Chief Constable for Gloucestershire

Statement of accounts 2012/13

CONTENTS

FOREWORD BY THE CHIEF CONSTABLE'S CHIEF FINANCE OFFICER

The purpose of this foreword is to provide a clear guide to the most significant matters reported in the accounts. It explains the purpose of the financial statements that follow and provides a summary of the Chief Constable's financial activities during 2012/13.

On 15 September 2011 the Police Reform and Social Responsibility Act 2011 received Royal Assent in Parliament, introducing a significant shift in the way the police in England and Wales are governed and held accountable. One of the key reforms was to replace the Gloucestershire Police Authority (GPA) with the Police and Crime Commissioner (PCC) for Gloucestershire on the 22nd November 2012. At the same time the Chief Constable (CC) was established as a separate body, whose primary function is the exercising of operational policing duties under the Police Act 1996. The PCC's function is to hold the Chief Constable to account for the exercise of these duties, thereby securing the maintenance of an efficient and effective police force in Gloucestershire.

These are the first statutory accounts to be prepared under the new arrangements. For accounting purposes the PCC and the CC together are known as the Group. A separate set of statutory accounts has been published for the PCC and Group to recognise all of the financial transactions incurred during 2012/13 for policing Gloucestershire.

The format and content of the Accounts are laid down by the Code of Practice on Local Authority Accounting in the UK 2012/13 (the 'Code') based on International Financial Reporting Standards, issued by CIPFA, the professional body of public sector accountants. The accounting policies adopted by the Chief Constable comply with recommended accounting practices and are explained on pages 7 to 9. The Code sets out the minimum requirements considered necessary for the Statement of Accounts. These are:

- Explanatory Foreword
- Statement of Responsibilities for the Statement of Accounts
- Accounting Statements
- Notes to the Accounts

The Accounts 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
- The Home Office Financial Management Code of Practice for the Police Service of England and Wales 2012
- Scheme of Delegation between the PCC and CC
- Financial Regulations for the Group

On 22nd November the assets, liabilities and reserves belonging to the GPA were transferred directly to the PCC. During this period the PCC receives all income and funding and makes all the payments for the Group from the PCC Police Fund. In turn the CC fulfils her functions under the Act within an annual budget (set by the PCC in consultation with the CC). A scheme of delegation is in operation between the two bodies determining their respective responsibilities during the first phase, as well as local arrangements in respect of the use of the PCC's assets and staff. The statements for 2012/13 reflect the position during the first phase of transition. The core financial statements comprise:

- The Comprehensive Income and Expenditure Statement (CIES). This recognises the financial resources belonging to the PCC consumed at the request of the CC for the full 12 months to 31 March 2013 (as opposed to the overall cost of policing Gloucestershire as shown by the Group Accounts). The CIES has been prepared applying the accounting principles set out in the CIPFA Accounting Code of Practice. The headings used are from CIPFA's Service Reporting Code of Practice (SeRCOP) and highlights the financial consequences of the different policing activities in Gloucestershire last year under the direction of the CC.

- The Movement in Reserves Statement. This statement summarises the movements to and from the reserves for the year 2012/13. The CC does not manage any of these transactions and accordingly this statement does not show any movements. It is included in the Accounts to show the reader that all reserve movements are handled by the PCC.

- The Balance Sheet. The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the CC. The Balance Sheet includes only police officer and staff pension liabilities and assets. The net pension liability is underwritten by an intra-group debtor with the PCC.

- The Cash Flow Statement. The Cash Flow Statement shows the changes in cash and cash equivalents of the CC during the accounting period. The CC does not manage any of these transactions and accordingly this statement does not show any figures. Movements of monies are included in the Accounts of the PCC.

The Police Pension Fund Accounts, which comprise the Fund Account, the Net Assets Statement and the related notes are shown at the end of this Statement of Accounts.

Revenue Expenditure

In February 2012 the Police Authority approved a revenue expenditure budget for 2012/13 of £103.67 million. This was funded by £58.41 million from central government and £45.26 million from Council Tax. The police element of the Band D Council Tax was set at £199.69, the same level as that for 2011/12. Additional one off Government funding was provided in 2012/13 in lieu of any Council Tax increases (£1.35 million).

The Table on Page 18 provides a summary of the final outturn position for 2012/13 for the Group compared with the revised budget. Overall the Group delivered an underspend of £2.163 million which was transferred into reserves. This is in addition to a £1.974 million transfer into reserves, planned in the budget – total transfer £4.137 million.

Because of the savings that are required over the current Spending Review period every effort has been made to reduce expenditure in all areas of the organisation. An Organisational Support Services Review has been undertaken, which has generated savings of £7.3m through reductions in police staff numbers. The review will be completed during 2013/14.

The reserves of the Group are held by the PCC and are available for the Chief Constable to utilise in the performance of her duties. These reserves and their purposes can be reviewed in the PCC's Statement of Accounts.

Outlook for 2013/14

The 2013/14 Budget for the Group was set at £102.7m, a decrease of 0.9% compared to the 2011/12 budget. This is funded by £61.0 million from government grant and £41.7 million from the Council Tax. The police element of the Band D Council Tax for 2013/14 is £203.68.

The Budget includes £5.6 million of savings in 2013/14. These are part of the £18m savings required for the four year period from 2011/12 to 2014/15, because of government funding reductions and the cessation of the Gloucestershire County Council funding for 63 police officers. Recurring savings of £17.2m have been achieved up to and including 2013/14 and the additional savings required for 2014/15 have been identified. Current savings targets are predicated on an assumed Council Tax increase of 2% in 2014/15.

The Police Reform and Social Responsibility Act 2011 requires PCC's and Chief Constables to determine the on-going responsibilities of the two bodies by 1st April 2014. Work is underway to agree these responsibilities and then submit proposals to the Home Office.

Performance

During the 2012/13 financial year there was a 13% reduction in recorded crimes compared to the previous financial year, representing 4,393 fewer offences. This reduction has been achieved through notable reductions in Theft, Burglary, Criminal Damage and Violence against the Person. There were significant and sustained falls in domestic burglary levels during the year, due to coordinated, targeted activities in this area. Increases were reported in Fraud and Forgery and in Drugs. The rise in Drugs offences recognised the increase in proactive operations across the force area during the year.

Pension Schemes

The Police Pension Scheme and the New Police Pension Scheme are both unfunded defined benefit schemes, meaning that there are no investment assets built up to meet pension liabilities, and cash has to be generated to meet actual pensions payments as they fall due. Under the Police Pension Fund Regulations 2007, if the amounts receivable by the pension funds for the year are less than the amounts payable, the Group must annually transfer an amount required to meet the deficit to the pension fund. Subject to parliamentary scrutiny and approval, up to 100% of this cost is met by a central government top-up grant. The Group received a top up grant for 2012/13 of £13.179m for 100% of the deficit.

The Group is obliged to include the police pension accounts in their statement of accounts, and the Fund Account and Notes are shown on pages 33 and 34.

In accordance with the requirements of International Accounting Standard No 19 – Employee Benefits (IAS19), as amended, the CC Statement of Accounts includes net pension liabilities and a pensions asset in its Balance Sheet, and entries in the Comprehensive Income and Expenditure Statement to reflect movements in the assets and liabilities relating to the pension schemes.

I hope that the explanatory notes to these Accounts will be helpful. A summary set of accounts for the Group has been produced and is published on the Gloucestershire Constabulary website. Further information on the Chief Constable's finances can be obtained by:

- writing to the Chief Constable's Chief Finance Officer, Police Headquarters, 1 Waterwells Drive, Quedgeley, Gloucester. GL2 2AN.
- e-mailing the Chief Constable's Chief Finance Officer at peter.skelton@gloucestershire.police.uk, or
- viewing the Gloucestershire Constabulary website at www.gloucestershire.police.uk

P. Skelton, ACA
Chief Constable's Chief Finance Officer

RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

The Chief Constable's Responsibilities

The Chief Constable is required to:

- Make arrangements for the proper administration of her financial affairs and to secure that one of her officers (the Chief Constable's Chief Finance Officer) has the responsibility for the administration of those affairs.

- Manage her affairs to secure economic, efficient and effective use of resources and to safeguard her assets.

- Approve the Statement of Accounts.

The Chief Constable's Chief Finance Officer's Responsibilities

The Chief Constable's Chief Finance Officer is responsible for the preparation of the Chief Constable's Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code).

In preparing this Statement of Accounts the Chief Constable's 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 local authority Code.

The Chief Constable's 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.

CERTIFICATION OF THE ACCOUNTS BY THE CHIEF CONSTABLE'S CHIEF FINANCE OFFICER

I certify that the Statement of Accounts gives a true and fair view of the financial position of Chief Constable for Gloucestershire as at 31st March 2013 and her income and expenditure for the year then ended.

Peter Skelton, ACA
Chief Constable's Chief Finance Officer

Date 25th September 2013

CERTIFICATION OF THE ACCOUNTS BY THE CHIEF CONSTABLE FOR GLOUCESTERSHIRE

I approve the Statement of Accounts.

Suzette Davenport
Chief Constable

Date 25th September 2013

INDEPENDENT AUDITOR'S REPORT TO THE CHIEF CONSTABLE FOR GLOUCESTERSHIRE

Opinion on the financial statements

We have audited the financial statements of the Chief Constable for Gloucestershire for the year ended 31 March 2013 under the Audit Commission Act 1998. The financial statements comprise the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, the Cash Flow Statement and the related notes and include the police pension fund financial statements comprising the Fund Account and the Net Assets Statement 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 2012/13.

This report is made solely to the Chief Constable for Gloucestershire in accordance with Part II of the Audit Commission Act 1998 and for no other purpose, as set out in paragraph 48 of the Statement of Responsibilities of Auditors and Audited Bodies published by the Audit Commission in March 2010. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Chief Constable for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Chief Finance Officer and auditor

As explained more fully in the Statement of the Chief Finance Officer's 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, and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Chief Constable's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Chief Finance Officer; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the explanatory foreword to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the financial position of the Chief Constable for Gloucestershire at 31 March 2013 and of its expenditure and income for the year then ended; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2012/13.

Opinion on other matters

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

Matters on which we report by exception

We report to you if:

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

We have nothing to report in these respects.

Other matters on which we are required to conclude

We are required under Section 5 of the Audit Commission Act 1998 to satisfy ourselves that the Chief Constable has made proper arrangements for securing economy, efficiency and effectiveness in their use of resources. We are also required by the Audit Commission's Code of Audit Practice to report any matters that prevent us being satisfied that the Chief Constable has put in place such arrangements.

We have undertaken our audit in accordance with the Code of Audit Practice and, having regard to the guidance issued by the Audit Commission in November 2012, we have considered the results of the following:

- our review of the annual governance statement;
- the work of other relevant regulatory bodies or inspectorates, to the extent the results of the work have an impact on our responsibilities; and
- our detailed risk assessment.

As a result, we have concluded that there are no matters to report.

Certificate

We certify that we have completed the audit of the financial statements of the Chief Constable for Gloucestershire in accordance with the requirements of the Audit Commission Act 1998 and the Code of Audit Practice issued by the Audit Commission.

Elizabeth Cave

Elizabeth Cave
Director
for and on behalf of Grant Thornton UK LLP

Hartwell House
55-61 Victoria Street
Bristol
BS1 6FT

25 September 2013

STATEMENT OF ACCOUNTING POLICIES 2012/13

1. General principles

These financial statements have been prepared in accordance with the *Code of Practice on Local Authority Accounting in the United Kingdom 2012/13.* The Comprehensive Income and Expenditure Statement has been prepared in the format required under the Service Reporting Code of Practice for Local Authorities 2012/13 (SERCOP).

Following the passing of the Police Reform and Social Responsibility Act 2011 the Gloucestershire Police Authority was replaced on 22nd November 2012 with two 'corporation sole' bodies, the Police and Crime Commissioner (PCC) for Gloucestershire and the Chief Constable (CC) for Gloucestershire. Both bodies are required to prepare separate Statement of Accounts. The accounting policies below reflect the powers and responsibilities of the Chief Constable as designated by the Act and the Home Office Financial Management Code of Practice for the Police Service, England and Wales 2012. The accounting policies defined here are consistent with local regulations and practice as well as the Group policies.

The Financial Statements included here represent the accounts for the Chief Constable. The Financial Statements cover the twelve months to 31 March 2013.

All expenditure is paid for by the PCC, including the wages of police staff and officers, and no actual cash transactions or events take place between the two entities. Costs are however recognised within the CC's accounts to reflect the financial resources consumed at the request of the CC and the economic benefit this brings about. For example an economic benefit is recognised to reflect the utilisation of the PCC owned long term assets which mirrors depreciation of property, plant and equipment.

2. Estimation Techniques

Accounting policies and estimation techniques have been selected and exercised, having regard to the accounting principles and contents set out in IAS 8 and IPSAS 3 (*Accounting Policies, Changes in Accounting Estimates and Errors),* specifically:

- The qualitative characteristics of financial information
- Relevance
- Reliability
- Comparability
- Understandability
- Materiality
- Pervasive accounting concepts
- Accruals
- Going concern
- Primacy of legislative requirements

3. Accruals of expenditure & Income

Activity is accounted for in the year it takes place, not simply when cash payments are made. Supplies are recorded as expenditure when they are consumed and the provision of services (including services provided by employees) are recorded as expenditure when the service is received rather than when payments are made.

4. Exceptional Items

When items of income and expenditure are material, their nature and amount is disclosed separately, either on the face of the Comprehensive Income and Expenditure Statement or in the notes to the accounts, depending on how significant the items are to an understanding of the Chief Constable's financial performance.

5. Provisions

Provisions are made when an event has taken place that gives the Group a legal or constructive obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. Provisions are charged as an expense to the appropriate service line in the CIES in the year that the Group becomes aware of the obligation, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

6. Leases

Leases are classified as finance leases where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. All other leases are classified as operating leases. Rentals paid under operating leases are charged to the CIES as an expense of the services benefiting from use of the leased property, plant or equipment.

7. Overheads

The CC has a policy of not recharging support service overhead costs to front line service providing departments. However for the purposes of the preparation of the CIES the full cost of support service overheads are shared between users in proportion to the benefits received, with the exception of Corporate & Democratic Core and Non Distributed Costs. These two cost categories are defined in SERCOP and accounted for as separate headings in the CIES, as part of the Net Cost of Service.

8. Employee Benefits

Post employment benefits

As part of the terms and conditions of employment of its officers and other employees, the Group offers retirement benefits. Although these benefits will not actually be payable until employees retire, the Group has a commitment to make payments that need to be disclosed at the time that employees earn their future entitlement. The Group participates in three separate pension schemes:

- The Local Government Pension Scheme (LGPS) for Police staff employees, administered locally by Gloucestershire County Council. This is a funded defined benefit salary scheme, meaning that the Group and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets.

- The Police Pension Scheme (PPS) and the New Police Pension Scheme (NPPS) for police officers. These are both unfunded defined benefit final salary schemes, administered by the Group, meaning that there are no investment assets built up to meet the pension liabilities and cash has to be generated to meet actual pensions payments as they eventually fall due. Under the Police Pension Fund Regulations 2007, if the amounts receivable by the pensions funds for the year are less than the amounts payable, the Group must annually transfer an amount required to meet the deficit to the pension fund. Subject to parliamentary scrutiny and approval, up to 100% of this cost is met by central government pension top-up grant. If however the pension fund is in surplus for the year, the surplus is required to be transferred from the pension fund to the Group, which must then repay the amount to central government.

The costs of retirement benefits are included in the CC CIES when they are earned by employees, rather than when the benefits are eventually paid as pensions. Accrued net pension liabilities have been assessed on an actuarial basis in accordance with IAS 19 Employee Benefits, the net liability and a pensions debtor for all three schemes has been recognised on the CC Balance Sheet, as have entries in the CC Comprehensive Income and Expenditure Statement for movements in the asset/liability relating to the schemes. These are offset by an intra-group adjustment transferring costs to the PCC.

Actuarial gains and losses are recognised when changes in the net pension liability arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions.

Benefits payable during employment

Short term employee benefits are those due to be settled within 12 months of the year end. They include such benefits as wages and salaries, paid annual leave and paid sick leave, bonuses and non-monetary benefits for current employees. The financial consequences of these benefits are recognised in the CC CIES in the year in which the employee renders service to the CC.

Compensated absences are periods during which an employee does not provide services to the employer, but benefits continue to be paid. Compensated absences may be accumulating e.g. annual leave and flexi-time, or non-accumulating e.g. sick leave and maternity leave. Accumulating absences are those that are carried forward and can be used in future periods if the current period entitlement is not used in full. Short-term (due to be settled within 12 months after the year end of the period in which the employee renders the service) accumulating compensated absences shall be:

- recognised when employees render services that increases their entitlement to future compensated absences.
- measured as the additional amount that the CC expects to pay as a result of unused entitlement that has accumulated at the Balance Sheet date including associated employers national insurance and pension contributions.

Termination benefits

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

9. VAT

The CC does not submit a VAT return. The PCC submits a single VAT return on behalf of the Group. Expenditure in the CC CIES excludes any amounts relating to VAT as all VAT is remitted to /from HM Revenue & Customs.

10. Events after the Balance Sheet date

The CC will account for events after the reporting period in accordance with IAS 10 (Events after the Reporting Period), except where interpretations or adaptations to fit the public sector are detailed in the Code.

Two types of events after the Reporting Period can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period (adjusting events), and
- those that are indicative of conditions that arose after the reporting period (non-adjusting events).

The CC will adjust the amounts recognised in its CIES to reflect adjusting events after the reporting period, but will not adjust its statements for non-adjusting events. However for material non-adjusting events the CC will disclose the nature of the event and provide an estimate of its financial effect.

Chief Constable Comprehensive Income and Expenditure Statement for the year ended 31st March 2013

2011/12 Gross Expenditure £000s	2011/12 Gross Income £000s	2011/12 Net Expenditure £000s		2012/13 Gross Expenditure £000s	2012/13 Gross Income £000s	2012/13 Net Expenditure £000s
			Financial resources of the PCC consumed at the request of the Chief constable			
47,788	0	47,788	Local Policing	48,855	0	48,855
9,111	0	9,111	Dealing with the Public	9,319	0	9,319
8,576	0	8,576	Criminal Justice Arrangements	8,057	0	8,057
5,269	0	5,269	Road Policing	5,261	0	5,261
8,305	0	8,305	Specialist Operations	7,136	0	7,136
5,364	0	5,364	Intelligence	6,278	0	6,278
19,034	0	19,034	Specialist Investigation	15,469	0	15,469
4,074	0	4,074	Investigative Support	3,863	0	3,863
6,580	0	6,580	National Policing	6,254	0	6,254
114,101	**0**	**114,101**	**Financial resources consumed**	**110,492**	**0**	**110,492**
79	0	79	Corporate and democratic core	90	0	90
1,465	0	1,465	Non distributed costs - other	2,259	0	2,259
11,007	0	11,007	Non distributed costs - pensions change in commutation factors	0	0	0
126,652	**0**	**126,652**	**Total financial resources of the PCC consumed at the request of the Chief Constable**	**112,841**	**0**	**112,841**
0	(126,652)	(126,652)	Intra-group funding	0	(112,841)	(112,841)
126,652	**(126,652)**	**0**	**Net Cost of Service**	**112,841**	**(112,841)**	**0**
41,261	0	41,261	Pensions interest costs	38,666	0	38,666
0	(41,261)	(41,261)	Intra-group funding pensions interest costs	0	(38,666)	(38,666)
41,261	**(41,261)**	**0**	**Total Financing and Investment Income and Expenditure**	**38,666**	**(38,666)**	**0**
11,024	(11,024)	0	Police Pension Fund Top-Up Grant/Contribution	13,179	(13,179)	0
0	(12,125)	(12,125)	Intra-group funding (actuarial loss on police pensions)	0	(105,264)	(105,264)
11,024	**(23,149)**	**(12,125)**	**Non-specific grant income and contributions**	**13,179**	**(118,443)**	**(105,264)**
178,937	**(191,062)**	**(12,125)**	**Surplus(-)/deficit on provision of services**	**13,179**	**(118,443)**	**(105,264)**
12,125	0	12,125	Actuarial gains(-)/losses on pensions assets/liabilities	105,264	0	105,264
12,125	**0**	**12,125**	**Other Comprehensive Income and Expenditure**	**105,264**	**0**	**105,264**
191,062	**-191,062**	**0**	**Total Comprehensive Income and Expenditure**	**118,443**	**-118,443**	**0**

Note 1 - PCC payments during the year for financial resources of the PCC consumed at the request of the Chief Constable

The Comprehensive Income & Expenditure Statement above reflects the PCC financial resources consumed at the request of the CC for 2012/13. In practice all the respective costs are paid for by the PCC and the Comprehensive Income and Expenditure Statement includes the intra-group adjustments referred to below in the Notes to the Accounts (Note 1), resulting in a nil balance for Total Complrehensive Income and Expenditure.

Movement in Reserves Statement for the Chief Constable 2011/12 and 2012/13

	General Fund Balance £000	Earmarked GF Reserves £000	Capital Receipts Reserve £000	Revenue Contribution to capital unapplied £000	Capital Contributions Unapplied £000	Capital Grants Unapplied £000	Total Usable Reserves (Note 5) £000	Unusable Reserves (Note 6) £000	Total Authority Reserves £000
Balance at 31 March 2011	0	0	0	0	0	0	**0**	**0**	**0**
Movement in reserves during 2011/12									
Surplus or (deficit) on provision of services	12,125	0	0	0	0	0	**12,125**	**0**	**12,125**
Other Comprehensive Expenditure and Income	0	0	0	0	0	0	**0**	**(12,125)**	**(12,125)**
Total Comprehensive Expenditure and Income	12,125	0	0	0	0	0	**12,125**	**(12,125)**	**0**
Adjustments between accounting basis & funding basis under regulations									
Net IAS 19 charge for retirement benefits	(12,125)	0	0	0	0	0	**(12,125)**	**12,125**	**0**
Net Increase/Decrease before Transfers to Earmarked Reserves	0	0	0	0	0	0	**0**	**0**	**0**
Transfers to/from Earmarked Reserves	0	0	0	0	0	0	**0**	**0**	**0**
Increase/Decrease (movement) in Year	0	0	0	0	0	0	**0**	**0**	**0**
Balance at 31 March 2012 carried forward	0	0	0	0	0	0	**0**	**0**	**0**

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	General Fund Balance £000	Earmarked GF Reserves £000	Capital Receipts Reserve £000	Revenue Contribution to capital unapplied £000	Capital Contributions Unapplied £000	Capital Grants Unapplied £000	Total Usable Reserves (Note 5) £000	Unusable Reserves (Note 6) £000	Total Authority Reserves £000
Balance at 31 March 2012 carried forward	0	0	0	0	0	0	**0**	**0**	**0**
Movement in reserves during 2012/13									
Surplus or (deficit) on provision of services	105,264	0	0	0	0	0	**105,264**	**0**	**105,264**
Other Comprehensive Expenditure and Income	0	0	0	0	0	0	**0**	**(105,264)**	**(105,264)**
Total Comprehensive Expenditure and Income	105,264	0	0	0	0	0	**105,264**	**(105,264)**	**0**
Adjustments between accounting basis & funding basis under regulations									
Net IAS 19 charge for retirement benefits	(105,264)	0	0	0	0	0	**(105,264)**	**105,264**	**0**
Net Increase/Decrease before Transfers to Earmarked Reserves	0	0	0	0	0	0	**0**	**0**	**0**
Transfers to/from Earmarked Reserves	0	0	0	0	0	0	**0**	**0**	**0**
Increase/Decrease (movement) in Year	0	0	0	0	0	0	**0**	**0**	**0**
Balance at 31 March 2013 carried forward	0	0	0	0	0	0	**0**	**0**	**0**

These statements show only the pension related transactions for the years ended 31st March 2012 and 31st March 2013. All reserves are held by the PCC. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income & Expenditure Statement.

Chief Constable Balance Sheet as at 31st March 2013

31 March 2012 £'000		31 March 2013 £'000
816,543	Long Term Debtors - Intra group adjustment	958,069
816,543	**Total Long Term Assets**	**958,069**
2,209	Short term Debtors - Police Pension top up grant due from the Home office	2,626
2,209	**Total Current Assets**	**2,626**
2,209	Short term creditors - contribution due to the Police Pension Fund	2,626
2,209	**Total Current Liabilities**	**2,626**
816,543	Pension Liabilities	958,069
816,543	**Total Long Term Liabilities**	**958,069**
0	**Net Assets**	**0**
	Financed by:	
0	**Usable reserves**	0
0	**Unusable Reserves**	0
0	**Total Reserves**	**0**

The Balance Sheet includes only police officer and staff pension liabilities and assets. The net pension liability is underwritten by the intra-group debtors with the PCC.

Chief Constable Cash Flow Statement for the year ended 31st March 2013

2011/12 £'000		2012/13 £'000
	Operating Activities	
0	Cash inflows	0
0	Cash outflows	0
0	**Net cash flows from operating activities**	**0**
0	**Investing Activities**	0
0	**Financing Activities**	0
0	**Net (increase)/decrease in cash and cash equivalents**	**0**
0	**Cash and cash equivalents at the beginning of the reporting period**	**0**
0	**Cash and cash equivalents at the end of the reporting period**	**0**

This statement does not show any cash flows for the years ending 31st March 2012 and 2013 as all payments were made from the Police Fund which is held by the PCC and similarly all income and funding is received by the PCC during the year. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income and Expenditure Statement

NOTES TO THE ACCOUNTS

1. The creation of the Police and Crime Commissioner for Gloucestershire (PCC) and Chief Constable for Gloucestershire (CC)

Following the Police Reform and Social Responsibility Act 2011, the Gloucestershire Police Authority was replaced on 22 November 2012 with two ‘corporation sole’ bodies, the Police and Crime Commissioner for Gloucestershire (PCC) and the Chief Constable for Gloucestershire (CC). These financial statements for 2012/13 are the first to show the financial positions of the Chief Constable following the cessation of the GPA on 21 November 2012.

The transition has been accounted for in line with the CIPFA Code of Practice for Local Authority Accounting 2012/13 (the Code) and CIPFA Local Authority Accounting Panel Bulletin 95. The Code sets out that a transfer of functions in full from the responsibility of one authority (or other public sector body) to another is required to be accounted for using the principles that apply to group reorganisations. Merger accounting should be applied where the entity in which the interest has been acquired was 100% in public sector ownership both before and after acquisition by the local authority.

The establishment of the police bodies is accounted for using merger accounting, per FRS 6 (Acquisitions and Mergers). This is presented in the financial statements by restating the financial performance, position and cash flows of the entities involved as if the service or function performed had always taken place in these entities. In addition to treating the PCC and CC as if they had been in place for the whole of 2012/13 this approach also requires that comparative figures for 2011/12 are provided.

The accounting recognition of assets, liabilities and reserves during the first period of transition, reflects the powers and responsibilities of the PCC and CC as designated by the Police Reform and Social Responsibility Act 2011 and the Home Office Financial Management Code of Practice for the Police Service, England and Wales 2012. This accounting treatment is also underpinned by the relationships as defined by local regulations, local agreement and practice. On 22 November 2012 the assets, liabilities and reserves of the GPA were transferred directly to the PCC and during this first phase of transition they remain under the PCC’s control. The CC while fulfilling her functions under the 2011 Act does not hold assets and liabilities and does not hold reserves in line with the Home Office Financial Management Code of Practice for the Police Service of England and Wales 2012 and she does not receive direct government funding, or revenue from the PCC or other sources. Statutory and local arrangements determine that the PCC holds all the assets, liabilities and reserves. All payments for the Group are made by the PCC from the PCC police fund, all income and funding is received by the PCC and no cash movements occur between the two bodies. The PCC has the responsibility for managing the financial relationships with third parties and has legal responsibilities for discharging the contractual terms and conditions of suppliers. In practice the CC consumes financial resources against an annual budget for the discharge of her operational policing responsibilities. The annual budget is set by the PCC in consultation with the CC. 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.

Based on the statutory responsibilities and local arrangements within which the Group operates it has been deemed that ‘all’ the assets, liabilities and reserves are recognised on the PCC Balance Sheet during the first phase of transition apart from those relating to pensions liabilities and assets which are recognised on the CC Balance Sheet at 31 March 2013 with a corresponding debtor to the PCC. There are no transactions recognised on the CC Cash Flow Statement for 2012/13.

The financial consequences of PCC resources consumed at the request of the CC during 2012/13, in pursuance of the Chief Constable’s operational responsibilities under the Act are shown in the CC’s CIES. The CIES shows the net cost of policing for the CC. As the CC does not hold reserves under the Home Office Code, the financial consequences recognised in the CIES are offset by an intra-group adjustment to reflect the payment of the PCC resources consumed at the request of the CC to give a nil position on the CIES. In contrast the PCC net cost of services includes the intra-group adjustment in addition to the cost of the PCC himself and income receipts to show the overall net cost of policing Gloucestershire for 2012/13.

2. 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 CC 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 estimates and assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised.

The items in the CC 2012/13 CIES for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

a. Pension scheme charge to the CIES. Estimation of the net liability to pay pensions depends on a number of complex judgements; a firm of consulting actuaries is engaged to provide the Group with expert advice about the assumptions to be applied.

b. Short Term Compensated Absences (£0.6m at 31st March 2013). This figure is estimated based on a sample of officers and staff. A 50% increase in the level of short term compensated absences would result in a further £0.3m being charged to the Net Cost of Services.

3. Accounting Standards that have been issued but have not yet been adopted

The following standards have been issued but will be not be adopted until 2013/14:

- IAS 19 Employee benefits (June 2011 amendments). As the Police Pension scheme is unfunded these changes will have no impact on the 2012/13 position for this scheme. There will be an estimated increase in costs charged to the OCS for 2012/13 of £0.43m relating to the Local Government Pension Scheme as a result of these changes.
- IAS 1 Presentation of financial statements – Other Comprehensive Income (June 2011 amendments). Presentation changes only.

4. Critical Judgements in applying accounting policies

In applying the accounting policies set out earlier in this document, the CC has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:

- All lease arrangements entered into by the Group are judged to be operating leases, apart from that for the PFI contract. All properties and equipment that are leased are at a relatively low value and are for relatively short periods of time and are not material items.

- A judgement has been made of the expenditure allocated between the PCC and the CC to reflect the financial resources of the PCC consumed at the request of the CC. The basis adopted for this allocation was determined by the Group in accordance with the standard set of activities for each corporate body identified in CIPFA's SeRCOP.

5. Subjective analysis of spending

2011/12 £000		2012/13 £000
	Financial resources of the PCC consumed at the request of the CC	
55,386	Police pay and allowances	54,339
26,248	Staff pay and allowances	24,606
1,007	Other employee expenses	1,966
10,828	Police pensions	10,636
9,498	IAS19 Pension costs	(2,404)
4,922	Premises	4,998
2,201	Transport	2,127
10,431	Supplies and services	10,737
1,355	Agency and contracted services	1,021
4,776	Depreciation	4,815
126,652	**Total financial resources of the PCC consumed at the request of the CC**	**112,841**
(126,652)	Intra group adjustment	(112,841)
0	**Net Cost of Service**	**0**

This table presents the Net Cost of Service expenditure detailed in the CIES in the form of a subjective analysis.

6. Segmental reporting

2012/13

The Group had one reporting segment, incorporating both the PCC and CC costs for which the outturn report was presented to the Governance Board on 18th June 2013 as detailed below.

Revenue Budget	Feb PA Budget £000's	Variation to Budget £000's	Latest Budget £000's	Outturn Expend £000's	Variance £000's
Police Officers	63,509	-90	63,419	63,298	-121
Police Staff	19,880	765	20,645	20,245	-400
PCSOs	4,639	59	4,699	4,020	-679
Other employee costs	1,242	2	1,244	2,248	1,005
Training	837	6	844	391	-453
Major Incidents	626	-690	-64	-365	-301
Total Employee Costs	**90,733**	**53**	**90,786**	**89,837**	**-949**
Premises	6,425	217	6,642	6,286	-356
Transport - Fleet	1,756	-7	1,749	1,739	-10
Transport - Other	409	-4	405	316	-89
Supplies & Services	9,856	1,134	10,989	10,035	-954
Agency Costs	929	-31	897	756	-141
Contracts for Support Services	224	0	224	227	2
Force Development Contingency	2,672	-135	2,537		-2,537
Savings Required for New Growth		-1,126	-1,126		1,126
Capital Financing Cost	945	-155	790	790	0
Revenue Contribution to Capital	632	262	894	3,518	2,624
PCC/Police Authority Costs	764	13	778	674	-103
Total Expenditure	**115,344**	**221**	**115,565**	**114,179**	**-1,386**
Income - GCC Officers	-2,147	0	-2,147	-2,148	-1
Income	-1,203	-83	-1,286	-1,795	-508
Interest Receipts	-200	0	-200	-349	-149
Specific Grants	-10,100	-293	-10,393	-10,511	-118
Net Budget/Expenditure	**101,693**	**-155**	**101,538**	**99,375**	**-2,163**
Support to (from) Reserves	1,974	155	2,129	4,292	2,163
Budget Requirement	**103,667**	**0**	**103,667**	**103,667**	**0**

A reconciliation between the Net Expenditure in this analysis (£99,375k) and the total financial resources of the PCC consumed at the request of the Chief Constable – Net Cost of Service, included in the CIES (£112,841k) is detailed below.

	£'000
Net Expenditure in Service Analysis	**99,375**
Amounts not included in service analysis but included in the Operating Cost Statement	
IAS19 pension costs	(2,404)
IFRS adjustment - short term compensated absences	107
IFRS adjustment - capital grants	1,377
	(920)
Amounts included in service analysis and not included in the Operating Cost Statement	
Specific Grants	10,544
Income from fees and charges	7,072
Investment income	349
PCC costs	(943)
Interest paid	(1,947)
Revenue contribution to capital	(3,518)
Transfer from Capital Adjustment Account	2,829
	14,386
Financial resources of the PCC consumed at the request of the Chief Constable in the CIES	**112,841**

2011/12

The PCC had one reporting segment, incorporating both PCC (Police Authority) and CC costs for which the outturn report was presented to the Audit Committee on 12th June 2012 as detailed below.

Revenue Budget	Feb PA Budget £000's	Variation to Budget £000's	Latest Budget £000's	Outturn Expend £000's	Variance £000's
Police Officers	64,811	174	64,985	64,516	-469
Police Staff	21,887	807	22,694	21,587	-1,107
PCSOs	4,632	0	4,632	4,183	-448
Other employee costs	1,154	-48	1,106	1,692	586
Training	445	104	549	387	-162
Major Incidents	661	5	665	110	-555
Total Employee Costs	**93,590**	**1,041**	**94,631**	**92,476**	**-2,155**
Premises	6,286	222	6,508	6,280	-228
Transport - Fleet	1,366	229	1,595	1,784	189
Transport - Other	449	32	481	365	-115
Supplies & Services	9,376	1,513	10,889	9,628	-1,261
Agency Costs	1,129	-64	1,065	863	-202
Contracts for Support Services	229	9	237	222	-15
Force Development Contingency	1,962	-2,251	-290	0	290
Savings Required to fund New Growth		-601	-601	0	601
Capital Financing Cost	973	0	973	971	-2
Revenue Contribution to Capital	417	1	418	4,809	4,391
Police Authority Costs	712	-6	706	669	-37
Total Expenditure	**116,489**	**124**	**116,613**	**118,068**	**1,456**
Income - GCC Officers	-2,147	0	-2,147	-2,148	0
Income	-910	-246	-1,157	-1,833	-677
Interest Receipts	-200	0	-200	-327	-127
Specific Grants	-9,484	-270	-9,754	-11,056	-1,303
Net Budget/Expenditure	**103,747**	**-392**	**103,355**	**102,704**	**-651**
Support to/(from) Reserves	2,609	392	3,001	3,652	651
Budget Requirement	**106,356**	**0**	**106,356**	**106,356**	**0**

A reconciliation between the Net Expenditure in this analysis (£102,704k) and the total financial resources of the PCC consumed at the request of the Chief Constable – Net Cost of Service, included in the CIES (£126,652k) is detailed below.

	£'000
Net Expenditure in Service Analysis	**102,704**
Amounts not included in service analysis but included in the Operating Cost Statement	
IAS19 pension costs	9,498
IFRS adjustment - short term compensated absences	(338)
IFRS adjustment - capital grants	1,485
	10,645
Amounts included in service analysis and not included in the Operating Cost Statement	
Specific Grants	11,760
Income from fees and charges	6,230
Investment income	327
PCC costs	(707)
Interest paid	(1,946)
Revenue contribution to capital	(4,809)
Transfer from Capital Adjustment Account	2,448
	13,303
Financial resources of the PCC consumed at the request of the Chief Constable in the CIES	**126,652**

7. Pension costs

As part of the terms and conditions of employment of its officers and other employees, the Group offers retirement benefits. Although these benefits will not actually be payable until employees retire, the Group has a commitment to make payments that need to be disclosed at the time that employees earn their future entitlement.

The Group participates in three separate pension schemes:

- The Local Government Pension Scheme (LGPS) for civilian employees, administered locally by Gloucestershire County Council. This is a funded defined benefit salary scheme, meaning that the Group and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets.

- The Police Pension Scheme (PPS) and the New Police Pension Scheme (NPPS) for police officers. These are both unfunded defined benefit final salary schemes, administered by the Group, meaning that there are no investment assets built up to meet the pension liabilities and cash has to be generated to meet actual pensions payments as they eventually fall due. Under the Police Pension Fund Regulations 2007, if the amounts receivable by the pensions funds for the year are less than the amounts receivable, the Group must annually transfer an amount required to meet the deficit to the pension fund. Subject to parliamentary scrutiny and approval, up to 100% of this cost is met by central government pension top-up grant. If however the pension fund is in surplus for the year, the surplus is required to be transferred from the pension fund to the Group, which must then repay the amount to central government.

Transactions relating to retirement benefits

The costs of retirement benefits are included in the Net Cost of Service when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge made against the council tax precept is based on the cash payable in the year, so the real cost of retirement benefits is reversed out in the Movement in Reserves Statement. The following transactions have been made in the Comprehensive Income and Expenditure Statement and the Movement in Reserves Statement during the year:

	2012/13 £000	2011/12 £000
Local Government Pension Scheme (LGPS)		
Comprehensive Income and Expenditure Account		
Net cost of services		
Current service cost	3,236	3,207
Past service costs	14	107
Curtailment & settlement costs	311	265
Financing and investment income and expenditure		
Interest cost	3,947	3,938
Expected return on assets in the scheme	(3,381)	(3,777)
Net charge to the Comprehensive Income & Expenditure Account	(4,127)	(3,740)
Movement in Reserves Statement		
Reversal of net charges made for retirement benefits in accordance with IAS19	4,127	3,740
Amount charged against the General Fund Balance for pensions in the year: Employers' contributions payable to the scheme	3,565	3,881

Police Pension Scheme (PPS)	**2012/13 £000**	**2011/12 £000**
Comprehensive Income and Expenditure Account		
Net cost of services		
Current service cost	18,700	18,900
Past service costs	200	10,900
Curtailment & settlement costs	0	0
Financing and investment income and expenditure		
Interest cost	37,300	40,400
Net charge to the Comprehensive Income & Expenditure Account	56,200	70,200
Movement in Reserves Statement		
Reversal of net charges made for retirement benefits in accordance with IAS19	(56,200)	(70,200)
Amount charged against the General Fund Balance for pensions in the year: Retirement benefits payable to pensioners	24,900	23,100

New Police Pension Scheme (NPPS)	**2012/13 £000**	**2011/12 £000**
Comprehensive Income and Expenditure Account		
Net cost of services		
Current service cost	2,600	2,400
Past service costs	0	0
Curtailment & settlement costs	0	0
Financing and investment income and expenditure		
Interest cost	800	700
Net charge to the Comprehensive Income & Expenditure Account	3,400	3,100
Movement in Reserves Statement		
Reversal of net charges made for retirement benefits in accordance with IAS19	(3,400)	(3,100)
Amount charged against the General Fund Balance for pensions in the year: Retirement benefits payable to pensioners	(1,000)	(700)

In addition to the above transactions actuarial losses of £105,264,000 were included in the Comprehensive Income and Expenditure Statement. The cumulative amount of actuarial losses recognised is £270,564,000:

	£000
LGPS	(21,164)
Police Pension Scheme	(242,200)
New Police Pension Scheme	(7,200)
Total	(270,564)

The cumulative Actuarial Gains and Losses are based on Actuarial Gains and Losses from the 2004/05 accounting period onwards.

Assets and liabilities in relation to retirement benefits

Reconciliation of present value of the scheme liabilities:

	LGPS		PPS		NPPS	
	2012/13 £000	2011/12 £000	2012/13 £000	2011/12 £000	2012/13 £000	2011/12 £000
As at 1st April	(80,689)	(69,985)	(779,800)	(725,900)	(16,000)	(12,400)
Current service cost	(3,236)	(3,207)	(18,700)	(18,900)	(2,600)	(2,400)
Interest cost	(3,947)	(3,938)	(37,300)	(40,400)	(800)	(700)
Contributions by scheme participants	(1,226)	(1,293)	(4,500)	(4,200)	(800)	(600)
Transfers (in)out	-	-	200	-	(200)	(100)
Actuarial gains & losses	(13,015)	(3,485)	(92,700)	(6,800)	(5,000)	200
Benefits paid	1,671	1,591	29,200	27,300	-	-
Past service costs	(14)	(107)	(200)	(10,900)	-	-
Losses on curtailments	(311)	(265)	-	-	-	-
As at 31st March	(100,767)	(80,689)	(903,800)	(779,800)	(25,400)	(16,000)

Reconciliation of fair value of the scheme assets:

	LGPS	
	2012/13 £000	2011/12 £000
As at 1st April	59,946	54,626
Expected rate of return	3,381	3,777
Actuarial gains/ (losses)	5,451	(2,040)
Employers contributions	3,565	3,881
Contributions by scheme participants	1,226	1,293
Benefits paid	(1,671)	(1,591)
As at 31st March	71,898	59,946

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets. The scheme has made a positive return on assets in the year of £11.952m (2011/12: £5.320m positive return).

Scheme History

	2007/08 £000	2008/09 £000	2009/10 £000	2010/11 £000	2011/12 £000	2012/13 £000
Present value of liabilities						
- LGPS	(46,716)	(47,738)	(90,617)	(69,985)	(80,689)	(100,767)
- PPS	(529,700)	(553,100)	(823,000)	(725,900)	(779,800)	(903,800)
- NPPS	(1,600)	(3,900)	(12,900)	(12,400)	(16,000)	(25,400)
- Total	(578,016)	(604,738)	(926,517)	(808,285)	(876,489)	(1,029,967)
Fair value of assets in LGPS	35,804	31,018	47,979	54,626	59,946	71,898
Surplus (deficit) in the scheme						
- LGPS	(10,912)	(16,720)	(42,638)	(15,359)	(20,743)	(28,869)
- PPS	(529,700)	(553,100)	(823,000)	(725,900)	(779,800)	(903,800)
- NPPS	(1,600)	(3,900)	(12,900)	(12,400)	(16,000)	(25,400)
- Total	(542,212)	(573,720)	(878,538)	(753,659)	(816,543)	(958,069)

The Group has elected not to restate the fair value of scheme assets for previous periods as permitted by IAS19. The liabilities show the underlying commitments that the authority has in the long run to pay retirement benefits. The increased liability as at 31st March 2013 is primarily a result of changes in actuarial assumptions since 2011/12. The total liability of £958m has a substantial impact on the net worth of the Group as recorded in the Balance Sheet, resulting in a negative overall balance of £897m. However, statutory arrangements for funding the deficit mean that the financial position of the Group remains healthy:

- The deficit on the LGPS will be made good by increased contributions over the remaining working life of employees, as assessed by the scheme actuary.
- Finance is only required to be raised to cover police pensions when the pensions are actually paid.

The total contributions expected to be made to the LGPS by the Group in the year to 31st March 2014 is £3.30m.

The projected current service costs for the Police Schemes for 2013/14 are for the Police Pension Scheme £22.3 million (from £19.3 million in 2012/13) and for the New Police Pension Scheme £3.6 million (from £2.3 million in 2012/13). The current service cost represents the increase in the benefits earned by the employees in the current period based on their pay and length of service.

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. Both the Police Pension Schemes and the Local Government Pension Scheme have been assessed by Hymans Robertson LLP, an independent firm of actuaries. Estimates for the Local Government Pension Scheme have been based on the latest full valuation of the scheme as at 31st March 2010. The long term expected rate of return on assets is derived by the actuary using their own proprietary stochastic asset model. The principal assumptions used by the Actuary have been:

	LGPS		Police Pension Schemes	
	2012/13	2011/12	2012/13	2011/12
Long term expected rate of return on assets in the scheme:				
Equity investments	4.5%	6.2%	-	-
Bonds	4.5%	3.9%	-	-
Property	4.5%	4.4%	-	-
Cash	4.5%	3.5%	-	-
Mortality Assumptions:				
Longevity at 65 for current pensioners:				
Male	21.7	21.7	23.1	22.9
Female	23.6	23.6	26.0	25.8
Longevity for future pensioners:				
Male	23.5	23.5	24.7	24.5
Female	25.8	25.8	27.5	27.3
Rate of inflation	2.8%	2.5%	3.6%	3.3%
Rate of increase in salaries	4.6%	4.3%	3.8%	3.5%
Rate of increase in pensions	2.8%	2.5%	2.8%	2.5%
Expected return on assets	4.5%	5.5%	-	-
Rate for discounting scheme liabilities	4.5%	4.8%	4.5%	4.8%
Take-up of option to convert annual pension into retirement lump sum	50% pre 1/4/08 75% post 31/3/08	50% pre 1/4/08 75% post 31/3/08	90% old scheme, no allowance new scheme	90% old scheme, no allowance new scheme

The Police Pension Schemes have no assets to cover their liabilities. The Local Government Pension Scheme's assets consist of the following categories, by proportion of the total assets held:

	2012/13	**2011/12**
Equity investments	75%	71%
Bonds	17%	21%
Property	6%	6%
Cash	2%	2%
	100%	100%

None of the property assets included in the scheme are occupied by the Police and Crime Commissioner for Gloucestershire.

History of experience gains and losses

The actuarial gains identified as movements on the Pensions Reserve in each year can be analysed into the following categories measured as a percentage of assets or liabilities in each year:

	2007/08 %	**2008/09 %**	**2009/10 %**	**2010/11 %**	**2011/12 %**	**2012/13 %**
LGPS						
Differences between the expected and actual return on assets	(30.49)	(18.19)	77.76	(38.05)	(5.81)	18.1
Experience gains & losses on liabilities	1.91	0.01	0.04	(9.90)	0.91	(0.05)
Police Pension Scheme						
Experience gains & losses on liabilities	(1.28)	2.89	(0.81)	(3.64)	(3.37)	(0.03)
New Police Pension Scheme						
Experience gains & losses on liabilities	(6.25)	20.51	(6.99)	(13.73)	(1.88)	0

Sensitivity analysis

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

LGPS

Change in financial assumptions at year ended 31st March 2013	**Approximate % increase to Employer Liability**	**Approximate monetary amount (£000)**
0.5% decrease in Real Discount Rate	12	12,329
1 year increase in member life expectancy	3	3,023
0.5% increase in the Salary Increase Rate	4	4,415
0.5% increase in the Pension Increase Rate (CPI)	8	7,679

Police Pension Scheme

Change in financial assumptions at year ended 31st March 2013	Approximate % increase to Employer Liability	Approximate monetary amount (£000)
0.1% decrease in Real Discount Rate	2	17,000
1 year increase in member life expectancy	3	27,100
0.5% increase in the Salary Increase Rate	1	12,900
0.5% increase in the Pension Increase Rate (CPI)	8	74,000

New Police Pension Scheme

Change in financial assumptions at year ended 31st March 2013	Approximate % increase to Employer Liability	Approximate monetary amount (£000)
0.1% decrease in Real Discount Rate	4	1,000
1 year increase in member life expectancy	3	800
0.5% increase in the Salary Increase Rate	11	2,700
0.5% increase in the Pension Increase Rate (CPI)	9	2,300

8. Agency and Contracted Services

	2012/13 £000	2011/12 £000
Forensic Science Service	470	531
Fingerprint Information System	49	49
Crime & Disorder Act Grants	240	289
Mutual Aid – payments made	4	227
Support Service Contracts - Gloucestershire County Council	207	218
Other Services	116	113
Total	1,086	1,427

9. Seconded officers

	2012/13 £'000	2011/12 £'000
Cost of police officers on secondment	627	614

Expenditure in the Operating Cost Statement does not include the cost of police officers on secondment. The Constabulary was reimbursed for this cost by the organisations with whom the officers were on secondment.

10. Exit packages

The numbers of exit packages with total cost per band and total cost of the compulsory and other departures for the Chief Constable are set out below.

2011/12

Exit package cost band (£)	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages	Total cost of exit packages £000
0 – 20,000	4	1	5	51
20,001 – 40,000	2	4	6	185
40,001 – 200,000	1	3	4	332
TOTAL	**7**	**8**	**15**	**568**

2012/13

Exit package cost band (£)	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages	Total cost of exit packages £000
0 – 20,000	10	25	35	380
20,001 – 40,000	4	9	13	384
40,001 – 60,000	1	2	3	137
TOTAL	**15**	**36**	**51**	**901**

11. Remuneration of Senior Staff

The Chief Constable is required, under the Accounts and Audit (England) Regulations 2011, to report the numbers of staff with pay and benefits in excess of £50,000 in multiples of £5,000. This includes the remuneration of senior employees and relevant police officers which are also disclosed individually.

	Number of Employees	
Remuneration Band	**2012/13**	**2011/12**
£50,000 - £54,999	51	58
£55,000 - £59,999	42	51
£60,000 - £64,999	9	6
£65,000 - £69,999	2	5
£70,000 - £74,999	2	6
£75,000 - £79,999	3	2
£80,000 - £84,999	8	6
£85,000 - £89,999	1	4
£90,000 - £94,999	1	0
£95,000 - £99,999	0	0
£100,000 - £104,999	1	0
£105,000 - £109,999	1	2
£110,000 - £114,999	0	0
£115,000 - £119,999	1	0
£120,000 - £124,999	1	0
£125,000 - £129,999	0	0
£130,000 - £134,999	0	0
£135,000 - £139,999	0	0
£140,000 - £144,999	0	1
£145,000 - £149,999	0	1

The Chief Constable is required, under the Accounts and Audit (England) Regulations 2011, to disclose individual remuneration details for senior employees and relevant police officers. Details for 2012/13 and 2011/12 are as follows:

2012/13 Post holder information	Salary (including fees & allowances) £	Bonuses £	Expense allowances £	Payment in lieu of notice £	Benefits in Kind £	Other Payments £	Total Remuneration excluding pension contributions 2012/13 £	Employers Pension Contributions £	Total remuneration including pension contributions 2012/13 £	MEMO: Employees Pension Contributions £
Chief Constable A (to 31/05/12)	31,277	0	1,379	71,113	0	0	103,769	0	103,769	0
Chief Constable B (from 01/06/12 to 31/01/13)	95,776	0	5,087	0	80	0	100,943	20,981	121,924	10,837
Chief Constable C (from 04/02/13)	21,298	0	1,204	0	0	0	22,502	4,964	27,466	2,564
Post total	**148,351**	**0**	**7,670**	**71,113**	**80**	**0**	**227,214**	**25,945**	**253,159**	**13,401**
Deputy Chief Constable A (to 31/05/12)	22,764	0	1,272	0	20	0	24,056	4,391	28,447	2,268
Deputy Chief Constable B (from 01/06/12)	94,317	0	6,358	0	0	0	100,675	21,956	122,631	11,341
Post total	**117,081**	**0**	**7,630**	**0**	**20**	**0**	**124,731**	**26,347**	**151,078**	**13,609**
ACC - Operational services A (to 31/05/12)	16,848	0	1,272	0	0	0	18,120	3,903	22,023	2,016
ACC - Operational services B (from 01/06/12)	81,716	0	6,362	0	0	0	88,078	18,907	106,985	9,766
Post total	**98,564**	**0**	**7,634**	**0**	**0**	**0**	**106,198**	**22,810**	**129,008**	**11,782**
ACC - Organisation A (to 31/05/12)	18,360	0	0	0	0	0	18,360	4,269	22,629	2,205
ACC - Organisation B (from 12/06/12)	78,720	0	6,523	0	1,334	0	86,577	18,214	104,791	9,408
Post total	**97,080**	**0**	**6,523**	**0**	**1,334**	**0**	**104,937**	**22,483**	**127,420**	**11,613**
CC Chief Finance Officer	**59,085**	**0**	**0**	**0**	**0**	**0**	**59,085**	**7,563**	**66,648**	**4,254**

Notes:
1. The expense allowances includes the lump sum car allowance paid to officers who do not take up their entitlement for a provided car and the taxable value of payments made to officers for business mileage undertaken in their private vehicles.
2.The benefits in kind entries do not refer to cash payments made to the officers but to the notional value of the benefit provided instead of cash payments. The main benefit being the provision of home security alarms.
3. The employees pension contribution represents a deduction made from each individuals salary.

2011/12 Post holder information	Salary (including fees & allowances) £	Bonuses £	Expense allowances £	Compensation for loss of office £	Benefits in Kind £	Other Payments £	Total Remuneration excluding pension contributions 2011/12 £	Employers Pension Contributions £	Total Remuneration including pension contributions 2011/12 £	MEMO: Employees Pension Contributions £
Chief Constable	**138,155**	**0**	**8,595**	**0**	**174**	**0**	**146,924**	**0**	**146,924**	**0**
Deputy Chief Constable	**118,106**	**8,081**	**7,630**	**0**	**81**	**0**	**133,898**	**26,347**	**160,246**	**11,976**
ACC - Operational Services	**99,784**	**0**	**28,722**	**0**	**0**	**0**	**128,506**	**23,105**	**151,611**	**10,502**
ACC - Corporate services	**109,131**	**0**	**0**	**0**	**5,394**	**0**	**114,525**	**25,367**	**139,892**	**11,641**

Notes:
1. Taxable relocation costs are included in the Expense allowances column (Chief Constable - £426 & ACC Operational services - £21,092)
2. The expense allowances also refers to the lump sum car allowance paid to officers who do not take up their entitlement for a provided car and the taxable value of payments made to officers for business mileage undertaken in their private vehicles.
3.The benefits in kind entries do not refer to cash payments made to the officers but to the notional value of the benefit provided instead of cash payments. The main benefit being the provision of a car for which the officer is then taxed (and for which the officers also make a contribution in respect of private use).
4. The employees pension contribution represents a deduction made from each individuals salary.

12. Related Party Transactions

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

Her Majesty's 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 and provides the majority of funding in the form of grants which are paid to the PCC. It also prescribes the terms of many of the transactions that the Group has with other parties. Grants received from Her Majesty's Government by the PCC are set out in the PCC and Group Statement of Accounts 2012/13.

Officers – during 2012/13 there were no material declared related party transactions to disclose.

Gloucestershire County Council contracted with the Group to improve neighbourhood policing by providing funding for an additional 63 police officers for community safety teams. The County Council paid £2.148m to the PCC in 2012/13 for the provision of this resource.

13. Payments to External Auditors

Following the national tendering of external audit services the Audit Commission were replaced by Grant Thornton for the provision of services to the Group in 2012/13. The following fees were paid during the year:

	2012/13 £000	2011/12 £000
External Audit services - CC	19	0
External Audit services - PCC	43	0
External Audit services - Group	0	71
Other services	6	5
Total	68	76

These costs are included in the Agency and Contracted section of the subjective analysis (Note 5).

14. Operating leases

All properties leased by or from the Group are accounted for as operating leases. These leases are summarised below.

	Annual charge 2012/13 (£'000)	Annual charge 2011/12 (£'000)
Properties leased by the Group		
Barnwood	39	39
Hope House	8	33
Tewkesbury	29	0
RIU	77	77
Sharpness	33	7
Police points	11	33
Other properties	7	17
Total Properties leased by the Group	204	206
Properties leased from the Group		
Cirencester	2	2

Significant items of equipment leased by the Group are its multi functional devices (£63k per annum by the end of 2012/13 for all devices) and the Print room copier (£18k per annum). These items are treated as operating leases.

15. Provisions

Provision has been made for the Carbon Reduction Commitment energy efficiency scheme allowances, redundancies and voluntary early retirements at the Balance Sheet date.

	2012/13	2011/12
	£000	£000
Balance as at 1st April	231	454
Additional provisions made in year	181	231
Amount used during the period	(231)	(454)
Balance as at 31st March	181	231

16. Euro

There were no transactions in euros during the year.

17. Post Balance Sheet Events

There are no significant post balance sheet events that impact on these accounts.

Police Pension Fund Account
For the year ended 31st March 2013

2011/12 £'000		2012/13 £'000
	Contributions receivable	
	From employer	
10,864	- contributions at 24.2% of pensionable pay	10,703
304	- other (maternity/paternity/sickness, capital charge ill health & the 30+ scheme)	270
11,168		10,973
4,862	From members	5,312
	Transfers in	
52	Individual transfers in from other schemes	242
101	Transfer from Avon & Somerset Constabulary	92
153		334
16,183		**16,619**
	Benefits payable	
21,079	Pensions	22,828
6,128	Commutations and lump sum retirement benefits	6,781
27,207		29,609
	Payments to and on account of leavers	
0	Individual transfers out to other schemes	189
27,207		**29,798**
(11,024)	**Sub-total for the year before transfer from the PCC of amount equal to the deficit**	**(13,179)**
11,024	**Additional funding payable by PCC to meet deficit for the year**	**13,179**
0	**Net amount payable for the year**	**0**

Police Pension Fund Net Assets Statement
as at 31st March 2013

2011/12 £'000		2012/13 £'000
	Current Assets	
2,208	Funding to meet deficit receivable from PCC	2,626
1,847	Other current assets – Pensions prepaid	1,998
4,055		4,624
	Current Liabilities	
4,055	Other current liabilities	4,624
0	**Net Assets**	**0**

Notes to the Police Pension Fund Accounts

1. General Description of Fund's Operations

The Police Officer Pension Fund is administered by the Chief Constable in accordance with the Police Pensions Act 1976, as amended by the Police Reform and Social Responsibility Act 2011. This is administered from a separate local police pensions account, rather than direct from the Comprehensive Income and Expenditure Statement. The pensions account is topped up by the Group if the contributions are insufficient to meet the cost of pension payments. The Group receives a Police Pension Top Up Grant from the Home Office for an amount equal to the deficit on the Police Pension Fund Account.

It should be noted that the Police Pension Fund has no investment assets, and pensions are paid from employer and employee contributions, plus additional funding from the Group. Employer contributions are based on percentages of pensionable pay set nationally by the Home Office and subject to triennial revaluation by the Government Actuary's Department. For the year ended 31st March 2013 the percentage was 24.2%. Under IAS19 the Police Pension Scheme is classed as a defined benefit scheme. Therefore the risk of shortfall remains with the Group. Accordingly the Group has obtained an actuarial valuation for the scheme.

2. Accounting Policies

a. The Accounts have been prepared to meet the requirements of Regulation 7(1) (d) of the Accounts and Audit (England) Regulations 2011 which states that the Group is obliged to include the police pensions account in its statement of accounts. They also meet the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2012/13.

b. The Accounts have been prepared on an accruals basis.

c. The Accounts do not take account of liabilities to pay pensions and other benefits in the future. This is reported upon separately in the Actuary's statement, details of which can be found in note 7 of the main statement of accounts.

CC Annual Governance Statement

The Annual Governance Statement was approved by the Audit Committee on the 25th June 2013 and is available on the Gloucestershire Constabulary website.

GLOSSARY OF ACCOUNTING TERMINOLOGY

ACCOUNTING PERIOD
The period of time covered by the accounts, usually a full year, which for this Group runs from 1st April to 31st March.

ACCOUNTING POLICIES
Those principles, bases, conventions, rules and practices applied by an entity that specify how the effects of transactions and other events are to be reflected in its financial statements through:

- recognising
- selecting measurement bases for, and
- presenting assets, liabilities, gains, losses and changes to reserves.

Accounting policies define the process whereby transactions and other events are reflected in financial statements.

ACCRUALS
The concept that income and expenditure are recognised as they are earned or incurred, not as money is received or paid. For example, expenditure accruals relate to the value of goods/services/works received or carried out, but not necessarily paid for, in the period.

AGENCY SERVICES
Services provided by one body (the agent) on behalf of, and generally with payment from, the responsible body.

ANNUAL GOVERNANCE STATEMENT (AGS)
The AGS comprises mainly a policy statement; recognition of core principles of good governance; the corporate governance arrangements; and an annual governance review. The AGS is a self-contained statement which is submitted to the Audit Committee for approval.

AUDITOR'S OPINION
The opinion required by statute from the Chief Constable's external auditors, indicating whether the statement of accounts presents fairly the financial position of the Chief Constable.

BALANCE SHEET
This statement sets out the financial position of the Chief Constable at year-end 31 March. It shows a summary of non-current assets held, the current assets employed, the balances and reserves of the CC and the CC's financial liabilities.

BUDGET
The PCC's plan for providing resources to meet his service obligations. The PCC sets an annual budget within a four-year financial strategy covering the period 2011/12 to 2014/15.

CASH FLOW STATEMENT
This statement summarises the CC's inflows and outflows of cash and cash equivalents arising from transactions with third parties during the year, for revenue and capital purposes.

CHIEF CONSTABLE FOR GLOUCESTERSHIRE (CC)
The Chief Constable is a separate corporation sole which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

CIPFA
The Chartered Institute of Public Finance and Accountancy. This is the main professional body for accountants working in the public sector.

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT (CIES)
This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. PCC's raise taxation to cover expenditure in accordance with regulations; this may be different from the accounting cost. The taxation position is shown in the Movement in Reserves statement.

CURRENT SERVICE COST (PENSIONS)
The increase in the present value of a defined benefit scheme's liabilities expected to arise from employee service in the current period.

CURTAILMENT (PENSIONS)
For a defined benefit pension scheme, an event that reduces the expected years of future service of present employees or reduces for a number of employees the accrual of defined benefits for some or all of their future service. Curtailments include:
(a) termination of employees' services earlier than expected, and
(b) termination or amendment to the terms, of a defined benefit scheme, so that some or all future service by current employees will no longer qualify for benefits or will qualify only for reduced benefits.

DEFINED BENEFIT SCHEME
A pension or other retirement benefit scheme other than a defined contribution scheme. Usually, the scheme rules define the benefits independently of the contributions payable, and the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded (including notionally funded).

DEFINED CONTRIBUTION SCHEME
A pension or other retirement benefit scheme into which an employer pays regular contributions fixed as an amount or as a percentage of pay and will have no legal or constructive obligation to pay further contributions if the scheme does not have sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

DEPRECIATION
The measure of the wearing out, consumption, or other reduction in the useful economic life of a fixed asset.

ESTIMATION TECHNIQUES
The methods adopted to arrive at estimated monetary amounts, corresponding to the measurement bases selected, for assets, liabilities, gains, losses and changes to reserves. These implement the measurement aspects of the accounting policies, and include selecting methods of depreciation and making provision for bad debts.

EVENTS AFTER THE BALANCE SHEET DATE
Events after the Balance Sheet date are those events, favourable and unfavourable, that occur between the Balance Sheet date and the date when the Statement of Accounts is authorised for issue.

FINANCE LEASE
Finance Leases are where the terms of the lease, or a right to use an asset in return for payment, transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. Finance lease(s), as defined by IAS 17, are accounted for as deferred liabilities (within Long Term Liabilities on the Balance Sheet); and the finance charges (i.e. interest element) and principal element, respectively, are charged to the CIES (Financing and Investment Income and Expenditure) and to write down the long-term liability. IAS 17 requires the recognition of any leases embedded within contracts.

GROUP
The term Group refers to the Police and Crime Commissioner for Gloucestershire and the Chief Constable for Gloucestershire.

INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS)
International Financial Reporting Standards (IFRS) replaced the annual Statement of Recommended Practice (SoRP) based on GAAP, for all local authorities in the UK from the financial year commencing 1st April 2010.

MOVEMENT IN RESERVES STATEMENT (MIRS)
This statement shows the movement in the year on the different reserves held by the CC, analysed into 'usable reserves' (including the General Fund Balance), and other (unusable) reserves.

OPERATING LEASE
An operating lease involves the lessee paying a rental for the hire of an asset for a period of time that is substantially less than its useful economic life. The lessor retains most of the risks and rewards of ownership. Expenditure financed by operating leasing does not count in capital expenditure. Rentals paid under operating leasing agreements are accrued and accounted for through the revenue account in the period to which they relate.

PAST SERVICE COST (PENSIONS)
For a defined benefit pension scheme, the increase in the present value of the scheme liabilities related to employee service in prior periods arising in the current period as a result of the introduction of, or improvement to, retirement benefits.

POLICE AND CRIME COMMISSIONER FOR GLOUCESTERSHIRE (PCC)
The PCC is a separate corporation sole, which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

POST BALANCE SHEET EVENTS
Events arising after the balance sheet date which provide additional evidence of conditions that existed at the balance sheet date and are of a material nature.

PROVISION
An amount set aside in the accounts for anticipated future liabilities or specific losses that are reasonably certain to be incurred, but which cannot be quantified accurately at the balance sheet date (are uncertain in amount and date). Provisions have been recognised in the accounts when there is a legal or constructive obligation to transfer economic benefits that can be estimated with a degree of certainty as a result of a past event. Any provision is intended to represent the best estimate at the Balance Sheet date of expenditure required to settle the present obligation; and, later, should only be applied to the precise purpose for which the provision was recognised. Provisions are shown in a note in the full Statement of Accounts.

RELATED PARTY TRANSACTIONS
A related party transaction is the transfer of assets or liabilities or the performance of services by, to or for a related party irrespective of whether a charge is made. Two or more parties are related parties when at any time during the financial period:
(i) One party has direct or indirect control of the other party, or
(ii) The parties are subject to common control from the same source, or
(iii) one party has influence over the financial and operational policies of the other party to an extent that the other party might be inhibited from pursuing at all times its own separate interests, or
(iv) The parties, in entering a transaction, are subject to influence from the same source to such an extent that one of the parties to the transaction has subordinated its own separate interests.

REMUNERATION
All sums paid to or receivable by an employee and sums due by way of expenses allowances (as far as those sums are chargeable to UK income tax) and the money value of any other benefits received other than in cash. Pension contributions payable by the employer are excluded.

RETIREMENT BENEFITS
All forms of consideration given by an employer in exchange for services rendered by employees that are payable after the completion of employment. Retirement benefits do not include termination benefits payable as a result of either (i) an employer's decision to terminate an employee's employment before the normal retirement date or (ii) an employee's decision to accept voluntary redundancy in exchange for those benefits.

SECONDED OFFICERS
These are police officers who, for agreed periods, temporarily work for other organisations. Their salaries and expenses are not included in the Operating Cost Statement.

SERVICE REPORTING CODE OF PRACTICE FOR LOCAL AUTHORITIES (SeRCOP)
CC's in England prepare their Operating Cost Statement in accordance with the Service Reporting Code of Practice for Local Authorities (SeRCOP) as from year 2011/12. The SeRCOP stipulates the service divisions to be used in the Comprehensive Income & Expenditure Statement.

SHORT-TERM ACCUMULATING COMPENSATED ABSENCES
Absences earned but not taken by the end of the financial year e.g. annual leave entitlement.

TERMINATION BENEFITS
Termination benefits (e.g. redundancy payments), whether they are resulting from a decision by the Group to terminate an employee's employment before normal retirement date or an employee's decision to accept voluntary redundancy, are charged to the relevant service line in the Operating Cost Statement.

THIRD PARTY PAYMENTS
Payments made to outside contractors and other bodies who provide specialist or support services for the CC.