



**Serving our communities to
make them safer and stronger**

THE CHIEF CONSTABLE OF HUMBERSIDE

FINANCIAL STATEMENTS

2019/20

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NARRATIVE REPORT TO THE STATEMENT OF ACCOUNTS

INTRODUCTION

This is the Statement of Accounts for the Chief Constable of Humberside Police for the year ended 31 March 2020. These accounts have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2019/20 published by the Chartered Institute of Public Finance and Accountancy (CIPFA).

The purpose of the narrative report is to offer interested parties a fair, balanced and easily understandable guide to the most significant matters reported in the accounts. A 'Glossary of Terms' (to help explain some of the technical terms) can be found in the appendices.

ABOUT HUMBERSIDE POLICE

The Humberside Police Force area is located in the east of England and covers the local authority areas of the East Riding of Yorkshire, Kingston upon Hull, North East Lincolnshire and North Lincolnshire.

It has a total area of c1300 square miles around the Humber Estuary and has a population of over 0.9 million. Nearly 90% of the area is rural. Its largest settlement is Kingston upon Hull and other major settlements include the port and local town of Grimsby, the resorts of Cleethorpes and Bridlington, and the industrial town of Scunthorpe. The predominantly rural areas of the East Riding, North Lincolnshire and North East Lincolnshire include the market towns of Beverley, Brigg, Epworth and Barton and there is a logistics hub to the west, around Goole, the UK's most inland port.

The area maintains its strong maritime heritage and the port infrastructure accounts for more than 15% of UK overseas trade. Around one million people a year travel to and from continental Europe by ferry via Hull and a further quarter of a million people travel on domestic and international flights from Humberside Airport.

Keith Hunter is the PCC and Lee Freeman is the Chief Constable. The PCC's Police and Crime Plan was published in March 2017, reflecting his long term vision and aspirations for policing in the Humberside Force area. The Plan also set out details of his intention to re-invigorate partnership working to assist in addressing crime and community safety issues. It contains three key aims:-

- To deliver increasingly self-sustaining and safe communities;
- To build public confidence in the agencies involved in creating safer communities and
- To provide services to victims and the most vulnerable that meet their needs

The following page shows the Force Plan on a Page which clearly articulates our strategic priorities and is designed to deliver our overall aim of 'Serving our communities to make them safer and stronger'.

HUMBERSIDE POLICE - OUR PLAN ON A PAGE



Serving our communities to make them safer and stronger

CONNECTED

To deliver the right services, we will:



Be accessible and engaging:

We will engage in a meaningful way with those we serve. We will be part of our local communities and create real connections with the people in those communities. We see ourselves as accountable to the people in our communities. We will be visible, accessible and trusted. We will listen, talk, explain and provide information, both face to face and through digital channels.



Understand and prioritise the needs and demands in our communities:

We will constantly assess and review where the biggest need for our services is coming from and how we can meet that need. We will prioritise our resourced based on harm, vulnerability and the needs of our communities.



Collaborate in effective partnerships:

We will work with the right partners to deliver services together that genuinely help to improve people's lives. We will focus on prevention and early intervention where we can. We will set out clear ways of working and roles with partners to ensure that individuals and communities needs come first.

COMMUNITIES

We serve our communities to make them safer and stronger by:



Keeping people safe and protecting vulnerable people:

We support and protect vulnerable people. We help communities to be resilient and to protect themselves. We prevent and reduce harm caused by crime and anti-social behaviour.



Tackling and investigating crime and ASB:

We identify, respond to, and investigate crime and anti-social behaviour. We deal appropriately with offenders.



Developing place-based teams who work with partners in their local areas:

We ensure that our communities receive the services that most meet their needs. We look after victims and we look out for those who are vulnerable.



Building Trust and Confidence so people feel safe:

We communicate openly and honestly with the public to build trust in our services, in order to help them feel safe and reassured.

RESOURCES

To enable us to perform well, we will:



Improve the effectiveness and efficiency of our processes:

Review and simplify the processes we use that help us to do our jobs better and serve our people and communities.



Improve our planning and decision-making:

Create efficient and effective governance to make sure we are doing the right things, doing things right, and making decisions in a transparent way. We will make every meeting count.



Use technology and data effectively:

We will ensure that we use the available technology and systems to help our people deliver better services to communities, now and in the future.



Make evidence-based decisions:

We will gather, share, analyse and act on data and intelligence to make better decisions about how to use our resources.

PEOPLE

The key to our success is our people. We will:



Ensure Humberside Police is a great place to work:

We will engage with our people meaningfully and as individuals. We will motivate and lead our people in a way that helps them feel supported to deal with the pressures their job brings.



Attract, recruit and retain the right people:

We will be an employer of choice because of our reputation as a great place to work. We will recruit and retain talented and passionate people who reflect our communities.



Develop our people:

We will create an environment where learning is encouraged and valued. We will help everyone develop and improve to be the best they can be. We will provide our people with the skills they need for the future.



Manage our resources effectively:

We will ensure that public money is spent wisely. We will plan our current and future workforce and resource management with vigilance and integrity.

The foundation of everything is our culture, values and behaviours



We will create a working environment where our people are empowered, valued, trusted and optimistic. We will always act with fairness, integrity and respect. We will deliver our service with professionalism, compassion and with a strong victim focus. We will take every opportunity to learn, to work as one team and to recognise and reward success. We will act confidently and will be proud to work for Humberside Police.

FORCE PERFORMANCE

Throughout 2019/20, the force has continued to engage extensively with Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), building on a positive working relationship that has contributed to genuine improvements in policing and services to the public.

A great deal of work has been undertaken through planning and liaison to prepare for the new Police Effectiveness Efficiency and Legitimacy (PEEL) 2020 inspection framework and to ensure this is now part of the overall business and the corporate planning process for the force. For 2019/20, the judgements from our inspection in 2018 remain formally in place, having been graded as Good across all three pillars and ten questions.

QUESTIONS	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
YEAR	EFFECTIVENESS					EFFICIENCY		LEGITIMACY		
2015	-	-	RI	-	-	I	I	-	-	-
2016	G	RI	I	G	-	RI	RI	G	G	RI
2017	G	RI	RI	G	-	RI	G	G	G	G
2018	G	G	G	G	-	G	G	G	G	G

G = Good RI = Requires Improvement I = Inadequate

In 2019 / 2020 the force:

- Answered 154,449 emergency (999) calls, answering 91% of 999 calls within 10 seconds.
- Answered 377,588 non-emergency (101) calls, answering 88.3% of 101 calls within 30 seconds.
- Reduced the number of abandoned 999 and non-emergency calls
- 999 abandoned calls 2018/19: 0.1%, 2019/20 0.03%.
- 101 abandoned calls 2018/19: 2.7% 2019/20 1.7%.
- Achieved faster response times Force Wide in March 2020 compared to March 2019, with response times to emergency calls reducing by an average of 1 minute 23 seconds. Average response times to emergency Domestic Abuse calls for service force wide reduced by 58 seconds from the April 18/19 average to the April 19/20.
- 16,443 custodies, 31,518 arrests and 5,496 charges for the year 19/20.
- Caught 402 drivers using mobile phones, 105 not in a position to have proper control.
- Arrested 1,517 drivers under the influence of drink or drugs.
- Led 539 mentally ill people to a place of safety through the use of Section 136
- Reduction of 12% of reported missing persons from children's homes from April 18/19 to April 19/20
- £339,143.69 forfeited cash seized and over £237,570.14 in compensation returned to victims of financial crime.

- Criminals sold assets and paid over £345,743.09 in confiscation.
- During the year a total of £965,262.14 has been taken from Humberside criminals
- Stopped and searched 3,047 people (plus a further 207 searches for vehicle only)

In October 2019 we successfully commenced a Force Pilot, to perform the role of a force proactive resource to address vulnerability and harm within Communities. The resource is branded as Operation Galaxy and has achieved significant results, with a variety of tangible outcomes associated with both vulnerability and Serious and Organised Crime. As a result of this operation between October and March alone we made 298 arrests, seized over £0.5million of drugs, over £50,000 in cash and over £30,000 in other assets, made 56 Organised Crime Group disruptions and located 9 high risk missing persons. The Chief Officer Group have recently sanctioned that Operation Galaxy will become a permanent feature for the force providing excellent value for the resources invested.

Throughout 2019/20 we have delivered our Domestic Abuse Coordination Team (DACT), a 24/7 dedicated function within the Force Control Room.

2019/2020 saw the rollout of our new Missing Persons policy and procedure in response to growing demand and the successful introduction of a Modern Slavery and Human Trafficking investigation team.

Progress has been made in many areas of policing including in Organised Crime Group disruption, investigations related to Protecting Vulnerable People and road safety.

In November 2019 our Early Intervention teams received national recognition at the Howard League Community Awards for their outstanding work in working with partner organisations and preventing anti-social behaviour.

The force has continued to work hard at tackling Anti-Social Behaviour in the community and we have rolled out our new Neighbourhood Policing Strategy over the course of 2019/20.

We have continued to increase our officer numbers throughout 2019/20, ahead of the proposed national uplift programme. We now have around 500 more police officers when compared to 2016, reflecting our commitment to focus on highly visible community policing. As a result of this our service to the public has continued to improve, with reduced patrol response times across the board and our time spent dealing with incidents has also improved.

In July 2019 we completed the roll out of Body Worn Video systems to front line staff to support victims by improving the evidence available for criminal proceedings, to improve transparency and build public trust, and to protect our officers from aggressive behaviour and vexatious complaints.

We successfully responded to a declared major incident in February 2020 following serious flooding in the Snaith and East Cowick area of East Yorkshire. This involved a number of strategic groups delivered with various partners to safeguard the community and mitigate the impact of the incident on property.

COVID-19 Response and Recovery

We will continue to respond to the Covid-19 pandemic through Operation Flame, our strategic operation to work with relevant partners to mitigate the impact of Covid-19 on our local communities, and to work together with others to promote recovery to a state of normality. We will deliver a structured recovery phase that will focus on improving the force by embedding the lessons learned around remote engagement with the public, partnership working and organisational efficiency.

Operation Uplift

As part of the national programme to provide 20,000 more police officers to UK forces, we will be initially progressing the first year of our Operation Uplift programme, to bring on board 97 new operational posts. 30 officer posts will be provided to form Safeguarding Units within our local policing command Domestic Abuse teams, 29 posts to support response and patrol teams across the region and 23 posts to support the permanent establishment of our highly successful proactive Operation Galaxy. Other specialist posts will be created in our Roads Policing Unit, Professional Standards department and to support rural policing.

FINANCIAL PERFORMANCE

Medium Term Resourcing Strategy

On 5 February 2019, the PCC approved the Medium Term Resource Strategy (MTRS) for 2019/20 – 2023/24, including an annual budget of £194.507m for 2019/20. This budget was amended by the PCC to reflect carry forwards of underspends in 2018/19 and specific additional allocations approved during the year, principally for the additional 0.5% pay award and the creation of a digital innovation team. The level of reserves use, primarily on partnerships, was also revised resulting in a final approved budget of £192.728m.

The Government announced in July 2020 its intention to recruit nationally an additional 20,000 police officers over the following 3 years, known as Operation Uplift. The Force was set a target to recruit an additional 97 officers by March 2021 and was allocated £464k in 2019/20 to commence recruitment.

A mid-year financial review was undertaken involving detailed analysis by Commanders/Heads of Department in conjunction with the management accounting team of expenditure to date and future commitments. This identified pressures and offsetting savings of £1.235m, additional recurrent savings of £938k to support the Force savings programme, and pressures on the employee budget arising from the additional 0.5% pay award and accelerated recruitment. The budgets were realigned to reflect the changes approved within the mid-year review, the additional grant received for the officer uplift and an additional allocation from reserves to meet the pay award.

Actual expenditure for the year was £190.478m achieving a year end underspend of £2.251m. This was greater than the period 10 projected underspend of £1.847m. The main area of underspend was on capital financing costs (£2.092m), primarily due to a change in the basis of calculation for the minimum revenue provision. In addition there were underspends on ill health injury awards (£318k) and IS contracts (£203k) offset by additional costs for forensic science services (£289k) and covert investigation telecom charges (£110k).

The performance on overtime continued to improve following the 40% reduction in officer overtime in the previous year. In 2019/20 there was a further 9% reduction in overtime expenditure to £3.430m. Police staff and PCSO overtime dropped by 13% (following on from the 45% reduction in 2018/19) to £600k.

Reserves at the start of 2019/20 totalled £20.002m and the original budget assumed use of £6.860m on a range of activities including the full year impact of accelerated officer recruitment (£1.227m) and support for partners on crime reduction (£1.644m). Reserves of £2.830m were actually used and the total level of reserves at 31 March 2020 stands at £17.172m.

Force Savings Plan

The savings target within the MTRS for 2019/20 was £3.750m. This formed part of a 5 year savings plan totalling £13m resulting in the level of reserves reducing to the minimum level permitted under the reserves strategy i.e. retain general reserves at 3% but utilise all of the PCC's earmarked reserves.

The force fully delivered against its savings target as summarised below.

Savings Area	Target 2019/20 £000	Achieved 2019/20 £000	Comment
PCSOs	1,060	1,600	Saving of 45.6 PCSOs primarily through transfer to vacant student officer posts.
Police Staff	600	274	Business Support £40k, executive support £61k, CJU/Typing Support £127k, CDB £36k, other £9k
Overtime	400	523	Officers £320k, staff £203k
HR Decoupling	100	-	Delayed until 2020/21
IS contracts	1,040	558	Support/maintenance and network rentals
Borrowing costs	200	362	Savings delivered through a review of the basis of MRP calculation
Other Non-Pay	350	433	ESFM contract £58k, MFD contract £50k, various through MYR £325k
TOTAL	3,750	3,750	

As part of the MTRS update for 2020/21 the Force has reviewed its savings programme in order to maintain reserves at the minimum permitted level. The overall requirement has now been reduced to £10m. The MTRS includes areas of activity from which savings can be made over the period to 2024/25. This is detailed below.

	2020/21	2021/22	2022/23	2023/24	2024/25	Total
	£000s	£000s	£000s	£000s	£000s	£000s
Officer supervision	165	-	210	-	-	375
Police Staff	-	550	550	-	-	1,100
PCSO shift/weekend allowances	150	-	-	-	-	150
Overtime	500	200	200	200	200	1,000
HR Decoupling	415	-	-	-	-	415
ORACLE Fusion	-	-	225	325	100	650
CDB reviews	300	600	600	900	900	3,600
Non Pay	570	900	365	450	450	2,735
TOTAL	2,100	2,250	2,150	1,875	1,650	10,025

Capital Programme

A summary of capital performance compared to budget is shown in the table below:-

CAPITAL PROGRAMME	CURRENT BUDGET £000	2019/20 ACTUAL £000	VARIANCE £000
Estates Programme	9,950	3,766	6,184
ICT Programme	6,171	3,327	2,843
Vehicles & Equipment	2,622	1,694	928
Grand Total	18,742	8,787	9,955

The main areas of expenditure during 2019/20 were Melton 2 (£1.116m), Grimsby Police Station (£906k), vehicles (£1.168m) and IT mobility roll out (£1.897m).

The main areas of underspend were on Melton 2 (£4.103m) due to delay in project commencement, Scunthorpe Police Station (£624k underspend) due to work with the Local Authority and partners to identify future provision in the town, Smart Contact (£452k underspend) due to delay in implementation, and personal computers (£496k underspend) due to recycling of existing hardware.

The refreshed capital programme 2019/20 - 2024/25 is £62.5m and includes provision for a new building at Melton (£26.9m), vehicle replacement (£5.5m), replacement Emergency Services Network (£2.8m), further investment in mobile technology (£2.0m) and an upgrade to ORACLE ERP system (£1.6m).

CHIEF FINANCE OFFICER'S STATEMENT

The accounts provide a record of the financial position and performance for the year and incorporate transactions relating to the force.

The Annual Governance Statement for Humberside Police for 2019/20 has been published separately and is available on the force website.

Explanation of Accounting Statements

The financial statements have been prepared in accordance with the CIPFA Code of Practice on Local Authority Accounting.

The financial statements reflect the current legislative framework as well as the local arrangements operating in practice. Key elements of this framework include:

- The Police Reform and Social Responsibility Act 2011 (PRSRA);
- The Home Office Financial Management Code of Practice for the Police Forces for England and Wales and Fire and Rescue Authorities created under Section 4A of the Fire and Rescue Services Act 2004 (July 2018).

The Corporate Governance Framework includes:-

- A Statement of corporate governance – statutory framework and local policy;
- A Code of corporate governance – setting out how the good governance core principles will be implemented;
- A Scheme of corporate governance – defines the parameters within which the corporations sole will conduct their business;
- Separate policy and procedures for each corporation sole, with protocols where they operate jointly.

The Police and Crime Commissioner is responsible for the finances of the whole PCC Group and controls the assets, the majority of liabilities and reserves. The PCC receives all income and funding and makes all payments for the PCC Group from the PCC Police Fund.

In turn, the Chief Constable has a duty to fulfil prescribed functions under the PRSRA within the annual budget (set by the Police and Crime Commissioner in consultation with the Chief Constable) in line with the approved Corporate Governance Framework. This Framework sets out how the two “corporations sole” will discharge their respective responsibilities.

The Statement of Responsibilities details the responsibilities of the Chief Constable (CC) and the Chief Finance Officer/S.151 Officer for the Accounts. This statement is signed and dated by Chief Finance Officer/S.151 Officer under a statement that the Accounts give a True and Fair View of the financial position of the CC at the accounting date and its income and expenditure for the year ended 31 March 2020.

The Movement in Reserves Statement shows the movement in the year on the different Reserves held by the CC. This statement is split into usable and unusable Reserves; the usable Reserves are those that can be used by the CC to fund expenditure; and the unusable Reserves are those Reserves that are required to mitigate the effect of some transactions on council tax and those Reserves that are created to mitigate unrealised gains and losses.

The Comprehensive Income and Expenditure Statement shows the accounting cost of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation.

The Balance Sheet shows the value of the Assets and Liabilities recognised by the CC at the Balance Sheet date.

The Cash Flow Statement shows the changes in cash and cash equivalents during the year. This statement shows how the CC generates and uses its cash and cash equivalents by classifying cash flows as operating, investing and financing activities.

The Pension Fund Account shows the movements relating to the Police Pension Fund.

The notes to the accounting records provide more detail about the accounting policies and individual transactions.

Financing of Capital Expenditure

The PCC has a rolling capital programme that is reviewed throughout the year. The programme is financed by external borrowing, capital receipts and revenue contributions.

Future Spending Plans

The PCC has published a Medium Term Resource Strategy for 2020/21 to 2024/25 which sets out the overall shape of the PCCs budget. It establishes how available resources will best deliver the Police and Crime Plan and mitigate corporate risks identified. The current level of borrowing is £65.966m. The operational boundary is £150.000m and the authorised limit is £180.000m (these are part of the PCC's prudential indicators that have been previously agreed in the PCC's Treasury Management report; Published March 2020).

International Accounting Standard 19 (IAS 19)

IAS 19 requires employers to report the full cost of pension benefits as they are earned, regardless of whether they have been paid for. The total liability is £2,383m (2018/19 was £2,580m); this is split between the Local Government Pension Scheme £289m (2018/19 was £346m) and the Police Pension Schemes (1987 and 2015) £2,094m (2018/19 was £2,234m). It should be noted that IAS 19 does not impact upon the level of balances held by the PCC. (Under IAS 19 injury awards are now recognised in the PCC Group accounts).

Humberside Police Pension Fund Account

The Financial Statements include a separate section for the Humberside Police Pension Fund Account. Under the pension funding arrangements each CC in England is required by legislation to operate a Pension Fund and the amounts that must be paid into and out of the fund are specified by regulation.

Change in Statutory Function

There have been no changes to the CC's statutory functions during 2019/20.

Significant Changes in Accounting Policies

There have been no significant changes to the accounting policies used by the CC.

Material Events after 31 March

Between issuing the draft accounts and the completion of the audit one adjusting event has occurred:

IAS19 Pensions – McCloud Judgement

In December 2018 the Court of Appeal ruled that the transitional protection offered to some members as part of reform to public sector pensions amounted to unlawful discrimination. In June 2019 the Supreme Court refused leave to appeal on the case. Therefore, on 16 July 2020 HM Treasury published their 'Public Service Pension Scheme Consultation: Changes to the transitional arrangements to the 2015 Schemes' document which contained their proposed remedy to the McCloud/Sargeant judgement. In particular, those who were members of a public sector pension scheme on or before 31 March 2012 and on or after 1 April 2015 are to be in the scope to choose between their 2015 Scheme or legacy scheme benefits for the period April 2015 to April 2022.

The approach originally used when calculating the IAS19 Pensions cost in 19-20 in respect to the McCloud judgement assumed that all members who were in service on 1 April 2015 would be eligible. At the point of producing the unaudited accounts details of the case and the potential form of the eventual remedy were still unclear. Since the consultation has been published in July 2020 the actuaries have compared the original assumptions used to the eligibility set out in the consultation document and have highlighted that the original approach has overstated the potential McCloud/Sargeant liability.

The impact of the published consultation on the PCC Group 19-20 accounts is a decrease of £25.2m in the pension scheme liability, a £4.6m reduction in current service costs, a £18m reduction in past service cost, a £0.60m reduction in interest costs and an increase in Actuarial Gains/Losses of £1.5m. These adjustments have been reflected in the final published accounts for 19-20.

Going Concern

The Medium Term Resource Strategy ensures a balanced budget over the medium term. The CC for Humberside and Humberside Police will remain a Going Concern.

Further Information

You can also find more information about the finances of the Force on the respective websites and www.humberside.police.uk

Acknowledgement

I would like to express my appreciation to Sabine Braddy, who completed the majority of the work on these accounts, and to colleagues within the Force Finance Team for their assistance in compiling the financial statements. I would also like to thank the Assistant Chief Officer (Resources), other operational managers within the Force and the PCC CFO and Deputy CFO for their support.

Jim Wright, BA(Hons), MSc, CPFA
Head of Finance and Business Services

Independent auditor's report to the Chief Constable for Humberside

Report on the financial statements

Opinion

We have audited the financial statements of the Chief Constable for Humberside (CC) for the year ended 31 March 2020, which comprise the CC Movement in Reserves Statement, the CC Comprehensive Income and Expenditure Statement, the CC Balance Sheet, the CC Cash Flow Statement, the Police Pension Fund Statement and Net Assets Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20.

In our opinion, the financial statements:

- give a true and fair view of the financial position of the Chief Constable for Humberside as at 31st March 2020 and of the Chief Constable for Humberside's expenditure and income for the year then ended; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities section of our report. We are independent of the Chief Constable for Humberside in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Effect of the Covid-19 Pandemic on the Chief Constable's share of Pension Fund unquoted investments and property valuations

We draw attention to Note 21 of the financial statements, which describes the effects of the Covid-19 pandemic on the valuation of the Chief Constable's share of Pension Fund unquoted investments and property valuations. As disclosed in Note 21 of the financial statements, the Pension Fund's valuers included a 'material valuation uncertainty' declaration within their report as a result of the additional uncertainty caused by the Covid-19 pandemic. Our opinion is not modified in respect of this matter.

Conclusions relating to going concern

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

- the Chief Finance Officer's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

- the Chief Finance Officer has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Chief Constable for Humberside's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Chief Finance Officer is responsible for the other information. The other information comprises the Annual Governance Statement and information included in the Statement of Accounts, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of the Chief Finance Officer for the financial statements

As explained more fully in the Statement of Responsibilities, the Chief Finance Officer is responsible for the preparation of the Statement of Accounts, which includes the financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20, and for being satisfied that they give a true and fair view. The Chief Finance Officer is also responsible for such internal control as the Chief Finance Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Chief Finance Officer is required to comply with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20 and prepare the financial statements on a going concern basis, unless the Chief Constable for Humberside is informed of the intention for dissolution without transfer of services or function to another entity. The Chief Finance Officer is responsible for assessing each year whether or not it is appropriate for the Chief Constable for Humberside to prepare its accounts on the going concern basis and disclosing, as applicable, matters related to going concern.

Auditor's responsibilities for the audit of the financial statements

Our 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 an auditor's report that includes our 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Authority's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Matters on which we are required to report by exception under the Code of Audit Practice

We are required by the Code of Audit Practice to report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014;
- we make a recommendation under section 24 of the Local Audit and Accountability Act 2014; or
- we exercise any other special powers of the auditor under sections 28, 29 or 31 of the Local Audit and Accountability Act 2014.

We have nothing to report in these respects.

Conclusion on the Chief Constable for Humberside's arrangements for securing economy, efficiency and effectiveness in the use of resources

Qualified conclusion – Except for

On the basis of our work, having regard to the guidance on the specified criterion issued by the Comptroller and Auditor General in April 2020, with the exception of the matters described in the 'Basis for qualified conclusion' paragraph below, we are satisfied that, in all significant respects, the Chief Constable for Humberside has put in place proper arrangements to secure economy, efficiency and effectiveness in their use of resources for the year ended 31 March 2020.

Basis for qualified conclusion

We have undertaken our review in accordance with the Code of Audit Practice issued by the Comptroller and Auditor General, having regard to the guidance on the specified criterion issued in April 2020, as to whether the Chief Constable for Humberside had proper arrangements to ensure they took properly informed decisions and deployed resources to achieve planned and sustainable outcomes for taxpayers and local people. The Comptroller and Auditor General determined this criterion as that necessary for us to consider in satisfying ourselves whether the Chief Constable for Humberside put in place proper arrangements for securing economy, efficiency and effectiveness in their use of resources for the year ended 31 March 2020.

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

In considering the Chief Constable for Humberside's arrangements for securing economy, efficiency and effectiveness in its use of resources, we identified the following matter:

- Inadequate corporate governance and financial management arrangements in relation to information services.

Information services are provided through a collaborative arrangement between Humberside Police and a neighbouring Force, where the neighbouring Force are the lead organisation for the provision of Information Systems and Information Technology services, which incorporates financial governance, procurement and the employment of all staff. Internal Audit carried out a review of IS (Information Services) Corporate Governance and Financial Management. The conclusion of the Internal Audit review was that there was Inadequate Assurance over the corporate governance and financial management of this collaborative arrangement. The Chief Constable has identified this as a significant governance issue in the Annual Governance Statement.

Following the internal audit review, Humberside Police's Assistant Chief Officer was given the lead role in addressing the issues arising. The Assistant Chief Officer identified further significant issues and has led the implementation of changes to improve the arrangements in place, which were ongoing during the year ended 31 March 2020.

This matter is evidence of weaknesses in proper arrangements during 2019/20 for sound corporate governance and financial management and for working with third parties effectively to deliver strategic priorities in the area of information services.

Responsibilities of the Chief Constable for Humberside

The Chief Constable for Humberside is responsible for putting in place proper arrangements to secure economy, efficiency and effectiveness in their use of resources, to ensure proper stewardship and governance, and to review regularly the adequacy and effectiveness of these arrangements.

Auditor's responsibilities for the review of arrangements for securing economy, efficiency and effectiveness in the use of resources

We are required under section 20(1)(c) of the Local Audit and Accountability Act 2014 to satisfy ourselves that the Chief Constable for Humberside has made proper arrangements for securing economy, efficiency and effectiveness in their use of resources. The Code of Audit Practice requires us to report to you our conclusion relating to proper arrangements. We are not required to consider, nor have we considered, whether all aspects of the Chief Constable for Humberside's arrangements for securing economy, efficiency and effectiveness in the use of resources are operating effectively.

Use of the audit report

This report is made solely to the Chief Constable for Humberside, as a body, in accordance with part 5 of the Local Audit and Accountability Act 2014 and as set out in paragraph 44 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. Our audit work has been undertaken so that we might state to those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Chief Constable for Humberside, as a body, for our audit work, for this report, or for the opinions we have formed.

Certificate

We certify that we have completed the audit of the Chief Constable for Humberside in accordance with the requirements of the Local Audit and Accountability Act 2014 and the Code of Audit Practice.

A handwritten signature in black ink, appearing to be 'G. Barker', written in a cursive style.

Gavin Barker
Director
For and on behalf of Mazars LLP
Salvus House
Aykley Heads
Durham DH1 5TS

26 November 2020

STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

Chief Constable's Responsibilities

The Chief Constable is required:

- To make arrangements for the proper administration of its financial affairs and to ensure that one of its officers (Chief Finance Officer) has the responsibility for the administration of those affairs.
- To manage its affairs to ensure economic, efficient and effective use of resources and to safeguard its assets.
- To approve the Statement of Accounts.

I approve this Statement of Accounts.



Date 25 November 2020

Lee Freeman
Chief Constable of Humberside

Chief Finance Officer's Responsibilities

The Chief Finance Officer is responsible for the preparation of the Chief Constable's statement of accounts which, in accordance with the *Code of Practice on Local Authority Accounting in the United Kingdom* (the 'Code of Practice'), issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) is required to present fairly the financial position of the Chief Constable at the accounting date, and its income and expenditure for the year ended 31 March 2020.

In preparing this statement of accounts, the Chief Finance Officer has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent;
- Complied with the Code of Practice.

The Chief Finance Officer has also:

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

I certify that the attached Statement of Accounts present a true and fair view of the position of the Chief Constable of Humberside as at 31 March 2020 and its income and expenditure for the year.



Date 25 November 2020

Jim Wright
Head of Finance/S151 Officer

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT OF THE CHIEF CONSTABLE OF HUMBERSIDE

This statement shows the accounting cost in the year for the Chief Constable of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. PCCs raise taxation to cover expenditure of the Chief Constable in accordance with statutory requirements; this may be different from the accounting cost. The taxation position is shown in both the Expenditure and Funding Analysis and the Movement in Reserves Statement.

Year ended 31 March 2019				Year ended 31 March 2020			
£'000	£'000	£'000		£'000	£'000	£'000	
Expenditure	Income	Net	Note	Expenditure	Income	Net	
6,968	-	6,968	Criminal Justice	6,415	-	6,415	
50,868	-	50,868	Northbank Division	43,413	-	43,413	
33,879	-	33,879	Southbank Division	29,317	-	29,317	
24,699	-	24,699	Force Control Room	18,943	-	18,943	
15,050	-	15,050	Protecting Vulnerable People	13,047	-	13,047	
9,353	-	9,353	Regional Collaboration	9,719	-	9,719	
14,217	-	14,217	Special Operations Unit	13,230	-	13,230	
19,170	-	19,170	Specialist Crime	16,338	-	16,338	
12,927	-	12,927	Human Resource Services	10,852	-	10,852	
9,592	-	9,592	Estates Services	11,097	-	11,097	
9,925	-	9,925	Information Services	9,938	-	9,938	
98,351	-	98,351	Centrally Managed Services	23,869	-	23,869	
24,993	-	24,993	Other Services	24,947	-	24,947	
329,991	-	329,991	Financial Resources Consumed	231,125	-	231,125	
(313,579)	-	(313,579)	Intra - Group Adjustment	(217,786)	-	(217,786)	2
16,412	-	16,412	Net Cost of Policing Services	13,339	-	13,339	
-	-	-	Other Operating Expenditure	-	-	-	
53,986	-	53,986	Financing and Investment Income and Expenditure	57,274	-	57,274	5
		70,398	(Surplus) or Deficit on Provision of Services			70,613	
		145,576	Remeasurements of the net defined benefit liability			(248,772)	21
		145,576	Other Comprehensive Income and Expenditure			(248,772)	
		215,974	(Surplus)/Deficit			(178,159)	
			Total Comprehensive Income and Expenditure				
		215,974	(Surplus)/Deficit			(178,159)	

The Police and Crime Commissioner receives all income and funding and makes all payments for the PCC Group from the PCC Police Fund. In turn, the Chief Constable consumes resources to deliver policing services within an annual budget.

MOVEMENT IN RESERVES STATEMENT FOR THE CHIEF CONSTABLE OF HUMBERSIDE

This statement shows the movement in the year on the different reserves held by the Chief Constable, analysed into 'usable reserves' (i.e. those that can currently be used to fund expenditure or reduce local taxation) and other 'unusable reserves'. It shows how the movements in year of the Chief Constable's reserves are broken down between gains and losses incurred in accordance with generally accepted accounting practices and the statutory adjustments required to return to the amounts chargeable to council tax for the year. The Net Increase / Decrease line shows the statutory General Fund Balance movements in the year following those adjustments.

	General Fund Balance £'000	Total Usable Reserves £'000	Total Unusable Reserves £'000	Total Reserves £'000
Balance at 31 March 2019	-	-	(2,335,961)	(2,335,961)
Total Comprehensive Income & Expenditure	(70,613)	(70,613)	248,772	178,159
Adjustments between Accounting Basis & Funding Basis under Regulations	70,613	70,613	(70,613)	-
Increase / Decrease in Year	-	-	178,159	178,159
Balance at 31 March 2020	-	-	(2,157,802)	(2,157,802)
	General Fund Balance £'000	Total Usable Reserves £'000	Total Unusable Reserves £'000	Total Reserves £'000
Balance at 31 March 2018	-	-	(2,119,987)	(2,119,987)
Total Comprehensive Income & Expenditure	(70,398)	(70,398)	(145,576)	(215,974)
Adjustments between Accounting Basis & Funding Basis under Regulations	70,398	70,398	(70,398)	-
Increase / Decrease in Year	-	-	(215,974)	(215,974)
Balance at 31 March 2019	-	-	(2,335,961)	(2,335,961)

BALANCE SHEET OF THE CHIEF CONSTABLE OF HUMBERSIDE

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable. The net assets/(liabilities) of the Chief Constable are matched by reserves held by the Chief Constable. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that the Chief Constable may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use. The second category of reserves includes reserves that hold timing differences shown in the Movement in Reserves Statement line 'Adjustments between Accounting Basis and Funding Basis under Regulations'.

31 March 2019		31 March 2020
£'000	Note	£'000
-	Property, Plant & Equipment	-
-	Intangible Assets	-
-	Long Term Debtors	-
0	Long Term Assets	0
-	Assets Held for Sale	-
-	Inventories	-
-	Short Term Investments	-
4,165	Short Term Debtors	4,559
-	Cash and Cash Equivalents	-
4,165	Current Assets	4,559
-	Bank Overdraft	-
6,997	Short Term Creditors	8,684
-	Short Term Borrowing	-
-	Provisions	-
6,997	Current Liabilities	8,684
-	Long Term Borrowing	-
2,333,129	Other Long Term Liabilities	2,153,677
2,333,129	Long Term Liabilities	2,153,677
<u>(2,335,961)</u>	Net Assets/ (Liabilities)	<u>(2,157,802)</u>
-	Usable Reserves	-
(2,335,961)	Unusable Reserves	(2,157,802)
<u>(2,335,961)</u>	Total Reserves	<u>(2,157,802)</u>

CASH FLOW STATEMENT OF THE CHIEF CONSTABLE OF HUMBERSIDE

This statement does not show any cash and cash equivalents during the reporting period as all payments were made from the Police Fund which is held by the Police and Crime Commissioner for Humberside (“PCC”) and similarly all income and funding is received by the PCC. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income and Expenditure Statement.

31 March 2019			31 March 2020
£'000		Note	£'000
70,398	Net (Surplus) or Deficit on the Provision of Services		70,613
(70,398)	Adjustments to Net Surplus or Deficit on the Provision of Services for Non Cash Movements	23	(70,613)
	Adjustments for items included in the Net Surplus or Deficit on the Provision of Services that are Investing and Financing Activities		
0	Net Cash Flows from Operating Activities		0
-	Investing Activities		-
-	Financing Activities		-
0	Net (Increase) or Decrease in Cash and Cash Equivalents		0
-	Cash and Cash Equivalents at the Beginning of the Reporting Period		-
0	Cash and Cash Equivalents at the End of the Reporting Period		0

STATEMENT OF ACCOUNTING POLICIES FOR THE CHIEF CONSTABLE OF HUMBERSIDE

Accounting Policies

The Financial Statements must meet the accounting requirements of the CIPFA Code of Practice on Local Authority Accounting which has been agreed with HM Treasury. Consequently, the financial statements have been prepared in accordance with the CIPFA Code of Practice on Local Authority Accounting. The accounting policies contained in the CIPFA Code of Practice follow International Financial Reporting Standards to the extent that they are meaningful and appropriate to Local Authority accounts, as determined by HM Treasury, which is advised by the Financial Reporting Advisory Board. Where the CIPFA Code of Practice on Local Authority Accounts permits a choice of accounting policy, the accounting policy which is judged to be the most appropriate to the particular circumstances of the Chief Constable for the purpose of presenting fairly the position of the Chief Constable has been selected. The particular policies adopted by the Chief Constable are described below. They have been applied consistently in dealing with items considered material in relation to the financial statements.

The accounting policies also reflect the powers and responsibilities of the Chief Constable of Humberside as designated by the Police Reform and Social Responsibility Act 2011 and the revised Home Office Financial Management Code of Practice (July 2018). The accounting policies defined here are consistent with local regulations, local agreement and practice as well as the PCC Group policies.

Accounting convention

These financial statements have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment, intangible assets and inventories. Where appropriate financial assets and liabilities have been impaired or discounted to bring them to current value.

Acquisitions and discontinued operations

Activities are considered to be 'acquired' only if they are transferred from outside the public sector. Activities are considered to be 'discontinued' only if they cease entirely. They are not considered to be 'discontinued' if they transfer from one public sector body to another.

Going Concern

After making enquires, the Chief Constable has formed a judgement at the time of approving the financial statements that there is a reasonable expectation that the Chief Constable or its successors has access to adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

Critical Judgements in Applying Accounting Policies

In the application of the Chief Constable's accounting policies, management is required to make judgements about complex transactions involving uncertainty about future events. There have been no critical judgements made in these Statement of Accounts regarding uncertainty of future events.

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

The Statement of Accounts contains estimated figures that are based on assumptions made by the Chief Constable about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates. The items as at 31 March for which there are significant risks of material adjustment in the forthcoming financial year are as follows:

- **Short Term Employee Benefits**

In calculating the cost of the above, the uncertainty is that the number of days of accrued annual leave or the rate used to cost the accrual are incorrect.

- **Allocation of Expenditure between the PCC and the Chief Constable**

A judgement has been made of the expenditure allocated between the PCC and the Chief Constable to reflect the financial resources of the PCC consumed at the request of the Chief Constable.

Cost recognition

All expenditure is paid for by the PCC including the wages of Police Officers and Police Staff and no actual cash transactions or events take place between the two entities. Costs are however recognised in the Chief Constable's accounts to reflect the financial resources consumed at the request of the Chief Constable.

Employee Benefits

- **Short-term employee benefits**

Employee benefits are those due to be settled within 12 months of the year-end. The financial consequences of these benefits are recognised in the Chief Constable's financial statements in the year in which the employee renders service to the Chief Constable. IAS 19 Employee Benefits also requires the PCC Group to account for short-term compensated absences which include time owing and annual leave accrued by accruing for the benefits which have accumulated but are untaken by the Balance Sheet date.

- **Termination benefits**

Termination benefits are amounts payable as a result of a decision by the Chief Constable to terminate a member of staff's employment before their normal retirement date or their decision to accept voluntary redundancy. These costs are recognised in the financial statements of the Chief Constable when the Chief Constable is demonstrably committed to the termination of the employment of an individual or group of employees or making an offer to encourage voluntary redundancy.

- **Retirement benefit costs**

The PCC Group participates in three pension schemes for Police Officers and one for Police staff. All of the schemes provide members with defined benefits related to pay and service.

- **Police Officers**

The 1987, 2006 and 2015 Police Pension Schemes are contributory occupational pension schemes. Officers pay contributions from their pensionable pay based on salary bandings. The contribution rates are set nationally by the Home Office. The Chief Constable administers Police Pensions through the Police Pension Fund Accounts. The cost to the PCC Group is via an employers' contribution and a charge for Officers who retire on ill health. Any balance on the Pension Fund Accounts is received from or paid to Central Government. Injury awards are not part of the Police Pension Fund and are paid out of the Chief Constable's budget.

- **Police Staff**

The PCC is an admitted body to the East Riding Pension Fund, which is administered by East Riding of Yorkshire Council. Police staff are eligible to join the Local Government Pension Scheme which has varying contribution rates based on members' salaries. The PCC makes employers' contributions as required into the East Riding Pension Fund.

The PCC Group has fully adopted IAS 19 Employee Benefits. The financial statements reflect the Chief Constable's commitment to make up any shortfall in attributable net assets in the Pension Fund. The pension liability is included in the Chief Constable's Balance Sheet and service costs are reflected in the Chief Constable's Comprehensive Income and Expenditure Statement. The current economic cost outflow of police officer and police staff pensions is recognised in the Chief Constable's financial statements to reflect the cost of operating the four pension schemes.

Reserves

The Chief Constable sets aside specific amounts as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the General Fund Balance in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged to the Comprehensive Income and Expenditure Statement in that year to score against the Surplus or Deficit on the account. The reserve is then appropriated back into the General Fund Balance in the Movement in Reserves Statement so that there is no net charge against Council Tax for the expenditure.

Certain reserves are kept to manage the accounting processes for retirement and employee benefits and do not represent usable resources for the Chief Constable. Details of these reserves are provided in the relevant note to the financial statements.

Jointly Controlled Operations

The Chief Constable engages in jointly controlled operations by collaborative working with other parties to deliver a number of specific services on a regional basis.

The PCC Group accounts in its financial statements for the assets it controls, the liabilities it incurs, the expenses that it incurs and the income it earns in relation to these arrangements.

Accounting standards that have been issued but have not yet been adopted

The standards and amendment to standards have been issued but not yet adopted:-

- Amendments to IAS 28 Investments in Associates and Joint Ventures: Long-term Interests in Associates and Joint Ventures
- Annual Improvements to IFRS Standards 2015-2017 Cycle
- Amendments to IAS 19 Employee Benefits: Plan Amendment, Curtailment or Settlement.

None of the above amendments are expected to have any material impact on future financial statements of the Chief Constable.

Accounting standards issued that have been adopted early

There are no accounting standards issued that have been adopted early.

Exceptional items

Exceptional items shall be included in the costs of the service to which they relate and noted accordingly.

Prior period adjustments

Unless otherwise sanctioned by the CIPFA Code of Practice on Local Authority Accounting, material prior period adjustments shall result in restatement of prior year figures and disclosure of the effect.

Events after the Reporting Period

Material events after the balance sheet date, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue shall be disclosed as a note to the financial statements and the financial statements amended as required. Other events after the balance sheet date will be disclosed in a note with an estimate of the likely effect.

Two types of event can be identified as:

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

Value Added Tax (VAT)

The Chief Constable submits single VAT returns on behalf of the PCC Group. Most of the activities of the PCC Group are outside the scope of VAT and, in general, output tax does not apply. Input tax on purchases is largely recoverable from Her Majesty's Revenue and Customs. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase costs of property, plant and equipment. Where output tax is charged or input tax is recoverable, the amounts are stated net of VAT.

NOTES TO THE CORE FINANCIAL STATEMENTS

1. EXPENDITURE AND FUNDING ANALYSIS FOR THE CHIEF CONSTABLE OF HUMBERSIDE

The statements below show how annual expenditure is used and funded from resources (government grants and council tax) by the Chief Constable in comparison with those resources consumed or earned by the Chief Constable in accordance with generally accepted accounting practices. They also show how this expenditure is allocated for decision making purposes between the Chief Constable's operating functions. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2019/20	Net Expenditure Chargeable to the General Fund	Adjustments between Accounting and Funding Basis (Note)	Net Expenditure in the Comprehensive Income and Expenditure Statement
	£'000	£'000	£'000
Criminal Justice	5,609	806	6,415
Northbank Division	43,039	374	43,413
Southbank Division	29,030	287	29,317
Force Control Room	15,274	3,669	18,943
Protecting Vulnerable People	12,870	177	13,047
Regional Collaboration	9,667	52	9,719
Special Operations Unit	13,226	4	13,230
Specialist Crime	15,658	680	16,338
Human Resource Services	10,636	216	10,852
Estates Services	10,687	410	11,097
Information Services	9,928	10	9,938
Centrally Managed Services	2,687	21,182	23,869
Other Services	22,686	2,261	24,947
Police & Crime Commissioner	0	-	-
Intra-group funding	(217,786)	-	(217,786)
Net Cost of Services	(16,789)	30,128	13,339
Other Income and Expenditure	16,789	40,485	57,274
(Surplus) or Deficit	-	70,613	70,613
Opening General Fund Balance at 31 March 2019	0		
Add: Surplus(Deficit) on General Fund in year	-		
Closing General Fund Balance at 31 March 2020	0		

2018/19	Net Expenditure Chargeable to the General Fund	Adjustments between Accounting and Funding Basis (Note)	Net Expenditure in the Comprehensive Income and Expenditure Statement
	£'000	£'000	£'000
Criminal Justice	6,231	737	6,968
Northbank Division	36,837	14,031	50,868
Southbank Division	29,829	4,050	33,879
Force Control Room	20,187	4,512	24,699
Protecting Vulnerable People	12,009	3,041	15,050
Regional Collaboration	8,013	1,340	9,353
Special Operations Unit	11,795	2,422	14,217
Specialist Crime	16,116	3,054	19,170
Human Resource Services	11,330	1,597	12,927
Estates Services	9,095	497	9,592
Information Services	9,709	216	9,925
Centrally Managed Services	3,292	95,059	98,351
Other Services	23,244	1,749	24,993
Police & Crime Commissioner	0	-	-
Intra-group funding	(313,579)	-	(313,579)
Net Cost of Services	(115,893)	132,305	16,412
Other Income and Expenditure	115,893	(61,907)	53,986
(Surplus) or Deficit	0	70,398	70,398
Opening General Fund Balance at 31 March 2018	0		
Add: Surplus(Deficit) on General Fund in year	-		
Closing General Fund Balance at 31 March 2019	0		

EXPENDITURE AND FUNDING ANALYSIS – ADJUSTMENTS BETWEEN FUNDING AND ACCOUNTING BASIS

Adjustments from the General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes (Note i)	Net Change for the		Total Adjustments
		Pensions Adjustments (Note ii)	Other Differences (Note iii)	
2019/20	£'000	£'000	£'000	£'000
Criminal Justice	208	561	37	806
Northbank Division	2,155	(2,161)	380	374
Southbank Division	1,465	(1,437)	259	287
Force Control Room	774	2,758	137	3,669
Protecting Vulnerable People	530	(447)	94	177
Regional Collaboration	46	(2)	8	52
Special Operations Unit	617	(722)	109	4
Specialist Crime	603	(29)	106	680
Human Resource Services	244	(71)	43	216
Estates Services	104	288	18	410
Information Services	-	10	-	10
Centrally Managed Services	11	21,170	2	21,183
Other Services	574	1,586	101	2,261
Net Cost of Services	7,331	21,504	1,294	30,129
Other income and expenditure from the Funding Analysis	-	40,773	(289)	40,484
Difference between General Fund Surplus or deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit	7,331	62,277	1,005	70,613

Adjustments from the General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes (Note i)	Net Change for the		Total Adjustments
		Pensions Adjustments (Note ii)	Other Differences (Note iii)	
2018/19	£'000	£'000	£'000	£'000
Criminal Justice	21	717	(1)	737
Northbank Division	8,720	5,842	(531)	14,031
Southbank Division	95	3,961	(6)	4,050
Force Control Room	2,026	2,609	(123)	4,512
Protecting Vulnerable People	1,399	1,726	(84)	3,041
Regional Collaboration	1,219	194	(73)	1,340
Special Operations Unit	878	1,597	(53)	2,422
Specialist Crime	1,037	2,080	(63)	3,054
Human Resource Services	921	732	(56)	1,597
Estates Services	345	173	(21)	497
Information Services	168	58	(10)	216
Centrally Managed Services	99	94,966	(6)	95,059
Other Services	50	1,707	(8)	1,749
Net Cost of Services	16,978	116,361	(1,035)	132,305
Other income and expenditure from the Funding Analysis	-	(61,907)	-	(61,907)
Difference between General Fund Surplus or deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit	16,978	54,454	(1,035)	70,398

Note i – Adjustments for Capital Purposes

This adds in depreciation and impairments in the service line which are offset by intra group funding.

Note ii – Net change for the Pensions Adjustments

This is the net change for the removal of pension contributions and the inclusion of Police Pension Top Up Grant and IAS19 Employee Benefits related expenditure and income:

- For service lines, this represents the removal of employer pension contributions as allowed by statute and the replacement with current service costs and past service costs.
- Financing and Investment Income and Expenditure – the net interest on the defined benefit liabilities is charged to the Comprehensive Income and Expenditure Statement.
- Taxation and Non-Specific Grant Income – The Police Pension Top Up Grant is credited to the Comprehensive Income and Expenditure Statement.

Note iii – Other Differences

This represents the timing difference on employee benefits for accumulated absences between amounts debited/credited to the Comprehensive Income and Expenditure Statement and amounts payable/receivable to be recognised under statute.

2. FINANCIAL RESOURCES CONSUMED BY THE CHIEF CONSTABLE FUNDED BY THE POLICE AND CRIME COMMISSIONER("PCC")

As the Chief Constable has no resources with which to fulfil devolved responsibilities to provide a policing service, the expenditure is funded by the PCC. The annual budget is set by the PCC in consultation with the Chief Constable. Similarly, access is granted to PCC staff and assets and a scheme of delegation operates between the two bodies determining the local arrangements and respective responsibilities.

The tables below show the movement through the intra-group accounts within the respective Balance Sheets during 2019/20 and 2018/19.

	PCC £'000	Chief Constable £'000	PCC Group £'000
Intra - Group movements 2019-2020:			
Opening balance as at 1 April 2019	(85,287)	85,287	-
PCC resources consumed at the request of the Chief Constable	217,786	(217,786)	-
PCC intra - group adjustment (resource funding)	(217,786)	217,786	-
	(85,287)	85,287	-
Year end adjustments:			
Accumulated absences movement	(1,294)	1,294	-
Pensions actuarial adjustments	(47,467)	47,467	-
PCC intra - group adjustment	(4,525)	4,525	-
Payroll creditors and debtors movement	394	(394)	-
Closing balance as at 31 March 2020	(138,179)	138,179	-
Intra - Group movements 2018- 2019:			
Opening balance as at 1 April 2018	(3,564)	3,564	-
PCC resources consumed at the request of the Chief Constable	313,579	(220,924)	-
PCC intra - group adjustment (resource funding)	(313,579)	220,924	-
	(3,564)	3,564	-
Year end adjustments:			
Accumulated absences movement	1,034	(1,034)	-
Pensions actuarial adjustments	(76,345)	76,345	-
PCC intra - group adjustment	(6,977)	6,977	-
Payroll creditors and debtors movement	565	(565)	-
Closing balance as at 31 March 2019	(85,287)	85,287	-

The financial consequences of PCC resources consumed at the request of the Chief Constable in pursuance of the Chief Constable's operational responsibilities are shown in the Comprehensive Income and Expenditure Statement. This shows the net cost of policing for the Chief Constable and the financial consequences recognised are offset by an intra-group adjustment to reflect the payment of the PCC resources consumed at the request of the Chief Constable to give a nil position on the Comprehensive Income and Expenditure Statement, apart from the year end adjustments for pensions actuarial adjustments and accumulated absences. In contrast, the PCC "Net Cost of Services" includes the intra-group adjustment ("Funding of Resources at the request of the Chief Constable") in addition to the cost of administering the PCC itself to show the overall net cost of policing Humberside.

3. SUMMARY SPENDING DETAILS

The statement below reflects the financial resources of the PCC consumed at the request of the Chief Constable. In practice, all the respective costs are paid for by the PCC and the intra-group adjustments referred to in Note 2 are shown in the statements below, resulting in a nil balance for the net cost of policing services apart from year-end adjustments.

The financial resources of the PCC consumed at the request of the Chief Constable are shown below in a subjective analysis format. The subjective analysis is used by management to aid decisions about resource allocation in internal management reports.

2018/19 £'000		2019/20 £'000
	Financial resources of PCC consumed at the request of the Chief Constable	
	<u>Employees</u>	
234,648	Pay and Other Employment Costs	133,799
34,680	Police Pensions Current Service Cost	43,457
269,328		177,256
	<u>Running Expenses</u>	
7,641	Premises	9,260
1,321	Transport	1,446
34,080	Supplies and Services	35,548
503	Agency Services	148
17,067	Capital charges	7,331
51	Non Distributable Cost	136
60,663		53,869
329,991	Total financial resources of PCC consumed at the request of the Chief Constable	231,125
(313,579)	Intra - Group adjustments *	(217,786)
16,412	Net Cost of Policing Services	13,339

* PCC funding during the year for financial resources of the PCC consumed at the request of the Chief Constable and year-end adjustments as shown in note 2.

The financial resources of the PCC consumed at the request of the Chief Constable analysed by operating functions are shown in the Comprehensive Income and Expenditure Statement.

4. PENSIONS COSTS

As part of the terms and conditions of employment the PCC Group offers retirement benefits for Police Officers and Police Staff. There are four pension schemes as described in the Statement of Accounting Policies. Further details of the Police Pension Schemes can be found in the Police Pension Fund Accounts. Details of actuarial valuations of all four pension schemes can be found in these financial statements.

To reflect the full financial consequences of utilising the services of Police Officers and Police Staff during the year, an amount for pension's costs is reflected in the Chief Constable's financial statements. In accordance with IAS 19 Employee Benefits, this amount equates to the present value of the pension benefits earned by active employees and is intended to reflect the true economic cost for the year based on current market conditions. The cost is determined independently of the funding of the schemes and measures the full liability estimated to have been generated in the year (at today's prices).

The following amounts have been included in the financial statements for the year:

	Local Government Pension Scheme		Police Pension Schemes	
	31 March 2020	31 March 2019	31 March 2020	31 March 2019
	£'000	£'000	£'000	£'000
Comprehensive Income and Expenditure Statement				
Net Cost of Service				
Current Service Cost (Gross)	14,760	14,032	43,660	34,680
Non Distributed Costs	136	719	(10,460)	94,170
	14,896	14,751	33,200	128,850
Net Operating Expenditure				
Interest Cost	8,470	8,086	54,780	52,060
Interest Income	(5,963)	(6,160)	-	-
	2,507	1,926	54,780	52,060
Net Charge to the Comprehensive Income and Expenditure Statement	17,403	16,677	87,980	180,910
Statement of Movement in the General Fund Balance				
Reversal of Net Charges made for Retirement Benefits in Accordance with IAS 19	(17,403)	(16,677)	(87,980)	(180,910)
Actual amount charged against the General Fund Balance for Pensions in the Year:				
Employer's Contributions Payable to Scheme	6,178	6,936	18,483	13,573
Retirement Benefits Payable to Pensioners (Gross)	-	-	901	941

5. FINANCING AND INVESTMENT INCOME AND EXPENDITURE

2018/19 £'000		2019/20 £'000
53,986	Pensions interest cost net of interest on pension assets	57,274
<u>53,986</u>		<u>57,274</u>

6. OFFICERS' EMOLUMENTS

The number of employees whose remuneration, excluding employer's pension contributions was £50,000 or more in bands of £5,000 was:

2018/19			Remuneration band £	2019/20		
Police Officers No.s	Support Staff No.s	Total No.s		Police Officers No.s	Support Staff No.s	Total No.s
122	4	126	50,000 - 54,999	102	4	106
80	1	81	55,000 - 59,999	87	1	88
25	-	25	60,000 - 64,999	11	-	11
10	-	10	65,000 - 69,999	3	-	3
4	4	8	70,000 - 74,999	2	2	4
5	2	7	75,000 - 79,999	3	4	7
5	-	5	80,000 - 84,999	7	-	7
3	1	4	85,000 - 89,999	1	-	1
2	1	3	90,000 - 94,999	4	-	4
1	-	1	95,000 - 99,999	1	-	1
1	-	1	100,000 - 104,999	-	1	1
2	-	2	105,000 - 109,999	-	-	-
1	-	1	110,000 - 114,999	-	-	-
-	1	1	115,000 - 119,999	1	1	2
-	-	-	120,000 - 124,999	-	1	1
1	-	1	125,000 - 129,999	1	-	1
1	-	1	150,000 - 154,999	-	-	-
-	-	-	155,000 - 159,999	1	-	1
<u>263</u>	<u>14</u>	<u>277</u>		<u>224</u>	<u>14</u>	<u>238</u>

The Officers disclosed separately in Note 7 are included in the bands above.

The numbers of employee compulsory and voluntary exit packages agreed with total cost per band and total cost of the redundancies are set out below:

2019/20

Exit package cost band	No.of compulsory redundancies	No.of other agreed departures	Total No.of exit packages by cost band	Total cost of exit packages in each band
£				£'000
0 -20,000	9	26	35	180
20,001 - 40,000	3	2	5	148
40,001 - 60,000	2	2	4	225
60,001 - 80,000	-	-	-	-
80,001 - 100,000	<u>1</u>	<u>-</u>	<u>1</u>	<u>82</u>
	<u>15</u>	<u>30</u>	<u>45</u>	<u>635</u>

2018/19

Exit package cost band	No.of compulsory redundancies	No.of other agreed departures	Total No.of exit packages by cost band	Total cost of exit packages in each band
£				£'000
0 -20,000	<u>-</u>	<u>1</u>	<u>1</u>	<u>4</u>
	<u>-</u>	<u>1</u>	<u>1</u>	<u>4</u>

7. SENIOR OFFICERS & RELEVANT POLICE OFFICERS EMOLUMENTS

The remuneration paid to senior employees and senior police officers is as follows:

2019/20

Post Holder		Salary (Including Fees & Allowances) £'000	Other Emoluments £'000	Total Remuneration excluding Pension Contributions £'000	Pension Contributions £'000	Total Remuneration including Pension Contributions £'000
Chief Constable	Note					
Lee Freeman - Chief Constable		155	-	155	47	202
Deputy Chief Constable		130	-	130	39	169
Assistant Chief Constable Operations		116	-	116	36	152
Assistant Chief Constable Communities	1	43	1	44	11	55
Assistant Chief Constable Communities	2	70	-	70	20	90
Assistant Chief Constable	3	49	1	50	13	63
Assistant Chief Officer	4	116	-	116	21	137
Assistant Chief Officer (Resources)		121	-	121	21	142
		<u>800</u>	<u>2</u>	<u>802</u>	<u>208</u>	<u>1,010</u>

1. Assistant Chief Constable Communities – ended in post August 2019.
2. Assistant Chief Constable Communities – started in post 2nd September 2019.
3. Assistant Chief Constable – ended in post 31st August 2019.
4. Assistant Chief Officer NECB (North East Collaboration Board)

Post Holder	2018/19		Total Remuneration excluding Pension Contributions £'000	Pension Contributions £'000	Total Remuneration including Pension Contributions £'000	
	Salary (Including Fees & Allowances) £'000	Other Emoluments £'000				
Chief Constable	Note					
Lee Freeman - Chief Constable	1	151	-	151	36	187
Deputy Chief Constable		126	1	127	30	156
Assistant Chief Constable Operations		108	1	109	26	135
Assistant Chief Constable Communities		97	14	112	21	133
Assistant Chief Constable	2	98	2	99	23	123
Assistant Chief Officer	3	118	-	118	21	139
Assistant Chief Officer (Resources)	4	89	5	95	16	111
		787	23	810	173	983

- 1 Lee Freeman – Chief Constable seconded to Cleveland Police 28th January 2019 – 31st March 2019.
2. Assistant Chief Constable started 25th June 2018
3. Assistant Chief Officer NECB (North East Collaboration Board)
4. Assistant Chief Officer (Resources) 28th May 2018

8. RELATED PARTY TRANSACTIONS

In accordance with the reporting requirements of IAS 24, the Chief Constable is required to disclose details of material transactions with related parties, that is bodies or individuals that have the potential to influence the Chief Constable or to be controlled or influenced by the Chief Constable.

Central Government has significant influence over the general operations of the Chief Constable. It is responsible for providing the statutory framework within which the Chief Constable operates as well as providing substantial resources in the form of grants which are paid to the PCC. It also prescribes the terms of many of the transactions that the PCC Group has with other parties. Grants received from Central Government to the PCC are set out in the PCC Group and PCC financial statements.

The Chief Constable is represented on the National Police Chiefs Council (NPCC) which is an independent professional body of chief police officers and senior staff equivalents.

The relationship between the PCC and the Chief Constable is explained in note 2 to these financial statements. The monetary value of transactions between the Chief Constable and the PCC are also disclosed in these financial statements.

Two Senior Officers of Humberside Police are also Directors of Emergency Services Fleet Management (Humberside) Ltd – Deputy Chief Constable Chris Rowley and Assistant Chief Officer (Resources) Nancie Shackleton. Emergency Services Fleet Management (Humberside) Ltd is a joint operation that provides vehicle maintenance services to Humberside Police and Humberside Fire Authority. The company supplied services with a value of £2,297,368 to Humberside Police during 2019/20 (£1,955,469 in 2018/19). The PCC Group leases part of its Melton workshop facility to the company for which a rent of £198,799 was charged in 2019/20 (£198,795 2018/19). Details of Humberside Police's share of income, expenditure, assets and liabilities of this joint operation are disclosed in note 10 to the financial statements.

A survey of the Chief Constable and Senior Officers of Humberside Police and parties related to them was undertaken in preparing these financial statements. Except as disclosed above, no material related party transactions were identified.

9. EXTERNAL AUDIT FEES

The external audit fee payable to Mazars LLP for 2019/20 for the Chief Constable is £11,550 (2018/19 £12,100).

10. COLLABORATION

Regional Collaboration Board (RCB)

The Regional Collaboration Programme was developed to bring opportunities to participating Forces across many policing activities whilst retaining local Police Forces, local identity and local accountability.

A Regional Collaboration Board (RCB) has governance of the arrangements. This Board comprises the four PCCs within the Yorkshire and Humberside Region together with their respective Chief Constables and Chief Executives. The arrangements are subject to agreement under Section 22A of the Police Act 1996 (as amended).

Regional Collaboration is funded from contributions made by the four participating PCCs and the level of contribution from each PCC is dependent upon an assessment of the benefit to be derived from each specific project or initiative.

The NECN (North East Collaboration Board) has been established between Humberside, the three Yorkshire forces and Cleveland, Durham and Northumbria.

Lead Force collaboration arrangements

A Lead Force model has been adopted for each functional area of regional collaboration, with the RCB having governance over all the arrangements.

The PCC for Humberside has Lead Force responsibility within the regional programme for property matters and marine services. Premises leased for the regional programme are detailed in the PCC Group financial statements.

The Underwater Search Unit made a surplus of £0.009m in the financial year 2019/20 (Surplus £0.037m) in 2018/19) with the PCC for Humberside contributing £0.375m (£0.296m in 2018/19)

The PCC for Humberside has made contributions during the year ended 31 March 2020 to other Lead Forces as follows:

Lead Force Table for Regional Collaboration

Lead Force	Functional area	Contributions made	
		2019/20 £'000	2018/19 £'000
OPCC for South Yorkshire	Procurement and Stores	427	330
	Firearms	58	33
OPCC for West Yorkshire	Serious and Organised Crime	1,361	1,197
	Scientific Support	5,046	4,681
	Collision Investigation	370	281

Other Regional Collaboration arrangements

The PCC for Humberside collaborates in a two force partnership with the OPCC for South Yorkshire (OPCCSY) on the provision of Human Resources and Training, and Information Services. The costs of each of these collaborations are shared based on the total size of the respective force budgets assessed using a measure of net revenue expenditure. The summary position for each of these joint operations is outlined below:

2019/20	Human Resources & Training £'000	Information Services £'000
<u>Expenditure</u>		
Staff Costs	10,405	6,361
Property Related Expenses	5	2
Supplies and Services	636	7,312
Transport Related Expenses	307	114
Third Party Costs	4	-
	<u>11,357</u>	<u>13,789</u>
<u>Income</u>		
Contributions (see below)	11,345	13,789
Other Income	12	-
	<u>11,357</u>	<u>13,789</u>
Deficit/(Surplus) in year	<u>0</u>	<u>0</u>
<u>Contributions</u>		
Humberside Police	4,721	6,111
South Yorkshire	6,624	7,678
	<u>11,345</u>	<u>13,789</u>

2018/19	Human Resources & Training £'000	Information Services £'000
<u>Expenditure</u>		
Staff Costs	10,547	5,970
Property Related Expenses	12	7
Supplies and Services	442	5,463
Transport Related Expenses	311	137
Third Party Costs	4	-
	11,316	11,577
<u>Income</u>		
Contributions (see below)	11,291	11,576
Other Income	25	-
	11,316	11,577
Deficit/(Surplus) in year	0	0
<u>Contributions</u>		
Humberside Police	4,754	5,135
South Yorkshire	6,537	6,441
	11,291	11,577

Local Collaboration arrangements

Humberside Police and Humberside Fire Authority collaborate on a joint operation in respect of their emergency vehicle maintenance requirements, which are delivered by Emergency Services Fleet Management (Humberside) Ltd, a company limited by guarantee which was established for that purpose. Humberside Police retain joint control of this company with Humberside Fire Authority.

The Net Cost of ESFM Ltd in relation to the Humberside Police in 2019/20 was £1.499m (2018/19 £1.545m), with a closing Net Assets figure of £0.392m (2018/19 £0.671m).

Humberside Police provide Estates Management Services to Humberside Fire Authority on a lead Authority basis. The JES (Joint Estates Service) provides premises repairs, regular maintenance, utility management and support for capital projects. Governance for the JES is provided by the JES board chaired by the ACO (Support). The Director of Support Services from Humberside Fire and Rescue Service also sits on the board. The overall operational cost of the JES is £10.686m with income of £2.2m received from Humberside Fire and Rescue Service and other income of £1,253m received from other organisations.

11. PREPAYMENTS AND DEBTORS/ACCRUALS

2018/19 £'000		2019/20 £'000
4,140	Other Police and Local Authorities	4,525
25	Other	34
4,165		4,559

12. SHORT TERM DEBTORS

2018/19 £'000		2019/20 £'000
<u>4,165</u>	Debtors & Accruals	<u>4,559</u>
<u>4,165</u>		<u>4,559</u>

13. INCOME IN ADVANCE AND CREDITORS/ACCRUALS

2018/19 £'000		2019/20 £'000
1,675	Government Departments	3,896
<u>5,322</u>	Other	<u>4,788</u>
<u>6,997</u>		<u>8,684</u>

14. SHORT TERM CREDITORS

2018/19 £'000		2019/20 £'000
<u>6,997</u>	Creditors & Accruals	<u>8,684</u>
<u>6,997</u>		<u>8,684</u>

15. UNUSABLE RESERVES

£'000		£'000
(2,333,129)	Pensions Reserve	(2,153,677)
<u>(2,832)</u>	Accumulated Absences Adjustment Account/Interest	<u>(4,125)</u>
<u>(2,335,961)</u>	Total Unusable Reserves	<u>(2,157,802)</u>

Pensions Reserve

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. The Chief Constable accounts for post-employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs.

However, statutory arrangements require benefits earned to be financed as the Chief Constable makes employer's contributions to pension funds or eventually pay any pensions for which they are directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Chief Constable has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

Accumulated Absences Adjustment Account

The Accumulated Absences Adjustment Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave entitlement carried forward at 31 March. Statutory

arrangements require that the impact on the General Funding Balance is neutralised by transfers to or from the Account.

2018/19	2019/20
£'000	£'000
(3,867) Opening Balance	(2,832)
1,034 Adjustment based on calculation for untaken leave	(1,293)
(2,832) Closing Balance	(4,125)

16. ASSETS AND LIABILITIES IN RELATION TO RETIREMENT BENEFITS

The underlying assets and liabilities for retirement benefits of the Chief Constable at 31 March 2020 and 31 March 2019 are as follows:

	Local Government Pension Scheme		Police Pension Schemes		Total 31 March 2020 £'000	Total 31 March 2019 £'000
	31 March 2020 £'000	31 March 2019 £'000	31 March 2020 £'000	31 March 2019 £'000		
Estimated Liabilities in the Scheme	(289,275)	(345,920)	(2,093,772)	(2,234,162)	(2,383,047)	(2,580,082)
Estimated Assets in the Scheme	229,066	246,394	-	-	229,066	246,394
Net Asset/(Liability)	(60,209)	(99,526)	(2,093,772)	(2,234,162)	(2,153,981)	(2,333,688)
					31 March 2020 £'000	31 March 2019 £'000
Allocation of Net Asset/(Liability)						
PCC					(304)	(559)
Chief Constable					(2,153,677)	(2,333,129)
					<u>(2,153,981)</u>	<u>(2,333,688)</u>

The liabilities show the Chief Constable's long term commitments to pay retirement benefits. The total liability of £2,154m has a substantial impact on the net worth of the Chief Constable as recorded in the balance sheet, resulting in a negative overall balance of £2,158m. It must be noted however that the deficit on the Local Government Pension Scheme will be made good by increased contributions assessed by the scheme actuary every three years. Finance is only required to be raised to cover police pensions when pensions are actually paid.

The last actuarial review was carried out on the Local Government Pension Scheme as at 31 March 2019. The next actuarial review takes place as at 31 March 2022.

In March 2020 the World Health Organisation declared the outbreak of COVID-19 as a global pandemic which led initially to a material negative impact in publicly quoted markets. This

caused additional uncertainty in the valuation of unquoted investments which are challenging to value even in normal market conditions. With regard to property valuations undertaken at 31 March 2020, valuers noted that they considered less weight could be attached to previous market evidence for comparison purposes, to inform opinions of value. Indeed, the current response to COVID-19 means that external valuers were faced with an unprecedented set of circumstances on which to base a judgement. Consequently, less certainty – and a higher degree of caution – should be attached to the valuations than would normally be the case, and the Pension Fund valuers reported their valuations on the basis of ‘material valuation uncertainty’.

17. RECONCILIATION OF PRESENT VALUE OF SCHEME LIABILITIES

	Unfunded Liabilities: Police Pension Schemes		Funded Liabilities: Local Government Pension Scheme	
	2019/20	2018/19	2019/20	2018/19
	£'000	£'000	£'000	£'000
1st April	(2,234,162)	(2,049,962)	(345,920)	(293,685)
Current service cost	(43,660)	(34,680)	(14,760)	(14,032)
Past service costs (including curtailments)	10,460	(94,170)	(136)	(719)
Interest cost	(54,780)	(52,060)	(8,470)	(8,086)
Contributions by scheme participants	(9,770)	(9,310)	(2,270)	(2,339)
Benefits paid	57,950	60,407	5,291	4,329
Remeasurements:				
Gains and losses from changes in assumptions	133,830	(61,020)	76,990	(31,388)
Experience gains and losses	46,360	6,633	-	-
31st March	<u>(2,093,772)</u>	<u>(2,234,162)</u>	<u>(289,275)</u>	<u>(345,920)</u>

The expected contributions to the ERYC fund for 2020/21 are £6.5m (2019/20 was £6.7m) and £21.3m for the Police Pension Fund (2019/20 was £19.9m).

18. RECONCILIATION OF PRESENT VALUE OF SCHEME ASSETS

	Local Government Pension Scheme	
	2019/20	2018/19
	£'000	£'000
1st April	246,394	225,858
Interest income on Plan assets	5,963	6,160
Employer contributions	6,178	6,936
Contributions by scheme participants	2,270	2,339
Benefits paid	(5,291)	(4,329)
Remeasurements:		
Return on assets excluding net interest	(26,448)	9,430
31st March	<u>229,066</u>	<u>246,394</u>

19. BASIS FOR ESTIMATING ASSETS AND LIABILITIES

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

The Police Schemes have been assessed by GAD (The Government Actuaries Department) and the Local Authority Scheme, which is administered by the East Riding of Yorkshire Council, has been assessed by Hymans Robertson, actuaries.

The main assumptions used in their calculations have been:

	Local Government Pension Scheme		Police Pension Schemes	
	2019/20	2018/19	2019/20	2018/19
	%	%	%	%
Rate of Inflation	1.80	2.40	2.00	2.35
Rate of Increases in Salaries				
Long term	2.70	2.60	4.00	4.35
Short term	N/A	N/A	1.00	1.00
Rate of Increase for Pensions	1.80	2.40	2.00	2.35
Rate for Discounting Scheme	2.30	2.70	2.25	2.45
Liabilities				
CARE Revaluation			3.25	3.6
Take up option to convert annual pension into retirement grant:				
Pre April 2008 service	60	60		
Post April 2008 service	80	80		

The sensitivity of scheme liabilities to changes in the main assumptions are:

Percentage increase in scheme liabilities and monetary values:

2019/20	Local Government Pension Scheme		Police Pension Schemes	
	%	£'000	%	£'000
Change in assumption:				
0.5% increase in salaries increase rate	1.0	4,099	1.0	20,000
0.5% increase in pensions increase rate	10.0	29,506	7.5	157,000
0.5% decrease in discounting of liabilities rate	12.0	33,927	9.5	196,000
1 year increase in member life expectancy rate	3.0	8,678	3.0	6,000

Percentage increase in scheme liabilities and monetary values:

2018/19	Local Government Pension Scheme		Police Pension Schemes	
	%	£'000	%	£'000
Change in assumption:				
0.5% increase in salaries increase rate	2.0	7,655	1.0	24,000
0.5% increase in pensions increase rate	10.0	35,546	8.0	172,000
0.5% decrease in discounting of liabilities rate	13.0	44,012	10.0	214,000
1 year increase in member life expectancy rate	3.0	10,157	2.5	55,000

Opposite changes in assumptions would produce equal and opposite changes in scheme liabilities. Doubling the changes in assumptions would produce approximately double the change in scheme liabilities.

The weighted average duration of the scheme liabilities are:

	Local Government Pension Scheme	Police Pension Schemes
	Years	Years
2019/20	24.0	20.0
2018/19	21.6	21.0

The Police Pension Schemes have no assets to cover the liabilities incurred.

Assets in the East Riding of Yorkshire Council Fund are valued at fair value, principally market value for investments, and consist of the following categories, by proportion of the assets held by the fund:

	2019/20		2018/19	
Asset quoted prices:	%	£'000	%	£'000
Equity securities	8.7	19,910	8.3	20,732
Debt securities	13.2	30,233	14.6	36,698
Private equity	5.3	12,161	5.1	12,719
Real estate	13.3	30,484	11.8	29,564
Investment funds	54.8	125,442	56.3	140,947
Cash and cash equivalents	4.7	10,836	4.0	9,907
Total		229,066		250,567
In active markets	73.2	167,688	77.3	193,700
Not in active markets	26.8	61,378	22.7	56,867
Total		229,066		250,567

20. ASSUMED MORTALITY RATES

Mortality rates are projected using published tables. Future mortality improvements are in line with the 2014-based UK principle population projections.

Police Pension Fund

2019/20

Current Pensioners			Future Pensioners		
Exact Age	Expectation of life (in years) for existing pensioners		Exact Age	Expectation of life (in years) for existing pensioners	
	Males	Females		Males	Females
65	21.9	23.6	65	23.6	25.2

2018/19

Current Pensioners			Future Pensioners		
Exact Age	Expectation of life (in years) for existing pensioners		Exact Age	Expectation of life (in years) for existing pensioners	
	Males	Females		Males	Females
65	22.7	24.3	65	24.6	26.2

East Riding of Yorkshire Pension Fund

2019/20

Current Pensioners			Future Pensioners		
Exact Age	Expectation of life (in years) for existing pensioners		Exact Age	Expectation of life (in years) for existing pensioners	
	Males	Females		Males	Females
65	20.9	23.3	65	21.8	24.8

2018/19

Current Pensioners			Future Pensioners		
Exact Age	Expectation of life (in years) for existing pensioners		Exact Age	Expectation of life (in years) for existing pensioners	
	Males	Females		Males	Females
65	21.7	24.2	65	23.7	26.4

21. REMEASUREMENTS OF THE NET DEFINED BENEFIT LIABILITY

The IAS 19 remeasurement movements on the Pensions Reserve can be analysed into the following remeasurement categories, measured as absolute amounts and as percentages of assets or liabilities at 31 March:

Local Government

	2015/16		2016/17		2017/18		2018/19		2019/20	
	£'000	%	£'000	%	£'000	%	£'000	%	£'000	%
Return on assets, excluding net interest	(3,975)	-2.09	12,369	5.77	1,009	0.45	9,430	4.12	(26,448)	(10.61)
Difference between actuarial assumptions about liabilities and actual experience	2,060	0.86	22,023	7.84	(26)	(0.01)	(15)	(0.01)	27,544	7.55
Changes in the demographic and financial assumptions used to estimate liabilities	<u>36,721</u>	15.27	<u>(48,515)</u>	(17.26)	<u>6,939</u>	2.36	<u>(31,373)</u>	(10.70)	<u>49,446</u>	4.36
Total IAS19 remeasurements	<u><u>34,806</u></u>	14.48	<u><u>(14,123)</u></u>	(5.03)	<u><u>7,922</u></u>	2.70	<u><u>(21,958)</u></u>	(25.90)	<u><u>50,542</u></u>	14.35

Police Pension Schemes

	2015/16		2016/17		2017/18		2018/19		2019/20	
	£'000	%	£'000	%	£'000	%	£'000	%	£'000	%
Difference between actuarial assumptions about liabilities and actual experience	74,590	4.54	6,820	0.34	15,550	0.76	6,633	0.32	42,804	1.89
Changes in the demographic and financial assumptions used to estimate liabilities	<u>189,180</u>	11.49	<u>(344,000)</u>	(16.91)	<u>9,180</u>	0.45	<u>(61,020)</u>	(3.00)	<u>133,830</u>	5.99
Total IAS19 remeasurements	<u><u>263,770</u></u>	16.04	<u><u>(337,180)</u></u>	(16.58)	<u><u>24,730</u></u>	1.23	<u><u>(54,387)</u></u>	(2.65)	<u><u>176,634</u></u>	7.88

Allocation of IAS19 remeasurements:

	2019/20	2018/19
	£'000	£'000
PCC	21,596	(69,231)
Chief Constable	<u>(248,772)</u>	<u>145,576</u>
Total IAS19 remeasurements	<u>(227,176)</u>	<u>76,345</u>

22. Employment Claims

The Chief Constable of Humberside along with other Chief Constables and the Home Office currently has 42 claims lodged against them with the Central London Employment Tribunal. The claims are in respect of alleged unlawful discrimination arising from the Transitional Provisions in the Police Pension Regulations 2015.

Claims of unlawful discrimination have also been made in relation to the changes to the Judiciary and Firefighters Pension regulations and in December 2018 the Court of Appeal (McCloud / Sargeant) ruled that the 'transitional protection' offered to some members as part of the reform to public sector pensions amounts to unlawful discrimination. On 27 June 2019 the Supreme Court refused leave to appeal on the McCloud case. In light of this it is envisaged the Court will require changes to arrangements for employees who were transferred to the new schemes potentially including Police Pension Scheme members. This would lead to an increase in Police Pension Scheme liabilities and our actuaries (The Government Actuary Department) using specific assumptions have estimated the potential increase in scheme liabilities for Humberside Police/PCC to be approximately 4.4% or £94.170m pension scheme liabilities. This increase is reflected in the IAS 19 disclosure as a Past Service Cost in 2018/19.

The actuaries have highlighted that this estimate is based on one potential remedy (the actual remedy is not yet known and work is ongoing to determine this with outcomes expected in 2022/23), the potential impact of any difference in the profile of the force's membership compared with the scheme as a whole and that the figures are highly sensitive to assumptions around short term earnings growth.

The impact of an increase in scheme liabilities arising from McCloud / Sargeant judgment will be measured through the pension valuation process, which determines employer and employee contribution rates. The next Police Pension valuation is due to take place in 2020 with implementation of the results planned for 2023/24 and forces will need to plan for the impact of this on employer contribution rates alongside other changes identified through the valuation process.

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

With regard to the LGPS a similar adjustment to Past Service Cost within the IAS 19 disclosure has been made for the McCloud judgement. This corresponds to 0.18% or £0.635m increase in liabilities in 2018/19. The impact of an increase in scheme liabilities. The impact of an increase in scheme liabilities arising from McCloud / Sargeant judgement will be measured through the pension valuation process, which determines employer contribution rates.

23. CASH FLOW STATEMENT – ADJUSTMENTS FOR NON CASH MOVEMENTS

31 March 2019		31 March 2020
£'000		£'000
70,398	Net (Surplus) or Deficit on the Provision of Services	70,613
(70,398)	Adjustments to Net Surplus or Deficit on the Provision of Services for Non Cash Movements	(70,613)

24. EVENTS AFTER THE BALANCE SHEET DATE

The audited Statement of Accounts were issued on 25 November 2020. The Chief Constable reviewed events occurring between 31 March and 25 November 2020, and did not identify any additional events that were adjusting events in respect of conditions existing at the Balance Sheet date.

Between issuing the draft accounts and the completion of the audit one adjusting event has occurred:

IAS19 Pensions – McCloud Judgement

In December 2018 the Court of Appeal ruled that the transitional protection offered to some members as part of reform to public sector pensions amounted to unlawful discrimination. In June 2019 the Supreme Court refused leave to appeal on the case. Therefore, on 16 July 2020 HM Treasury published their 'Public Service Pension Scheme Consultation: Changes to the transitional arrangements to the 2015 Schemes' document which contained their proposed remedy to the McCloud/Sargeant judgement. In particular, those who were members of a public sector pension scheme on or before 31 March 2012 and on or after 1 April 2015 are to be in the scope to choose between their 2015 Scheme or legacy scheme benefits for the period April 2015 to April 2022.

The approach originally used when calculating the IAS19 Pensions cost in 19-20 in respect to the McCloud judgement assumed that all members who were in service on 1 April 2015 would be eligible. At the point of producing the unaudited accounts details of the case and the potential form of the eventual remedy were still unclear. Since the consultation has been published in July 2020 the actuaries have compared the original assumptions used to the eligibility set out in the consultation document and have highlighted that the original approach has overstated the potential McCloud/Sargeant liability.

The impact of the published consultation on the PCC Group 19-20 accounts is a decrease of £25.2m in the pension scheme liability, a £4.6m reduction in current service costs, a £18m reduction in past service cost, a £0.60m reduction in interest costs and an increase in Actuarial Gains/Losses of £1.5m. These adjustments have been reflected in the final published accounts for 19-20.

POLICE PENSION FUND ACCOUNTS

The Code of Practice on Local Authority Accounting sets out the accounting treatment for the Police Pension Fund Accounts in the financial year 2019/20.

The Chief Constable is responsible for administering the Police Pension Fund in accordance with the Police Reform and Social Responsibility Act 2011. All payments and receipts are made to and from the Police and Crime Commissioner for Humberside's ("PCC") Police Fund. These Police Pension Fund Accounts do not form part of the Chief Constable's or PCC Group Financial Statements.

TRANSACTIONS RELATING TO RETIREMENT BENEFITS

As part of the terms and conditions of employment of its officers and other employees, the PCC Group offers retirement benefits. Although these benefits will not actually be payable

until employees retire, the PCC Group has a commitment to make the payments that need to be disclosed at the time that employees earn their future entitlement.

The PCC Group participates in the following pension schemes:

The Police Pension Schemes for police officers – three schemes are provided for police officers, the 1987 Scheme with officers' contributions for 2019/20 in a range of 14.25% to 15.05% (2018/19 14.25% to 15.05%), the 2006 scheme has officers' contributions in a range 11.00% to 12.75% (2018/19 11.00% to 12.75%) and the 2015 scheme which has officers' contributions in a range of 12.44% to 13.78% (2018/19 12.44% to 13.78%). All schemes are unfunded schemes, i.e. no investment assets are built up to meet the pensions liabilities and cash has to be generated to meet actual pensions payments as they eventually fall due.

The Local Government Pension Scheme for police staff, administered by the East Riding of Yorkshire Council – this is a funded scheme, i.e. the PCC and employees pay contributions into a fund, calculated at a level intended to balance the pensions liabilities with investment assets.

The accounting and funding arrangements for Police Pensions are detailed below:

POLICE PENSIONS FUND ACCOUNT

2018/19 £'000		2019/20 £'000
	CONTRIBUTIONS RECEIVABLE	
	Police & Crime Commissioner ("PCC"):	
(13,573)	- contributions at 31% (21.3% in 2018-19)	(18,482)
(721)	- early retirements - Ill Health	(392)
(8,573)	Officers' contributions	(8,733)
(22,867)		(27,607)
	TRANSFERS IN	
(711)	Transfers in from other Pension Schemes	(1,042)
	BENEFITS PAYABLE	
49,612	- pensions	51,907
11,067	- commutations and lump sum retirement benefits	9,491
100	- lump sum death benefits	363
		61,761
	PAYMENTS TO AND ON ACCOUNT OF LEAVERS	
87	- refunds of contributions	92
-	- transfers out to other Pension Schemes	49
-	- transfers out to other Police Forces: 1974 arrangements	141
37,287	NET AMOUNT PAYABLE FOR THE YEAR BEFORE TRANSFER FROM THE PCC	33,253
(35,442)	ADDITIONAL FUNDING PAYABLE BY THE PCC TO MEET THE DEFICIT (FUNDED BY THE HOME OFFICE)	(31,524)
(1,845)	ADDITIONAL FUNDING PAYABLE BY THE PCC TO MEET THE DEFICIT (NOT FUNDED BY THE HOME OFFICE)	(1,729)
-	NET AMOUNT PAYABLE/RECEIVABLE FOR THE YEAR	-

NET ASSETS STATEMENT

2018/19 £'000		2019/20 £'000
	Current Assets	
3,100	Police Fund Debtor	1,996
4,326	Pensions Paid in Advance	4,428
	Current Liabilities	
-	Unpaid Pensions Due	161
7,426	Humberside Police and Crime Commissioner	6,263
-		-

NOTES TO THE POLICE PENSION FUND ACCOUNTS

The Police Pension Fund Account was established during 2006-07 with legal status being given by the Police Pension Fund Regulations 2007 (SI 2007 no. 1932).

The Police Officer Pension Schemes make up the account:

- 1987 Police Pension Scheme, contribution rates 14.25% to 15.05%
- 2006 Police Pension Scheme, contribution rates 11.00% to 12.75%
- 2015 Police Pension Scheme, contribution rates 12.44% to 13.78%

PCCs are obliged to include the Pension Fund Account in their Statement of Accounts in accordance with regulation 7(1)(d) of the Accounts and Audit Regulations 2003. The Fund is administered and managed by the Humberside Police Finance Section.

The fund is charged with all pensions expenditure in accordance with Home Office guidance, with income being employee contributions, employer contributions, which for 2019/20 was 31% of pensionable pay (2018/19 21.3%).

Other income items within the fund are transfer payments from other pension schemes and a capital charge that is twice the average pensionable pay of officers that retire on ill health.

The Home Office provide a pension “top up” grant to fund differences on the fund account, 80% is received up front for the relevant financial year, with the balance provided on submission of the PCC’s financial statements.

There has been an adjustment of 2.9% to the cash flow to the Police Pension Fund due to the reduction in the employer contribution rate from 33.9% to 31% being reflected in a reduction in HM Treasury pensions top up funding of £1.729k (2018/19 £1,845k).

There are no investment assets, the fund is balanced to nil at the year-end by either a contribution from the Police Fund, or if a surplus balance on the fund, a transfer to the Police Fund.

The fund does not account for benefits payable in the future (IAS 19 Employee Benefits), which is a divergence from the accounting policy for the Police Fund Account as stated in the statement of accounting policies. Details of the long term pension obligations and the cost of pensions can be found in the PCC Group’s financial statements.

Employees’ and employer’s contribution levels are based on percentages of pensionable pay set nationally by the Home Office and are subject to triennial revaluation by the Government Actuary’s Department.

The responsibility for future pension benefits still lies with the PCC Group, through the Police Fund Account. The responsibility for amounts due to/from the Fund Account and the Home Office is shown within the Police Fund, not the Pensions Fund.

As previously stated the Chief Constable is responsible for administering the Police Pension Fund in accordance with the Police Reform and Social Responsibility Act 2011. All payments and receipts are made to and from the PCCs Police Fund. As such, the Chief Constable and the PCC are the only related parties to the Fund and all the transactions shown in the Police Pension Fund Accounts have been processed through the PCC.

A number of claims have been made against the Chief Constable of Humberside, please see note 22 for details.

GLOSSARY OF ACCOUNTING TERMS

The Force has adopted the International Financial Reporting Standards (“IFRS”) based Code of Practice on Local Authority Accounting as its standard basis of accounting.

Definitions of accounting terms used are given below:

Term	Definition
Accounting period	The period of time covered by the financial statements, normally a period of twelve months.
Accruals basis	Under the accruals concept, expenses are recognised when incurred, not when the cash is actually paid out, and revenue is recognised when it is earned, not when the cash is actually received.
Agency cost	Services which are performed by or for another authority or public body, where the agent is reimbursed for the cost of the work done.
Asset	An item owned or leased by the Chief Constable, which has a value, for example, land and buildings, vehicles, equipment, cash.
Assets held for sale	Assets are held for sale if their value will be recovered through a sale transaction rather than through continuing use.
Balance Sheet	This represents a summary of all the assets and liabilities of the Chief Constable.
Carry overs	These are underspends at the end of the financial year, which are carried forward into the next financial year to support that year’s expenditure plans.
Cash and cash equivalents	Cash includes cash held in bank accounts and cash in hand. Cash equivalents are assets that can be readily converted into cash such as deposits and certain short term investments.
CIPFA	The Chartered Institute of Public Finance and Accountancy. This is the main professional accountancy body relating to the public sector.
Contingent asset or liability	An asset or liability that is not recognised in the financial statements due to the level of uncertainty surrounding it but is disclosed as it is possible that it may result in a future inflow or outflow of resources.
Creditors	Amounts owed by the Chief Constable for goods received or services rendered but not yet paid for at the end of the financial year.
Current asset or liability	An asset or liability that the Chief Constable expects to hold or discharge for a period of less than one year from the Balance Sheet date.
Debtors	Sums of money due to the Chief Constable for work done or services supplied but not received at the end of the financial year.
Deferred liabilities	Liabilities which by arrangement are payable beyond the next year at some points in the future or paid off by an annual sum over a period of time.
Employee benefits	All forms of consideration given to employees for services rendered. These are salaries and wages, social security costs (national insurance), superannuation contributions, paid sick

	leave, paid annual and long service leave and termination payments.
Going concern basis	The underlying assumption used in producing the financial statements that the Chief Constable will continue to operate for at least 12 months from the Balance Sheet date.
Income Received in Advance	Income received that should be classed as a benefit in the next financial year.
Intangible assets	Capital expenditure which does not create a tangible asset.
Leases	A method of financing expenditure over a period of time. There are two types of lease: <ul style="list-style-type: none"> ▪ Finance lease, where the risks of ownership are transferred to the lessee and where the assets are recorded in the Chief Constable's Balance Sheet at a current valuation. ▪ Operating lease, where the risks of ownership stay with the leasing company and the annual rental charges are made via the Comprehensive Income and Expenditure Statement.
Liability	An amount owing to a third party such as a loan or unpaid invoice from a supplier.
Net assets	Total assets less total liabilities.
Non current asset or liability	An asset or liability that the Chief Constable expects to hold or discharge for a period of more than one year from the Balance Sheet date.
Non Distributed Cost	This is where overheads are not charged or apportioned to activities within the SeRCOP service expenditure analysis.
Prepayment	Where an amount of expenditure is paid in the current financial year, but the goods or services are a benefit in the next/following year.
Provision	An amount set aside to provide for a liability which is likely to be incurred but the exact amount and the date on which it will arise are uncertain.
Reserves	General reserves are accumulated balances available to support revenue or capital spending and meet unforeseen events. Earmarked reserves are amounts set aside for an agreed purpose in one financial year and carried forward to meet expenditure in future years.
Revenue expenditure	Spending on day to day items, including salaries, premises costs and supplies and services.

Acronyms and Abbreviations

ACO	Assistant Chief Officer
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ASB	Anti Social Behaviour
CARE	Career Average Revalued Earnings
CC	Chief Constable
CDB	Corporate Development Branch
CFO	Chief Finance Officer
CIPFA	Chartered Institute of Public Finance and Accountancy
CJU	Criminal Justice Unit
DA	Domestic Abuse
DACT	Domestic Abuse Coordination Team
ERYC	East Riding of Yorkshire Council
ESFM	Emergency Services Fleet Management
GAD	Government Actuaries Department
HMICFRS	Her Majesty's Inspector of Constabulary and Fire and Rescue Services
IAS	International Accounting Standards
IFRS	International Financial Reporting Standards
JES	Joint Estates Service
LGPS	Local Government Pension Scheme
MFD	Multifunctional Device
MRP	Minimum Revenue Provision
MTRS	Medium Term Resource Strategy
MYR	Mid-Year Review
NECB	North East Collaboration Board
NPCC	National Police Chiefs Council
OCG	Organised Crime Group
OPCC	Office of Police and Crime Commissioner
OPCCSY	OPCC for South Yorkshire / South Yorkshire Police
PCC	Police and Crime Commissioner
PCSO	Police Community Support Officers
PEEL	Police Effectiveness Efficiency and Legitimacy
PRSRA	Police Reform and Social Responsibility Act
RCB	Regional Collaboration Board
SeRCOP	Service Reporting Code of Practice for Local Authorities
VAT	Value-Added Tax