Police and Crime Commissioner Warwickshire

Statement of Accounts

2014/15

THE GROUP AND POLICE AND CRIME COMMISSIONER FOR WARWICKSHIRE

STATEMENT OF ACCOUNTS 2014/15

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Explanatory Foreword to the Statement of Accounts

Introduction

On 15 September 2011 the Police Reform and Social Responsibility Act (PRSR) 2011 received Royal Assent in Parliament representing a significant shift in the way the police in England and Wales are governed and held accountable. One of the key reforms was to replace Police Authorities with elected Police and Crime Commissioners (PCCs) for each Police Force area. The elected PCCs took office on 22 November 2012. The primary function of the PCC is to secure the maintenance of an efficient and effective police force and to hold the Chief Constable to account for the exercise of operational policing duties under the Police Act 1996.

On 1 April 2014, Stage 2 transfer took effect whereby a clear division of responsibility was agreed between the Chief Constable and the PCC setting out arrangements for who will employ which staff, who will own property and other assets, and who holds associated rights and liabilities. It was previously determined that the PCC retained formal control over the majority of assets, liabilities and reserves and this approach continued under Stage 2. The cost of post employment benefits (pensions) follow the costs of employment and, as the vast majority of police staff and police officers are employed by the Chief Constable, these costs and the associated balance sheet liabilities are shown in the Chief Constable's Accounts.

The foreword explains the most significant issues reported in the Statement of Accounts (Accounts) that follow. All of the financial transactions incurred in 2014/15 for policing Warwickshire relating to the Group (PCC and its subsidiary the Chief Constable) and the PCC are recognised and recorded within these Accounts, which have been prepared in accordance with "proper practice", chiefly The Code of Practice on Local Authority Accounting in the United Kingdom 2014/15 (the Code). The Accounts reflect current legislation and local operating arrangements, where legislation takes precedent over the Code or where the Group position differs from that of the PCC this is explained in the Accounts and the notes.

An Alliance between Warwickshire Police and West Mercia Police was implemented on 13 March 2012 with the following specific objectives:

- To provide a more efficient and effective policing service in the geographical areas for which the Parties are responsible for policing; that is: for the communities of Herefordshire, Telford and Wrekin, Shropshire, Warwickshire and Worcestershire.
- Enhanced capability and capacity.
- Greater resilience and flexibility in the use of skilled specialist staff.
- Reduction in duplication of roles and resources.
- Greater opportunity to maximise financial savings.

A significant part of the Alliance programme has been the development of joint working arrangements and a new policing model, which went live on the 2 September 2013. The Alliance is a joint operation and these accounts reflect an appropriate share of the costs of the Alliance as set out in the agreement between Warwickshire Police and West Mercia Police.

The treatment of transactions (income and expenditure) and balances (assets, liabilities and reserves) in the PCC's and Chief Constable's Accounts under the Group arrangement and within the Alliance, between Warwickshire Police and West Mercia Police, is explained in Note 3, 'Critical Judgements in Applying Accounting Policies'.

The PCC and Group Accounts should be read alongside the Chief Constable's Statement of Accounts which can be found on both the PCC and Warwickshire Police websites. The corresponding Accounts for the West Mercia PCC and Group and Chief Constable can be found on the West Mercia PCC and West Mercia Police websites.

http://www.warwickshire-pcc.gov.uk/
www.warwickshire.police.uk/
www.westmercia-pcc.gov.uk/
www.westmercia.police.uk/

The Statement of Accounts

The following is an explanation of the contents of the Statement of Accounts and the main financial statements, their purpose and relationship between them; they comprise:

- The **Statement of Responsibilities** for the Accounts, which sets out the responsibilities of both the PCC and the responsible Chief Finance Officer for the preparation of the Accounts.

- The **Movement in Reserves Statement** shows the movement in the year on the different reserves held by the PCC, analysed into 'usable reserves' and other, unusable reserves. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the PCC's services, more details of which are shown in the Comprehensive Income & Expenditure Statement.

- The **Comprehensive Income & Expenditure Statement** is a summary of the income and expenditure received and used to provide services during the year and shows how the PCC has funded the cost of net expenditure incurred at the request of the Chief Constable by an intra-group transfer.

- The **Balance Sheet**, which shows the value as at the 31 March 2015 of the assets and liabilities recognised by the Group and the PCC. The net assets (assets less liabilities) are matched by the usable and unusable reserves.

- The **Cash Flow Statement**, which summarises the inflows and outflows of cash arising from transactions with third parties for revenue and capital purposes.

- **Notes to the Accounts**, these comprise a detailed analysis of the summarised financial information in the Core Financial Statements. These also set out the accounting policies adopted by the Group and the PCC, which explain the basis on which the financial transactions are presented.

- **Police Officer Pension Fund Account** - This identifies the payments in and out of the Police Officers Pension Fund Account for the year.

- The **Annual Governance Statement** – This section describes how the PCC conducts business in accordance with proper standards and presents the findings from the annual review of the effectiveness of systems of internal control. The Annual Governance Statement does not form part of the Statement of Accounts but is included here for reporting purposes.

Financial Performance 2014/15

Revenue Outturn

The 2014/15 budget was set at £91.3m, which included an assumed use of reserves of £0.2m and also included £3.3m of savings. Reserves continue to be used, as part of the Medium Term Financial Plan (MTFP), to allow time for services to be redesigned and savings to be targeted, whilst providing the best possible level of policing from the resources available. Other earmarked reserves are being used to support the PCC initiatives, such as tackling rural, business and cyber crime.

2014/15 saw a continuation of the Government's austerity measures and reductions in funding through Police Grant and Revenue Support Grant amounted to £2.8m.

The main grants are not the only source of funding to be subject to change in 2014/15. The Council Tax, received through the precept levied on the billing authorities, is dependant on the amount set, the number of properties (tax base) and any share of surplus or deficit on the Collection Fund. The PCC decided to increase Council Tax by 1.99% for 2014/15 and this, together with changes in the council tax base and a surplus on the Collection Fund yielded an additional £1.5m in 2014/15. The Council Tax Support Grant, introduced in 2013/14, remained at £3.9m.

The Council Tax Freeze Grant continued to feature in the Government's programme, however the PCC decided not to take this grant in 2014/15 as it was only guaranteed for two years and amounted to an equivalent of a 1% increase in Council Tax. The grants relating to 2011/12 and 2013/14 continue to be paid up to and including 2015/16 and amount to £1.2m. After this date there is no guarantee of funding, potentially adding to the gap and the need for savings.

The 2014/15 funding is set out in the following table:

Where the Money Came From	Budget £000	Actual £000	%
Police Grant	33,248	33,248	36.4
Non-Domestic Rates and Revenue Support Grant	18,115	18,115	19.8
Council Tax Support Grant	3,910	3,910	4.3
Council Tax Freeze Grant	1,244	1,244	1.4
Central Government Funding	**56,517**	**56,517**	**61.9**
Locally Raised Funding – Precept (Council Tax)	**34,750**	**34,750**	**38.1**
Total Funding	**91,267**	**91,267**	**100.0**

Within the Alliance, Warwickshire Police and West Mercia Police operate a single policing model and combine their resources to provide a single policing service. The vast majority of the 2014/15 budget is pooled and Warwickshire Police and West Mercia Police are accountable for their share of the budget in the ratio 31:69, which is in accordance with the agreed cost sharing model. After comparing actual costs incurred by the two forces an adjustment is made by way of a payment from one force to the other to achieve the 31:69 split of pooled costs. The Accounts are prepared on the same basis, however the accounts also contain figures that are required to comply with the Code and Note 9 to the accounts 'Amounts Reported for Resource Allocation Decisions' reconciles the figures used in the accounts to those used internally to manage the budget.

The following table is a comparison of first, the Alliance and then the PCC's actual expenditure and income against the 2014/15 budget.

Warwickshire Police & West Mercia Police Expenditure & Income	Budget £000	Actual £000	%	Variance £000
Police officers' pay	153,070	145,641	52.0	7,429
Police staff pay	72,638	66,019	23.5	6,619
PCSO pay	10,245	9,377	3.4	868
Police pensions	4,004	4,551	1.6	(547)
Other Employee Costs	3,094	3,446	1.2	(352)
Premises	12,010	10,484	3.7	1,526
Transport	7,800	7,160	2.6	640
Supplies & Services	27,469	23,849	8.5	3,620
Third Party Payments	9,873	10,777	3.8	(904)
Capital Financing	7,653	12,037	4.3	(4,384)
Expenditure	**307,856**	**293,341**	**104.6**	**14,515**
Income	(11,068)	(15,399)	(5.5)	4,331
Net Expenditure	**296,788**	**277,942**	**99.1**	**18,846**
Contribution to/from Reserves	(3,262)	0	0.0	(3,262)
Use of Earmarked Reserve – Operation Devonport	0	2,480	0.9	(2,480)
Budget Requirement	**293,526**	**280,422**	**100.0**	**13,104**

Warwickshire Police Outturn				
Force Expenditure	95,012	90,379	101.6	4,633
Force Income	(5,108)	(5,831)	(6.6)	723
Total Warwickshire Police	**89,904**	**84,548**	**95.0**	**5,356**
Office of the PCC	904	877	1.0	27
PCC – Victims Commissioning	0	(7)	0.0	7
PCC – Grant Scheme	959	905	1.1	54
PCC – Business, Rural & Cyber Crime	0	117	0.1	(117)
Total Office of the PCC	**91,767**	**86,440**	**97.2**	**5,327**
Contribution to/from Reserves	(500)	0	0.0	(500)
Use of Earmarked Reserve – Operation Devonport	0	2,480	2.8	(2,480)
Budget Requirement	**91,267**	**88,920**	**100.0**	**2,347**

The Alliance has under spent by £13.1m compared to the original budget of £293.5m, of which £2.3m of the under spend is attributable to Warwickshire Police. It has been possible to meet all of the planned spending that was to be funded by reserves from the base budget supported by main stream funding, for example business rural and cyber crime spend. Further additions to earmarked reserves will strengthen the position and support the MTFP. Some of the key features of the Alliance under spend are described below.

The police pay budget has under spent by £7.4m because police officer recruitment and budgeted recruitment were not in-sync during the first part of the financial year. Plans are now in place to achieve the required number of officers by November 2015 and the 2015/16 budget has been adjusted accordingly.

Police staff pay has under spent by £6.6m, which is largely due to vacancies. The budget assumes the Alliance structure is in place and at full strength. Posts are being actively recruited to, however a higher than anticipated level of turnover and the lead time to fill vacancies has led to the under spend. The police staff pay budget is reviewed on an ongoing basis to ensure it is set at the right level.

Supplies and Services has under spent by £3.6m, which is a result of a combination of factors, including software, forensics and radio communications. Some of these budgets have been reduced in 2015/16 for permanent savings.

Income has over achieved the budget by £4.3m, which is attributable in part to receiving income that was not budgeted for including: the PCC Victim Support grant and the Police Innovation Fund grant. The expenditure that offsets these grants is an over spend in other areas of the budget. In addition, income exceeds the budget across a range of areas including; prosecution fee reimbursements, vehicles sales, vetting, course fees and additional income achieved by the West Mercia Police Safer Road Partnership, which is held in an earmarked reserve for use at a later date.

In line with the PCC's strategy in the MTFP for the use of under spends, favourable variances were used during the year to meet the cost of capital expenditure and offset borrowing up to an amount equal to any unfunded capital expenditure. It has been possible to finance £7.6m of capital expenditure by direct revenue contribution.

Comprehensive Income and Expenditure Statement (CIES) Deficit

The CIES measures the Group and PCC's financial performance for the year in terms of resources consumed over the last twelve months and the funding provided to finance services.

The Group CIES shows a deficit on the provision of services of £41.7m, whilst the PCC's shows a deficit of £10.6m. The reason for this is that the cost of policing and the costs associated with pensions are shown in the Chief Constable's Accounts. The deficit is arrived at after accounting for costs and income in line with the PCC's accounting policies and recognised accounting conventions, which is different to the statutory basis used to identify the net expenditure to be funded from local taxation in the form of Council Tax. For example, proper accounting practice requires the full cost of future pension liabilities to be recognised in the Accounts and is a significant part of the deficit on the Group CIES.

The financial standing of the PCC needs to be viewed from the perspective of the movement in the Police Fund, as set out in the Movement in Reserves Statement, which reconciles the CIES to the statutory basis for determining taxation. It was possible to transfer £2.347m to the earmarked reserves from the under spend, as described in the previous section.

Capital Outturn

In addition to the spending on day-to-day activities, the PCC incurs expenditure on buildings, information technology, vehicles and other major items of specialist equipment which have a long-term useful life.

The following table shows the Alliance capital expenditure of £8.5m and how this is funded followed by a brief explanation of the variations between actual spend and the budget.

Programme Capital Expenditure for the year	Budget (Adopted July 2014) £000	Actual £000	%	Variance £000
ICT	9,896	4,005	47.0	5,891
Estates	4,313	660	7.7	3,653
Vehicles	5,894	3,028	35.6	2,866
Plant & Equipment	175	825	9.7	(650)
Total Expenditure	**20,278**	**8,518**	**100.0**	**11,760**
Programme Capital Funding for the year				
Revenue Contribution to Capital Expenditure	0	7,632	89.6	(7,632)
Home Office General Capital Grant	3,287	748	8.8	2,539
Specific Grants	0	138	1.6	(138)
Capital Receipts	8,361	0	0.0	8,361
Borrowing	8.630	0	0.0	8,630
Total Funding	**20,278**	**8,518**	**100.0**	**11,760**

The PCC for West Mercia and the PCC for Warwickshire agreed a 2014/15 capital budget of £30.0m, as part of £73.7m capital programme covering the period 2014/15 to 2016/17. This was revised in-year to take account of the amended plan and detailed business cases, which re-phased some projects to 2017/18 and beyond. The 2014/15 budget, in the table above, became £20.3m as part of a revised capital programme of £67.0m for the period 2014/15 to 2016/17.

Included in the £11.8m net under spend, in the previous table, are some projects which over spent by £1.0m, therefore a total of £12.8m of project expenditure will be slipped into future years. The main reasons for the variations, which also make up the slippage are as follows:

The net ICT under spend of £5.9m is made up of two areas; Business Support including the Enterprise Desktop project and Specialist Policing including Automatic Number Plate Recognition (ANPR).

The Estates under spend of £3.7m is a result of delays caused by a lack of project managers. Whilst recruitment has now taken place, the work will slip into 2015/16. A significant project within the Estates plan that has also been delayed is the Operational Command and Control programme.

The vehicle replacement programme has under spent by £2.9m because the manufacturer has not been able to meet the delivery deadline, which would have meant the replacement vehicles would have been accounted for in 2014/15.

Steps have been taken to reduce slippage in future years by including only those projects that have formal approval and are backed by a full business case in the published capital programme. This in effect introduces a rolling capital programme, whereby any projects approved after February will need to be added to the capital programme and funding identified.

Of the £8.5m capital expenditure in 2014/15, £2.2m is attributable to and funded by the PCC for Warwickshire. Joint assets funded by the PCC for Warwickshire are financed by a grant receivable from the PCC for West Mercia with the latter accounting for this as Revenue Expenditure Funded from Capital Under Statute (REFCUS). The PCC for Warwickshire then donates the assets to the PCC for West Mercia. Joint assets funded by the PCC for West Mercia are accounted for in the same way but in reverse. This treatment complies with statute and the Code.

External Debt

The PCC finances part of the capital programme by borrowing, historically this has been arranged with the Public Works Loan Board. At 31 March 2015 the total external borrowing stood at £16.7m, which is well within the authorised limit for external debt for 2014/15 of £40.0m as approved by the PCC in February 2015.

The PCC's Capital Financing Requirement at 31 March 2015 was £23.2m, which when compared to the actual debt figure of £16.7m means that £6.5m has been funded internally to help meet capital expenditure. The cash flow position and the market rates for borrowing are monitored to decide the appropriate time to borrow funds externally.

Investments

At 31 March 2015 the PCC held £35.5m invested with various institutions. These investments have been placed in line with the Treasury Management and Investment Strategy, where the priority is the security of the capital sum over and above maximising investment returns. Returns on investment continue to be modest in light of the current record low interest rates, a trend that is currently considered likely to continue during 2015/16.

Assets

In total, the value of the assets held on the Balance Sheet is falling as buildings are re-valued on an existing use basis rather than depreciated replacement cost to comply with generally accepted accounting practice. The value of the Southern Justice Centre has fallen by £12.5m due to this re-valuation exercise. Steps are taken to ensure the carrying values of assets on the Balance Sheet are not materially different from their fair value.

The former Headquarters of Warwickshire Police at Leek Wootton has been re-valued and re-categorised as Property, Plant and Equipment rather than Assets Held for Sale, as the property was not being actively marketed as at 31 March 2015 (Notes 21 and 22).

Significant Provisions

Provisions are held on the balance sheet in respect of future payments for which the timing and amount of the payments is reasonably certain. At 31 March 2015 the significant provisions on the balance sheet amount to £0.2m and are explained in detail in Note 27.

Reserves and Balances

The PCC holds earmarked reserves for specific purposes and general reserves for unforeseen circumstances. The PCC sets out a strategy for holding reserves as part of the MTFP. Central to this strategy, reserves are being used over the life of the MTFP to achieve a well managed reduction in recurring expenditure to match the resources available.

The PCC monitors the level of reserves, particularly during the budget setting cycle and the Treasurer to the PCC is required by the Local Government Act 2003 to comment on the adequacy of reserves and the robustness of the budget. Further analysis of the movement in earmarked reserves can be found in Note 7 to the Accounts, which shows the position as at 31 March 2015.

Balance Sheet

The balance sheet shows that the net worth of the Group is (£912.1m) as at 31 March 2015 consisting of Usable Reserves of £38.3m, the Pensions Reserves of (£993.1m) and Other Unusable Reserves of £42.7m.

Pensions Liabilities

In accordance with International Accounting Standard (IAS) 19, the cost of employment and post-employment liabilities is shown in the Chief Constable's Accounts. The Chief Constable maintains a negative pensions reserve to match the estimated liability in relation to Police Officers, Police Staff and Police Community Support Officers' retirement benefits, which at the 31 March 2015 is £993.1m. However, in considering the impact that this has on the financial position of the PCC it must be remembered that:

- Police Staff and Police Community Support Officers are entitled to join the Local Government Pension Scheme (LGPS), which is a funded scheme. The liability will be funded by future planned increases in both the employee and employer contributions.

- The Police Pension Scheme, under the current arrangements, is funded partly by police officer and employer contributions. If there is insufficient money in the Pension Fund Account to meet all expenditure commitments in any particular year the Home Office will fund the deficit.

- The Police Pension Scheme and LGPS have been subject to reform and as from 1 April 2015 the former became a career average (CARE) scheme; the LGPS became a CARE scheme on 1 April 2014. Therefore the future benefit structures, as well as the level of contributions, will change.

Further information about the IAS 19 liability can be found under Note 35, and information about the Police Pensions Fund Account can be found on page 87.

Policing Performance

The following is a statement released by the Chief Constable regarding policing performance:

“This has been a year of consolidation where we have worked to ensure the foundations put in place through the Alliance with West Mercia Police continue to benefit victims of crime. The Alliance continues to evolve in scope and scale and, once again, I thank everyone for their hard work and commitment in protecting the public of Warwickshire.

Our overarching mission is to protect people from harm. Last year there were 60,761 recorded crimes during the year 2014/15 compared to 58,010 the previous year, an increase of 4.7%. This small increase came about largely as a consequence of an increase in crimes involving violence and sexual offences. Any increase is a concern; the reasons for the rise are complex though some is due to changes in national recording practices. However we will continue to work to understand the reasons for the growth, remain vigilant and deploy our resources in the most effective way we can to support all victims.

We take pride in the service we provide to the public and this is why we are pleased that the satisfaction of users of our service continues to remain high.

For the new financial year 2015/16, the PCC has again confirmed that there will be no targets to reduce specific areas of crime.

The agreed alliance vision is to protect people from harm. Harm includes everything from death and injury to loss or distress. Working with West Mercia Police we are committed to continuing to provide the very best possible protection to people with the resources available to us. This will mean focusing our resources on tackling the most serious harms and places where most crimes occur.

This way of working will allow us to achieve our vision by managing and responding to real time threats and risks. This is more effective in protecting communities than the traditional method of setting annual objectives and targets.

This is about doing the right thing and focusing on those issues that really matter to local communities. Focusing on just a small number of specific crime types is not always the most effective approach to reducing harm.

In 2015/16 we will continue to target those offenders who are causing the most harm, to deploy resources in areas of high risk and work to safeguard the vulnerable members of our communities. This strategy continues to prove effective and will build upon our performance over the last few years."

Martin Jelley
Chief Constable
Warwickshire Police

Environmental Issues

Warwickshire Police and West Mercia Police have a long standing commitment to protecting the environment and recognise that they have a responsibility to reduce their detrimental impact on the local environment and that their activities, both operational and non-operational have an impact on the natural environment for the communities of Herefordshire, Shropshire, Telford and Wrekin, Warwickshire and Worcestershire.

Through the Alliance, Warwickshire Police and West Mercia Police will achieve this by promoting environmental best practice and complying with all environmental legislation, regulations and codes of practice, and wherever practicable exceed these. It is recognised that improving the environmental impact might increase costs or require investment, which will be balanced against the requirement to achieve value for money.

Warwickshire Police and West Mercia Police have in place a joint Environmental and Sustainability Strategy which is available on the force websites.

The Current Economic Climate and Future Prospects

The 2015/16 budget is the third annual budget set by the PCC and the second time the vast majority of the budget has been built for the Alliance with West Mercia Police as a whole and the budget requirement apportioned to each Force in accordance with the agreed cost sharing approach. The issues that the PCC has considered in setting the budget, which is one of the most important decisions taken by the PCC, are explained in this section and drawn from the MTFP agreed in February 2015; dealing with funding, service demands, savings and the use of reserves.

The Government's funding to the PCC was reduced by £2.6m and recent statements by the Chancellor have made it clear that continuing reductions in Home Office funding are likely for the foreseeable future; more will be known after the three year Comprehensive Spending Review (CSR) expected in December 2015. Any adjustment to the grant formula is likely to have further adverse effects on the level of government resources received by the PCC. The level of Central Government funding beyond 2015/16 remains uncertain and the February MTFP assumes reductions of 3.2% per annum from 2016/17 to 2019/20.

Another major source of funding to the PCC is through the Council Tax raised by a precept or demand on local billing authorities, (district and borough councils). As in 2014/15, the PCC once again decided not to take the Government's Council Tax freeze grant and instead increase Council Tax by 1.99% (Band D £188.23). This increase, coupled with changes in the council tax base to reflect new house building, is expected to increase income from Council Tax by £1.2m in 2015/16. The MTFP assumes that growth in the precept will continue along these lines from 2016/17 to 2019/20. However, it is assumed that Council Tax Freeze Grant, worth £1.2m is withdrawn in 2016/17.

For the coming year existing policing capabilities, including those developments agreed in the PCC's first two budgets, are to be funded entirely from within existing resources. Policing and community safety partners are facing the prospect of having to deliver considerable budget savings over the coming years. The precept is therefore being increased in 2015/16 to provide additional resources to be used to fund initiatives to reduce and prevent crime. These may be early interventions to stop people committing crime or antisocial behaviour, rehabilitation to help those who already commit crime to desist; or education and support for the wider public to help reduce their likelihood of becoming a victim.

The MTFP includes assumptions about increases in costs and income due to contract inflation, changes in legislation and expenditure necessary to maintain buildings etc. Pay and associated costs make up the majority, approximately 80%, of the budgeted expenditure; and therefore the factors that drive the cost of pay are monitored closely and assessed, for example the changes to National Insurance resulting from the Pensions Act, which will be passed onto PCCs from 1 April 2016.

Total savings of £2.8m in the Warwickshire budget in 2015/16 and 2016/17 are already planned and being progressed. It is expected there will be a further savings requirement over the period to the end of 2019/20 of £9.7m for Warwickshire and the PCC will be considering proposals, being developed by the StraDA (Strengthening and Deepening the Alliance) team, for meeting this.

The Alliance has delivered £30m of savings through development of joint working arrangements and a new policing model. It is estimated that by the 31 March 2019 a further £29m will be required to be saved and the Alliance remains fundamental to delivering these savings. To achieve them whilst minimising the impact on the public, will require a focus on integration of ICT systems, changing channels of engagement with the public and rationalisation of the estate through co-location. This creates the need for a significant provision for invest to save initiatives.

The PCC's earmarked reserves are £29.5m as at 31 March 2015. Each year the Treasurer to the PCC carries out an assessment of the risks facing the PCC so as to determine the minimum level of reserves the PCC needs to hold. The strategy for the use of reserves referred to in the previous paragraph takes account of the likely delay in getting final confirmation of the scale of the future savings until after the CSR and the challenge of delivering increased levels of savings required by the Government.

The February MTFP plans to use £22.6m of reserves over a five year period to support each year's budget, including £6.7m in 2015/16. The Force has a track record in delivering its savings targets early and where this happens, the PCC's strategy for the use of these under spends, which would otherwise increase reserves, will be to seek to minimise the need to use borrowing to fund capital expenditure.

The PCC will closely monitor financial performance throughout the year to ensure that policing demands can be met within the resources available to the Chief Constable.

The PCC's Medium Term Financial Plan is available on the PCC's website.

Statement of Responsibilities

Responsibilities of the Police and Crime Commissioner for Warwickshire (the PCC)

The PCC is required to:

- make arrangements for the proper administration of the PCC's financial affairs and to ensure that one of his officers has the responsibility for the administration of those affairs. In this organisation that officer is the Treasurer to the Commissioner;
- manage the PCC's affairs to secure economic, efficient and effective use of resources and safeguard the PCC's assets;
- approve the Statement of Accounts.

I accept the above responsibilities and approve these Statement of Accounts for 2014/15.

Ron Ball
Police and Crime Commissioner for Warwickshire **Date:**

Responsibilities of the Treasurer to the Commissioner

The Treasurer to the Commissioner is responsible for the preparation of the Statement of Accounts for the Police and Crime Commissioner for Warwickshire and Group in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2014/15 (the Code).

In preparing this Statement of Accounts, the Treasurer to the Commissioner has:

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

The Treasurer has also:

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

The Statement of Accounts for the Police and Crime Commissioner for Warwickshire and Group is duly authorised for issue on 30 June 2015 by authority of the Treasurer to the Commissioner.

I certify that the Statement of Accounts represents a true and fair view of the financial position of the PCC and the Group at the accounting date and of the income and expenditure for the year ended 31 March 2015.

Elizabeth Hall
Treasurer to the Police and Crime Commissioner for Warwickshire
Date:

INDEPENDENT AUDITOR'S REPORT TO THE POLICE AND CRIME COMMISSIONER FOR WARWICKSHIRE

We have audited the financial statements of the Police and Crime Commissioner for Warwickshire for the year ended 31 March 2015 under the Audit Commission Act 1998. The financial statements comprise the Police and Crime Commissioner Single Entity and Group Movement in Reserves Statement, the Police and Crime Commissioner Single Entity and Group Comprehensive Income and Expenditure Statement, the Police and Crime Commissioner Single Entity and Group Balance Sheet, the Police and Crime Commissioner Single Entity and Group Cash Flow Statement and the related notes and the Supplementary Financial Statements which comprise the Police Pension Fund Account and related notes. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2014/15.

This report is made solely to the Police and Crime Commissioner for Warwickshire, as a body, in accordance with Part II of the Audit Commission Act 1998 and as set out in paragraph 48 of the Statement of Responsibilities of Auditors and Audited Bodies published by the Audit Commission in March 2010. Our audit work has been undertaken so that we might state to the Police and Crime Commissioner those matters we are required to state to the Police and Crime Commissioner in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Police and Crime Commissioner as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Treasurer and auditor

As explained more fully in the Statement of Responsibilities, the Treasurer is responsible for the preparation of the Statement of Accounts, which includes the financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2014/15, and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards also require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Police and Crime Commissioner Single Entity and Group's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Treasurer and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the explanatory foreword, to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the financial position of the Police and Crime Commissioner for Warwickshire as at 31 March 2015 and of its expenditure and income for the year then ended;
- give a true and fair view of the financial position of the Group as at 31 March 2015 and of its expenditure and income for the year then ended; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2014/15 and applicable law.

Opinion on other matters

In our opinion, the information given in the explanatory foreword for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we report by exception

We are required to report to you if:

- in our opinion the annual governance statement does not reflect compliance with 'Delivering Good Governance in Local Government: a Framework' published by CIPFA/SOLACE in June 2007; or
- we issue a report in the public interest under section 8 of the Audit Commission Act 1998; or
- we designate under section 11 of the Audit Commission Act 1998 any recommendation as one that requires the Police and Crime Commissioner to consider it at a public meeting and to decide what action to take in response; or
- we exercise any other special powers of the auditor under the Audit Commission Act 1998.

We have nothing to report in these respects.

Conclusion on the Police and Crime Commissioner's arrangements for securing economy, efficiency and effectiveness in the use of resources

Respective responsibilities of the Police and Crime Commissioner and the auditor

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

We are required under Section 5 of the Audit Commission Act 1998 to satisfy ourselves that the Police and Crime Commissioner has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources. The Code of Audit Practice issued by the Audit Commission requires us to report to you our conclusion relating to proper arrangements, having regard to relevant criteria specified by the Audit Commission in October 2014.

We report if significant matters have come to our attention which prevent us from concluding that the Police and Crime Commissioner has put in place proper arrangements for securing economy, efficiency and effectiveness in its use of resources. We are not required to consider, nor have we considered, whether all aspects of the Police and Crime

Commissioner's arrangements for securing economy, efficiency and effectiveness in its use of resources are operating effectively.

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

We have undertaken our review in accordance with the Code of Audit Practice, having regard to the guidance on the specified criteria, published by the Audit Commission in October 2014, as to whether the Police and Crime Commissioner has proper arrangements for:

- securing financial resilience; and
- challenging how it secures economy, efficiency and effectiveness.

The Audit Commission has determined these two criteria as those necessary for us to consider under the Code of Audit Practice in satisfying ourselves whether the Police and Crime Commissioner put in place proper arrangements for securing economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2015.

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

Conclusion

On the basis of our work, having regard to the guidance on the specified criteria published by the Audit Commission in October 2014, we are satisfied that, in all significant respects, the Police and Crime Commissioner for Warwickshire put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2015.

Certificate

We certify that we have completed the audit of the financial statements of the Police and Crime Commissioner for West Mercia in accordance with the requirements of the Audit Commission Act 1998 and the Code of Audit Practice issued by the Audit Commission.

John Gregory
for and on behalf of Grant Thornton UK LLP, Appointed Auditor

Colmore Plaza,
20 Colmore Circus
Birmingham
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21st September 2015

Movement in Reserves Statement (MIRS) for the Group

This statement shows the movement in the year on the different reserves held by the Group, analysed into Usable Reserves (ie those that can be applied to fund expenditure or reduce local taxation) and other reserves. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the Group's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. This is different to the statutory amounts charged to the General Fund Balance for council tax setting purposes. The Net (Increase)/Decrease before Transfers to Earmarked Reserves line shows the statutory General Fund Balance before any discretionary transfers to or from earmarked reserves are undertaken by the Group.

	Notes	Police Fund Balance	Earmarked Police Fund Reserves	Capital Receipts Reserve	Capital Grants Unapplied	Total Usable Reserves	Unusable Reserves	Total Group Reserves
		£000	£000	£000	£000	£000	£000	£000
Opening Balance at 1 April 2013		**2,000**	**28,310**	**0**	**973**	**31,823**	**(791,528)**	**(760,245)**
Movement in reserves during 2013/14								
Deficit on Provision of Services	9	(49,048)	0	0	0	(49,048)	0	(49,048)
Other Comprehensive Income and Expenditure *(Notes 8 (i) and (iii))*		0	0	0	0	0	41,715	41,715
Total Comprehensive Income and Expenditure		**(49,048)**	**0**	**0**	**0**	**(49,048)**	**41,715**	**(7,333)**
Adjustments between accounting basis and funding basis under regulations	6	51,902	0	0	818	52,720	(52,720)	0
Net Increase / (Decrease) before transfers to Earmarked Reserves		**2,854**	**0**	**0**	**818**	**3,672**	**(11,005)**	**(7,333)**
Transfers to/from Earmarked Reserves	7	1,146	(1,146)	0	0	0	0	0
Increase/(Decrease) in Year		**4,000**	**(1,146)**	**0**	**818**	**3,672**	**(11,005)**	**(7,333)**
Balance at 31 March 2014 Carried Forward		**6,000**	**27,164**	**0**	**1,791**	**34,955**	**(802,533)**	**(767,578)**
Movement in reserves during 2014/15								
Deficit on Provision of Services	9	(41,705)	0	0	0	(41,705)	0	(41,705)
Other Comprehensive Income and Expenditure *(Notes 8 (i) and (iii))*		0	0	0	0	0	(102,810)	(102,810)
Total Comprehensive Income and Expenditure		**(41,705)**	**0**	**0**	**0**	**(41,705)**	**(102,810)**	**(144,515)**
Adjustments between accounting basis and funding basis under regulations	6	44,052	0	359	690	45,101	(45,101)	0
Net Increase before transfers to Earmarked Reserves		**2,347**	**0**	**359**	**690**	**3,396**	**(147,911)**	**(144,515)**
Transfers to/from Earmarked Reserves	7	(2,347)	2,347	0	0	0	0	0
Increase/(Decrease) in Year		**0**	**2,347**	**359**	**690**	**3,396**	**(147,911)**	**(144,515)**
Balance at 31 March 2015 Carried Forward		**6,000**	**29,511**	**359**	**2,481**	**38,351**	**(950,444)**	**(912,093)**

Movement in Reserves Statement (MIRS) for the PCC

This statement shows the movement in the year on the different reserves held by the PCC, analysed into Usable Reserves (ie those that can be applied to fund expenditure or reduce local taxation) and other reserves. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the PCC's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. This is different to the statutory amounts charged to the General Fund Balance for council tax setting purposes. The Net (Increase)/Decrease before Transfers to Earmarked Reserves line shows the statutory General Fund Balance before any discretionary transfers to or from earmarked reserves are undertaken by the PCC.

	Notes	Police Fund Balance	Earmarked Police Fund Reserves	Capital Receipts Reserve	Capital Grants Unapplied	Total Usable Reserves	Unusable Reserves	Total Group Reserves
		£000	£000	£000	£000	£000	£000	£000
Opening Balance at 1 April 2013		**2,000**	**28,310**	**0**	**973**	**31,283**	**76,597**	**108,240**
Movement in reserves during 2013/14								
Deficit on Provision of Services (restated – see CIES footnote)	9	(10,838)	0	0	0	(10,838)	0	(10,838)
Other Comprehensive Income and Expenditure	8(i)	0	0	0	0	0	(823)	(823)
Total Comprehensive Income and Expenditure		**(10,838)**	**0**	**0**	**0**	**(10,838)**	**(823)**	**(11,661)**
Adjustments between accounting basis and funding basis under regulations	6	13,692	0	0	818	14,510	**(14,510)**	0
Net Increase before transfers to Earmarked Reserves		**2,854**	**0**	**0**	**818**	**3,672**	**(15,333)**	**(11,661)**
Transfers to/from Earmarked Reserves	7	1,146	(1,146)	0	0	0	0	0
Increase/(Decrease) in Year		**4,000**	**(1,146)**	**0**	**818**	**3,672**	**(15,333)**	**11,661**
Balance at 31 March 2014 Carried Forward		**6,000**	**27,164**	**0**	**1,791**	**34,955**	**61,624**	**96,579**
Movement in reserves during 2014/15								
Deficit on Provision of Services	9	(10,600)	0	0	0	(10,600)	0	(10,600)
Other Comprehensive Income and Expenditure	8 (i)	0	0	0	0	0	(3,444)	(3,444)
Total Comprehensive Income and Expenditure		**(10,600)**	**0**	**0**	**0**	**(10,600)**	**(3,444)**	**(14,044)**
Adjustments between accounting basis and funding basis under regulations	6	12,947	0	359	690	13,996	(13,996)	0
Net Increase before transfers to Earmarked Reserves		**2,347**	**0**	**359**	**690**	**3,396**	**(17,440)**	**(14,044)**
Transfers to/from Earmarked Reserves	7	(2,347)	2,347	0	0	0	0	0
Increase/(Decrease) in Year		**0**	**2,347**	**359**	**690**	**3,396**	**(17,440)**	**(14,044)**
Balance at 31 March 2015 Carried Forward		**6,000**	**29,511**	**359**	**2,481**	**38,351**	**44,184**	**82,535**

Comprehensive Income and Expenditure Statement (CIES) for the Group

This Statement shows the consolidated Group accounting cost and funding in the year of providing services presented in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. The Group raises taxation to cover expenditure in accordance with regulations; this is different from the accounting cost. The taxation position is shown in the MIRS.

2013/14 Gross Expenditure £000	2013/14 Gross Income £000	2013/14 Net Expenditure £000		Notes	2014/15 Gross Expenditure £000	2014/15 Gross Income £000	2014/15 Net Expenditure £000
54,807	(1,342)	53,465	Local Policing		47,260	(758)	46,502
6,539	(197)	6,342	Dealing with the Public		6,082	(76)	6,006
7,444	(783)	6,661	Criminal Justice Arrangements		17,679	(711)	16,968
3,275	(849)	2,426	Road Policing		4,383	(1,213)	3,170
4,470	(306)	4,146	Specialist Operations		5,824	(586)	5,238
5,953	(225)	5,728	Intelligence		5,147	(360)	4,787
31,366	(1,753)	29,613	Investigations		21,028	(720)	20,308
2,870	(181)	2,689	Investigative Support		2,682	(32)	2,650
1,619	(729)	890	National Policing		1,681	(795)	886
1,018	(28)	990	Corporate and Democratic Core		2,407	(432)	1,975
153	0	153	Non Distributed Costs		725	0	725
119,514	**(6,393)**	**113,121**	**Net Cost of Policing Services**	9	**114,898**	**(5,683)**	**109,215**
		35	Other operating expenditure – Loss on disposal of non-current assets *(Note 6)*				15
		40,948	Financing and investment net expenditure *(Note 11)*				41,207
		(105,056)	Taxation and non-specific grant income *(Note 12)*				(108,732)
		49,048	**Deficit on Provision of Services**				**41,705**
		823	(Surplus) or deficit on revaluation of Property, Plant & Equipment Assets *(Note 8 (i))*				3,444
		(42,538)	Re-measurement of the net defined benefit liability *(Note 35)*				99,366
		(41,715)	**Other Comprehensive Income & Expenditure**				**102,810**
		7,333	**Total Comprehensive Income & Expenditure**				**144,515**

Comprehensive Income and Expenditure Statement (CIES) for the PCC

This Statement shows the accounting cost and funding in the year of providing services presented in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. The PCC raises taxation to cover expenditure in accordance with regulations; this is different from the accounting cost. The taxation position is shown in the MIRS. The CIES includes the intra-group transfer, whereby the PCC provides resources to meet the cost of day to day policing provided by the Chief Constable. The presentation of the intra-group transfer has been revised from last year's Accounts and is now part of the Net Cost of Policing Services; Total Comprehensive Income and Expenditure remains unchanged.

2013/14 Gross Expenditure £000	2013/14 Gross Income £000	2013/14 Net Expenditure £000		Notes	2014/15 Gross Expenditure £000	2014/15 Gross Income £000	2014/15 Net Expenditure £000
8,659	(3,452)	5,207	Local Policing		6,790	(2,726)	4,064
2,161	(689)	1,472	Dealing with the Public		339	(318)	21
1,860	(1,242)	618	Criminal Justice Arrangements		9,536	(1,002)	8,534
718	(1,034)	(316)	Road Policing		153	(1,333)	(1,180)
457	(424)	33	Specialist Operations		293	(810)	(517)
946	(470)	476	Intelligence		300	(587)	(287)
2,955	(2,517)	438	Investigations		869	(1,362)	(493)
503	(311)	192	Investigative Support		124	(131)	(7)
288	(804)	(516)	National Policing		22	(812)	(790)
1,018	(28)	990	Corporate and Democratic Core		2,407	(432)	1,975
0	0	0	Non Distributed Costs		0	0	0
19,565	**(10,971)**	**8,594**	**Cost of Policing Services**	9	**20,833**	**(9,513)**	**11,320**
94,808	0	94,808	Funding to the Chief Constable for financial resources consumed	10	92,069	0	92,069
114,373	**(10,971)**	**103,402**	**Net Cost of Policing Services**		**112,902**	**(9,513)**	**103,389**
		35	Other operating expenditure – Loss on disposal of non-current assets *(Note 6)*				15
		768	Financing and investment net expenditure *(Note 11)*				668
		(93,367)	Taxation and non-specific grant income *(Note 12)*				(93,472)
		10,838	**Deficit on Provision of Services ***				**10,600**
		823	(Surplus) or deficit on revaluation of Property, Plant & Equipment Assets *(Note 8 (i))*				3,444
		823	**Other Comprehensive Income & Expenditure**				**3,444**
		11,661	**Total Comprehensive Income & Expenditure**				**14,044**

* 2013/14's Deficit on Provision of Services has been restated from a surplus of £83.970m and is now shown net of the Intra-Group transfer that was previously included after Other Comprehensive Income & Expenditure; this change has also been reflected in the PCC's MIRS and Cashflow Statement.

Balance Sheets for the Group and the PCC

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Group and the PCC. The net assets of the Group and the PCC (assets less liabilities) are matched by the reserves held by the Group and the PCC. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that the Group and the PCC may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example, the Capital Receipts Reserve may only be used to fund capital expenditure or repay debt). The second category of reserves is those that the Group and the PCC are not able to use to provide services. This category of reserves includes reserves that hold unrealised gains and losses (for example, the Revaluation Reserve) where amounts would only become available to provide services if the assets are sold; and reserves that hold timing differences shown in the Movement in Reserves Statement in the line 'Adjustments between accounting basis and funding basis under regulations'.

The PCC as at 31 March 2014	The Group as at 31 March 2014		Notes	The PCC as at 31 March 2015	The Group as at 31 March 2015
£000	£000			£000	£000
78,863	78,863	Property, Plant & Equipment	21	62,842	62,842
2,224	2,224	Intangible Assets	23	1,854	1,854
268	268	Long Term Debtors	14	266	266
81,175	**81,175**	**Long Term Assets**		**64,962**	**64,962**
3,363	3,363	Assets Held for Sale	22	831	831
5,043	7,404	Short Term Debtors	24	4,741	8,242
29,704	29,704	Cash and Cash Equivalents	25	35,640	35,640
645	0	Intra-Group Debtor	10	1,421	0
38,755	**40,471**	**Current Assets**		**42,633**	**44,713**
(1,378)	(1,378)	Short Term Borrowing	29	(875)	(875)
(5,121)	(8,943)	Short Term Creditors	26	(8,208)	(11,588)
0	0	Provisions	27	0	(209)
(6,499)	**(10,321)**	**Current Liabilities**		**(9,083)**	**(12,672)**
(16,712)	(16,712)	Long Term Borrowing	29	(15,837)	(15,837)
0	(862,051)	Liability Relating to Defined Benefit Pension Schemes	35	0	(993,119)
(140)	(140)	Capital Grants Receipts in Advance	13	(140)	(140)
(16,852)	**(878,903)**	**Long Term Liabilities**		**(15,977)**	**(1,009,096)**
96,579	**(767,578)**	**Net Assets**		**82,535**	**(912,093)**
34,955	34,955	Usable Reserves	7	38,351	38,351
61,624	(802,533)	Unusable Reserves	8	(44,184)	(950,444)
96,579	**(767,578)**	**Total Reserves**		**82,535**	**(912,093)**

Cash Flow Statements for the Group and the PCC

This statement shows the changes in cash and cash equivalents of the Group and the PCC during the reporting period. The statement shows how the PCC generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which the operations of the PCC are funded by way of taxation and grant income or from the recipients of services provided by the PCC and Chief Constable. Investing activities represent the extent to which cash outflows have been made for resources, which are intended to contribute to future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital (i.e. borrowing) to the PCC.

The PCC 2013/14 £000	The Group 2013/14 £000		Notes	The PCC 2014/15 £000	The Group 2014/15 £000
10,838	**49,048**	**Net deficit on the provision of services ***	9	**10,600**	**41,705**
(17,846)	(56,056)	Adjustments to net (surplus) or deficit on the provision of services for non-cash movements	32	(19,316)	(50,421)
2,223	2,223	Adjustments for items included in the net (surplus) or deficit on the provision of services that are investing and financing activities	32	1,419	1,419
(4,785)	**(4,785)**	**Net cash flows from Operating Activities**		**(7,297)**	**(7,297)**
(1,285)	(1,285)	Investing Activities	33	(17)	(17)
1,033	1,033	Financing Activities	34	1,378	1,378
(5,037)	**(5,037)**	**Net increase or decrease in cash and cash equivalents**		**(5,936)**	**(5,936)**
(24,667)	(24,667)	Cash and cash equivalents at the beginning of the reporting period	25	(29,704)	(29,704)
(29,704)	**(29,704)**	**Cash and cash equivalents at the end of the reporting period**		**(35,640)**	**(35,640)**

* 2013/14's Deficit on Provision of Services for the PCC has been restated from a surplus of £83.970m, as explained in the footnote to the PCC's CIES.

Notes to the Financial Statements

The following notes contain information which is in addition to that contained in the main financial statements, and is intended to provide a fuller explanation and description of specific figures to aid the reader's understanding of the Statement of Accounts.

1. Accounting Policies for the Group and the PCC

i. General Principles

The Statement of Accounts summarises the Group's and the PCC's transactions for the 2014/15 financial year and its position at the year-end. The accounting policies are the specific principles, bases, conventions, rules and practices applied by the Group and the PCC when preparing and presenting the financial statements. The Group and the PCC are required to prepare an annual Statement of Accounts by the Accounts and Audit Regulations 2011, which must be prepared in accordance with proper accounting practices. These practices primarily comprise the Code of Practice on Local Authority Accounting in the United Kingdom 2014/15 and the Service Reporting Code of Practice 2014/15 supported by International Financial Reporting Standards (IFRS).

The accounting convention adopted is principally historical cost, modified by the revaluation of certain categories of non-current assets and financial instruments. The principal accounting policies have been applied consistently throughout the year.

ii. Changes in Accounting Policies

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

iii. Income and Cost Recognition and Intra-group Adjustment

The PCC is responsible for the Police Fund into which all income is received including the main funding streams of Police Grant, Revenue Support Grant, National Non-Domestic Rates and Council Tax as well as income from charges and from which all costs are met. The Police Fund is held in a single bank account: the Chief Constable does not have a separate bank account into which money can be received or from which payments can be made.

The Chief Constable's Accounts show the cost of undertaking day to day operational policing under the direction and control of the Chief Constable. Expenditure shown in the CIES include the salaries of police officers, PCSOs and police staff as well as the cost of purchases. In addition, a charge is shown for the Chief Constable's use of assets, which are strategically controlled by the PCC. The capital charge is equal to depreciation of property, plant and equipment and amortisation of intangible assets plus any charge for impairment through obsolescence or physical damage. To fund the operational expenditure, the Chief Constable's Accounts show income by way of funding or financial guarantee provided by the PCC to the Chief Constable. This treatment forms the basis of the intra-group adjustment between the Accounts of the PCC and the Chief Constable. However, because the Chief Constable does not have a bank account there is no actual transfer of cash between the PCC and the Chief Constable. The Intra-Group funding has been re-presented in the CIES and is now part of the Net Cost of Policing Services, rather than being shown after Other Comprehensive Income and Expenditure.

The cost of post employment benefits accrued by serving and ex-police officers and police staff and the cost of accrued absences is also shown in the Chief Constable's Accounts.

iv. Accruals of Income and Expenditure

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

- Revenue from the sale of goods is recognised when the Group transfers the significant risks and rewards of ownership to the purchaser and it is probable that economic benefits or service potential associated with the transaction will flow to the Group.
- Revenue from the provision of services is recognised when the Group can measure reliably the percentage of completion of the transaction and it is probable that economic benefits or service potential associated with the transaction will flow to the Group.
- Supplies are recorded as expenditure when they are consumed. Where there is a gap between the date supplies are received and their consumption they are carried as inventories on the Balance Sheet.
- Expenses in relation to services received (including services provided by police officers, police staff and PCSOs) are recorded as expenditure when the services are received rather than when payments are made.
- Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
- Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

v. Cash and Cash Equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Cash Flow Statement, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Group's cash management

vi. Charges to Revenue for Non-Current Assets

Services are debited with the following amounts to record the cost of holding non-current assets during the year:

- depreciation attributable to the assets used by the relevant service.
- revaluation and impairment losses on assets used by the service where there are no accumulated gains in the Revaluation Reserve against which the losses can be written off.
- amortisation of intangible non-current assets attributable to the service.

The Group is not required to raise council tax to fund depreciation, revaluation and impairment losses or amortisations. However, it is required to make an annual contribution from revenue towards the reduction in its overall borrowing requirement equal to an amount calculated on a prudent basis determined by the Group in accordance with statutory guidance. Depreciation, revaluation and impairment losses and amortisations are therefore replaced by the contribution in the Police Fund Balance (Minimum Revenue Provision), by way of an adjusting transaction with the Capital Adjustment Account in the MIRS for the difference between the two. Further information can be found in the Treasury Management Strategy available on the PCC's website.

vii. Employee Benefits

Benefits Payable during Employment

Short-term employee benefits are those due to be settled wholly within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave, rest days, toil, paid sick leave, bonuses and non-monetary benefits (e.g. cars) for current employees and are recognised as an expense for services in the year in which employees render service to the Group. An accrual is made for the cost of holiday entitlements (or any form of leave, e.g. time off in lieu) earned by employees but not taken before the year-end which employees can carry forward into the next financial year. The accrual is made at the salary rates applicable at the start of the following accounting year, being the period in which the employee takes the benefit. The accrual is charged to the Surplus or Deficit on the Provision of Services, but then reversed out through the Movement in Reserves Statement so that holiday benefits are charged to revenue in the financial year in which the holiday absence occurs. The accumulated cost is carried to the Chief Constable's Balance Sheet where it is held as a liability and this is matched by an unusable reserve.

Termination Benefits

This policy only applies to members of police staff, including PCSOs.

Termination benefits are amounts payable to employees as a result of a decision by the PCC or the Chief Constable to terminate their employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the Cost of Services in the CIES at the earlier of when the employer can no longer withdraw the offer of those benefits or when the employer recognises costs for a restructuring.

Where termination benefits involve the enhancement of pensions, statutory provisions require the Police Fund Balance to be charged with the amount payable by the Group 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

Police officers and police staff, including PCSOs have the option of belonging to one of two separate pension schemes relevant to them:

- Police Pension Scheme (PPS) for Police Officers.
- Local Government Pensions Scheme (LGPS) for Police Staff administered by Warwickshire County Council.

Both schemes provide index-linked defined benefits to members (retirement lump sums and pensions) earned as employees worked for the Group and determined by the individuals' pensionable pay and pensionable service.

The LGPS and the PPS are accounted for as defined benefits schemes as follows:

- the liabilities of the pension fund attributable to the Group are included in the Balance Sheet on an actuarial basis using the projected unit method – i.e. an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc, and projections of anticipated earnings for current employees.

- International Accounting Standard (IAS) 19 requires the nominal discount rate to be set by reference to market yields on high quality corporate bonds or where there is no deep market in such bonds then by reference to government bonds.

- the PPS liabilities are discounted using the nominal discount rate based on government bond yield of appropriate duration plus an additional margin and the LGPS liabilities are discounted to their value at current prices, using a discount rate based on corporate bond yields at 31 March 2015.

- the discount rates used by the actuaries and other principal assumptions are set out in Note 35.

- the assets of the LGPS fund attributable to the Group are included in the Balance Sheet at their fair value:
    - quoted securities – current bid price
    - unquoted securities – professional estimate
    - unitised securities – current bid price
    - property – market value

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

- **Current service cost** – the increase in liabilities as a result of years of service earned in the current year – allocated in the CIES to the services for which the employees worked.

- **Past service cost** – the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years – debited to the Surplus or Deficit on the Provision of Services in the CIES as part of Non Distributed Costs.

- **Net interest on the net defined benefit liability** i.e. net interest expense for the Group – the change during the period in the net defined benefit liability that arises from the passage of time charged to the Financing and Investment Income and Expenditure line of the CIES – this is calculated by applying the discount rate used to measure the defined benefit obligation to the net defined benefit liability at the beginning of the period – taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments.

- **Re-measurements comprising:**
  - the return on plan assets – excluding amounts included in net interest on the net defined benefit liability – 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 – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure

- **Contributions paid to the pension fund** – cash paid as employer's contributions to the pension fund in settlement of liabilities; not accounted for as an expense.

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

A difference between the two schemes is that the PPS is an unfunded, defined benefit, final salary scheme, whereas the LGPS is a funded, defined benefit scheme and, with effect from 1 April 2014, became a career average (CARE) rather than final salary scheme. As the PPS is unfunded there are no investment assets built up to meet the pensions liabilities and cash has to be generated to meet the actual pensions payments as they eventually fall due. This is further explained in the notes to the Police Pension Fund Account on page 88.

It should be noted that the Group has not exercised powers to make discretionary awards of retirement benefits in the event of early retirements. The approach set out in the joint Government Actuary's Department (GAD)-CIPFA paper "Assessment of Pension Liabilities Disclosures" as realised in the GAD model has been followed in order to satisfy the disclosure requirements of the Code.

The Group has powers to make awards to Police Officers who have ceased to be members of the police force and are permanently disabled as a result of an injury received without his/her own default in the execution of his/her duty. These payments are made in accordance with the Police (Injury Benefit) Regulations 2006.

viii. Financial Instruments

Financial Liabilities

Financial liabilities are recognised on the Balance Sheet when the Group becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value and are carried at their amortised cost. Annual charges to the Financing and Investment Income and Expenditure line in the CIES for interest payable are based on the carrying amount of the liability, multiplied by the effective rate of interest for the instrument. The effective interest rate is the rate that exactly discounts estimated future cash payments over the life of the instrument to the amount at which it was originally recognised.

For the straightforward borrowings that the Group has, this means that the amount presented in the Balance Sheet is the outstanding principal repayable (plus accrued interest); and interest charged to the CIES is the amount payable for the year according to the loan agreement.

The Group has not entered into the repurchase or early settlement of borrowing.

Financial Assets

The Group holds loans and receivables; assets that have fixed or determinable payments but are not quoted in an active market. It does not hold available for sale assets.

Loans and receivables are recognised on the Balance Sheet when the Group becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value. They are subsequently measured at their amortised cost. Annual credits to the Financing and Investment Income and Expenditure line in the CIES for interest receivable are based on the carrying amount of the asset multiplied by the effective rate of interest for the instrument. For most of the loans that the Group has taken out, this means that the amount presented in the Balance Sheet is the outstanding principal receivable (plus accrued interest) and interest credited to the CIES is the amount receivable for the year in the loan agreement.

The Group has not impaired, or incurred gains or losses, on recognition of loans and receivables during the year.

ix. Government Grants and Contributions

Whether paid on account, by instalments or in arrears, government grants and third party contributions and donations are recognised as due to the Group when there is reasonable assurance that:

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

Amounts recognised as due to the Group are not credited to the CIES until conditions attached 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, the grant conditions must be adhered to and specific outputs, or future economic benefits or service potential delivered, otherwise the grant sum, 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 as creditors. When conditions are satisfied, the grant or contribution is credited to the relevant service line (attributable 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 Reserve. Where it has been applied, it is posted to the Capital Adjustment Account. Amounts in the Capital Grants Unapplied Reserve are transferred to the Capital Adjustment Account once they have been applied to fund capital expenditure.

x. Intangible Assets

Expenditure on non-monetary assets that do not have physical substance but are controlled by the Group as a result of past events (e.g. software licences) is capitalised when it is expected that future economic benefits or service potential will flow from the intangible asset to the Group.

Internally generated assets are capitalised where it is demonstrable that the project is technically feasible and intended to be completed (with adequate resources being available) and the Group will be able to generate future economic benefits or deliver service potential by being able to sell or use the asset. Expenditure is capitalised where it can be measured reliably as attributable to the asset and is restricted to that incurred during the development phase (research expenditure cannot be capitalised). Expenditure on the development of websites is not capitalised if the website is solely or primarily intended to promote or advertise the Group’s services.

Intangible assets are measured initially at cost. Amounts are only re-valued where the fair value of the assets held by the Group can be determined by reference to an active market. The depreciable amount of all intangible assets is amortised over their useful lives to the Cost of Services in the CIES. An asset is tested for impairment whenever there is an indication that the asset might be impaired – any losses recognised are posted to the Cost of Services in the CIES. Any gain or loss arising on the disposal or abandonment of an intangible asset is posted to the Other Operating Expenditure line in the CIES.

Where expenditure on intangible assets qualifies as capital expenditure for statutory purposes, amortisation, impairment losses and disposal gains and losses are not permitted to have an impact on the Police Fund Balance. The gains and losses are therefore reversed out of the Police Fund Balance in the MIRS and posted to the Capital Adjustment Account and (for any sale proceeds greater than £10,000) the Capital Receipts Reserve.

xi. Investment Property

Investment properties are those that are used solely to earn rentals and/or for capital appreciation. The definition is not met if the property is used in any way to facilitate the delivery of services or production of goods or is held for sale.

Investment properties are measured initially at cost and subsequently at fair value, based on the amount at which the asset could be exchanged between knowledgeable parties at arm's length. Properties are not depreciated but are re-valued annually according to market conditions at the year-end. Gains and losses on revaluation are posted to the Financing and Investment Income and Expenditure line in the CIES. The same treatment is applied to gains and losses on disposal.

Rentals received in relation to investment properties are credited to the Financing and Investment Income line and result in a gain for the General Fund Balance. However, revaluation and disposal gains and losses are not permitted by statutory arrangements to have an impact on the Police Fund Balance. The gains and losses are therefore reversed out of the Police Fund Balance in the MIRS and posted to the Capital Adjustment Account and (for any sale proceeds greater than £10,000) the Capital Receipts Reserve.

xii. Jointly Controlled Operations and Jointly Controlled Assets

Jointly controlled operations are activities undertaken by the PCC and / or Chief Constable in conjunction with other ventures or organisations that involve the use of the assets and resources of the ventures rather than the establishment of a separate entity. The Group recognises on its Balance Sheet the assets (Property, ICT and Vehicles) that it controls or its share thereof. Joint assets give rise to benefits of the joint venturers. The Group also recognises the liabilities that it incurs. The CIES is debited and credited with the expenditure it incurs and the share of costs incurred or income earned through the joint operation.

The Alliance with West Mercia Police bodies is a jointly controlled operation, which lies at the heart of the policing model and governance of the PCCs and Chief Constables of both Warwickshire and West Mercia. The Alliance is primarily a joint venture for operational purposes where each party draws on the pooled resources to deliver services. Assets created or developed as an integral part of the alliance are also shared.

A full explanation of the treatment of transactions and balances under the Alliance has been explained fully in Note 14 to the Accounts 'Pooled Budgets and Joint Ventures'.

xiii. Leases

Leases are classified as finance leases where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. The Group has reviewed its contracts register and has determined that it has no finance leasing arrangements. All other leases are classified as operating leases.

Where a lease covers both land and buildings, the land and buildings elements are considered separately for classification.

Arrangements that do not have the legal status of a lease but convey a right to use an asset in return for payment are accounted for under this policy where fulfilment of the arrangement is dependent on the use of specific assets.

The Group as Lessee (Operating Lease)

Rentals paid under operating leases are charged to the CIES as an expense of the services benefiting from use of the leased property, plant or equipment. Charges are made on a straight-line basis from the commencement of the lease term over the life of the lease; even if this does not match the pattern of payments (e.g. there is a rent free period at the inception of the lease).

The Group as Lessor (Operating Lease)

Where the Group grants an operating lease over a property or an item of plant or equipment, the asset is retained in the Balance Sheet. Rental income is credited to the Other Operating Expenditure line in the CIES. Credits are made on a straight-line basis from the commencement of the lease term over the life of the lease, even if this does not match the pattern of payments (e.g., there is a premium paid at the commencement of the lease). Initial direct costs incurred in negotiating and arranging the lease are added to the carrying amount of the relevant asset and charged as an expense over the lease term on the same basis as rental income.

xiv. Overhead and Support Services

The costs of overheads and support services are charged to those that benefit from the supply or service in accordance with the costing principles of the CIPFA Service Reporting Code of Practice 2014/15 (SeRCOP). The total absorption costing principle is used i.e. the full cost of overheads and support services are shared between users in proportion to the benefits received, with the exception of:

- Corporate and Democratic Core – costs relating to the PCC's status as a democratic organisation;
- Non Distributed Costs – the cost of discretionary benefits awarded to employees retiring.

These two cost categories are defined in SeRCOP and accounted for as separate headings in the CIES, as part of Net Expenditure on Cost of Services.

xv. Prior Year Adjustments

Prior year adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes are applied retrospectively (unless otherwise stated) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

xvi. Property, Plant and Equipment

Assets that have physical substance and are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes and expected to be used during more than one financial year are classified as Property, Plant and Equipment (PPE).

Recognition

Expenditure on the acquisition, creation or enhancement of PPE is capitalised on an accruals basis, provided that it is probable that the future economic benefits or service potential associated with the item will flow to the Group and the cost of the item can be measured reliably. Expenditure that maintains but does not add to an asset's potential to deliver future economic benefits or service potential (i.e. repairs and maintenance) is charged as an expense when it is incurred.

Measurement

Assets are initially measured at cost, comprising:

- the purchase price;
- any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The cost of assets acquired other than by purchase is deemed to be its fair value; the Group has not acquired any asset via an exchange. The Group received donated assets amounting to £1.215m from the PCC for West Mercia during the year, as explained in Notes 21 and 23.

Assets are then carried in the Balance Sheet using the following measurement bases:

- Assets Under Construction – historical cost;
- Operational property – fair value, determined as the amount that would be paid for the asset in its existing use (Existing Use Value – EUV);
- Where non-property assets that have short useful lives and / or low values, historical cost basis is used as a proxy for fair value.

Assets included in the Balance Sheet at fair value are re-valued sufficiently regularly to ensure that their carrying amount is not materially different from their fair value at the year end, but as a minimum every five years. Desktop reviews are carried out annually to ensure that this holds true as at the Balance Sheet date; 80% of the Net Book Value of Land and Buildings has been professionally valued in the last 12 months. Valuations are carried out by qualified valuers, Lambert Smith Hampton, the most recent being carried out as at 31 March 2015. The basis of valuation used is set out below as recommended by CIPFA and in line with the Statements of Asset Valuation Practice and guidance notes of the Royal Institute of Chartered Surveyors (RICS). Increases in valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains. Exceptionally, gains might be credited to the CIES where they arise from the reversal of a loss previously charged to the Cost of Services.

Where decreases in value are identified, they are accounted for:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains); or
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the Cost of Services in the CIES.

The Revaluation Reserve contains revaluation gains recognised since 1 April 2007 only, the date of its formal implementation. Gains arising before that date have been consolidated into the Capital Adjustment Account.

Componentisation

Componentisation will only be applied to new buildings and significant refurbishments completed after 1 April 2010 and to revaluations undertaken after 1 April 2010.

Buildings are classed as material where the cost is above the Group's materiality threshold.

The value of each component is considered in relation to the value of the asset. As a rule significant expenditure amounting to greater than 25% of the total cost will be considered for componentisation.

Expenditure on Improvements amounting to less than £250k will not be considered for componentisation.

Components of buildings and the life of each component are:

• Structure	60 years
• Mechanical and electrical	15 years
• Roof – pitch	60 years
• Roof – flat	20 years

Impairment

Assets are assessed at each year-end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall.

Where impairment losses are identified, they are accounted for as follows:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains);
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the Cost of Services in the CIES.

Where an impairment loss is reversed subsequently, the reversal is credited to the Cost of Services in the CIES, up to the amount of the original loss and adjusted for depreciation that would have been charged if the loss had not been recognised.

Depreciation

Depreciation is provided for on all PPE assets by the systematic allocation of their depreciable amounts over their useful lives. Exception is made for assets without a determinable finite useful life, i.e. freehold land and assets that are not yet available for use such as assets under construction.

Depreciation is calculated on the straight-line method over:

- buildings – straight line allocation over the useful life of the property as estimated by the valuer;
- plant, furniture and equipment – 5 years;
- vehicles – over 3 to 7 years;
- ICT Equipment – 5 years.

No depreciation is charged for the financial year in which an asset is acquired. A full year's depreciation charge is made for the year of asset disposal.

Where an asset has major components and the cost is significant in relation to the total cost of the item, the components are depreciated separately.

Revaluation gains are also depreciated, with an amount equal to the difference between current value depreciation charged on assets and the depreciation that would have been chargeable based on their historical cost being transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

Disposals and Non-Current Assets Held for Sale

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an Asset Held for Sale. The asset is re-valued immediately before reclassification and then carried at the lower of this amount and fair value less costs to sell. Where there is a subsequent decrease to fair value less costs to sell, the loss is posted to the Other Operating Expenditure line in the CIES. Gains in fair value are recognised only up to the amount of any previous losses recognised in the Surplus or Deficit on Provision of Services. Depreciation is not charged on Assets Held for Sale.

If assets no longer meet the criteria to be classified as Assets Held for Sale, they are reclassified back to non-current assets and valued at the lower of their carrying amount before they were classified as Held for Sale; adjusted for depreciation, amortisation or revaluations that would have been recognised had they not been classified as Held for Sale, and their recoverable amount at the date of the decision not to sell.

Assets that are to be abandoned or scrapped are not reclassified as Assets Held for Sale.

When an asset is disposed of or decommissioned, the carrying amount of the asset in the Balance Sheet (whether PPE or Assets Held for Sale) is written off to the Other Operating Expenditure line in the CIES as part of the gain or loss on disposal. Receipts from disposals (if any) are credited to the same line in the CIES also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal). Any revaluation gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account.

The written-off value of disposals is not a charge against council tax, as the cost of non-current assets is fully provided for under separate arrangements for capital financing. Amounts are appropriated to the Capital Adjustment Account from the Police Fund Balance in the MIRS.

De Minimis

The Group has agreed a de minimis level of £10,000 for the acquisition, renewal or replacement of buildings, plant and machinery or other equipment to count as prescribed capital expenditure.

xvii. Provisions, Contingent Liabilities and Contingent Assets

Provisions are made where an event has taken place that gives the Group a legal or constructive obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. For instance, the Group may be involved in a court case that could eventually result in the making of a settlement of the payment of compensation.

Provisions are charged as an expense to the Cost of Services in the CIES in the year that the Group becomes aware of the obligation, and are measured at the best estimate as at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet. Estimated settlements are reviewed at the end of each financial year and where it becomes less than probable that a transfer of economic benefits will now be required (or a lower settlement than anticipated is made); the provision is reversed and credited back to the Cost of Services.

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

A contingent liability or a contingent asset arises where an event has taken place that gives the Group a possible obligation or asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Group. 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 and contingent assets are not recognised in the Balance Sheet but disclosed in Notes 27 and 28 to the Accounts.

xviii.Reserves

The Group sets aside specific amounts as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the Police Fund Balance in the MIRS. When expenditure to be financed from a reserve is incurred, it is charged to the Cost of Services 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 Police Fund Balance in the MIRS so that there is no net charge against Council Tax for the expenditure.

xix. Revenue Expenditure Funded from Capital Under Statute

Expenditure incurred during the year that may be capitalised under statutory provisions but that does not result in the creation of a non-current asset has been charged as expenditure to the relevant service in the CIES in the year. Where the PCC has determined to meet the cost of this expenditure from existing capital resources or by borrowing, a transfer in the MIRS from the General Fund Balance to the CAA then reverses out the amounts charged so that there is no impact on the level of council tax. Notes 21 and 23 explain the REFCUS incurred by the PCC during the year.

xx. Value Added Tax

VAT payable is included as an expense only to the extent that it is not recoverable from Her Majesty's Revenue and Customs. VAT receivable is excluded from income.

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

The following sets out amendments to accounting standards or new accounting standards that have been issued on or before 1 January 2015 but not yet adopted by the Code.

IFRS13 Fair Value Measurement

IFRS 13 provides a new definition of fair value and a single source of reference for almost all fair value measurements used in IFRS financial statements. It explains how to measure fair value, including when a market is less active. It also requires improved clarity through additional disclosures. It will require valuation techniques to be reviewed and amended if necessary. However, it is anticipated that there will be no significant changes to fair values as the new guidance is intended to be consistent with common valuation practices.

The adoption of this standard has been deferred until the 2015/16 CIPFA Code of Practice.

There are no other unadopted accounting standards that are relevant to the Group Accounts or the PCC Single Entity Accounts.

3. Critical Judgements in Applying Accounting Policies

The financial statements are prepared using the accounting policies set out in Note 1; however the PCC is required to exercise judgement and make estimates and assumptions, based on a range of factors including experience or expert valuation, which affects the application of these policies and the value of transactions and balances reported in the financial statements. This is often the case where there are complex transactions or uncertainty about future events and/or figures are not readily available from another source. The estimates and assumptions are kept under review and revisions, where appropriate, are recognised in the period in which they are made. The critical judgements that have a material impact on the Accounts are as follows:

PCC and Chief Constable Group Relationship

The Police Reform and Social Responsibility Act 2011 came into effect on 22 November 2012. creating two corporation soles: The Police and Crime Commissioner for Warwickshire (PCC) and the Chief Constable of Warwickshire Police (CC).

The allocation of transactions and balances between the PCC and the CC affects the values reported in the two entities' Accounts. The allocation of transactions and balances is a judgement in light of the legislation, accounting standards and the substance of the local arrangements that are in place rather than the legal form underpinning the arrangements. The treatment of the Group, consisting of the PCC and CC, and the Alliance which also includes the PCC and Chief Constable for West Mercia has to be considered jointly.

The approach taken to the accounts is that:

- Revenue expenditure directly relating to those budgets delegated to the CC for the provision of policing services is predominantly included within his Accounts;
- The CC's accounts have been charged with the expense associated with IAS19 pensions and accumulated staff absences as well as the fair value of non-current assets consumed during the year and the CC's Balance Sheet contains the net liabilities associated with these items offset by unusable reserves as required by the Code of Practice;
- An intra-group transfer has been made between the CC's and the PCC's CIES offsetting the above expenses;
- Within the Group accounts, where material, a distinction is made between the transactions and balances of the Group and the PCC;
- The Chief Constable's Balance Sheet contains employment-related debtors, creditors and provisions together with all inventories.

Alliance

The allocation of transactions and balances between partners within the Alliance also affects the values reported in the two entities' respective Accounts.

Judgements taken in the application of accounting policies and the allocation of transactions and balances in the Accounts in respect of the Alliance are consistent to those taken in regard to the Group (PCC and CC) and comply with the requirements of the Code. Integral to this judgement is the financial arrangements for the Alliance as set out in the Section 23 Agreement and the cost sharing model. The economic reality of the Alliance cost sharing model takes precedence over the Group in many respects and has been influential in determining the treatment of transactions and balances in the Group Accounts in line with accounting policies and our interpretations of the Code.

A judgement, which is fundamental to the cost sharing model, is that costs and benefits relating to the Alliance are apportioned 69% to West Mercia and 31% to Warwickshire. This has been arrived at by looking at various indicators including funding, demographics, work force profile, expenditure, crime volumes etc. and has been widely consulted on and independently validated. This judgement will be reviewed at an appropriate interval to determine if circumstances have changed as the Alliance develops.

Post employment Benefits (Pension Liability)

Estimation of the pension liability depends on a number of complex judgements and assumptions relating to the discount rate, the future value of the assets and liabilities of the Police Pension Schemes (PPS) and Local Government Pension Scheme (LGPS), the rate of increase in pay, changes in retirement ages and mortality rates. Two actuaries are engaged to provide the PCC and the Chief Constable with expert advice about the assumptions to be applied to the pension schemes.

The assumptions used to value the pension assets and liabilities are reviewed annually when the actuaries prepare the figures for inclusion in the Accounts. They will vary year on year based on experience and changes to the pension schemes e.g. scheme profiles and the most appropriate inflation index. A variance in the assumptions compared to reality can produce material changes to the assets and liabilities of the pension schemes. The actuary produces sensitivity analysis to show the impact of a plus or minus 1% variation in key assumptions. The impact of these changes is dampened by the fact that only employer contributions, the cost of ill health retirements and injury awards are charged against the General Fund. The impact on the employer’s contributions is smoothed over time by the valuation of the schemes, which is undertaken every three years.

Employee Benefits

With the exception of leave built up through flexible working hours the majority of the hours required to calculate the accrued annual leave and toil are taken directly from the HR and Duty Management system. The flexi hours are calculated by extrapolating a sample of police staff. A cost is applied to the hours to calculate the employee benefit accrual using average salary cost per rank based on the data held in the payroll. This is the most significant estimate used to affect the accruals.

Cost of Service – Comprehensive Income and Expenditure Statement

The SerCOP requires income and expenditure to be categorised into nine service areas in the ‘Cost of Services’ section of the CIES. Team costs are allocated to the category of service that most of their activity contributes to. Support costs, or indirect overheads, are allocated on the basis of police officer and police staff numbers, the reason for this being the workforce is the biggest driver of cost and can be determined quickly and reliably.

The categorisation of income and expenditure into the SerCOP service areas is driven by the coding structure of the Group’s finance system. In 2014/15 a new finance system was implemented across the Alliance and the coding structure was harmonised for West Mercia and Warwickshire. This has resulted in a clearer allocation of income and expenditure to service areas, although as a result variations between 2013/14 and 2014/15 are higher than would normally be the case: Investigations, for example. Some of the variances can also be attributed to the re-valuation of non-current assets, for example the Southern Justice Centre (Criminal Justice Arrangements), as explained in the Foreword.

The National Police Air Service (NPAS)

Following the transfer of all appropriate assets and liabilities from the East Midlands Air Support Unit (EMAS) to NPAS on 3 October 2013, NPAS will make an annual payment over the remaining useful life of the aircraft rather than paying a cash lump sum for it. However, since the PCC no longer owns or controls the asset this annual payment is treated as a deferred capital receipt in line with the Code. The discount rate applied to future cash flows is based on Treasury rates contained in the Green Book and is a key judgment in this context.

Funding

As explained in the Foreword to the Accounts, there is a high degree of uncertainty around future funding from the Government received through the funding formula. This has been accommodated in the MTFP and is addressed through the requirement to make savings. At this time it is not perceived that this issue will impact further on the assets of the PCC; there is already an asset rationalisation plan in place and as a consequence some land and buildings are classified as assets held for sale, further to this an annual impairment review is also carried out.

Contingent Liability and Contingent Asset - uplifts to commutation factors

A potential liability has been identified in respect of the Pensions Ombudsman's determination regarding uplifts to commutation factors, following a case concerning the lump sum paid to a fire-fighter at retirement. Full details are provided in Notes 27 and 28; in summary, Warwickshire Police will be required to pay an additional lump sum to all officers who received a pension commutation lump sum between 2001 and 2006. The additional lump sum payments will be met by the Police Pension Fund Account (PFA) by way of Pensions Top-up from the Home Office. There are approximately 180 individuals affected by the change and, having calculated a small sample of these, it has been ascertained that due to the number of variables involved each calculation is influenced by the individual's own specific circumstances. Extrapolation of the sample figures results in a range of outcomes that indicate that a reliable estimate of the total liability cannot be made at this time and therefore this has been treated as a contingent liability in the Accounts (and a matching contingent asset for the Home Office funding) rather than a provision.

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

The Accounts contain estimated figures that are based on judgements and assumptions made by the PCC about the future or that are otherwise uncertain. However, because balances cannot be determined with certainty, actual results could be materially different from those that have been estimated. The items in the Group's Balance Sheet at 31 March 2015 for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

Property, Plant and Equipment

The basis of estimating the value of assets is referred to in the previous section. Assets are depreciated over their Useful Economic Lives (UEL), which is determined by external valuers, based on judgements which include assumptions about the level of repairs and maintenance that will be incurred on individual assets. These estimates are important for example, if the UEL is reduced, depreciation charged to the CIES would increase and the carrying value of the asset would fall. It is estimated that the annual depreciation charge for buildings would increase by £0.030m for every year that useful lives were reduced. The Net Book Value of Property, Plant and Equipment as at 31 March 2015 is £62.8m (£78.9m as at 31 March 2014).

Post Employment Benefits (Pension Liability)

The basis of estimating the net liability to pay pension benefits to police officers and police staff is referred to in the previous section. This estimate depends on a number of complex judgements and assumption around the discount rates used to calculate the pension liabilities. Any changes could have a material impact on the total liability of the pension funds. The actuaries provide illustrations of variations in assumptions within reasonable bounds to help the PCC and Chief Constable understand the potential impact of changes in mortality rates, retirement ages and expected returns on fund assets etc. The actuaries provide the Group with advice and illustrations of the potential impact of the changes in assumptions and these are set out at the end of Note 35.

Provisions

The Group has made a number of provisions that are explained fully in Note 27. There is a high degree of certainty that the liabilities will materialise and that the amounts have been reliably estimated with a high degree of accuracy. The provisions, which relate to employment matters, are held in the Chief Constable's balance sheet. The provisions amount to £0.209m; any changes in the assumptions used to estimate these will only have a minor impact on the Accounts.

5. Material Items of Income and Expenditure

The re-measurement of the net defined benefit liability in the Other Comprehensive Income and Expenditure section of the CIES is a gain of £99.4m. This contributes to an increase in the Pensions Liability, which is held on the Balance Sheet, to £993.1m at 31 March 2015. Further information regarding the Pensions Liabilities can be found in Note 34.

The CIES, Cost of Services contains a £1.915m contribution to capital expenditure, which is a one-off transaction made possible through the revenue under spend and the requirement to fund capital expenditure.

6. Adjustments Between Accounting Basis and Funding Basis under Regulations

This note details the adjustments that are made to the total comprehensive income and expenditure recognised by the Group in the year in accordance with proper accounting practice to resources that are specified by statutory provisions as being available to the Group to meet future capital and revenue expenditure.

2014/15	Usable Reserves			
	Police Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied	Unusable Reserves
	£000	£000	£000	£000
Adjustments primarily involving the Capital Adjustment Account				
Reversal of items debited or credited to the CIES				
Charges for depreciation and impairment of non-current assets	(3,133)	0	0	3,133
Revaluation losses on Property, Plant & Equipment	(13,381)	0	0	13,381
Amortisation of intangible assets	(696)	0	0	696
Capital grants and contributions applied	369	0	0	(369)
Income in relation to Donated Assets	1,215	0	0	(1,215)
Revenue expenditure funded from capital under statute	(1,215)	0	0	1,215
Amounts of non-current assets written off on disposal or sale as part of the gain/ loss on disposal to the CIES	(373)	0	0	373
Insertion of items not debited or credited to the CIES				
Statutory provision for the financing of capital investment	1,374	0	0	(1,374)
Capital expenditure charge against the Police Fund	1,915	0	0	(1,915)
Adjustments primarily involving the Capital Grants Unapplied Account				
Capital grants and contributions unapplied credited to the CIES	690	0	(690)	0
Adjustments primarily involving the Capital Receipts Reserve				
Transfer of cash sale proceeds credited as part of the gain/loss on disposal to the CIES	359	(359)	0	0
Adjustments primarily involving the Collection Fund Account				
Amount by which council tax income credited to the CIES is different from council tax income calculated for the year in accordance with statutory requirements	(71)	0	0	71
Total PCC's Adjustments	**(12,947)**	**(359)**	**(690)**	**13,996**
Adjustments primarily involving the Pensions Reserve				
Reversal of items relating to retirement benefits debited or credited to the CIES	(59,288)	0	0	59,288
Employer's pensions contributions and direct payments to pensioners payable in the year	27,586	0	0	(27,586)
Adjustments involving the Accumulated Absences Account				
Amount by which officer remuneration charged to the CIES on an accrual basis is different from remuneration chargeable in the year in accordance with statutory requirements	597	0	0	(597)
Total Group Adjustments	**(44,052)**	**(359)**	**(690)**	**(45,101)**

2013/14	Usable Reserves			
	Police Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied	
	£000	£000	£000	£000
Adjustments primarily involving the Capital Adjustment Account				
Reversal of items debited or credited to the CIES				
Charges for depreciation and impairment of non-current assets	(3,923)	0	0	3,923
Revaluation losses on Property, Plant & Equipment	(13,133)	0	0	13,133
Amortisation of intangible assets	(655)	0	0	655
Capital grants and contributions applied	558	0	0	(558)
Amounts of non-current assets written off on disposal or sale as part of the gain/ loss on disposal to the CIES	(1,266)	0	0	1,266
Insertion of items not debited or credited to the CIES				
Statutory provision for the financing of capital investment	1,403	0	0	(1,403)
Capital expenditure charge against the Police Fund	698	0	0	(698)
Adjustments primarily involving the Capital Grants Unapplied Account				
Capital grants and contributions unapplied credited to the CIES	818	0	(818)	0
Adjustments primarily involving the Capital Receipts Reserve				
Transfer of cash sale proceeds credited as part of the gain/loss on disposal to the Comprehensive Income & Expenditure Statement	973	(973)	0	0
Use of Capital Receipts Reserve to finance new capital expenditure	0	973	0	(973)
Adjustments primarily involving the Deferred Capital Receipts Reserve				
Reversal of Deferred Capital Receipts credited to the CIES	258	0	0	(258)
Adjustments primarily involving the Collection Fund Account				
Amount by which council tax income credited to the CIES is different from council tax income calculated for the year in accordance with statutory requirements	577	0	0	(577)
Total PCC's Adjustments	**(13,692)**	**0**	**(818)**	**14,510**
Adjustments primarily involving the Pensions Reserve				
Reversal of items relating to retirement benefits debited or credited to the CIES	(60,379)	0	0	60,379
Employer's pensions contributions and direct payments to pensioners payable in the year	22,148	0	0	(22,148)
Adjustments involving the Accumulated Absences Account				
Amount by which officer remuneration charged to the CIES on an accrual basis is different from remuneration chargeable in the year in accordance with statutory requirements	21	0	0	(21)
Total Group Adjustments	**(51,902)**	**0**	**(818)**	**52,720**

7. Reserves

The PCC holds all of the Group's reserves. This note sets out the amounts set aside from the Police Fund Balances into earmarked reserves to provide financing for future expenditure plans and the amounts posted from earmarked reserves to meet Police Fund expenditure in 2014/15. The use of these reserves is explained in the Foreword to the Statement of Accounts. Note the reserves held on behalf of the Justice Centres are omitted from this table because they are not part of the Group and PCC's Accounts. The PCC's contribution, as a partner to the Justice Centre arrangement, forms part of the expenditure in the CIES and contributes to the surplus or deficit carried to the budget reserve.

RESERVE	Balance at 1 April 2013 £000	Transfers out 2013/14 £000	Transfers in 2013/14 £000	Balance at 31 March 2014 £000	Transfers out 2014/15 £000	Transfers in 2014/15 £000	Balance at 31 March 2015 £000
Budget Reserve	**(16,234)**	13,567	(6,697)	**(9,364)**	0	(4,047)	**(13,411)**
PCC Priorities	**0**	0	(2,500)	**(2,500)**	0	0	**(2,500)**
Body Armour	**(99)**	99	0	**0**	0	0	**0**
Invest to Save	**(1,000)**	311	(2,411)	**(3,100)**	0	0	**(3,100)**
Insurance	**(780)**	780	0	**0**	0	0	**0**
Police Community Support Officers	**(2,580)**	2,580	0	**0**	0	0	**0**
Repair & Maintenance	**(429)**	429	0	**0**	0	0	**0**
Operation x	**(4,631)**	2,931	0	**(1,700)**	1,700	0	**0**
Operational	**0**	0	(10,500)	**(10,500)**	0	0	**(10,500)**
Development Commitments	**(2,000)**	2,000	0	**0**	0	0	**0**
National Initiatives	**(81)**	81	0	**0**	0	0	**0**
Capital	**(477)**	477	0	**0**	0	0	**0**
EARMARKED RESERVES	**(28,311)**	**23,255**	**(22,108)**	**(27,164)**	**1,700**	**(4,047)**	**(29,511)**
GENERAL RESERVES	**(2,000)**	**0**	**(4,000)**	**(6,000)**	**0**	**0**	**(6,000)**
TOTAL	**(30,311)**	**23,255**	**(26,108)**	**(33,164)**	**1,700**	**(4,047)**	**(35,511)**
Capital Receipts Reserve	**0**	0	0	**0**	0	(359)	**(359)**
Capital Grants Reserve	**(972)**	0	(819)	**(1,791)**	0	(690)	**(2,481)**
TOTAL	**(31,283)**	**0**	**(819)**	**(34,955)**	**1,700**	**(5,096)**	**(38,351)**

Capital receipts may be used to fund future capital expenditure or to repay debt, and capital grants will be used to fund future capital expenditure.

Movements in the Group and PCC usable reserves are detailed in the MIRS.

The purposes of the Earmarked Reserves are as follows:

- **Budget Reserve** will enable a contribution to be made to absorbing the planned shortfall between income and expenditure in the budget up to 31 March 2017;

- **PCC Investment Priorities Reserve** has been created to support initiatives tackling rural, business and cyber crime;

- **Body Armour Reserve** is money set aside to support the cyclical replacement of body armour;

- **Invest to Save Reserve is** to meet the cost of delivering the Alliance;

- **Insurance Reserve** is held primarily as a contingency against the possibility of exceptional uninsured claims, based on likely commitments. This form of self-insurance helps to minimise premiums;

- **Police Community Support Officers Reserve** holds the remaining balance of funding received from the Home Office to help sustain the number of police community support officers in the future. The Home Office has confirmed that there will be no conditional claw back of the grant already paid;

- **Repair & Maintenance Reserve** is to maintain the estate in a watertight and sound condition;

- **Operation X Reserve** is a special reserve created to address a particular issue;

- **Operational Reserve** is the balance of funding identified in 2012/13 to invest in protecting the community through targeted resources on priority areas;

- **Development Commitments Reserve** is to invest in innovative community initiatives including Community Ambassadors;

- **National Initiative Reserve** holds the balance of monies recovered for senior police officers activities on behalf of the Association of Chief Police Officers or where the officer is the national lead on a particular area of policing. The reserve will be used to meet future costs of similar activities where it might not be possible to recover the costs;

- **Capital Reserve** is held to support delivery of the Capital Programme.

8. Unusable Reserves

The Pensions Reserve and Accumulated Absences Reserves are held by the Chief Constable and all other unusable reserves are held by the PCC. Unusable reserves are consolidated in the Group Accounts.

The unusable reserves can be summarised as follows:

31 March 2014 £000		31 March 2015 £000
	The PCC	
(7,565)	Revaluation Reserve	(3,810)
(53,242)	Capital Adjustment Account	(39,628)
(258)	Deferred Capital Receipts Reserve	(258)
(559)	Collection Fund Adjustment Account	(488)
(61,624)	**PCC Total:**	**(44,184)**
	The Chief Constable Unusable Reserves	
862,051	Pension Reserve	993,119
2,106	Accumulated Absences Account	1,509
864,157	**Total: Chief Constable Unusable Reserves**	**994,628**
802,533	**Total Group Unusable Reserves**	**950,444**

(i) Revaluation Reserve

The Revaluation Reserve contains the gains made by the Group arising from increases in the value of its PPE and Intangible Assets. The balance is reduced when assets with accumulated gains are:

- re-valued downwards or impaired and the gains are lost;
- used in the provision of services and the gains are consumed through depreciation; or
- disposed of and the gains are realised.

The Reserve contains only revaluation gains accumulated since 1 April 2007, the date that the Reserve was created. Accumulated gains arising before that date are consolidated into the balance on the Capital Adjustment Account.

2013/14			2014/15	
£000	£000		£000	£000
	(8,672)	**Group and PCC Balance as at 1 April**		**(7,565)**
(461)		Upward revaluation of assets	0	
1,283		Downward revaluation of assets and impairment losses not charged to the Surplus or Deficit on the Provision of Services	3,444	
	822	**Surplus or deficit on revaluation of non-current assets not posted to the Surplus or Deficit on the Provision of Services**		**3,444**
161		Difference between fair value depreciation and historical cost depreciation	124	
124		Accumulated gains on assets sold or scrapped	187	
	285	Amount written off to the Capital Adjustment Account		**311**
	(7,565)	**Group and PCC Balance as at 31 March**		**(3,810)**

(ii) Capital Adjustment Account

The Capital Adjustment Account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions. The Account is debited with the cost of acquisition, construction or enhancement as depreciation, impairment losses and amortisations are charged to the CIES (with reconciling postings from the Revaluation Reserve to convert fair value figures to an historical cost basis). The Account is credited with the amounts set aside by the PCC as finance for the costs of acquisition, construction and enhancement.

The Account also contains revaluation gains accumulated on PPE before 1 April 2007, the date that the Revaluation Reserve was created to hold such gains.

2013/14			2014/15	
£000	£000		£000	£000
	(68,303)	**Group and PCC Balance as at 1 April**		(53,242)
		Reversal of items relating to capital expenditure debited or credited to the CIES:		
3,923		Charges for depreciation and impairment of non-current assets	3,009	
13,134		Revaluation losses on PPE	13,381	
655		Amortisation of intangible assets	696	
1,142		Amounts of non-current assets written off on disposal as part of the gain/loss on disposal to the CIES	186	
0		Revenue expenditure funded from capital under statute	1,215	
0		Donated Assets	(1,215)	
	18,854			17,272
	(161)	Adjusting amounts written out of the Revaluation Reserve		0
	18,693	**Net written out amount of the cost of non-current assets consumed in the year**		17,272
		Capital financing applied in the year:		
(973)		Use of the Capital Receipts Reserve to finance new capital expenditure	0	
(558)		Capital grants and contributions credited to the CIES that have been applied to capital financing	(369)	
0		Application of grants to capital financing from the Capital Grants Unapplied Account	0	
(1,403)		Statutory provision for the financing of capital investment charged against the General Fund	(1,374)	
0		Capital expenditure funded from Reserves	0	
(698)		Capital expenditure charged against the General Fund	(1,915)	
	(3,632)			(3,658)
	(53,242)	**Group and PCC Balance as at 31 March**		(39,628)

(iii) Pensions Reserve

Payments for the cost of post employment benefits and the associated liability are shown in the Chief Constable's Accounts. The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post employment benefits and for funding benefits in accordance with statutory provisions. 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 employers contributions to pension funds or eventually pays any pensions for which he is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources 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 are due to be paid and that the PCC can continue to meet the liability in the Chief Constable's Accounts, which is made up as follows:

2013/14 £000		2014/15 £000
866,358	**Group and Chief Constable Balance as at 1 April**	**862,051**
(42,538)	Re-measurement of the net defined benefit liability	99,366
60,379	Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the CIES	59,288
(22,148)	Employer's pensions contributions and direct payments to pensioners payable in the year	(27,586)
862,051	**Group and Chief Constable Balance as at 31 March**	**993,119**

(iv) Collection Fund Adjustment Account

The Collection Fund Adjustment Account manages the differences arising from the recognition of council tax income in the CIES as it falls due from council tax payers compared with the statutory arrangements for paying across amounts to the Police Fund from the Collection Fund.

2013/14 £000		2014/15 £000
18	**Group and PCC Balance as at 1 April**	**(559)**
(577)	Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements	71
(559)	**Group and PCC Balance as at 31 March**	**(488)**

(v) Accumulated Absences Account

The cost of employment benefits and the associated Accumulated Absences liability is shown in the Chief Constable's Accounts. The Accumulated Absences Account absorbs the differences that would otherwise arise on the Police Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. time off in lieu carried forward at 31 March. Statutory arrangements require that the impact on the Police Fund Balance is neutralised by transfers to or from the Account.

£000	£000		£000	£000
	2,127	**Group and Chief Constable Balance as at 1 April**		**2,106**
(2,127)		Cancellation of accrual made at the end of the preceding year	(2,106)	
2,106		Amount accrued at the end of the current year	1,509	
	(21)	Amount by which officer remuneration charged to the CIES on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements		(597)
	2,106	**Group and PCC Balance as at 31 March**		**1,509**

(vi) Deferred Capital Receipts Reserve

The deferred capital receipts reserve relates to the disposal of the Warwickshire Police share of the East Midlands Air Support Unit helicopter in the sum of £258,000.

9. Amounts Reported For Resource Allocation Decisions

The analysis of income and expenditure by service on the face of the CIES is specified by the SerCOP. However, the PCC on the basis of the budget report makes decisions about resource allocation, as explained in the Revenue Outturn in the Foreword to the Accounts. This report is prepared on a different basis from the accounting policies used in the financial statements.

The differences include:

- no charges are made in relation to capital charges whereas depreciation, revaluation and impairment losses and amortisation are charged to services in the CIES;
- the cost of retirement benefits is based on cash flows (payments of employer's pension contributions) rather than current service cost of benefits accrued in the year.

The following tables show how the figures used for budget reporting relate to those contained in the CIES:

The Group

2013/14			2014/15	
£000	£000		£000	£000
		Group Reporting of Income and Expenditure		
73,678		Employee costs	72,248	
18,499		Other running costs	18,398	
2,968		Capital financing	4,105	
	95,145	**Total Expenditure**		**94,751**
(99)		Interest earned	(148)	
(7,697)		Other income	(5,683)	
(33)		Adjustment to the Outturn Report	0	
	87,316	**Net Expenditure**		**88,920**
		Reconciliation of Group Reporting Income and Expenditure to Cost of Services in the CIES		
	87,316	**Net Expenditure in the reporting analysis**		**88,920**
		Amounts in the CIES not reported to management		
17,712		Depreciation, Amortisation, Revaluation Loss and REFCUS	18,425	
20,045		Current cost of pensions	18,024	
(21)		Accumulated absences	(596)	
153		Non distributed costs	725	
	37,889			**36,578**
		Amounts included in the analysis not included in the CIES		
(10,459)		Cost of pensions based on cash flows (employers contributions)	(12,326)	
1,244		Adjustment for Council Tax Freeze Grant	0	
(1,403)		Minimum revenue provision	(1,374)	
(698)		Revenue contributions to capital	(1,915)	
(867)		Interest payable	(816)	
99		Interest receivable		148
	(12,084)			**(16,283)**
	113,121	**Net Cost of Policing Services in CIES**		**109,215**

The PCC

2013/14			2014/15	
£000	£000		£000	£000
		Group Reporting of Income and Expenditure		
	1,152	**Total Expenditure**		**1,892**
(99)		Interest earned	(148)	
(7,697)		Other income	(5,683)	
	(6,644)	**Net Expenditure**		**(3,939)**
		Reconciliation of Group Reporting Income and Expenditure to Cost of Services in the CIES		
	(6,644)	**Net expenditure in the reporting analysis**		**(3,939)**
		Amounts in the CIES not reported to management		
17,712		Depreciation, Amortisation, Revaluation Loss and REFCUS	18,425	
761		Corporate & Democratic Core (Treasury Management etc.)	516	
94,808		Funding to the Chief Constable for financial resources consumed	92,069	
(4,578)		Capital charge income from the Chief Constable	(3,830)	
	108,703			**107,180**
		Amounts included in the analysis not included in the CIES		
1,244		Adjustment for Council Tax Freeze Grant	0	
99		Interest receivable	148	
	1,343			**148**
	103,402	**Net Cost of Policing Services in CIES**		**103,389**

Reconciliation to Subjective Analysis

These reconciliations show how the figures in the analysis reported for resource allocation decisions relate to the subjective analysis of the Surplus or Deficit on the Provision of Services included in the CIES.

The Group 2014/15	Group Analysis £000	Amounts not reported for decision making £000	Amounts not included in Income and Expenditure £000	Corporate Amounts £000	Group Total £000
Fees, charges and other service income	(5,683)	0	0	0	(5,683)
Interest and investment income	(148)	0	0	0	(148)
Income from council tax	0	(34,679)	0	0	(34,679)
Government grants and contributions	0	(74,053)	0	0	(74,053)
Total Income	**(5,831)**	**(108,732)**	0	0	**(114,563)**
Police officers pay	45,606	0	0	0	45,606
Police staff pay	25,394	0	0	0	25,394
Police pensions	1,248	0	0	0	1,248
Pensions current cost of service	0	18,024	0	0	18,024
Cost of pensions based on cash flows	0	0	(12,326)	0	(12,326)
Accumulated absences	0	(596)	0	0	(596)
Other service expenditure	18,398	0	0	0	18,398
Non distributed costs	0	0	0	725	725
Depreciation, Amortisation, Revaluation Loss and REFCUS	0	18,425	0	0	18,425
Interest payments	816	0	0	0	816
Minimum revenue provision	1,374	0	(1,374)	0	0
Revenue contributions to capital	1,915	0	(1,915)	0	0
Net interest on the net defined benefit liability	0	40,539	0	0	40,539
Loss on disposal of non-current assets	0	15	0	0	15
Total Expenditure	**94,751**	**76,407**	**(15,615)**	**725**	**156,268**
Total	**88,920**	**(32,325)**	**(15,615)**	**725**	**41,705**
	Group reporting				**Deficit on the Provision of Services**

The Group 2013/14	Group Analysis	Amounts not reported for decision making	Amounts not included in Income and Expenditure	Corporate Amounts	Group Total
	£000	£000	£000	£000	£000
Fees, charges and other service income	(7,697)	1,244	0	0	(6,453)
Interest and investment income	(99)	0	0	0	(99)
Income from council tax	0	(33,366)	0	0	(33,366)
Government grants and contributions	0	(71,690)	0	0	(71,690)
Adjustment to the Outturn Report	(33)	0	0	0	(33)
Total Income	**(7,829)**	**(103,812)**	**0**	**0**	**(111,641)**
Police officers pay	47,001	0	0	0	47,001
Police staff pay	25,638	0	0	0	25,638
Police pensions	1,039	0	0	0	1,039
Pensions current cost of service	0	20,046	0	0	20,046
Cost of pensions based on cash flows	0	0	(10,459)	0	(10,459)
Accumulated absences	0	(21)	0	0	(21)
Other service expenditure	18,498	0	0	0	18,498
Non distributed costs	0	0	0	153	153
Depreciation	0	3,923	0	0	3,923
Amortisation	0	655	0	0	655
Revaluation loss	0	14,092	0	0	14,092
Fair value of investment properties	0	(958)	0	0	(958)
Interest payments	867	0	0	0	867
Minimum revenue provision	1,403	0	(1,403)	0	0
Revenue contributions to capital	698	0	(698)	0	0
Net interest on the net defined benefit liability	0	40,180	0	0	40,180
Deferred capital receipts	0	(258)	0	0	(258)
Loss on disposal of non-current assets	0	293	0	0	293
Total Expenditure	**95,144**	**77,952**	**(12,560)**	**153**	**160,689**
Total	**87,315**	**(25,860)**	**(12,560)**	**153**	**49,048**
	Group reporting				**Deficit on the Provision of services**

The PCC 2014/15	Group Analysis	Amounts not reported for decision making	Amounts not included in Income and Expenditure	PCC Total
	£000	£000	£000	£000
Fees, charges and other service income	(5,683)	0	0	(5,683)
Interest and investment income	(148)	0	0	(148)
Income from council tax	0	(34,679)	0	(34,679)
Government grants and contributions	0	(58,793)	0	(58,793)
Capital charge income from Chief Constable	0	(3,830)	0	(3,830)
Total Income	**(5,831)**	**(97,302)**	0	**(103,133)**
Running costs	1,892	0	0	1,892
Depreciation, Amortisation, Revaluation Loss and REFCUS	0	18,425	0	18,425
Interest Paid	0	0	816	816
Corporate & Democratic Core	0	516	0	516
Loss on the disposal of non-current assets	0	15	0	15
Funding to the Chief Constable for financial resources consumed	0	0	92,069	92,069
Total Expenditure	**1,892**	**18,956**	**92,885**	**113,733**
Total	**(3,939)**	**(78,346)**	**92,885**	**10,600**
	Group reporting			**Deficit on the Provision of services**

The PCC 2013/14	Group Analysis	Amounts not reported for decision making	Amounts not included in Income and Expenditure	PCC Total
	£000	£000	£000	£000
Fees, charges and other service income	(7,697)	1,244	0	(6,453)
Interest and investment income	(99)	0	0	(99)
Income from council tax	0	(33,366)	0	(33,366)
Government grants and contributions	0	(60,001)	0	(60,001)
Total Income	**(7,796)**	**(92,123)**	**0**	**(99,919)**
Running costs	1,152	0	0	1,152
Depreciation	0	3,923	0	3,923
Revaluation loss	0	14,092	0	14,092
Amortisation of intangible assets	0	655	0	655
Fair value of investment properties	0	0	(4,578)	(4,578)
Capital charge income from Chief Constable	0	0	867	867
Deferred charge	0	(958)	0	(958)
Interest payments	0	761	0	761
Corporate and democratic core	0	(258)	0	(258)
Loss on disposal of non-current assets	0	293	0	293
Funding to the Chief Constable for financial resources consumed	0	0	94,808	94,808
Total Expenditure	**1,152**	**18,508**	**91,097**	**110,757**
Total	**(6,644)**	**(73,615)**	**91,097**	**10,838**
	Group reporting			**Deficit on the Provision of Services**

10. Intra-Group Funding Arrangements Between the PCC and the Chief Constable

The treatment of transactions and balances within the Group Accounts is set out in Note 3.

The Intra-Group funding arrangement is eliminated on consolidation of the Group Accounts, a treatment adopted for any transactions between the PCC and Chief Constable. The guarantee from the PCC in respect of the resources consumed by the Chief Constable in 2014/15 amounts to £92.885m (£94.8m in 2013/14). This has been re-presented in the CIES and is now included within the Net Cost of Policing Services, in line with current best practice for the preparation of Police Accounts.

The PCC's Balance Sheet includes an Intra-Group Debtor of £1.421m (£0.645m in 2013/14) being the net balance of funding not settled between the PCC and Chief Chief Constable as at the 31 March; this relates mainly to the balance of Debtors and Creditors shown in each of the single-entity accounts as at this date.

The calculation of the Intra-Group funding is set out in the following table:

2013/14 £000		2014/15 £000
104,527	Chief Constable's Cost of Services	97,895
40,180	Interest on the net defined benefit liability	40,539
(11,689)	Home Office grant towards the cost of retirement	(15,260)
(42,538)	Re-measurement of the net defined benefit liability	99,366
90,480	**Resources consumed**	**222,540**
	Items removed through the MIRS:	
4,307	Movement in pensions liability	(131,068)
21	Movement in accumulated absences liability	597
94,808	**Total resources consumed for the year by the Chief Constable and funded by the PCC**	**92,069**

11. Financing and Investment Income and Expenditure

2013/14 £000		2014/15 £000
867	Interest payable	816
(99)	Interest receivable	(148)
768	**Total for the PCC**	**668**
40,180	Net interest on the net defined benefit liability	40,539
40,948	**Total for the Group**	**41,207**

12. Taxation and Non-Specific Grant Income

2013/14 £000	2013/14 £000		2014/15 £000	2014/15 £000
	(33,366)	**Council tax precepts**		**(34,679)**
(34,483)		Police Grant	(33,249)	
(19,001)		Ex-DCLG Formula Funding	(18,115)	
(3,897)		Local Council Tax Support Grant	(3,910)	
(1,244)		Council Tax Freeze Grant	(1,244)	
(981)		Capital grants	(1,012)	
(395)		Capital Contributions	(1,263)	
	(60,001)	**Total Non-specific Grant Income**		**(58,793)**
	(93,367)	**Taxation and Non-Specific Grant Income – PCC**		**(93,472)**
	(11,689)	Home Office grant towards the cost of retirement benefits		(15,260)
	(105,056)	**Taxation and Non-Specific Grant Income – The Group**		**(108,732)**

13. Grant Income

The Group credited the following grants, contributions and donations to the CIES in 2014/15:

2013/14 £000		2014/15 £000
(60,001)	**Credited to Taxation and Non Specific Grant Income – PCC, as per Note 12**	**(58,793)**
(11,689)	Home Office Grant towards the cost of retirement benefits in Chief Constable Accounts	(15,260)
(71,690)	**Credited to Taxation and Non Specific Grant Income - Group**	**(74,053)**
	Credited to Services	
0	Victims Support Services	(309)
0	DBS Vetting	(199)
(170)	Proceeds of Crime Contributions	(163)
(112)	Counter Terrorism Grant	(119)
(123)	National Security Grant	(118)
0	Victims Competed Fund	(107)
(107)	Debt Charges Grant	(62)
0	Specials Grant	(32)
(473)	PCC Community Safety Grant	0
(204)	Innovation Fund	0
(82)	Victim Support Grant	0
(76)	Safety Camera Vehicle	0
(68)	G8 Summit	0
(59)	Localisation of Council Tax Support Transition Grant	0
(50)	Force Medical Examiner Project Grant	0
(44)	Focus 112	0
(34)	Automatic Number Plate Recognition (ANPR) Grant	0
(22)	Radio Frequency Grant	0
(17)	Other Grants	0
(1,641)	**Total Credited to Services – PCC and Group**	**(1,109)**

The Group has received capital grants and contributions that have yet to be recognised as income as they have conditions attached to them that will require the monies to be returned to the provider if the conditions are not met. The balances at the year end are as follows:

31 March 2014 £000		31 March 2015 £000
(46)	Warwickshire Safety Camera Unit Partnership	(46)
(34)	Mobile Data Network Equipment	(34)
(15)	Stratford District Council (Section 106)	(15)
(33)	Warwick District Council (Section 106)	(33)
(12)	NPIA NSPIS Equipment	(12)
(140)	**Total**	**(140)**

14. Pooled Budgets and Joint Ventures

Alliance with West Mercia Police

On 28 June 2011 Warwickshire Police Authority and the Chief Constable of Warwickshire agreed to enter into an 'Alliance' with West Mercia Police Authority and the Chief Constable of West Mercia. The PCCs of both Warwickshire and West Mercia support this decision. The Alliance provides an opportunity for the two neighbouring forces to work closely together and to share resources and assets. Each PCC retains strategic control and their own sovereignty, finances, estates and identity and each Chief Constable retains operational independency.

The new policing model across Herefordshire, Shropshire, Telford and Wrekin, Warwickshire and Worcestershire was implemented on 1 October 2013, resulting in over 90% of all costs being pooled under the Alliance, as set out in the following table. Costs are matched by the contributions from the counterparties to the agreement so as to ensure costs are shared across the entities in line with the cost sharing arrangements, Warwickshire 31%, West Mercia 69%.

The governance arrangements and resulting treatment of transactions and balances is set out in Note 3 and also referred to in the Foreword to the Accounts.

2013/14 £000		2014/15 £000
(77,058)	Contribution from Warwickshire	(75,847)
(171,361)	Contribution from West Mercia	(168,907)
(248,419)	**Total Funding provided to the Alliance**	**(244,754)**
216,117	Pay and allowances	211,923
7,162	Transport costs	6,460
24,371	Supplies and Services	23,135
0	Third Party Payments	3,236
247,650	**Total Expenditure**	**244,754**
769	Other Inter-Force Charges for Supplies and Services	0
248,419	**Total Expenditure (pooled)**	**244,754**

East Midlands Air Support Unit (EMASU) and National Police Air Service (NPAS)

The EMASU was a joint operation by the Chief Constables of Warwickshire, Northamptonshire and Leicestershire, the latter provided the financial administration service for this joint unit, with the three PCCs jointly owning the helicopter. Warwickshire made a contribution of £0.180m to EMASU for the period 1 April 2013 to 2 October 2013, covering all operating costs except for officers attached to the Unit and subsequently received a reimbursement of £0.137m as its share of EMASU reserves as at 2 October 2013.

NPAS was set up by the Home Office with effect from 2 October 2012 with administration of the service being provided by the Chief Constable of West Yorkshire. The Warwickshire, Northamptonshire and Leicestershire helicopter was formally transferred to the new national service provider on 3 October 2013. NPAS does not constitute a jointly controlled operation and so the PCC only accounts for the expense of payments to NPAS amounting to £0.487m in

2014/15, (£0.244m in 2013/14) and not for a share of the assets or liabilities. The 2013/14 accounts were adjusted to remove the Warwickshire share of the helicopter.

As part of the transfer arrangements, the PCC will receive an annual payment from NPAS to reflect the value of the air frame credits for the transferred helicopter. NPAS's liability to the PCC is shown in the PCC's balance sheet as a long term debtor of £0.258m, representing the discounted value of future expected cash flows in 2014/15 and subsequent years. Future payments from NPAS will be offset against these debtors and an annual interest amount credited to the CIES.

The Northern Justice Centre and Southern Justice Centre

The Warwickshire Justice Centres are a multi-partner jointly controlled operation. Whilst no legal entity exists, the business of the Justice Centres is conducted through a separate Justice Centre Board, under a formal agreement. The partners to the agreement have joint control of operations; therefore the PCC for Warwickshire is not the sole beneficiary or controlling partner. The Chief Constable provides financial administration support to the Warwickshire Justice Centres Board.

Partners contribute to the running costs on the basis of floor area as follows:

Northern Justice Centre

- 45.6% Police
- 40.0% Her Majesty's Courts Service
- 10.4% Probation
- 3.8% Youth Justice Service
- 0.2% Victim Support

Southern Justice Centre

- 27.9% Police
- 56.9% Her Majesty's Courts Service
- 7.8% Probation
- 5.1% Crown Prosecution Service
- 2.3% Youth Justice Service

The operational costs, including building maintenance, for the Northern Justice and Southern Justice Centre are met from partner's contributions. A surplus or deficit on the Justice Centre Accounts is carried forward and taken into account in setting the following year's budget. Sinking funds exist for both Justice Centres to meet future building maintenance costs, these funds are ring fenced in their earmarked Reserves and do not form part of the PCC and Group Accounts. The sinking funds are cash-backed Reserves and £3.0m relating to these reserves is invested by Warwickshire Police on behalf of the Justice Centres.

The assets of the two Justice Centres (land and buildings) are recorded in the PCC and Group Balance Sheet representing the PCC's control over these assets. The entire income and expenditure associated with operating the Warwickshire Justice Centres is set out in the following tables, however only the Chief Constable's share of this income and expenditure is included in the Group financial statements.

Northern Justice Centre

2013/14 £000		2014/15 £000
	Income	
(1,458)	Contribution from partners	(1,502)
(5)	Interest	0
(4)	Other income	0
(1,467)	**Total Income**	**(1,502)**
	Expenditure	
36	Pay and Allowances	63
1,344	Premises	1,336
1	Transport	0
50	Supplies & Services	59
2	Third Party Payments	0
1,433	**Total Expenditure**	**1,458**
(34)	**Net (Income) / Expenditure**	**(44)**

Southern Justice Centre

2013/14 £000		2014/15 £000
	Income	
(2,744)	Contribution from partners	(2,728)
(2)	Interest	0
(5)	Other income	(4)
(2,751)	**Total Income**	**(2,732)**
	Expenditure	
108	Pay and Allowances	87
2,099	Premises	2,025
1	Transport	2
75	Supplies & Services	73
1	Third Party Payments	0
439	Capital Charges – loan repayment	438
2,723	**Total Expenditure**	**2,625**
(28)	**Net (Income) / Expenditure**	**(107)**

The reserves, including the sinking funds, for the Justice Centres do not form part of the PCC and Group Accounts, they are shown here to present the complete picture of a significant partnership arrangement, which the PCC and Chief Constable are involved in:

RESERVE	Balance at 1 April 2014 £000	Transfers out 2013/14 £000	Transfers in 2013/14 £000	Balance at 31 March 2014 £000	Transfers out 2013/14 £000	Transfers in 2013/14 £000	Balance at 31 March 2014 £000
Sinking fund	**(1,395)**	31	(622)	**(1,986)**	101	(600)	**(2,485)**
General Reserve	**(91)**	0	(72)	**(163)**	0	(151)	**(314)**
TOTAL	**(1,486)**	**31**	**(694)**	**(2,149)**	**101**	**(751)**	**(2,799)**

15. Officers' Remuneration

Regulation 7 of the Accounts and Audit 2011 (SI 2011 No. 533) as amended by SI 2009 No 332 introduced a legal requirement to increase transparency and accountability in Local Government for reporting remuneration of senior employees and senior police officers. Remuneration includes all sums paid to or receivable by an employee and expense allowance chargeable to tax, including non-cash benefits in kind. The relevant remuneration information is as follows:

Senior Officer and Relevant Police Officer Emoluments:

		Salary, Fees & Allowances	Bonuses	Expenses Allowances	Benefits in Kind (e.g. car allowance)	Other Payments (Police Officers only)	Exit Packages	Pension Contributions	Total
		£	£	£	£	£	£	£	£
Chief Constable - Mr A Parker Note 1	2014/15	137,793	0	2,150	3,614	0	0	0	143,557
	2013/14	136,411	0	2,150	3,592	0	0	7,868	150,021
Deputy Chief Constable – Mr N Brunton - Note 2	2014/15	57,945	0	0	1,668	0	0	11,760	71,373
	2013/14	118,854	0	0	3,357	0	0	26,501	148,712
Deputy Chief Constable – Mr L Benjamin - Note 2	2014/15	118,966	0	0	718	0	0	26,514	146,198
	2013/14	115,907	0	0	2,564	0	0	25,694	144,165
Asst Chief Constable – Note 3	2014/15	107,152	0	0	4,494	0	0	23,660	135,306
	2013/14	105,040	0	0	24,486	0	0	22,821	152,347
Director of Enabling Services	2014/15	107,531	0	0	1,479	0	0	13,334	122,344
	2013/14	103,428	0	0	2,218	0	0	14,066	119,712
Police & Crime Commissioner	2014/15	65,000	0	0	0	0	0	8,060	73,060
	2013/14	65,000	0	0	0	0	0	8,840	73,840
Deputy PCC	2014/15	45,533	0	0	0	0	0	5,646	51,179
	2013/14	45,263	0	0	0	0	0	6,156	51,419
Chief Executive to the PCC 1 – Note 4	2014/15	62,436	0	0	0	0	0	7,742	70,178
	2013/14	28,983	0	0	0	0	0	3,946	32,929
Chief Executive to the PCC 2 – Note 4	2014/15	0	0	0	0	0	0	0	0
	2013/14	56,078	0	0	0	0	0	7,513	63,591
Treasurer to the PCC – Note 5	2014/15	46,565	0	0	0	0	0	5,774	52,339
	2013/14	46,295	0	0	0	0	0	3,166	49,461

Notes:	
1	Mr Parker retired on 31 March 2015 and Mr Benjamin became Temporary Chief Constable up until CC Martin Jelley commenced in the post on 7 April 2015.
2	Mr Brunton retired on 9 September 2015 and Mr Benjamin became Temporary Deputy Chief Constable.
3	Benefits in kind include relocation expenses.
4	The Chief Executive commenced on 28 October 2013. The previous Chief Executive left on 28 February 2014 having reduced to part-time working during October 2013.
5	The post of Treasurer to the Commissioner in the PCC office is shared 50/50 between Warwickshire and West Mercia PCCs. The figure in the table above is the whole salary for this post.
*	Under the Alliance agreement the costs of Assistant Chief Constables from West Mercia Police and Warwickshire Police are pooled and the expenditure is shared between the two forces on the basis of 31% Warwickshire and 69% West Mercia. The Chief Constable and Deputy Chief Constable costs are not shared.

Senior police officers and police staff receiving more than £50,000 remuneration for the year (excluding employer's pension contributions) and including Senior Officers listed above were paid the following amounts:

Number of Employees			Number of Employees	
Group	PCC	Remuneration Band	Group	PCC
2013/14	2013/14		2014/15	2014/15
41	0	£50,000 - £54,999	41	0
27	0	£55,000 - £59,999	24	0
12	1	£60,000 - £64,999	14	1
4	1	£65,000 - £69,999	6	1
2	0	£70,000 - £74,999	1	0
5	0	£75,000 - £79,999	4	0
1	0	£80,000 - £84,999	0	0
1	0	£85,000 - £89,999	1	0
0	0	£100,000 - £104,999	0	0
1	0	£105,000 - £109,999	2	0
1	0	£115,000 - £119,999	1	0
1	0	£120,000 - £124,999	0	0
1	0	£125,000 - £129,999	0	0
0	0	£130,000 - £134,999	0	0
0	0	£135,000 - £139,999	1	0
1	0	£140,000 - £144,999	0	0
98	**2**	**Total**	**95**	**2**

16. Exit Packages

In order to make savings as part of the Medium Term Financial Plan it has been necessary to review how police services are delivered. As a result a number of exit packages have been approved during 2014/15.

Exit packages include charges by the LGPS in respect of benefits paid before normal retirement age. There were no compromise agreements covering the 2014/15 exit packages.

Seven of the employees will not leave the organisation until after 1 April 2015 and a provision of £0.109m has been set aside to meet these costs. All redundancies were voluntary and there were no compulsory redundancies in 2014/15. The number of exit packages resulting from redundant posts with total cost per band is set out in the table:

Exit Package cost band (including special payments)	Number of Exit Packages		Total cost of Exit Packages in each band	
	2013/14	2014/15	2013/14 £000	2014/15 £000
£0 - £20,000	26	20	290	220
£20,001 - £40,000	4	8	114	235
£40,001 - £60,000	1	2	46	83
£60,001 - £80,000	0	1	0	60
£80,001 - £100,000	0	2	0	169
Total	**31**	**33**	**450**	**767**

17. External Audit Costs

The PCC has incurred the following costs in relation to the Audit of the Statement of Accounts statutory inspections and to non-audit services provided by the Group's external auditors, Grant Thornton.

2013/14 £000		2014/15 £000
(4)	Rebate from the Audit Commission with regard to external audit costs	(6)
61	Fees payable to Grant Thornton with regard to external audit services carried out by the appointed auditor for the year	69
0	Fees payable to Grant Thornton in respect of other services provided by them during the year	0
57	**Total Group**	**63**

The PCC's share of the audit fees is £49,374 (£41,380 in 2013/14), including £7,994 relating to additional work carried out during the audit of the 2013/14 Statement of Accounts, and the Chief Constable's share is £20,000 (£20,000 in 2013/14).

18. Related Parties

The PCC and the Chief Constable are intrinsically related. The PCC empowers the Chief Constable through the scheme of delegation and provides funding to meet expenditure incurred by the Chief Constable on behalf of the PCC. A full explanation of this relationship is set out in Note 3 to the Accounts.

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

Central government has significant influence over the general operations of the Group. It is responsible for providing the statutory framework within which the Group operates, provides the majority of its funding in the form of grants and prescribes the terms of many of the transactions that the Group has with other parties (e.g. council tax bills). Grants received from government are set out in Notes12 and 13.

The PCC has direct control over the Group's finances, including making crime and disorder reduction grants and is responsible for setting the Police and Crime Plan. The Chief Constable retains operational independence and operates within the budget set by the PCC, to deliver the aims and objectives set out in the Police and Crime Plan. Section 28 of the Police Reform and Social Responsibility Act 2011 requires that the local authorities covered by the police area must establish a Police and Crime Panel (PCP) for that area. The PCP scrutinises the decisions of the PCC, reviews the Police and Crime Plan and has a right of veto over the precept.

Warwickshire County Council administer the LGPS and provide Legal Services and, from 1 April 2015, Internal Audit services to the Group (previously Worcestershire County Council). West Midlands Police have previously administered the police pension schemes and provided payroll services to the Group; with effect from 1 April 2015, these services are provided by West Mercia Police and Worcestershire County Council respectively.

The PCC and Chief Constable participate in various partnerships with a range of public bodies, the most significant of which is the Alliance under a Section 23 Agreement with West Mercia Police. Details of the transactions with other public bodies participating in joint arrangements are set out in Note 14 to the Accounts.

The Alliance with West Mercia Police involves a cross-charge in and cross-charge out in 2014/15 of £41.1m (£34.9m in 2013/14) and £35.4m (£30.6m in 2013/14) respectively as shown in the table below.

The following table shows the extent of the expenditure and income with other local authorities and police forces.

	Expenditure	Income
	£000	£000
West Mercia Police Strategic Alliance S23 Agreement cross-charges	41,130	(35,373)
Local Authorities in the Policing Area	3,929	(1,168)
Other Local Authorities	15	(9)
Seconded Police Officers	0	(614)
Other Police Forces	2,482	(527)
Total	**47,556**	**(37,691)**

There are no related party transactions for the PCC and Chief Constable other than those set out above, which require adjustment of or disclosure in the financial statements or the accompanying notes. All contracts have been entered into in compliance with the Scheme of Delegation and Financial and Contract Regulations 2014/15.

The following table shows the five suppliers with which the Group incurred the greatest expenditure in 2014/15:

	Expenditure £000
Warwickshire County Council	2,686
The Police and Crime Commissioner for West Midlands	736
Airwave Solutions Limited	528
West Yorkshire Police	488
Kcom Group plc	456
	4,894

19. Leases

The cost of operating leases is shown in the Chief Constable's Accounts to reflect the day-to-day direction and control the Chief Constable exercises over the resources acquired. However the PCC holds ultimate responsibility for entering into lease arrangements.

The Group as Lessee

The PCC occupies 11 premises on an operating lease basis. The lease payments due in future years are:

Restated 31 March 2014 £000		31 March 2015 £000
100	Not later than one year	110
214	Later than one year and not later than five years	201
154	Later than five years	107
468	**Total PCC and Group**	**418**

The amount paid in 2014/15 was £0.123m (£0.080m in 2013/14).

The Group as Lessor

The PCC acts as a lessor for 3 radio mast facilities where the arrangement is accounted for as an operating lease. The masts are located at Rugby Police Station, Bedworth Police Station and Ilmington. All these properties are owned by the PCC. The lease payments receivable in future years are:

31 March 2014 £000		31 March 2015 £000
107	Not later than one year	80
73	Later than one year and not later than five years	72
93	Later than five years	72
273	**Total PCC and Group**	**224**

The rent received in 2014/15 was £0.020m (2013/14 £0.107m).

20. Capital Expenditure and Capital Financing

The total amount of capital expenditure incurred in the year is shown in the table below together with the resources used to finance it. Where capital expenditure is to be financed in future years, by charges to revenue when assets are used by the Group, the expenditure results in an increase in the Capital Financing Requirement (CFR), a measure of the capital expenditure incurred historically by the Group that has yet to be financed.

2013/14 £000		2014/15 £000
25,970	**Opening Capital Financing Requirement – PCC and Group**	**24,567**
	Capital investment:	
1,001	Property, plant and equipment	1,012
1,229	Intangible assets	57
0	Revenue expenditure funded from capital under statute	1,215
	Sources of finance:	
(973)	Capital receipts	0
(559)	Government grants and other contributions	(369)
	Sums set aside from revenue:	
(698)	Direct revenue contributions	(1,915)
0	Contribution from Reserves	0
(1,403)	Minimum Revenue Provision	(1,374)
24,567	**Closing Capital Financing Requirement – PCC and Group**	**23,193**
	Explanation of movements in the year	
(1,403)	Decrease in underlying need to borrow (unsupported by government financial assistance)	(1,374)
(1,403)	**Increase/(Decrease) in Capital Financing Requirement**	**(1,374)**

Capital Commitments

As at 31 March 2015, the Group had capital commitments of £0.5m (£0.0m as at 31 March 2014) relating to vehicles that had been ordered during 2014/15 but had not been delivered as at 31 March 2015.

21. Property, Plant and Equipment (PPE)

The PCC holds all the Group's PPE. Assets are strategic in nature and are controlled by the PCC to achieve strategic outcomes.

Assets created under the alliance with the PCC for West Mercia are jointly controlled and only the PCC's share is held in the Balance Sheet. Where the PCC's share of these assets were originally purchased by the PCC for West Mercia, they have been donated by the latter to the PCC. The PCC has then made a REFCUS payment to the PCC for West Mercia equivalent to the expenditure incurred. ICT Equipment Assets amounting to £0.907m have been treated in this manner. Conversely, where the PCC for West Mercia's share of these assets were originally purchased by the PCC for Warwickshire, they have been donated to the PCC for West Mercia. The PCC for West Mercia has then made a grant payment to the PCC equivalent to the expenditure incurred. ICT Equipment Assets amounting to £0.009m have been treated in this manner.

PCC and Group Movements in 2014/15	Land & Buildings £000	Vehicles £000	Plant, Furniture & Equipment £000	Surplus Assets £000	Assets Under Construction £000	Total Property, Plant & Equipment £000
Cost or valuation at 1 April 2014	**79,014**	**5,152**	**20,469**	**0**	**200**	**104,835**
Additions	130	607	277	0	(2)	1,012
Transfer (to) / from Assets Held For Sale	1,347	0	0	0	(7)	1,340
Donated Assets	0	0	907	0	0	907
Revaluation increases / (decreases) recognised in the Revaluation Reserve	(6,783)	0	0	0	0	(6,783)
Revaluation increases / (decreases) recognised in the Surplus/Deficit on the Provision of Services	(12,510)	0	0	0	0	(12,510)
De-recognition – disposals	0	(429)	0	0	0	(429)
De-recognition – donated	0	0	(9)	0	0	(9)
De-recognition – other	0	0	(692)	0	0	(692)
At 31 March 2015	**61,198**	**5,330**	**20,952**	**0**	**191**	**87,671**
Less Accumulated Depreciation and Impairment						
At 1 April 2014	**(4,928)**	**(3,538)**	**(17,685)**	**0**	**0**	**(26,151)**
Depreciation charge						
Depreciation written out to the Revaluation Reserve	(125)	0	0	0	0	(125)
Depreciation written out to the Surplus/Deficit on the Provision of Services	(1,179)	(806)	(1,024)	0	0	(3,009)
Revaluation increases / (decreases) recognised in the Revaluation Reserve	3,340	0	0	0	0	3,340
De-recognition – disposals	0	424	0	0	0	424
De-recognition – other	0	0	692	0	0	692
At 31 March 2015	**(2,892)**	**(3,920)**	**(18,017)**	**0**	**0**	**(24,829)**
Net book value at 31 March 2015	**58,306**	**1,410**	**2,935**	**0**	**191**	**62,842**
Net book value at 31 March 2014	**74,086**	**1,614**	**2,784**	**0**	**200**	**78,684**

PCC and Group Movements in 2013/14	Land & Buildings	Vehicles	Helicopter	Plant, Furniture & Equipment	Surplus Assets	Assets Under Construction	Total Property, Plant & Equipment
	£000	£000	£000	£000	£000	£000	£000
Cost or valuation at 1 April 2013	**93,022**	**5,741**	**1,459**	**19,850**	**0**	**445**	**120,517**
Additions	264	240	0	678	0	372	1,554
Transfer from Assets under Construction	0	0	0	50	0	(603)	(553)
Transfer to Assets Held For Sale	(1,157)	0	0	0	0	(14)	(1,171)
Revaluation increases / (decreases) recognised in the Revaluation Reserve	19	0	0	0	0	0	19
Revaluation increases / (decreases) recognised in the Surplus/Deficit on the Provision of Services	(13,134)	0	0	0	0	0	(13,134)
De-recognition – disposals	0	(829)	(1,459)	(109)	0	0	(2,397)
At 31 March 2014	**79,014**	**5,152**	**0**	**20,469**	**0**	**200**	**104,835**
Less Accumulated Depreciation and Impairment							
At 1 April 2013	**(2,728)**	**(3,366)**	**(875)**	**(16,497)**	**0**	**0**	**(23,466)**
Depreciation charge							
Depreciation written out to the Revaluation Reserve	(161)	0	0	0	0	0	(161)
Depreciation written out to the Surplus/Deficit on the Provision of Services	(1,446)	(982)	(146)	(1,188)	0	0	(3,762)
Revaluation increases / (decreases) recognised in the Revaluation Reserve	(890)	0	0	0	0	0	(890)
Transfer to Assets Held For Sale	297	0	0	0	0	0	297
De-recognition – disposals	0	810	1,021	0	0	0	1,831
At 31 March 2014	**(4,928)**	**(3,538)**	**0**	**(17,685)**	**0**	**0**	**(26,151)**
Net book value at 31 March 2014	**74,086**	**1,614**	**0**	**2,784**	**0**	**200**	**78,684**
Net book value at 31 March 2013	**90,294**	**2,375**	**584**	**3,353**	**0**	**445**	**97,051**

Revaluations

Fair value valuations at 31 March 2015 are shown in the following table;-

2013/14 PCC and Group		Land and buildings	Vehicles, Plant, Furniture & Equipment	Total 2014/15 PCC and Group
£000		£000	£000	£000
4,598	Carried at historical cost	191	4,345	4,536
0	Carried at fair value at 31 March 2015	39,388	0	39,388
19,090	Carried at fair value at 31 March 2014	18,672	0	18,672
270	Carried at fair value at 31 March 2013	246	0	246
7,432	Carried at fair value at 31 March 2012	0	0	0
47,294	Carried at fair value at 31 March 2011	0	0	0
78,684	**Total Valuations**	**58,497**	**4,345**	**62,842**

The Land and Buildings figure in the table above includes Assets under Construction valued at £0.2m (£0.2m as at 31 March 2014).

22. Assets Held for Sale

Through the Asset Rationalisation Programme the PCC is actively reducing the extent of land and buildings held for operational purposes. Where the characteristics of an asset matches those set for asset held for sale in the Code, it is necessary to show assets held for sale separately and ensure the carrying value is estimated in accordance with accounting policy. There were 3 assets classified as held for sale as at 31 March 2015 (6 as at 31 March 2014).

2013/14 £000		2014/15 £000
2,814	**Balance outstanding at start of year**	**3,363**
	Assets newly classified as held for sale	
874	Property, Plant and Equipment (Leek Wootton – re-categorised as PPE)	(1,340)
0	Revaluation losses (Leek Wootton)	(872)
49	Revaluation gains	0
(374)	Assets sold	(320)
3,363	**Total**	**831**

23. Intangible Assets

Software is accounted for as intangible assets, to the extent that the software is not an integral part of a particular ICT system and accounted for as part of the hardware item in Property, Plant and Equipment. All software is given a finite useful life of 5 years.

The carrying amount of software assets is amortised on a straight-line basis. The amortisation charge to revenue expenditure is absorbed as an overhead across all divisions of service. It is not possible to quantify exactly how much of the amortisation is attributable to each service heading. Amortisation costs are charged to the Net Cost of Services in the CIES.

Intangible assets created under the Alliance with the PCC for West Mercia are jointly controlled and only the PCC's share is held in the Balance Sheet. Where the PCC's share of these assets were originally purchased by the PCC for West Mercia, they have been donated by the latter to the PCC. The PCC has then made a REFCUS payment to the PCC for West Mercia equivalent to the expenditure incurred. Intangible Assets amounting to £0.308m have been treated in this manner. Conversely, where the PCC for West Mercia's share of these assets were originally purchased by the PCC for Warwickshire, they have been donated to the PCC for West Mercia. The PCC for West Mercia has then made a grant payment to the PCC equivalent to the expenditure incurred. Intangible Assets amounting to £0.039m have been treated in this manner.

The movement of Intangible Assets during the year is as follows:

2013/14 Software £000		2014/15 Software £000
	Balance at start of year – PCC and Group	
5,148	Gross carrying amounts	6,050
(3,171)	Accumulated amortisation	(3,826)
1,977	**Net carrying amount at start of year**	**2,224**
676	Additions	57
553	Additions: transferred from Assets under Construction	0
0	Donated Assets	308
(327)	Other disposals	(39)
(655)	Amortisation for the period	(696)
2,224	**Net carrying amount at end of year**	**1,854**
	Comprising:	
6,050	Gross carrying amount	6,376
(3,826)	Accumulated amortisation	(4,522)
2,224	**Balance at end of the year – PCC and Group**	**1,854**

24. Debtors

This note shows money owed to the Group and PCC for funding and services provided on or before the 31 March 2015 where the money has not been received by this date.

31 March 2014 £000		31 March 2015 £000
3,179	Central Government bodies	4,098
2,249	Other Local Authorities	2,505
0	NHS bodies	6
963	Council taxpayers	995
1,013	Other entities and individuals	638
7,404	**Group Debtors**	**8,242**
(2,336)	**Less** Chief Constable Debtors: Central Government bodies	(3,479)
(25)	**Less** Chief Constable Debtors: Other entities and individuals	(22)
5,043	**PCC Debtors**	**4,741**

25. Cash and Cash Equivalents

The balance of the PCC's cash and cash equivalents is made up of the following elements:

31 March 2014 £000		31 March 2015 £000
30	Cash held by the Group	3
415	Bank current accounts	108
29,259	Short term deposits	35,529
29,704	**Total Group and PCC**	**35,640**

26. Creditors

This note shows money owed by the Group and PCC for goods and services purchased and received on or before the 31 March 2015 where the money has not been paid by this date.

31 March 2014 £000		31 March 2015 £000
(1,444)	Central Government bodies	(1,869)
(2,246)	Other Local Authorities	(4,669)
0	NHS bodies	(50)
(404)	Council taxpayers	(415)
(4,849)	Other entities and individuals	(4,585)
(8,943)	**Group Creditors**	**(11,588)**

1,229	**Less** Chief Constable Creditors: Central Government bodies	1,225
239	**Less** Chief Constable Creditors: Other Local Authorities	223
2,354	**Less** Chief Constable Creditors: Other entities and individuals	1,932
(5,121)	**PCC Creditors**	**(8,208)**

27. Provisions and Contingent Liabilities

	Termination Benefits	Employment Appeal Tribunal Ruling	Total Provisions
	£000	£000	£000
Balance at 1 April 2014	**0**	**0**	**0**
Additional provisions made in 2014/15	109	100	209
Balance at 31 March 2015 for the Group	**109**	**100**	**209**
Less Chief Constable's Provisions	**(109)**	**(100)**	**(209)**
PCC's Provisions	**0**	**0**	**0**

The following provisions were charged to the CIES in 2014/15 in respect of events or decisions which are likely to give rise to payments in the future:

Termination Benefits

This provision has been established to meet the costs of voluntary redundancies and early retirements on the grounds of voluntary redundancy agreed during the 2014/15 financial year but falling into the following financial year; these payments are expected to amount to around £0.109m.

Employment Appeal Tribunal Ruling in Respect of Holiday Pay

The ruling from the Employment Appeal Tribunal Bear Scotland vs Fulton, states that employees whilst on holiday are entitled to be paid, under the Working Time Directive and Working Time Regulations, “normal remuneration”. The implication is that normal remuneration will be calculated taking into account overtime and various other allowances. Discussions are ongoing between the Police Federation of England and Wales and the Home Office regarding the impact that this ruling has on Police Officers’ holiday pay. The Federation have stated that they will seek additional payments of holiday pay for its members backdated to August 2014. An estimate of the potential cost of the backpay relating to the 2014/15 financial year has been made and a provision of £0.100m has been charged to the CIES in the year.

Regulation A19 Employment Tribunal

Regulation A19 was applied in Warwickshire Police during 2011/12 and required all Officers of full pensionable service to retire. Officers from five Forces took a case to the Employment Tribunal (ET) claiming that use of this Regulation by Police Forces amounted to age discrimination and could not be lawfully justified. The Tribunal upheld the claims brought by the officers. An appeal against the decision of the ET has been issued by the five forces to the Employment Appeal Tribunal and this is waiting to be heard. Officers at the other forces that were also affected by A19, including Warwickshire, have subsequently made later claims since the judgement of the ET was published.

As the appeal is still ongoing and there are a number of variable factors involved in the case, such as earnings received in other roles since leaving the Force, assumptions about when an officer would have normally retired etc, it is not possible to estimate the potential liability to Warwickshire Police at this stage.

Police Pension Scheme - uplifts to commutation factors

A potential liability has been identified in respect of the Pensions Ombudsman's determination regarding uplifts to commutation factors, following a case concerning the lump sum paid to a fire-fighter at retirement. The Government Actuary's Department (GAD) issued a Technical Bulletin on 15 May 2015 in response to the determination by the Pensions Ombudsman on this date stating that anyone who received a pension commutation lump sum between 2001 and 2006 should have received an additional payment because the GAD commutation factor had not been reviewed as required. Warwickshire Police will be required to pay the additional lump sum to all officers affected, plus interest and any tax arising from an unauthorised payment would also be met, in the first instance, by the Force. GAD have subsequently indicated that the additional lump sum payments will be met by the Police Pension Fund Account (PFA) by way of Pensions Top-up from the Home Office, despite the effective dates of the revised commutation factors pre-dating the existence of the PFA. GAD produced guidance for scheme administrators on calculating the payments in August 2015 and have advised Forces that these calculations will need to be completed by December 2015 with payments to the individuals affected by the change to be made by April 2016.

Due to the complex nature of the calculations and the number of variables involved, a calculation will need to be made for each individual. There are approximately 180 individuals affected by the change and, having calculated a small sample of these, it has been ascertained that each calculation is influenced by the individual's own specific circumstances. Extrapolation of the sample figures results in a range of outcomes that indicate that a reliable estimate of the total liability cannot be made at this time and therefore a provision is not appropriate. The matching funding from the Home Office is recognised as a Contingent Asset, as per Note 28 below.

28. Contingent Assets

Police Pension Scheme - uplifts to commutation factors

As described in Note 27 above, the liability relating to the Pensions Ombudsman's determination regarding uplifts to commutation factors, will be funded by the Home Office through the Police Pension Fund Account by way of Pensions Top-up. The total liability and matching funding cannot be reliably estimated, as explained in Note 27. This funding was confirmed by the government in the 2015/16 financial year and will be recognised in that year together with the matching financial liability.

29. Financial Instruments

Categories of Financial Instruments

The PCC holds simple financial instruments (investments and borrowings), which is reflected in the scope of this Note to the Accounts. The following categories of financial instruments are carried in the Balance Sheet:

	Long Term		Current	
	31 March 2015	31 March 2014	31 March 2015	31 March 2014
	£000	£000	£000	£000
Investments - Loans and receivables	0	0	35,529	29,259
Debtors - Loans and receivables	8	10	6,605	5,468
Cash - Loans and receivables	0	0	111	445
Borrowings - Financial liabilities at amortised cost	15,837	16,712	875	1,378
Creditors - Financial liabilities at amortised cost	0	0	9,639	7,027
Debtors that are not financial instruments (taxes and payments in advance)	0	0	1,637	1,936
Creditors that are not financial instruments (taxes, National Insurance and prepayments)	0	0	1,949	1,916

Income, Expense, Gains and Losses

The interest received on Financial Assets Loans and Receivables (investments) and interest paid on Financial Liabilities Measured at Amortised Cost (borrowings) are as follows:

	Financial Liabilities – Measured at Amortised Cost	Financial Assets – Loans and Receivables	PCC and Group Total
	£000	£000	£000
2014/15			
Interest Expense Payable and Similar Charges	816	0	816
Interest Income	0	(148)	(148)
2013/14			
Interest Expense Payable and Similar Charges	867	0	867
Interest Income	0	(99)	(99)

The PCC received a £0.4m contribution from the Southern Justice Centre partnership to meet the cost of the principal and interest on total outstanding loans of £5.5m, relating to the cost of building the complex; the figures in the table above are gross of the contribution.

Fair Value of Assets and Liabilities

Financial liabilities, financial assets represented by loans and receivables and long-term debtors and creditors are carried in the Balance Sheet at amortised cost. Their fair value can be assessed by calculating the present value of the cash flows that will take place over the remaining term of the instruments, using the following assumptions:

- estimated interest rates at 31 March 2015 of 1.35% for loans from the Public Works Loans Board (PWLB);
- no early repayment or impairment is recognised;
- where an instrument will mature in the next 12 months the carrying amount is assumed to approximate to fair value;
- the fair value of trade and other receivables is taken to be the invoiced or billed amount.

The fair values calculated are as follows:

PCC and Group	31 March 2015		31 March 2014	
	Carrying amount	Fair Value	Carrying amount	Fair Value
	£000	£000	£000	£000
Financial Liabilities	16,713	21,291	18,090	20,631

The fair value of the liabilities is higher than the carrying amount because the Group's portfolio of loans includes only fixed rate loans where the interest rate payable is higher than the prevailing rates at the Balance Sheet date. This shows a notional future gain (based on economic conditions at 31 March 2015) arising from a commitment to pay interest to lenders at a different rate from current market rates. The calculation of fair value amount is supplied by the PWLB.

30. Nature and Extent of Risks Arising From Financial Instruments

The Group's activities expose it to a variety of financial risks, principally:

- **Credit risk:** The possibility that other parties might fail to pay amounts due to the Group;
- **Liquidity risk:** The possibility that the Group might not have funds available to meet our commitments to make payments;
- **Market risk:** The possibility that financial loss might arise as a result of changes in such measures as interest rates and stock market movements (the Group does not hold any share equity).

The Group has adopted CIPFA's Treasury Management in Public Services Code of Practice and set treasury management indicators to control financial instrument risks in accordance with CIPFA's Prudential Code. The Group's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the resources available to fund police services. Risk management is carried out by a Treasury Management Team, under policies approved by the PCC in the annual Treasury Management Strategy. The PCC provides written principles for overall risk management, as well as written policies covering specific areas, such as interest rate risk, credit risk and the investment of surplus cash. The Treasury Management Strategy can be found on the PCC's website.

Credit Risk

The overriding aim of the Group is to maintain the security of its capital and liquidity of its investments over the requirement for an investment return. The Group will also aim to achieve the optimum return on its investments, commensurate with proper levels of security and liquidity. The risk appetite of the Group is extremely low in order to give overriding and absolute priority to the security of its investments. The borrowing of monies purely to invest or lend on and make a return is unlawful and the Group does not engage in such activity.

The principal risks are minimised by the Annual Investment Strategy, which forms part of the overall Treasury Management Strategy. It is a requirement that cash balances are invested with banks and building societies with strong short-term credit rating, other local authorities and the UK Government Debt Management Office. However, in continuance of the caution, which was adopted following turbulent financial markets in 2008/09, the Group limited its list of borrowers to the Bank of England and other local authorities in 2014/15.

The Group has stipulated the minimum acceptable credit quality of counterparties for inclusion on the counterparty or lending list. The 'creditworthiness methodology' used to create the counterparty list takes account of the ratings and observations published by three ratings agencies, Fitch, Moodys and Standard and Poors.

It is recognised that ratings or the ratings of any one agency should not be given undue weighting or be the sole determinant of the quality of an institution and that it is important to continually assess and monitor the financial sector and economic and political environments in which the institutions operate. The assessment will also take account of information that reflects the opinion of the markets and overlay that information on top of the credit ratings. Other information sources used will include the financial press and share price in order to establish the most robust scrutiny process on the suitability of potential investment counterparties. The aim of the strategy is to generate a list of highly creditworthy counterparties, which will allow investments to spread rather than be concentrated with a limited range of institutions.

The creditworthiness of institutions is monitored on an on-going basis. Should an institution no longer meet the minimum criteria and be deemed no longer appropriate to invest with then investments will be moved immediately.

At 31 March 2015 the short- term investment balances were as follows:

2013/14 £000		2014/15 £000
0	- On call (available immediately) (variable rate)	0
20,300	- Repayable in 1 month (fixed rates)	24,468
8,600	- Repayable in 2 months (fixed rates)	11,061
2,500	- Repayable in 3 months (fixed rates)	0
31,400	**Total PCC and Group**	**35,529**

It is not unheard of for local authorities and public bodies to hold investments that subsequently the financial institution fails to repay. However, there has been no experience of default on investment of these cash balances and there is no reason to suspect that there will be in the future.

Where it is appropriate to do so customers are assessed, taking into account their financial position, past experience and other factors, with individual credit limits being set in accordance with internal ratings with parameters set by the Group. However, the vast majority of transactions do not justify this approach.

Receipts from customers for sales of services and recoupable costs from other public bodies are a relatively small part of the Group's income (£4.1m in 2014/15). There were no amounts written off in 2014/15.

The Group generally allows a 30 day standard credit term for customers such that £0.670m of the £2.341m balance outstanding from customers at 31 March 2015 was past the point of 30 days from the date of invoice. This past due amount can be analysed as follows:

31 March 2014 £000		31 March 2015 £000
183	Less than 3 months	146
28	3 to 6 months	40
17	6 to 12 months	99
268	Over 12 months	385
496		**670**

The following table summarises the potential maximum exposure at the year end to credit risks other than treasury investments and cash-equivalent investments.

	%	£000
Balance of debtors ledger at 31 March 2015		2,341
Historical experience of default	0.5	
Historical experience adjusted for market conditions at 31 March 2015	0.5	
Estimated maximum exposure to default at 31 March 2015		311
Estimated maximum exposure to default at 31 March 2014		242

Liquidity Risk

The Group has a cash flow management system that seeks to ensure that cash is available as needed. If unexpected movements happen the Group has ready access to borrowings from the PWLB. There is no significant risk that it will be unable to raise finance to meet its commitments under financial instruments. There is a degree of risk that borrowing will need to be undertaken at a time of unfavourable interest rates, therefore, the position is monitored closely.

Borrowing limits for the Group are set in the Prudential Indicators prepared as a requirement of the CIPFA Prudential Code. Maximum borrowing limits for 2014/15 were set at £40m; the Prudential Indicators also set an even profile of debt repayment, with no more than 5% of the outstanding debt maturing in a twelve month period. The Group maturity analysis of its financial liabilities is:

31 March 2014 £000		31 March 2015 £000
1,378	Less than one year – Short-term Borrowing	875
874	Between one and two years	894
2,745	Between two and five years	2,809
13,093	Between five and twenty years	12,134
18,090		**16,712**

All trade and other payables are due to be paid in less than one year.

Market Risk

The Group holds fixed rate short-term investments. Over time, in line with changes to interest rates generally, there has been a significant reduction in interest rates and therefore a fall in overall investment returns. A reduction in interest rates has the following effect on investments:

- Investments at variable rates – the interest income credited to the Surplus or Deficit on the Provision of Services (CIES) will fall;
- Investments at fixed rates – the fair value of assets will rise.

An increase in interest rates will have the opposite effect. Generally the nature of short-term investments indicates that any difference between the actual value and fair value of the investment would be marginal.

The Group holds fixed rate loans, which eliminates the risk of interest rate movement on borrowing. Borrowings are not carried at fair value, so nominal gains or losses on fixed rate borrowings would not impact on the Surplus or Deficit on the Provision of Services or Other Comprehensive Income and Expenditure.

The approach to borrowing for capital projects is to delay borrowing and to temporarily use working capital balances. The present relative rates of interest for borrowing and lending mean that it is advantageous to delay long-term borrowing whilst the overall cash flow is positive. Capital expenditure temporarily funded from working capital up to 31 March 2015 was £6.5m (£6.5m as at 31 March 2014).

It is probable that this capital expenditure will eventually require external borrowing. There is a risk that rates may be adverse when and if this borrowing takes place. Monitoring medium and long-term borrowing costs versus the opportunity costs of not investing working capital mitigates this risk. The Treasury Management team has an active strategy for assessing interest rates exposure that feeds into setting the Medium Term Financial Plan and annual budget, which is used to update the budget quarterly during the year.

It is calculated that if interest rates had been 1% higher for 2014/15 with all other variables held constant, the financial effect would be:

	£000
Increase in interest payable on fixed rate borrowings	167
Increase in interest receivable on fixed rate short term investments	(361)
Impact on Surplus or Deficit on the Provision of Services	**(194)**

The impact of a 1% fall in interest rates would be as above but with the movements being reversed.

31. Proceeds Of Crime

The Act gives powers to the Police and Customs to seize cash derived from, or intended for use in crime, and to secure its forfeiture in civil magistrates' court proceedings. The PCC is currently holding cash totalling £0.164m.

32. Cash Flow Statement – Operating Activities

The cash flows for operating activities include the following items:-

2013/14 £000		2014/15 £000
99	Interest received	143
(867)	Interest paid	(816)
(768)	**Total – Group and PCC**	**(673)**

The surplus/deficit on the provision of services has been adjusted for the following non-cash movements:-

PCC 2013/14 £000	Group 2013/14 £000		PCC 2014/15 £000	Group 2014/15 £000
(3,923)	(3,923)	Depreciation	(3,133)	(3,133)
(13,134)	(13,134)	Downward valuations	(13,381)	(13,381)
(655)	(655)	Amortisation of intangible assets	(696)	(696)
1,556	1,748	(Increase)/decrease in revenue creditors	(3,860)	(3,418)
(499)	(813)	Increase/(decrease) in revenue debtors	1,351	2,491
(143)	0	Movement in Intra-Group Funding	776	0
0	(38,231)	Movement in pension liability	0	(31,702)
0	0	Movement in provisions	0	(209)
(1,009)	(1,009)	Carrying amount of non-current assets sold	(373)	(373)
(39)	(39)	Other minor adjustments	0	0
(17,846)	**(56,056)**	**Total – Group and PCC**	**(19,316)**	**(50,421)**

The surplus/deficit on the provision of services has been adjusted for the following items that are investing and financing activities

2013/14 £000		2014/15 £000
847	Proceeds from the sale of property, plant and equipment	359
1,376	Capital Grants	1,060
2,223	**Total – Group and PCC**	**1,419**

33. Cash Flow Statement – Investing Activities

2013/14 £000		2014/15 £000
1,064	Purchase of property, plant and equipment and intangible assets	1,753
(973)	Proceeds from the sale of property, plant and equipment	(322)
(1,376)	Other receipts from investing activities	(1,448)
(1,285)	**Total – Group and PCC**	**(17)**

34. Cash Flow Statement – Financing Activities

2013/14 £000		2014/15 £000
1,033	Repayment of long-term borrowing	1,378
0	New loans	0
1,033	**Total – Group and PCC**	**1,378**

35. Defined Benefit Pension Schemes

The costs and liabilities associated with retirement benefits are primarily recorded in the Chief Constable's Accounts.

Participation in Pension Schemes

As part of the terms and conditions of employment for police officers and other employees the Chief Constable makes contributions towards the cost of post-employment benefits (pensions). Although these benefits will not actually be payable until employees retire, the Chief Constable has a commitment to make the payments that need to be disclosed at the time that the employees earn their future entitlement, no matter when the actual financial cost is incurred.

The Chief Constable participates in two defined benefit pension schemes:

- the Local Government Pension Scheme (LGPS), for police staff and PCSOs, administered locally by Warwickshire County Council. This is a funded, defined benefit scheme, meaning that the Chief Constable and the employees pay contributions into a fund, calculated at a level intended to balance the pensions liabilities with investment assets. With effect from 1 April 2014, the LGPS became a career average (CARE) scheme rather than a final salary scheme.

- the Old Police Pension Scheme (OPPS) and New Police Pension Scheme (NPPS), for police officers, are administered in-house. This is an unfunded defined benefit final salary scheme, meaning that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet the actual pensions payments as they eventually fall due. The income and expenditure incurred by the police pension schemes and how they are funded is summarised in the section covering the Police Pensions Fund Account.

The pension schemes above provide members with indexed-linked benefits, which are determined predominantly by the individual's pensionable salary and length of service. As part of the government's pension reforms, these schemes are undergoing significant changes in how they are funded and the benefits they offer. However, the purpose of this note is to explain the financial impact, in accordance with the Code, of the pension schemes, on the Accounts. Details of how the police pension schemes operate can be found on the Home Office website and details of how the LGPS operates can be found on the Worcestershire County Council website.

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

Transactions Relating to Post-Employment Benefits

The cost of retirement benefits is reported in the Cost of Services when they are earned by police officers, police staff and PCSOs, rather than when the benefits are eventually paid as pensions. However, the charge against council tax is based on the cash payable in the year, so the real cost of retirement benefits is reversed out of the Police Fund via the Group MIRS. The following transactions have been made in the Group CIES and the Police Fund via the MIRS during the year:

2014/15	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
CIES					
Cost of Services:					
– current service costs	3,224	12,920	240	1,640	18,024
– past service costs and gain/loss from settlements	75	240	0	410	725
Financing and Investment Income and Expenditure					
– net interest expense	4,089	34,490	1,370	590	40,539
Total Post Employment Benefit charged to the surplus or deficit on the Provision of Services	**7,388**	**47,650**	**1,610**	**2,640**	**59,288**
Other Post-Employment Benefits charged to the CIES					
Re-measurement of the net defined benefit liability and return on plan assets	9,715	95,371	(7,660)	1,940	99,366
Total Post Employment Benefit charged to the CIES	**17,103**	**143,021**	**(6,050)**	**4,580**	**158,654**
MIRS					
Reversal of net charges made to the Surplus or Deficit on the Provision of Services for post-employment benefits in accordance with the Code.	(7,388)	(47,650)	(1,610)	(2,640)	(59,288)
Actual amount charged against the Police Fund Balance for pensions in the year					
– employers' contributions payable to the scheme	2,245	25,021	0	(420)	26,846
– benefits paid direct to beneficiaries	0	0	740	0	740

2013/14	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
CIES					
Cost of Services:					
– current service costs	3,476	14,990	250	1,330	20,046
– past service costs and gain/loss from settlements	143	0	10	0	153
Financing and Investment Income and Expenditure					
– net interest expense	4,240	34,050	1,370	520	40,180
Total Post Employment Benefit charged to the surplus or deficit on the Provision of Service	**7,859**	**49,040**	**1,630**	**1,850**	**60,379**
Other Post-Employment Benefits charged to the CIES					
Re-measurement of the net defined benefit liability and return on plan assets	(5,554)	(34,090)	(1,590)	(1,300)	(42,534)
Total Post Employment Benefit charged to the CIES	**2,305**	**14,950**	**40**	**550**	**17,845**
MIRS					
Reversal of net charges made to the Surplus or Deficit on the Provision of Services for post-employment benefits.	(7,859)	(49,040)	(1,630)	(1,850)	(60,379)
Actual amount charged against the Police Fund Balance for pensions in the year					
– employers' contributions payable to the scheme	2,202	19,520	0	(304)	21,418
– benefits paid direct to beneficiaries	0	0	730	0	730

Pensions Assets and Liabilities Recognised in the Balance Sheets for the Chief Constable and the Group

The amount included in the Balance Sheet arising from the Group's obligation in respect of its defined benefit plans is as follows:-

2014/15	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
Present value of the defined benefit obligation	(118,592)	(907,420)	(24,590)	(17,140)	(1,067,742)
Fair value of plan assets	74,623	0	0	0	74,623
Net liabilities arising from the defined benefit obligation	**(43,969)**	**(907,420)**	**(24,590)**	**(17,140)**	**(993,119)**

2013/14	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
Present value of the defined benefit obligation	(94,053)	(789,420)	(31,380)	(12,140)	(926,993)
Fair value of plan assets	64,942	0	0	0	64,942
Net liabilities arising from the defined benefit obligation	**(29,111)**	**(789,420)**	**(31,380)**	**(12,140)**	**(862,051)**

Reconciliation of Present Value of the Scheme Liabilities (Defined Benefit Obligation) for the Chief Constable and the Group

2014/15	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
Opening balance at 1 April	**(94,053)**	**(789,420)**	**(31,380)**	**(12,140)**	**(926,993)**
Current service cost	(3,224)	(12,920)	(240)	(1,640)	(18,024)
Interest cost	(4,089)	(34,490)	(1,370)	(590)	(40,539)
Contributions by scheme participants	(934)	(3,600)	0	(430)	(4,964)
Re-measurement of liabilities	(18,237)	(94,560)	7,660	(1,940)	(107,077)
Benefits paid	2,020	27,810	740	10	30,580
Past service costs	(75)	(240)	0	(410)	(725)
Closing balance 31 March	**(118,592)**	**(907,420)**	**(24,590)**	**(17,140)**	**(1,067,742)**

2013/14	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
Opening balance at 1 April	**(92,917)**	**(793,990)**	**(32,070)**	**(11,290)**	**(930,267)**
Current service cost	(3,476)	(14,990)	(250)	(1,330)	(20,046)
Interest cost	(4,240)	(34,050)	(1,370)	(520)	(40,180)
Contributions by scheme participants	(1,001)	(3,670)	0	(300)	(4,971)
Re-measurement of liabilities	5,879	34,090	1,590	1,300	42,859
Benefits paid	1,845	23,190	730	0	25,765
Past service costs	(143)	0	(10)	0	(153)
Closing balance 31 March	**(94,053)**	**(789,420)**	**(31,380)**	**(12,140)**	**(926,993)**

Reconciliation of the Movements in the Fair Value of the Scheme Assets for the Chief Constable and the Group

Reconciliation of fair value of the scheme assets (LGPS)	2013/14 £000	2014/15 £000
Opening balance at 1 April	**63,909**	**64,942**
Interest income	2,904	2,815
Re-measurement gain/loss: The return on plan assets, excluding the amount included in the net interest expense	(3,229)	5,707
Contributions by employer	2,202	2,245
Contributions from employees into the scheme	1,001	934
Benefits paid	(1,845)	(2,020)
Closing balance 31 March	**64,942**	**74,623**

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets. The Police Pension Scheme has no assets to cover its liabilities.

The net liabilities show the underlying commitments that the Chief Constable and the Group has, in the long run, to pay post employment retirement benefits. However, statutory arrangements for funding the deficit mean that the financial position of the Chief Constable and the Group remains healthy. The deficit on the LGPS will be made good by increased contributions over the remaining working life of employees, (i.e. before payments fall due) as assessed by the scheme actuary. Finance is only required to be raised to cover police pensions when the pensions are actually paid.

The total contributions expected to be made to the LGPS by the Chief Constable in the year to 31 March 2016 is £2.1m. Expected contributions for the Police Pension Schemes by the Chief Constable in the year to 31 March 2016 are £8.0m.

Reconciliation of the Re-measurement of the Net Defined Benefit Liabilities for the Chief Constable and the Group

The analysis of the re-measurement of the net defined benefit liabilities for 2014/15 is shown in the table below. The two actuaries concerned have different approaches in providing their respective analyses and the table below is therefore a composite analysis.

2014/15	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
Changes in financial assumptions	18,976	135,960	3,600	3,560	162,096
Changes in demographic assumptions	0	(26,110)	(11,080)	(1,250)	(38,440)
Return on plan assets	(8,522)	0	0	0	(8,522)
Experience gains and losses	(739)	(14,479)	(180)	(370)	(15,768)
Total re-measurement	**9,715**	**95,371**	**(7,660)**	**1,940**	**99,366**

2013/14	LGPS £000	Police Pension Scheme 1987 £000	Police Injury Awards £000	Police Pension Scheme 2006 £000	Total £000
Changes in financial assumptions	2,222	(23,790)	(700)	(930)	(23,198)
Changes in demographic assumptions	(942)	50	80	0	(812)
Return on plan assets	325	0	0	0	325
Experience gains and losses	(7,159)	(10,350)	(970)	(374)	(18,853)
Total re-measurement	**(5,554)**	**(34,090)**	**(1,590)**	**(1,304)**	**(42,538)**

LGPS Assets

The LGPS assets consist of the following categories, by proportion of the total assets held:

	Total 31 March 2014 £000	Split of Assets between Investment categories %	Total 31 March 2015 £000	Split of Assets between Investment categories %
Cash & Cash Equivalents	267	0	3,547	5
Equities	20,716	32	23,870	32
Investment Funds & Unit Trusts	37,080	57	38,240	51
Private Equity	704	1	1,345	2
Property	6,175	10	7,621	10
Total Assets	**64,942**	**100**	**74,623**	**100**

Basis for Estimating Assets and Liabilities

Liabilities have been assessed on an actuarial basis using the projected unit actuarial method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels, etc.

The assets and liabilities of the LGPS which is administered by Warwickshire County Council (County Council Fund) have been assessed by Hymans Robertson, an independent firm of actuaries, estimates for the County Council Fund being based on the latest full valuation of the scheme as at 31 March 2013, projected forward to 31 March 2015. The liabilities for the Police Pension Schemes have been assessed by the Government Actuary's Department.

The principal assumptions used by the actuaries have been:

2013/14			2014/15	
LGPS	Police Pension Schemes		LGPS	Police Pension Schemes
		Mortality assumptions		
		Longevity at 65 for current pensioners:		
22.4 years	23.4 years	Men	22.4 years	23.3 years
24.4 years	25.9 years	Women	24.4 years	25.7 years
		Longevity at 65 for future pensioners:		
24.3 years	25.6 years	Men	24.3 years	25.4 years
26.6 years	28.0 years	Women	26.6 years	27.9 years
2.8%	2.5%	Rate of CPI inflation	2.4%	2.2%
4.6%	4.5%	Rate of increase in salaries	4.3%	4.2%
2.8%	2.5%	Rate of increase in pensions	2.4%	2.2%
4.3%	4.4%	Rate for discounting scheme liabilities	3.2%	3.3%
50%	100%	Take-up of option to convert annual pension into retirement lump sum	50%	100%

Life expectancy is based on the Self Administered Pensions Scheme (SAPS) year of birth tables adjusted for specific characteristics of the membership of the two schemes.

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analyses 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 assumptions analysed changes while all the other assumptions remain constant. The assumptions in longevity, for example, assume that 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 sensitivity analysis below did not change from those used in the previous period.

	Impact on the Defined Benefit Obligation in the Scheme	
	Increase in assumption	Decrease in assumption
	£000	£000
Longevity (increase or decrease in 1 year)	25,858	(25,858)
Rate of increase in salaries (increase or decrease by 1%)	41,922	(41,922)
Rate of increase in pensions (increase or decrease by 1%)	188,912	(188,912)
Rate for discounting scheme liabilities (increase or decrease by 1%)	(242,240)	242,240

Police Pension Fund Account

The Chief Constable administers the Police Pension Fund Account (the Account) on behalf of the PCC; amounts debited and credited to the Account are specified by legislation, the Police Pension Fund Regulations 2007 [Statutory Instrument 2007 No 1932], (the Regulations).

In relation to the Account the use of the word 'Fund' should not be taken to mean the Police Pension Scheme is a funded scheme, as there are no assets or investments associated with the Account to provide for future benefits. Instead the purpose of the Account is to provide a basis for demonstrating the balance of cash based transactions taking place over the year and for identifying the arrangements needed to balance the account for that year.

2013/14			2014/15	
£000	**£000**		**£000**	**£000**
		Contributions Receivable		
		From employer		
(7,125)		- Normal	(7,290)	
(309)		- Ill Health Capital Sum Income	(277)	
(142)		- Other – Pre 1974 Contributions (West Midlands)	(119)	
(3,917)		From members (serving police officers)	(3,955)	
	(11,493)			**(11,641)**
	(73)	**Individual Transfers In from other schemes**		**(659)**
		Benefits Payable		
19,947		Pensions	21,048	
3,308		Commutations and Lump Sum retirement benefits	5,356	
0		Lump sum death benefits	0	
	23,255			**26,404**
		Payments to and on account of leavers		
0		Refunds of contributions	0	
0		Individual transfers out to other schemes	1,155	
	0			**1,155**
	11,689	**Sub-total for the year before transfer from the Group of amount equal to the deficit**		**15,259**
	(11,689)	**Additional funding payable by the Group to meet deficit for the year**		**(15,259)**
	0	**Net Amount Payable / Receivable for the year**		**0**

Notes to the Police Pension Fund Account

The principles contained in the Regulations, which have been adopted in preparing the Account are as follows:

1. The Account collects the costs and income relating to retired police officers that are in receipt of pensions and income associated with serving police officers that are members of the Old Police Pension Scheme (OPPS) or New Police Pension Scheme (NPPS). There are certain exceptions to this arrangement, such as pensions payable under the Police Injury Pension Regulations, which are charged directly to the Cost of Services in the Comprehensive Income and Expenditure Statement;

2. The Account is prepared on an accruals basis with the exception of accounting for lump sum transfer values to and from other pension schemes. Due to the unpredictable nature of transfer values they have been attributed to or transferred from the Account on a payment and receipts basis;

3. The annual cost of police pensions is met, in part, by contributions from the employer and serving police officers and other minor sources of income. Under the Police Pension Fund Regulations 2007, if the Account is in deficit an amount equal to the deficit is transferred from the Police Fund to meet the deficit; the cost to the Police Fund is subsequently reimbursed by the Home Office by way of the Pensions Top-Up. Conversely, if the Account was to be in surplus, this would be transferred to the Police Fund and subsequently paid over to the Home Office;

4. The amounts due from the Home Office in respect of the shortfall on the Account is the responsibility of the Chief Constable and has therefore been included in the Chief Constable's (and the Group's) Balance Sheet;

5. This Account does not take account of long-term liabilities to pay future pension benefits after the year end, details of the Group's pension liability can be found in Note 35 to the Accounts;

6. Employers' contributions, which are set by the Home Office subject to the Government Actuary's Department triennial valuation, are calculated at 24.2% of police officer pensionable pay;

7. Police officer contributions are deducted from officer salaries. The contribution rates were increased on 1 April 2012 to reflect the agreement reached between the Home Secretary and the Police Negotiating Board. Contribution rates range between 10.1% and 12.5% dependant on the range the police officer's salary falls into and whether the officer is a member of the OPPS or NPPS;

8. There are no related party transactions to the Account.

Glossary of Terms

Accounts and Audit (England) Regulations 2011 – The regulations that govern the preparation, approval and audit of statements of accounts and other accounting statements prepared in respect of the year ending 31 March 2011 onwards.

Accounting Policies – The specific principles, bases, conventions, rules and practices applied by an entity in preparing and presenting The Statement of Accounts.

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

Actuarial Gains and Losses – For a defined benefit scheme, the changes in actuarial deficits or surpluses that arise because events have not coincided with the actuarial assumptions made for the last valuation (experience gains or losses) or the actuarial assumptions have changed.

Accumulated Absences Account – This account holds the liability value of accumulated accrued absences (annual leave, time owing in lieu etc) that are due to employees at the end of the financial year.

Actuarial Valuation – A valuation of assets held, an estimate of the present value of benefits to be paid and an estimate of required future contributions, by an actuary, on behalf of a pension fund.

Amortisation – The expensing of the acquisition cost minus the residual value of intangible assets in a systematic manner over their estimated useful economic lives.

Amortised Cost – The carrying amount of some financial assets and liabilities in the Balance Sheet will be written down or up via the Comprehensive Income and Expenditure Statement over the term of the instrument.

Appropriations – Amounts transferred to or from revenue or capital reserves.

Asset – An item owned by the PCC, which has a value, for example, land and buildings, vehicles, equipment and cash. These can be held over the long or short term.

Billing Authority – A local authority that, by statute, collects the council tax and national non-domestic rates and manages the Collection Fund

Budget – A statement of the PCC's Policing Plan in financial terms for a specific financial year, which starts on 1 April and ends on 31 March. A budget is prepared and approved by the PCC before the start of each financial year.

Capital Adjustment Account – An account that manages the timing differences between the amounts that have been set aside for capital expenditure, which are not aligned with the charges made for assets such as depreciation, revaluation and impairment, along with the amortisation of intangible assets.

Capital Expenditure – Expenditure on new assets or on the enhancement of existing assets so as to prolong their life or enhance market value.

Capital Financing Charges – The repayment of loans and interest for capital projects.

Capital Grant – A grant from central government used to finance specific schemes in the capital programme.

Capital Programme – The plan of capital projects and future spending on purchasing land, buildings, vehicles, IT and equipment.

Capital Receipts – The proceeds from the sale of an asset, which may be used to finance capital expenditure or to repay outstanding loan debt.

Cash – Cash in hand and held at the bank in on-demand deposits.

Cash Equivalents – Short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Cash Flows – Inflows and outflows of cash and cash equivalents.

Chief Constable – Chief Constable is the rank used by the chief police officer of a territorial police force, who has overall responsibility for the day to day operational direction and control of the Force. The Chief Constable has ultimate statutory responsibility for maintaining the Queen's peace.

CIPFA – The Chartered Institute of Public Finance and Accountancy is the body that oversees financial standards and financial reporting in public organisations. It is also the professional body for accountants working in the public services.

Code of Practice on Local Authority Accounting in the United Kingdom (The Code) – The Code is based on approved accounting standards issued by the International Accounting Standards Board and interpretations of the International Financial Reporting Standards Committee, except where these are inconsistent with specific statutory requirements. The Code specifies the principles and practices, sets out the accounting requirements for local authorities and is based on International Financial Reporting Standards (IFRS).

Collection Fund Adjustment Account – The account that manages the differences arising from the recognition of council tax income as it falls due from taxpayers compared to the statutory arrangements for receiving amounts from the billing authorities.

Comprehensive Income and Expenditure Statement - The total of income less expenditure, including other comprehensive income and expenditure items, presented in the CIES and prepared in accordance with IFRS as set out in the Code.

Contingency – A sum of money set aside to meet unforeseen expenditure or a liability.

Corporate and Democratic Core – Activities which the PCC engages in because they are an elected body and costs associated with co-ordinating and accounting for the service provided to the public.

Corporation Sole – this a legal entity consisting of a single incorporated office, occupied by a sole person. This allows corporations to pass from one office holder to the next successor-in-office, giving the positions legal continuity with subsequent office holders having identical powers to their predecessors.

Council Tax – The local tax levied on householders, based on the relative market values of property, which helps to fund local services including the police.

Creditors – Individuals or organisations to which the Police and Crime Commissioner owes money at the end of the financial year.

Current Assets – These are assets which can either be converted to cash or used to pay current liabilities within 12 months. Typical current assets include cash, cash equivalents, short-term investments, debtors and stock.

Current Liabilities – These are liabilities that are to be settled within 12 months. Typical current liabilities include creditors and loan payments due within 12 months.

Current Service Costs (Pensions) – The increase in the present value of a defined benefit scheme's liabilities expected to arise from the employees' service in the current period.

Curtailment Costs – Costs that arise when many employees transfer out of the pension scheme at the same time, such as when an organisation transfers its members to another scheme. The cost represents the value of the pensions rights accrued by the transferring staff.

Debtors – Individuals or organisations who owe the PCC money at the end of the financial year.

Defined Benefit Scheme – A pension scheme which defines the benefits paid to individuals independently of the contributions payable and the benefits are not directly related to the investments of the scheme.

Depreciation – An annual charge to reflect the extent to which an asset has been worn or consumed during the financial year, which is charged to the Comprehensive Income and Expenditure Statement.

Disclosure – Information that must be shown in the accounts under the CIPFA Code of Practice.

Discretionary Benefits – Retirement benefits which the employer has no legal, contractual or constructive obligation to award and which are awarded under the PCC's discretionary powers.

Earmarked Reserves – Monies set aside that are intended to be used for a specific purpose and held in the Balance Sheet.

Exit Packages – Payments such as redundancy payments, either voluntary or compulsory, or early retirement payments made to employees leaving the Group before their due retirement dates.

Fair Value – The amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Financial Instruments – The borrowings and investments disclosed in the Balance Sheet, consisting of loans and investments.

Finance Leases and Operating Leases – A Finance lease transfers all of the risks and rewards of ownership of a non-current asset to the lessee. If these leases are used, the assets acquired have to be included within the non-current assets in the balance sheet at the market value of the asset involved. With an operating lease, the ownership of the asset remains with the leasing company and an annual rent is charged to the revenue account.

Financial Management Code of Practice for the Police Services of England and Wales 2012 – The Financial Management Code of Practice provides clarity around the financial governance arrangements within the police service in England and Wales, and reflects the fact that the police service has a key statutory duty to secure value for money in the use of public funds.

Financial Reporting Standards (FRS) – Recommendations on the treatment of certain items within the accounts.

Financing Activities – Activities that result in changes in the size and composition of the principal, received from or repaid to external providers of finance.

Financial Year – The period of twelve months for the accounts, from 1 April to 31 March.

General Fund – The main account which income is received into and expenditure is paid from.

General Reserves – Funds set aside to be used in the future.

Government Grants – Assistance by government and inter-government agencies and similar bodies, whether local, national or international, in the form of cash or transfers of assets to the PCC in return for past or future compliance with certain conditions relating to the activities of the PCC.

Gross Spending – The costs of providing services before allowing for government grants and other income.

Group Accounts – The financial statements that combine the accounts for the PCC and the Chief Constable, that show the performance of the Group as if it was a single entity.

Home Office Grant (Pensions) – If there is insufficient money in the Pension Fund Account to meet all expenditure commitments in any particular year, the Home Office will fund the deficit by way of a grant.

Impairment – The amount by which the recoverable value of an asset falls below its carrying (or book) value.

Intangible Asset – A non-physical non-current asset, e.g. computer software.

Interest Income – The money earned from investing activities, typically the investment of surplus cash.

International Accounting Standards Board (IASB) – This is the independent, accounting standard-setting body, which is responsible for developing International Financial Reporting Standards and promoting the use and application of these standards.

International Financial Reporting Standards (IFRS) & International Accounting Standards (IAS) – The accounting rules and principles, adopted by the International Accounting Standards Board, on which the Statement of Accounts is based. The Code is prepared in accordance with the IFRS.

Investing Activities – The buying and selling of long-term assets and investments that are not cash equivalents.

Jointly Controlled Operations - Activities undertaken by the Chief Constable and/or the PCC that are jointly controlled with other venturers. The jointly controlled operation does not give rise to the creation of a separate entity.

Liabilities – Amounts that are due to be settled by the PCC in the future, which includes Current Liabilities and Long Term Liabilities.

Major Precepting Authority – Authorities that make a precept on the billing authority's collection fund, e.g. County Councils and Police and Crime Commissioners.

Materiality – Omissions or misstatements of items are material if they could, individually or collectively, influence the decisions or assessments of users made on the basis of financial statements. Materiality depends on the nature or size of the item omission or misstatement judged in the surrounding circumstances.

Minimum Revenue Provision (MRP) – The statutory minimum amount that is required to be set aside on an annual basis as a provision to repay debt.

National Non-Domestic Rates (NNDR) – The national non-domestic rate in the pound is the same for all non-domestic rate payers and is set annually by the government. Income from non-domestic rates goes into a central government pool that is then distributed according to resident population.

Net Book Value – The amount at which non-current assets are included in the balance sheet, i.e. their historical cost or current values less the cumulative amounts provided for depreciation.

Non-Current Assets (Fixed Assets) – Tangible assets, such as buildings and equipment are assets that yield benefits for a period of more than one year. Intangible non-current assets have no physical substance but provide a benefit for more than one year, e.g. computer software.

Non-Distributed Costs – Overheads where it is not appropriate to charge or apportion them across individual services.

Notes to the Accounts – The notes contain information in addition to that presented in the Movement in Reserves Statement, Comprehensive Income and Expenditure Statement, Balance Sheet and Cash Flow Statement.

Operating Activities – The activities of the entity that are its normal activities, excluding its investment and financing activities.

Outturn – The actual amount spent in the financial year.

Past Service Cost – For a defined benefit scheme, the increase in the present value of the scheme liabilities related to employee service in prior periods but arising in the current period as a result of the introduction of, or improvement to retirement benefits.

Payments in Advance – These represent payments made prior to 31 March for supplies and services received on or after 1 April.

Pension Fund – The fund that makes pension payments following the retirement of its participants.

Pensions Expected Rate of Return on Assets – For a funded defined benefit scheme, the average rate of return, including both income and changes in fair value but net of scheme expenses, expected over the remaining life of the related obligation on the actual assets held by the scheme.

Pensions Interest Costs – For a defined benefit scheme, the expected increase during the period at the present value of the scheme liabilities because the benefits are one period closer to settlement.

Pensions Reserve – A non-cashable reserve used to reconcile payments made for the year to various statutory pension schemes and the net change in the recognised liability under IAS19 for the same period.

Police and Crime Commissioner (the PCC) – an elected representative charged with securing efficient and effective policing of a police area in England and Wales. The elections were on 15 November 2012, and the successful candidate took up office on 22 November 2012. PCCs replaced the now abolished Police Authorities.

Police Act 1996 – An Act of the Parliament of the United Kingdom which defined the current police areas in England and Wales, constituted the Police Authorities for those areas (now superseded by PCCs), and set out the relationship between the Home Secretary and the English and Welsh territorial police forces.

Police and Crime Panel – The Police Reform and Social Responsibility Act 2011 established Police and Crime Panels within each force area in England and Wales. The panel is responsible for scrutinising PCCs' decisions; they also review the Police and Crime Plan and have a right of veto over the precept.

Police and Crime Plan - The Police Reform and Social Responsibility Act 2011 introduces a duty on the PCC to prepare a Police and Crime Plan which should determine, direct and communicate their priorities during their period in office.

Police Fund Balance - The Police Fund Balance is the statutory fund into which all the receipts of the PCC are required to be paid and out of which all liabilities of the PCC are to be met, except to the extent that statutory rules might provide otherwise. These rules can also specify the financial year in which liabilities and payments should impact on the Police Fund, which is not necessarily in accordance with proper accounting practice. The Police Fund Balance therefore summarises the resources that the Commissioner is statutorily empowered to spend on his services or on capital investment.

Police Principal Grant – This is part of the total specific government grant support for police services. The amount is determined annually by the Home Office on a formula basis.

Police Reform and Social Responsibility Act 2011 (The Act) – this is an Act of the Parliament of the United Kingdom. It transfers the control of police forces from Police Authorities to elected PCCs. The first PCC elections were held in November 2012, and will be held every four years thereafter.

Precept – The amount of council tax that the PCC, as a major precepting authority, has instructed the billing authorities to collect and pay over in order to finance its net expenditure.

Provisions – The amounts set aside to provide for liabilities that are likely to be incurred, but the exact amount and the date on which it will arise is uncertain.

Public Works Loan Board (PWLB) – A government agency which provides long-term loans to local authorities at interest rates only slightly higher than those at which the government itself can borrow.

Receipts in Advance – These represent income received prior to 31 March for supplies and services provided by the Authority on or after 1 April.

Reimbursements – Payments received for the work carried out for other public organisations, e.g. the government.

Related Parties – Bodies or individuals that have the potential to control or influence the Chief Constable and/or the PCC.

Reserves – Monies set aside by the PCC that do not fall within the definition of provisions. Reserves held for specific purposes are known as earmarked reserves.

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.

Revaluation Reserve – The Reserve records the accumulated gains on the non-current assets held by the PCC arising from increases in value. It is charged with the part of the depreciation charge for the asset which relates to the revaluation. Any balance on this account is written back to the Capital Adjustment Account upon disposal of the asset.

Revenue Expenditure and Income – Day to day expenses mainly salaries, general running expenses and debt charges. These costs are met from the Council Tax, Government Grants, fees and charges.

Revenue Expenditure Funded from Capital Under Statute (REFCUS) – Expenditure incurred during the year that may be capitalised under statutory provisions but that does not result in the creation of a non-current asset. These costs may be charged as expenditure to the relevant service in the CIES in the year.

Revenue Support Grant (RSG) – General Government Grant support towards the PCC's expenditure.

Scheme Liabilities (Pensions) – The liabilities of a defined benefit scheme for outgoings due after the valuation date. Scheme liabilities are measured using the projected unit method to reflect the benefits that are committed to be provided for service up to the valuation date.

Scheme of Delegation and Consent, Financial and Contract Regulations 2012/13 – The Scheme of Delegation and Consent details the key roles of the PCC and those functions that they designate to the Chief Executive, Treasurer, the Chief Constable and, if appointed, the Deputy PCC. The scheme also provides a framework to ensure that business is carried out efficiently, ensuring that decisions are not unnecessarily delayed. The Financial and Contract Regulations establish overarching financial responsibilities; confer duties, rights and powers upon the PCC, the Chief Constable and their officers providing clarity about the financial accountability of groups or individuals. They apply to every member and officer of the service and anyone acting on their behalf.

Service Reporting Code of Practice (SeRCOP) – CIPFA guide regarded as best practice under the Code, which sets out the framework for financial reporting to net cost of services level, with the objective of ensuring consistency and comparability of financial information between public sector organisations to inform stakeholders and support organisations in the delivery of value for money services.

Specific Grant – Payments from the government to cover Local Authority spending on a particular service or project (for example, the Crime Fighting Fund). Specific grants are usually a fixed percentage of the cost of a service or project and have strict rules detailing eligible expenditure.

(Strategic) Alliance – The alliance formed by Warwickshire Police and West Mercia Police to use their combined resources to deliver all policing services to the people and communities of Herefordshire, Shropshire, Telford & Wrekin, Warwickshire and Worcestershire.

Surplus or Deficit on the Provision of Services – The total of income less expenditure, excluding the components of Other Comprehensive Income and Expenditure. Presented in the Comprehensive Income and Expenditure Statement in accordance with IFRS as set out in the Code.

Tangible Non-current Assets – Physical non-current assets, e.g. land, buildings, vehicles and equipment held for a period of over one year.

Taxation and Non-Specific Grant Income – Council Tax and all grants and contributions recognised in the financial year.

Transfer Value – A sum of money transferred between pension schemes to provide an individual with entitlement to benefits under the pension scheme to which the transfer is made.

APPENDIX 1

Warwickshire Police and Crime Commissioner's Annual Governance Statement 2014-15