THE CHIEF CONSTABLE OF NORFOLK CONSTABULARY

STATEMENT OF ACCOUNTS

31 March 2024

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Statement of Accounts

for the year ended 31 March 2024

Contents

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Statement of Responsibilities for the Statement of Accounts

The Chief Constable of Norfolk Constabulary's Responsibilities

The Chief Constable must:

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

Approval of Statement of Accounts

I approve the following Statement of Accounts:

Paul Sanford **………………2024**

Chief Constable of Norfolk Constabulary

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

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

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

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

The CFO of the Chief Constable has also:

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

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

I certify that this statement of accounts has been prepared in accordance with proper accounting practice and presents a true and fair view of the financial position of the Chief Constable of Norfolk Constabulary at 31 March 2024, and its income and expenditure for the year to that date.

Peter Jasper ACMA, Assistant Chief Officer **31 May 2024**

Narrative Report

Introduction

This Narrative Report provides information about Norfolk Constabulary, including the key issues affecting its accounts. It also provides a summary of the financial position at 31 March 2024 and is structured as below:

1. The policing context for Norfolk
2. Impact of the governance arrangements on the Financial Statements of the PCC and Chief Constable
3. Explanation of Financial Statements
4. The 2024/25 revenue and capital budget process
5. Financial performance
6. Non-financial performance
7. Funding Settlement 2025/26 and beyond

1. The policing context for Norfolk

Information about the Office of the Chief Constable of Norfolk

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

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

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

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

The County of Norfolk

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

The population of Norfolk in 2021 was 916,120 (source: Norfolk Insight) and Norfolk has an older age profile than England as a whole. Approximately 24% of the population in Norfolk are aged 65 and older compared with less than 18% in England (2021 Census), by 2043 it is expected that those aged over 65 will account for almost one third (30%).

Norfolk is a popular tourist destination, and prior to the pandemic had experienced record high visitor rates. In 2022, the county received 3m overnight visitors and

48.4m day trips were made, increasing from 2021 which had 2.3m overnight trips and 29.6m day trips. Norfolk's visitor economy in 2022 (total tourism value) was calculated at £3.4bn, an increase from £2.3bn in 2021, and the number of jobs in the county's tourism trade had increased to 68,066 (from 50,777 in 2021)[1].

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

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

Collaboration and partnership working

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

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

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

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

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

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

The Policing and Crime Act 2017 received Royal Assent on 31 January 2017. The Act includes a duty, in England, for emergency services to collaborate. It also gives enabling powers for PCCs in England to take responsibility for the governance of their local fire and rescue services.

Norfolk Constabulary and Norfolk Fire and Rescue Service continue to strengthen their working relationship with individual governance currently.

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

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

[1] Economic-Impact-of-Tourism-Norfolk-Report-2022.pdf (visiteastofengland.com)

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

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

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

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

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

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

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

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

3. Explanation of Financial Statements

The 2023/24 Statement of Accounts for the Chief Constable are set out on the following pages. The purpose of individual primary statements is explained below:

- **The Comprehensive Income and Expenditure Statement (CIES)** shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. Adjustments made between the accounting and funding bases are shown in the Movement in Reserves Statement.

- **The Balance Sheet** shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable. The net assets of the Chief Constable (assets less liabilities) are matched by the reserves held by the Chief Constable.

- **The Movement in Reserves Statement (MiRS)** shows the movement in the year on the different reserves held by the Chief Constable. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the Chief Constable's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. These differ from the statutory amounts required to be charged to the General Fund Balance for council tax setting purposes.

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

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

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

4. The 2023/24 revenue and capital budget process

A joint financial planning process took place between June 2022 and January 2023 in accordance with an agreed timetable. An enhanced Service and Financial Planning process took place using Outcome Based Budgeting (OBB) principles.

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

These outcomes were then reviewed by a Joint Chief Officer Panel against the OBB principles and recommendations were developed for appropriate investment, efficiencies and savings.

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

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

The PCC launched the consultation for the 2023/24 police budget which ran for 12 weeks. The consultation took the form of an online and hard copy survey and an intensive programme of media, communications and engagement activity.

The results were collated towards the end of January 2023 and presented by the PCC to the Police and Crime Panel at its meeting on 2 February 2023.

These spending plans were then incorporated into the Medium-Term Financial Plan of the PCC that covered the period 2023/24 to 2026/27 and was signed off in February 2023.

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

5. Financial performance

Savings plans

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

Savings plans of £3.1m were identified for 2023/24, and those savings have been achieved. The PCC and Chief Constable are jointly committed to providing the best possible policing service across Norfolk whilst at the same time increasing efficiency and reducing costs.

There is more information about the impact of the Home Office settlement for 2024/25 and what this means for the Constabulary over the medium-term in the Looking Forward section below.

Long Term Liabilities

Pension Liabilities

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

These liabilities result in the Balance Sheet showing net overall liabilities of £1,406m at 31 March 2024, however, the financial position of the PCC remains sound as these liabilities will be spread over many years.

The value of the LGPS pension fund assets is calculated by the actuary as part of the formal triennial valuation process, and rolled forward to the balance sheet date, allowing for any movements in the year. These movements include investment returns, which may be estimated where necessary.

Reserves

The Chief Constable does not hold any usable reserves.

Annual Governance Statement

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

6. Non-financial performance

As has been the case in most police forces in England and Wales, crime reported to and recorded by Norfolk Constabulary has been affected by the Covid-19 pandemic and the resulting measures that were put in place across 2020 and 2021. In the 12 months to the end of March 2024 there were 59,299 recorded crimes, a decrease of 10% compared to the long-term average (65,900). There have been some variances in volumes across different crime types from 2022/23 to 2023/24. Decreases have been recorded in domestic abuse, serious sexual offences, child sexual abuse, hate crime, online crime and violence with injury. Considerable efforts continue to be made by officers and staff to encourage reporting from victims of ‘hidden’ crimes, and those from parts of the community which have not normally reported crime frequently. In addition, investments made by the Constabulary to ensure crime is recorded as accurately as possible continue to support our understanding of demand.

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

Of note this year, after the successful rollout of the Community Support Units highlighted last year. The Horizons change team continues to develop evidence-based initiatives to reduce demand and improve efficiency enabling officers to spend more time engaging with communities and responding to local needs. This year has seen the development of an innovative MyTeam management information product which has significantly improved Norfolk Constabulary's ability to investigate volume crime. Norfolk is now consistently one of the top performing Constabularies for solving crime. The rate has increased from 1 in 7 crimes to nearly 1 in 5 crimes, and continues to improve month on month. In addition, workloads of officers in terms of the live investigations they are carrying has reduced enabling greater time for engagement, visibility and problem solving. As a result, public confidence in the Constabulary remains higher than the national average and both crime and anti-social behaviour has fallen.

The outgoing PCC published his Police, Crime and Community Safety during his term in office. Therefore, for the reporting year 2023-24 the PCC's six priorities for Norfolk's communities were:

- Sustaining Norfolk constabulary
- Visible and trusted policing
- Tackling crime
- Prevent offending
- Support victims
- Safer and stronger communities

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

Area	Indicator	2022/23	2023/24
Domestic Abuse	*Number of crimes*	13,027	10,739
	Solved rate	11%	12%
Serious Sexual Offences	*Number of crimes*	2,643	2,420
	Solved rate	8%	8%
Child Sexual Abuse	*Number of crimes*	1,526	1,281
	Solved rate	15%	14%
Hate Crime	*Number of crimes*	1,303	922
	Solved rate	16%	23%
Online Crime	*Number of crimes*	2,879	2,137
	Solved rate	10%	12%
Neighbourhood Crime	*Number of crimes*	9,747	8,809
	Solved rate	11%	13%
Violence With Injury	*Number of crimes*	8,640	8,196
	Solved rate	15%	18%
Call Handling	*% 999 calls answered in 10 seconds*	85%	92%
Emergency Response	*% of emergencies responded to in target time*	86%	83%
Road Safety	*Number of KSI collisions*	393	448

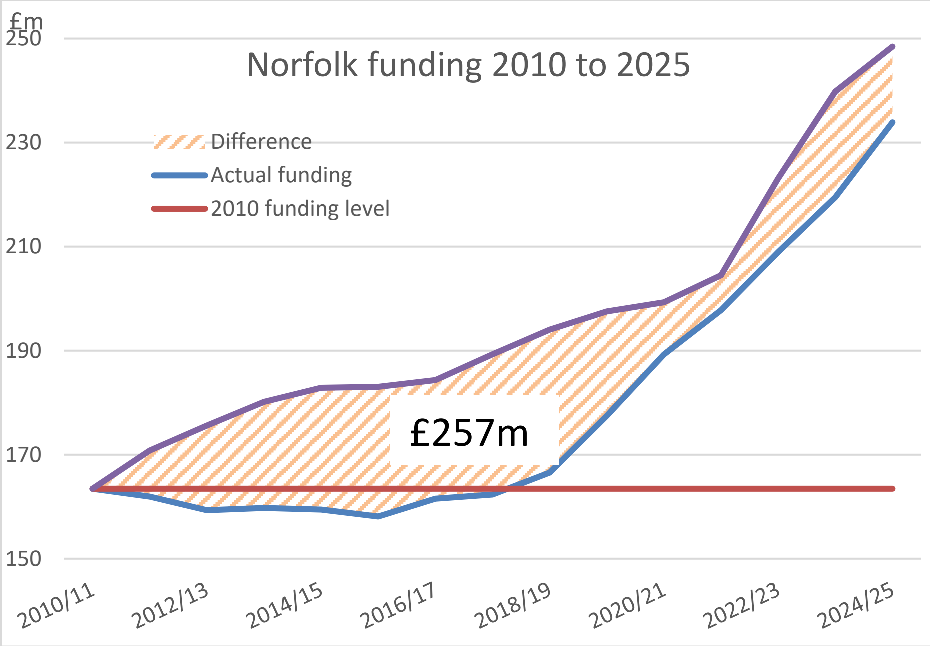
Demands on the Constabulary have changed in nature in recent years. Domestic abuse, serious sexual offences, child abuse, hate crime, online crime, neighborhood crime and violence with injury have decreased. In 2020/21, the onset of the Covid-19 pandemic impacted the demand recorded in some vulnerability crime types. A number of crime categories that have seen a reduction in volume are accompanied by increased solved rates, reflecting changing demand (solved rate increase in domestic abuse, hate crime, online crime and violence with injury). The Force continues to prioritise the most harmful crime types alongside initiatives that focus on community priorities such as rural crime and responding to emergencies. The Force's performance in call handling has improved to 92% in 2023/24 following a large amount of work to improve. Emergency response has declined which is likely to be linked with increasing 999 demand between 2022/23 and 2023/24.

7. Funding Settlement 2024/25 and beyond

Public sector funding has been constrained since 2010 and that has been no different for the police service. The chart below shows the impact of funding set against rises in inflation since 2010/11. The straight (red) line shows the level of funding at 2010/11 across all years as a baseline. The lower (blue) line of shape shows actual direct funding received by the constabulary from the main Home Office grant, precept from households in Norfolk plus all specific grants. The upper (purple) shaped line represents the level the funding would have been if in line with actual levels of inflation.

While the funding gap was closing through the national Uplift programme, recent levels of inflation have seen the constabulary funding once again falling behind in real terms. Since 2010/11 the constabulary has had to absorb £257m of inflationary pressures.

There are also a growing number of additional national regulatory requirements placed on the constabulary that eat into other productivity gains. For example, the requirement from the Forensic Services Regulator that all police forces must achieve a specific level of accreditation and comply with FSR Codes of practice. While the force understands why the requirement has been introduced, this has been a significant task requiring investment in terms of time and money and the cost and time of maintaining accreditation continues to put pressure on force resources.



It should be noted, that within this context, in its last force wide inspection, Norfolk Constabulary was judged as **Outstanding** for Good Use of Resources by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). This assesses how efficiently the force uses the finite funds it receives, and how well the force understands the demands placed upon it both now and in the future. In response, every year cashable savings and efficiencies have been identified. The savings help to finance the demand pressures, cover inflation costs and balance the budget. By the 31st March 2024 the Constabulary has made savings of over £45m from their annual budgets.

Globally, economies around the world have suffered in recent years as a result of the Covid-19 pandemic, the exit from the European Union and the conflict in Ukraine and more recently in Gaza. This has resulted in surging and unprecedented increases in inflation. As a consequence, in order to get inflation under control, the Bank of England has increased interest rates to their highest levels since 2008, and this has increased the cost of borrowing. During 2023/24 inflation has gradually come down but, at the point of writing, the Bank of England has yet to reduce interest levels below the 5.25% base rate although they have indicated a base rate reduction is likely to come as the economy stabilises.

The table below shows the 2024/25 police funding settlement compared to 2023/24. The increase of £9.3m is made up of £1.7m originally announced in the CSR21, £2.1m relating to an increase in the partial contribution to the 7% pay award 2023, £3.9m relating to funding to cover a mandatory increase in employer's contributions for the police officer pension scheme, and £1.6m to fund the costs for exceeding Norfolk's original Uplift allocation by an increase of 34 officers.

While the increase in funding is welcome, it partially covers the impact of pay and non-pay inflation, as well as funding increasing pension costs and means the constabulary has not had any extra funding for investment and has had to make additional savings to balance the budget.

	2023/24	2024/25	Variance	
	£000	£000	£000	%
Police Core Grant	96,632	102,384	5,752	5.95%
Ringfenced Grant (Uplift)	3,077	4,755	1,678	54.53%
Additional Recruitment (Uplift)	-	1,632	1,632	N/A
Legacy Council Tax Grants	9,305	9,305	0	0%
Pensions Grant	1,565	5,489	3,924	250.73%
Pay Award Grant**	3,692	-	(3,692)	N/A
Total all Grants	**114,271**	**123,565**	**9,294**	**8.13%**

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

Central funding for PUP means that officer numbers cannot be frozen or cut during this period as £6.387m of funding (shown in the above table) is linked to achieving the Uplift targets.

As part of the police settlement PCCs were given the flexibility to increase the precept by up to £13 per annum (19 pence per week at Band B / 25 pence at Band D) without the need to go to a referendum. Following a period of consultation with the public the PCC took the decision to raise the precept by the maximum allowed. By doing this, the PCC has been able to provide funding to balance the budget and help maintain current levels of service in the face of high levels of inflation.

However, the detailed settlement for forces only outlined detail for 2024/25. This leaves some uncertainty on the financial detail going forward and there will now be a general election on 4th July 2024.

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

The PCC has published the Reserves Strategy and the Capital Strategy in the new MTFP for 2024/25 to 2027/28 and these can be found at the link below:

Police budget consultation Report to the Police and Crime Panel

The financial, economic and operational uncertainties and challenges will require the PCC and Constabulary to keep financial planning assumptions under constant review, to ensure that the financial position remains stable into the long-term and that increased efficiency is kept at the heart of these developments. The PCC and Constabulary are well equipped to meet these challenges.

Peter Jasper ACMA

Assistant Chief Officer

Comprehensive Income and Expenditure Statement for the Chief Constable of Norfolk Constabulary for the year ended 31 March 2024

Gross Expenditure 2022/23 £000	Income 2022/23 £000	Net Expenditure 2022/23 £000		Note	Gross Expenditure 2023/24 £000	Income 2023/24 £000	Net Expenditure 2023/24 £000
			Division of service:				
242,237	(28,225)	214,011	Constabulary		220,174	(33,484)	186,690
242,237	**(28,225)**	**214,011**	**Net cost of police services before group funding**		**220,174**	**(33,484)**	**186,690**
	(206,493)	**(206,493)**	**Intra-group funding**	**4**		**(221,127)**	**(221,127)**
242,237	**(234,719)**	**7,518**	**Net cost of police services**		**220,174**	**(254,611)**	**(34,437)**
			Other operating expenditure:				
			Financing and investment income and expenditure:				
54,122	-	54,122	Pensions interest cost	**13**	63,210	-	63,210
54,122	**-**	**54,122**			**63,210**	**-**	**63,210**
		61,640	**Deficit / (surplus) on the provision of services**				**28,773**
			Other comprehensive income and expenditure:				
		(718,854)	Remeasurements of the net defined benefit liability	**13**			(2,149)
		(718,854)					**(2,149)**
		(657,214)	**Total comprehensive income and expenditure**				**26,624**

Balance Sheet for the Chief Constable of Norfolk Constabulary as at 31 March 2024

31 March 2023 £000		Notes	31 March 2024 £000
-	**TOTAL ASSETS**		**-**
1,459	Short-term creditors and accruals	**14**	1,513
1,459	**Current liabilities**		1,513
1,377,823	Pension liability	**13**	1,404,392
1,377,823	**Long term liabilities**		1,404,392
1,379,282	**TOTAL LIABILITIES**		**1,405,905**
(1,379,282)	**NET LIABILITIES**		**(1,405,905)**
-	Usable reserves	**(i)**	-
(1,379,282)	Unusable reserves	**(i)**	(1,405,905)
(1,379,282)	**TOTAL RESERVES**		**(1,405,905)**

(i) Details in Movement in Reserves Statement

These unaudited accounts are issued on 31 May 2024.

Peter Jasper ACMA

Assistant Chief Officer

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Movement in Reserves Statement for the Chief Constable of Norfolk Constabulary

Year Ended 31 March 2024	Note	General Fund Balance £000	**Total Usable Reserves £000**	Pension Reserves £000	Comp' Absences Account £000	**Total Unusable Reserves £000**	**Total Reserves £000**
Balance at 1 April 2023		-	**-**	**(1,377,823)**	**(1,459)**	**(1,379,282)**	**(1,379,282)**
Movement in reserves during 2023/24							
Surplus or (deficit) on provision of services (accounting basis)	**(ii)**	(28,773)	**(28,773)**	-	-	**-**	**(28,773)**
Other comprehensive income and expenditure	**(ii)**	-	**-**	2,149	-	**2,149**	**2,149**
Total comprehensive income and expenditure		**(28,773)**	**(28,773)**	**2,149**	**-**	**2,149**	**(26,624)**
Difference between IAS 19 pension costs and those calculated in accordance with statutory requirements		50,647	**50,647**	(50,647)	-	**(50,647)**	**-**
Contribution to the Police Pension Fund		(21,930)	**(21,930)**	21,930	-	**21,930**	**-**
Movement on the Compensated Absences Account		55	**55**	-	(55)	**(55)**	**-**
Adjustments between accounting basis and funding basis under regulations		**28,773**	**28,773**	**(28,718)**	**(55)**	**(28,773)**	**-**
Net movement in reserves		**-**	**-**	**(26,569)**	**(55)**	**(26,624)**	**(26,624)**
Balance at 31 March 2024		**-**	**-**	**(1,404,392)**	**(1,513)**	**(1,405,905)**	**(1,405,905)**

Year Ended 31 March 2023	Note	General Fund Balance £000	**Total Usable Reserves £000**	Pension Reserves £000	Comp' Absences Account £000	**Total Unusable Reserves £000**	**Total Reserves £000**
Balance at 1 April 2022		-	**-**	**(2,034,922)**	**(1,575)**	**(2,036,497)**	**(2,036,497)**
Movement in reserves during 2022/23							
Surplus or (deficit) on provision of services (accounting basis)	**(ii)**	(61,640)	**(61,640)**	-	-	**-**	**(61,640)**
Other comprehensive income and expenditure	**(ii)**	-	**-**	718,854	-	**718,854**	**718,854**
Total comprehensive income and expenditure		**(61,640)**	**(61,640)**	**718,854**	**-**	**718,854**	**657,214**
Difference between IAS 19 pension costs and those calculated in accordance with statutory requirements		82,062	**82,062**	(82,062)	-	**(82,062)**	**-**
Contribution to the Police Pension Fund		(20,307)	**(20,307)**	20,307	-	**20,307**	**-**
Movement on the Compensated Absences Account		(117)	**(117)**	-	117	**117**	**-**
Adjustments between accounting basis and funding basis under regulations		**61,639**	**61,639**	**(61,755)**	**117**	**(61,638)**	**-**
Net movement in reserves		**-**	**-**	**657,099**	**117**	**657,216**	**657,214**
Balance at 31 March 2023		**-**	**-**	**(1,377,823)**	**(1,459)**	**(1,379,282)**	**(1,379,282)**

(ii) Details within the Comprehensive Income and Expenditure Statement

Cash Flow Statement for the Chief Constable for Norfolk Constabulary

for the year ended 31 March 2024

2022/23 £000		2023/24 £000
(61,640)	**Net surplus/(deficit) on the provision of services**	**(28,773)**
	Adjustment for non cash or cash equivalent movements	
61,755	Movements on pension liability	28,718
(117)	Increase/(decrease) in revenue creditors	55
61,638	**Net adjustment for non cash or cash equivalent movements**	**28,773**
-	**Net increase or (decrease) in cash and cash equivalents**	**-**
-	Cash and cash equivalents at the beginning of the reporting period	-
-	**Cash and cash equivalents at the end of the reporting period**	**-**

Expenditure and Funding Analysis for the Chief Constable of Norfolk Constabulary

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

Net Expenditure Chargeable to the General Fund Balances £000	Adjustments between Funding and Accounting Basis £000	Net Expenditure in the CIES 2022/23 £000	Constabulary	Net Expenditure Chargeable to the General Fund Balances £000	Adjustments between Funding and Accounting Basis £000	Net Expenditure in the CIES 2023/24 £000
			Year ended 31 March			
186,188	27,823	214,011	Constabulary	199,198	(12,508)	186,690
(206,493)	-	(206,493)	Intra-group funding	(221,127)	-	(221,127)
(20,305)	**27,823**	**7,518**	**Net cost of police services**	**(21,929)**	**(12,508)**	**(34,437)**
20,307	33,815	54,122	Other income and expenditure	21,930	41,280	63,210
-	**61,638**	**61,640**	**Deficit/(surplus) on the provision of services**	**-**	**28,773**	**28,773**
-			Opening general fund balance at 1 April	-		
-			**Closing general fund balance at 31 March**	**-**		

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

Table of Contents

1. Accounting Policies

The Statement of Accounts summarises the Chief Constable's transactions for the 2023/24 financial year and its position at the year-end of 31 March 2024. The Chief Constable is required to prepare an annual Statement of Accounts by the Accounts and Audit Regulations 2015, which those Regulations require to be prepared in accordance with proper accounting practices. Those practices primarily comprise the Code, supported by International Financial Reporting Standards (IFRS).

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

Cost recognition and intra-group adjustment

Refer to Note 4 for further details.

Recognition of working capital

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

Accruals of income and expenditure

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

Debtors and creditors

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

Employee benefits

Benefits payable during employment

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

Termination benefits

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

Post-employment benefits

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

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

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

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

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

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

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

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

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

Discretionary Benefits

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

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

Events after the reporting period

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

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

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

Government grants and contributions

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

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

Amounts recognised as due to the Chief Constable are not credited to the CIES until conditions attaching to the grant or contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential embodied in the asset acquired using the grant or contribution are required to be consumed by the recipient as specified, or future economic benefits or service potential must be returned to the transferor.

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

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

Joint operations

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

Private Finance Initiative (PFI) and similar contracts

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

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

Contingent Liabilities

A contingent liability arises where an event has taken place that gives the Chief Constable a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Chief Constable. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

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

Reserves

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

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

<u>Pension Reserve</u>

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

Value Added Tax

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

Going Concern

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

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

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

The amendments required to be adopted under the 2024/25 Code are:

- **IFRS 16 *Leases*** issued in January 2016
- **Classification of Liabilities as Current or Non-current (Amendments to IAS 1)** issued in January 2020. The amendments:
    - Specify that an entity's right to defer settlement must exist at the end of the reporting period
    - Clarify that classification is unaffected by management's intentions or expectations about whether the entity will exercise its right to defer settlement
    - Clarify how lending conditions affect classification, and
    - Clarify requirements for classifying liabilities an entity will or may settle by issuing its own equity instruments
- **Lease Liability in a Sale and Leaseback (Amendments to IFRS 16)** issued in September 2022. The amendments to IFRS 16 add subsequent measurement requirements for sale and leaseback transactions.
- **Non-current Liabilities with Covenants (Amendments to IAS 1)** issued in October 2022. The amendments improved the information an entity provides when its right to defer settlement of a liability for at least 12 months is subject to compliance with covenants.
- **International Tax Reform: Pillar Two Model Rules (Amendments to IAS 12)** issued in May 2023. Pillar Two applies to multinational groups with a minimum level of turnover. The amendments introduced:
    - A temporary exception to the requirements to recognise and disclose information about deferred tax assets and liabilities related to Pillar Two income taxes, and
    - Targeted disclosure requirements for affected entities.
- **Supplier Finance Arrangements (Amendments to IAS 7 and IFRS 7)** issued in May 2023. The amendments require an entity to provide additional disclosures about its supplier finance arrangements. The IASB developed the new requirements to provide users of financial statements with information to enable them to:
    - Assess how supplier finance arrangements affect an entity's liabilities and cash flows, and
    - Understand the effect of supplier finance arrangements on an entity's exposure to liquidity risk and how the entity might be affected if the arrangements were no longer available to it.

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

Application of the Standards referred to above, as adopted by the Code, is required by 1 April 2024, and these standards will be initially adopted as at 1 April 2024, where applicable. The Code requires changes in accounting policy to be applied retrospectively unless alternative transitional arrangements are specified in the Code.

Aside from the first item, **IFRS 16 Leases**, it is not expected that the adoption of any of the standards listed above will have a material effect on the 2024/25 financial statements. The next three items provide clarifications but are not likely to have a significant impact on the amounts anticipated to be reported in the financial statements. There will be limited application of the last two items.

3. Critical Judgements in Applying Accounting Policies

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

- The budget is set by the PCC and provides the Chief Constable with the authority to incur expenditure. There are still uncertainties about the future funding beyond 2024/25 in regard of what the PCC will receive from the government and the limitations around the precept. The PCC and the Chief Constable are working together to mitigate the impact of the funding gap emerging over the period of the Medium-Term Financial Plan, the impact of which will be realised in the budget set by the PCC.

- The allocation of transactions and balances between the PCC and the Chief Constable has been set out in the Narrative Report to these accounts.

- The PCC for Norfolk has a significant number of assets including those under Private Finance Initiative (PFI) arrangements. The PCC has the responsibility, control and risk in terms of the provision of those assets. Consequently, a critical judgement has been made to show any connected grant funding (e.g. for PFI) and the capital and financing costs of the provision of those assets in the PCC's account. As the Chief Constable utilises the assets on a day-to-day basis, the officers and staff of the Chief Constable have responsibility for the use of the consumables, heating and lighting and so forth. Consequently, these costs are shown in the Chief Constable accounts including the service charges element of the PFI.

- Costs of pension arrangements require estimates assessed by independent qualified actuaries regarding future cash flows that will arise under the scheme liabilities. The assumptions underlying the valuation used for IAS19 reporting are the responsibility of the Group as advised by the actuaries. The financial assumptions are largely prescribed at any point and reflect market expectations at the reporting date. Assumptions are also made around the life expectancy of the UK population.

- In respect of the LGPS police staff pension costs, separate actuarial valuations have been carried out to provide the accounting entries for the PCC and the Chief Constable in 2023/24 and are reflected in the financial statements.

- Under accounting standards, an asset ceiling may be applied to the surplus on the pension fund. This limits the surplus recognised in the accounts to the present value of any economic benefits available in the form of either refunds from the plan or reductions in future contributions to the plan. However, as the Employer has no unconditional right to a refund from the Fund, there is therefore no economic benefit available as a refund, so a judgment has been made to limit the surplus recognised in the accounts to the present value of reductions in future contributions.

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

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

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

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

5. Notes to the Expenditure and Funding Analysis

Adjustments between the CIES and the General Fund

Net Change for the Pensions Adjustments £000	Other Differences £000	Total Adjustments 2022/23 £000	Constabulary	Net Change for the Pensions Adjustments £000	Other Differences £000	Total Adjustments 2023/24 £000
27,940	(117)	27,823	Constabulary	(12,563)	55	(12,508)
27,940	**(117)**	**27,823**	**Net Cost of Police Services**	**(12,563)**	**55**	**(12,508)**
33,815	-	33,815	Other income and expenditure	41,280	-	41,280
61,755	**(117)**	**61,640**	**Difference between General Fund Deficit/(Surplus) & CIES Deficit/(Surplus)**	**28,718**	**55**	**28,773**

Expenditure and Income Analysed by Nature

Total 2022/23 £000		Total 2023/24 £000
	Expenditure	
202,836	Employee benefits expenses	176,220
39,400	Other service expenditure	43,954
54,122	Net pensions interest cost	63,210
296,359	**Total Expenditure**	**283,384**
	Income	
(10,681)	Fees, charges and other service income	(12,524)
(17,544)	Government grants and contributions	(20,960)
(28,225)	**Total Income**	**(33,484)**
268,133	**Deficit/(Surplus) on the Provision of Services before Intra Group funding**	**249,900**
(206,493)	Intra group funding	**(221,127)**
61,640	**Deficit/(Surplus) on the Provision of Services**	**28,773**

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

Pensions Liability

Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the Chief Constable with expert advice about the assumptions to be applied. The effects on the net pensions liability of changes in individual assumptions can be measured. For instance, a 0.5% decrease in the discount rate assumption would result in an increase in the pension liability of £144.3m.

The value of the LGPS pension fund assets is calculated by the actuary as part of the formal triennial valuation process, and rolled forward to the balance sheet date, allowing for any movements in the year. These movements include investment returns, which may be estimated where necessary. However, the figure incorporates actual returns for the year ended 31 March 2024.

7. Events After the Reporting Period

Events after the reporting period have been considered for the period from the year-end to the date the accounts were authorised for issue on 31 May 2024. At the time of issue there were no adjusting or non-adjusting subsequent events that required disclosure.

8. Employees' Remuneration

The number of employees and senior police officers whose remuneration exceeded £50k in 2023/24 were as follows:

	Chief Constable	
	2023/24	2022/23
Remuneration		
£50,000 - £54,999	28	21
£55,000 - £59,999	25	10
£60,000 - £64,999	5	8
£65,000 - £69,999	8	2
£70,000 - £74,999	5	8
£75,000 - £79,999	3	2
£80,000 - £84,999	-	3
£85,000 - £89,999	1	1
£90,000 - £94,999	6	4
£95,000 - £99,999	2	4
£100,000 - £104,999	3	-
£105,000 - £109,999	2	1
£115,000 - £119,999	1	2
£120,000 - £124,999	1	-
£130,000 - £134,999	1	2
£135,000 - £139,999	2	-
£170,000 - £174,999	-	1
£175,000 - £179,999	1	-

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

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

	Salaries Fees and Allowances £000	Employers Pension Contributions £000	Benefits in Kind £000	Total £000
2023/24				
Position held				
• Chief Constable - Paul Sanford	176	50	-	226
• Deputy Chief Constable	139	41	-	180
• Assistant Chief Constable	139	39	-	178
• Temporary Assistant Chief Constable	131	34	-	165
• Assistant Chief Officer	119	23	-	142
2022/23				
Position held				
• Chief Constable - Paul Sanford	172	48	-	220
• Deputy Chief Constable (from 28.4.22)	133	39	1	173
Temporary Deputy Chief Constable (to 28.4.22)				
• Assistant Chief Constable	131	34	-	165
• Temporary Assistant Chief Constable (from 5.9.22)	107	29	-	136
• Temporary Assistant Chief Constable (from 1.1.23 to 1.2.23)	98	29	-	127
• Assistant Chief Officer	116	19	-	135

During 2023/24, a chief officer from Norfolk Constabulary acted as an Assistant Chief Constable (ACC) in a joint capacity, Suffolk Constabulary contributed 43.6% towards the cost of this post.

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

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

Exit Package Cost Band including Payments	Number of Compulsory Redundancies		Number of Other Agreed Departures		Total Number of Exit Packages		Total Value of Exit Packages	
	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23
£000							£000	£000
0-20	2	-	1	1	3	1	35	5
20-40	1	2	-	-	1	2	28	71
	3	2	1	1	4	3	63	75

Actual expenditure in the year includes the differences between actual expenses paid and values accrued in 2022/23, including values where employees were projected to be made redundant but were subsequently found employment within the Constabulary.

9. Related Parties

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

During 2023/24 there were no material related party transactions involving senior officers of the Constabulary, other than those included under employees' remuneration set out in Note 8 of these financial statements. All Chief Officers have been written to requesting details of any related party transactions and there are no disclosures.

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

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

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

10. External Audit Costs

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

2022/23 £000		2023/24 £000
	The Chief Constable has incurred the following costs in relation to the audit of the Statement of Accounts	
16	The Chief Constable of Norfolk	45
-	The Chief Constable of Norfolk proposed scale fee variation 2021/22	13
16		**58**

The scale fee set by PSAA in 2022/23 was reduced by £0.8k, this was not received as a cash rebate. The net value was payable to the external auditors. There was no equivalent reduction in 2023/24.

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

11. Grant Income

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

	Amount receivable for 23/24 £000	Amount receivable for 22/23 £000
Credited to Services		
Police incentivisation	339	269
Vulnerability Coordination Centre	1,401	1,604
Specific grant for police pensions	1,565	1,565
Serious Violence Duty	293	30
Other specific grants	17,656	14,107
	21,254	**17,574**

Other specific grants credited to services include £8.2m specific Home Office grants, £1.8m for Operation Hydrant, and Police special grant – pay award £3.7m.

12. Private Finance Initiatives

Operations and Communications Centre at Wymondham

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

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

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

The payment recognised in the Chief Constable accounts for the services element during 2023/24 was £1,575m (£1,541m in 2022/23). Payments remaining to be made under the PFI contract for services at 31 March 2024 (excluding any estimation of inflation and availability / performance deductions) are as follows:

	OCC Revenue Services £000
Payable in 2024/25	1,613
Payable within two to five years	6,169
Payable within six to ten years	8,436
Payable within eleven to fifteen years	5,021
	21,239

Police Investigation Centres (PIC)

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

Norfolk and Suffolk PCCs have agreed to pay for these services on an agreed percentage in accordance with the total number of cells within the six properties located in the two counties – this being Norfolk 58.2% and Suffolk 41.8%. The payment recognised in the Chief Constable accounts is for the net services element which during 2023/24 amounted to £1.193m (£1.104m in 2022/23). This figure includes a credit received from Cambridgeshire Police for £0.577m in respect of services provided at the Kings Lynn PIC.

The PCC makes an agreed payment each year which is increased by inflation and can be reduced if the contractor fails to meet availability and performance standards in any year but which is otherwise fixed. Payments remaining to be made under the PFI contract at 31 March 2024 (which exclude any availability / performance deductions or amounts receivable from Cambridgeshire Police), are shown in the following table:

	PIC Revenue Services £000
Payable in 2024/25	2,036
Payable within two to five years	10,753
Payable within six to ten years	13,847
Payable within eleven to fifteen years	13,773
Payable within sixteen to twenty years	8,167
	48,576

13. Retirement Benefits

Participation in pension schemes

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

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

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

b) The Police Pension Scheme (PPS) for police officers who joined before April 2006 is now closed and all active members have been transferred to the CARE scheme.

c) The New Police Pension Scheme (NPPS) for police officers who either joined from April 2006 or transferred from the PPS is now closed and all active members have been transferred to the CARE scheme.

d) The Police Pension 2015 Scheme for police officers, is a Career Average Revalued Earnings (CARE) scheme, for those who either joined from April 2015 or transferred from PPS or NPPS. The employee contributions are 12.44%-13.78% of salary and the Normal Pension Age is 60 although there are protections for eligible officers to retire earlier. Contribution rates are dependent on salary.

All police pension schemes are unfunded defined benefit schemes, meaning that there are no investment assets built up to meet pension liabilities. Employees' and employer's contribution levels are based on percentages of pensionable pay set nationally by the Home Office and are subject to triennial revaluation by the Government Actuary's Department. The actuarial valuation has set the employer contribution rate for all three police pension schemes from 1 April 2019 as 31% of pensionable pay. A pensions top-up grant from the Home Office is received which funds contributions to a level of 21.3% and in 2023/24 a specific grant of £1.6m was received to part fund the cost of the 2019 change in contribution rates. The CIES is charged with the costs of injury awards and the capital value of ill-health benefits.

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

Transactions relating to post-employment benefits

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

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

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

	LGPS		Police Pension Schemes	
	2023/24	**2022/23**	**2023/24**	**2022/23**
	£000	**£000**	**£000**	**£000**
Comprehensive Income and Expenditure Statement				
Cost of services				
Current service costs	9,895	20,291	13,210	39,970
Past service costs	46	184	(30)	-
(Gain)/loss from settlement	-	-	-	-
Financing and investment income and expenditure				
Net interest expense	(550)	3,422	63,760	50,700
Total post employment benefit charges to the surplus or deficit on the provision of service	**9,391**	**23,897**	**76,940**	**90,670**
Other post employment benefit charged to the CIES				
- Return on plan assets (excluding the amount included in the net interest expense)	(13,608)	11,388	-	-
- Actuarial gains/losses arising from changes in demographic assumptions	(1,681)	(2,254)	-	(33,820)
- Actuarial gains/losses arising from changes in financial assumptions	(20,261)	(177,718)	(29,340)	(645,140)
- Other	47,901	23,379	14,840	105,311
	12,351	(145,205)	(14,500)	(573,649)
Total post employment benefit charged to the CIES	**21,742**	**(121,308)**	**62,440**	**(482,979)**
Movement in Reserves Statement (MIRS):				
Reversal of net charges made to the CIES for post employment benefits in accordance with the Code	**(21,742)**	**121,308**	**(62,440)**	**482,979**
Actual amount charged against the General Fund Balance for pensions in the year:				
Employers contributions payable to scheme	10,104	9,160	47,510	43,651
Memo				
Retirement benefits payable to pensioners	(7,534)	(6,033)	(57,540)	(53,071)

Assets and liabilities in relation to retirement benefits

	Local Government Pension Scheme		Police Pension Schemes		Total Pension Schemes	
	2023/24	2022/23	2023/24	2022/23		
Present value of liabilities	(288,130)	(281,961)	(1,404,220)	(1,389,290)	(1,692,350)	(1,671,251)
Fair value of plan assets	326,841	293,427	-	-	326,841	293,427
Sub total	38,711	11,466	(1,404,220)	(1,389,290)	(1,365,509)	(1,377,824)
Other movements on the asset	(38,883)	-	-	-	(38,883)	-
Total net liabilities	**(172)**	**11,466**	**(1,404,220)**	**(1,389,290)**	**(1,404,392)**	**(1,377,824)**

Reconciliation of present value of the scheme liabilities

	Local Government Pension Scheme		Police Pension Schemes	
	2023/24	2022/23	2023/24	2022/23
	£000	£000	£000	£000
Opening balance at 1 April	281,961	409,608	1,389,290	1,915,920
Current service cost	9,895	20,291	13,210	39,970
Interest cost	13,522	11,492	63,760	50,700
Contributions by scheme participants	3,098	2,848	10,030	9,420
Remeasurement (gains) and losses:				
- Actuarial gains/losses arising from changes in financial assumptions	(20,261)	(177,718)	(29,340)	(645,140)
- Actuarial gains/losses arising from changes in demographic assumptions	(1,681)	(2,254)	-	(33,820)
- Other	9,084	23,543	14,840	105,311
Past service costs	46	184	(30)	-
Benefits paid	(7,534)	(6,033)	(57,540)	(53,071)
Closing balance at 31 March	**288,130**	**281,961**	**1,404,220**	**1,389,290**

Reconciliation of fair value of the scheme assets

	Funded Assets Local Government Pension Scheme		Unfunded Assets Police Pension Schemes	
	2023/24	2022/23	2023/24	2022/23
	£000	£000	£000	£000
Opening fair value of scheme assets at 1 April	293,427	290,606	-	-
Interest income	14,072	8,070	-	-
Remeasurement gain/(loss):				
- the return on plan assets, excluding the amount included in the net interest expense	13,608	(11,388)	-	-
- other	66	164	-	-
Contributions from employer	10,104	9,160	47,510	43,651
Contributions from employees into the scheme	3,098	2,848	10,030	9,420
Benefits paid	(7,534)	(6,033)	(57,540)	(53,071)
Closing fair value of scheme assets at 31 March	**326,841**	**293,427**	**-**	**-**

The total net pensions liabilities of £1,404m represent the long run commitments in respect of retirement benefits and results in the balance sheet showing net overall liabilities of £1,406m. However, the financial position of the Chief Constable remains sound as the liabilities will be spread over many years as follows:

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

Actuarial losses on scheme assets represent the difference between the actual and expected return on assets, actuarial gains on scheme liabilities arise from more favourable financial assumptions. Because of the March 2022 triennial revaluation of the LGPS, there was a swing from the pension fund being in a net liability position to being in a net asset position which has resulted in an asset ceiling adjustment being made. IFRIC 14 states where there is a pension net asset an asset ceiling may be applied to the surplus on the pension fund. This limits the surplus recognised to the present value of any economic benefits available in the form of either refunds from the plan or reductions in future contributions. As the employer has no unconditional right to a refund from the Fund, there is no economic benefit available as a refund therefore the PCC has made a judgement to limit the surplus recognised in the accounts to the present value of reductions in future contributions. This adjustment is shown in the asset and liabilities table above as other movements on the asset.

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

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

	Fair Value of Scheme Assets			
	31 March 2024		31 March 2023	
	£000	%	£000	%
Cash and cash equivalents	**4,972**	**1.52**	**4,899**	**1.67**
Bonds - by sector				
- Government	8,167		2,522	
Sub total bonds	**8,167**	**2.50**	**2,522**	**0.86**
Property - by type				
- UK property	24,454		25,394	
- Overseas property	3,690		4,361	
Sub total property	**28,145**	**8.61**	**29,755**	**10.14**
Private equity - all:	**41,153**	**12.59**	**28,035**	**9.55**
Other investment funds:				
- Equities	139,010		139,545	
- Bonds	62,307		56,600	
- Infrastructure	37,270		32,962	
Sub total other investment funds	**238,587**	**73.00**	**229,106**	**78.08**
Derivatives:				
- Foreign exchange	5,818		(890)	
Sub total derivatives	**5,818**	**1.78**	**(890)**	**-0.30**
Total assets	**326,841**	**100**	**293,427**	**100**

Basis for estimating assets and liabilities

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

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

	Pension Scheme		Pension Schemes	
	2023/24	2022/23	2023/24	2022/23
Mortality assumptions:				
Longevity at 65 for current pensioners				
Men	21.1	21.2	21.9	21.9
Women	24.1	24.3	23.6	23.5
Longevity at 65 for future pensioners				
Men	22.5	22.7	23.6	23.5
Women	25.9	26.1	25.1	25.0
Rate of inflation (CPI)	2.75%	2.95%	2.60%	2.60%
Rate of increases in salaries	3.45%	3.65%	3.85%	3.85%
Rate of increase in pensions	2.75%	2.95%	2.60%	2.60%
Rate for discounting scheme liabilities	4.85%	4.75%	4.75%	4.65%
Rate of CARE revaluation	n/a	n/a	3.85%	3.85%

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

	Local Government Pension Scheme		Police Pension Schemes	
	Approximate Increase to Employers Liability	Approximate Monetary Amount	Approximate Increase to Employers Liability	Approximate Monetary Amount
	%	£000	%	£000
0.5% (PPS) 0.1% (LGPS) decrease in real discount rate	2.0%	6,460	8.0%	112,000
1 year increase in member life expectancy	4.0%	11,525	2.5%	35,000
0.5% (PPS) 0.1% (LGPS) increase in the salary increase rate	0.0%	241	1.0%	13,000
0.5% (PPS) 0.1% (LGPS) increase in the pension increase rate	2.0%	6,339	8.0%	111,000

Unlawful discrimination

Police Pension Scheme

The protection provided to some members when PPS 2015 was introduced (resulting in members closest to their normal pension age remaining in their legacy scheme) was found to be age discriminatory, further to the case of McCloud / Sargeant.

The practical effects of McCloud / Sargeant are set out below.

Remedy

The Public Service Pensions and Judicial Offices Act 2022 (PSPJOA 2022) and The Police Pensions (Remediable Service) Regulations 2023 legislate for how the government will remedy the discrimination identified.

As a result, all members were moved to PPS 2015 from 1 April 2022, which ensures equal treatment from that point onwards. Eligible members have a choice of the benefits they wish to take for the "remedy period" of April 2015 to 31 March 2022. When this choice can be made depends on whether or not the member has already retired and if not, when they intend to retire.

In addition, The Public Service Pensions Valuations and Employer Cost Cap Amendment Directions 2021 ensure there are no reductions to member benefits as a result of the 2016 cost control valuations.

Impact on pension liability

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

The impact of an increase in scheme liabilities arising from McCloud / Sargeant judgement is measured through the pension valuation process, which determines employer and employee contribution rates. The next Police Pension valuation was due to be reported in 2023/24, although at the time of publication of these accounts the report had yet to be published.

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

Employment Tribunal claims

Claimants have lodged claims for compensation for the discrimination within three groups; Aarons & Ors, Roderick & Ors and Slade & Ors. The compensation can be broken down in to two elements; injury to feelings and financial loss.

Aarons & Ors

The Government Legal Department (GLD) settled the injury to feelings claims for the claimants represented by Leigh Day on behalf of Chief Officers without seeking any financial contributions, which sets a helpful precedent. Pecuniary loss claims were stayed until the remedy was bought into force (from 1 October 2023), on the basis that the losses could not be calculated before then. As at 31 March 2024, the claims remain stayed, therefore no liability in respect of compensation claims is recognised in these accounts.

Roderick & Ors and Slade & Ors

These claims, represented by Penningtons, have been stayed since 2022 behind the Aarons claims, although it is hoped / anticipated that GLD will settle the injury to feelings claims as they did in Aarons. As at 31 March 2024, it is not possible to reliably estimate the extent or likelihood of these claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

Valuations

Scheme liabilities will be measured through the pension valuation process, which determines employer and employee contribution rates. The last LGPS valuation took place in 2022 and the police pension valuation took place in 2020. Implementation of the latter valuation is planned for 2024 and forces will need to plan for the impact of this on employer contribution rates alongside other changes identified through the valuation process.

Impact on the Chief Constable's cash flow

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

Estimated employer's contributions for 2024/25 amount to £9.8m on the LGPS and £26.1m on the Police Schemes. The weighted average duration of the defined benefit obligation for the LGPS is 21 years, 2023/24 (21 years, 2022/23) and for the Police Schemes is 17 years, 2023/24 (17 years, 2022/23).

14. Creditors

The balance of creditors is made up of the following:

	31 March 2024 £000	31 March 2023 £000
Short term creditors:		
Other payables	1,513	1,459
Balance at 31 March	**1,513**	**1,459**

15. Collaborative Arrangements

Local Collaboration

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

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

	Business Support £000	Justice Services £000	Protective Services £000	County Policing £000	Total £000
2023/24					
Suffolk PCC	23,917	12,866	18,306	516	55,606
Norfolk PCC	30,939	16,644	23,680	668	71,931
Total shared running costs	**54,856**	**29,510**	**41,987**	**1,184**	**127,537**
2022/23					
Suffolk PCC	21,714	12,966	17,351	539	52,570
Norfolk PCC	28,089	16,773	22,444	697	68,003
Total shared running costs	**49,803**	**29,739**	**39,795**	**1,236**	**120,573**

Regional Collaboration

Collaboration within the Region has been pursued for a number of years. Since April 2023, the six PCCs from the region have met annually as a group with their Chief Constables and Chief Executives. All collaborations that have been entered into have a collaboration agreement which specifies the formalities of the collaboration arrangements in relation to specific collaborations.

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

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

	Total 2023/24 £000	Total 2022/23 £000
Operating costs	34,649	30,057
Specific Home Office grant	(8,627)	(10,479)
Total deficit/ (surplus) for the year	**26,022**	**19,578**
Contributions from forces:		
Bedfordshire	(2,774)	(2,112)
Cambridgeshire	(3,505)	(2,655)
Essex	(3,637)	(2,661)
Hertfordshire	(5,015)	(3,788)
Kent	(4,080)	(3,044)
Norfolk	(3,952)	(3,001)
Suffolk	(3,059)	(2,317)
	-	-

7F Commercial Services

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

During 2019/20, procurement services across the Seven Forces; Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk have been collaborated to a single 7F Commercial Services function.

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

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

The net expenditure incurred by each force is as follows:

	Total 2023/24 £000	Total 2022/23 £000
Operating costs	4,139	3,869
Contributions from forces:		
Bedfordshire	353	339
Cambridgeshire	448	427
Essex	879	798
Hertfordshire	639	608
Kent	927	844
Norfolk	504	482
Suffolk	390	372
	4,139	**3,869**

National Collaboration

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

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

During the year £227k was payable to West Yorkshire PCC in respect of the NPAS service provided.

16. Contingent Liabilities

MMI Ltd

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

Forensic Service Uncertainty

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

Civil Claims

When civil claims are made against the Constabulary, where possible an assessment of potential liability is made, and an associated insurance provision is raised in the financial ledgers. Provisions are regularly reviewed and where necessary the provision updated. No provision is made until a claim has been received or if it is probable that a claim will be received and is measurable. There is therefore a general underlying contingent liability where incidents have taken place but where claims have yet to be received. In these circumstances it isn't possible to assess an estimate of economic outflow associated with claims yet to be received or any liability arising from statutory fines associated with these incidents.

17. Going Concern

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

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

Through the action taken to control spending in-year in order to mitigate significant inflationary pressure, the Group recorded an outturn overspend of £0.633m (0.32% of Net Revenue Budget).

During 2023/24, The PCC has increased the General Reserve by £0.150m to £4.990m, at 31 March 2024 the PCC has an Invest to Save Reserve of £0.768m that in extremis would be used to manage the financial risks of major incidents.

A high-level scenario planning exercise was completed and compared against 23/24 MTFP assumptions. The budget gap for 2024/25 ranged between reasonable pragmatic case (£1.329m) to worst case (£6.399m) given a range of assumptions on government funding, precept decisions, tax base growth and collection fund deficits. The guidelines to Heads of Department in regard of the Strategic & Financial Planning process (using Outcome Based Budgeting principles) took these scenario plans into account and through this process the Constabulary delivered the required savings in order to reach a balanced budget for 2024/25.

Based on the approved medium Term Financial Plan, general fund balances including earmarked reserves at 31 March 2025 are planned to be £16.124m. This remains well above our minimum level of general fund balance as set by the PCC CFO of £5.260m.

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

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

Police Pension Fund Accounting Statements

2022/23 £000	2022/23 £000		2023/24 £000	2023/24 £000
		Contributions receivable		
		Employer		
	21,144	Normal	22,931	
	343	Early retirements	590	
	-	McCloud Remedy	24	
21,487				23,545
		Members		
	9,126	Normal	9,948	
9,126				9,948
		Transfers in		
	457	Individual transfers in from other schemes	146	
457				146
		Benefits payable		
	(42,629)	Pensions	(46,929)	
	(7,940)	Commutations and lump sum retirement benefits	(8,179)	
	(125)	Lump sum death benefits	(342)	
	(490)	Other	(52)	
(51,184)				(55,503)
		Payments to and on account of leavers		
	(100)	Refunds on contributions	(58)	
	(93)	Individual transfers out to other schemes	(6)	
(193)				(65)
(20,307)		**Net amount payable for the year before contribution from the Police General Fund**		**(21,930)**
20,307		**Contribution from the Police General Fund**		**21,930**
-		**Net balance receivable for the year**		**-**

No assets are held by the pension fund and no amounts were owed to or from it as at 31 March 2024 (31 March 2023 £nil)

The actuarial valuation has set the employer contribution rate for all three police pension schemes from 1 April 2019 at 31% of pensionable pay. A pensions top-up grant from the Home Office is received which funds contributions to a level of 21.3% and in 2023/24 a specific grant of £1.6m was received to part fund the cost of this change in contribution rates. The Constabulary funds the resulting balance, which amounted to £7.2m in 2023/24 (2022/23 - £6.6m).

Glossary of terms

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

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

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

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

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

CIPFA
The Chartered Institute of Public Finance and Accountancy.

Contingent liability
A contingent liability is either:

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

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

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

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

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

Outturn
The actual amount spent in the financial year.

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

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

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

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

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

Precept
The proportion of the budget raised from council tax.

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

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

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

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

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

Scheme Liabilities
The liabilities of a defined benefit scheme for outgoings due after the valuation date. Scheme liabilities measured using the projected unit credit method reflect the benefits that the employer is committed to provide for service up to the valuation date.

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

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

Vested Rights
In relation to a defined benefit scheme, these are:

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

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