019	-	-
<b>Total</b>	<b>15,480</b>	<b>2,035</b>	<b>-</b>	<b>-</b>

No breaches of the counterparty criteria occurred during the reporting period and the Group does not expect any losses from non-performance by any counterparties in relation to deposits and bonds.

Collateral - During the reporting period the Group held no collateral as security.

### Liquidity Risk

The Group manages its liquidity position through the risk management procedures above (the setting and approval of prudential indicators and the approval of the treasury and investment strategy reports), as well as through a comprehensive cash flow management system, as required by the CIPFA Code of Practice. This seeks to ensure that cash is available when needed.

The Group has ready access to borrowings from the money markets to cover any day-to-day cash flow needs, and the PWLB and money markets for access to longer-term funds. The Group is also required to provide a balanced budget through the Local Government Finance Act 1992, which ensures sufficient monies are raised to cover annual expenditure. There is therefore no significant risk that it will be unable to raise finance to meet its commitments under financial instruments.

All sums owing are due to be paid in less than one year.

### Refinancing and Maturity risk

The Group maintains a significant investment portfolio. Whilst the cash flow procedures above are considered against the refinancing risk procedures, longer-term risk to the Group relates to managing the exposure to replacing financial instruments as they mature. This risk relates to both the maturing of longer-term financial liabilities and longer-term financial assets.

The approved treasury indicator limits for the maturity structure of debt and the limits placed on investments placed for greater than one year in duration are the key parameters used to address this risk. The Group approved treasury and investment strategies address the main risks and Financial Services addresses the operational risks within the approved parameters. This includes:

- monitoring the maturity profile of existing and proposed financial liabilities; and
- monitoring the maturity profile of investments to ensure sufficient liquidity is available for the Group's day-to-day cash flow needs, and the spread of longer-term investments provide stability of maturities and returns in relation to the longer-term cash flow needs.

The maturity profile of financial liabilities is set out in Note 25 of the Group Accounts.

## Market Risk

### ***Interest Rate Risk***

The Group is exposed to interest rate movements on its borrowings and investments. Movements in interest rates have a complex impact on the Group, depending on how variable and fixed interest rates move across differing financial instrument periods. For instance, a rise in variable and fixed interest rates would have the following effects:

- Borrowings at variable rates - the interest expense charged to the CIES will rise (however the Group does not currently have any variable rate borrowings);
- Borrowings at fixed rates - the fair value of the borrowing will fall (no impact on revenue balances);
- Investments at variable rates - the interest income credited to the CIES will rise;
- Investments at fixed rates - the fair value of the assets will fall (no impact on revenue balances).

Borrowings are not carried at fair value on the Balance Sheet, so nominal gains and losses on fixed rate borrowings would not impact on the Surplus or Deficit on the Provision of Services or Other Comprehensive Income and Expenditure. However, changes in interest payable and receivable on variable rate borrowings and investments will be posted to the Surplus or Deficit on the Provision of Services and affect the General Fund Balance. Movements in the fair value of fixed rate investments that have a quoted market price will be reflected in Other Comprehensive Income and Expenditure.

The Group has a number of strategies for managing interest rate risk. The Annual Treasury Management Strategy draws together the Group's prudential and treasury indicators and its expected treasury operations, including an expectation of interest rate movements. From this Strategy a treasury indicator is set which provides maximum limits for fixed and variable interest rate exposure. Financial Services monitors market and forecast interest rates within the year to adjust exposures appropriately. For instance during periods of falling interest rates, and where economic circumstances make it favourable, fixed rate investments may be taken for longer periods to secure better long-term returns, similarly the drawing of longer-term fixed rates borrowing would be postponed.

### ***Price Risk***

The Group does not generally invest in equity shares or marketable bonds.

### ***Foreign Exchange Risk***

The Group has no financial assets or liabilities denominated in foreign currencies. It therefore has no exposure to gains or losses arising from movements in exchange rates.

**POLICE PENSION FUND ACCOUNT**  
for the YEAR ENDED 31 March 2021

	2020/21 £'000	2019/20 £'000
<b>Contributions receivable</b>		
From Employer		
Normal	(18,389)	(17,413)
Early retirement	-	-
Reimbursement of unabated pensions of '30+' Police Officers	-	-
	(18,389)	(17,413)
From Members	(7,474)	(7,063)
	(25,863)	(24,476)
<b>Transfers in</b>		
Individual transfers from other schemes	(505)	(517)
Received from other PCCs re pre-1974 pensioners	-	-
<b>Benefits payable</b>		
Pensions	40,909	39,104
Commutations and lump sum retirement benefits	10,998	9,992
Lump sum death benefits	-	-
Commutation Payments as a result of Milne v GAD Determination	-	-
<b>Payments to and on account of leavers</b>		
Refunds of contributions	33	42
Individual transfers out to other schemes	-	214
Paid to other PCCs re pre-1974 pensioners	-	-
<b>Deficit for the year before transfer from the Police and Crime Commissioner of amount equal to the deficit</b>	<b>25,572</b>	<b>24,359</b>
Additional funding payable by the PFCC to fund the deficit for the year	(25,572)	(24,359)
Additional contribution payable by the employer	-	-
<b>Net amount payable/receivable for the year</b>	<b>-</b>	<b>-</b>

**POLICE PENSION FUND NET ASSETS STATEMENT**  
at 31 March 2021

		31 March 2021 £'000	31 March 2020 £'000
Current Debtors	Note 5	-	-
<b>Total Assets</b>		-	-
Current Creditors	6	-	-
<b>Net Assets</b>		-	-

## NOTES TO THE POLICE PENSION FUND ACCOUNTS

### 1. Accounting Policies

The Pension Fund Accounts have been prepared in accordance with the IFRS Code and on an accruals basis. This means that sums due to or from the Pension Fund are included as they fall due, whether or not the cash has been received or paid. The accounting convention adopted is historical cost.

### 2. Operation of Police Pension Schemes

CCNY operates three Pension Schemes for police officers. These are unfunded defined benefit schemes, meaning that there are no investment assets built up to meet the pension liabilities and cash has to be generated to meet actual pension payments as they eventually fall due. The second scheme was introduced in April 2006, with the intention that joint contributions of employers and employees would finance the full costs of pension liabilities. All police officers recruited from April 2006 to April 2015 become members of the 2006 scheme and the previous scheme has been closed to new members. The third scheme came into effect for officers recruited on or after April 2015. A number of officers have been transferred from the previous schemes in the year and will continue to do so moving forward based on calculated taper dates.

The charge in the CCNY accounts represents net cost of pensions and other benefits paid, after deducting contributions receivable from members. Members contribution rates vary between 11% and 15.05% of pensionable pay.

### 3. Funding of Police Pension Schemes

The funding arrangements for Police Pension Schemes changed on 1 April 2006 and again on 1 April 2015. Before 1 April 2006 the schemes did not have a percentage of pensionable pay type of contribution, rather the Authority was responsible for paying pensions of former employees on a pay-as-you-go basis. Under the new funding arrangements the schemes remain unfunded but CCNY no longer meets the pension outgoings directly, instead CCNY pays an employer's contribution, based on a percentage of pay, into the Pension Fund. Each individual Police and Crime Commissioner in England and Wales is required by legislation to operate a Pension Fund for police officers and the amounts that must be paid into and paid out of the Pension Fund are specified by regulation.

Under the new arrangements, the Pension Fund will be balanced to nil at the end of the year by either paying over to NYPFCC the amount by which amounts receivable by the Fund for the year exceeded the amounts payable or by receiving cash from NYPFCC equal to the amount by which the amount payable from the pension fund for the year exceeded the amount receivable. With effect from 1 April 2015 the Home Office does not fund the whole of the difference between payments and receipts and CCNY is required to make an additional contribution calculated according to regulations. NYPFCC will either pay an amount equal to the amount received from the Pension Fund to the Home Office or receive a pension top-up grant from the Home Office equal to the amount paid to the Pension Fund.

### 4. Liabilities in Relation to Retirement Benefits

The Pension Fund Accounts do not take account of liabilities to pay pensions and other benefits after the period end. Details of the liabilities for retirement benefits attributable to CCNY at 31 March 2020, and of the basis for assessing those liabilities, are included in note 17 to the CCNY Accounts.

The present value of the Police Pension Scheme liabilities, based on the most recent full valuation of the scheme (as at 31 March 2016) and updated to the balance sheet date are disclosed below.

	31 March 2020	31 March 2020
	£'000	£'000
Police Pension Scheme 1987	1,604,490	1,512,290
Police Pension Scheme 2006	74,420	46,280
Police Pension Scheme 2015	167,310	107,700
<b>Total present value of liabilities</b>	<b>1,846,220</b>	<b>1,666,270</b>

Full details of the liabilities for retirement benefits attributable to the group at 31 March 2020, and the basis for assessing those liabilities, are included in Note 17 to the CCNY Accounts.

#### 5. Debtors

31 March 2021  
£'000

31 March 2020  
£'000

Short Term - Other Local Authorities

- -

#### 6. Creditors

Short term - General

- -

DRAFT



**Independent auditor's report to the Chief Constable of North Yorkshire Police  
Report on the financial statements**

DRAFT

## GLOSSARY OF TERMS

**ACCRUAL:** The recognition, in the correct accounting period, of income and expenditure as it is earned or incurred, rather than as cash is received or paid.

**ACCRUED BENEFITS:** The benefits for service up to a given point in time, whether vested rights or not.

**ACTUARIAL GAINS AND LOSSES:** For a defined benefit scheme, the changes in actuarial deficits or surpluses that arise because events have not coincided with the actuarial assumptions made for the last valuation (experience gains or losses) or the actuarial assumptions have changed.

**ACTUARIAL VALUATION:** A valuation of assets held, an estimate of the present value of benefits to be paid and an estimate of required future contributions, by an actuary, on behalf of a pension fund.

**AGENCY SERVICES:** The provision of services by a Police and Crime Commissioner or Chief Constable (the agent) on behalf of another Police and Crime Commissioner or Chief Constable, which is legally responsible for providing those services. The responsible Police and Crime Commissioner or Chief Constable reimburses the Police and Crime Commissioner or Chief Constable providing the service.

**AMORTISED COST:** The cost of an intangible asset after amortisation, which is the systematic allocation of the depreciable amount of an asset over its useful life.

**ANNUAL GOVERNANCE STATEMENT:** Describes the governance framework incorporating the systems and processes, culture and values by which the Group is directed and controlled and the activities through which it accounts to and engages with the community.

**APPROPRIATIONS:** Amounts transferred to or from revenue or capital reserves.

**ASSET:** An item which has a value. For example: land and buildings, vehicles, equipment, cash.

**AUDIT COMMISSION:** An independent body established under the Local Government Finance Act 1982. It is the responsibility of the Audit Commission to appoint external auditors to Police and Crime Commissioners and Chief Constables.

**BALANCES:** The total general balances available are the accumulated surplus of income over expenditure which enable operation without borrowing until the first precept and grant payments are received in the early part of the financial year. Balances are also used to cover any unexpected expenditure during the financial year.

**BALANCE SHEET:** This sets out the financial position of an organisation on a particular date. It shows the balances and reserves at the organisation's disposal, its long-term indebtedness, the fixed and net current assets employed in its operations and summarised information on the fixed assets held.

**BUDGET:** A statement of an organisation's plans in financial terms. A budget is prepared and approved by the organisation before the start of each financial year and is used to monitor actual expenditure throughout the year.

**CAPITAL ADJUSTMENT ACCOUNT:** The account through which all financing of fixed assets is charged.

**CAPITAL EXPENDITURE:** Expenditure on new assets or on the enhancement of existing assets so as to prolong their life or enhance market value.

**CAPITAL FINANCING CHARGES:** The repayment of loans and interest used to pay for capital projects.

**CAPITAL GRANT:** Grant from Central Government used to finance specific schemes in the capital programme. Where capital grants are receivable these are used, as far as possible, to finance capital expenditure to which they relate in the year that the grant is received.

**CAPITAL RECEIPTS:** The proceeds from the sale of an asset, which may be used to finance new capital expenditure or to repay outstanding loan debt, as laid down within rules set by Central Government.

**CAPITAL RESERVE:** Created to provide an alternative source of financing for capital expenditure and to ensure some stability in the level of capital programmes that can be financed.

**CASH FLOW STATEMENT:** This summarises the cash receipts and payments of the Group arising from transactions for both revenue and capital purposes.

**CHARTERED INSTITUTE OF PUBLIC FINANCE AND ACCOUNTANCY (CIPFA):** This is the main professional body for accountants working in the public services.

**COLLECTION FUND:** A fund administered by each District Council in which individuals' council tax payments are paid. The Police and Crime Commissioner raises a precept on the fund to finance part of their net revenue expenditure.

**COLLECTION FUND ADJUSTMENT ACCOUNT:** The account through which to implement the accruals basis for recording the precept in these accounts without affecting the bottom line for taxpayers.

**COMPONENT ACCOUNTING:** Component accounting requires that where an asset has several components, which can be physically separated from the principal asset and which have significantly different useful lives, these should be recognised separately and should be depreciated based on their respective useful lives. Component accounting aims to improve depreciation accounting and thus improves the measurement of operating results. It also facilitates accounting for replacements.

**CONTINGENCY:** The sum of money set aside to meet unforeseen expenditure or liability.

**COUNCIL TAX:** The local tax levied on householders, based on the relative market values of property, which helps to fund local services.

**CREDIT APPROVAL:** Authorisations given by Central Government to local authorities, which enable them to finance capital expenditure by borrowing or other credit arrangements such as leasing.

**CREDITORS:** Individuals or organisations to whom money is owed at the end of the financial year.

**CURRENT ASSETS AND LIABILITIES:** Current assets are items that can be readily converted into cash. Current liabilities are items that are due immediately or in the short term.

**CURRENT SERVICE COSTS (PENSIONS):** The increase in the present value of a defined benefit scheme's liabilities expected to arise from the employee's service in the current period.

**CURTAILMENT:** For a defined benefit scheme, an event that reduces the expected years of future service of present employees or reduces for a number of employees the accrual of defined benefits for some or all of their future service.

**DEBTORS:** Individuals or organisations from whom money is owed at the end of the financial year.

**DEFERRED LIABILITIES:** Liabilities which, by arrangement, are payable beyond the next year, at some point in the future or paid off by an annual sum over a period of time.

**DEFERRED PENSIONS:** Individuals who have ceased to be active members but are entitled to benefits payable at a later date.

**DEFINED BENEFIT SCHEME:** A pension scheme which defines the benefits independently of the contributions payable and the benefits are not directly related to the investments of the scheme.

**DEPRECIATION:** An annual charge to reflect the extent to which an asset has been worn out or consumed during the financial year.

**DIRECT REVENUE FINANCING:** Resources provided from the revenue budget to finance the cost of capital projects.

**DISCRETIONARY BENEFITS:** Retirement benefits which the employer has no legal, contractual or constructive obligation to award and which are awarded under discretionary powers.

**EARMARKED RESERVES:** These reserves represent monies set aside that can only be used for a specific purpose.

**EXPECTED RATE OF RETURN ON PENSION ASSETS:** For a funded defined benefit scheme, the average rate of return, including both income and changes in fair value but net of scheme expenses, expected over the remaining life of the related obligation on the actual assets held by the scheme.

**EXTRAORDINARY ITEMS:** Material items, possessing a high degree of abnormality, which derive from events or transactions that fall outside ordinary activities and are not expected to recur.

**FINANCE AND OPERATING LEASE:** A Finance lease transfers all of the risks and rewards of ownership of a fixed asset to the lessee. If these leases are used, the assets acquired have to be included within the fixed assets in the balance sheet at the market value of the asset involved. With an operating lease the ownership of the asset remains with the leasing company and an annual rent is charged to the relevant service revenue account.

**FINANCIAL REGULATIONS:** A written code of procedures approved by the Police and Crime Commissioner, intended to provide a framework for proper financial management.

**FIXED ASSETS:** Tangible assets that yield benefits for a period of more than one year.

**FORMULA SPENDING SHARE (FSS):** An assessment by Central Government of how much a Police and Crime Commissioner needs to spend to provide a common level of service, having regard to their individual circumstances. It is used to distribute Revenue Support Grant and Police Grant.

**GAD:** The Government Actuaries Department. They provide estimates of the liabilities of the Police Pension Scheme.

**GOING CONCERN:** The concept that an organisation will remain in operational existence for the foreseeable future, in particular that the revenue accounts and balance sheet assume no intention to curtail significantly the scale of operations.

**GOVERNMENT GRANTS:** Assistance by government and inter-government agencies and similar bodies, whether local, national or international, in the form of cash or transfers of assets to an authority in return for past or future compliance with certain conditions relating to the activities of the authority.

**IMPAIRMENT:** A reduction in the value of an asset from the balance sheet value occurring as a result of a change in the condition and consumption of the asset or as a result of market conditions.

**INCOME AND EXPENDITURE ACCOUNT:** This summarises the resources generated and consumed for the year and shows how the costs have been financed.

**INTEREST INCOME:** The money earned from the investment of surplus cash.

**INTEREST COSTS (PENSIONS):** For a defined benefit scheme, the expected increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement.

**INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS):** Standards and Interpretations adopted by the International Accounting Standards Board (IASB). They comprise:

- (a) International Financial Reporting Standards;
- (b) International Accounting Standards; and
- (c) Interpretations developed by the International Financial Reporting Interpretations Committee (IFRIC) or the former Standing Interpretations Committee (SIC).

**INVESTMENTS (PENSION FUND):** The investments of a Pension Fund will be accounted for in the statements of that Fund. However, sponsoring bodies are also required to disclose, as part of disclosures relating to retirement benefits, the attributable share of pension scheme assets associated with their underlying obligations.

**MINIMUM REVENUE PROVISION (MRP):** The statutory minimum amount which a Police and Crime Commissioner is required to set aside on an annual basis as a provision to redeem debt.

**NET BOOK VALUE:** The amount at which fixed assets are included in the balance sheet, i.e. their historical cost or current value less the cumulative amounts provided for depreciation.

**NET CURRENT REPLACEMENT COST:** The cost of replacing or recreating the particular asset in its existing condition and in its existing use, i.e. the cost of its replacement or of the nearest equivalent asset, adjusted to reflect the current condition of the existing asset.

**NATIONAL NON-DOMESTIC RATES (NNDR):** The business rate in the pound is the same for all non-domestic ratepayers and is set annually by the government. Income from business rates goes into a central government pool that is then distributed according to resident population.

**NON-OPERATIONAL ASSETS:** Non-operational assets are fixed assets held but not directly occupied or used in the delivery of services. They include surplus properties awaiting disposal and assets that are under construction.

**OPERATIONAL ASSETS:** Fixed assets held and occupied, used or consumed in the direct delivery of those services for which they have either a statutory or discretionary responsibility.

**OUTTURN:** The actual amount spent in the financial year.

**PAST SERVICE COST:** For a defined benefit scheme, the increase in the present value of the scheme liabilities related to employee service in prior periods arising in the current period as a result of the introduction of, or improvement to, retirement benefits.

**PAYMENTS IN ADVANCE:** These represent payments prior to 31 March for supplies and services received by the Group after 1 April.

**PENSION FUND:** A fund which makes pension payments on retirement of its participants.

**POLICE GRANT:** A grant paid by the government to Police and Crime Commissioners as a proportion of the Formula Spending Share or FSS.

**PRECEPT:** The income which the Police and Crime Commissioner requires the District Council to raise from Council Tax on behalf of the Police and Crime Commissioner.

**PROJECTED UNIT METHOD:** An accrued benefits valuation method in which the scheme liabilities make allowances for projected earnings. The scheme liabilities at the valuation date relate to:

- the benefits for pensioners and deferred pensioners, and their dependents, allowing where appropriate for future increases;
- the accrued benefits for members in service at the valuation date.

**PROVISION:** An amount set aside to provide for a liability that is likely to be incurred but the exact amount and the date on which it will arise are uncertain.

**PUBLIC WORKS LOAN BOARD (PWLb):** A government agency which provides longer-term loans to local authorities at interest rates only slightly higher than those at which the government itself can borrow.

**RECEIPTS IN ADVANCE:** These represent income received prior to 31 March for supplies and services provided by the Group after 1 April.

**RESERVES:** Monies set aside that do not fall within the definition of provisions.

**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.

**REVENUE CONTRIBUTIONS TO CAPITAL:** Contribution from the Comprehensive Income and Expenditure Statement to finance capital expenditure and thus reduce the requirement to borrow.

**REVENUE SUPPORT GRANT (RSG):** General government grant support towards expenditure.

**REVALUATION RESERVE:** This account represents the difference between the current valuation of fixed assets and the historic costs of those assets. This Account came into effect 1 April 2007.

**SCHEME LIABILITIES:** The liabilities of a defined benefit scheme for outgoings due after the valuation date. Scheme liabilities measured using the projected unit method reflect the benefits that the employee is committed to provide for service up to the valuation date.

**SERVICE REPORTING CODE OF PRACTICE FOR LOCAL AUTHORITIES (SeRCOP):** A CIPFA guide to accounting for best value which provides a consistent and comparable calculation of the cost of services.

**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 obligations and the assets used to effect the settlement.

**SPONSORSHIP:** The voluntary provision of non-public funds, services, equipment or other resources that enable the enhancement or extension the normal service provided.

**STATEMENT OF ACCOUNTING POLICIES:** This explains the basis of the figures in the accounts. The accounts can only be properly appreciated if the policies that have been followed in dealing with material items are explained. Changes in policies from previous years have been clearly shown.

**STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS:** This explains the responsibilities of both the Chief Constable and Chief Constable's Chief Finance Officer in respect of the Statement of Accounts.

**STATEMENTS OF STANDARD ACCOUNTING PRACTICE (SSAP):** These standards were adopted by the Accounting Standards Board (ASB) from its predecessor, the Accounting Standards Committee (ASC), and regulate the preparation and presentation of financial statements. Any new Standards are now referred to as Financial Reporting Standards (FRS). The CIPFA Code of Practice on Local Authority Accounting 2007 requires compliance to these Standards or disclosures in the notes if there are any material departures from those Standards.

**TRANSFER VALUES:** Payment made by one pension scheme to another in respect of accrued pension rights when a member of a scheme changes pensionable employment.

**TREASURY MANAGEMENT POLICY (TMP):** This is a policy adopted to manage investments, cash flows, and banking transactions. It governs the control of risks associated with these activities and the pursuit of optimum investment return balanced with security of investment.

**WORK IN PROGRESS:** The cost of work done on an uncompleted project at the balance sheet date.

## ACRONYMS

ACC	Assistant Chief Constable
ACPO	Association of Chief Police Officers
AGS	Annual Governance Statement
APACE	Association of Policing and Crime Chief Executives
APCC	Association of Police and Crime Commissioners
ASC	Accounting Standards Committee
CC	Chief Constable
CCNY	Chief Constable of North Yorkshire Police
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CFR	Capital Financing Requirement
CIES	Comprehensive Income and Expenditure Statement
CIPFA	Chartered Institute of Public Finance and Accountancy
DCC	Deputy Chief Constable
FRS	Financial Reporting Standards
FSS	Formula Spending Share
FTE	Full Time Equivalent
GAD	Government Actuary's Department
HM	Her Majesty
HMRC	Her Majesty's Revenue and Customs
HO	Home Office
HPCC	Police and Crime Commissioner for Humberside
IAS	International Accounting Standards
IFRIC	International Financial Reporting Interpretations Committee
IFRS	International Financial Reporting Standards
IS	Information Systems
ISD	Information Services Department
IT	Information Technology
JANE	Joint Arrangement Not an Entity
JPAC	Joint Police Authorities Committee
LASAAC	Local Authority (Scotland) Accounts Advisory Committee
LCJB	Local Criminal Justice Board
LGPS	Local Government Pension Scheme
MRP	Minimum Revenue Provision
MTFP	Medium Term Financial Plan
NHS	National Health Service
NYP	North Yorkshire Police
NYPA	North Yorkshire Police Authority
NYPFCC	Police Fire and Crime Commissioner for North Yorkshire
PCC	Police and Crime Commissioner
PCSO	Police Community Support Officer
PFI	Private Finance Initiative
PPE	Property, Plant and Equipment
PWLB	Public Works Loan Board
RICS	Royal Institution of Chartered Surveyors
SeRCOP	Service Reporting Code of Practice

SORP	Statement of Recommended Practice
SSAP	Statements of Standard Accounting Practices
SYPCC	Police and Crime Commissioner for South Yorkshire
TMP	Treasury Management Practices
VAT	Value Added Tax
WYPA	West Yorkshire Police Authority
WYPCC	Police and Crime Commissioner for West Yorkshire

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