

Police Service of Northern Ireland

# Police Pensions Accounts

**for the year ended 31 March 2020**





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Printed in Northern Ireland for the Police Service of Northern Ireland on behalf of the Chief Constable



**POLICE SERVICE OF  
NORTHERN IRELAND**

**Police Pension Accounts**

**For the year ended 31 March 2020**



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

10 November 2020

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## **REPORT OF THE MANAGERS**

### **Introduction**

The Police Service of Northern Ireland (PSNI) administers three pension schemes for police officers. The Police Pension Scheme 1988 (now referred to as the 'closed' scheme), the new Police Pension Scheme 2006 (or 'new' scheme), and from 1 April 2015 the 2015 Police Pension Scheme (or 'CARE' scheme). All 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 with 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. Entry to the new scheme was closed on the 31 March 2015.

The 2015 Police Pension Scheme is a Career Average Revalued Earnings (CARE) Scheme governed by the Police Pensions Regulations (NI) 2015. This was the only Scheme open to new entrants during the 2019-20 financial year.

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.

The Closed Police Pension Scheme, New Police Pension Scheme and CARE 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 (DoF).

### **Accounts Direction**

The Annual Report and Accounts for 2019-20 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 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 2020, will be laid before the Northern Ireland Assembly.



**REPORT OF THE MANAGERS (CONTINUED)**

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

**Managers:**

**Government Department  
(Regulatory Authority)**

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

**Pension Scheme Manager**

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

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**REPORT OF THE MANAGERS (CONTINUED)**

**Changes to the Schemes**

The 2016 valuation was completed in March 2019. The DoF subsequently made the Public Service Pensions (Valuations and Employer Cost Cap) (Amendment) Directions (NI) 2019. These Directions implement a pause in the operation of the cost cap mechanism pending clarity on the Government's appeal on a Court of Appeal Judgment on transitional protection provided in public service pension schemes.

In effect, DoF has replicated the UK Government decision to pause the implementation of improvements to scheme benefits pending the outcome of the appeal. In the meantime:-

- The employer rate that the PSNI pays towards police officer pensions increased as of 1 April 2019 from 25.1% to 35%, as set out in the scheme valuation; and
- There were no changes to police officer pension contributions and accrual rates in 2019-20.

The Scheme has considered the impact of the Covid-19 outbreak on the pension liability. As outlined in the Report of the Actuary it is too early to speculate on any potential long- term effects of the pandemic, on either future economic/salary growth or mortality rates; therefore at this stage no amendments have been made to the assumptions underpinning the liability. This will be reviewed ahead of the 2020-21 accounts.

**Membership Statistics**

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

<b>Active Members</b>	
At 1 April 2019	<b>1,191</b>
Transfers in	-
Retirements in the year	(236)
Moved to 2015 Pension Scheme	(97)
Deaths	(1)
Other leavers	(13)
At 31 March 2020	<b>844</b>
 <b>Deferred Members</b>	
At 1 April 2019	<b>1,121</b>
Members leaving who have deferred pension rights	61
Members taking up deferred pension rights	(18)
At 31 March 2020	<b>1,164</b>

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POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2020**

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**REPORT OF THE MANAGERS (CONTINUED)**

<b>Pensions in Payment</b>	<b>Members</b>	<b>Dependents</b>	<b>Total</b>
At 1 April 2019	<b>13,818</b>	<b>1,972</b>	<b>15,790</b>
Members retiring in year at normal retirement age	269	-	269
Other retirements <sup>1</sup>	135	-	135
New dependents	-	116	116
Cessations	<u>(208)</u>	<u>(77)</u>	<u>(285)</u>
At 31 March 2020	<b>14,014</b>	<b>2,011</b>	<b>16,025</b>

<sup>1</sup> Other retirements due to ill health and injury on duty.

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

**Active Members**

At 1 April 2019	<b>62</b>
Moved to 2015 Pension Scheme	(12)
Retirements in year	<u>(1)</u>
At 31 March 2020	<b>49</b>

**Deferred Members**

At 1 April 2019	<b>181</b>
Members leaving who have deferred pension rights	14
Members taking up deferred pension rights	<u>-</u>
At 31 March 2020	<b>195</b>

<b>Pensions in Payment</b>	<b>Members</b>	<b>Dependents</b>	<b>Total</b>
At 1 April 2019	<b>3</b>	<b>3</b>	<b>6</b>
Members retiring in year at normal retirement age	<u>4</u>	<u>-</u>	<u>4</u>
At 31 March 2020	<b>7</b>	<b>3</b>	<b>10</b>

POLICE SERVICE OF NORTHERN IRELAND  
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**REPORT OF THE MANAGERS (CONTINUED)**

Details of the current membership of the CARE Police Pension Scheme are:

**Active Members**

At 1 April 2019	<b>5,295</b>
New entrants	527
Moved from Closed Pension Scheme	97
Moved from New Pension Scheme	12
Retirements in year	(26)
Other leavers	<u>(69)</u>
At 31 March 2020	<b>5,836</b>

**Deferred Members**

At 1 April 2019	<b>100</b>
Members leaving who have deferred pension rights	31
Members taking up deferred pension rights	<u>(2)</u>
At 31 March 2020	<b>129</b>

**Pensions in Payment**

	<b>Members</b>	<b>Dependents</b>	<b>Total</b>
At 1 April 2019	<b>41</b>	<b>1</b>	<b>42</b>
Members retiring in year at normal retirement age	26	-	26
Other retirements	<u>10</u>	-	<u>10</u>
At 31 March 2020	<b>77</b>	<b>1</b>	<b>78</b>

**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.

£7,739 of contributions have been made by members of PSNI to the Scheme during the year (2018-19: £7,855) (see note 10).

There is no in-house AVC Scheme available to members of the New Police Pension Scheme or the CARE scheme.

**Financial Position and Going Concern**

The Combined Statement of Financial Position (which includes liabilities belonging to the Closed, the New and the CARE Pension Schemes) at 31 March 2020 shows net liabilities of £10.57bn (31 March 2019: £8.95bn). It is considered appropriate to adopt a going concern basis for the preparation of the financial statements as the PSNI Pensions Schemes form part of the DOJ and is funded via the Department through supply grants from the Northern Ireland Consolidated Fund. Such drawings will be

## **REPORT OF THE MANAGERS (CONTINUED)**

from grants approved annually by the Northern Ireland Assembly. The Department of Finance published a NI budget for 2020-21 on the 23 March 2020. Therefore there is no liquidity risk in respect of the liabilities due in future years.

### **Other developments**

#### **Covid-19**

In November 2019 a novel strain of coronavirus was detected and spread rapidly, leading the World Health Organisation to declare a pandemic on 11 March 2020. The pandemic caused significant economic disruption just before the financial year end. The Scheme has considered the impact of the Covid-19 outbreak on the pension liability. As outlined in the Report of the Actuary, it is too early to speculate on any potential long-term effects of the pandemic, on either future economic/salary growth or mortality rates; therefore at this stage no amendments have been made to the assumptions underpinning the liability. This will be reviewed ahead of the 2020-21 accounts.

#### **McCloud ruling**

In December 2018, the Court of Appeal ruled that transitional protection provisions contained in reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, amounted to direct age discrimination and were therefore unlawful.

In June 2019, the Supreme Court refused permission for any further appeal of that ruling and the judicial and firefighter cases in question were remitted to the Employment Tribunal to determine a remedy to members who suffered discrimination.

In July 2019, the Westminster government confirmed that, as transitional protection was offered to members of all the main public service pension schemes, the government intends to address the difference in treatment across all schemes. HM Treasury are consulting on changes to the transitional arrangements to the 2015 schemes as a result of this judgment.

The reformed public service schemes in Northern Ireland, including the PSNI Pension Schemes, incorporate similar age-based transitional protections. Public Service Pensions Policy and Legislation Branch, Department of Finance, launched a consultation on 19 August 2020 which sets out proposals to remedy discrimination in schemes made under the Public Service Pensions (Northern Ireland) Act 2014. The pension scheme changes being developed to remove the discrimination found in the new 2015 pension schemes will be applied to all the main Northern Ireland unfunded public service pension schemes, including the PSNI Pension Schemes. In the meantime it also provides a reasonable basis for the Schemes to calculate an updated pension liability based on the latest information available. The calculation of the £257.0 million McCloud past service cost in 2018-19 for the Schemes covered all members, including

**REPORT OF THE MANAGERS (CONTINUED)**

new entrants. The consultation document issued by the Department of Finance on 19 August 2020 proposes that the McCloud remedy should apply to members in service on 31 March 2012 and 1 April 2015. Based on this consultation, the past service cost has been recalculated, resulting in a £61.5 million adjustment (reduction) which has been recognised in the 2019-20 financial statements to remove McCloud liabilities relating to post 31 March 2012 entrants for the four-period (from 1 April 2015 to 31 March 2019).

Any subsequent changes to the PSNI Pension Schemes will be subject to further Scheme level consultation. Any increased cost to the Scheme, as a result of decisions to be taken in relation to the McCloud ruling, will be expected to be paid out over future decades as currently active Schemes' members retire and their pensions start to be paid. Future effects for the level of contributions required from employers will be tracked as part of the quadrennial valuation process for the Schemes.

**Events After the Reporting Period**

The government has issued a consultation, in July 2020, on proposed changes to public service pensions to remove discrimination arising from the transitional protection arrangements that were introduced when the schemes were reformed in 2014-15. The impacts of the proposed changes have been reflected in the financial statements as a reduction in the past service cost.

**Audit Services**

The financial statements for 2019-20 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 the Northern Ireland Assembly. His certificate and report is produced at pages 26 to 28.

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 £18,500 (2018-19: £18,000). 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.

**REPORT OF THE MANAGERS (CONTINUED)**

**Further Information**

A full certified copy of the Police Pension Annual Report and Accounts will be available on the PSNI's website [www.psni.police.uk](http://www.psni.police.uk).

Any enquiries regarding the PSNI Closed Police Pension Scheme, the New Police Pension Scheme or the CARE Scheme should be addressed to the PSNI Pensions team.

POLICE SERVICE OF NORTHERN IRELAND  
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2020

**REPORT OF THE ACTUARY**

**A. Liabilities**

The capitalised value as at 31 March 2020 of expected future benefit payments under the Police Pension Schemes, for benefits accrued in respect of employment (or former employment) prior to 31 March 2020, 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:

	<b>Closed Scheme £m</b>	<b>New Scheme £m</b>	<b>CARE Scheme £m</b>
Actives (past service)	2,936.61	437.21	686.13
Deferred Pensioners	323.90	11.63	-
Current Pensioners (excluding injury)	<u>6,162.09</u>	<u>1.32</u>	<u>-</u>
<b>Total</b>	<b><u>9,422.60</u></b>	<b><u>450.16</u></b>	<b><u>686.13</u></b>

**B. Accruing Costs**

The cost of benefits accruing for each year is met partly by contributions from members, with the employer meeting the balance of the cost. The cost of benefits accruing in the year ended 31 March 2020 is based on a standard contribution rate as determined at the start of the year.

**% of pensionable pay**

	<b>Closed Scheme</b>	<b>New Scheme</b>	<b>CARE Scheme</b>
Current Service Cost	78.2%	63.5%	80.0%

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 35.0% 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 2019-20 was £248.8m (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:

	<b>Closed Scheme £m</b>	<b>New Scheme £m</b>	<b>CARE Scheme £m</b>
Current Service Cost	35.41	1.48	161.06



**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 2019-20 Pension Accounts.

**D. Assumptions**

The assessments have been prepared in accordance with the Financial Reporting Manual (FReM) issued by HM Treasury (HMT). 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 long term nominal discount rate of 1.80% pa
- A rate of long-term inflation and pensions increases of 2.35% pa
- A long term rate of earnings increase of 4.10% pa excluding promotional and performance increments
- Rate of revaluation for CARE Pensions 3.60%

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.

**REPORT OF THE ACTUARY (CONTINUED)**

**E. Sensitivity Analysis**

The indicative effects on the total liability as at 31 March 2020 of changes to the key financial and demographic assumptions are as follows:

**Closed Scheme**

<b>Change in Assumption*</b>		<b>Impact on DBO</b>	
		<b>%</b>	<b>£Million</b>
Rate of discounting scheme liabilities	+1/2% a year	(11.0)%	(1,042.0)
Rate of increase in salaries	+1/2% a year	1.5%	155.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	8.5%	817.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	259.0

**New Scheme**

<b>Change in Assumption*</b>		<b>Impact on DBO</b>	
		<b>%</b>	<b>£Million</b>
Rate of discounting scheme liabilities	+1/2% a year	(17.0)%	(77.0)
Rate of increase in salaries	+1/2% a year	7.5%	34.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	10.0%	45.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	14.0

**CARE Scheme**

<b>Change in Assumption*</b>		<b>Impact on DBO</b>	
		<b>%</b>	<b>£Million</b>
Rate of discounting scheme liabilities	+1/2% a year	(17.0)%	(117.0)
Rate of increase in salaries	+1/2% a year	0.0%	0.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	18.5%	126.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	21.0

\* Opposite changes in the assumptions will produce approximately equal and opposite changes in the Defined Benefit Obligation (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.

**REPORT OF THE ACTUARY (CONTINUED)**

**F. Past Service Costs**

A past service cost was recognised in 2018-19 reflecting the extension of the interim solution regarding guaranteed minimum pension (“GMP”) indexation, which was announced by HMT in January 2018. Members of public service pension schemes with GMP entitlements who reach State Pension age on or after 6 December 2018 and before 6 April 2021 will be covered by this extension of the interim solution.

An additional service cost has been included in 2019-20 to reflect the additional liabilities in respect of members reaching State Pension age after 6 April 2021.

A past service cost was recognised in 2018-19 relating to the removal of discrimination from transitional protection provisions introduced as part of public service pension reforms in 2015, following the McCloud/Sargeant ruling. The past service cost has been reduced in 2019-20 due to clarification of the proposed changes (subject to consultation).

**G. 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 March 2016, together with summary data as at 31 March 2020.

**Covid-19 implications**

In preparing this advice, we are aware that our analysis may be affected by risks arising from the impact of the COVID-19 pandemic. At this stage, the full impact of the COVID-19 pandemic is not known and will remain uncertain until further evidence is available. No adjustments have been applied to the analysis to reflect these risks but discussion around the possible impact of the COVID-19 pandemic is below.

The assumptions for the discount rate and pension increases are specified by HM Treasury in the PES (2019) 11 Revised, dated 6 December 2019, and remain unchanged for these accounts. The PES assumptions reflect market conditions at the previous 30 November and are typically not amended for any changes between November and the accounting date.

The long-term salary assumption is intended to be an average over the future careers of scheme members, with a recognition that increases in any particular year may be lower or higher than the assumption. The increase in the amount of Government debt being taken on to pay for its response to the Covid-19 pandemic is likely to affect salary growth. However, at this stage, it is too early to speculate on the potential impacts for the long-term salary growth. Therefore, I do not believe there is any information to justify changing the salary assumption.

**REPORT OF THE ACTUARY (CONTINUED)**

The current population mortality projections make no specific allowance for the impact of Covid-19 or any other pandemics. The starting rates of mortality improvement are based on projections of past trends in UK mortality and the effects of past pandemics will already be reflected in these trends. In general, the effects of pandemics on mortality rates are usually expected to be short term, with rates going back to what they would have been before the pandemic after a year or two, unless the pandemic remains over several years. My view is that it is too early in the pandemic to determine whether Covid-19 changes the long-term view of life expectancy in the UK. It is therefore not unreasonable to retain the existing mortality assumptions. A death rate from Covid-19 in excess of that already allowed for in the mortality assumptions would emerge as an experience gain over the next year's accounts.

**Rob Fornear**  
**Fellow of the Institute and Faculty of Actuaries**  
**Government Actuary's Department**  
**7 October 2020**

**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 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 DoF.

## **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 (DoF) document Managing Public Money Northern Ireland, and the Management Statement and Financial Memorandum agreed with the DOJ and NIPB.

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 DoF document Managing Public Money Northern Ireland.

### **The PSNI Governance Framework**

The governance structure of 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 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 ten locally elected political representatives and nine independent members, to whom I have statutory responsibilities. The NIPB plays a key role in the accountability framework for policing in Northern Ireland.

I recognise that the governance structures for 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, PSNI will always seek to comply with the Act, which reflects the wishes of Parliament. I have assessed the PSNI governance arrangements against the Governance Code and found that NIPB and PSNI arrangements when taken together comply with the code to the extent that it is relevant and meaningful.

## **GOVERNANCE STATEMENT (CONTINUED)**

### **Police Pensions Scheme framework**

The Department of Justice is the Regulatory Authority, 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.

Given the Board's role in policing, and particularly in managing police pensions, the NIPB is the PSNI Pension Scheme Manager. As Scheme Manager NIPB is responsible for ensuring the accurate management of benefits and provision of information to members in line with the Scheme rules. 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.

The Pensions Board was established to assist the Scheme Manager, ensures compliance with regulations, legislation relating to the governance and administration of the schemes and requirements imposed by the Pensions Regulator. The Board met three times during the 2019-20 year.

The Scheme Advisory Board provides advice to the Department of Justice, as the Regulatory Authority, on the desirability of making changes to the schemes. 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 (SET) consisting of a Deputy Chief Constable, Assistant Chief Constables (ACCs), and a police staff Director. Details of the current Senior Executive Team (SET) 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. The SEB consists of PSNI Senior Management Team plus the Non-Executive Chair of the Audit and Risk Assurance Committee (ARAC) supported by a Non-Executive Member on a rotation basis. SEB is supported in its work by a number of other governance boards. The Culture Ethics and Diversity Board is chaired by the Chief Constable. The Service Performance Board and the Service Change Board are both chaired by the Deputy Chief Constable.

SEB undertook a self-effectiveness review in May 2020 assessing performance over the financial year 2019/2020, and is satisfied with the level and type of information it received during the period. The SEB provided strategic direction for PSNI over the period.

## **GOVERNANCE STATEMENT (CONTINUED)**

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

ARAC met five times during 2019-20, 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 PSNI’s system of internal control.

Based on the work completed by Internal Audit, with the exception of those assignments which have received a “limited” assurance rating, a ‘Satisfactory’ level of assurance has been provided by Internal Audit in relation to governance risk management and control. Further detail on specific areas is provided in the “Significant Internal Control Issues” section of this report, where applicable.

Appropriate action will be taken by PSNI to address issues where a “limited” assurance level has been issued by Internal Audit, and where issues of a Priority 1 or a Priority 2 nature (using the prioritisation matrix for Internal Audit recommendation as classified by the DoF) have been raised.

### **Risk and Control Framework**

The SET, SEB and Service Performance Board (SPB) 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 2019-20. 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 DoF guidance seeks to reflect best practise, 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.

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.



## **GOVERNANCE STATEMENT (CONTINUED)**

Risk is managed on an ongoing basis through the Service Performance Board (SPB), SEB and ARAC. The Corporate Risk Register is managed continually and all risks are reviewed to ensure that the ratings and content reflects the current situation. All the risks were reviewed in the reporting period and a number were rewritten. There are currently eight risks on the Corporate Risk Register, with each one managed by a member of the SEB.

To ensure that we continue to respond to our changing environment, 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.

We continue to refine management information and business reporting to provide SEB and the NIPB with appropriate and timely management information to allow them to identify and respond to emerging risks.

### **Risk Management**

Risk management is high on the business agenda and we manage risks in a structured manner. Consideration and mitigation of risk is crucial to the effectiveness of the system of internal control. The system of internal control is designed to maintain risk at a manageable level, based on risk appetite agreed by the SET to provide an acceptable level of assurance. Risk appetite will vary according to the perceived importance of the risks and their timing.

Policies and instructions on PSNI service delivery and organisational management are developed, reviewed and communicated to staff through training and a variety of internal communications platforms. Adherence to service policies is expected of staff and process failures can lead to recommendations on content review, training or discipline.

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

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

Whilst risk management is embedded into the organisation there is a potential issue with resilience resulting from the financial challenges. All Departments actively manage their individual risk registers, and all have a common theme and link through to the PSNI vision and purpose of keeping people safe.

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 SPB, with changes to the register approved by SEB and reported to each

## **GOVERNANCE STATEMENT (CONTINUED)**

ARAC meeting. The effectiveness of the risk management process is reported twice a year to SEB and ARAC.

Stewardship reporting is a key assurance control for the accountability, ownership and management of risks throughout PSNI. All Senior Officers provide a statement of risk management assurance twice each 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 Area Co-Ordinators and from ACC's/Director through to the Stewardship Statement I provide to the Department of Justice at six monthly intervals.

Processes to manage operational risks incorporate those risks identified through the operation of the strategic tasking and coordinating process. Strategies for each priority are aligned with the actions necessary to manage the identified risk.

ARAC, which consists of non-executive members, provides me with assurance that effective risk management, governance and control arrangements are in place. ARAC receives regular risk management updates, along with reports from internal and external audit. DOJ, NIPB 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 Schemes 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 Service adopts the principles of the Cabinet Office's Security Policy Framework and complies with National Police Chief's Council policy and guidance on information assurance and the management of police information. The Home Office National Police Information Risk Management Team confirmed on 4 June 2019 that, following their review of PSNI's submission of a Governance and Information Risk Return (GIRR), "*the compliance requirements for National Policing connectivity have been met*" and therefore they granted approval for PSNI to continue to connect to national policing systems and both the Public Service Network in Policing (PSNP) Protected and Secured Networks Community of Trust. The granting of this Certificate provides evidence that PSNI's infrastructure, as presented in the GIRR submission, is appropriately risk managed and does not present an unacceptable risk to the wider police community. We continue to comply with the Government Security Classification Policy (GSC) for marking information assets.

At 31 January 2020, 81 PSNI operational information systems running on the corporate network infrastructure were accredited; a further two accreditations were in progress; and, 12 major ICT projects in development were being supported.

## **GOVERNANCE STATEMENT (CONTINUED)**

The Service Policy on Information Management is supported by Service Instructions on Information Security, including 31 technical security standards, and Records Management. The PSNI Risk Appetite Statement covering all our information assets was updated and continues to be actively reviewed. A significant review of the Service Record Review Retention and Disposal (RRD) Schedule, including consultation with Department of Justice and National Policing Records Management bodies, was completed and approved by the SIRO on 3 October 2019. It is currently lodged with the Public Records Office (NI) for their on-going review. A very successful Records Management Conference, attended by 64 business stakeholders from all Districts and Departments in PSNI was held on 6 February 2020 to enhance the education and awareness of good records management principles across the Service.

The Vision Statement in the current ‘PSNI Information and Cyber Security Strategy 2019 and Beyond’ seeks to create a culture that is embedded across the Service which enables the effective use of information to support our strategic policing aims. It supports our overarching intention of ‘Keeping People Safe by Keeping Information Safe’ in addressing five key strategic themes:

- Enhancing proportionate and affordable risk management activities
- Continuing to embed a culture of personal responsibility and accountability
- Supporting digital innovation and transformation of services – ‘Innovation Empathy’
- Ensuring safe and secure collaboration across an evolving cyber threat landscape
- Meeting National Policing obligations

Assistant Chief Constable Operational Support Department fulfils the role of PSNI Senior Information Risk Owner (SIRO) and is supported by dedicated Information Security and Records Management Units led by the PSNI Accreditor. Strategic Business Owners (Information Asset Owners) at Service Executive Board level, supported by a well-established network of Operational Business Owners (OBOs) at individual system level, oversee all of the information assets held by the Service.

A report on the activities of the Information Security and Records Management Units, including the accreditation status of all the Service’s corporate information systems, is presented to the Business User Delivery Group (BUDG) quarterly with incremental reports to the SIRO on a monthly basis. The SIRO approved the establishment of a new Information Governance Delivery Group (IGDG) which met for the first time on 18 October 2019.

### **Personal Data Related Incidents**

As 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.

## **GOVERNANCE STATEMENT (CONTINUED)**

### **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 SET 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. One relevant Internal Audit report on Police Payroll was carried out during the 2019-20 year receiving a satisfactory level of assurance.

### **Actuarial Assumptions**

The actuarial liability included in the accounts at 31 March 2020 has been calculated using financial and mortality assumptions at 31 March 2020, with membership data to 31 March 2016. 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 2019-20 which affected the achievement of the PSNI's Pension Schemes 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.

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  
Human Rights Commission  
The Pensions Regulator

**GOVERNANCE STATEMENT (CONTINUED)**

Any issues of control weaknesses, identified from reviews carried out by these independent bodies in 2019-20, 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 at least 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 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 Assurance 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.

**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.



**Simon Byrne  
Chief Constable  
Police Service of Northern Ireland  
21 October 2020**

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**THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND  
AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY**

**Opinion on financial statements**

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 2020 under the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010. The financial statements comprise the Combined Statements of Comprehensive Net Expenditure, Financial Position, Changes in Taxpayers' Equity and Cashflows and the related notes including significant accounting policies. These financial statements have been prepared under the accounting policies set out within them.

In my opinion the financial statements:

- give a true and fair view of the state of the Police Pension Accounts' affairs as at 31 March 2020 and of the combined net expenditure and of the amount and disposition at that date of its assets and liabilities other than liabilities to pay benefits after the Scheme year end; and
- have been properly prepared in accordance with the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010 and Department of Justice's directions issued thereunder.

**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.

**Basis of opinions**

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate. My staff and I are independent of the Police Service of Northern Ireland's Pension Scheme Accounts in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2016, and have fulfilled our other ethical responsibilities in accordance with these requirements. I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

**THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND  
AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY**

**Conclusions relating to going concern**

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the Police Service of Northern Ireland's Pension Scheme Accounts' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Police Service of Northern Ireland's Pension Scheme Accounts has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Police Service of Northern Ireland's Pension Scheme Accounts' ability to continue to adopt the going concern basis.

**Other Information**

The Chief Constable is responsible for the other information included in the annual report. The other information comprises the information included in the annual report other than the financial statements and my audit certificate and report. My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

**Opinion on other matters**

In my opinion the information given in the Report of the Managers, Report of the Actuary, the Statement of the Chief Constable's Responsibilities and the Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements.

**Responsibilities of the Chief Constable for the financial statements**

As explained more fully in the Statement of Chief Constable's Responsibilities, the Chief Constable is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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**THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND  
AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY**

**Auditor's responsibilities for the audit of the financial statements**

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) 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

My objectives are to obtain 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. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of my certificate.

In addition, 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.

**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
- 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's guidance.

**Report**

I have no observations to make on these financial statements.



*KJ Donnelly*  
*Comptroller and Auditor General*  
*Northern Ireland Audit Office*  
*106 University Street*  
*Belfast*  
*BT7 1EU*  
24 October 2020



POLICE SERVICE OF NORTHERN IRELAND  
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2020

**COMBINED STATEMENT OF COMPREHENSIVE NET EXPENDITURE  
FOR THE YEAR ENDED 31 MARCH 2020**

	<u>Note</u>	2019-20 £000	2018-19 £000
<b>Income</b>			
Contributions receivable	3	128,306	98,432
Transfers In	4	<u>1,454</u>	<u>531</u>
		<u>129,760</u>	<u>98,963</u>
<b>Expenditure</b>			
Pension Cost - Current Service Costs	5	(197,950)	(166,050)
Pension Cost - Past Service Costs	5	26,010	(262,870)
Backdated Commutation	6	-	-
Transfers In	7	(1,454)	(531)
Interest on Scheme Liabilities	8	<u>(258,630)</u>	<u>(233,930)</u>
<b>Gross expenditure</b>		<u>(432,024)</u>	<u>(663,381)</u>
<b>Combined Net Expenditure</b>		<u>(302,264)</u>	<u>(564,418)</u>
<b>Other Comprehensive Net Expenditure</b>			
Recognised gains and losses for the financial year:			
Actuarial (loss)/Gain	13.7	<u>(1,462,500)</u>	<u>677,140</u>
<b>Total Comprehensive Net (Expenditure)/Income for the year ended 31 March</b>		<u>(1,764,764)</u>	<u>112,722</u>

The notes on pages 33 to 56 form part of these accounts.

POLICE SERVICE OF NORTHERN IRELAND  
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2020

**COMBINED STATEMENT OF FINANCIAL POSITION  
AS AT 31 MARCH 2020**

	<u>Note</u>	<b>31 March 2020 £000</b>	31 March 2019 £000
<b>Non- current assets:</b>			
Receivables	11	<u>121</u>	<u>73</u>
<b>Current assets:</b>			
Receivables	11	<b>5,480</b>	3,564
<b>Current Liabilities:</b>			
Payables (within 12 months)	12	<u>(16,562)</u>	<u>(17,618)</u>
<b>Net Current liabilities, excluding pension liability:</b>		<b><u>(11,082)</u></b>	<b><u>(14,054)</u></b>
<b>Non –current Liabilities</b>			
Payables (after 12 months)	12	<b>(121)</b>	<b>(73)</b>
Pension Liability:			
Closed Scheme	13.2	<b>(9,422,595)</b>	<b>(8,164,690)</b>
New Scheme	13.3	<b>(450,161)</b>	<b>(373,530)</b>
CARE Scheme	13.4	<b><u>(686,131)</u></b>	<b><u>(398,557)</u></b>
<b>Net liabilities including pension liabilities</b>		<b><u>(10,569,969)</u></b>	<b><u>(8,950,831)</u></b>
<b>Taxpayers' Equity:</b>			
General Fund		<b><u>(10,569,969)</u></b>	<b><u>(8,950,831)</u></b>

The financial statements on pages 29 to 56 were approved and authorised by the PSNI on 21 October 2020 and were signed on its behalf by:



**Simon Byrne**  
**Chief Constable**  
**Police Service of Northern Ireland**  
**21 October 2020**

The notes on pages 33 to 56 form part of these accounts.

POLICE SERVICE OF NORTHERN IRELAND  
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2020

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**COMBINED STATEMENT OF CHANGES IN TAXPAYERS' EQUITY FOR  
THE YEAR ENDED 31 MARCH 2020**

	2018-19 £000
<b>Balance at 31 March 2018</b>	(9,229,216)
Grant from Parent Department	165,663
Combined Net Expenditure for the Year	(564,418)
Actuarial Gain	<u>677,140</u>
<b>Net Change in Taxpayers' Equity</b>	<u>278,385</u>
<b>Balance at 31 March 2019</b>	<u>(8,950,831)</u>
	<b>2019-20 £000</b>
<b>Balance at 31 March 2019</b>	<b>(8,950,831)</b>
Grant from Parent Department	145,626
Combined Net Expenditure for the Year	<b>(302,264)</b>
Actuarial loss	<u><b>(1,462,500)</b></u>
<b>Net Change in Taxpayers' Equity</b>	<u><b>(1,619,138)</b></u>
<b>Balance at 31 March 2020</b>	<u><b>(10,569,969)</b></u>

The notes on pages 33 to 56 form part of these accounts.

POLICE SERVICE OF NORTHERN IRELAND  
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2020

**COMBINED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED  
31 MARCH 2020**

	<u>Note</u>	<b>2019-20</b> <b>£000</b>	2018-19 £000
<b>Cash Flows from Operating Activities</b>			
Combined Net Expenditure for the year less movement and payables relating to items not passing through the Statement of Comprehensive Net Expenditure		<b>(302,264)</b>	(564,418)
(Increase) in Receivables - non-current assets	11	<b>(48)</b>	(24)
(Increase) in Receivables - current assets	11	<b>(1,916)</b>	(1,809)
Increase in Payables - after 12 months	12	<b>48</b>	24
(Decrease)/Increase in Payables - within 12 months	12	<b>(1,056)</b>	4,193
Increase in pension provision			
<b>Closed Scheme</b>	13.2	<b>304,800</b>	512,680
<b>New Scheme</b>	13.3	<b>(49,180)</b>	23,560
<b>Care Scheme</b>	13.4	<b>174,950</b>	126,610
Enhancements and transfers in			
<b>Care Scheme</b>	13.4	<b>1,454</b>	531
Use of provision - pension liability			
<b>Closed Scheme -</b>			
Pension Payments	13.5	<b>(223,094)</b>	(214,110)
Gratuities/Commutations	13.5	<b>(48,032)</b>	(52,480)
Payments to and on account of leavers	13.5	<b>(179)</b>	(260)
<b>New Scheme -</b>			
Pension Payments	13.5	<b>(27)</b>	(20)
Gratuities/Commutations	13.5	<b>(142)</b>	-
Payments to and on account of leavers	13.5	<b>(130)</b>	-
<b>Care Scheme-</b>			
Pension Payments	13.5	<b>(125)</b>	(50)
Gratuities/Commutations	13.5	<b>(561)</b>	(60)
Payments to and on account of leavers	13.5	<b>(124)</b>	(30)
<b>Net Cash outflow from Operating Activities</b>		<b>(145,626)</b>	(165,663)
<b>Cash flows from Financing Activities</b>		<b>-</b>	-
<b>Net Financing</b>		<b><u>145,626</u></b>	<b><u>165,663</u></b>
<b>Net Increase/(Decrease) in Cash and cash equivalents in the period</b>		<b><u>-</u></b>	<b><u>-</u></b>

The notes on pages 33 to 56 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 2019-20 Government Reporting Manual (FReM) issued by the DoF. 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 DOJ.

The PSNI Pension Schemes (The Scheme) are 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 the Closed Police Pension Scheme, the New Police Pension Scheme and the CARE 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 12 - 16), 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.

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**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 2020 shows a liability of £10.57bn. 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 funds the PSNI Pension Scheme. Under the Government Resources and Accounts Act NI 2001, no money may be drawn from the Fund by the DOJ 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 2019-20.

**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 Grant form Parent Department**

Grant income in respect of the shortfall of income over expenditure is credited to the General Fund in accordance with guidance contained in the FReM

**2.4 Early Retirement**

Contributions received from the employer in relation to the early retirement of Police Officers on ill health grounds were £7,748k in 2019-20 (2018-19 £5,158k) 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)**

**2.5 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.

**2.6 Other income**

Other income, including refunds of gratuities and overpayments recovered other than by deduction from future benefits, is 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.

**2.7 Current service cost**

The current service cost is the increase in the present value of the Scheme liabilities arising from current members' 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 78.2% of pensionable pay in the Closed Police Pension Scheme 1988, 63.5% of the pensionable pay in the New Police Pension Scheme 2006 and 80.0% of the pensionable pay in the CARE Scheme 2015, as determined at the start of 2019-20.

**2.8 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. Where the improvements to pension benefits result in the backdating of commutation awards these costs are measured and reflected immediately in the Combined Statement of Comprehensive Net Expenditure.

A past service costs was initially recognised in the 2018-2019 year reflecting the extension of the interim solution regarding guaranteed minimum pension (GMP) indexation and the potential impact of the McCloud/Sargeant ruling. The past service cost has been reduced in 2019-20 due to clarification of the proposed changes (subject to consultation).

A further past service cost has been recognised in the 2019-20 year in respect of the additional liabilities for members reaching State Pension age after 6 April 2021 reflecting a further extension of the anticipated solution regarding GMP equalisation and indexation.

**2.9 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 2019-20. .

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**2.10 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 2019 of 0.3% (i.e. 2.9% including CPI inflation).

**2.11 Other payments**

Other payments are accounted for on an accruals basis

**2.12 Scheme liabilities**

Provision is made for liabilities to pay pensions and other benefits in the future. The Scheme liability is measured on an actuarial basis using the projected unit method and is discounted at a rate of (0.55)% real (i.e. 1.80% including CPI inflation). The Scheme applies assumptions for the discount rate and the rate of inflation as prescribed by HM Treasury.

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 2016, together with summary data as at 31 March 2020.

The demographic assumptions used to prepare the pension disclosures as at 31 March 2020 have been demographic assumptions have been derived from aggregate experience across all authorities with officers in the Police Pension Schemes supplemented as necessary by appropriate standard tables, and are the same as those adopted for the 2016 funding valuation of the Police Pension Scheme (England).

**2.13 Pension benefits payable**

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

**2.14 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.



**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

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.

**2.15 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. 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.

**2.16 Injury benefits**

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

**2.17 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.

**2.18 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.

**2.19 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.

**2.20 Administration Expenses**

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

**2.21 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)**

**2.22 Accounting standards, interpretations and amendments to published standards adopted during the year ended 31 March 2020**

The PSNI has reviewed the accounting standards, interpretations and amendments to published standards that became effective during 2019-20 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 Scheme Accounts.

**2.23 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 (FRM) 2019-20 and concludes that these do not impact the 2019-20 PSNI Pension Accounts.

**3. Contributions Receivable**

<u>Note</u>	2019-20 £000	2018-19 £000
Employers' Contributions:		
<b>Closed Scheme</b>	15,846	14,621
<b>New Scheme</b>	817	692
<b>CARE Scheme</b>	70,432	45,209
Employees' Contributions:		
<b>Closed Scheme</b>		
Normal	6,485	8,460
<b>New Scheme</b>		
Normal	274	331
<b>CARE Scheme</b>		
Normal	26,704	23,961
Early Retirement	<u>7,748</u>	<u>5,158</u>
	<u>128,306</u>	<u>98,432</u>

**4. Transfers in – see note 7**

Individual transfers in from other schemes			
CARE Scheme	13.4	<u>1,454</u>	<u>531</u>
		<u>1,454</u>	<u>531</u>

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

5. Service cost

Current Service Cost	<u>Note</u>	2019-20 £000	2018-19 £000
Closed Scheme	13.2	<b>(35,410)</b>	(46,540)
New Scheme	13.3	<b>(1,480)</b>	(1,830)
CARE Scheme	13.4	<b><u>(161,060)</u></b>	<u>(117,680)</u>
		<b><u>(197,950)</u></b>	<u>(166,050)</u>
<b>Past Service Cost</b>			
Closed Scheme	13.2	<b>(35,500)</b>	(250,980)
New Scheme	13.3	<b><u>61,510</u></b>	<u>(11,890)</u>
		<b><u>26,010</u></b>	<u>(262,870)</u>

A past service cost was recognised in the 2018-2019 year reflecting the extension of the interim solution regarding guaranteed minimum pension (GMP) indexation (£5.88m) and the potential impact of the McCloud/Sargeant ruling (£256.99m). A further past service cost of £35.5m has been recognised in the 2019-20 year in respect of the additional liabilities for members reaching State Pension age after 6 April 2021 reflecting a further extension of the anticipated solution regarding GMP equalisation and indexation.

Claims of unlawful discrimination have been made in relation to the changes to the Judiciary and Firefighters Pension regulations. In December 2018 the Court of Appeal (in the McCloud/Sargeant case) ruled that the ‘transitional protection’ offered to some members as part of the reform to public sector pensions amounts to unlawful discrimination. The Government has accepted that it will be required to undertake steps to compensate employees who were transferred to the new schemes including Police Pension Schemes’ members. PSNI actuaries (The Government Actuary Department) using specific assumptions had estimated the potential increase in schemes’ liabilities as a result of the judgment to be approximately 2.7% of PSNI pension schemes’ liabilities as at March 2019. In 2019-20 this cost has been reduced by £61.5m due to clarification of the proposed changes (subject to consultation). An additional liability for benefits of approximately £35.6m has been recognised within the current service cost in the 2019-20 year for affected members during the year from 1 April 2019 to 31 March 2020.

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**6. Backdated Commutation**

A determination by the Pensions Ombudsman was published on 15 May 2015 whereby the commutation factors provided by the Government Actuary for the period 1 December 2001- November 2006 were deemed to be incorrect. As a consequence the PSNI has been provided with revised factors by GAD and have recalculated backdated awards for increased commutations, including interest payable. The total cost of these backdated elements was finalised in 2016-17 as £31.54m and included as an expense in the 2016-17 accounts.

£31.4m has been paid out to affected members during the 2015-16 to 2019-20 financial years. A balance of £142k remains to be paid to affected members or their estate.

**7. Transfers in – Additional liability (see also Note 4)**

	<u>Note</u>	2019-20 £000	2018-19 £000
Individual transfers in from other schemes			
CARE Scheme	13.4	<u>1,454</u>	<u>531</u>
		<u>1,454</u>	<u>531</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. Pension Financing Costs**

		2019-20 £000	2018-19 £000
Interest charge for the year:			
Closed Scheme	13.2	<b>(233,890)</b>	(215,160)
New Scheme	13.3	<b>(10,850)</b>	(9,840)
CARE Scheme	13.4	<u><b>(13,890)</b></u>	<u>(8,930)</u>
		<u><b>(258,630)</b></u>	<u>(233,930)</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 officers' contributions to the scheme's approved provider. These AVC's are not brought to account in this statement. Officers 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:

	2019-20 £000	2018-19 £000
Movements in the year:		
<b>Balance at 1 April</b>	774	836
New Investments	7	8
Sale of investments to provide pension benefits	-	(110)
Changes in market value of investments	<u>(14)</u>	<u>40</u>
<b>Balance at 31 March</b>	<u>767</u>	<u>774</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 or the CARE scheme.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

11. Receivables – contributions due in respect of pensions

	2019-20 £000	2018-19 £000
Amounts falling due after 1 year:		
Pension overpayments	211	147
Provision for doubtful debts	<u>(90)</u>	<u>(74)</u>
	<u>121</u>	<u>73</u>
Amounts falling due within 1 year:		
Pension overpayments	30	22
Amounts due from PSNI main accounts	<u>5,450</u>	<u>3,542</u>
	<u>5,480</u>	<u>3,564</u>
<b>At 31 March</b>	<b><u>5,601</u></b>	<b><u>3,637</u></b>

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

**12. Payables in respect of pensions**

	<u>Note</u>	2019-20 £000	2018-19 £000
Amounts Falling due within 1 year:			
Amount due to PSNI main accounts		10,970	13,934
Backdated Commutation Payments	6	142	142
HM Revenue and Customs		<u>5,450</u>	<u>3,542</u>
		16,562	17,618
Amounts falling due after 1 year:			
Amounts due to PSNI main accounts		<u>121</u>	<u>73</u>
<b>At 31 March</b>		<b><u>16,683</u></b>	<b><u>17,691</u></b>

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**13. Pension liabilities**

Assumptions underpinning the provision for pension liability:

The PSNI Police Pension Schemes are unfunded defined benefit Schemes. An actuarial valuation of each Scheme was carried out as at 31 March 2020 by the Government Actuary's Department. The Report of the Actuary on pages 12 to 16 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:

	<b>At 31 March 2020</b>	<b>At 31 March 2019</b>	<b>At 31 March 2018</b>	<b>At 31 March 2017</b>	<b>At 31 March 2016</b>
Rate of increase in salaries	<b>4.10%</b>	4.10%	3.95%	4.55%	4.20%
Long term rate of increase in pensions	<b>2.35%</b>	2.60%	2.45%	2.55%	2.20%
Short term rate of increase in salaries	<b>4.10%</b>	4.10%	3.95%	1.00%	1.00%
Rate of inflation	<b>2.35%</b>	2.60%	2.45%	2.55%	2.20%
Rate for discounting scheme liabilities	<b>1.80%</b>	2.90%	2.55%	2.80%	3.60%
Rate of CARE revaluations	<b>3.60%</b>	3.85%	3.70%	3.80%	3.45%



**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**Mortality rate**

**Expectation of life in years of current pensioners**

At 31 March	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
Males (Age 65)	<b>21.9</b>	22.7	22.6	23.2	23.1
Females (Age 65)	<b>23.6</b>	24.3	24.2	25.2	25.1

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

At 31 March	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
Males (45 year old future pensioner at age 65)	<b>23.6</b>	24.6	24.5	25.2	25.1
Females (45 year old future pensioner at age 65)	<b>25.2</b>	26.2	26.1	27.3	27.2

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. In accordance with IAS 19 the PSNI is required to undertake a sensitivity analysis for each significant actuarial assumption as of the end of the reporting period, showing how the defined benefit obligation would have been affected by changes in the relevant actuarial assumption that were reasonably possible at that date. This analysis, including details of the methods and assumptions used in preparing the sensitivity analyses, the limitations of these methods, and the reasons for any changes in methods and assumptions used in preparing the sensitivity analysis, are included in the analysis of the pension liability in note 13.1.

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.

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**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:

	2019-20	2018-19	2017-18	2016-17	2015-16
<b>Closed Police Pension Scheme:</b>					
Active Members	<b>844</b>	1,191	1,657	2,067	2,418
Deferred Members	<b>1,164</b>	1,121	1,128	1,194	1,203
Pensioners in Payment Members	<b>14,014</b>	13,818	13,417	13,003	12,773
Pensioners in Payment Dependents	<b>2,011</b>	1,972	1,922	1,919	1,855
Compensation Payments	-	-	-	1	4
<b>New Police Pension Scheme:</b>					
Active Members	<b>49</b>	62	80	98	120
Deferred Members	<b>195</b>	181	170	146	123
Pensioners in Payment Dependents	<b>10</b>	6	4	3	3

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

	2019-20	2018-19	2017-18	2016-17	2015-16
<b>CARE Pension Scheme:</b>					
Active Members	5,836	5,295	4,838	4,450	4,155
Deferred Members	129	100	78	46	22
Pensioners in Payment					
Dependents	78	42	24	3	1

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	(11.0)%	(1,042.0)
Rate of increase in salaries	+1/2% a year	1.5%	155.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	8.5%	817.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	259.0

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	+1/2% a year	(17.0)%	(77.0)
Rate of increase in salaries	+1/2% a year	7.5%	34.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	10.0%	45.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	14.0

**CARE Scheme**

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	+1/2% a year	(17.0)%	(117.0)
Rate of increase in salaries	+1/2% a year	0.0%	0.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	18.5%	12.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	21.0

\* 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)

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**13.2 Analysis of movement in the Closed Pension Scheme liability**

	<b>2019-20</b>	2018-19
	<b>£000</b>	£000
<b>Scheme Liability at 1 April</b>	<b>(8,164,690)</b>	(8,541,280)
Current Service Cost	<b>(35,410)</b>	(46,540)
Past Service Cost	<b>(35,500)</b>	(250,980)
Pension Financing cost	<b><u>(233,890)</u></b>	<u>(215,160)</u>
	<b><u>(304,800)</u></b>	<u>(512,680)</u>
Pension payments (see note 13.5)	<b>271,126</b>	266,590
Pension to and on account of leavers(see note 13.6)	<b>179</b>	260
Actuarial (loss)/gain (see note 13.7)	<b><u>(1,224,410)</u></b>	<u>622,420</u>
<b>Scheme Liability at 31 March</b>	<b><u>(9,422,595)</u></b>	<u>(8,164,690)</u>

During the year ended 31 March 2020 employee contributions represented an average of 14.32% (14.52% 2018-19) of pensionable pay. Employer contributions represented an average of 35.0% (25.1% 2018-19) for 2019-20 as directed by Government and DoF through DOJ.

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.3 Analysis of movement in the New Pension Scheme liability

	2019-20 £000	2018-19 £000
<b>Scheme Liability at 1 April</b>	<b>(373,530)</b>	(384,800)
Current Service Cost	(1,480)	(1,830)
Past Service Cost	61,510	(11,890)
Pension Financing Cost	<u>(10,850)</u> <b>(49,180)</b>	<u>(9,840)</u> (23,560)
Benefits Payments (see note 13.5)	169	20
Pension Payments to and on account of leavers (see note 13.6)	130	-
Actuarial (loss)/gain(see note 13.7)	<u>(126,110)</u>	<u>34,810</u>
<b>Scheme Liability at 31 March</b>	<b><u>(450,161)</u></b>	<b><u>(373,530)</u></b>

During the year ended 31 March 2020, employee contributions represented an average of 11.79% (12.0% 2018-19) of pensionable pay. Employer contributions represented an average of 35.0% (25.1% 2018-19) of pensionable pay as directed by Government and DoF through DOJ.

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**13.4 Analysis of movement in the CARE Pension Scheme liability**

	<b>2019-20</b>	2018-19
	<b>£000</b>	£000
<b>Scheme Liability at 1 April</b>	<b>(398,557)</b>	(291,466)
Current Service Cost	<b>(161,060)</b>	(117,680)
Pension Financing Cost	<u><b>(13,890)</b></u>	<u>(8,930)</u>
	<b>(174,950)</b>	(126,610)
Transfers In	<b>(1,454)</b>	(531)
Benefits Payments (see note 13.5)	<b>686</b>	110
Pension Payments to and on account of leavers (see note 13.6)	<b>124</b>	30
Actuarial (loss)/gain (see note 13.7)	<u><b>(111,980)</b></u>	<u>19,910</u>
<b>Scheme Liability at 31 March</b>	<u><b>(686,131)</b></u>	<u>(398,557)</u>

During the year ended 31 March 2020, employee contributions represented an average of 13.27% (13.30% 2018-19) of pensionable pay. Employer contributions represented an average of 35.0% (25.1% 2018-19) of pensionable pay and are proposed to be maintained at this level for 2019-20 as directed by Government and DoF through DOJ.

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**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**13.5 Analysis of benefits paid**

	2019-20	2018-19
	£000	£000
<b>Closed Scheme:</b>		
Pension Payments	223,094	214,110
Gratuities/Commutations	48,032	52,480
Payments to and on account of leavers (see note 13.6)	<u>179</u>	<u>260</u>
Per Statement of Cash Flows	<u>271,305</u>	<u>266,850</u>
<b>New Scheme:</b>		
Pension Payments	27	20
Gratuities/Commutations	142	-
Payments to and on account of leavers (see note 13.6)	<u>130</u>	-
Per Statement of Cash Flows	<u>299</u>	<u>20</u>
<b>CARE Scheme:</b>		
Pension Payments	125	50
Gratuities/Commutations	561	60
Payments to and on account of leavers (see note 13.6)	<u>124</u>	<u>30</u>
Per Statement of Cash Flows	<u>810</u>	<u>140</u>

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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

**13.6 Analysis of payments to and on account of leavers**

	2019-20 £000	2018-19 £000
<b>Closed Scheme:</b>		
Refunds to members leaving service	54	-
Individual transfers to other Schemes	<u>125</u>	<u>260</u>
Per Statement of Cash Flows	<u>179</u>	<u>260</u>
<b>New Scheme:</b>		
Individual transfers to other Schemes	<u>130</u>	-
Per Statement of Cash Flows	<u>130</u>	-
<b>CARE Scheme:</b>		
Refunds to members leaving service	31	30
Individual transfers to other Schemes	<u>93</u>	<u>-</u>
Per Statement of Cash Flows	<u>124</u>	<u>30</u>



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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.7 Analysis of actuarial Gain/(loss)

	2019-20	2018-19
	£000	£000
<b>Closed Scheme:</b>		
Experience (losses)/gains arising on the Scheme liabilities	(167,120)	314,630
Changes in demographic assumptions underlying the present value of the scheme liabilities	241,880	-
Changes in financial assumptions underlying the present value of the scheme liabilities	<u>(1,299,170)</u>	<u>307,790</u>
	<u>(1,224,410)</u>	<u>622,420</u>
<b>New Scheme:</b>		
Experience (losses)/gains arising on the Scheme liabilities	(1,080)	7,890
Changes in demographic assumptions underlying the present value of the scheme liabilities	12,030	-
Changes in financial assumptions underlying the present value of the scheme liabilities	<u>(137,060)</u>	<u>26,920</u>
	<u>(126,110)</u>	<u>34,810</u>
<b>CARE Scheme:</b>		
Experience gains/(losses) arising on the Scheme liabilities	43,990	(8,980)
Changes in demographic assumptions underlying the present value of the scheme liabilities	16,050	-
Changes in financial assumptions underlying the present value of the scheme liabilities	<u>(172,020)</u>	<u>28,890</u>
	<u>(111,980)</u>	<u>19,910</u>
Per Statement of Changes in Taxpayers Equity	<u>(1,462,500)</u>	<u>677,140</u>

POLICE SERVICE OF NORTHERN IRELAND  
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NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.8 History of experience gain/(loss)

	2020	2019	2018	2017	2016
<b>Closed Scheme</b>					
Experience loss/gain on the scheme liabilities:					
Amount (£m)	-167.12	314.6	-74.54	27.39	215.68
Percentage of the present value of the scheme liabilities	-1.77%	3.85%	-0.9%	0.3%	3.1%
Total amount recognised in statement of changes in Taxpayers Equity					
Amount (£m)	-1,224.41	622.42	-99.47	-1,453.9	600.42
Percentage of the present value of the scheme liabilities	-13.0%	7.6%	-1.2%	-17.3%	8.7%
<b>New Scheme</b>					
Experience loss/gain on the scheme liabilities:					
Amount (£m)	-1.08	7.89	7.39	-0.39	-8.1
Percentage of the present value of the scheme liabilities	-0.24%	2.1%	1.9%	-0.11%	-3.3%
Total amount recognised in statement of changes in Taxpayers Equity					
Amount (£m)	-126.11	34.81	-5.60	-124.51	30.72
Percentage of the present value of the scheme liabilities	-28.0%	9.3%	-1.5%	32.97%	12.7%
<b>CARE Scheme</b>					
Experience loss/gain on the scheme liabilities:					
Amount (£m)	43.99	-8.98	-8.25	2.46	-0.08
Percentage of the present value of the scheme liabilities	6.41%	-2.3%	-2.8%	1.4%	-0.1%
Total amount recognised in statement of changes in Taxpayers Equity					
Amount (£m)	-111.98	19.91	-8.77	-57.39	1.66
Percentage of the present value of the scheme liabilities	-16.3%	-5.0%	-3.0%	-32.5%	3.0%

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 listed companies.

The PSNI Pension Account relies 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 Contingent Liabilities disclosed under IAS 37**

**GMP**

The Government published a response to the consultation on indexation and equalisation of GMP in public service pension schemes in January 2018, extending the current interim solution to 5 April 2021. During 2019-20, a further extension of the anticipated solution extended this in respect of members reaching State Pension age after 6 April 2021. While a past service cost has been recognised on the assumption of extending this interim solution, the final solution on GMP entitlements in public service pension schemes is still to be agreed, and this could lead to further past service costs being recognised.

**McCloud/Sargeant**

The Chief Constable of PSNI and the DOJ, along with other Police Forces currently have a number of claims lodged against them with the Employment Tribunal. The claims are in respect of alleged unlawful discrimination arising from the Transitional Provisions in the Police Pension Regulations 2015.

Claims of unlawful discrimination have also been made in relation to the changes to the Judiciary and Firefighters Pension regulations. In December 2018, the Court of Appeal (in the McCloud/Sargeant case) ruled that the ‘transitional protection’ offered to some members as part of the reform to public sector pensions amounts to unlawful discrimination. A written ministerial statement made by the Chief Secretary to the Treasury on 15 July 2019 set out the UK government’s intention to remedy this discrimination across all public service pension schemes. HM Treasury are consulting on changes to the transitional arrangements to the 2015 schemes as a result of this judgment.

The reformed public service schemes in Northern Ireland, including the PSNI Pension Schemes, incorporate similar age-based transitional protections. Public Service Pensions Policy and Legislation Branch in the Department of Finance launched a consultation on 19 August 2020 which sets out proposals to remedy discrimination in schemes made under the Public Service Pensions (Northern Ireland) Act 2014. The pension scheme changes being developed to remove the discrimination found in the new 2015 pension schemes will be applied to all the main Northern Ireland unfunded public service pension schemes, including the PSNI Pension Schemes. There remains some uncertainty around the specific timing and the exact nature of changes to schemes. The estimate of the liability recognised in the financial statements may be subject to change pending further clarification of the proposed changes which are currently subject to consultation.

**NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)**

**16 Losses and special payments**

During the year there were £nil (no cases of overpayments written off) of Losses or Special Payments recorded (2018-19: £4,405 in respect of two cases of overpayments written off).

**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. 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 have undertaken any material transactions with any Scheme during the year.

**18 Events occurring after the reporting period**

In July 2020, the government launched a consultation on changes to public service pensions to remove discrimination arising from the transitional protection arrangements that were introduced when the schemes were reformed in 2014-15 – the impacts of the proposed changes have been reflected in these financial statements as a reduction in the past service costs.

The financial statements are being prepared at a time when the UK is in the midst of dealing with the COVID-19 pandemic. As outlined in the Report of the Actuary, it is too early to speculate on any potential long-term effects of the pandemic on future economic/salary growth, mortality rates or financial assumptions underpinning the pension liability as at 31 March 2020. Details of significant actuarial assumptions adopted in calculating the pension liability for inclusion in the financial statements as at 31 March 2020 are included in note 13, together with sensitivity of the pension liability to changes in the significant actuarial assumptions in note 13.1.

The Annual Report and accounts were authorised by the Chief Constable to be issued on the xx October 2020.

