

Keeping People Safe



Police Service of Northern Ireland

Police Pension Accounts

for the year ended 31 March 2015



POLICE SERVICE OF
NORTHERN IRELAND

Police Pension Accounts
For the year ended 31 March 2015

Laid before the Northern Ireland Assembly under Section 12 (6)b of
the Police (Northern Ireland) Act 2000 as amended by the
Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998
(Devolution of Policing and Justice Functions) Order 2010

On

01 July 2015



© Crown copyright 2015

You may re-use this information (excluding logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit

<http://www.nationalarchives.gov.uk/doc/open-government-licence/>
or e-mail: **psi@nationalarchives.gsi.gov.uk**.

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

Any enquiries regarding this document should be sent to us at:
accounts@psni.pnn.police.uk

This publication is also available for download from our website at:
www.official-documents.gov.uk

ISBN: 9780337099977

Printed in the UK for The Stationery Office Limited
on behalf of the Controller of Her Majesty's Stationery Office

PC3524 07/15

CONTENTS

	Page No
Report of the Managers	3
Report of the Actuary	10
Statement of the Chief Constable’s Responsibilities.	13
Governance Statement.	14
The Certificate and Report of the Comptroller and Auditor General.	23
Combined Statement of Comprehensive Net Expenditure	26
Combined Statement of Financial Position	27
Combined Statement of Changes in Taxpayers’ Equity.	28
Combined Statement of Cash Flows.	29
Notes to the Annual Financial Statements.	30

Report of the Managers

Introduction

Following the introduction of the New Police Pension Scheme on 6 April 2006, the Police Service of Northern Ireland (PSNI) administered two pension schemes for police officers during 2014-15. Both of these Schemes, the older Police Pension (now referred to as the 'closed' scheme) and the new Police Pension Scheme (or 'new' scheme), are included in the Police Pension Accounts. Both Schemes are unfunded defined benefit schemes.

The regulations under which the Closed Scheme operates are the Pensions (Northern Ireland) Order 1995 and the RUC Pensions Regulation 1988 and subsequent amendments. The regulations are modified for members of the PSNI Full Time Reserve in accordance with the RUC Reserve (Full Time) Pension Regulations 1994 and subsequent amendments.

The New Police Pension Scheme operates under the Police Pensions (Northern Ireland) Regulations 2007 which apply from 6 April 2006. This was the only scheme available to new recruits serving in the PSNI in 2014-15. From 1 April 2015 the New Police Pension Scheme will close and a new Career Average Revalued Earning Scheme (CARE) will come into effect governed by the Police Pensions Regulations (NI) 2015.

Membership of these schemes is not compulsory and officers may make other pension arrangements.

All police officers are given a booklet explaining the Scheme rules and main features of the Scheme at induction or training.

The rationale of preparing separate Pension Accounts is to avoid the detail required by IAS 19 (Employment Benefits) and IAS 26 (Retirement Benefits) from overshadowing and drawing attention away from the record of the PSNI's core financial performance.

Both the Closed Police Pension Scheme and the New Police Pension Scheme are administered by the Northern Ireland Policing Board and PSNI is designated as the Scheme practitioner.

The rates of contributions and benefits are set by the Department of Justice (DOJ) as directed by Central Government and the Department of Finance & Personnel (DFP).

Accounts Direction

The Annual Report and Accounts for 2014-15 have been prepared in a form directed by the Department of Justice in accordance with Section 12 (3) of the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

Report of the Managers (continued)

PSNI is an executive non-departmental public body of the Department of Justice.

As such, PSNI complies with the corporate governance and accountability framework arrangements (including *Managing Public Money Northern Ireland*) issued by the Department of Finance and Personnel and Department of Justice.

In accordance with the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Annual Report and Accounts of the PSNI for the year ended 31 March 2015, will be laid before the Northern Ireland Assembly.

Report of the Managers (continued)

The Managers, Advisers and Employers for both Schemes were as follows:

Managers:

Government Department (Pension Scheme Manager)

Department of Justice
Block B
Castle Buildings
Stormont Estate
Belfast
BT4 3SG

Pension Scheme Administrator

Northern Ireland Policing Board
Waterside Tower
31 Clarendon Road
Clarendon Dock
Belfast
BT1 3BG

Advisers:

Accounting Officer & Pension Scheme Practitioner

Chief Constable
Police Service of Northern Ireland
Brooklyn
65 Knock Road
Belfast
BT5 6LE

Pension Scheme Actuary

Government Actuary's Department
Finlaison House
15-17 Furnival Street
London
EC4A 1AB

Auditor

Comptroller and Auditor General
for Northern Ireland
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

Bankers

Danske Bank
Donegall Square West
Belfast

The Scheme has no separate bank account. It utilises the banking arrangements of the PSNI.

Employers:

Principal Employer

Police Service of Northern Ireland
Brooklyn
65 Knock Road
Belfast
BT5 6LE

Report of the Managers (continued)

Changes to the Schemes

Additional employee contributions have been introduced from 1 April 2014 with members in the Closed Police Pension Scheme paying between 14.25%-15.05%, and members in the New Police Pension Scheme paying between 11%-12.75%. Employers contributions have remained at 24.2% of Pensionable pay.

A new Career Average Revalued Earning (CARE) Scheme has come into effect from 1 April 2015. The current final salary Pension Schemes have closed for new entrants from this date.

Officers retain the service that they have accrued in the final salary scheme and depending on their age and service will have:

- Full protection – experiencing no change to their pension entitlement.
- Tapered protection - moving into the new CARE scheme at their own personal date, based on their age and service.
- No protection - moving into the CARE scheme on 1 April 2015.

Membership Statistics

Details of the current membership of the Closed Police Pension Scheme are as follows:

Active Members

At 1 April 2014	4,811
Transfers in	4
Retirements in the year	(179)
Deaths	(2)
Other leavers	<u>(131)</u>
At 31 March 2015	4,503

Deferred Members

At 1 April 2014	1,271
Members leaving who have deferred pension rights	11
Other new deferred pension rights	15
Members taking up deferred pension rights	<u>(56)</u>
At 31 March 2015	1,241

Report of the Managers (continued)

Pensions in Payment	Members	Dependents	Total
At 1 April 2014	12,157	1,698	13,855
Members retiring in year at normal retirement age	285	-	285
Other retirements ¹	163	-	163
New dependents ²	-	195	195
Cessations	<u>(237)</u>	<u>(76)</u>	<u>(313)</u>
At 31 March 2015	12,368	1,817	14,185

Compensation Payments³	Members	Dependents	Total
At 1 April 2014	31	-	31
Members reaching normal retirement age during the year	<u>(13)</u>	-	<u>(13)</u>
At 31 March 2015	18	-	18

¹ Other retirements due to ill health and injury on duty.

² Includes the reinstatement of widow(er)s' pensions.

³ Compensation payments relate to the payment in lieu of pensions to deferred members and are accounted for in the PSNI Main Financial Statements.

Report of the Managers (continued)

Details of the current membership of the New Police Pension Scheme are as follows:

Active Members

At 1 April 2014	1,948
New entrants	367
Deaths	-
Other leavers	<u>(35)</u>
At 31 March 2015	2,280

Deferred Members

At 1 April 2014	82
Members leaving who have deferred pension rights	20
Members taking up deferred pension rights	<u>-</u>
At 31 March 2015	102

Pensions in Payment

	Members	Dependents	Total
At 1 April 2014	-	3	3
Members retiring in year at normal retirement age	-	-	-
Other retirements	-	-	-
New dependents	-	-	-
Cessations	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2015	-	3	3

Additional Voluntary Contributions and Stakeholder Pensions

The Secretary of State appointed Equitable Life and Standard Life as providers of the in-house Additional Voluntary Contribution (AVC) Scheme for Police Officers. This is legislated in Statutory Rules of Northern Ireland for the PSNI Pension Scheme. PSNI designated Standard Life as the Stakeholder Pension Provider. PSNI have made known to staff the arrangements and provide a facility for staff to contribute through payroll if they so wish.

£16,462 of contributions have been made by members of PSNI to the scheme during the year (2013-14: £19,215) (see note 10).

There is no in-house AVC Scheme available to members of the New Police Pension Scheme introduced from April 2006.

Financial Position and Going Concern

The Combined Statement of Financial Position (which includes liabilities belonging to both the closed and the new pension schemes) at 31 March 2015 shows net liabilities of £7.633bn (31 March 2014: £6.982bn). This reflects the inclusion of liabilities falling due in future years which, to the extent that they are not to be met from the PSNI's other sources of income, may only be met by future grant or grant-in-aid from the PSNI's sponsoring Department (DOJ). This is because, under the normal conventions applying to DFP control over income and expenditure, such grants may not be issued in advance of need.

Report of the Managers (continued)

Grant for 2015-16 has already been included in the DOJ's Estimates for the year, taking into account the amounts required to meet the PSNI's liabilities falling due. These have been approved by the NI Assembly and there is no reason to believe that the DOJ's future sponsorship and future Assembly approval will not be forthcoming. It has accordingly been considered appropriate to adopt a going concern basis for the preparation of these Scheme accounts.

Events After the Reporting Period

There are no events occurring after the reporting period.

Audit Services

The financial statements for 2014-15 are audited by the Comptroller and Auditor General for Northern Ireland (C&AG), who heads the Northern Ireland Audit Office and is appointed by statute and reports to Northern Ireland Assembly. His certificate and report is produced at pages 23 to 25.

So far as the Accounting Officer is aware, there is no relevant audit information of which the entity's auditors are unaware and the Accounting Officer has taken all the steps that he ought to have taken to make himself aware of any relevant audit information and to establish that the entity's auditors are aware of that information.

The audit fee for the work performed relating solely to the audit of these Financial Statements was £15,000 (2013-14: £15,000). These costs are borne by the PSNI Main Accounts and are excluded from these statements.

The C&AG may also undertake other statutory activities that are not related to the audit of the body's Financial Statements such as Value for Money reports. No such activity relating to the PSNI Pension Accounts took place during the year.

Further Information

A full certified copy of the Police Pension Annual Report and Accounts will be available on the PSNI's website **www.psnipolice.uk**.

Any enquiries regarding either the PSNI Closed Police Pension Scheme or the New Police Pension Scheme should be addressed to the Head of Pensions Branch, PSNI.

Report of the Actuary

A. Liabilities

The capitalised value as at 31 March 2015 of expected future benefit payments under the Police Pension Schemes, for benefits accrued in respect of employment (or former employment) prior to 31 March 2015, has been assessed using the methodology and assumptions set out in Sections C and D below. The results are broken down, between the various categories of members, as follows:

	Closed Scheme £m	New Scheme £m
Actives (past service)	2,467.36	258.84
Deferred Pensioners	279.87	1.20
Current Pensioners (excluding injury)	<u>4,617.98</u>	<u>0.61</u>
Total	<u>7,365.21</u>	<u>260.65</u>

B. Accruing Costs

The cost of benefits accruing for each year is met partly by contributions by members, with the employer meeting the balance of the cost. The cost of benefits accruing in the year ended 31 March 2015 is based on a standard contribution rate as determined at the start of the year.

	% of pensionable pay	
	Closed Scheme	New Scheme
Current Service Cost	64.4%	59.7%

For the avoidance of doubt the employer's share of the Current Service Cost determined for the purposes of this exercise is not the same as the actual rate of contributions payable by employers, currently 24.2% of pensionable pay, which was determined based on the methodology and the financial and demographic assumptions adopted for the funding of the scheme.

The pensionable payroll for the financial year 2014-15 was £245.5m (derived from contributions payable by employers over the year). In relation to the pensionable payroll for the financial year, the Current Service Cost is as follows:

	Closed Scheme £m	New Scheme £m
Current Service Cost	118.98	36.18

Report of the Actuary (continued)

C. Methodology

The present value of the liabilities has been determined using the Projected Unit Credit Method (PUCM). Under the PUCM, the actuarial liability represents the present value of future benefit payments arising in respect of service prior to the valuation date. In respect of active members, the actuarial liability includes allowance for expected future pay increases up to the assumed date of retirement or exit, and for subsequent pension increases. In respect of pensions in payment and deferred members, the actuarial liability includes allowance for future pension increases (and revaluation in deferment). The liability is calculated based on the principal financial assumptions applying to the 2014-15 Pension Accounts.

D. Assumptions

The assessments have been prepared in accordance with the Financial Reporting Manual (FReM) issued by HM Treasury. The main financial assumptions are set in accordance with the FReM. The assumptions proposed by the Government Actuary's Department and agreed with the PSNI in nominal terms are:

- A rate of earnings increase of 4.20% pa excluding promotional and performance increments
- A long term nominal discount rate of 3.55% pa
- A rate of long-term inflation and pensions increases of 2.20% pa

The PSNI's workforce is too small to provide sufficient data from which to draw statistically reliable conclusions for all of the assumptions which are to be made. The PSNI has confirmed that demographic assumptions should be derived from aggregate experience across all authorities with officers in the Police Pension Schemes supplemented as necessary by appropriate standard tables. We are not aware of any reason why the PSNI's demographic experience over the long term should be significantly different from the aggregate experience assumed in our assessment.

The new pension scheme that came into force in 2015 may impact the retirement patterns of police. There is no scheme specific experience data available yet to analyse, which would highlight any change in retirement patterns due to the introduction of the new scheme. An adjustment could be based on changes that might be expected to retirement rates, but this will be highly subjective, and there is no guarantee this will accurately reflect the actual future retirement patterns of members or even be a better estimate than the assumption used in 2013-14 accounts. I have therefore not made any adjustment to the retirement patterns as a result of the introduction of the new scheme.

The liabilities calculated at 31 March 15 take into account the re-instatement from 1 July 2014 of Police Widowers pension after remarriage. This affected widowers whose late husband/wife died either in service on or after 1 January 1989, or after retirement where retirement occurred on or after 1 January 1989 as detailed in the membership summary.

Report of the Actuary (continued)

E. Sensitivity Analysis

The indicative effects on the total liability as at 31 March 2015 of changes to the key financial and demographic assumptions are as follows:

Closed Scheme

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	-1/2% a year	10.7%	786
Rate of increase in salaries	+1/2% a year	1.0%	76
Rate of increase in pensions/deferred revaluation	+1/2% a year	9.2%	679
Life expectancy: each pensioner subject to longevity of an individual 1 further year younger than assumed		2.3%	171
Early Retirement: each member assumed to retire 1 year earlier than expected		(0.3%)	(20)

New Scheme

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	-1/2% a year	17.4%	45
Rate of increase in salaries	+1/2% a year	7.5%	19
Rate of increase in pensions/deferred revaluation	+1/2% a year	8.9%	23
Life expectancy: each pensioner subject to longevity of an individual 1 further year younger than assumed		1.8%	5
Early Retirement: each member assumed to retire 1 year earlier than expected		0.7%	2

* Opposite changes in the assumptions will produce approximately equal and opposite changes in the DBO. Doubling the changes in assumptions will produce approximately double the change in the DBO. The sensitivities show the change in assumption in isolation. In practice such assumptions rarely change in isolation and given the interdependencies between the assumptions the impacts may offset to some extent.

F. Notes

1. We understand that some benefits payable under the PSNI Severance Schemes will be accounted for outside the PSNI Police Pension Accounts. PSNI have instructed us as to which benefits should be included in these statements.
2. The data for this assessment was provided by the PSNI. Full data was provided in respect of the current and former members of the pension scheme as at 31 December 2012, together with summary data as at 31 March 2015.

Ian Boonin
Fellow of the Institute and Faculty of Actuaries
Government Actuary's Department
02 June 2015

Statement of the Chief Constable's responsibilities

Under Sections 12(1), (3) of the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Chief Constable of the PSNI is required to prepare a statement of accounts on behalf of the Northern Ireland Policing Board, in the form and on the basis directed by the Department of Justice. The annual financial statements are prepared on an accruals basis and must give a true and fair view of the net expenditure, changes in taxpayers' equity and cash flows for the financial year and the balances held at the year end.

The combined financial statements must give a true and fair view of the state of affairs of the PSNI Pension Scheme at the year end and of the net resource outturn and cash flows for the year then ended. The financial statements are required to provide disclosure of any material expenditure or income that has not been applied to the purposes intended by the Northern Ireland Assembly or material transactions that have not conformed to the authorities that govern them. In addition, the financial statements must be prepared so as to ensure that the contributions payable to the Scheme during the year have been paid in accordance with the Scheme rules and recommendations of the Actuary.

In preparing the accounts, the Chief Constable of the PSNI is required to comply with the requirements of the Government Financial Reporting Manual, Managing Public Money Northern Ireland and in particular to:

- observe the Accounts Direction issued by the Department of Justice, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed and disclose and explain any material departures in the financial statements; and
- prepare the financial statements on the going concern basis.

The Accounting Officer for the Department of Justice appointed the Chief Constable of the PSNI as Accounting Officer for the Police Pension Scheme. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the assets of the Police Pension Scheme, are set out in Managing Public Money Northern Ireland published by DFP.

Governance Statement

Scope of responsibility

I have been appointed as the Accounting Officer for the Police Service of Northern Ireland (PSNI), by the Accounting Officer of the Department of Justice (DOJ) to whom I am directly accountable. My responsibilities as the PSNI Accounting Officer are contained in the Police (Northern Ireland) Act 2000, the Department of Finance and Personnel (DFP) document Managing Public Money (Northern Ireland), and the Management Statement and Financial Memorandum agreed with the DOJ.

As the PSNI Accounting Officer I have responsibility for maintaining a sound system of internal control. The internal controls support the achievement of the PSNI's policies, aims and objectives which are set by the Northern Ireland Policing Board (NIPB), while also safeguarding the public funds and assets for which I am personally responsible as Accounting Officer. This responsibility is undertaken in accordance with the requirements of the DFP document Managing Public Money (Northern Ireland).

The PSNI Governance Framework

The governance structure of the PSNI reflects our unique statutory position, balancing the need for appropriate controls and oversight, while preserving the operational independence of the role of Chief Constable. This balance is recognised in the Police (Northern Ireland) Act 2000, and the Management Statement and Financial Memorandum issued by the DOJ.

It is essential that the PSNI is seen to uphold the highest standards in its own operations and, for this purpose, I am held to account on a regular basis by the NIPB. The NIPB is a statutory non departmental public body consisting of 10 locally elected political representatives and 9 independent members, to whom I have statutory responsibilities.

I recognise that the governance structures for the PSNI set out within the Police (Northern Ireland) Act 2000, incorporating the oversight functions of the NIPB and PSNI as two separate but linked organisations, are unique and not replicated for any other public sector body. Where the requirements of the Act and the Corporate Governance Code differ, the PSNI will always seek to comply with the Act, which reflects the wishes of Parliament/Assembly. I have assessed the PSNI governance arrangements against the Governance Code and found that the NIPB and the PSNI arrangements when taken together comply with the code to the extent that it is relevant and meaningful.

Police Pensions Scheme framework

The PSNI Police Pension Scheme has a Scheme Manager, Administrator and Practitioner. The Department of Justice is the Scheme Manager, and is responsible for setting the benefits to be provided by the Scheme, amending regulations as necessary and making the policy decisions in relation to the operation of the Scheme.

Governance Statement (continued)

Given the Board's role in policing, and particularly in managing police pensions, the NIPB is the PSNI Pension Scheme Administrator.

The PSNI is the Scheme Practitioner, although in practice PSNI Financial Services Branch carries out all the routine functions and reporting. NIPB has delegated these functions to PSNI to carry out on their behalf.

PSNI Financial Services Branch therefore carries out the day to day running of the Scheme, including the collection and allocation of contributions and payment of benefits.

From 1 April 2015 a new governance structure came into force with the introduction of new Scheme Advisory and Pensions Boards. The Pensions Board was established to assist the Scheme Manager, now fulfilled by the NIPB, to secure compliance with regulations, legislation relating to the governance and administration of the schemes and requirements imposed by the Pensions Regulator.

The Scheme Advisory Board was established to provide advice to the Department of Justice, as the Regulatory Authority, on the desirability of making changes to this scheme. As well as providing advice and guidance to the Scheme Manager and Pensions Board in relation to the effective and efficient administration and management of the schemes.

Leadership Team

I am supported by a Service Executive Team consisting of a Deputy Chief Constable, Assistant Chief Constables, and senior civilian staff Directors. Details of the current senior leadership team are available within the main PSNI Annual Report and Accounts.

Governance Structure

The leadership team meets formally each month as the Service Executive Board (SEB) to provide executive management and governance to the operations and delivery of the PSNI. During 2014-15 the Service Executive Board was initially supported by three other key governance committees, the Risk, Demand and Resources committee (RDR), the Audit and Risk Committee (ARC), and the Strategic, Tasking and Coordinating Group (STCG).

As part of internal restructuring, from November 2014 RDR incorporated Change Management to become known as Service First Board (SFB) and a Budget Variation Group was established. Programme Boards, which had formed part of the Governance structure, were collapsed in September 2014 and the workstreams for which they had previously been responsible were incorporated in to the workstreams of newly formed Delivery Groups. In November 2014, the Terms of Reference for SEB were revised, with the Head of Legal Services and the Head of Corporate Communications becoming SEB Members.

Governance Statement (continued)

In addition, the Independent Chair of the Audit and Risk Assurance Committee (previously ARC) became an Independent member of the SEB, attending his first meeting in December 2014.

The SFB, Budget Variation Group, Culture and Ethics Committee and STCG committees are executive committees and support SEB by making strategic decisions in line with the tone and direction set by SEB. The SEB undertook a self-effectiveness review in May 2015 looking at its performance over the financial year 2014-15, and is satisfied with the level and type of information it received during the period. The SEB provided strategic direction for the PSNI over the period.

The Audit and Risk Assurance Committee consists entirely of independent members, chaired by an independent Chairperson with two other independent members, and is fully compliant with the National Audit Office, Audit Committee Self-Assessment checklist, and the "HM Treasury Audit Committee Handbook".

The Audit and Risk Assurance Committee met four times during 2014-15, providing me with assurance on issues of internal control, governance and risk. The Committee is informed from a number of sources, one being the Head of Internal Audit who issues an independent opinion on the adequacy and effectiveness of the PSNI's system of internal control. A satisfactory level of assurance has been provided by Internal Audit in relation to risk management, internal control and governance, with the exception of a number of specific areas. No specific areas of concern related to the PSNI Pension Scheme.

The Police Pension Scheme is a standing agenda item at the Audit and Risk Assurance Committee, and a presentation was provided to members to update them on the New Police Pensions regulations and the impact of the scheme reforms.

Risk and Control Framework

The Service Executive Team assess how the achievement of our policies, aims and objectives might be affected by the risks we face, and the internal control framework is designed to mitigate those risks. The framework has been in place across the 2014-15 year. The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives, and it therefore provides reasonable rather than absolute assurance of effectiveness.

The internal control framework, which accords with DFP guidance and best practice, is an ongoing live process identifying and prioritising the risks to the achievement of organisational policies, aims and objectives. I have put in place arrangements to ensure that a proper evaluation of the balance of the cost of control and the risk encountered is part of the PSNI decision-making process. The internal control systems ensure that PSNI's assets are utilised with regard to the overall value for money to public funds.

Governance Statement (continued)

Within PSNI we manage our business with a view to the risks we face, using appropriate control systems. This process is embedded in how we undertake our responsibilities and includes clearly defined policies and processes, effective financial management and the identification and management of risks.

Our ability to handle risk can be clearly seen by the movements on the corporate risk register over the reporting period, with nine new risks coming on, seven risks being removed. There are currently eight risks the Corporate Risk Register, with each one assigned to an individual member of the Service Executive Board.

To ensure that we continue to respond to our changing environment, the PSNI’s strategic objectives are translated to our operations through working towards meeting the Northern Ireland Policing Plan, and by clearly defined accountabilities over the delivery of outputs and outcomes.

Risk Management

Risk management is high on the business agenda and we manage risks in a structured manner. The Service Executive Team has reviewed the PSNI risk appetite using the recognised classifications of Hungry; Open; Cautious; Minimalist and Averse and has agreed the organisational risk appetite across the five categories of risk provided in the following table:

Category	Appetite	Rationale
Reputation/ Confidence	Averse	The Minister’s long term objective for policing is to improve confidence in policing, maintaining our reputation is of paramount importance in assisting us to work towards this objective. The avoidance of risk in this area is crucial.
Litigation	Averse	The PSNI will seek at all times to act within the relevant legal and regulatory constraints. The PSNI seeks to avoid intentional actions that will lead to litigation.
Resourcing	Open	The delivery of an efficient and effective policing service is key to improving confidence in policing. Whilst ongoing security issues often consume our resources we are open-minded and willing to consider all options that may result in improved and increased resources.
Continuous Improvement	Open	The PSNI is committed to delivering an effective and efficient policing service whilst rising to the challenge of delivering substantial savings. Consideration will be given to all options that may result in an improved business benefit.
Service Delivery	Ranges from Averse to Open	The PSNI recognises its responsibility to protect the public from the threat and risk of harm. When delivering a policing service the PSNI appetite to risk ranges from ‘Averse’ when dealing with issues like Child Sexual Exploitation where risk will be avoided, to ‘Open’ when receiving and using intelligence that will help us combat the terrorist threat and deal with serious and organised crime.

Governance Statement (continued)

Consideration and mitigation of risk is crucial to the effectiveness of the system of internal control. As part of its programme of work in 2014-15, Internal Audit conducted an audit on the Corporate Risk Management Process. The outcome of this audit was Satisfactory, and following this audit PSNI have commenced a pilot exercise within Operations Support Department to trial use of a broader matrix by which to capture risk.

Policies and principles for how staff can undertake the work of PSNI are developed, maintained and communicated to staff through the code of ethics, the staff handbook, training and the internal intranet. Compliance with these policies is expected of all our staff and breaches can lead to re-training and/or disciplinary action.

All Chief Officers and Service Managers together with the Audit and Risk Assurance committee have provided leadership to the risk management process, throughout the reporting period. In addition the Corporate Risk Manager provides training, guidance and support across the organisation to enable all staff to manage risk.

The PSNI has a risk management policy which clearly describes the various roles and responsibilities of relevant positions within the PSNI. The monitoring and reporting of risk management arrangements are included in the policy.

Risk management is embedded into the organisation with each Department and District actively managing individual risk registers, and all have a common theme and link through to the Policing Plan objectives.

The Corporate Risk Register is managed by the Corporate Risk Manager and captures significant risks facing the organisation. The Risk Register is reviewed on a monthly basis at the SFB, with changes to the register approved by the SEB and reported to each ARAC meeting. The effectiveness of the risk management process is reported twice a year to the SFB and the ARAC, it is also used to assist in the Chief Officers Annual Performance Appraisal Process.

Stewardship reporting is a key assurance control for the accountability, ownership and management of risks throughout the PSNI. All Senior Officers provide a statement of risk management assurance twice per year confirming they have reviewed the risks within their area of responsibility, and assessed the management of the risks identified. This is part of a hierarchy of stewardship reporting from District Commanders to ACC's, and from ACC's through to the Stewardship Statement I provide to the Department of Justice at six monthly intervals. In addition during the year, Control Risk Self Assessment processes were carried out and formally reviewed by Internal Audit.

Processes to manage operational risks incorporate those risks identified through the operation of the National Intelligence Model (NIM). The NIM control strategies for each priority are aligned with the actions necessary to manage the identified risk.

Governance Statement (continued)

The PSNI Audit and Risk Assurance Committee, which consists of non-executive members, provides me with assurance that effective risk management, governance and control arrangements are in place. The Audit and Risk Assurance Committee receives regular risk management updates, along with reports from internal and external audit. The DoJ, Policing Board and NIAO have standing invitations to attend the meetings of ARAC as observers, and also contribute to the business at the committee.

Any risks relating to the Police Pension Scheme are managed in accordance with the Corporate Framework.

Statement of Information Risk

Together with the staff of PSNI I have privileged access to data and information to support the discharge of the policing function and ensure that the work undertaken by PSNI is factual, accurate and complete. The PSNI has a duty to respect this privilege and ensure that the personal information entrusted to it is safeguarded properly. The PSNI complies with the mandatory requirements in the Cabinet Office's Security Policy Framework and has developed its information assurance strategy to meet those requirements. To implement the strategy, PSNI's Information Assurance Policy is supported by 27 detailed technical information security standards.

The strategy facilitates the safe and secure move towards transformational services, information sharing in partnership with other bodies and recognises the increasing threat to information assets in a constantly evolving technological environment through:

- Effective and Secure Information sharing
- Proportionate Risk Management
- Enhanced organisational Information Security awareness
- Increased Innovation Empathy
- Alignment with National Objectives

The strategy is owned by an Assistant Chief Constable who is a member of the SEB, and is the Service Information Risk Owner (SIRO) for the PSNI. The SIRO is supported by a dedicated Information Security Unit led by the PSNI Accreditor and supported by the Information Assurance Manager, the IT Security Officer, and a network of Information Asset Owners who oversee all of the information assets held by PSNI. There is a Corporate Information Risk Register providing details on information risk treatment plans which are managed through the security accreditation process.

The SIRO receives monthly reports in relation to Information Risk, which are elevated to the Service Executive Board (or ServiceFirst Board) if appropriate. During 2014-15 PSNI received a high assurance report from the national technical authority for "exemplary" management of a critical information security function. PSNI continues to work towards conforming with the Cabinet Office Information Assurance Maturity Model. At 31 March 2015 PSNI can demonstrate 100% compliance at Levels 1 and 2, and 94.5% compliance at Level 3, in all 6 of the key risk areas of the Maturity Model. Further risk assessments conducted in collaboration with our major delivery partners and third party suppliers remain in progress. PSNI is confident in our ability to manage information risk both internally and externally across our supply chain.

Personal Data Related Incidents

As the PSNI Accounting Officer I have responsibility for ensuring the security of personal data and to respond if there has been a breach or potential breach of the Data Protection Act.

No personal data incidents in relation to the Police Pension Scheme have been recorded.

Review of Effectiveness

As the PSNI Accounting Officer I have responsibility for reviewing the effectiveness of the system of internal control.

My review is informed by the work of the Service Executive Team within the organisation who have responsibility for the development and maintenance of the internal control framework, and the work undertaken by the Internal and External Auditors during the reporting period.

Actuarial Assumptions

A Full actuarial valuation as at 31 March 2012 was completed by the Government Actuaries Department in accordance with the requirements of the Government Financial Reporting Manual (FREM).

The actuarial liability included in the accounts at 31 March 2015 has been calculated using financial and mortality assumptions at 31 March 2015, with membership data to 31 March 2012 rolled forward. The remaining actuarial assumptions used are in line with those used for the full actuarial valuation.

Significant Internal Control Issues

I am able to report that there were no significant weaknesses in the PSNI's system of internal controls in 2014-15 which affected the achievement of the PSNI's key policies, aims, and objectives. I have received assurances from individual Chief Officers in relation to their Departments, and regularly review management reports from the "Overview" system that monitors organisational progress on review recommendations accepted by management. Internal Audit has also provided me with assurance in relation to risk management, the operational effectiveness of internal control systems, and in relation to governance arrangements, no specific areas of concern were noted by Internal Audit in their Annual Assurance Statement relating to the Police Pension Scheme.

Governance Statement (continued)

No ministerial directions were received during the period.

There are a number of other sources from which I draw assurance on the system of internal control. These include the work of those independent external bodies which provide a challenge function to the work of the PSNI including;

The Northern Ireland Policing Board
The Department of Justice
Northern Ireland Audit Office
Her Majesty's Treasury
The Criminal Justice Inspectorate of Northern Ireland
Her Majesty's Inspectorate of Constabulary
Surveillance Commissioner
Human Rights Commission
The Pensions Regulator

Any issues of control weaknesses, identified from reviews carried out by these independent bodies in 2014-15, have been considered and action taken with progress on actions outstanding monitored through the "Overview" system.

The SEB continues to keep its internal control arrangements under review in response to internal and external developments. The SEB is independently advised by the Audit and Risk Assurance Committee which meets four times per year, and reports through its annual report, and regular meetings between the independent Chair of the Audit and Risk Assurance Committee and the Deputy Chief Constable.

Internal Audit submit regular reports on the management of key business risks, and the effectiveness of the system of internal control, making recommendations for improvement where appropriate. This is formally reported to the Audit and Risk Committee at each meeting. Those recommendations accepted by PSNI have been implemented, or, are being implemented against agreed timetables, with those accepted recommendations past their initial planned end date reported to the Audit and Risk Assurance Committee, and quarterly to the Service Executive Board.

Work has been undertaken with internal audit to review the future use of IT systems for the Police Pensions administration and prepare for the assessment and selection on an IT provider.

Governance Statement (continued)

Accounting Officer's Statement of Assurance

I have considered the assurances provided by PSNI Senior Officers, the Audit and Risk Assurance Committee, Internal Audit, External Audit and external scrutiny bodies.

As the PSNI Accounting Officer, I am satisfied with the overall effectiveness of the system of internal control and am content that adequate plans exist to address any weaknesses and to ensure continuous improvement.



George Hamilton
Chief Constable
Police Service of Northern Ireland
19 June 2015

The Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly

I certify that I have audited the financial statements of the Police Service of Northern Ireland Police Pension Accounts for the year ended 31 March 2015 under the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 as amended by the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010. These comprise the Combined Statement of Comprehensive Net Expenditure, the Combined Statement of Financial Position, the Combined Statement of Cash Flows, the Statement of Changes in Taxpayers' Equity, and the related notes. These financial statements have been prepared under the accounting policies set out within them.

Respective responsibilities of the Accounting Officer and auditor

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit, certify and report on the financial statements in accordance with the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 as amended by the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff 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 Service of Northern Ireland Police Pension Accounts' circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Police Service of Northern Ireland Police Pension Accounts; and the overall presentation of the financial statements. In addition I read all the financial and non-financial information in the Report of the Managers, Report of the Actuary and the Governance Statement 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 me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate.

I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

The Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly (continued)

Opinion on Regularity

In my opinion in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Opinion on financial statements

In my opinion:

- the financial statements give a true and fair view of the state of the Police Service of Northern Ireland Police Pension Accounts' affairs as at 31 March 2015 and of its combined net expenditure, cash flows and changes in taxpayers' equity for the year then ended; and
- the financial statements have been properly prepared in accordance with the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) 2003 as amended by the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010 and directions issued there under by the Department of Justice.

Opinion on other matters

In my opinion the information given in the Report of the Managers and the Report of the Actuary for the financial year for which the financial statements are prepared is consistent with the financial statements.

Statement about Contributions payable

In my opinion the contributions payable to the Police Service of Northern Ireland Police Pension Accounts during the year ended 31 March 2015 have in all material respects been paid in accordance with the rules of the Scheme and with the recommendations of the Actuary.

Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records or returns; or

The Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly (continued)

Matters on which I report by exception (continued)

- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance and Personnel guidance.

Report

I have no observations to make on these financial statements.



K J Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU
25 June 2015

Combined Statement of Comprehensive Net Expenditure for the year ended 31 March 2015

	<u>Note</u>	2014-15 £000	2013-14 £000
Income			
Contributions receivable	3	96,684	94,669
Transfers in	4	<u>3,860</u>	<u>190</u>
		<u>100,544</u>	<u>94,859</u>
Expenditure			
Current Service cost	5	(155,160)	(136,460)
Past Service cost	5	(22,850)	-
Transfers in	7	(3,860)	(190)
Interest on Scheme liabilities	8	(302,070)	(251,050)
Combined Net Expenditure		<u>(383,396)</u>	<u>(292,841)</u>
Other Comprehensive Net Expenditure			
Pension re-measurements:			
Actuarial loss	13.6	(387,530)	(629,540)
Total Comprehensive Net Expenditure for the year ended 31 March 2015		<u>(770,926)</u>	<u>(922,381)</u>

The notes on pages 30 to 50 form part of these accounts.

Combined Statement of Financial Position as at 31 March 2015

	<u>Note</u>	31 March 2015 £000	31 March 2014 £000
Non-current assets:			
Receivables	11	141	151
Current assets:			
Receivables	11	691	603
Current liabilities:			
Payables (within 12 months)	12	<u>(8,324)</u>	<u>(8,600)</u>
Net current liabilities, excluding pension liability:		(7,633)	(7,997)
Payables (after 12 months)	12	<u>(141)</u>	<u>(151)</u>
Pension liability:			
Closed Scheme	13.2	(7,365,210)	(6,765,290)
New Scheme	13.3	<u>(260,649)</u>	<u>(209,130)</u>
Net liabilities including pension liabilities		<u>(7,633,492)</u>	<u>(6,982,417)</u>
Taxpayers' Equity:			
General Fund		<u>(7,633,492)</u>	<u>(6,982,417)</u>

The financial statements on pages 26 to 50 were approved and authorised by the PSNI 19 June 15 and were signed on its behalf by:



George Hamilton
Chief Constable
Police Service of Northern Ireland
19 June 2015

The notes on pages 30 to 50 form part of these accounts.

**Combined Statement of Changes in Taxpayers' Equity
 for the year ended 31 March 2015**

	2013-14 £000
Balance at 31 March 2013	(6,160,033)
Grant from Parent Department	99,997
Comprehensive Net Expenditure for the Year	(292,841)
Actuarial Loss	<u>(629,540)</u>
Net Change in Taxpayers' Equity	<u>(822,384)</u>
Balance at 31 March 2014	<u>(6,982,417)</u>
	2014-15 £000
Balance at 31 March 2014	(6,982,417)
Grant from Parent Department	119,851
Comprehensive Net Expenditure for the Year	(383,396)
Actuarial Loss	<u>(387,530)</u>
Net Change in Taxpayers' Equity	<u>(651,075)</u>
Balance at 31 March 2015	<u>(7,633,492)</u>

The notes on pages 30 to 50 form part of these accounts.

Combined Statement of Cash Flows for the year ended 31 March 2015

	<u>Note</u>	2014-15 £000	2013-14 £000
Cash Flows from Operating Activities			
Combined Net Expenditure for the year less movement and payables relating to items not passing through the revenue account		(383,396)	(292,841)
Decrease in receivables – non-current assets	11a	10	4
Increase in receivables – current assets	11a	(88)	(147)
Decrease in payables – after 12 months	12a	(10)	(4)
Increase in payables – within 12 months	12a	(276)	111
Increase in pension provision – Closed Scheme	13.2	434,020	352,990
New Scheme	13.3	46,060	34,520
Increase in pension provision – Enhancements and transfers in:			
Closed Scheme	13.2	3,510	-
New Scheme	13.3	350	190
Use of provision – pension liability			
Closed Scheme –			
Pension payments	13.4	(181,010)	(172,120)
Gratuities / Commutations	13.4	(37,890)	(21,510)
Payments to and on account of leavers	13.4	(1,050)	(1,140)
New Scheme –			
Pension payments	13.4	(20)	(20)
Payments to and on account of leavers	13.4	(61)	(30)
Net cash outflow from Operating Activities		(119,851)	(99,997)
Cash flows from Financing Activities			
Financing		<u>119,851</u>	<u>99,997</u>
Net increase / (decrease) in cash and cash equivalent in the period		<u> -</u>	<u> -</u>

The notes on pages 30 to 50 form part of these accounts.

Notes to the Annual Financial Statements

1. Basis of preparation of the Pension Accounts

The PSNI Pension Accounts have been prepared in accordance with the relevant provisions of the 2014-15 Government Reporting Manual (FReM) issued by the Department of Finance and Personnel. The accounting policies contained in the FReM apply International Financial Reporting Standards as adapted or interpreted for the public sector. IAS 19 Employee Benefits and IAS 26 Retirement Benefits are of particular relevance to these statements. These accounts show the unfunded pension liabilities and movements in those liabilities during the year. The accounts also have regard to the recommendations of the Statement of Recommended Practice (SORP) Financial Reports of Pension Schemes to the extent that these are appropriate, together with section 12-(3) of the Police (Northern Ireland) Act 2000 as amended by section 7-(4) of the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing Functions) 2010 and the Accounts Direction from the Department of Justice.

The PSNI Pension Scheme is a contracted out, unfunded, defined benefit pay-as-you-go occupational pension scheme operated by the PSNI on the behalf of members of the PSNI who satisfy the membership criteria.

Contributions to the Scheme by employers and employees are set at rates determined by the Scheme's Actuary and approved by DOJ. The contributions partially fund payments made by the Scheme, the balance of funding being provided by DOJ through the annual Supply Estimates process. The administration expenses associated with the operation of the Scheme are borne by PSNI and reported in the PSNI Main Accounts.

The Financial Statements summarise the transactions of both the Closed Police Pension Scheme and the New Police Pension Scheme. The Consolidated Statement of Financial Position shows the deficits on each scheme; the Statement of Comprehensive Net Expenditure shows the total of the movements from each scheme liability analysed between the pension cost, enhancements and transfers in, and the interest on the scheme liability. The actuarial position of each pension scheme is dealt with in the Report of the Actuary (Pages 10 - 12), and the Pension Accounts should be read in conjunction with that report.

2. Statement of accounting policies

The accounting policies contained in the FReM follow International Financial Reporting Standards to the extent that it is meaningful and appropriate to the public sector context.

Where the FReM permits a choice of accounting policy, the accounting policy which has been judged to be most appropriate to the particular circumstances of the Scheme for the purpose of giving a true and fair view has been selected. The accounting policies adopted have been applied consistently in dealing with items considered material in relation to the accounts.

Notes to the Annual Financial Statements (continued)

2.1 Accounting convention

These accounts have been prepared under the historical cost convention.

The Statement of Financial Position at the 31 March 2015 shows a liability of £7.633bn. This reflects the inclusion of liabilities falling due in future years which are to be financed by drawings from the Northern Ireland Consolidated Fund. Such drawings will be from grants in aid approved annually by the Northern Ireland Assembly, to meet the Net Cash Requirement of the DOJ which fund the PSNI Pension Scheme. Under the Government Resources and Accounts Act NI 2001, no money may be drawn from the Fund by the Department of Justice other than required for the service of the specified year or retained in excess of that need.

There is no reason to believe that the future approvals will not be forthcoming. It has accordingly been considered appropriate to adopt a going concern basis for the preparation of the PSNI's Police Pension Accounts for 2014-15.

2.2 Contributions receivable

Employers' normal pension contributions are accounted for on an accruals basis.

Employers' special pension contributions are accounted for in accordance with the agreement under which they are paid or, in the absence of such an agreement, on a cash basis.

Employees' pension contributions which exclude amounts paid in respect of the purchase of added years and Additional Voluntary Contributions are accounted for on an accruals basis.

Employees' contributions paid in respect of the purchase of added years are accounted for on an accruals basis. The associated increase in the scheme liability is recognised as expenditure.

2.3 Early Retirement

Contributions received from the employer in relation to the early retirement of Police Officers on ill health grounds were £3,644k in 2014-15 (2013-14 £2,817k) see note 3. The process for decisions on ill health retirements is managed by the Northern Ireland Policing Board.

Contributions are based on an officer's final salary and are accounted for on an accruals basis.

Notes to the Annual Financial Statements (continued)

2.4 Transfers in and out

Transfers in are normally accounted for as income and expenditure (representing the associated increase in the Scheme liability) on a cash basis, although group transfers in may be accounted for on an accruals basis where the scheme has formally accepted or transferred a liability.

2.5 Other income

Other income, including refunds of gratuities, overpayments recovered other than by deduction from future benefits are accounted for on an accruals basis. To the extent that this income also represents an increase in the scheme liability, it is also reflected in expenditure.

2.6 Current service cost

The current service cost is the increase in the present value of the Scheme liabilities arising from current member's service in the current period and is recognised in the Combined Statement of Comprehensive Net Expenditure. The current service cost is based on a standard contribution rate of 64.4% of pensionable pay in the Police Pension Scheme and 59.7% of the pensionable pay in the New Police Pension Scheme, as determined at the start of 2014-15.

2.7 Past service costs

Past service costs are increases in the present value of the scheme liabilities related to employee service in prior periods arising in the current period as a result of the introduction of, or improvement to, retirement benefits. The past service cost in 2014-15 of £22.85m (note 5) relates to the reinstatement from 1 July 2014 of Police Widow(er)s' pensions after remarriage.

2.8 Enhancements

Any enhancements to pensions, including on departure or retirement, are measured and reflected immediately in the Combined Statement of Comprehensive Net Expenditure. There have been no enhancements to Police Pensions for 2014-15.

2.9 Interest on scheme liabilities

The interest cost is the increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement and is recognised in the Combined Statement of Comprehensive Net Expenditure. The interest cost is based on the discount rate applicable at 1 April 2014 of 1.85% (i.e. 4.35% including CPI inflation)

2.10 Other payments

Other payments are accounted for on an accruals basis.

Notes to the Annual Financial Statements (continued)

2.11 Scheme liabilities

Provision is made for liabilities to pay pensions and other benefits in the future. The Scheme liability is measured on actuarial basis using the projected unit method and is discounted at a rate of 1.35% real (i.e. 3.55% including CPI inflation).

Full actuarial valuations by a professionally qualified actuary are required at intervals not exceeding four years in accordance with the requirements of the Government Financial Reporting Manual (FReM). In the intervening periods the actuary reviews the most recent actuarial valuation at the reporting date and updates it to reflect current conditions.

FReM stipulates that approximate actuarial assessments in intervening years between formal valuations using updated membership data are accepted as providing suitably robust figures for financial reporting purposes. The pension liability recognised in these financial statements has been calculated using full membership data as at 31 March 2012, as was used for the full scheme valuation, which was completed in March 2015.

The demographic assumptions used to prepare the pension disclosures as at 31 March 2015 have been derived from the specific experience of the scheme membership, and are the same as those adopted for the 2012 funding valuation of the Police Pension Scheme (England).

2.12 Pension benefits payable

Pension benefits payable are accounted for as a decrease in the scheme liability on an accruals basis.

2.13 Pension payments to those retiring at their normal retirement age

Where a retiring member of either pension scheme has no choice over the allocation of benefits receivable between the value of the lump sum and the annual pension, the transaction is accounted for as a decrease in the scheme liability on an accruals basis.

Where a retiring member of either pension scheme has a choice over the allocation of benefits receivable between the value of the lump sum and the annual pension, the transaction is accounted for as a decrease in the scheme liability on a cash basis.

2.14 Pension payments to and on account of leavers before their normal retirement age

Where a member of either pension scheme is entitled to only a refund of contributions, the transaction is accounted for as a decrease in the scheme liability on an accruals basis.

Notes to the Annual Financial Statements (continued)

2.14 Pension payments to and on account of leavers before their normal retirement age (continued)

Where a member of either pension scheme has the option of receiving a refund of contributions or a deferred pension, the transaction is accounted for as a decrease in the scheme liability on a cash basis.

2.15 Injury benefits

Injury benefits are accounted for in the PSNI Main Financial Statements.

2.16 Lump sums payable on death in service

Lump sum payments payable on death in service are accounted for on an accruals basis. They are funded through the normal pension contributions and are a charge on the pension provision.

2.17 Actuarial gains and losses

Actuarial gains and losses arising from any new valuation and from updating the latest actuarial valuation to reflect conditions at the Combined Statement of Financial Position date are recognised in the Combined Statement of Comprehensive Net Expenditure for the year.

2.18 Additional voluntary contributions

Additional Voluntary Contributions (AVC's) are deducted from employees' salaries and are paid over directly by the employing departments to the approved AVC providers.

2.19 Administration Expenses

Administration expenses are borne by the PSNI Main Accounts and are excluded from these statements.

2.20 Receivables and Payables

Total Receivables and Payables have been reanalysed into two additional categories to add clarity. The additional categories are Non-Current Assets and Non-Current Liabilities (Payables after 12 months). Non Current Assets relate to Pension overpayments being recouped over an agreed re-payment plan.

Notes to the Annual Financial Statements (continued)

2.21 Accounting standards, interpretations and amendments to published standards adopted during the year ended 31 March 2015

The PSNI has reviewed the accounting standards, interpretations and amendments to published standards that became effective during 2014-15 and which are relevant to its operations. The adoption of these standards has not had a significant impact on the financial position or results of the Police Pension Fund.

2.22 Accounting standards, interpretations and amendments to published standards not yet effective

The PSNI has reviewed the additional or revised accounting standards and new (or amendments to) interpretations contained within the Government Financial Reporting Manual (FReM) 2014-15 and concludes that these do not impact the 2014-15 PSNI Pension Accounts.

Notes to the Annual Financial Statements (continued)

3. Contributions Receivable

	<u>Note</u>	2014-15 £000	2013-14 £000
Employers' Contributions:			
Closed Scheme		44,744	46,404
New Scheme		14,660	13,245
Employees' Contributions:			
Closed Scheme			
Normal		26,404	25,918
New Scheme			
Normal		7,232	6,285
Early Retirement		3,644	<u>2,817</u>
		<u>96,684</u>	<u>94,669</u>

4. Transfers in (see also Note 7)

Individual transfers in from other schemes:			
Closed Scheme	13.2	3,510	-
New Scheme	13.3	<u>350</u>	<u>190</u>
		<u>3,860</u>	<u>190</u>

5. Pension cost

Current Service Cost

Closed Scheme	13.2	118,980	108,650
New Scheme	13.3	<u>36,180</u>	<u>27,810</u>
		<u>155,160</u>	<u>136,460</u>

Past Service Cost

Closed Scheme	13.2	22,850	-
New Scheme	13.3	<u>-</u>	<u>-</u>
		<u>22,850</u>	<u>-</u>

Notes to the Annual Financial Statements (continued)

6. Enhancements

No enhancements have been incurred by the Police Pension Schemes during the years 2014-15 or 2013-14.

7. Transfers in (see also Note 4)

	Note	2014-15 £000	2013-14 £000
Individual transfers in from other schemes			
Closed Scheme	13.2	3,510	-
New Scheme	13.3	<u>350</u>	<u>190</u>
		<u>3,860</u>	<u>190</u>

Amounts receivable in respect of inward transfers increase the pension liability to the same extent. This increase is reflected in the Combined Statement of Comprehensive Net Expenditure as expenditure as part of the movement in the provision during the year.

8. Interest on Scheme Liabilities

Interest charge for the year:

Closed Scheme	13.2	292,190	244,340
New Scheme	13.3	<u>9,880</u>	<u>6,710</u>
		<u>302,070</u>	<u>251,050</u>

9. Administration fees and expenses

All costs of administering the PSNI Pension Schemes are borne by the PSNI, and included within the PSNI Main Financial Statements.

Notes to the Annual Financial Statements (continued)

10. Additional Voluntary Contributions

The Closed Police Pension Scheme provides for officers to make additional voluntary contributions (AVC's) to increase their pension entitlements or to increase life assurance cover. Officers may arrange to have agreed sums deducted from their salaries, for onward payment to the approved provider (ie Equitable Life or Standard Life). The Managers of the Police Pension Scheme have responsibility only for onward payment by employers of officer's contributions to the scheme's approved provider. These AVC's are not brought to account in this statement. Officer's participating in this arrangement receive an annual statement from the approved provider as at 31 March confirming the amounts held to their account and the movements in the year.

The aggregate amounts of AVC investments are as follows:

	2014-15 £000	2013-14 £000
Movements in the year:		
Balance at 1 April	989	941
New Investments	16	19
Sale of investments to provide pension benefits	(68)	(49)
Changes in market value of Investments	<u>81</u>	<u>78</u>
Balance at 31 March	<u>1,018</u>	<u>989</u>
Contributions received to provide life cover	-	-
Benefits paid on death	<u>-</u>	<u>-</u>

There is no in-house AVC Scheme available to members of the New Police Pension Scheme introduced from 6 April 2006.

Notes to the Annual Financial Statements (continued)

11. Receivables – contributions due in respect of pensions

11(a) Analysis by type:

	2014-15	2013-14
	£000	£000
Amounts falling due within 1 year:		
Pension overpayments less than 1 year	17	21
Amounts due from PSNI main accounts	667	573
Other receivables	<u>7</u>	<u>9</u>
	<u>691</u>	<u>603</u>
Amounts falling due after 1 year:		
Pension overpayments more than 1 year	234	242
Provision for doubtful debts	(93)	(91)
	<u>141</u>	<u>151</u>
At 31 March	<u>832</u>	<u>754</u>

11(b) Analysis by organisation:

Amounts falling due within 1 year:		
Balances with other central government bodies	667	573
Balances with bodies external to government	<u>24</u>	<u>30</u>
	691	603
Amounts falling due after 1 year:		
Balances with bodies external to government	<u>141</u>	<u>151</u>
At 31 March	<u>832</u>	<u>754</u>

Notes to the Annual Financial Statements (continued)

12. Payables in respect of pensions

12(a) Analysis by type:

	2014-15 £000	2013-14 £000
Amounts falling due within 1 year:		
Pensions	41	68
Amount due to PSNI main accounts	7,658	8,026
HM Revenue and Customs	<u>625</u>	<u>506</u>
	8,324	8,600
Amounts falling due after 1 year:		
Amounts due to PSNI main accounts	<u>141</u>	<u>151</u>
At 31 March	<u>8,465</u>	<u>8,751</u>

12(b) Analysis by organisation:

Amounts falling due within 1 year:		
Balances with other central government bodies	8,283	8,532
Balances with bodies external to government	<u>41</u>	<u>68</u>
	8,324	8,600
Amounts falling due after 1 year:		
Balances with other central government bodies	<u>141</u>	<u>151</u>
At 31 March	<u>8,465</u>	<u>8,751</u>

Notes to the Annual Financial Statements (continued)

13. Provision for pension liabilities

Assumptions underpinning the provision for pension liability:

Both the PSNI Police Pension Schemes are unfunded defined benefit Schemes. An actuarial valuation of each Scheme was carried out as at 31 March 2015 by the Government Actuary's Department. The Report of the Actuary on pages 10 to 12 sets out the scope, methodology and results of the work the actuary has carried out.

The PSNI are responsible for providing the Actuary with the information the Actuary needs to carry out the valuation. This information includes, but is not limited to, details of:

- Scheme membership, including age and gender profile, active membership, deferred pensioners and pensioners;
- benefit structure, including details of any discretionary benefits and any proposals to amend the Scheme;
- income and expenditure, including details of expected bulk transfers into or out of the Scheme; and
- following consultation with the Actuary, the key assumptions that should be used to value the Scheme liabilities, ensuring that the assumptions are mutually compatible and reflect a best estimate of future experience.

The major assumptions used by the Actuary were:

	At 31 March 2015	At 31 March 2014	At 31 March 2013	At 31 March 2012	At 31 March 2011
Rate of increase in salaries	4.20%	4.50%	3.95%	4.25%	4.90%
Rate of increase in pensions	2.20%	2.50%	1.70%	2.00%	2.65%
Rate of inflation	2.20%	2.50%	1.70%	2.00%	2.65%
Rate for discounting scheme liabilities	3.55%	4.35%	4.10%	4.85%	5.60%

Mortality rate

Expectation of life in years of current pensioners

At 31 March	2015	2014	2013	2012	2011
Males (Age 65)	23.3	23.4	23.4	23.3	24.1
Females (Age 65)	25.7	25.9	25.8	25.7	27.3

Notes to the Annual Financial Statements (continued)

Expectation of life in years of current active/deferred members on retirement at age stated

At 31 March	2015	2014	2013	2012	2011
Males (45 year old future pensioner at age 65)	25.4	25.6	25.7	25.6	26.1
Females (45 year old future pensioner at age 65)	27.9	28.0	27.9	27.8	29.2

These key assumptions are inherently uncertain, since it is impossible to predict with any accuracy future changes in the rate of salary increases, inflation, longevity or the return on corporate bonds. The Actuary uses professional expertise in arriving at a view of the most appropriate rates to use in the annual valuation of the Scheme liabilities. However, the Scheme Manager acknowledges that the valuation reported in these accounts is not certain, since a change in any one of these assumptions will either increase or reduce the liability. For example, on its own, even a small rise in the assumed rate of inflation will result in an increase in the pension liability.

The assumption that has the biggest impact on the amount of the reported liability is the discount rate net of price inflation. As set out in the FReM, and as required by IAS 19, the discount rate net of price inflation is based on yields on high quality corporate bonds. HM Treasury advise the relevant rate each year, based on the advice of the Government Actuary's Department. The inflation assumption reflects long-term assumption for the CPI used in Treasury forecasting. The rates are set out in the above table. Any decrease in the rate leads to a significant increase in the reported liability.

In reality, the complexity and range of assumptions underlying the calculation of the pension liability are such that a change in one financial assumption is likely to have a knock-on effect on other financial assumptions. The Scheme Manager does not consider it useful to attempt to reflect the impact of any changes in the range of assumptions, since this would result in giving a range of inherently uncertain figures.

Notes to the Annual Financial Statements (continued)

In the opinion of the Scheme Manager, the Actuary has used key assumptions that are the most appropriate for the Scheme in the light of current knowledge.

Analysis of the provision for pension liability

Pension scheme liabilities accrue over employees' periods of service and are discharged over the period of retirement and, where applicable, the period for which a spouse or eligible partner survives the pensioner. In valuing each scheme liability, the Actuary must estimate the impact of several inherently uncertain variables far into the future. These variables include not only the key financial assumptions noted in the table above, but also assumptions about the changes that occur in the future in the mortality rate, the age of retirement and the age from which a pension becomes payable.

The value of each scheme liability included on the Combined Statement of Financial Position may be significantly affected by even small changes in assumptions. For example, if at a subsequent valuation, it is considered appropriate to reduce the assumed rate of inflation, or the assumed rate of increase in salaries, then the value of the pension scheme liability will decrease (other things being equal). Conversely, if the assumed rates are increased, the value of the liability will increase. The Manager accepts that, as a consequence, the valuation provided by the Actuary is inherently uncertain. The increase or decrease in future liability charged or credited for the year resulting from changes in assumptions is disclosed in this note. The note also discloses 'experience' gains or losses for the year, showing the amount charged or credited for the year because events have not coincided with assumptions made for the last valuation.

Scheme Membership data for the previous 5 years:

	2014-15	2013-14	2012-13	2011-12	2010-11
Closed Police Pension Scheme:					
Active Members	4,503	4,811	5,044	5,259	5,586
Deferred Members	1,241	1,271	1,303	1,362	1,221
Pensioners in Payment Members	12,368	12,157	11,796	11,554	11,258
Pensioners in Payment Dependents	1,817	1,698	1,636	1,587	1,561
Compensation Payments	18	31	47	75	93
New Police Pension Scheme:					
Active Members	2,280	1,948	1,830	1,852	1,868
Deferred Members	102	82	51	32	19
Pensioners in Payment Dependents	3	3	3	3	3

Notes to the Annual Financial Statements (continued)

13.1 Sensitivity Analysis

Sensitivity of the defined benefit obligation to changes in the significant actuarial assumptions:

Closed Scheme

Change in Assumption*		Impact on DBO	
		£Million	
Rate of discounting scheme liabilities	-1/2% a year	10.7%	786
Rate of increase in salaries	+1/2% a year	1.0%	76
Rate of increase in pensions/deferred revaluation	+1/2% a year	9.2%	679
Life expectancy: each pensioner subject to longevity of an individual 1 further year younger than assumed		2.3%	171
Early Retirement: each member assumed to retire 1 year earlier than expected		(0.3%)	(20)

New Scheme

Change in Assumption*		Impact on DBO	
		£Million	
Rate of discounting scheme liabilities	-1/2% a year	17.4%	45
Rate of increase in salaries	+1/2% a year	7.5%	19
Rate of increase in pensions/deferred revaluation	+1/2% a year	8.9%	23
Life expectancy: each pensioner subject to longevity of an individual 1 further year younger than assumed		1.8%	5
Early Retirement: each member assumed to retire 1 year earlier than expected		0.7%	2

* *Opposite changes in the assumptions will produce approximately equal and opposite changes in the DBO. Doubling the changes in assumptions will produce approximately double the change in the DBO. The sensitivities show the change in assumption in isolation. In practice such assumptions rarely change in isolation and given the interdependencies between the assumptions the impacts may offset to some extent.*

Notes to the Annual Financial Statements (continued)

13.2 Analysis of movement in the Closed Pension Scheme liability

	2014-15	2013-14
	£000	£000
Scheme liability at 1 April	<u>(6,765,290)</u>	<u>(6,002,170)</u>
Current service cost	(118,980)	(108,650)
Past Service Cost	(22,850)	-
Interest on pension scheme liability	<u>(292,190)</u>	<u>(244,340)</u>
	<u>(434,020)</u>	<u>(352,990)</u>
Pension Transfers In	(3,510)	-
Benefits payable (see note 13.4)	219,950	194,770
Actuarial loss (see note 13.6)	<u>(382,340)</u>	<u>(604,900)</u>
Scheme liability at 31 March	<u>(7,365,210)</u>	<u>(6,765,290)</u>

During the year ended 31 March 2015 employee contributions represented an average of 14.3% of pensionable pay. Employer contributions represented an average of 24.2% for 2014-15 to standardise with other UK Police Services as directed by Government and DFP through DOJ.

Notes to the Annual Financial Statements (continued)

13.3 Analysis of movement in the New Pension Scheme liability

	2014-15	2013-14
	£000	£000
Scheme liability at 1 April	<u>(209,130)</u>	<u>(149,830)</u>
Current service cost	(36,180)	(27,810)
Interest on pension scheme liability	<u>(9,880)</u>	<u>(6,710)</u>
	<u>(46,060)</u>	<u>(34,520)</u>
Transfers In	(350)	(190)
Benefits payable (see note 13.4)	81	50
Actuarial loss (see note 13.6)	<u>(5,190)</u>	<u>(24,640)</u>
Scheme Liability at 31 March	<u>(260,649)</u>	<u>(209,130)</u>

During the year ended 31 March 2015, employee contributions represented an average of 11.9% of pensionable pay. Employer contributions represented an average of 24.2% of pensionable pay and are proposed to be maintained at this level for 2015-16 to standardise with other UK Police Services as directed by Government and DFP through DOJ.

13.4 Analysis of benefits paid

Closed Scheme:

Pension payments	181,010	172,120
Gratuities/Commutations	37,890	21,510
Payments to and on account of leavers (see note 13.5)	<u>1,050</u>	<u>1,140</u>
Per Statement of Cash Flows	<u>219,950</u>	<u>194,770</u>

New Scheme:

Pension payments	20	20
Payments to and on account of leavers (see note 13.5)	<u>61</u>	<u>30</u>
Per Statement of Cash Flows	<u>81</u>	<u>50</u>

Notes to the Annual Financial Statements (continued)

13.5 Analysis of payments to and on account of leavers

	2014-15 £000	2013-14 £000
Closed Scheme:		
Refunds to members leaving service	135	-
Individual transfers to other schemes	<u>915</u>	<u>1,140</u>
Per Statement of Cash Flows	<u>1,050</u>	<u>1,140</u>
New Scheme:		
Refunds to members leaving service	1	30
Individual transfers to other schemes	<u>60</u>	<u>-</u>
Per Statement of Cash Flows	<u>61</u>	<u>30</u>

13.6 Analysis of actuarial (loss) / gain

Closed Scheme:		
Experience gains arising on the Scheme liabilities	124,710	26,630
Changes in demographic assumptions underlying the present value of the Scheme liabilities	173,130	(15,950)
Changes in financial assumptions underlying the present value of the Scheme liabilities	<u>(680,180)</u>	<u>(615,580)</u>
	<u>(382,340)</u>	<u>(604,900)</u>
New Scheme:		
Experience gains arising on pension liabilities	5,370	4,130
Changes in demographic assumptions underlying the present value of the Scheme liabilities	26,380	730
Changes in financial assumptions underlying the present value of the Scheme liabilities	<u>(36,940)</u>	<u>(29,500)</u>
	<u>(5,190)</u>	<u>(24,640)</u>
Per Combined Statement of Comprehensive Net Expenditure	<u>(387,530)</u>	<u>(629,540)</u>

Notes to the Annual Financial Statements (continued)

13.7 History of experience gain/(loss)

		*restated			
	2014-15	2013-14	2012-13	2011-12	2010-11
Closed Scheme:					
Experience gain / (loss) on the Scheme liabilities					
Amount (£m)	124.71	26.63	92.31	134.12	(69.97)
Percentage of the present value of the Scheme liabilities	1.7%	0.4%	1.5%	2.5%	(1.3%)
Total actuarial gain / (loss)					
Amount (£m)	(382.34)	(604.90)	(526.16)	124.82	332.68
Percentage of the present value of the Scheme liabilities	(5.2%)	(8.9%)	(8.8%)	2.4%	6.4%
New Scheme:					
Experience gain/(loss) on the Scheme liabilities					
Amount (£m)	5.37	4.13	(4.63)	(0.67)	(6.58)
Percentage of the present value of the Scheme liabilities	2.1%	(2.0%)	(3.1%)	(0.7%)	(9.6%)
Total actuarial gain / (loss)					
Amount (£m)	(5.19)	(24.64)	(23.96)	(1.55)	6.78
Percentage of the present value of the Scheme liabilities	(2.0%)	(11.8%)	(16.0%)	(1.6%)	9.9%

14. Financial instruments

Accounting standards require disclosure of the role which financial instruments have had during the period in creating or changing the risks an entity faces in undertaking its activities. Because of the non-trading nature of its activities and the way in which PSNI is funded from the Department of Justice, the PSNI Police Pension Accounts are not exposed to the degree of financial risk faced by business entities. Moreover, financial instruments play a more limited role in creating or changing risk than would be typical of the listed companies.

The PSNI Pension Accounts rely primarily on departmental funding for its revenue resource requirements, and is therefore not exposed to liquidity risks. It also has no material deposits, and all assets and liabilities are determined in sterling, so it is not exposed to interest rate or currency risk.

Notes to the Annual Financial Statements (continued)

15. Losses and special payments

During the year there were £1,313 (2 cases of overpayments) of Losses or Special Payments recorded (2013-14: 3 cases at £11,605).

16. Contingent Liabilities disclosed under IAS 37

Pensions Ombudsman's Determination

A determination by the Pensions Ombudsman was published on 15 May 2015 that has potential implications for a number of members of the Firefighters' and Police Pension Schemes, and consequent financial implications for the Schemes themselves.

A claim was made against GAD that they had a statutory duty to review the tables of commutation factors at regular intervals and that such a review would have led to the claimant receiving a larger retirement lump sum. The challenge against GAD of maladministration has been upheld and the Ombudsman finds that an opportunity to review the commutation factors was lost in 2001-2 and then again between 2002 and 2004.

PSNI will be required to revisit those who retired from the period 1 December 2001 to 30 November 2006, and recalculate any possible backdated awards for increased commutations. As final direction has not been received from the Department of Justice on how these awards are to be calculated or paid, it is not possible to provide a reliable estimate of the size of this liability.

17. Related party transactions

PSNI is a body of constables (as set out in the Police Act 2000), funded through the Northern Ireland Policing Board which is a Non-Departmental Public Body of the Department of Justice.

The Department of Justice is regarded as a related party. During the year the PSNI Pension Account has had a number of material transactions with the Department of Justice and other government Departments, namely the Department of Finance and Personnel. These transactions relate to the funding provided to cover the shortfall of scheme payments over contributions.

None of the Managers of the Schemes, key managerial staff or other related parties has undertaken any material transactions with either Scheme during the year.

Notes to the Annual Financial Statements (continued)

18. Events occurring after the reporting period

A determination by the Pensions Ombudsman was published on 15 May 2015 that will have financial implications for the PSNI pension scheme. The effects of this ruling are currently under consideration by the Department of Justice and the Department of Finance & Personnel. This is a non-adjusting event and consequently, the 2014-15 accounts have not been adjusted. It is expected that payments will be made during the 2015-16 year.

The Annual Report and accounts were authorised by the Chief Constable to be issued on the 25 June 2015.

Published by TSO (The Stationery Office) and available from:

Online

www.tsoshop.co.uk

Mail, telephone, fax and email

TSO

PO Box 29, Norwich NR3 1GN

Telephone orders/general enquiries: 0870 600 5522

Order through the Parliamentary Hotline Lo-Call 0845 7 023474

Fax orders: 0870 600 5533

Email: customer.services@tso.co.uk

Textphone: 0870 240 3701

TSO@Blackwell and other accredited agents

ISBN 978-0-337-09997-7



9 780337 099977