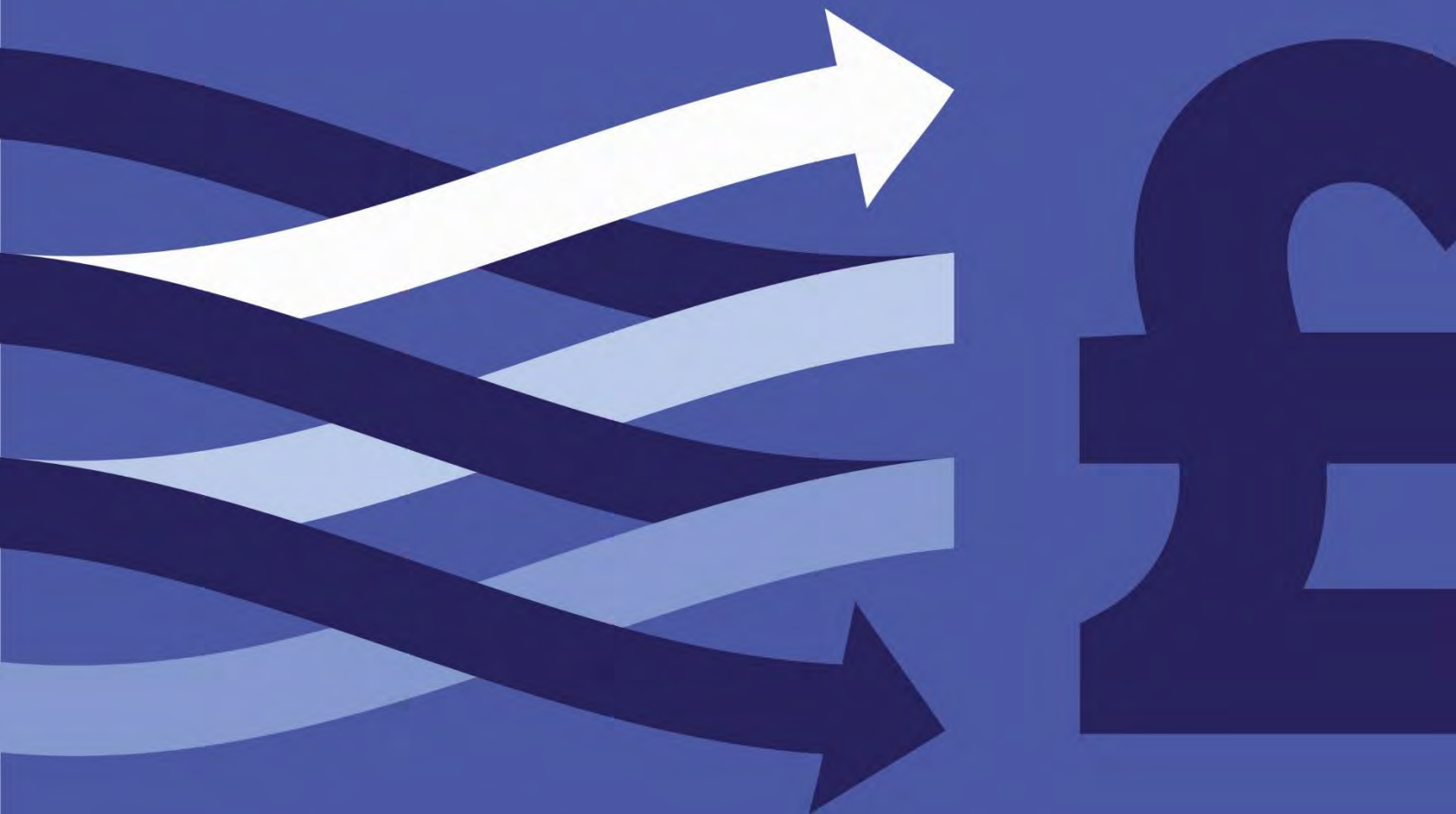




Police Service
of Northern Ireland

Pension Accounts

For the year ended 31 March 2021



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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 2021



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

09 July 2021

CONTENTS

	Page No
Report of the Managers.....	3
Report of the Actuary.....	11
Statement of the Chief Constable's Responsibilities.....	17
Governance Statement	18
The Certificate and Report of the Comptroller and Auditor General	27
Combined Statement of Comprehensive Net Expenditure	32
Combined Statement of Financial Position.....	33
Combined Statement of Changes in Taxpayers' Equity.....	34
Combined Statement of Cash Flows.....	35
Notes to the Annual Financial Statements	36

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).

Statutory basis for the Schemes

The regulations under which the Closed Scheme operates are the Pensions (Northern Ireland) Order 1995 and the RUC Pensions Regulations 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 2020-21 financial year.

Eligibility to join the Schemes

Members of the police service asset out in section 4 of the Police Pensions Regulations (NI) 2015 are eligible to join the scheme. 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.

Main features of the Scheme

All Schemes are unfunded defined benefit schemes, to which police officers and the PSNI, as employer, contribute.

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 2020-21 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)

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

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 Police Pension Accounts for the year ended 31 March 2021, will be laid before the Northern Ireland Assembly.

Management of the Scheme

The Department of Justice is the Regulatory Authority, and is responsible for setting the benefits to be provided by the Schemes, amending regulations as necessary and making the policy decisions in relation to the operation of the Schemes.

The NI Policing Board (NIPB) is the PSNI Pension Schemes Manager. As Scheme Manager NIPB is responsible for ensuring the accurate management of benefits and provision of information to members in line with the Schemes rules. NIPB has delegated these functions to PSNI to carry out on their behalf.

PSNI Financial Services Branch carries out the day to day administration of the Schemes, including the day to day management of payments and receipts, and correspondence with Scheme members.

The Public Service Pensions Act (NI) 2014 ("the 2014 Act") requires each public service pension scheme to have a Pension Board to assist the scheme manager in securing the effective and efficient administration of the pension scheme and a Scheme Advisory Board for considering major changes to scheme rules.

The Police Pensions Board is comprised of three employer and employee representatives, an independent member and is chaired by an independent chairperson. Further details of members are set out on page 19.

The Scheme Advisory Board (SAB) is chaired by a Department of Justice official and comprises other members representing members and employers.

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 Administrator**

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
1 Bradford Court
Galwally
Belfast
BT8 6RB

Bankers

Danske Bank
Donegall Square West
Belfast

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

Employers:

Principal Employer

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

REPORT OF THE MANAGERS (CONTINUED)

Changes to the Schemes

There were no changes to police officer pension contributions and accrual rates in 2020-21.

The Pension Schemes Manager 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 future mortality rates; therefore at this stage no amendments have been made to the assumptions underpinning the liability.

Membership Statistics

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

Active Members¹	
At 1 April 2020	844
Transfers in	-
Normal Age Retirements	(157)
Other retirements	(54)
Moved to 2015 Pension Scheme	(79)
Deaths	-
Other leavers	-
At 31 March 2021	554
Deferred Members²	
At 1 April 2020	1,164
Members leaving who have deferred pension rights	10
Members taking up deferred pension rights	(50)
At 31 March 2021	<u>1,124</u>

Notes

1. An active member is defined as an individual who is in pensionable service.
2. A deferred member is defined as a member who has previously been in pensionable service. These members have yet to claim retirement benefits.

REPORT OF THE MANAGERS (CONTINUED)

Pensions in Payment¹	Members	Dependents	Total
At 1 April 2020	14,014	2,011	16,025
Members retiring in year at normal retirement age	157	-	157
CARE retirements with closed scheme benefits	10	-	10
Deferred pensions into payment	50	-	50
Other retirements ²	54	-	54
Injury Awards/Pensions Sharing Orders	33	-	33
New dependents	-	128	128
Cessations	<u>(159)</u>	<u>(80)</u>	<u>(239)</u>
At 31 March 2021	14,159	2,059	16,218

- 1 Pensions in payment members are individuals who left pensionable service and are in receipt of their retirement benefits. Dependent members are widows/ers, and dependent person in receipt following the death of scheme member.
- 2 Other retirements due to ill health.

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

Active Members

At 1 April 2020	49
Moved to 2015 Pension Scheme	(7)
Retirements in year	(4)
At 31 March 2021	38

Deferred Members

At 1 April 2020	195
Members leaving who have deferred pension rights	11
Members taking up deferred pension rights	-
At 31 March 2021	206

Pensions in Payment	Members	Dependents	Total
At 1 April 2020	7	3	10
Retirements	4	-	4
CARE retirements with new scheme benefits	<u>7</u>	<u>-</u>	<u>7</u>
At 31 March 2021	18	3	21

REPORT OF THE MANAGERS (CONTINUED)

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

Active Members

At 1 April 2020	5,836
New entrants	359
Moved from Closed Pension Scheme	79
Moved from New Pension Scheme	7
Retirements in year	(23)
Other leavers	<u>(32)</u>
At 31 March 2021	6,226

Deferred Members

At 1 April 2020	129
Members leaving who have deferred pension rights	28
Members taking up deferred pension rights	<u>(3)</u>
At 31 March 2021	154

Pensions in Payment

	Members	Dependents	Total
At 1 April 2020	77	1	78
Deferred pensions into payment	3	-	3
Retirements	23	2	25
Injury Awards/Pensions Sharing Orders	<u>15</u>	<u>-</u>	<u>15</u>
At 31 March 2021	118	3	121

Additional Voluntary Contributions and Stakeholder Pensions

Utmost Life and Standard Life have been appointed 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.

£6,192 of contributions have been made by members of PSNI to the Scheme during the year (2019-20: £7,739) (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 2021 shows net liabilities of £11.44bn (31 March 2020: £10.57bn). 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 are funded via the Department through supply grants from the Northern Ireland Consolidated Fund.

REPORT OF THE MANAGERS (CONTINUED)

Financial Position and Going Concern (continued)

Such drawings will be from grants approved annually by the Northern Ireland Assembly. The Department of Finance published a NI budget for 2021-22 on the 1 April 2021, and budget cover has been provided for PSNI pensions for 2021-22 year.

Issues for 2020-21

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. The reformed public service schemes in Northern Ireland, including the PSNI Pension Schemes, incorporate similar age-based transitional protections. The Department of Finance ran a consultation from 19 August 2020 to 18 November 2020 consulting on proposals to I) remove discrimination in unfunded public service schemes made under the Public Service Pensions Act (Northern Ireland) 2014 for the future; and, II) remedy the effect of any discrimination scheme members may have incurred since April 2015.

The Department of Finance issued its consultation response on 25 February 2021. It proposes to proceed with the deferred choice underpin. This approach means all eligible members will receive a choice at the point of retirement whether to take legacy or reformed scheme benefits for the period between 1 April 2015 and 31 March 2022, known as the remedy period. All public servants, including members of the PSNI Pension Schemes, who continue in service from 1 April 2022 onwards will do so as members of their respective reformed scheme (2015 pension Scheme). These proposals have been developed at the Collective Consultation Working Group, which is the recognised forum for consultation on pension policy for devolved schemes and where both public service employers and employees are represented. Any subsequent changes to the PSNI Pension Schemes will be subject to further scheme level consultation.

2016 Cost Cap valuations

The 2016 Scheme valuation was paused as a consequence of the McCloud ruling. Following consultation with member representatives, the Department of Finance will publish revised valuation directions which will enable the 2016 valuation to be completed and the final cost cap results to be determined. These results will take into account the increased value of public service pensions, attributable to the 'McCloud remedy'.

REPORT OF THE MANAGERS (CONTINUED)

Audit Services

The financial statements for 2020-21 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 27 to 31.

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 £19,000 (2019-20: £18,500). These costs are borne by the PSNI Main Accounts and are excluded from these statements.

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

Further Information

A full certified copy of the Police Pension Annual Report and Accounts will be available on the PSNI's website www.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 at Pensions@psni.police.uk.

Events after the reporting period

There were no events after the reporting period which required adjustment to the Scheme Statements or additional disclosures.

REPORT OF THE ACTUARY

Introduction

This report has been prepared by the Government Actuary's Department ('GAD') at the request Police Service of Northern Ireland ('the Authority') in accordance with the commissioning letter dated 29 March 2021. It sets out the results of the pensions disclosures in accordance with the requirements of Chartered Institute of Public Finance Accountants' Code of Practice for accounting periods commencing on or after 1 April 2020 for the retirement benefit liabilities under the Police Pension Scheme 1988, the New Police Pension Scheme 2006 and the Police Pension Scheme 2015 (collectively referred to as 'the scheme') for the period from 1 April 2020 to 31 March 2021.

The previous disclosure exercise was carried out as at 31 March 2020 and provided to the Authority on 7 October 2020.

The Schemes are defined benefit schemes, the rules of which are set out in The Royal Ulster Constabulary Pensions Regulations (Northern Ireland) 1988, The Police Pension (Northern Ireland) Regulations 2009, the Police Service of Northern Ireland and The Police Pensions Regulations (Northern Ireland) 2015 and subsequent amendments. The scheme is wholly unfunded. We are not aware of any informal practices operated within the scheme which lead to a constructive obligation (under IAS 19 constructive obligations should be included in the measurement of the actuarial liability).

The results have been calculated by carrying out a detailed valuation of the most recent data provided to us (as at 31 March 2016), adjusted as described below. This has then been rolled forward to reflect the position as at 2021. In particular we have allowed for service accrued between 1 April 2016 and 31 March 2021 and known pension and salary increases that would have applied.

Membership data

In keeping with the terms of the appointment, the PSNI has provided GAD with full membership data as at 31 March 2016, together with summarised membership data and cash flow information for the years ending 31 March 2017, 31 March 2018, 31 March 2019, 31 March 2020 and 31 March 2021.

GAD has undertaken some basic checks on the membership data provided as at 31 March 2016. In some cases, data items for members that failed a check have been adjusted in our calculations – for example if there was insufficient information to determine the pension, salary or date of birth of the member, or if the data provided was obviously incorrect. Under these circumstances, the member's data record is replaced with the average member profile of similar members for which data is available.

The data used for these disclosures was used for the funding valuation of the Schemes as at 31 March 2016. We are not aware of any reason why this data (together with the summarised membership data and cash flow information referred to above) is not suitable for the purpose of producing the 2020-21 disclosures required by the Authority. The results are dependent on the quality and correctness of the data used.

REPORT OF THE ACTUARY (CONTINUED)

Membership data (continued)

The Table below summarises the principal membership data as at 31 March 2016 used to prepare this statement.

Active members	
Number	Total salaries in membership data ¹ (£ million pa)
6,676	247.28
Deferred members	
Number	Total deferred pension ² (£ million pa)
1,308	11.75
Pensions in payment (including injury pensions)	
Number	Total pension ³ (£ million pa)
12,201	223.10

¹ Total salary is Average Pensionable Pay with allowance for part-time employment

² Total deferred pension includes the PI awarded in April 2016

³ Total pension includes the PI awarded in April 2016

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 2020-21 Pension Accounts.

The cost of benefits accruing in the period from 1 April 2020 to 31 March 2021 was determined using the Projected Unit Credit Method with a one-year control period and based on the principal financial assumptions applying to the 2019-20 Pension Disclosures. This rate represents the present value of benefits accruing to active members over the year, with allowance for pay increases to the assumed date of retirement or exit, expressed as a level percentage of the expected pensionable payroll over the control period.

This statement takes into account the benefits normally provided under the Schemes, including age retirement benefits, ill-health retirement benefits and benefits applicable following the death of the member. It does not include employer-initiated early retirement and redundancy benefits in respect of current active members, although the assessment of liabilities includes pensions already in payment in respect of such cases.

REPORT OF THE ACTUARY (CONTINUED)

Assumptions

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

Assumptions (continued)

- A long term nominal discount rate of 1.25% pa
- A rate of long-term inflation and pensions increases of 2.22% pa
- A long term rate of earnings increase of 3.72% pa excluding promotional and performance increments
- Rate of revaluation for CARE Pensions 3.47%

Unless specified otherwise, the demographic assumptions that we propose to adopt to prepare the pension disclosures as at 31 March 2021 have been derived from the specific experience of the scheme membership and will be the same as those adopted for the 2016 funding valuation of the Police Pension Schemes (Northern Ireland). Some of the 2016 valuation assumptions were set by HMT directions.

Liabilities

The capitalised value as at 31 March 2021 of expected future benefit payments under the Police Pension Schemes, for benefits accrued in respect of employment (or former employment) prior to 31 March 2021, has been assessed using the methodology and assumptions set out above. The results are broken down, between the various categories of members, as follows:

	Closed Scheme £m	New Scheme £m	CARE Scheme £m	Total 2020-21 £m	Total 2019-20 £m
Actives (past service)	3,024.73	490.67	1,049.40	4,564.80	4,059.95
Deferred Pensioners	335.69	13.45	-	349.14	335.53
Current Pensioners (excluding injury)	<u>6,511.46</u>	<u>5.18</u>	<u>-</u>	<u>6,516.64</u>	<u>6,163.41</u>
Total	<u>9,871.88</u>	<u>509.30</u>	<u>1,049.40</u>	<u>11,430.58</u>	<u>10,558.89</u>

REPORT OF THE ACTUARY (CONTINUED)

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 2021 is based on a standard contribution rate as determined at the start of the year. Employees pay contributions based on their current salary. The standard contribution rate for the 2015 Scheme includes an allowance for the “better of” benefits which we project to be accrued by affected members in the year ending 31 March 2021.

	% of pensionable pay		
	Closed Scheme	New Scheme	CARE Scheme
Current Service Cost 2020-21	95.1%	75.8%	94.2%
Current Service Cost 2019-20	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 Schemes.

The pensionable payroll for the financial year 2020-21 was £258.1m (derived from contributions payable by employers over the year). In relation to the pensionable payroll for the financial year, the Current Service Cost is as follows:

	Closed Scheme £m	New Scheme £m	CARE Scheme £m	Total 2020-21 £m	Total 2019-20 £m
Current Service Cost	31.26	1.36	210.41	243.03	197.95

REPORT OF THE ACTUARY (CONTINUED)

Sensitivity Analysis

The indicative effects on the total liability as at 31 March 2021 of changes to the key financial and demographic assumptions are as follows:

Closed Scheme

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	+1/2% a year	(9.5)%	(948.0)
Rate of increase in salaries	+1/2% a year	0.5%	58.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	7.5%	749.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.5%	352.0

New Scheme

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	+1/2% a year	(17.5)%	(89.0)
Rate of increase in salaries	+1/2% a year	7.0%	36.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	10.5%	52.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	17.0

CARE Scheme

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	+1/2% a year	(17.5)%	(184.0)
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%	192.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.50	35.0

* 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)

Covid Implications

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 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
4 May 2021**

STATEMENT OF THE CHIEF CONSTABLE'S RESPONSIBILITIES

Under Sections 12(1) and (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 set out in the accounts direction.

The combined financial statements must give a true and fair view of the state of affairs of the PSNI Pension Schemes at the year end and of the net expenditure 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 Schemes during the year have been paid in accordance with the Schemes 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;
- prepare the financial statements on the going concern basis; and
- confirm that the Police Pension Accounts as a whole are fair, balanced and understandable and take personal responsibility for the Police Pension Accounts and the judgements required for determining that they are fair, balanced and understandable.

The Accounting Officer for the Department of Justice appointed the Chief Constable of the PSNI as Accounting Officer for the Police Pension Schemes. 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 Schemes, are set out in Managing Public Money Northern Ireland published by DoF.

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that Police Pensions Schemes auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

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 the Assembly. 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 Schemes, amending regulations as necessary and making the policy decisions in relation to the operation of the Schemes.

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

The Pensions Board, 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 2020-21 year. The Police Pensions Board Members at year end are set out below.

ROLE	Name
Chair	Michael Burton
Employer Representative –NIPB	Amanda Stewart
Employer Representative –NIPB	Aislinn McGuckin
Employer Representative –PSNI	Paul King
Employee Representative- Police Federation NI	Liam Kelly
Employee Representative - Superintendent's Association NI	Ryan Henderson
Employee Representative - Chief Police Officers Staff Association	ACC Mark McEwan
Independent Member	Brian Quinn

The Scheme Advisory Board (SAB) provides advice to the Department of Justice, as the Regulatory Authority, on the desirability of making changes to the Schemes. The SAB also provides advice and guidance to the Scheme Manager and Pensions Board in relation to the effective and efficient administration and management of the Schemes.

PSNI Leadership Team

I am supported by a Service Executive Team (SET) consisting of a Deputy Chief Constable (DCC), Assistant Chief Constables (ACCs), and senior police staff. The first Chief Operating Officer was appointed on 1 March 2021. Details of the current Senior Executive Team (SET) are available within the main PSNI Annual Report and Accounts.

GOVERNANCE STATEMENT (CONTINUED)

Governance Structure

The leadership team meets formally each month as the Strategic Management Board (SMB) to provide executive management and governance to the operations and delivery of the PSNI. The SMB 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. SMB is supported in its work by a number of other governance boards.

A governance review resulted in a restructuring of the Boards supporting SMB in April 2020. The review saw the introduction of a Service Investment Board chaired by the Chief Constable. During 2020-21, People and Culture Board, Service Performance Board and Service Change Board were chaired by the Deputy Chief Constable.

SMB undertook a self-effectiveness review in May 2021 assessing performance over the financial year 2020-21, and is satisfied with the level and type of information it received during the period. The SMB provided strategic direction for PSNI over the period.

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 2020-21, 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 which covers the Police Pensions Schemes, 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.

GOVERNANCE STATEMENT (CONTINUED)

Risk and Control Framework

The SET and SMB 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 2020-21. 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.

Risk is managed on an ongoing basis through the DCC's Risk and Overview Meeting, SMB and ARAC. The Corporate Risk Register is managed continually and all risks, including those of the Pension Schemes 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 SET.

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 SMB 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.

GOVERNANCE STATEMENT (CONTINUED)

Risk Management (continued)

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.

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 SMB and reported to each ARAC meeting. The effectiveness of the risk management process is reported twice a year to SMB 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 ACCs and senior police staff 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.

GOVERNANCE STATEMENT (CONTINUED)

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 Chiefs' Council policy and guidance on information assurance and the management of police information. The Home Office National Police Information Risk Management Team confirmed on 25th June 2020 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. I [national accreditor] have therefore provided approval for PSNI to connect to National Systems and the PSN in Policing Protected and Secured Networks.*" and as a result a formal National Policing Community of Trust Connection Approval Certificate was granted valid until 25th June 2021. 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.

Comprehensive risk assessments of PSNI's two critical technical infrastructures – Barracuda Radio Network and Atlas Corporate Data Communications Network – are currently in progress with significant additional security controls on the latter currently being planned and implemented under a major change project. The Network

Defence Security Group is now embedded, featuring key stakeholders and business representatives, to oversee PSNI's response to the increasing 'cyber' threat. The Group's remit seeks to take action to address the five key incident management steps of 'Identify – Prevent – Detect – Respond – Recover.'

Reports on the activities of the Information Security and Records Management Units, including the accreditation status of all the Service's corporate information systems, are presented to the Information Governance Delivery Group (IGDG) quarterly with incremental reports to the SIRO on a monthly basis.

The Service Policy on Information Management is supported by Service Instructions on Information Security, including 33 technical security standards, and Records Management. The PSNI Risk Appetite Statement covering all our information assets was updated and approved by the Information Governance Delivery Group on 26 November 2020. A successful review and update of the PSNI Record Review Retention and Disposal (RRD) Schedule, including consultation with the Department for Communities and Public Records Office (NI), was completed and approved by the Northern Ireland Assembly on 7 October 2020. This represents a significant milestone for PSNI in addressing its legislative obligations for records management.

GOVERNANCE STATEMENT (CONTINUED)

Statement of Information Risk (continued)

The Covid-19 crisis presented significant challenges for PSNI in managing its information risk but these were addressed quickly and competently throughout the year. From the first lockdown in March 2020 we conducted a comprehensive programme of both information security and records management education & awareness training, featuring 20 Service-wide communiques, focused on topics such as remote working with PSNI information assets; email security and the threat of ‘phishing’; and password guidance. In addition, articles on information security and records management have appeared prominently on our Intranet pages and we have produced an educational video in collaboration with the Police College. All of these initiatives will continue in the future. Our information security and records management-related Service Instructions and Standards are regularly reviewed to take account of changes to remote and blended working practices. Due to the increasing cyber threat we commenced risk assessments on new initiatives such as video conferencing, remote laptops, ‘track & trace’ and the corporate network to maintain adequate protections for our sensitive information. We took immediate steps to enhance and improve our cyber security defences during lockdown and we will continue to do so as the cyber threat increases.

The Vision Statement in the current ‘PSNI Information and Cyber Security Strategy 2020 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 Team 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.

Reports on the activities of the Information Security and Records Management Units, including the accreditation status of all the Service’s corporate information systems, are presented to the Information Governance Delivery Group (IGDG) quarterly with incremental reports to the SIRO on a monthly basis.

GOVERNANCE STATEMENT (CONTINUED)

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 UK General Data Protection Regulation (GDPR).

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

Review of Effectiveness

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

My review is informed by the work of the 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. Two relevant Internal Audit reviews were carried out during the 2020-21 year on Pensions Payroll and Police Payroll both receiving a satisfactory level of assurance.

Actuarial Assumptions

The actuarial liability included in the accounts at 31 March 2021 has been calculated using financial and mortality assumptions at 31 March 2021, with membership data as at 31 March 2016 rolled forward with reference to cash flows. The remaining demographic assumptions used are in line with those used for the full actuarial valuation as at 31 March 2016, results of which were first incorporated into the Schemes financial statements for the year ended 31 March 2018.

Significant Internal Control Issues

I am able to report that there were no significant weaknesses in the PSNI's system of internal controls in 2020-21 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 any issues related to the pension Schemes, 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 Schemes.

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;

GOVERNANCE STATEMENT (CONTINUED)

Significant Internal Control Issues (continued)

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

Any issues of control weaknesses, identified from reviews carried out by these independent bodies in 2020-21, have been considered and action taken with progress on actions outstanding monitored through the "Overview" system. There were no issues noted relating to the PSNI Pension Schemes. There are no outstanding actions relating to the pension Schemes at the end of the year.

The SMB continues to keep its internal control arrangements under review in response to internal and external developments. The SMB 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 Strategic Management 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 Accounting Officer of the PSNI Pension Schemes, 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
05 July 2021

**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 Schemes (“the Scheme”) for the year ended 31 March 2021 under 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. The financial statements comprise: The Combined Statement of Comprehensive Net Expenditure, Combined Statement of Financial Position, Combined Statement of Changes in Taxpayers’ Equity and Combined Statement of Cash Flows and the related notes including significant accounting policies. These financial statements have been prepared under the accounting policies set out within them. The financial reporting framework that has been applied in their preparation is applicable law and the 2020-21 Government Financial Reporting Manual (FReM) issued by the Department of Finance.

In my opinion the financial statements:

- give a true and fair view of the state of the Scheme’s affairs as at 31 March 2021 and of its combined net expenditure for the year then ended; and
- have been properly prepared in accordance with the relevant provisions 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 and directions issued by the Department of Justice 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 for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law 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 – Police Pension Schemes in accordance with the ethical requirements of the Financial Reporting Council’s Revised Ethical Standard 2019, 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

In auditing the financial statements, I have concluded that the Scheme's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Scheme's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Chief Constable with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements, and my audit certificate and report. The Accounting Officer is responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

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 I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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, based on the work undertaken in the course of the audit, the information given in the Report of the Managers, Report of the Actuary, Statement of the Chief Constable's Responsibilities and Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Scheme and its environment obtained in the course of the audit, I have not identified material misstatements in the other information.

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

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.

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 in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- such internal controls as the Chief Constable determines necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error;
- assessing the Police Service of Northern Ireland – Police Pension Scheme's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the Scheme will not continue to be provided in the future.

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 relevant provisions 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.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue a certificate that includes my opinion. 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.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

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

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable to the Scheme through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included governing legislation and any other relevant laws and regulations identified;
- making enquires of management and those charged with governance on the Scheme's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of the Scheme's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: management override of controls;
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- documenting and evaluating the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading Board and Committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate;
- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
 - investigating significant or unusual transactions made outside of the normal course of business.

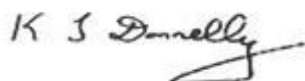
**THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND
AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY**

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. 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.

Report

I have no observations to make on these financial statements.



*KJ Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
1 Bradford Court
Upper Galwally
Belfast
BT8 6RB
9 July 2021*

**POLICE SERVICE OF NORTHERN IRELAND
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2021**

**COMBINED STATEMENT OF COMPREHENSIVE NET EXPENDITURE
FOR THE YEAR ENDED 31 MARCH 2021**

	<u>Note</u>	2020-21 £000	2019-20 £000
Income			
Contributions Receivable	3	130,527	128,306
Transfers In	4	<u>1,513</u>	<u>1,454</u>
		<u>132,040</u>	<u>129,760</u>
Expenditure			
Pension Cost - Current Service Costs	5	(243,030)	(197,950)
Pension Cost - Past Service Credit	5	-	26,010
Transfers In	7	(1,513)	(1,454)
Pension Financing Costs	8	<u>(189,830)</u>	<u>(258,630)</u>
Gross expenditure		<u>(434,373)</u>	<u>(432,024)</u>
Combined Net Expenditure		<u>(302,333)</u>	<u>(302,264)</u>
Other Comprehensive Net Expenditure			
Pension Re-measurements			
Actuarial (loss)	13.7	<u>(707,740)</u>	<u>(1,462,500)</u>
Total Comprehensive Net (Expenditure) for the year ended 31 March		<u>(1,010,073)</u>	<u>(1,764,764)</u>

The notes on pages 36 to 61 form part of these accounts.

POLICE SERVICE OF NORTHERN IRELAND
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2021

**COMBINED STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2021**

	<u>Note</u>	31 March 2021 £000	31 March 2020 £000
Non-current assets:			
Receivables	11	<u>49</u>	<u>121</u>
Current assets:			
Receivables	11	5,513	5,480
Current liabilities:			
Payables (within 12 months)	12	<u>(17,437)</u>	<u>(16,562)</u>
Net current liabilities, excluding pension liability:		<u>(11,924)</u>	<u>(11,082)</u>
Non-current liabilities			
Payables (after 12 months)	12	(49)	(121)
Pension Liability:			
Closed Scheme	13.2	(9,871,875)	(9,422,595)
New Scheme	13.3	(509,301)	(450,161)
CARE Scheme	13.4	<u>(1,049,398)</u>	<u>(686,131)</u>
Net liabilities including pension liabilities		<u>(11,442,498)</u>	<u>(10,569,969)</u>
Taxpayers' Equity:			
General Fund		<u>(11,442,498)</u>	<u>(10,569,969)</u>

The accounts on pages 32 to 61 were approved and authorised by the PSNI on 05 July 21 and were signed on its behalf by:



Simon Byrne
Chief Constable
Police Service of Northern Ireland
05 July 2021

The notes on pages 36 to 61 form part of these accounts.

POLICE SERVICE OF NORTHERN IRELAND
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2021

**COMBINED STATEMENT OF CHANGES IN TAXPAYERS' EQUITY
FOR THE YEAR ENDED 31 MARCH 2021**

	<u>Note</u>	2019-20 £000
Balance at 31 March 2019		(8,950,831)
Grant from Parent Department		145,626
Combined Net Expenditure for the Year		(302,264)
Actuarial Loss		<u>(1,462,500)</u>
Net Change in Taxpayers' Equity		<u>(1,619,138)</u>
Balance at 31 March 2020		<u>(10,569,969)</u>
		2020-21 £000
Balance at 31 March 2020		(10,569,969)
Grant from Parent Department		137,544
Combined Net Expenditure for the Year		(302,333)
Actuarial loss		<u>(707,740)</u>
Net Change in Taxpayers' Equity		<u>(872,529)</u>
Balance at 31 March 2021		<u>(11,442,498)</u>

The notes on pages 36 to 61 form part of these accounts.

POLICE SERVICE OF NORTHERN IRELAND
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2021

**COMBINED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021**

	<u>Note</u>	2020-21 £000	2019-20 £000
Cash Flows from Operating Activities			
Net expenditure for the year		(302,333)	(302,264)
Decrease/(Increase) in Receivables - non-current assets	11	72	(48)
(Increase) in Receivables - current assets	11	(33)	(1,916)
(Decrease)/Increase in Payables - after 12 months	12	(72)	48
Increase/(Decrease) in Payables - within 12 months	12	875	(1,056)
Change in pension provision			
Closed Scheme	13.2	198,740	304,800
New Scheme	13.3	9,470	(49,180)
Care Scheme	13.4	224,650	174,950
Enhancements and transfers in			
Care Scheme	13.4	1,513	1,454
Use of provision - pension liability			
Closed Scheme -			
Pension Payments	13.5	(230,739)	(223,094)
Gratuities/Commutations	13.5	(38,181)	(48,032)
Payments to and on account of leavers	13.5	-	(179)
New Scheme -			
Pension Payments	13.5	(106)	(27)
Gratuities/Commutations	13.5	(424)	(142)
Payments to and on account of leavers	13.5	-	(130)
Care Scheme-			
Pension Payments	13.5	(190)	(125)
Gratuities/Commutations	13.5	(684)	(561)
Payments to and on account of leavers	13.5	(102)	(124)
Net Cash outflow from Operating Activities		(137,544)	(145,626)
Cash flows from Financing Activities		-	-
Net Financing		<u>137,544</u>	<u>145,626</u>
Net Increase/(Decrease) in Cash and cash equivalents in the period		<u>-</u>	<u>-</u>
Cash and cash equivalents at the beginning of the period		<u>-</u>	<u>-</u>
Cash and cash equivalents at the end of the period		<u>-</u>	<u>-</u>

The notes on pages 36 to 61 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 2020-21 Government Financial 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 Accounting and Reporting by Retirement Benefit Plans are of particular relevance to these accounts. 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 schemes operated by the PSNI on behalf of members of the PSNI who satisfy the membership criteria.

Contributions to the Schemes 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 accounts summarise the transactions of the Closed Police Pension Scheme, the New Police Pension Scheme and the CARE Scheme. The Combined 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 reference to 'Combined' in the accounts relates to the consolidation of financial results for the three police schemes. The actuarial position of each pension scheme is dealt with in the Report of the Actuary (Pages 11 - 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.

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 31 March 2021 shows net liabilities of £11.44bn (£10.57bn 2019-20). 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 DOJ other than that required for the service of the specified year or retained in excess of that need.

There is no reason to believe that these 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 2020-21.

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 from 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 £5,615k in 2020-21 (2019-20 £7,748k). 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 Schemes have 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 95.1% of pensionable pay in the Closed Police Pension Scheme 1988, 75.8% of the pensionable pay in the New Police Pension Scheme 2006 and 94.2% of the pensionable pay in the CARE Scheme 2015, as determined at the start of 2020-21.

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 cost 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 was reduced in 2019-20 due to clarification of the proposed changes (subject to consultation).

A further past service cost was 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 2020-21.

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 Schemes 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 2020 of (0.55) % (i.e. 1.8% 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 (0.97) % real (i.e. 1.25% 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 (FRoM). In the intervening periods the actuary reviews the most recent actuarial valuation at the reporting date and updates it to reflect current conditions.

FRoM 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 Scheme liability recognised in these financial statements has been calculated using membership data as at 31 March 2016 and demographic assumptions adopted for the 2016 funding valuation of the Police Pension Scheme (England). Membership data has subsequently been rolled forward using cashflows as a proxy for membership movements through to 31 March 2021. These assumptions represent significant judgements on behalf of the Scheme. Whilst this approach is reasonable and provides an appropriate basis for IAS 19 valuation purposes in accordance with FRoM requirements, it introduces some degree of uncertainty.

It should therefore be recognised the results for the IAS 19 valuation at 31 March 2021 included in these financial statements may differ from those that would emerge from a full funding valuation at the same date.

2.13 Pension benefits payable

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

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

2.14 Pension payments to those retiring at their normal retirement age

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

2.15 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.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

2.21 Receivables and Payables

Total Receivables and Payables are presented in two categories to add clarity. The 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.

2.22 Critical accounting estimates and key judgements

The preparation of financial statements in conformity with IFRS requires the use of accounting estimates and assumptions. It also requires management to exercise its judgement in the process of applying the Scheme's accounting policies. The Scheme continually evaluates its estimates, assumptions and judgements based on available information and experience. As the use of estimates is inherent in financial reporting, actual results could differ from these estimates. Further information is provided in Notes 2.9 and 13. The estimates and assumptions relating to the pension liability have the most significant risk of causing a material adjustment to the carrying amounts. Further information including the assumptions underpinning the pension liability, calculation approach for the McCloud legal judgment and a sensitivity analysis is set out in Note 13.

2.23 Accounting standards, interpretations and amendments to published standards adopted during the year ended 31 March 2021

The PSNI has reviewed the accounting standards, interpretations and amendments to published standards that became effective during 2020-21 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.

2.24 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 that are due to come into effect in future years and concludes that these are not expected to have a significant impact on the PSNI Pension Accounts going forward.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

3. Contributions receivable

	<u>Note</u>	2020-21 £000	2019-20 £000
Employers' Contributions:			
Closed Scheme		11,504	15,846
New Scheme		629	817
CARE Scheme		78,192	70,432
Employees' Contributions:			
Closed Scheme			
Normal		4,707	6,485
New Scheme			
Normal		212	274
CARE Scheme			
Normal		29,668	26,704
Early Retirement		<u>5,615</u>	<u>7,748</u>
		<u>130,527</u>	<u>128,306</u>

£132.9 million contributions are expected to be payable to the Scheme in 2021-22.

4. Transfers in – see note 7

Individual transfers in from other schemes			
CARE Scheme	13.4	<u>1,513</u>	<u>1,454</u>
		<u>1,513</u>	<u>1,454</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

5. Service cost

Current Service Cost	Note	2021-20 £000	2019-20 £000
Closed Scheme	13.2	(31,260)	(35,410)
New Scheme	13.3	(1,360)	(1,480)
CARE Scheme	13.4	<u>(210,410)</u>	<u>(161,060)</u>
		<u>(243,030)</u>	<u>(197,950)</u>
Past Service (Cost)/Credit			
Closed Scheme	13.2	-	(35,500)
New Scheme	13.3	-	61,510
		=	<u>26,010</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 was 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 Scheme members. PSNI actuaries (The Government Actuary Department) using specific assumptions had estimated the potential increase in Scheme liabilities as a result of the judgment to be approximately 2.7% of PSNI Pension Scheme liabilities as at March 2019. In 2019-20 this cost was reduced by a past service credit of £61.5m due to clarification on the proposed changes (subject to consultation).

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 2020-21 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>	2020-21 £000	2019-20 £000
Individual transfers in from other schemes			
CARE Scheme	13.4	<u>1,513</u>	<u>1,454</u>
		<u>1,513</u>	<u>1,454</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

		2020-21 £000	2019-20 £000
Interest charge for the year:			
Closed Scheme	13.2	(167,480)	(233,890)
New Scheme	13.3	(8,110)	(10,850)
CARE Scheme	13.4	<u>(14,240)</u>	<u>(13,890)</u>
		<u>(189,830)</u>	<u>(258,630)</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 Utmost 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:

	2020-21	2019-20
	£000	£000
Movements in the year:		
Balance at 1 April	767	774
New investments	7	7
Sale of investments to provide pension benefits	(50)	-
Changes in market value of investments	<u>130</u>	<u>(14)</u>
Balance at 31 March	<u>854</u>	<u>767</u>
Contributions received to provide life cover	-	-
Benefits paid on death	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>

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

POLICE SERVICE OF NORTHERN IRELAND
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2021

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

11. Receivables – contributions due in respect of pensions

	2020-21 £000	2019-20 £000
Amounts falling due after 1 year:		
Pension overpayments	110	211
Provision for doubtful debts	<u>(61)</u>	<u>(90)</u>
	<u>49</u>	<u>121</u>
Amounts falling due within 1 year:		
Pension overpayments	45	30
Amounts due from PSNI main accounts	<u>5,468</u>	<u>5,450</u>
	<u>5,513</u>	<u>5,480</u>
At 31 March	<u>5,562</u>	<u>5,601</u>

**POLICE SERVICE OF NORTHERN IRELAND
POLICE PENSION ACCOUNTS FOR YEAR ENDED 31 MARCH 2021**

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

12. Payables in respect of pensions

	<u>Note</u>	2020-21 £000	2019-20 £000
Amounts falling due within 1 year:			
Amount due to PSNI main accounts		11,827	10,970
Backdated Commutation Payments	6	142	142
HM Revenue and Customs		<u>5,468</u>	<u>5,450</u>
		<u>17,437</u>	<u>16,562</u>
Amounts falling due after 1 year:			
Amounts due to PSNI main accounts		<u>49</u>	<u>121</u>
At 31 March		<u>17,486</u>	<u>16,683</u>

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 IAS 19 actuarial valuation of each Scheme was carried out as at 31 March 2021 by the Government Actuary's Department. The Report of the Actuary on pages 11 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:

	At 31 March 2021	At 31 March 2020	At 31 March 2019	At 31 March 2018	At 31 March 2017
Rate of increase in salaries	3.72%	4.10%	4.10%	3.95%	4.55%
Long term rate of increase in pensions	2.22%	2.35%	2.60%	2.45%	2.55%
Short term rate of increase in salaries	3.72%	4.10%	4.10%	3.95%	1.00%
Rate of CPI inflation	2.22%	2.35%	2.60%	2.45%	2.55%
Rate for discounting scheme liabilities	1.25%	1.80%	2.90%	2.55%	2.80%
Rate of CARE revaluations	3.47%	3.60%	3.85%	3.70%	3.80%

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13. Pension liabilities (continued)

Mortality rate

Expectation of life in years of current pensioners

At 31 March	2021	2020	2019	2018	2017
Males (Age 65)	22.0	21.9	22.7	22.6	23.2
Females (Age 65)	23.7	23.6	24.3	24.2	25.2

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

At 31 March	2021	2020	2019	2018	2017
Males (45 year old future pensioner at age 65)	23.7	23.6	24.6	24.5	25.2
Females (45 year old future pensioner at age 65)	25.3	25.2	26.2	26.1	27.3

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 greatest 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 the 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)

13. Pension liabilities (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:

	2020-21	2019-20	2018-19	2017-18	2016-17
Closed Police Pension Scheme:					
Active Members	554	844	1,191	1,657	2,067
Deferred Members	1,124	1,164	1,121	1,128	1,194
Pensioners in Payment Members	14,159	14,014	13,818	13,417	13,003
Pensioners in Payment Dependents	2,059	2,011	1,972	1,922	1,919
Compensation Payments	-	-	-	-	1
New Police Pension Scheme:					
Active Members	38	49	62	80	98
Deferred Members	206	195	181	170	146
Pensioners in Payment Dependents	21	10	6	4	3

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13. Pension liabilities (continued)

	2020-21	2019-20	2018-19	2017-18	2016-17
CARE Pension Scheme:					
Active Members	6,226	5,836	5,295	4,838	4,450
Deferred Members	154	129	100	78	46
Pensioners in Payment					
Dependents	121	78	42	24	3

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	(9.5)%	(948.0)
Rate of increase in salaries	+1/2% a year	0.5%	58.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	7.5%	749.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.5%	352.0

New Scheme

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	+1/2% a year	(17.5)%	(89.0)
Rate of increase in salaries	+1/2% a year	7.0%	36.0
Rate of increase in pensions/deferred revaluation	+1/2% a year	10.5%	52.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.0%	17.0

CARE Scheme

Change in Assumption*		Impact on DBO	
		%	£Million
Rate of discounting scheme liabilities	+1/2% a year	(17.5)%	(184.0)
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%	192.0
Life expectancy: each pensioner subject to longevity of an individual 1 further year than assumed		3.05	35.0

* 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)

13.2 Analysis of movement in the Closed Pension Scheme liability

	2020-21	2019-20
	£000	£000
Scheme Liability at 1 April	(9,422,595)	(8,164,690)
Current Service Cost	(31,260)	(35,410)
Past Service Cost	-	(35,500)
Pension Financing Cost	<u>(167,480)</u>	<u>(233,890)</u>
	<u>(198,740)</u>	<u>(304,800)</u>
Benefit payments (see note 13.5)	268,920	271,126
Payments to and on account of leavers(see note 13.6)	-	179
Actuarial (loss) (see note 13.7)	<u>(519,460)</u>	<u>(1,224,410)</u>
Scheme Liability at 31 March	<u>(9,871,875)</u>	<u>(9,422,595)</u>

During the year ended 31 March 2021 employee contributions represented an average of 14.32% (14.32% 2019-20) of pensionable pay. Employer contributions represented an average of 35.0% (35.0% 2019-20) for 2020-21 as directed by Government and DoF through DOJ.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.3 Analysis of movement in the New Pension Scheme liability

	2020-21 £000	2019-20 £000
Scheme Liability at 1 April	(450,161)	(373,530)
Current Service Cost	(1,360)	(1,480)
Past Service Credit	-	61,510
Pension Financing Cost	<u>(8,110)</u> (9,470)	<u>(10,850)</u> (49,180)
Benefit Payments (see note 13.5)	530	169
Payments to and on account of leavers (see note 13.6)	-	130
Actuarial (loss) (see note 13.7)	<u>(50,200)</u>	<u>(126,110)</u>
Scheme Liability at 31 March	<u>(509,301)</u>	<u>(450,161)</u>

During the year ended 31 March 2021, employee contributions represented an average of 11.78% (11.79% 2019-20) of pensionable pay. Employer contributions represented an average of 35.0% (35.0% 2019-20) of pensionable pay as directed by Government and DoF through DOJ.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.4 Analysis of movement in the CARE Pension Scheme liability

	2020-21 £000	2019-20 £000
Scheme Liability at 1 April	(686,131)	(398,557)
Current Service Cost	(210,410)	(161,060)
Pension Financing Cost	<u>(14,240)</u> (224,650)	<u>(13,890)</u> (174,950)
Transfers In	(1,513)	(1,454)
Benefit Payments (see note 13.5)	874	686
Payments to and on account of leavers (see note 13.6)	102	124
Actuarial (loss) (see note 13.7)	<u>(138,080)</u>	<u>(111,980)</u>
Scheme Liability at 31 March	<u>(1,049,398)</u>	<u>(686,131)</u>

During the year ended 31 March 2021, employee contributions represented an average of 13.28% (13.27% 2019-20) of pensionable pay. Employer contributions represented an average of 35.0% (35.0% 2019-20) of pensionable pay and are proposed to be maintained at this level for 2021-22 as directed by Government and DoF through DOJ.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.5 Analysis of benefits paid

	2020-21	2019-20
	£000	£000
Closed Scheme:		
Pension Payments	230,739	223,094
Gratuities/Commutations	38,181	48,032
Payments to and on account of leavers (see note 13.6)	<u>-</u>	<u>179</u>
Total benefits paid	<u>268,920</u>	<u>271,305</u>
New Scheme:		
Pension Payments	106	27
Gratuities/Commutations	424	142
Payments to and on account of leavers (see note 13.6)	<u>-</u>	<u>130</u>
Total benefits paid	<u>530</u>	<u>299</u>
CARE Scheme:		
Pension Payments	190	125
Gratuities/Commutations	684	561
Payments to and on account of leavers (see note 13.6)	<u>102</u>	<u>124</u>
Total benefits paid	<u>976</u>	<u>810</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.6 Analysis of payments to and on account of leavers

	2020-21 £000	2019-20 £000
Closed Scheme:		
Refunds to members leaving service	-	54
Individual transfers to other Schemes	=	<u>125</u>
Payments to and on account of leavers	=	<u>179</u>
New Scheme:		
Individual transfers to other Schemes	=	<u>130</u>
Payments to and on account of leavers	=	<u>130</u>
CARE Scheme:		
Refunds to members leaving service	82	31
Individual transfers to other Schemes	<u>20</u>	<u>93</u>
Payments to and on account of leavers	<u>102</u>	<u>124</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.7 Analysis of actuarial (loss)/gain

	2020-21 £000	2019-20 £000
Closed Scheme:		
Experience gains/ (losses) arising on the Scheme liabilities	155,240	(167,120)
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>(674,700)</u>	<u>(1,299,170)</u>
	<u>(519,460)</u>	<u>(1,224,410)</u>
New Scheme:		
Experience gains/ (losses) arising on the Scheme liabilities	7,870	(1,080)
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>(58,070)</u>	<u>(137,060)</u>
	<u>(50,200)</u>	<u>(126,110)</u>
CARE Scheme:		
Experience (losses)/gains arising on the Scheme liabilities	(6,600)	43,990
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>(131,480)</u>	<u>(172,020)</u>
	<u>(138,080)</u>	<u>(111,980)</u>
Total actuarial loss	<u>(707,740)</u>	<u>(1,462,500)</u>

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

13.8 History of experience gain/(loss)

	2021	2020	2019	2018	2017
	£m	£m	£m	£m	£m
Closed Scheme					
Experience loss/gain on the scheme liabilities:					
Amount (£m)	155.24	(167.12)	314.60	(74.54)	27.39
Percentage of the present value of the scheme liabilities	1.66%	(1.77%)	3.85%	(0.90%)	0.30%
Total amount recognised in statement of changes in Taxpayers Equity					
Amount (£m)	(519.46)	(1,224.41)	622.42	(99.47)	(1,453.90)
Percentage of the present value of the scheme liabilities	(5.55%)	(13.0%)	7.60%	(1.20%)	(17.30%)
New Scheme					
Experience loss/gain on the scheme liabilities:					
Amount (£m)	7.87	(1.08)	7.89	7.39	(0.39)
Percentage of the present value of the scheme liabilities	1.55%	(0.24%)	2.10%	1.90%	(0.11%)
Total amount recognised in statement of changes in Taxpayers Equity					
Amount (£m)	(50.20)	(126.11)	34.81	(5.60)	(124.51)
Percentage of the present value of the scheme liabilities	(9.86%)	(28.0%)	9.30%	(1.50%)	32.97%
CARE Scheme					
Experience loss/gain on the scheme liabilities:					
Amount (£m)	155.24	(167.12)	314.60	(74.54)	27.39
Percentage of the present value of the scheme liabilities	1.66%	(1.77%)	3.85%	(0.90%)	0.30%
Total amount recognised in statement of changes in Taxpayers Equity					
Amount (£m)	(519.46)	(1,224.4)	622.42	(99.47)	(1,453.90)
Percentage of the present value of the scheme liabilities	(5.55%)	(13.0%)	7.60%	(1.20%)	(17.30%)

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 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

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.

McCloud/Sargeant

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 consulted and published its proposals for the Remedy of the discrimination in January 2021.

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 set out proposals to remedy discrimination in schemes made under the Public Service Pensions (Northern Ireland) Act 2014. The results of the consultation, to proceed with the deferred choice underpin, were published in February 2021 as set out on page 9. This approach means all eligible members will receive a choice at the point of retirement whether to take legacy or reformed scheme benefits for the period between 1 April 2015 and 31 March 2022, known as the remedy period. All public servants who continue in service from 1 April 2022 onwards will do so as members of their respective reformed scheme (alpha pension scheme). These proposals have been developed at the Collective Consultation Working Group, which is the recognised forum for consultation on pension policy for devolved schemes and where both public service employers and employees are represented.

Work is progressing on the legislative steps required to implement the remedy. The pension liability as at 31 March 2021 includes provision for management’s best estimate of the higher expected costs to implement the remedy under the latest proposals based on information currently available. Should there be any further change to the proposals, amounts recognised may need to be revised.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

15. Contingent Liabilities disclosed under IAS 37 (continued)

GMP equalisation and indexation

The Government has recently published a further consultation on indexation and equalisation of Guaranteed Minimum Pensions (GMP), with the proposal being to extend the “interim solution” to those members who reach State Pension Age after 5 April 2021 (7 October 2020). A past service cost was recognised in 2019-20 for extending the equalisation to all future retirees. There was also a further court ruling on 20 November 2020 regarding GMP equalisation. The court ruled that scheme trustees are required to revisit past Cash Equivalent Transfer Values (CETVs) to ensure GMP equalisation. This may result in additional top-ups where GMP Police Pension Scheme and related schemes equalisation means that members did not receive their full entitlement. For public service pension schemes, it is expected that this ruling will be taken forward on a cross scheme basis and will need legal input. This may require revisiting past CETV cases for members with State Pension age after 5 April 2016 and who took a CETV from the scheme before CETVs were equalised.

The scope of any liability is yet to be determined as there is currently insufficient data on historic CETVs to estimate the potential impact, however it is anticipated to be a relatively small uplift for a relatively small subset of members (ie those who took a CETV and are in scope for a top up).

Survivors Pension

A legal challenge has been brought against the Police Pension Scheme (Northern Ireland) in regard to historic provision of survivors’ benefits provided for unmarried partners. This is an ongoing claim and no costs have been provided for at this stage. Provisional work undertaken by GAD, estimates that if the court ruled in favour of the survivor, past service costs of between £25-£70m could be incurred.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS (CONTINUED)

16. Losses and special payments

During the year there were £113,257 (40 cases of overpayments written off) of Losses or Special Payments recorded (2019-20: Nil in respect 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, as shown in the statement of cash flows.

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

There have been no events after the reporting period.

The Annual Report and accounts were authorised by the Chief Constable to be issued on the 09 July 2021.

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