



Police Service
of Northern Ireland

Annual Report and Accounts

For the year ended 31 March 2023



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we listen
we act**



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of Northern Ireland

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For the year ended 31 March 2023

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

On

7 July 2023

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Performance Report

Introduction by the Chief Constable

My fifth annual report as Chief Constable is set against the backdrop of a challenging financial environment.

I am delighted that our hard work and resolve this year has been rewarded by attaining a breakeven position in both Resource and Capital spend. However, the sobering reality, is that this position has only been achieved through a combination of additional in year funding and cuts to both headcount and non-pay.

Police officer numbers at year end had fallen to just 6,688, and whilst we have demonstrated a measure of financial discipline, it has come at a cost to the organisation and the services we can provide.

As we move forward into the new financial year, we do so having been provided with a reduced budget, and facing an increased threat of attack from violent Dissident Republicans.

All of which comes at a time of rising crime, unprecedented wider demand for policing, with increased activity against Paramilitary crime and Organised Crime Gangs, together with increasing levels of domestic and sexual offences.

We will continue to do all that we can to reduce costs this year, including commitments to minimal recruitment only, cuts to non-pay areas and progressing our transformational programmes to drive out improvements in efficiency, demand management and costs.

However, less police will mean less policing, and whilst current performance outputs remain high, it is inevitable that clear stresses and strains will start to emerge in time.



Simon Byrne

Performance Overview

The aim of this Overview is to provide information to allow the purpose and the activities of the Police Service of Northern Ireland (PSNI) to be better understood.

Background Information

The Police (Northern Ireland) Act 2000 and subsequent amendments in the Police (Northern Ireland) Act 2003, made specific provision about policing in Northern Ireland. Section 12(4) of the Act, as amended by Section 7 of the 2003 Act, refers specifically to the requirement for the Chief Constable to submit the statement of accounts to the Northern Ireland Policing Board (NIPB) (in regard to amounts put at the disposal of the Chief Constable by NIPB) within such period after the end of the financial year to which they relate as the Department of Justice may determine. This is to allow the Policing Board to meet its own specific requirements under Section 12(1)(a) of the Act.

Nature of the business

The NIPB is an independent public body established under the Police (Northern Ireland) Act 2000. Made up of 19 Political and Independent Members, the NIPB aims to ensure an effective, efficient, impartial, representative and accountable police service for all the people of Northern Ireland.

Each year the PSNI and the NIPB publish an annual Policing Plan in accordance with the Police (Northern Ireland) Act 2000. The Policing Plan 2020-25 can be viewed on the Policing Board's website¹. The plan sets out specific outcomes, indicators and measures and takes a strategic view of policing in Northern Ireland over the next five years. PSNI, on behalf of the NIPB, are legislatively responsible for drafting the Policing Plan. This is done in close consultation with the NIPB and the Department of Justice (DoJ) through regular tripartite meetings. Ultimately, the outcomes, indicators and measures can be revised by NIPB as it is their plan. The Chief Constable is accountable to the NIPB for delivery of the outcomes, indicators and measures detailed in the Policing Plan.

The NIPB, in conjunction with the PSNI, published the 2020-25 Policing Plan. The Policing Plan 2020-2025 outlines PSNI and NIPB's collective policing ambition for the next five years and sets out what we want for the people of Northern Ireland. The three outcomes for policing are:

- We have a safe community;
- We have confidence in policing;
- We have engaged and supportive communities.

The Annual Performance Plan sets out the indicators and measures which the NIPB will use to assess PSNI's progress towards achieving the outcomes. The Performance Plan will be reviewed on an annual basis to enable the NIPB and PSNI to respond to any new or emerging issues.

¹ <https://www.nipolicingboard.org.uk/policing-plan-2020-25-and-performance-plan-202223>

Vision

The PSNI's vision is to be a Service that is visible, accessible, responsive and community focused. We will also demonstrate in our behaviours and interactions that we care, we listen and we act about what matters to the public, our partners and our staff.

Northern Ireland continues to grow and thrive and as a Police Service we have a vital role in enabling this development. It is our role to support and work with the Northern Ireland Executive, Community, Business and Voluntary groups to continue to help in building a safe, confident and peaceful society. The PSNI's ability to provide a reliable and reassuring presence to all communities and services that communities have confidence in creates the conditions for our society to exist and thrive. The role PSNI plays in sustaining communities, supporting cohesion and keeping people safe is a core enabler in building a peaceful society and something we should be proud of.

Purpose

Our policing purpose is Keeping People Safe. As a Police Service we will work with partners and communities to meet this purpose.



Modernisation

The Police Service is committed to constantly strive for more efficient, effective and value for money solutions by delivering innovative ways of making lasting change, focussing on evidence led digitally enabled results driven through business transformations.

Our modernisation plan 'Horizon 2025' sets out the drivers for change, together with the project work streams and enablers required to meet the strategic outcomes and progress has been made across the work streams during 2022-23.

In 2022-23, the Service undertook a self-assessment exercise to identify and assess issues of demand, capacity and capability. Adapted from the His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) Force Management Statement (FMS) process, the Service Management Statement (SMS) reflects the unique characteristics and requirements of the Police Service of Northern Ireland. Outputs from this foundation year have included:

- The completion of a Service-wide data collection and validation exercise to identify issues of demand, capacity and capability, resulting in a greater understanding of these issues across the entire Service.
- The subsequent production of demand profiles, which include supporting human resource and financial information.

To embed SMS in the Service's strategic planning activities, the results from this foundation year will be updated and the same exercise re-run in 2023-24.

While the SMS will help inform our future strategic planning and resource allocation, we consolidated the strategic priorities for 2022-23 into a single 'Plan on a Page' document which reflects the priorities of both the Northern Ireland Policing Plan (2020-25), as well as the Modernisation Plan (Horizon 2025).



The 2022-23 year has been a foundational year for our modernisation plans and our strategic planning framework is well developed to ensure our approach is rational, evidence based and informed by data. The challenging budget settlement for 2023-24 highlights the need for our modernisation programme to drive out any opportunities for improvement in efficiency, demand management, less bureaucracy and reducing costs. Our focus in 2023-24 will include an overarching review of our Service Operating Model to better understand our productivity which will be fundamental to inform our resourcing model for the future.

Operating Environment and Significant Issues Impacting Policing

Like many public service organisations, we have continued our recovery from the COVID pandemic and are settling into a more routine rhythm. On a similar note, although not yet fully resolved, policing has responded to the challenges raised by the NI Protocol and will continue to support communities.

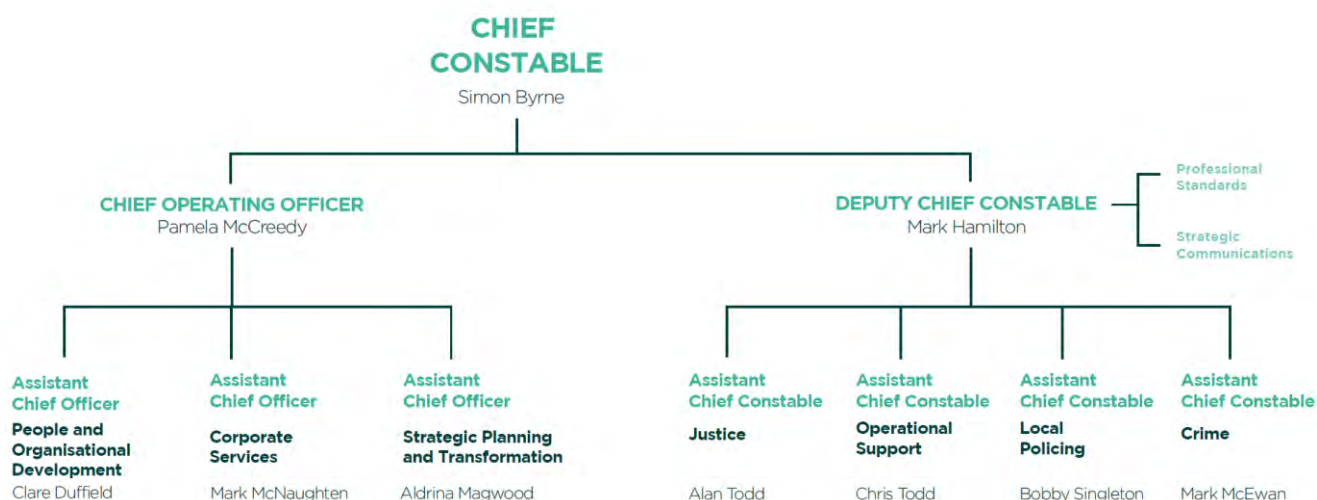
However, for other reasons, our operational context has deteriorated significantly throughout this reporting period. The threat from violent dissident republicans has recently been increased to SEVERE, meaning an attack is highly likely across Northern Ireland. The main focus of these attacks continues to be police and prison officers and intelligence partners assess an increase in their intent and capability to cause serious harm in the next 6 months. This comes at a time of unprecedented demand for policing, with increased activity against Paramilitary crime and Organised Crime Gangs, together with increasing levels of domestic violence and sexual offences. Over the coming months, the Police Service will be required to uplift counter terrorist activity, police a busy summer schedule and deliver against the Policing Plan. With the reduced resources available, the Chief Constable has expressed grave concerns about the level of threat, risk and harm facing communities and our ongoing ability to respond appropriately.

The availability of funding for public services in Northern Ireland has become critical. The Police Budget for 2022-23 presented significant challenges which were met through a programme of cuts and some additional in-year funding. However, the current budget for 2023-24 presents an even greater funding gap and will test the Police Service to the limit. Police officer numbers will continue to fall and we have made it clear that 'less police simply means less policing'.

The stated commitment in the New Decade New Deal agreement is to grow police numbers to 7,500 but by March 2024, officer numbers are now projected to be at 6,358 – a record low. It seems counter intuitive to be reducing investment in policing when the threat, risk and harm to the community is demonstrably increasing.

Organisational Structure

The PSNI is headed by the Chief Constable, Deputy Chief Constable and Chief Operating Officer. They are supported by four Assistant Chief Constables and three Assistant Chief Officers, who manage the operational departments of the organisation. The organisational structure is shown in the chart below.



Police Fund and Police Property Fund Accounts

This Annual Report and Accounts also provides details of the activities of the Police Fund and Police Property Fund, which are separate Funds administered by the PSNI. The PSNI administer the Police Fund in association with the RUC Benevolent Fund and ex members who volunteer their services. It was established by regulations under section 28 of the Police Act (NI) 1970 which consist of PSNI grants and fines imposed on police officers as a result of disciplinary action. This together with investment income is applied by PSNI for the welfare of police officers and their dependants.

The Police Property Fund was established by regulations under section 2 of the Police (Property) Act 1987, and comprises unclaimed receipts arising from criminal investigations by the PSNI, which the Policing Board donate to charities.

The results from these two separate funds can be seen in notes 20 and 21 of the accounts.

Accounts Direction

The Annual Report and Accounts for 2022-23 have been prepared in a form directed by the Department of Justice in accordance with Section 12 (3) of Part 2 to the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

PSNI complies with the corporate governance and accountability framework arrangements (including Managing Public Money Northern Ireland) issued by the Department of Finance (DOF) and the DOJ.

In accordance with the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Annual Report and Accounts of the PSNI for the year ended 31 March 2023, will be laid in the Northern Ireland Assembly.

Risks and uncertainties

There are a number of potential risks and uncertainties which could have a material impact on the PSNI's long-term performance. These risks are managed within the PSNI risk and control framework, more information on this can be found within the governance statement on page 64.

During the 2022-23 year PSNI managed the following areas of significant concern or risk that could impact on the delivery of policing objectives.

Future Funding (2022-23 & beyond): There is a risk that future funding allocations will be insufficient to deliver the required level of policing services, impacting our ability to deliver visible, accessible, responsive and community focused policing.

Crime Recording: There is a risk that as a result of poor accuracy and timeliness of crime recording, victims of crime may be denied an effective and timely service by police, leading to a reduction in public confidence and criticism from local and national accountability bodies.

Mandatory Training: There is a risk that because officers/staff do not receive in time, mandatory, effective and policy compliant training for their role that the organisation will not have sufficient occupationally competent officers/staff to meet policing demand and negatively impact public confidence in PSNI.

Custody Healthcare: There is a risk that delaying or not implementing the full roll out of a transformed custody health care model will result in failure to implement a number of recommendations from CJINI/RQIA inspection reports, Improving Health within Criminal Justice Strategy & Action Plan & Policing Plan 2020-2025, resulting in outdated healthcare provision, regional inequality of standards of care for detainees, missed opportunities to engage with vulnerable people with enduring complex health needs, reduced ability to impact offending, a lack of value for money & reputational damage.

Records Management: If PSNI fails to securely store review/appraise and manage, or is unable to search and retrieve, its valuable paper and electronic records, it will be in breach of legislation, which may lead to possible punitive sanctions by regulatory authorities and a detrimental impact on public confidence.

Terrorist Attack: There is a risk that if PSNI does not work effectively to prevent terrorist attacks then a greater number of attacks will occur resulting in serious injuries or fatalities and in the event of terrorist attack the PSNI will not be able to effectively respond in line with our legislative responsibilities and public expectations.

Officer and staff conduct - Due to the increase in conduct related matters involving police officers and staff, there is a risk that if PSNI is not proactively preventing, identifying, investigating and addressing the behaviours of officers and staff who are alleged to have misconducted themselves, then this will have a detrimental effect on public confidence and policing legitimacy.

In Year Funding (2022-23): There is a risk that, due to limited resources, PSNI will either be unable to contain costs within budget or be required to reduce services impacting our ability to deliver visible, accessible, responsive and community focused policing.

Data Quality: There is a risk that in failing to maximise the use of PNC and not addressing the backlog, PSNI will fail to effectively manage wanted persons, cross border travelling criminality and legislative requirements (CJA & DPA) which may result in the reduced benefits of PNC, sanctions from the Information Commissioner's Office and loss of public confidence.

Corporate Information: There is a risk that PSNI is failing to meet its statutory obligations under the Freedom of Information and Data Protection legislation and not meeting action plan milestones to achieve backlog eradication and improve compliance rates as required by the Information Commissioner's Office. This could lead to enforcement action by the Information Commissioner and a subsequent impact on public confidence and reputational damage.

Going concern

PSNI is a Non Departmental Public Body of the DOJ and is funded via the Department through supply grants from the Northern Ireland Consolidated Fund.

The Statement of Financial Position at 31 March 2023 shows total assets less total liabilities of £69.85m. This reflects the inclusion of liabilities already incurred which are due for payment in future years. These liabilities will be financed from the Northern Ireland Consolidated Fund. Such drawings will be from grants approved annually by the Northern Ireland Assembly. Although the Department of Finance published a NI budget for 2022-25, the absence of an Executive meant that it could not be agreed. The budget for 2023-24 was set via Written Ministerial Statement by the Secretary of State for Northern Ireland.

It has been considered appropriate to adopt a going concern basis for the preparation of the PSNI's financial statements for 2022-23 as funding is anticipated to continue for the foreseeable future.

The Northern Ireland Policing Plan 2020-2025 and Annual Performance Plan 2022-23

The Policing Plan outlines three Outcomes for policing to deliver for the people of Northern Ireland. The Annual Performance Plan 2022-23 has nine Indicators and thirteen Measures which are used to enable progress to be monitored and reported against the following three criteria:

1. How much did we do? (Quantity)
2. How well did we do it? (Quality)
3. Is anyone better off? (Effect)

This is the third Performance Plan of the five year Policing Plan. The wording of two measures was amended for the 2022-23 Performance Plan to improve clarity. This report details progress against the Indicators and Measures outlined in the Annual Performance Plan. Reporting to the Northern Ireland Policing Board has been through Report Cards taking account of the three criteria listed above. Each of the thirteen measures was reported on at least once during 2022-23. For Outcome 3, Measure 3.1.1 was reported on separately against the Headline Actions in the Local Policing Review Response Document. The 2022-23 Performance Plan included baselines and impacts for each measure which were assessed in the Report Cards submitted to the Northern Ireland Policing Board.

Performance Summary

In 2022-23 there were 111,571 crimes recorded in Northern Ireland, an increase of 4.9% (5,181) compared to 2021-22 and a 10.0% increase against the baseline (the five year average for 2015-16 – 2019-20). This is the highest level of crime recorded since 2006-07. All policing Districts with the exception of Lisburn & Castlereagh City and Armagh, Banbridge & Craigavon experienced a higher level of crime. During the same period, there were 47,301 anti-social behaviour (ASB) incidents, a decrease of 18.1% (10,431). In contrast to crime, this is lowest level of ASB since the data series began in 2006-07. All eleven policing Districts experienced lower levels of ASB in 2022-23.

Higher crime levels were seen in violence against the person, sexual offences, robbery, theft offences, drug offences, possession of weapons and miscellaneous crimes against the society. There were reductions in burglary and public order offences. Criminal damage showed little change but remained below the baseline. Although there were increases in all the major acquisitive crime categories with the exception of residential burglary, only shoplifting was above the baseline.

The rises in sexual and violence against the person offences also impacted on the increased levels of domestic abuse and crimes against women and children. In 2022-23 there was an increase of 3.1% in domestic motivated crime. The new domestic abuse laws introduced in February 2022 now criminalise abusive behaviour, including coercive and controlling behaviour. This is the first year full year that these crimes were recorded.

The number of hate crimes increased across three of the six recorded motivations (sectarian, disability and transphobic compared to the previous 12 months. We hope this shows confidence in these communities to report crime.

Northern Ireland has the lowest overall crime rate compared to all the forces in England & Wales. In the calendar year 2022, the crime rate in Northern Ireland was 58 crimes per 1,000 population. The crime rate for England & Wales for the same period was 94 crimes per 1,000 population. Our most similar forces have notably higher overall crime rates than Northern Ireland.

Annual Performance Plan 2022-23

The following summary table identifies the position for the indicators and measures under the three Outcomes in the Policing Plan.

Summary of Progress	Outcome 1: We have a safe community
<p>Partially Achieved</p> <p>There has been a slight decrease in the number and rate of overall repeat victimisation but slight increases in some categories.</p>	<p>Indicator 1.1: Fewer repeat victims of crime</p> <p>M1.1.1: Repeat victimisation rate and report on initiatives to support repeat victims with a focus on victims of (i) Domestic Abuse, (ii) Child Sexual Abuse and Exploitation (CSAE) and (iii) Hate Crime in 2022-23.</p>
<p>Partially Achieved</p> <p>A slight increase in the repeat offending rate.</p> <p>Increases in the number of OCGs frustrated and disrupted and increased activity against the groups impacting on their capacity and capability.</p>	<p>Indicator 1.2: Fewer repeat offenders of crime</p> <p>M1.2.1: Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2022-23.</p> <p>M1.2.2: Through frustration, disruption and dismantling activity, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.</p>
<p>Partially Achieved</p> <p>This continues to be a data development area. Feelings of safety largely remain the same. Increased crime and reduced ASB means an overall reduction in wards with above average victimisation.</p>	<p>Indicator 1.3: People in all communities feel safe</p> <p>M1.3.1: Number of people in Northern Ireland who feel safe in their; local area, local high street or town centre and own home, including the online space.</p> <p>M1.3.2: Rate of places repeatedly victimised.</p>
<p>Partially Achieved</p> <p>Crime rates are benchmarked against previous levels. We have a lower crime rate than our similar services.</p>	<p>Indicator 1.4: Crime rates and trends showcase an effective police response</p> <p>M1.4.1: Benchmark PSNI crime rates against previous PSNI levels and other most similar police services.</p>

Summary of Progress	Outcome 2: We have confidence in policing
<p>Partially Achieved</p> <p>The 2021-22 NISCTS finding indicate 82% of respondents had overall confidence in policing. 72% of respondents express overall confidence in their local police.</p>	<p>Indicator 2.1: The level of public confidence in policing</p> <p>M2.1.1: Number of people in Northern Ireland who are confident that PSNI is accessible; visible; responsive and victim focused.</p>
<p>Partially Achieved</p> <p>Levels of victim satisfaction have remained consistent and response levels have increased.</p>	<p>Indicator 2.2: The level of satisfaction with the service received</p> <p>M2.2.1: Number of victims and service users who are satisfied with the service they have received.</p>
<p>Partially Achieved</p> <p>A long term strategy is in place to improve representativeness, however change takes time.</p>	<p>Indicator 2.3: The representativeness of the police service</p> <p>M2.3.1: Improve representativeness of the service across ranks, grades and departments by gender and community and socio-economic background.</p>
<p>Partially Achieved</p> <p>Crime outcome levels are reported against the baseline and areas of concern are responded to.</p>	<p>Indicator 2.4: Delivery of effective crime outcomes</p> <p>M2.4.1 Levels of crime outcomes, with a particular focus on domestic abuse, to identify areas of concern.</p>
Summary of Progress	Outcome 3: We have engaged and supportive communities
<p>Partially Completed</p> <p>M3.1.1 This has been completed.</p> <p>M3.1.2 Neighbourhood Policing Team initiative are reported including partnership working.</p> <p>M3.1.3 Surveys are carried out to assess and evaluate the impact of partnership working.</p>	<p>Indicator 3.1 Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.</p> <p>M3.1.1 In collaboration with the community deliver the commitments outlined in the Local Policing Review.</p> <p>M3.1.2 Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines.</p> <p>M3.1.3 Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised.</p>

Performance Analysis

Outcome 1 – We have a safe community	
Indicator 1.1: Fewer repeat victims of crime	Measure 1.1.1: Repeat victimisation rate and report on initiatives to support repeat victims with a focus on victims of (i) Domestic Abuse, (ii) Child Sexual Abuse and Exploitation (CSAE) and (iii) Hate Crime in 2022-23

Repeat Victimisation¹ Rate

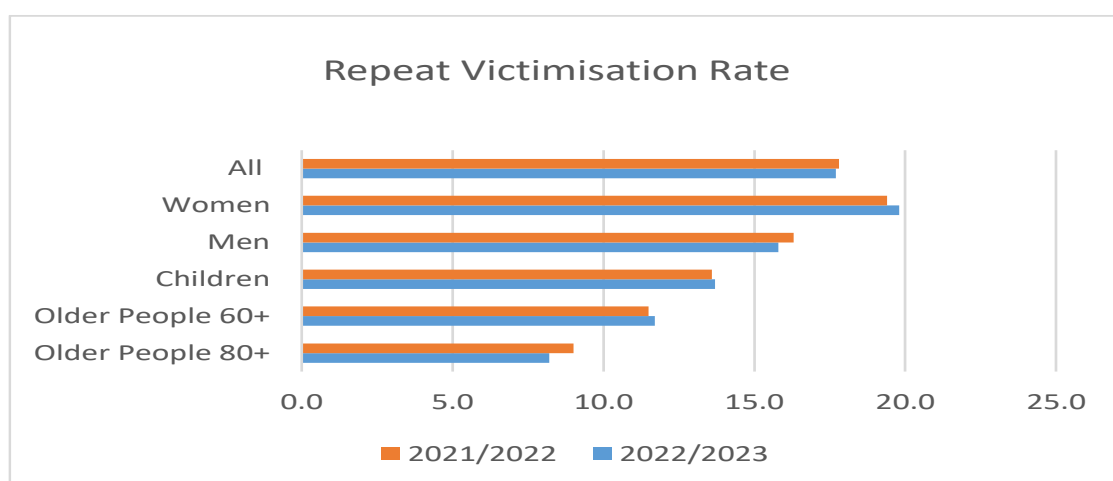
In 2022-23, 60,254 people were the victim of a reported crime in Northern Ireland. This equates to around 3.2% of the population. The majority of these victims were victimised on one occasion; however, 17.7% (10,665) were repeat victims. This is a slight reduction compared to 2021-22. This means 0.6% of the population were repeat victims and almost two-fifths (38.2%) of crimes were committed against these repeat victims. In 2021-22, there were 10,761 repeat victims, which equated to a repeat victimisation rate of 17.8%.



During 2022-23, 6,737 children were the victim of a reported crime and 923 children were repeat victims of crime. Around one in eight (13.7%) were repeat victims. These children experienced almost one third of all offences committed against children during this period. Almost three quarters of repeat child victims were repeat victims twice, however 6% of repeat child victims were a victim of crime more than six times. The repeat victimisation rate is higher for female children than male children, 16.1% and 11.4% respectively. At the end of 2022-23, 30 children were identified as being at risk of child sexual exploitation (CSE), which is a decrease of five compared to the previous year.

In comparison to 2021-22, the repeat victimisation rate for males reduced by 0.5% points, whilst the repeat victimisation rate for females increased by 0.4% points. The repeat victimisation rate increased for those over the age of 60 by 0.2% points but reduced for those over the age of 80 by 0.8% points.

¹ A repeat victim is a person who has been linked to more than one crime within the past 365 days. Victims who are Businesses, Officers or the State (Rex) have been excluded.



The repeat victimisation rate for domestic abuse (crimes and incidents) was 24% in the 2022-23 financial year, similar to 2021-22, which was 24.3%. Nearly half of domestic abuse crimes and incidents were committed against repeat victims, which is similar to the 2021-22 rate.

The table shows the repeat victimisation rates for each strand of hate crime and incidents in 2022-23. The number of victims of hate abuse and the number of repeat victims have both increased compared to 2021-22. The main areas of increase are in respect of sectarian and race crime and incidents. The repeat victimisation rates were 4.9% and 8.5% respectively in 2021-22.

	Victims	Repeat Hate Victims	% Repeat Hate Victimisation	Repeat Victims	%Repeat Victimisation
Sectarian	810	59	7.3%	333	41.1%
Racist	937	90	9.6%	313	33.4%
Homophobic	310	22	7.1%	107	34.5%
Transphobic	56	5	8.9%	30	53.6%
Disability	122	7	5.7%	59	48.4%
Religious	34	0	0.0%	8	23.5%

Initiatives to support repeat victims

Advocacy Support services - ASSIST NI celebrated its first full year in service on 1st September 2022. They support victims of domestic and sexual abuse that are engaging in the criminal justice process, who have self-reported via The Rowan, or as identified as an action out of the Multi-Agency Risk Assessment Conferences (MARAC). In their first nine months, ASSIST NI have triaged into service, and attempted contact with 5,225 victims of domestic and sexual abuse. Of those 1,744 victims have accepted support and advocacy services. On 5 September 2022 following a review of the operating model PSNI introduced a referral coordinator to support the advocates in making contact with as many victims as possible in an attempt to extend the reach further. This new operating model has also seen a revision in service to further develop the Children and Young People Advocacy even further with a new training programme being developed to invest in the advocates and those who they provide advocacy support to.

A CSE escalation process has been established to prevent repeat victimisation of vulnerable children in Northern Ireland. Currently when a child is involved in an incident, missing or otherwise three times in a week, the Police Trust Detective Sergeant will submit an escalation letter. PSNI and Social Services will discuss the incidents and action plan and take action through partnership working as necessary. Where there are five plus incidents in a rolling week or a serious incident then the Trust Detective Inspector will submit an escalation letter. PSNI and Social Services will convene to consider further escalation or referral to the **Regulation and Quality Improvement Authority (RQIA)** and Safeguarding Board for Northern Ireland (SBNI). Where there are seven plus incidents in a rolling week or an unresolved issue then the CSE Detective Chief Inspector will submit an escalation letter and jointly conduct a review of strategies along with RQIA/SBNI to subsequently take appropriate action.

Case Study Belfast: In April 2022, the Belfast Multicultural Association (BMCA) were the repeat victims of arson. The repeated targeting of this location was impacting on the wider Muslim community and resulted in a lack of confidence in Policing and as a result the BMCA trustees had disengaged from local Police. A working group was set up with key stakeholders to identify opportunities to support the BMCA and the wider Muslim community. Engagement was also prioritised with key community groups that represent the wider Black, Asian and other ethnically diverse communities in an effort to understand their concerns and address these. This coordinated approach resulted in the confidence of the Muslim community in Policing being restored and PSNI were invited to attend the Eid festival in July. After this event, Road Policing awareness sessions were planned for BMCA community as this was highlighted as an area of concern.

Case Study Derry City and Strabane: Adult female repeat victim of race motivated hate crime, with 12 victim reports between 2021 and March 2022. The victim reported that incidents actually went back over three years. Most of these incidents and offences involved harassment, theft, criminal damage, arson and anti-social behaviour. The Neighbourhood Policing Team connected the victim with the Hate Crime Advocacy Service, to provide them with bespoke support and ensure consistent communication. Crime prevention services were availed of to conduct a home safety visit and supply home safety products such as cameras. The address was added to the "District Repeat Victims" map, which is an aid to Police Officers for incorporating such locations into their patrols. Consent was obtained for a District multi agency "support hub" referral and the family obtained a move from the area within two months of being identified as a repeat victim and with the support during this period they were protected from further hate motivated incidents. It has been five months since the last victim report for this repeat victim.

Outcome 1 – We have a safe community**Indicator 1.2:** Fewer repeat offenders of crime**Measure 1.2.1:** Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2022-23**Repeat offending² rate**

In 2022-23, 16,790 people were identified as offenders. This equates to 0.9% of the population, which is slightly higher than the percentage of the population (0.8%) who were repeat offenders in 2021-22.

Over one fifth (22%) of offenders were repeat offenders. Compared to 2021-22, there was an increase in the percentage of repeat offenders and crimes committed by repeat offenders.

On average, almost a quarter (24.4%) of repeat offenders committed a further crime within a week of their last crime.



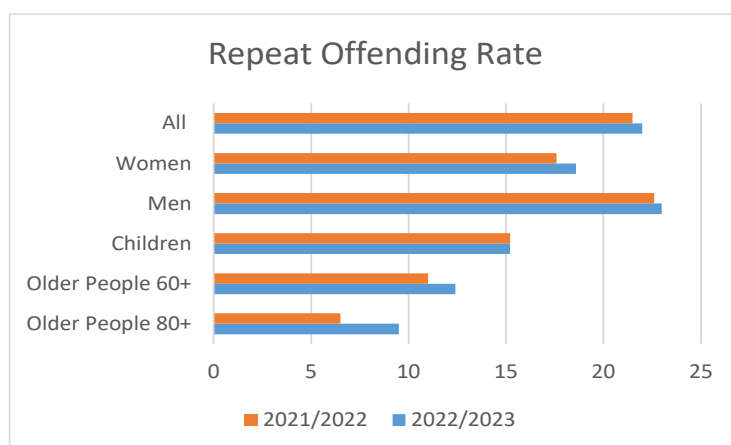
The repeat offending rate was higher for men than women, 23% and 18.6% respectively; the repeat offending rate for both men and women increased compared to the previous financial year by 0.4 of a percentage point and 1 percentage point respectively.

The repeat offending rate of young people (15.9%) is similar to 2022-23 (15.2%).

Although the repeat offending rate is low, it has increased for older people compared to 2021-22 by 1.4 percentage points.

Almost 40% of repeat perpetrators committed a domestic offence, and 18% of repeat perpetrators committed more than one domestic offence in 2022-2023. Of those who were responsible for more than ten crimes in the reporting year, almost one fifth of offences committed were repeat domestic offences.

² Repeat offenders are defined as “offenders who have been linked by an Offender Detection Report to two or more crimes reported in the last year”. These individuals may or may not have been convicted of an offence.



Repeat offending within hate crime is rare; however, the repeat offending rate for offenders who have committed at least one hate crime and any other crime was 45.2%, higher than 2021-22, when it was 38.1%.

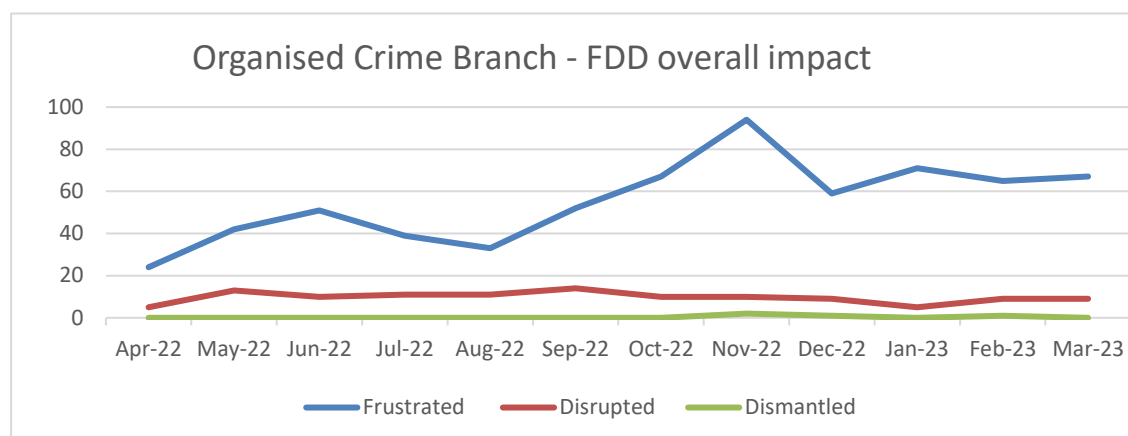
Initiatives to reduce repeat offending

PSNI Reducing Offending Units (ROU) continue to work closely with partner agencies (Probation Board (PBNI), Prison Service (NIPS) and Youth Justice Agency (YJA) to provide a multi-agency approach to reduce offending & re-offending. The current PSNI ROU offender cohort is comprised of 158 offenders. Approximately 30% are currently in His Majesty's Prison (HMP) on remand or sentence. Approximately 40% are jointly managed by Probation Board NI (PBNI) as "On Probation" or "On Licence from HMP" and 4% are currently flagged as wanted for arrest for interview, breach of bail or warrants. The ROU manages priority offenders within Districts.

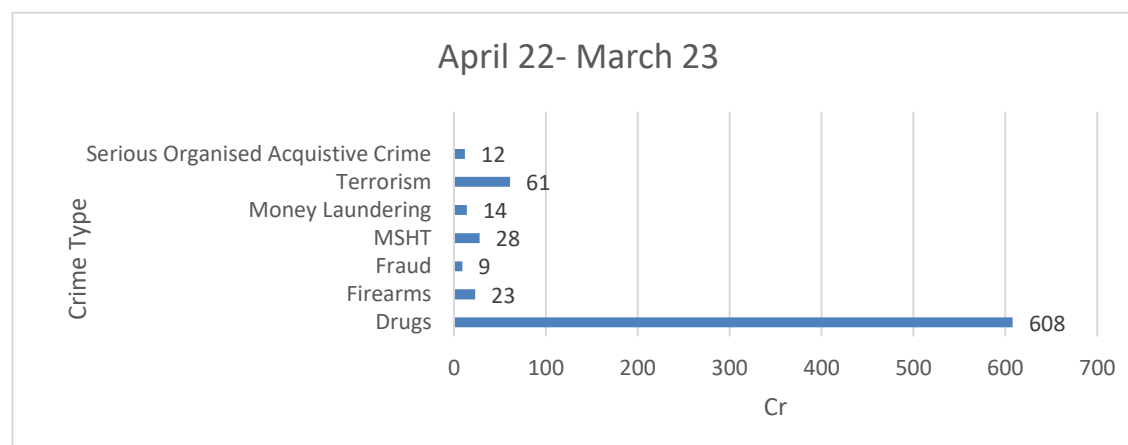
Outcome 1 – We have a safe community	
Indicator 1.2: Fewer repeat offenders of crime	Measure 1.2.2: Through frustration, disruption and dismantling activity, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity

As of 31 March 2023, the number of OCGs being investigated was 55, previous year was 63. This number fluctuates due to perceived threat, harm and risk. It is assessed that around 38% of OCGs investigated in Northern Ireland have paramilitary links. PSNI operates as a partner in the Organised Crime Task Force (OCTF), Joint Agency Task Force (JATF) and the Paramilitary Crime Task Force (PCTF) in the fight against serious and organised criminality, which is a complex and corrosive threat that requires a comprehensive response.

From April 2022 to March 2023, there was a significant increase in activity compared to the previous reporting period. The numbers of persons, charged or reported increased by 16%, the number of searches conducted increased by 55%, drug seizure incidents increased by 40%, the number of disruptions against OCGs increased by 30% and the number of frustrations increased by 115%. The graph indicates the number of frustrations, disruptions and dismantlements (FDD) of OCG's each month.



The second graph provides an indication of the FDD activity by primary crime type. The majority of these events are largely aligned to drugs as the main crime type. During this reporting period, a total of 168 drug offence outcomes, 150 of which resulted in a sanctioned outcome either formal or informal such as charge, report, caution or CRN. This is a sanction rate of 89.3% for the year. Drugs were seized with an estimated street value of over 9.2 million pounds (£9,264,198). The seized drugs were recovered from streets and communities right across Northern Ireland.



During this period, 28 interventions have involved Modern Slavery and Human Trafficking offences as the Police have more recently seen a significant rise in demand for resource allocation to this crime type. These sustained interventions have assisted in the dismantlement of two OCGs.

Police continue to utilise legislation to deny criminals from benefiting from their criminality. Between 1 April 2022 and 31 March 2023, there were more cash seizures with a larger value attributed than the previous 12 months. Some of the results were 144 cash seizures with a value of £1,433,117.51 and cash forfeitures with a value of £1,062,443.03.

The PCTF prioritised six paramilitary organisations for investigation. Between April 2022 and the 31 March 2023: there were 232 frustrations and 32 disruptions; 197 searches; 75 arrests; 101 people reported / charged; 70 drugs seizures with £754,438 estimated drugs value; seized 47 weapons and six explosive devices together with eight ammunition seizure incidents and 22 referrals to outside agencies, which presents an overall increase on the previous 12 months.

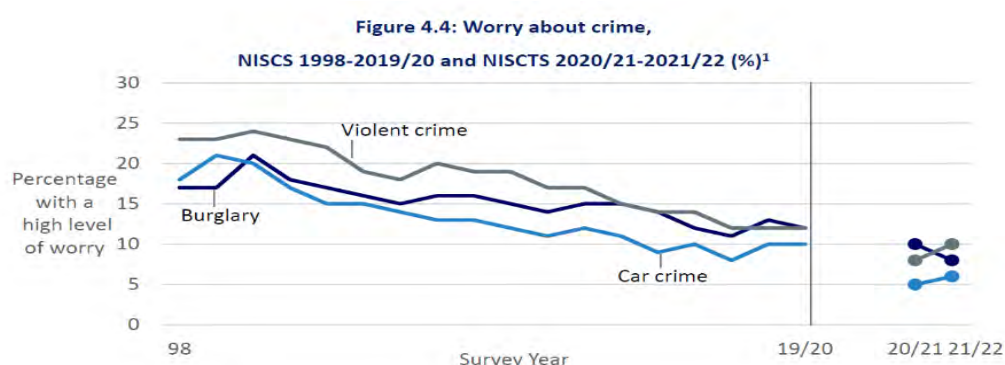
As at 31 March, PCTF and PSNI have 19 Serious Crime Prevention Orders (SCPO) in place. These help to reduce the capabilities of organised criminals to engage in criminal activity. Many of these new orders relate to persons who are currently serving sentence, but it is anticipated that they will assist in the management and reduction of repeat offending upon their release. There has also been one conviction for the breach of an order in this time. PSNI's Modern Slavery & Human Trafficking Unit have five Slavery Trafficking Prevention Orders (STROs), which resulted in two people being deported upon conviction. PSNI also manage two STROs that were granted in England as the individuals involved have now moved to this jurisdiction.

Outcome 1 – We have a safe community	
Indicator 1.3: People in all communities feel safe	Measure 1.3.1: Number of people in Northern Ireland who feel safe in their; local area, local high street or town centre and own home, including the online space

Number of people who feel safe

Respondents to the Northern Ireland Safe Community Telephone Survey (NISCTS) 2021-22 were asked how safe they feel in various situations on a four-point scale ranging from 'very worried' to 'not at all worried'. The concerns include walking alone in their area after dark, being alone in their own home at night, crime overall, violent crime, burglary and car crime.

Worry about crime in Northern Ireland



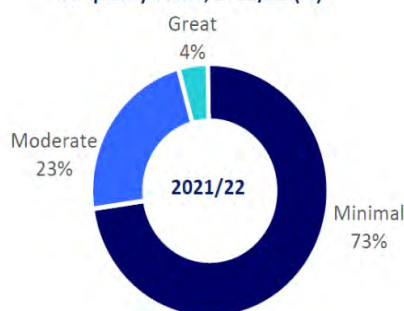
The proportions of respondents expressing a high level of worry of becoming the victim of a violent crime, burglary or car crime are unchanged from the previous year; although there were small changes in the rates, these are not statistically significant.

Similar to the previous year, 2021-22 respondents were more likely to feel very unsafe while walking alone in their area after dark (6%) than being home alone at night (1%). Respondents continued to be more positive in their perception of crime levels within the local area rather than at the regional level.

Perceptions of the effect of 'fear of crime' on quality of life

Perceptions of the 'fear of crime' on the quality of life in Northern Ireland is measured on a 10-point scale ranging from 'no effect' to 'total effect'. Similar to the previous year, 73% of 2021-22 respondents felt fear of crime has a minimal effect on their quality of life, with 23% reporting it had a moderate effect.

Figure 4.5: Perceptions of the effect of 'fear of crime' on quality of life, 2021/22 (%)¹



The Northern Ireland Policing Plan Telephone Survey 2022-23

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Outcome 1 – We have a safe community

Indicator 1.3: People in all communities feel safe

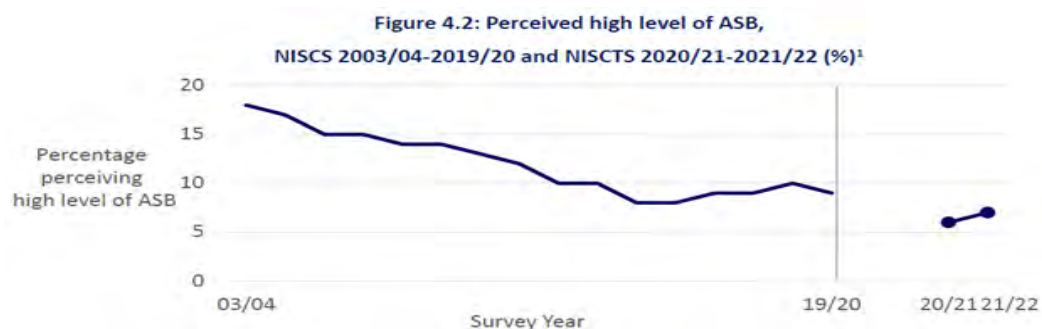
Measure 1.3.2: Rate of places repeatedly victimised

In 2022-23 there were an additional ten wards that were above the five-year average crime rate per household; however, there was a decrease of 15 wards that were above the five year average ASB rate per household compared to 2021-22.

Rates of places repeatedly victimised

Number of Wards Above Five Year Average Crime Rate or ASB Rate Per 1,000 Households									
District	Total No of Wards	Crime				ASB			
		No of Wards above average	% Wards above average	Crime in above average wards	% Crime in above average wards	No of Wards above average	% Wards above average	ASB in above average wards	% ASB in above average wards
A - Belfast City	60	8	13.3%	16562	14.8%	9	15.0%	7057	15.3%
A - Belfast - Tennent Street	16	3	18.8%	5001	4.5%	4	25.0%	2088	4.5%
A - Belfast - Woodbourne	15	2	13.3%	1718	1.5%	1	6.7%	459	1.0%
A - Belfast - Strandtown	19	1	5.3%	917	0.8%	1	5.3%	349	0.8%
A - Belfast - Lisburn Road	10	2	20.0%	8926	8.0%	3	30.0%	4161	9.0%
B - Lisburn & Castlereagh City	40	2	5.0%	1090	1.0%	1	2.5%	378	0.8%
C - Ards & North Down	40	3	7.5%	1437	1.3%	1	2.5%	332	0.7%
D - Newry, Mourne & Down	41	5	12.2%	3136	2.8%	1	2.4%	416	0.9%
E - Armagh City, Banbridge & Craigavon	41	4	9.8%	2558	2.3%	2	4.9%	744	1.6%
F - Mid Ulster	40	2	5.0%	792	0.7%	0	0.0%	0	0.0%
G - Fermanagh & Omagh	40	1	2.5%	381	0.3%	0	0.0%	0	0.0%
H - Derry City & Strabane	40	8	20.0%	5887	5.3%	2	5.0%	1001	2.2%
J - Causeway Coast & Glens	40	3	7.5%	1720	1.5%	1	2.5%	398	0.9%
K - Mid & East Antrim	35	4	11.4%	2351	2.1%	2	5.7%	839	1.8%
L - Antrim & Newtownabbey	40	5	12.5%	2471	2.2%	0	0.0%	0	0.0%
Northern Ireland	457	45	9.8%	38385	34.4%	19	4.2%	11165	24.2%

Based on the composite measure, respondents to the Northern Ireland Safe Community Telephone Survey (NISCTS) 2021-22, indicate that, at 7%, the proportion perceiving the level of anti-social behaviour in their local area to be high was on a par with the 2020/21 figure of 6%. Rubbish or litter lying around (31%) and people using or dealing drugs (26%) were again the most commonly identified problems in the local area.



Initiatives to keep people safe

Belfast City Centre's Neighbourhood Team (NPT) worked in partnership with the Linen Quarter and Belfast One BIDS to install a new CCTV camera on Donegall Square South; within the first week of operation the camera provided evidence which led to two separate arrests.

Belfast NPT have been working in partnership with Retail Crimewatch to identify offenders and bring them before the courts. Retail Crimewatch is the only business crime partnership in the UK successfully pursuing burglary, rather than theft, convictions for public offenders. This enhances business and community confidence in proactive policing actions. Since February 2018, the scheme has seen 122 successful burglary convictions resulting in 61 custodial sentences and 25 suspended sentences.

Through using the 'SARA' problem-solving model, Antrim NPT developed a local initiative that aimed to reduce antisocial behaviour, specifically on Saturday afternoons in Antrim town centre. They sought cooperation with local business and partners to work together to solve the problem resulting in the development of a programme, which took the selected teenagers eight weeks to complete. This focused on core policing issues, such as drugs and knife crime, and sessions were held during the times of peak antisocial behaviour in the town. The programme was a resounding success, with twelve completing the programme and one obtaining a professional qualification as a result.

Outcome 1 – We have a safe community

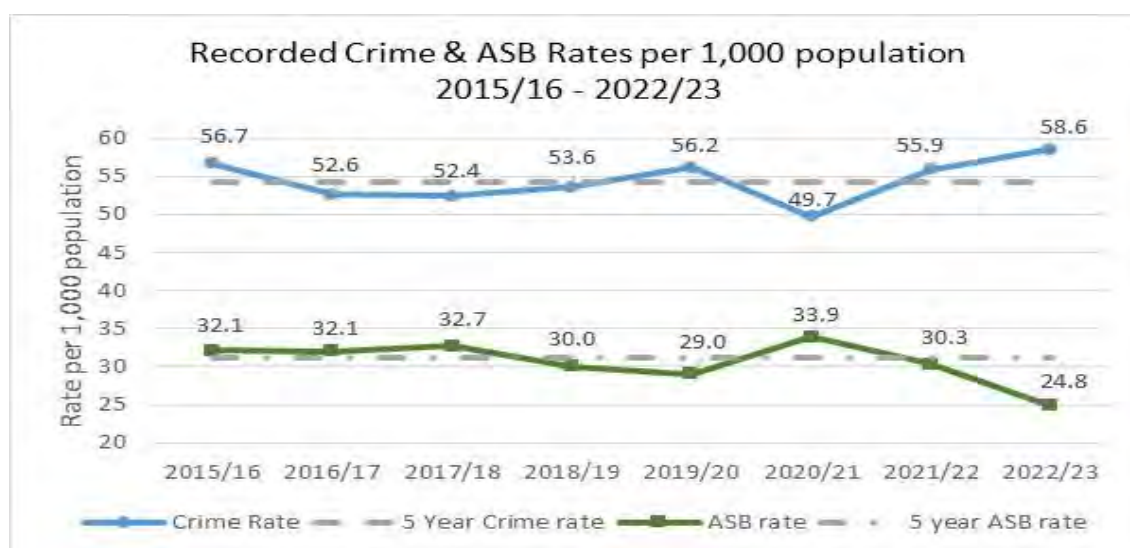
Indicator 1.4: Crime rates and trends showcase an effective police response

Measure 1.4.1: Benchmark PSNI crime rates against previous PSNI levels and other most similar police services

Crime Rates and Trends – Comparison to previous levels in Northern Ireland

In 2022-23 there were 111,571 crimes recorded in Northern Ireland, an increase of 4.9% (5,181) compared to 2021-22 and a 10.0% increase against the baseline (the five year average for 2015-16 – 2019-20). During the same period, there were 47,301 anti-social behaviour (ASB) incidents, a decrease of 18.1% (10,431). This is less than the decrease of 24.1% seen in 2021-22 compared to 2020-21.

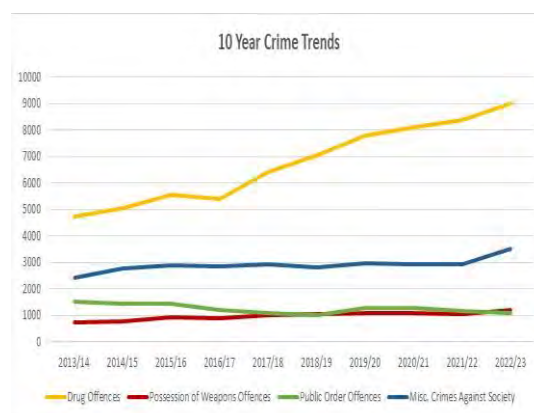
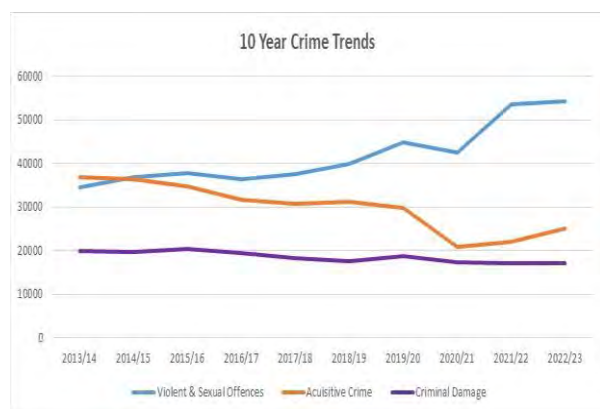
This graph shows the recorded crime and ASB rates per 1,000 population against the baselines for the last seven years.



In part due to crime recording changes, crime rates are the highest they have been since 2009-10 and ASB is at the lowest level recorded. The crime rate for females (41.3) remains higher than males (39.2); however, there was a 9.0% point increase in the crime rate for boys (21.8) in 2022-23 compared to 2021-22.

Domestic motivated crimes account for 20% of all crime recorded in 2022-23. This is a slight reduction compared to 2021-22. There has been an increase of 3.1% (679) in domestic motivated crime. This is the ninth consecutive year with an increase in domestic motivated crimes. Over 80% of domestic motivated crimes are violent or sexual offences. Although there was an increase in domestic motivated crime, there was a 0.9% (311) decrease in domestic motivated incidents. Hate motivated crimes have increased by 1.2% (26). Sectarian and disability hate crimes showed increases of 18% (141) and 9.7% (9), but all other motivations showed decreases.

The majority of crime recorded in 2022-23 can be attributed to violent and sexual offences and acquisitive crimes (robbery, theft and burglary); however acquisitive crime levels remain below pre-pandemic levels. There have been increases in all crime categories, except burglary and public order offences. Criminal damage showed little change.



Benchmarking with our most similar police services

Crime Rates

Northern Ireland has the lowest overall crime rate compared to all the forces in England & Wales. In the calendar year 2022, the crime rate in Northern Ireland was 58 crimes per 1,000 population. The crime rate for England & Wales for the same period was 94 crimes per 1,000 population.

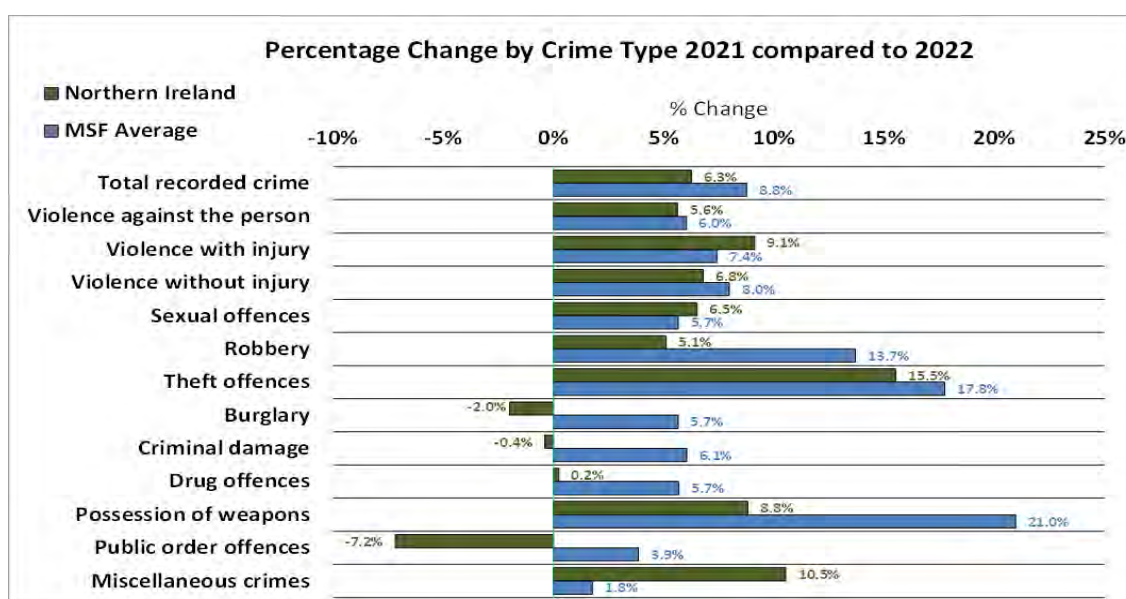


Our most similar forces (MSFs) have notably higher overall crime rates than Northern Ireland. Previously Devon & Cornwall were broadly comparable to the PSNI; however, they were unable to submit data for the final quarter of the 2022 calendar year so the ONS (Office for National Statistics) have not included their crime figures in this release. Four of our other MSFs are in the top five for the highest crime rates of all the England & Wales forces.

Forty of the 43 Home Office forces reported an increase in recorded crime for the 2022 calendar year. In England & Wales, overall crime increased by 8.5% that is higher than Northern Ireland's increase of 6.7%. The average increase for our MSFs was 8.7% (Devon & Cornwall figures were not included).

Percentage Change by Crime Type

The Northern Ireland percentage change in crime types shows increases for violence against the person, sexual offences, robbery, theft offences, and possession of weapons. Our MSFs also show increases for these crime types, however, we had much lower increases for robbery and possession of weapons. Burglary, criminal damage and public order offences show decreases compared to increases with the other forces in our group.



Outcome 2 – We have confidence in Policing

Indicator 2.1: The level of public confidence in policing

Measure 2.1.1: Number of people in Northern Ireland who are confident that PSNI is accessible; visible; responsive and victim focused

Confidence in the police

The Northern Ireland Safe Community Telephone Survey (NISCTS) sought views on the police in Northern Ireland as a whole and the local area, police accountability arrangements and overall confidence in the fairness and effectiveness of the criminal justice system using seven indicators which were then used to provide a composite overall confidence rating.

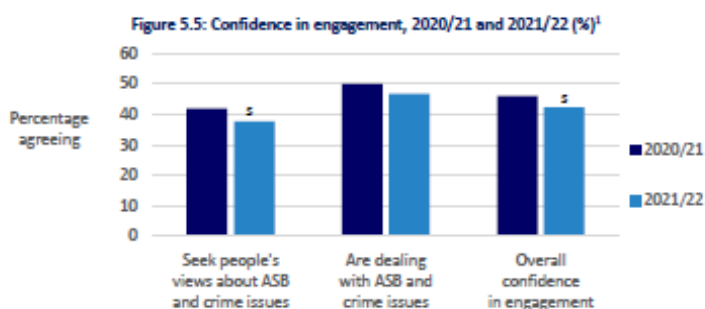
Overall Confidence

The 2021-22 NISCTS findings indicate that just over four-in-five (82%) respondents had overall confidence in policing. The proportion agreeing that the police treat Catholics and Protestants equally was similar to 2020-21. (82%, 2021-22 and 83%, 2020-21).

In terms of local policing, the NISCTS findings show that 55% of respondents rated their local police as doing an excellent or good job; a decrease from 62%. 2020-21. The proportion of respondents who stated that when taking everything into account they had confidence in the police in their area fell from 75% to 72%.

Confidence in Local Police

72% of respondents expressed overall confidence in their local police in 2021-22, this down from 75% in 2020-21. They agreed that 'Taking everything into account, I have confidence in the police in this area'. Of the six individual statements concerning specific aspects of their work, respondents were most likely to feel that their local police would treat you with respect if you had contact with them with 95% agreeing with the statement. In contrast, less than 39% of participants agreed that their local police have a visible presence in their area, this remains unchanged from 2020-21 figure.



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1. Results exclude don't knows and refusals.

2. Statistically significant change (5% level two-tailed test) from previous year is indicated by an s.

In the Northern Ireland Safe Community Telephone Survey (NISCTS) 2021-22, the largest decrease was observed in the proportion agreeing that the police could be relied on to be there when you need them, which dropped by seven percentage points, from 70% to 63%.

Initiatives

Accessible, Visible & Responsive – Public Engagement Strategy was launched in July 2022. It sets out five key pillars to define the Police Service's approach for policing with the community: Attraction and Recruitment, Engagement, Procedural Fairness, Effective neighbourhood policing and Local Accountability. Underpinning the Effective Neighbourhood Policing pillar are the eight hallmarks of neighbourhood policing which provides a framework for consistently high quality standards that local communities can expect from their local Police.

Visible & Responsive – Ards & North Down District through engagement between Police, the local community, housing association, they shared their concerns about alleged drug dealing. Local Police Officers attended court to obtain a warrant that would allow a search. As a result a local resident was arrested for possession and intent to supply offences and a file is being prepared for the PPS.

Visible & Accessible- Social Media Awards – Our social media channels are a vital tool in connecting with the community that we serve, appealing for information and keeping people safe. The PSNI was runner up in two categories at the 2022 Northern Ireland Social Media Awards (Best Social Media Campaign in Public Sector (Sextortion) & Best Overall Use of Social Media). PSNI were nominated for four categories in total at the 2022 Northern Ireland Social Media Awards.

Victim Focused & Responsive- Ask for Angela Campaign – December 2022 saw the launch of the 'Ask for Angela' campaign. Over 100 local venues registered to the scheme at launch and committed their staff to taking part. So throughout December local businesses including bars, pubs, hotels restaurants and security staff across Northern Ireland were given access to the 'Ask for Angela' training. This training aims to help people who feel unsafe, threatened or vulnerable on their night out. Through the launch of the 'Ask for Angela' training, it was hoped that by 'asking for Angela', a person within a licensed venue can quickly alert staff and get help.

Responsive & Visible – An emerging trend had been identified in Lurgan relation to the drug Spice, children were found to be consuming it and collapsing on school premises. Lurgan NPT developed an innovative plan, to deliver a series of online presentations to address this alongside other issues that had been highlighted by schools in the area. These included addressing the obvious health and safety issues surrounding the children's behaviours; providing advice, guidance and reassurance; and making best use of technology. With the guidance of external agencies the programme was extremely well received, the number of Spice-related incidents dropped dramatically following delivery and the Youth Justice Agency approved the presentation, which is now used for education as part of the Community Resolution process for first-time offenders.

Outcome 2 – We have confidence in Policing**Indicator 2.2:** The level of satisfaction with the service received**Measure 2.2.1:** Number of victims and service users who are satisfied with the service they have received

In the 2022-23 financial year, 23,194 victims were invited to participate in the Victim Satisfaction Survey. There were 3,554 responses equating to a 14.5% response rate. This is a 0.4% point increase compared to the 2021-22 financial year.

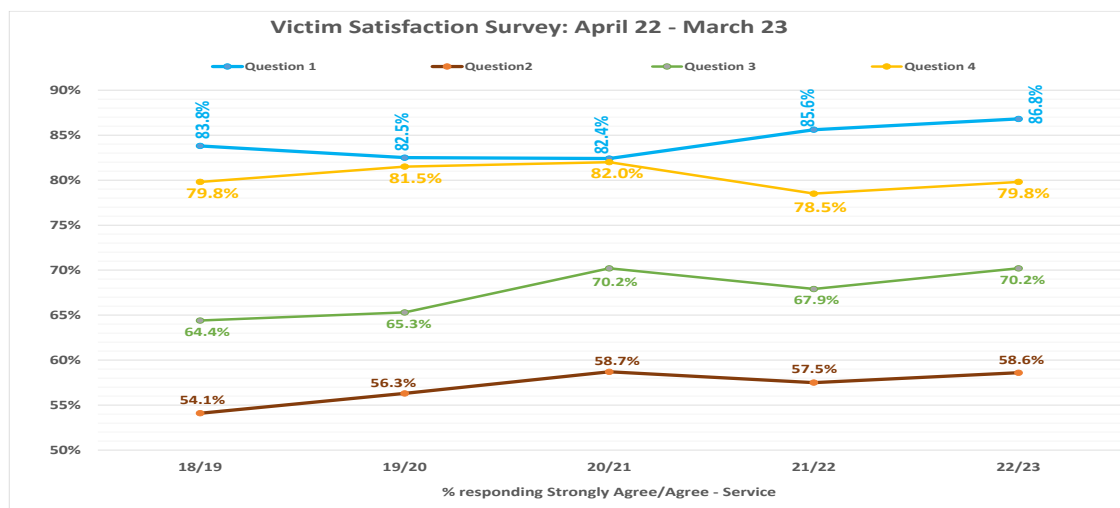
Question 1, 86.8% of respondents either agreed or strongly agreed that they were treated with fairness and respect, which was an increase from last year.

Question 2, showed the lowest satisfaction level (58.6%) of all questions asked, with the main criticism being the lack of follow up or delays in providing an update despite initial positive interactions.

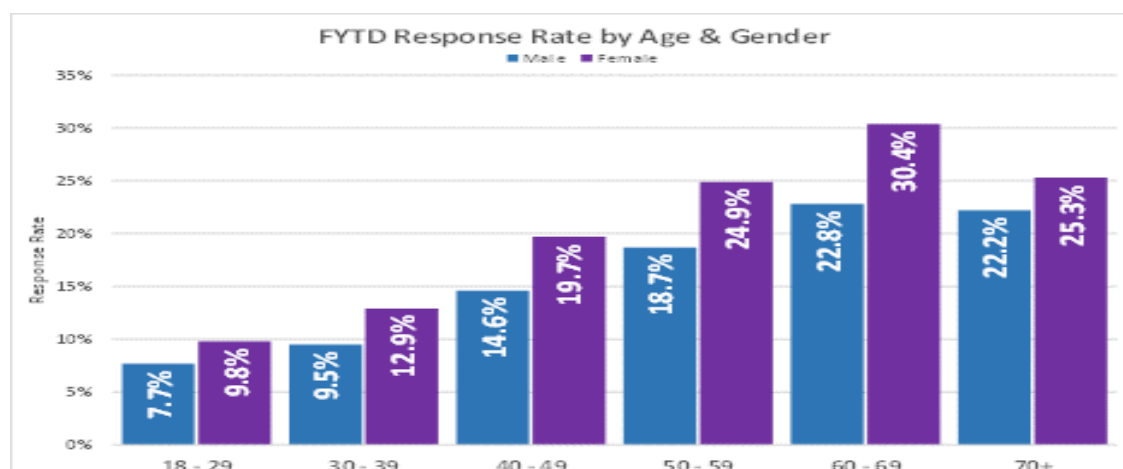
Question 3 showed an increase from last year

Question 4, 79.8% of victims responded that they would recommend reporting crime to the police if a family member or friend was a victim. This is a 2.2% point reduction since peaking in 2020-21.

Question	% responding Strongly Agree/Agree				
	17/18	18/19	19/20	21/22	22/23
1. The police officers / staff treated me with fairness and respect	80.6%	83.8%	82.5%	85.6%	86.8%
2. I am satisfied with how well I have been kept informed of the progress of my case	54.3%	54.1%	56.3%	57.5%	58.6%
3. I am satisfied with my contact with PSNI	62.9%	64.4%	65.3%	67.9%	70.2%
4. If a family member or friend were a victim of crime in the future, based on this experience, I would recommend they report it to the police	79.3%	79.8%	81.5%	78.5%	79.8%



The percentage of victims who choose to respond increases with age and females are statistically more likely to respond than males. Across all age ranges, females are more likely to reply than males, with a 2.1% point gap in the 18 – 29 band rising to a 7.6% point gap in the 60 - 69 age range.



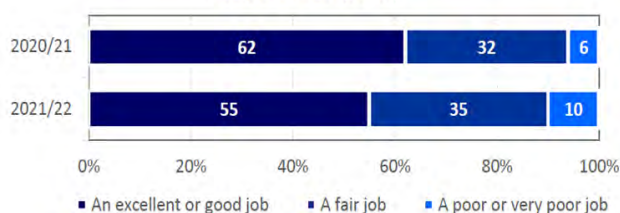
Whilst the percentage of positive responses remain largely consistent year on year, it can be said that the public are satisfied with the service they receive from the PSNI and despite a fall from 2020-21 to 2021-22, this has increased in this reporting period.

Adding the ability to type free text has allowed for a varied range of feedback to be provided, with some respondents naming officers individually who have assisted them positively to providing potential solutions to avoid the crime reoccurring. Feedback is collated and distributed to District Commanders on a monthly basis to enable senior officers to identify and follow up on comments received.

Respondents to the Northern Ireland Safe Community Telephone Survey (NISCTS) 2021-22, findings shows that 55% of respondents rated their local police as doing an excellent or good job with 35% rating their performance as fair. At 10%, participants were least likely to perceive local police as doing a poor or very poor job.

The excellent or good rating of 55% in 2021-22 has fallen when compared with the previous year, 62%. In contrast, the proportion considering their local police to be doing a poor or very poor job has risen over the same period, showing a statistically significant increase from 6% to 10%. The apparent increase in the fair rating is not a statistically significant change.

Figure 5.3: Ratings of local police performance,
2020/21 and 2021/22 (%)¹



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Outcome 2 – We have confidence in Policing	
Indicator 2.3: The Representativeness of the police Service	Measure 2.3.1: Improve representativeness of the service across ranks, grades and departments by gender and community and socio-economic background

As of 31 March 2023, there were 6,730 Police Officers and 2,647 Police Staff, compared to 7,039 Police Officers and 2,610 Police Staff at 31 March 2022.

In terms of both Police Officers and Police Staff, whose community background were identified as Catholic, these figures overall remain reasonably static for Police Officers and for Police Staff.

For Police Officers, the percentage of females increased slightly to 31.53% from 30.76% but for Police Staff there was a slight decrease of 0.2%.

The percentage of Chief Officers as a group, whose community background was identified as Catholic has increased slightly by 1.5% from last year, however the percentage of females at Chief Superintendent has fallen to 16% from 22% in 2022. There has been small increases in females and individuals whose community background was identified as Catholic, in our middle management ranks due to individuals being successful in promotion processes.

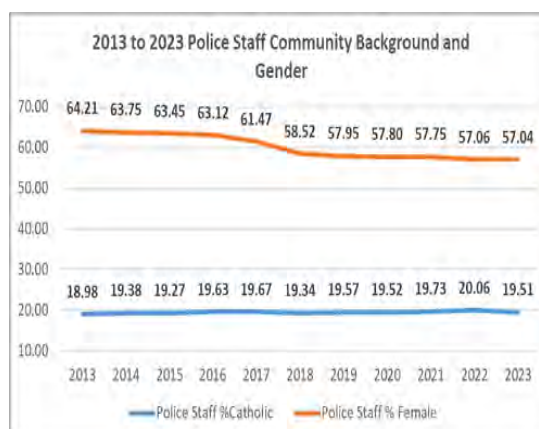
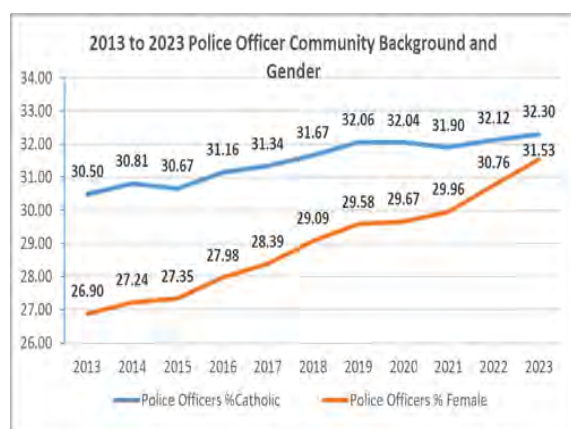
For Police Staff the percentage of those whose community background was identified as Catholic, has remained static apart from Grade 7 and above, with an increase of 2.5% from last year.

Police Officers		
Rank	% Catholic	% Female
Chief Officers	15.5%	0.0%
Chief Superintendent		15.8%
Superintendent		32.6%
Chief Inspector	30.0%	32.2%
Inspector	35.4%	31.3%
Sergeant	34.9%	31.0%
Constable	32.0%	31.7%
Student Officer	29.4%	29.4%
Total	32.4%	31.6%

Police Staff		
Grade	% Catholic	% Female
G7 & above	19.5%	41.5%
DP	21.3%	45.9%
SO	27.8%	52.2%
EO1	18.4%	40.4%
EO2	21.1%	59.6%
AO	17.4%	65.5%
AA	14.1%	81.9%
IND	12.5%	3.1%
Total	19.23%	57.08%

Department Breakdown Police Officer as at Apr 2023				
	Catholic	Non-Catholic	Female	Male
COMMAND	35.3%	64.7%	51.5%	48.5%
CRIME OPS	33.1%	66.9%	38.8%	61.2%
JUSTICE DEPT	37.0%	63.0%	41.7%	58.3%
OP SUPPORT	35.2%	64.8%	10.8%	89.2%
PEOPLE & OD	33.9%	66.1%	27.8%	72.2%
LOCAL POLICING	30.9%	69.1%	31.0%	69.0%
SERVICE O/HD inc CORP SERVS	27.5%	72.5%	35.3%	64.7%
S PLAN TRAN	0.0%	0.0%	0.0%	0.0%
Total	32.36%	67.64%	31.56%	68.44%

Department Breakdown Police Staff as at Apr 2023				
	Catholic	Non-Catholic	Female	Male
COMMAND	20.4%	79.6%	76.5%	23.5%
CORP SERVS	19.2%	80.8%	32.4%	67.6%
CRIME OPS	13.6%	86.4%	70.0%	30.0%
JUSTICE DEPT	22.0%	78.0%	62.3%	37.7%
OP SUPPORT	21.6%	78.4%	57.4%	42.6%
S PLAN TRAN	29.3%	70.7%	54.9%	45.1%
PEOPLE & OD	16.9%	83.1%	65.3%	34.7%
LOCAL POLICING	16.3%	83.7%	55.8%	44.2%
SERVICE O/HD	25.8%	74.2%	77.4%	22.6%
Total	19.23%	80.77%	57.08%	42.92%



Of the 121 Student Officer appointments made during the 2022-23 financial year, 42% of appointees were female, 21% were Catholic, 0.8% were from ethnic minorities, 7% were from the LGBT community and 1.6% declared they had a disability.

Of the 994 Police Staff applications received during the current reporting period, 41% were from females, 30% were from Catholics, and 6% were from the LGBT community; 6% of appointees declared they had a disability and 2% declared they were from an ethnic minority group. Many of these competitions are still in progress.

Of the 265 Police Staff appointments made, 57% were female, 18% were Roman Catholic, 7.5% were from the LGB community, 3% declared they had a disability, and 1.5% were from an ethnic minority group.

Two of the three candidates who attended the Senior Command Course were female and both were successful, compared to last year, when one of the four successful candidates was female.

Employee Voice – The Stronger Together forum has been in place for over a year and helps strengthen our commitments to our ambition of creating an inclusive and diverse workplace. Our Support and Staff Associations play a key role in the co-design, development and delivery of our Equality, Diversity and Inclusion (EDI) work streams and actions.

The cultural audit has concluded with a response rate of over 45% - the highest rate in an employee survey in many years. A number of interviews and workshops will give the team an opportunity to investigate some of the key themes. The results of which will be shared in the summer.

Bespoke external competitions for Custody Detention Officers and Call Handlers in North West Area were held.

Within Leadership and Organisational Development, a career development-coaching pilot is being progressed for ethnic minority police officers and police staff.

In July, PSNI hosted, for the first time, the annual UK and Ireland LGBT+ Policing Conference. The event was centred on the theme of 'Empowering Partnerships' and sought to inspire and generate reflection. It was an important opportunity for policing colleagues and partners from across the UK and Ireland to share ideas and perspectives and to generate learning on a range of topics such as diversity in policing, community engagement and community cohesion.

Race Action Plan. In November, the Equality Diversity and Inclusion team (EDI) hosted an internal engagement event for staff and officers from ethnic minority communities to discuss and shape our Race Action Plan. This style of event was repeated for members of the external community by hosting three events during December in Belfast, Derry/Londonderry and Dungannon. This enabled PSNI to gather feedback from a wide range of communities across Northern Ireland, again ensuring that local voices had the opportunity to input into priorities.

PSNI was shortlisted for the CIPD Northern Ireland (announced 6 October) and CIPD National (announced 22 September) 'Best Resourcing Initiative' Awards. This related to our 2021 Student Officer Recruitment Campaign, which was also shortlisted for the Digital DNA Northern Ireland award for 'Best Marketing of the Year'.

PSNI have also participated in Mela and facilitated a community awareness event with GAA, as well as outreach advertising at Men and Women's IFA/ GAA matches and within Orange Order publications. PSNI has also continued in our schools engagement through our District work experience programmes, attendance at the NI Schools Summit Careers Fair (supported by members of our Catholic Guild) and a range of recruitment / outreach stalls at school, job centre and other community events.

Outcome 2 – We have confidence in Policing**Indicator 2.4:** Delivery of effective crime outcomes**Measure 2.4.1:** Levels of crime outcomes, with a particular focus on domestic abuse, to identify areas of concern**Level of crime outcomes**

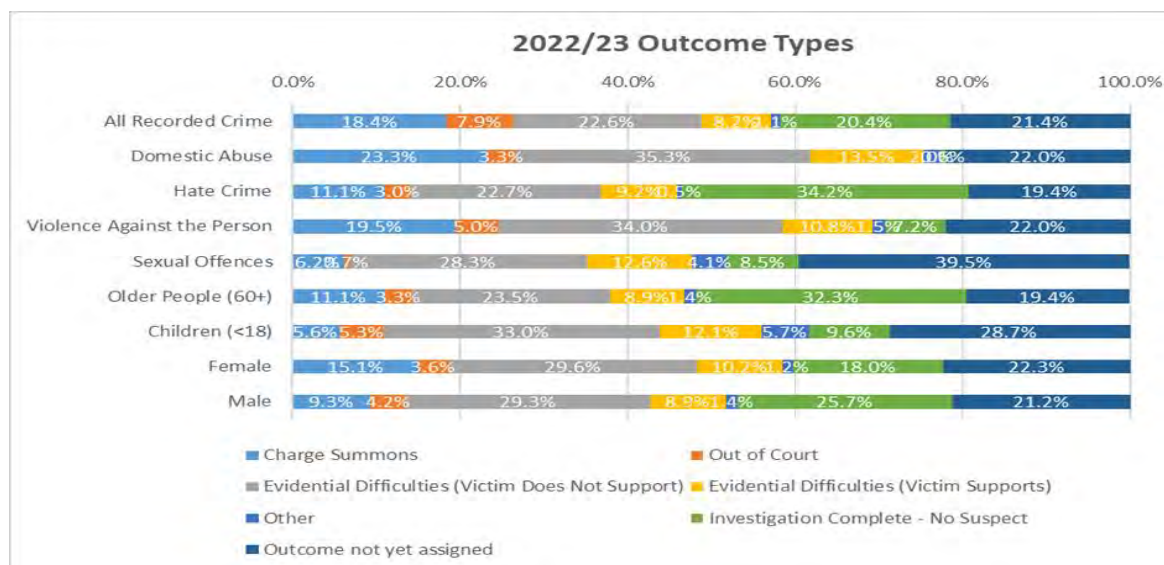
As of 31 March 2023, 78.6% (87,636) of crimes recorded in 2022-23 were assigned an outcome, a slight increase from 2021-22 but still lower than the five-year average. The table below shows the percentage of outcomes assigned to crime recorded during 2022-23.

Outcome Group	5 Year Average	2021-22	2022-23
Charge/Summons	17.6%	17.1%	18.4%
Out of Court	6.9%	7.4%	7.9%
<i>Out of Court (Formal)</i>	1.8%	1.4%	1.3%
<i>Out of Court (Informal)</i>	5.1%	5.9%	6.6%
Charge/Summons & Out of Court	24.5%	24.5%	26.3%
Evidential difficulties (victim does not support)	19.3%	20.8%	22.6%
Evidential difficulties (victim supports)	9.6%	10.3%	8.2%
Other	1.3%	1.1%	1.1%
Investigation complete - no suspect	26.3%	21.7%	20.4%
Total offences assigned an outcome	81.0%	78.5%	78.6%

The percentage of charge, summons and out of court outcomes increased compared to the five-year average as well as that for 2021-22.

Positively, the number of crimes assigned the outcome “Investigation Complete – no suspect” continued to decrease against the five-year average, as well as that for 2021-22. Conversely, the cases where the “victim does not support” increased.

Outcomes vary across crime and victim types. The chart below highlights this variation in outcomes assigned in 2022-23 as of 31 March 2023.



The proportion of domestic abuse related crimes which resulted in a charge / summons was higher (23.3%) than the levels of recorded crimes overall.

There continues to be substantial differences in the percentage of crimes where a suspect was identified, but the victim did not support further investigation e.g. domestic abuse, violence against the person and sexual offences compared to all offences. A similar difference was seen in crimes against children. With regard to hate crimes, 11.1% resulted in a charge/summons, an increase compared to the five-year average (8.8%).

Almost two-fifths (39.5%) of sexual offences have not had an outcome assigned; this is a small decrease compared to previous years. Almost one-third (32.3%) of crimes against older people are assigned the “investigation complete – no suspect identified” outcome. One quarter (25.7%) of crimes against males were assigned the “Investigation Complete – No Suspect” outcome compared to 18% for females.

Responses to areas of concern

Operation Encompass – In March 2023 Operation Encompass was expanded to cover the Northern and Western Trust areas. Op Encompass is a partnership between the PSNI, the Safeguarding Board of Northern Ireland, the Education Authority and schools, aimed at supporting children who witness domestic violence or abuse in the home. If Police attend a domestic abuse call where children are present, they will contact the child’s school before 9 am the next morning to share this information with their safeguarding team so the correct support can be put in place. Across the pilot areas within the Southern and South Eastern Trust areas, which was launched in 2022, Police have attended 1,659 domestic incidents with 3,111 children exposed to domestic abuse from the start of the 2021 school year, until the end of January 2023. This has resulted in 2,137 referrals being to the designated teacher at the relevant school. Incidents of domestic violence can be incredibly traumatising for children. Op Encompass helps get them access to emotional support in a school environment where they have trusted adults around them. The information shared by Police is always treated in strict confidence.

White Ribbon NI Action Plan – White Ribbon is a global movement to end violence against women and girls. PSNI have recently signed up to a three-year action plan with White Ribbon NI (WRNI) to become an accredited White Ribbon Organisation. This will see a number of awareness raising events to promote the work undertaken by WRNI including internal workshops with Public Protection Branch, Crime Prevention & Early Intervention, District Policing Command and Professional Standards. White Ribbon day on 25th November kick-started an international campaign to end violence against women and girls. As part of our wider support for 16 Days of Action against VAWG (25/11/22 – 10/12/22), those wanted for violent or abusive offences against women and girls were targeted in a 24-hour operation on 6th December across Northern Ireland, with 39 offenders arrested.

Violence Against Women & Girls Campaign (VAWG) – On 27 September 2022 PSNI formally launched its first Tackling Violence against Women and Girls (VAWG) Action Plan. Women and girls in Northern Ireland are disproportionately affected by violence, abuse and intimidation. From April 2022 to March 2023, in Northern Ireland, they made up 76% of all victims of sexual crimes, 66% of domestic abuse, 61% of harassment and 93% of stalking crimes.

CCTV Cameras for Domestic Abuse Victims – From October 2022, victims of domestic abuse who are deemed as being at high risk living in the Derry City & Strabane District have been offered CCTV cameras for their homes to help them feel safer. CCTV cameras are funded by Derry City and Strabane Policing and Community Safety Partnership (PCSP) and are installed at the homes of victims identified as being at high risk.

Scamwise Champion Scheme – In March 2022 the Scamwise NI Partnership launched a programme for people in Northern Ireland with learning difficulties to stay safe from scams. The Scamwise Champion scheme was originally developed with youth organisations; however, the Partnership has now worked with the Orchardville Society to adapt the programme for people with learning difficulties.

Sextortion – ‘This is Sextortion’ campaign continued in April 2022. The campaign aims to raise awareness of the crime of sextortion and encourage victims to report it. It is victim focused with social media messaging that shows how sextortion can occur and encourages victims to come forward to police to access help and support. Research has shown that this crime is under reported, as victims are reluctant to tell anyone.

Outcome 3 – We have engaged and supportive communities	
Indicator 3.1: Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems	Measure 3.1.1: In collaboration with the community deliver the commitments outlined in the Local Policing Review

Local Policing Review Commitments

In 2018, the NIPB and PSNI completed a 10-week public consultation to engage with as many individuals and groups as possible in a wide-ranging consultation process. With over 5,000 responses, the Local Policing Review Consultation was one of the largest engagement processes undertaken in recent years. The findings of the Consultation then informed the Policing Plan 2020-25 and Local Policing Plans across Northern Ireland moving forward. The recommendations made in the Consultation were categorised under six Headline Actions, with the progress in each at 31 March 2023 detailed below.

Visibility - 10 actions / 7 closed, 70% complete

Neighbourhood Policing - 11 actions / 8 closed – 73% complete

Vulnerability and Mental Health - 6 actions / 4 closed – 66% complete

101 Call Handling - 7 actions / 6 closed – 86% complete

Collaboration and Multi-Agency Working - 5 actions / 3 closed – 60% complete

Competing Policing Demand - 6 actions / 6 closed – 100% complete.

Overall – 45 Actions / 34 Actions agreed for closure – 76% complete. Eleven actions will be monitored through the Neighbourhood Policing Hallmarks or be considered for long-term implementation.

Key Changes – In response to the recommendations from the Local Policing Review, there have been many positive changes to local policing across Northern Ireland. In aiming to be more visible to the public, PSNI now have:

- 74% of fleet liveried with a target to have 80% liveried by 2024:
- 650 NPT Officers have completed Open University Training in Problem Solving for communities:
- Over 3,500 officers have completed training in Mental Health and how to respond to acute behavioural disturbances: and
- Support hubs are now in place across all Districts in Northern Ireland, aimed at getting the most vulnerable people in our communities the help they need.

The progress in 2022-23 shows how the commitments outlined in the Local Policing Review are being delivered by police in local communities.

Outcome 3 – We have engaged and supportive communities	
Indicator 3.1: Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems	Measure 3.1.2: Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines

Neighbourhood Policing Initiatives

Neighbourhood Policing Week of Action 23- 29 January 2023

National Neighbourhood Policing Week was developed to recognise and celebrate the vital work that neighbourhood policing teams and officers do to protect the public and keep people safe. This year the week of action focused on four themes, early intervention, problem solving policing, improving trust and confidence through neighbourhood policing and wellbeing. The campaign focused on the diverse work of NPTs. Through a series of case studies, the problem solving approach to local policing and the importance of partner involvement was showcased.

Lisburn and Castlereagh - NPT officers submitted a proposal to deliver four evening gaming sessions with hard-to-reach groups of youths over July and August in an attempt to engage with those at increased risk of paramilitary influences or involvement in drugs. Following each session, police engaged in an educational session regarding the dangers of ASB and paramilitary influences. Castlereagh NPT worked in partnership with Ballybeen Educational and Cultural Heritage Hub (BEACHH), attending a youth summer scheme to talk about the role of police and the impacts of crime and ASB.

Derry & Strabane NPT - A chance conversation last year has resulted in officers in Derry City & Strabane making a significant breakthrough in their engagement with young people in Creggan. Now, local neighbourhood officers are working with a youth group in the area and are now familiar faces to more than two dozen young people from Derry SEARCH Youth Group. During visits to the youth group, the local NPT Police Officers discuss lifestyle choices including alcohol use, and the implications of getting involved in ASB. Police have organised trips outside the club, including a visit to Magilligan Prison for the group. The young people met with prison staff, and three men serving life sentences, and saw first-hand the impact for the prisoners and their families.

Mid Ulster- 62 schools across the Mid-Ulster area were invited to take part in a pilot lesson programme launched by non-profit organisation, 360 Skills for Life, giving students aged 10-14 access to a virtual reality world that brings safeguarding dilemmas to life. Developed alongside the Police and NHS, this virtual reality based 'Skill City' and teacher led classroom learning plan allows schools in the pilot to explore some of these challenging issues in a safe environment. Teacher led sessions facilitate discussions about how to avoid and if necessary, how to react in these situations. Lesson plans cover the following topics: Mental & Physical Wellbeing; Personal Safety; Drugs, Alcohol & Tobacco; What to do in an emergency; Online Safety and Friends & Family Safety & Wellbeing.

Derry and Strabane - For six weeks in May and June 2022, PSNI had the pleasure of working with the Foyle Down Syndrome Trust (FDST). They played sports together, cooked meals and enjoyed an afternoon inside Strand Road station where they met Neighbourhood, Tactical Support and Crime Prevention Officers. They heard about what the different Police Officers do, and even had a go at trying some public order gear. The project was about building relationships between young people and Police, and ensuring they know Police are there to support them as they move towards independent living.

Armagh, Banbridge and Craigavon - In June 2021 a joint initiative was launched in Dromore between local police and St Vincent de Paul (SVP) to provide practical assistance to those in need. The collaboration enabled Police to refer vulnerable people to SVP to access the help they need. As of December 2022, police had made a total of 75 referrals to SVP. An event was recently held to acknowledge the success of this partnership in helping the most vulnerable in the community.

Fermanagh & Omagh - After noticing a rise of cyclists in their District, Fermanagh & Omagh PCSP decided to reach out and help ensure those taking to the roads on their bikes were well-educated on how to stay safe. The PCSP worked with Cycling Ulster to help deliver training to cyclists and cycling clubs in the area, training local club leaders to be able to guide the people in their clubs to ensure they cycle safely. Ten club leaders took the training and then pedalled what they'd learned back to their clubs, highlighting how partnership working in local communities can deliver solutions to local issues.

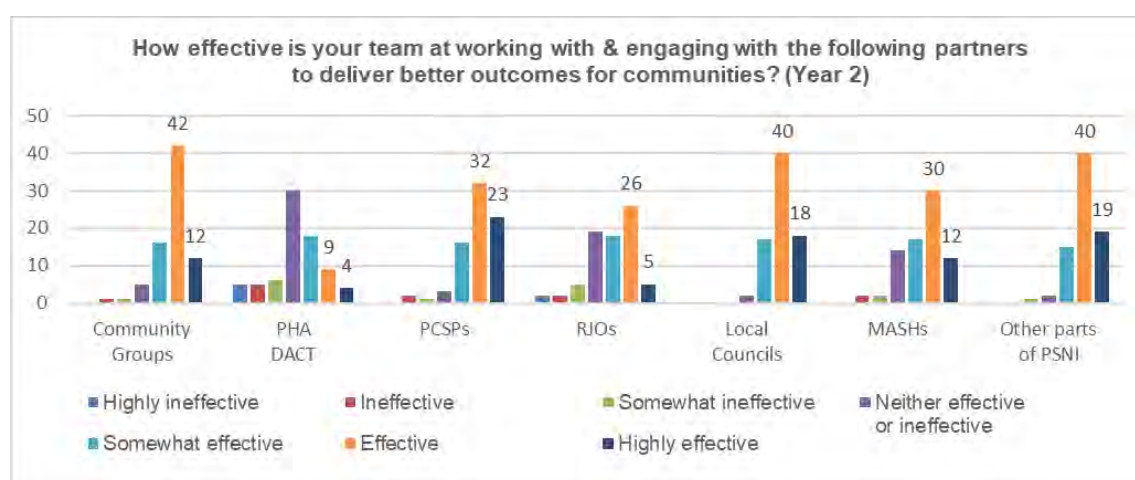
Outcome 3 – We have engaged and supportive communities

Indicator 3.1: Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems

Measure 3.1.3: Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised

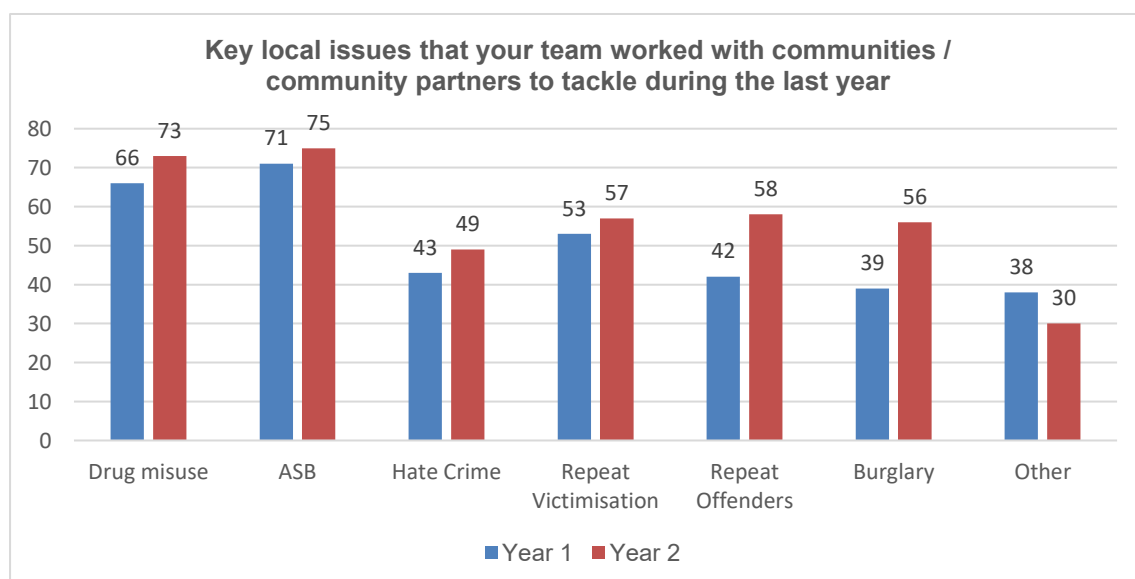
In September 2022, the second year of the Neighbourhood Policing Team (NPT) Self-Assessment survey was carried out within PSNI.

Engaging Communications and Partners - 74% (57) of the NPTs felt they were effective or highly effective at engaging communities and partners so this is a slight increase from year 1. (73% (52) last year).



For key local issues NPTs increased their partnership working during 2022-23.

All bar two NPTs (75) identified anti-social behaviour as being one of the key local issues that their teams have worked with communities / community partners to tackle during the last year, closely followed by drug misuse.



Police and Criminal Evidence (PACE) Order

Police and Criminal Evidence (PACE) Order statistics for Northern Ireland are collated and produced by statisticians seconded to the Police Service of Northern Ireland (PSNI) from the Northern Ireland and Statistics Research Agency (NISRA).

This section presents Police and Criminal Evidence Order (PACE) statistics for the Police Service of Northern Ireland for the period 1 April 2022 to 31 March 2023, as required by statute. Reported are statistics on:

- i) the number of persons and vehicles stopped and searched under PACE by objective of search and the number of subsequent arrests.
- ii) the number of Article 6 (PACE) road checks authorised and the reason for these.
- iii) persons detained under PACE.

The 2022-23 statistics were published on 19 May 2023 and are available to view at the following link: [PSNI PACE Statistics 2022-23](#)

The total cost of policing

The total Resource Departmental Expenditure Limit (DEL) budget allocation (excluding costs of the Police Pension Scheme and Annually Managed Expenditure (AME) for 2022-23 was £836.1m (2021-22: £853.8m). The non-ring fenced DEL expenditure against this budget during the financial year was £780.5m (2021-22: £798.8m), with ring fenced charges for depreciation and impairments of £54.8m (2021-22: £52.7m) for the year. This created a total resource underspend for the year of £0.8m, 0.1% (2021-22: £2.2m, 0.3%). Within the total resource spend, £17.5m was spent on NI Protocol related activity and £0.8m on Covid.

The Non pensions AME budget allocation for 2022-23 was £32.1m (2021-22: £1.1m). Non pensions AME expenditure in 2022-23 was £1.3m (2021-22: £8.9m).

This gives a total resource spend of £836.6m (2021-22: £860.4m) as can be seen on the Statement of Comprehensive Expenditure on page 104.

The pensions AME 2022-23 budget allocation was £373.5m (2021-22: £343.4m). The AME expenditure against this budget during the year was £261.2m (2021-22: £303.4m). The costs of Pensions are reported separately through the PSNI Pension Scheme Accounts and do not form part of the Statement of Comprehensive Expenditure in these Financial Statements.

The Capital spend for the year net of capital income was £47.4m (2021-22: £56.1m) against a budget of £47.6m (2021-22: £57.5m). Details of Non-Current Asset movements are detailed in the notes to the financial statements.

Payment of suppliers

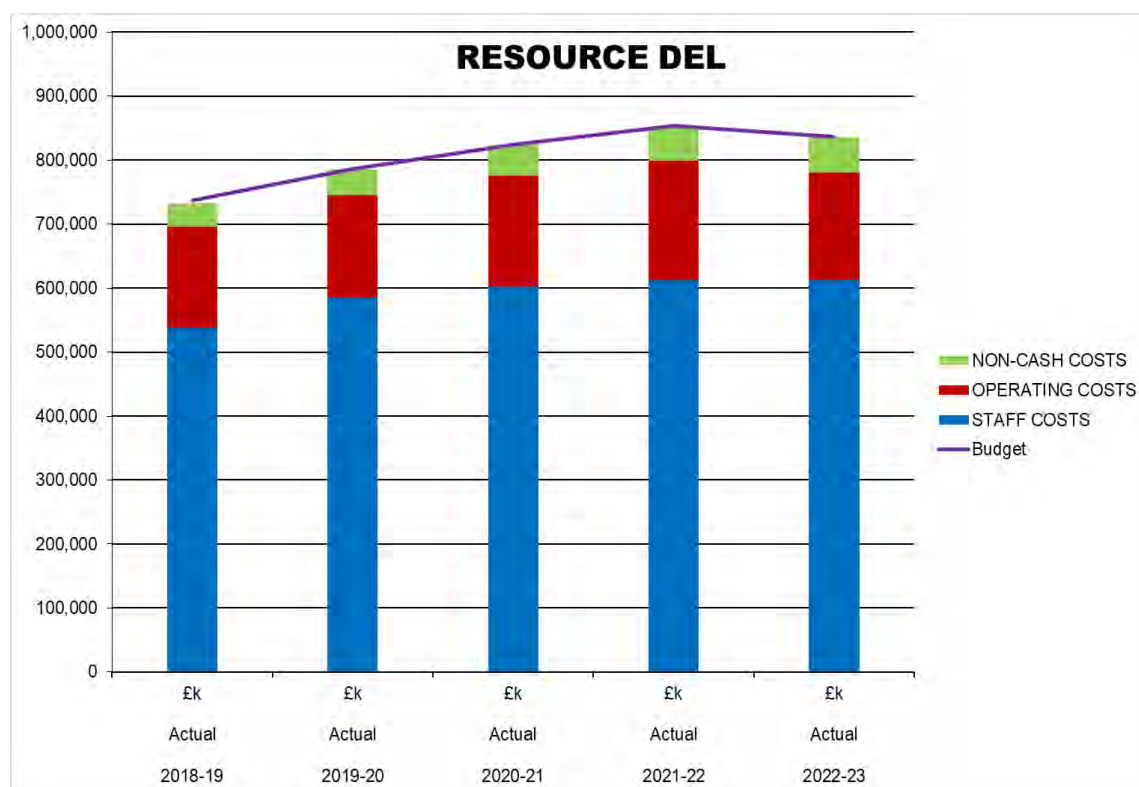
The PSNI's policy is to pay bills from all suppliers within 10 working days following receipt of a properly rendered invoice or in accordance with contractual conditions, whichever is the earlier.

During the 2022-23 financial year, average overall performance showed 97.8% (94.7% 2021-22) of all invoices were paid within 10 days. In the 2022-23 financial year 99.9% of invoices were paid within the government prompt payment target of 30 days (99.5% 2021-22).

Long Term Expenditure Trends

The charts below show details of PSNI Resource and Capital budget and expenditure patterns across the five financial years 2018-19 to 2022-23.

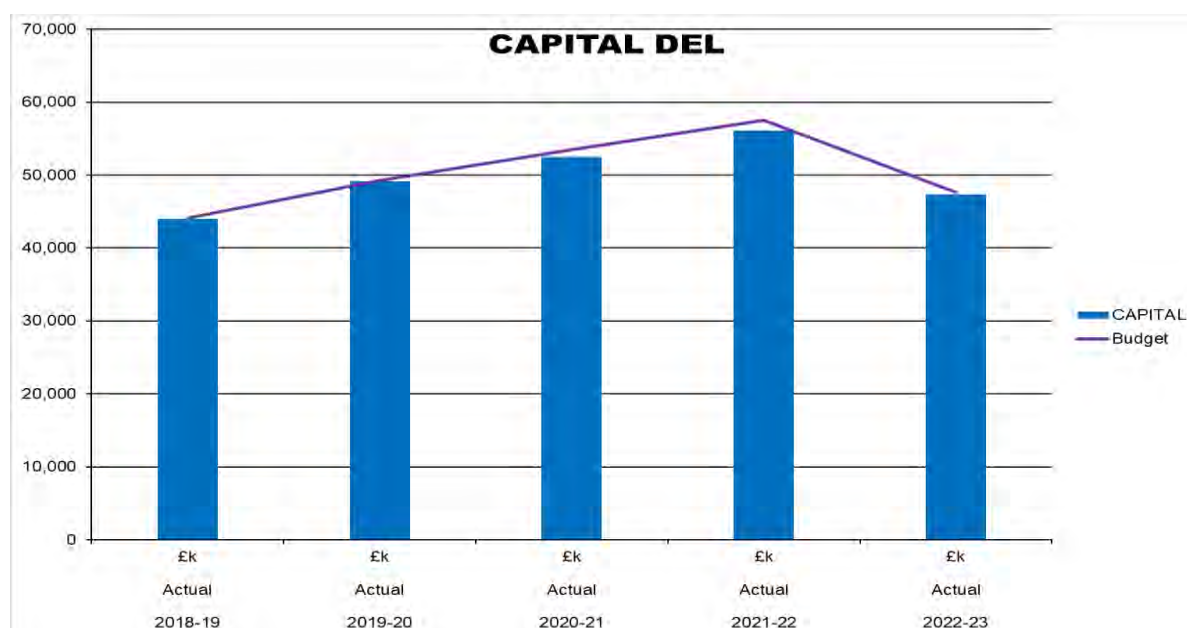
Resource Del Budget v Expenditure 2018-19 to 2022-23



2022-23 was a very challenging year. High inflation, the police pay award and the war in Ukraine caused significant in year pressures across pay and non-pay budgets, especially utility costs. A stop on recruitment and significant in year budget cuts to non-pay areas was implemented by the Service to help manage the budget pressures. The DoJ also provided significant additional funding and these three actions ensured that PSNI was able to live within budget and report a very small underspend at the year end (0.1%).

While the Service was able to live within budget, it has come at a cost to the organisation and the services we can provide as police officer numbers at year end have fallen to just 6,688. Looking forward, the budget outlook looks bleak and with rising costs, contractual commitments, a lack of invest to save funding, further cuts to officer and staff numbers and operating costs are inevitable resulting in less police meaning less policing.

Capital Del Budget v Expenditure 2018-19 to 2022-23



PSNI's capital budget decreased in 2022-23 to £47.6m from £56m in 2021-22. This year's budget allowed for some capital investment to deliver PSNI strategies, especially within Estates, ICS and Transport. This investment ensures that PSNI has a modern and fit for purpose estate and fleet of vehicles, while also ensuring that community-focused policing is delivered within Northern Ireland by digitising and transforming ways of working.

However, PSNI will require a significant increase to its capital funding if it is to deliver in full against its strategies and deliver a new Police College and Headquarters.

Financial Outlook

The Police Service is committed to shaping our business to deliver the outcomes set in the Policing Plan and to build a modernised policing service.

To deliver on this commitment, the Service prepared an estimated Resource Requirement for the financial years 2023-24 and 2024-25. However, due to the absence of a Northern Ireland Executive, the Secretary of State for Northern Ireland set a budget for Northern Ireland for 2023-24. The budget falls short of the requirement for 2023-24 and therefore significant work is required to assess the implications of the budget, the impact on police resourcing and the sustainability of the Police Service as we know it in the environment in which it is operating.

The implementation of the budget will have real consequences on service delivery, resilience and modernisation, with stark choices as to how to prioritise demand and management risk in the coming years.

In addition, the annual budget settlements financed from a number of separate sources adds complexity and uncertainty. We continue to make the case that a multi-year, consolidated funding settlement is required to enable more effective planning.

Environmental matters

PSNI Sustainability Strategy 2022-23

- **Actions which embed sustainability into organisational practices;**

The PSNI is committed to 'Keeping People Safe' and our Horizon 2025 strategy identified that a key aspect of that work is considering sustainability and environmental impact 'as part of everything we do'.

The PSNI published its updated Sustainability Strategy online during the year and held a Bitesize Briefing engagement event with 350 senior managers to explain how we will develop sustainability action plans for every area of our organisation and begin to consider sustainability as part of everything we do. The briefing outlined the requirements of the new Climate Change Act (Northern Ireland) 2022 and the statutory target of net zero emissions by 2050, in addition to likely monitoring and reporting requirements. The organisation is working with a partner to develop software which will support the development and monitoring of sustainability action plans across all areas of the service. The organisation contributed to a national framework for development of sustainability within police and emergency services across the UK. The service also took part in the Business in the Community Benchmarking Survey across public and private sector organisations in Northern Ireland, achieving a silver award. During the year a Carbon Reduction plan for the police estate was developed and an audit process began as part of the implementation of our new Environmental Management System.

Carbon Reduction

- **Work to establish a carbon baseline, scope 1 and scope 2 emissions**
- **Actions which reduce emissions to mitigate climate change**

The two most significant carbon generators in relation to the activities of the police service relate to the built estate (70 operational sites) and the operation of our fleet (2700 vehicles, 27 million miles driven as we deliver policing across 5640 square miles) both of which are essential to the delivery of our policing service to the people of Northern Ireland. The police service calculated and published the carbon generated by the police estate and the fleet 2021-22 to create a baseline for carbon reduction.

Carbon Reduction on the police estate

In order to begin to reduce estate related emissions the police Estate Services Branch developed and adopted a Carbon Reduction Plan (CRP) in FY22. The CRP sets a target of reducing scope 1 and 2 carbon emissions from the estate by 5.3% annually, equating to a reduction of 90% by 2050 compared to the baseline year (2002). The service have exceeded the target this year reducing carbon by 5.91%. The CRP has three guiding principles; (1) reduce energy consumption, (2) transition to low carbon heating, (3) deploy onsite renewable power generation. PSNI Estate Services will deliver on the ambition of the CRP through Asset Management Plans.

The police service budget is severely constrained, however the organisation was successful in bidding for £857,896 from the Department for the Economy (DfE) as follows:

- £300,000 for Electric Vehicle (EV) – Charge points: as a result 42 new Electric Vehicle Charge points sockets are being developed at 9 sites to facilitate use of EVs within our fleet;
- £467,400 for lower carbon LED Lighting across the estate: LED lights will be retrofitted at 4 sites; and
- £90,496 for Solar PV energy production: Solar PV system to be installed at 2 sites with both systems rated at 22.5kW.

Actions taken to move to a low / zero emission fleet

Under the new PSNI Fleet Strategy the service will purchase 689 new electric vehicles over the next five years. The service has invested in a more sustainable fleet over the last twelve months, with the overall number of EV and Hybrid Electric Vehicles (HEV) increasing to 160 vehicles. This will see circa 10% of the overall non-armoured fleet being BEV, PHEV, SCEV or MHEV (Battery, Plug in, Self-charging or mild hybrid electric vehicle). Infrastructure development is underway to further facilitate the uses of EVs.

Of note, during the Good Friday Agreement events in April 2023 some 80 hybrid electric vehicles were deployed by the service.

All PSNI mechanics were trained during the year to IMI Level 3 technician standard. This training allows staff to work safely on electric vehicles, commission police equipment and provide ongoing maintenance of electric vehicles. New safety equipment for working on electric vehicles has also been sourced.

The Service continues to invest in eBikes with more than 30 now in service. These will be bolstered by the recent acquisition of 3 fully electric mopeds to be used within Greater Belfast.

- **Report trend data in relation to energy metrics, recycling, water usage and waste to landfill**

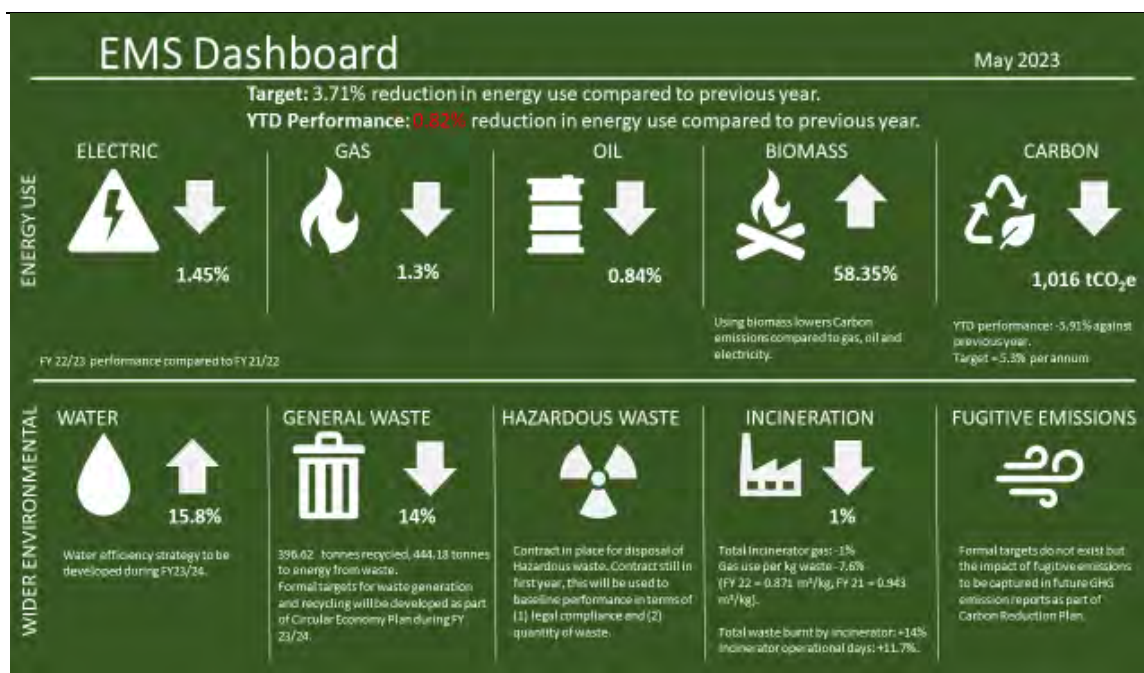
The police service began to implement their new Environmental Management System which reports to the PSNI Sustainability Delivery Group twice a year. The EMS dashboard (see page 50) was created to monitor and report on the organisation's environmental performance.

We aim to minimise the impact we are having on our environment by reducing emissions, reducing water consumption, reducing waste and moving waste up the waste hierarchy wherever possible, making smarter procurement choices that take into account finite resources and impact on our natural world.

The police service published base line environmental performance data in the format below in their 2021-22 Annual Report and will continue to do so annually, this year's publication demonstrates performance against the previous baseline.

Estate Targets

	2022-2023	2021-2022	% Change	Govt target
Total Utility Energy Consumption [Gigawatt hours (GWh)]	84.23	84.93	Down 0.7 GWh on last year. The annual reduction target was 3.71% but will now increase to 4% per year.	30% reduction on net consumption by 2030, 2016/17 Base year
Energy Efficiency [Kilowatt hours per square metre (kWh/m²)]	289 kWh/m ²	289 kWh/m ²	No change on previous year. Energy use intensity down 28% on 2002 (base year in Carbon Reduction Plan)	n/a
Carbon Dioxide Emissions	16,174 tCO ₂ e	17,191 tCO ₂ e	Down 5.91% on last year. Down 58% on 2002 (base year in Carbon Reduction Plan)	n/a
Renewable Energy procured	100%	100%	Electricity procured with 100% green electricity through CPD collaborative contract. Not accredited green for GHG/Carbon accounting.	n/a
Water Consumption	119,451 m ³	103,145 m ³	Water consumption increased by 16% due to a number of significant underground leaks within the Estate.	PSNI internal target set at 95,000 m ³ per year, Not Achieved



Partners

The Police Service of Northern Ireland is a member of the Department of Justice Sustainability Group and works with a range of governmental and non-governmental partners to enhance our sustainability and improve our initiatives including the Belfast City Council and Belfast Harbour.

Social and community issues

The tradition of generous charitable giving by officers and staff of the Police Service has continued, with £170,468 donated through Public Sector Payroll Giving in 2022-23. This giving to charitable causes is supplemented by numerous fund raising events throughout the Service during the year.

Human Rights

The Human Rights Act is fundamental in how we police. Key articles include Article 2, in which we have a duty to take reasonable steps to protect an individual's life and Article 8 in which we have a duty to take appropriate steps to ensure respect for private and family life. The Police Act also includes accountability mechanisms including the NIPB which has a statutory duty to monitor our performance in compliance with the Human Rights Act 1998.

Fraud and Anti Corruption

The Service assesses that the risk that the financial statements may be materially misstated due to fraud is low. PSNI's Professional Standards Department investigates possible frauds or breaches of PSNI codes and it also has a dedicated Anti Corruption Unit. The purpose of this unit is to support the PSNI's commitment to honesty and integrity and to prevent dishonest, unethical and unprofessional behaviour by ensuring that the police officers and staff who serve our community on a daily basis reflect these values of honesty and integrity. PSNI also has an Anti-Fraud and Bribery, and a Whistle Blowing Policy to support the reporting and investigation of any instances of fraud, bribery or departures from the PSNI code. A Professional Standards Governance Board also provides oversight in this area. There were no material frauds during the financial year.



Simon Byrne
Chief Constable
Police Service of Northern Ireland
4 July 2023

Accountability Report

Chief Constable's Report

The purpose of the Chief Constable's Report is to explain the composition and organisation of the PSNI and how these arrangements have supported the achievement of its objectives during 2022-23.

Members of the Strategic Management Board (SMB)

Members of the SMB that served during the 2022-23 year were as follows:

Chief Constable

Simon Byrne

Deputy Chief Constable

Mark Hamilton

Chief Operating Officer

Pamela McCreedy

Assistant Chief Constable Justice

Alan Todd

Assistant Chief Constable Crime

Mark McEwan

Assistant Chief Constable Operational Support

Chris Todd

Assistant Chief Constable Local Policing

Bobby Singleton

Assistant Chief Officer Corporate Services

Mark McNaughten

Assistant Chief Officer Strategic Planning and Transformation

Aldrina Magwood

Assistant Chief Officer People and Organisational Development

Clare Duffield

T/Assistant Chief Officer People and Organisational Development

Will Young¹

Non-Executive Members of ARAC, in attendance as observers

Stephen Hodkinson

Michael McKavanagh

Fiona Keenan

Carol Ackah

Gerald Crossan

Bill Pauley

Ian Jordan

Further details including appointment dates are provided in the Remuneration and Staff Report section.

1. Member was on secondment in-year from BSO Leadership Centre.

Corporate Governance

Corporate Governance within PSNI operated through a formal structure of Corporate Governance Committees and Delivery Groups. During the year a Review of Governance concluded and made recommendations to reduce the previous six committees to four as outlined below:

- Strategic Management Board
- Service Performance Board
- Service Transformation Board
- Audit and Risk Assurance Committee
- Service Investment Board (dissolved March 2023)
- People and Culture Board (dissolved March 2023)

Recommendations were also made about reallocating the business of the dissolved committees to either Executive Management or the remaining Committees.

The Strategic Management Board (SMB) sets the tone and direction of the organisation. SMB, chaired by the Chief Constable is the final decision making forum for the organisation.

The purpose of the Service Performance Board (SPB) is to ensure the Deputy Chief Constable has ongoing confidence in the organisational delivery against the Policing Plan and around key performance priorities.

Service Transformation Board (STB), seeks to challenge organisational structures and culture to create a more agile and sustainable organisation. Its purpose is to drive and support the changes required to deliver the Policing Plan and the projects outlined in the Service Modernisation Plan (Horizon 2025). The Transformation Board focuses on the prioritisation, monitoring and evaluation of the Plan as well as the sharing of lessons learned.

The role of the Audit and Risk Assurance Committee (ARAC) is to advise the Chief Constable on the adequacy of internal control arrangements including risk management, information assurance and governance. This committee consists of four Non-Executive Members, one as Chair, with members of the SMB, Internal and External Audit, the Policing Board and the Department of Justice in regular attendance.

The purpose of the Service Investment Board (SIB) was to provide the Chief Operating Officer with a forum to consider all major investments and use of resources. The Investment Board was forward focussed and scrutinises significant plans to start or vary major expenditure or projects, providing assurance about the overall strategic direction.

The People & Culture Board (PCB) focused on those strategic matters which relate to the employment of all colleagues in PSNI. It provided oversight that the culture embedded in PSNI is aligned to its strategy, purpose, mission and values.

Key elements of Service Investment Board and People and Culture Board business will be realigned to the other Governance Boards when the recommendations following the review are implemented.

Company directorships

Members of SMB held no company directorships or other significant interests which conflict with their management responsibilities.

Business Interests

PSNI provides guidance and direction regarding acceptable behaviour or activity by a member of the Police Service in a non-work capacity. There may be occasions when an officer or staff member wishes to pursue an additional business interest or secondary occupation. Reasons for this may be to pursue a hobby, to prepare for retirement, or to supplement income. Whatever the reason, the police service and the public have a right to expect that police officers are primarily focused on the needs of the public. Any officer who wishes to apply to register a business interest must submit a written application.

Service Instructions are published to;

- provide guidance as to what factors should be taken into consideration when considering business interest applications;
- provide guidance in relation to what business interests are likely to be incompatible with employment in the Police Service;
- to outline an applicant's responsibilities with regard to applications, record keeping and conduct; and
- to outline the application, decision-making and review processes.

A copy of the current service instruction can be accessed at [here](#).

Non-current assets

Details of the movement in non-current assets are set out in notes 5 and 6 to the Accounts. There are no significant differences between the market values and book values of land and buildings to be disclosed. Details of the PSNI Estate Strategy can be found at <https://www.nipolicingboard.org.uk/estate-strategy>

Research and development

PSNI has no activities in the defined field of research and development.

Charitable donations

PSNI made a charitable donation of £2,000 to the Care of Police Survivors during the year.

Personal data related incidents

Up to the end of March 2023 a total of 134 incidents and 16 complaints were processed relating the 2022-23 financial year. PSNI self-referred 19 incidents for consideration to the Information Commissioner's Office ('ICO'), an increase from the five notifiable incidents in last year's statement.

Pension liabilities

The pension liabilities of Police Officers are accounted for separately in the PSNI Police Pension Accounts. Pension benefits and liabilities for Police Staff are provided through the Principal Civil Service Pension Scheme (NI). See further details in the Remuneration and Staff Report starting on page 74.

Audit services

The Financial Statements for 2022-23 are audited by the Comptroller and Auditor General for Northern Ireland (C&AG), who heads the Northern Ireland Audit Office and is appointed by statute and reports to Northern Ireland Assembly. Their certificate and report is produced at pages 98 to 102.

So far as the Accounting Officer is aware, there is no relevant audit information of which the entity's auditors are unaware and the Accounting Officer has taken all the steps that he ought to have taken to make himself aware of any relevant audit information and to establish that the entity's auditors are aware of that information. The audit fee for the work performed by the staff of the C&AG during the reporting period, and which relates solely to the audit of the Financial Statements was £119,645 (2021-22: £106,250). This includes the audit fees in respect of the Main Police Account including the Police Fund and Police Property Fund £99,500 (2021-22: £86,500), and the Police Pension Scheme Accounts £20,145 (2021-22: £19,750).

The C&AG may also undertake other statutory activities that are not related to the audit of the body's Financial Statements such as Value for Money reports.

The Department of Justice will lay the accounts on behalf of the PSNI.

Chief Constable's Annual Report

A full certified copy of the Annual Report and Accounts will be available on the PSNI's website (www.psni.police.uk)

Police Pension Scheme Accounts

Financial Statements for the Police Pension Scheme Accounts are prepared separately and will also be available on the PSNI's website.

Statement of Responsibilities of the Chief Constable

Under Part 2, Sections 12(1), 12(2) and 12(3) of the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Chief Constable of the PSNI is required to prepare a statement of accounts on behalf of the Northern Ireland Policing Board, in the form and on the basis directed by the Department of Justice. The annual financial statements are prepared on an accruals basis and must give a true and fair view of the state of affairs of the PSNI and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Chief Constable of the PSNI is required to comply with the requirements of the Government Financial Reporting Manual in particular to:

- observe the Accounts Direction issued by Department of Justice, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed and disclosed and explain any material departures in the financial statements;
- prepare the financial statements on the going concern basis; and
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable.

The Accounting Officer for the Department of Justice appointed the Chief Constable of the PSNI as Accounting Officer for the PSNI. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the assets of the PSNI, are set out in Managing Public Money (NI).

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

Non-Executive Members Report

In line with the guidance issued by DoF regarding the requirements of the Annual Report, we are pleased to provide this Non-Executive Members (NEM) report for the PSNI Annual Report and Accounts.

Framework & Membership

Our work as NEMs is carried out in accordance with the “Principles of Governance for all Public Body Non-Executive Directors”, as set out by the Institute of Directors. Those principles are covered under 3 broad pillars:

Expertise

- Consider and act in the best interests of the organisation and its objectives and broader mission
- Ensure compliance with statutory and other regulatory duties
- Exercise reasonable care, skill and diligence in the exercise of authority and judgement

Scrutiny and challenge

- Carefully manage independence from the executive
- Review the process of performance management against agreed goals and objectives
- Ensure integrity of budget setting to deliver objectives, and robust financial controls and systems of risk management
- Ensure that the requirements of Managing Public Money and obligations of the Accounting Officer are met, to deliver propriety and value for money in the use of public funds
- Champion high standards of risk management and control

Support

- Listen carefully to, ask appropriate questions of and support management to encourage discussion in a manner that promotes a culture where all perspectives are listened to
- Participate in and promote regular reviews of the organisation, as well as the board’s own effectiveness
- Support the Board in succession planning and the promotion of diversity, and promote the success of the entity when appropriate

Three new NEMs were appointed during the year to replace outgoing members, while one existing NEM remained in place. Under the terms of our appointments we are appointed as members of the PSNI Audit and Risk Assurance Committee (ARAC), an independent committee supporting the work of the Strategic Management Board (SMB) and reporting to the Chief Constable. In addition to being members of ARAC, we are invited to attend SMB as observers and have regularly attended throughout the year.

Since taking up our roles we have been supported extensively by a detailed induction programme, during which we have had the opportunity to meet staff and officers at many levels and locations. This has enabled us to acquire information and knowledge across many aspects of the organisation, which has in turn allowed us to better fulfil our responsibilities as NEMs.

Activities during the year

Audit & Risk Assurance Committee (ARAC)

ARAC met four times during the year.

This Committee's primary role is to support the Chief Constable and the Strategic Management Board by reviewing the comprehensiveness and reliability of assurances on governance, risk management and the control environment, and to assess the integrity of financial statements and the Annual Report. ARAC advises the Chief Constable on a number of specific matters, including:

- The strategic processes for risk, control and governance and the Governance Statement
- The accounting policies, the annual financial statements (AFS) and the annual report
- The strategic financial management and budgeting processes
- The planned activity and results of both Internal Audit and NIAO
- The adequacy of management response to issues identified by audit activity and oversight bodies, including the NIAO Reports to those charged with Governance
- Assurances relating to the management of risk and corporate governance requirements

The agendas for all four meetings covered each of these areas and allowed Non-Executive Members to provide advice directly to the PSNI Executive across the full ARAC remit, in the presence of representatives from Internal Audit, the NI Audit Office, the Department of Justice and the Northern Ireland Policing Board. The Corporate Risk register was reviewed in detail at each ARAC meeting, with a dynamic assessment of risk taking place based on the most up to date information and circumstances. This resulted in the assessment of certain risks being increased (e.g. the effect on operations of budgetary pressures), while the assessment of other risks was decreased following management action being taken to enhance mitigating controls.

ARAC also carried out a number of 'deep dive' reviews in to specific areas of risk, to ensure that these were fully understood and receiving the right level of management attention.

Governance Review

An externally facilitated Governance Review was carried out during the year, and all NEMs participated in that review along with Executive Management.

The findings and recommendations of that review have been presented to Strategic Management Board, and a number of key actions are now being taken forward to further enhance the effectiveness of Governance processes.

Strategic Management Board (SMB)

SMB, which is responsible for the strategic and operational leadership of the PSNI, met 11 times during the year. It monitors the PSNI's performance as set out in the Policing Plan, and considers both strategic and operational issues and risks that may affect organisational performance.

This senior decision making forum is chaired by the Chief Constable and includes all Assistant Chief Constables (ACC) and Assistant Chief Officers (ACO) in its membership. Other key staff members are also in regular attendance.

During the year the SMB considered a number of key risks, including the heightened risk associated with the budget challenges arising from the absence of the Stormont Assembly.

SMB also received regular reports from its sub-committees, for information and/or decision as required.

NEMs have a standing invitation to attend SMB, and have regularly attended throughout the year, providing advice and comment across the issues considered by senior management.

Conclusion

Our work as NEMs has been strongly supported by Executive Management, and we would like to place on record our appreciation for this.

We have experienced high levels of transparency, and unfettered access to key members of management when required. In addition, our views have been actively and regularly sought, and any challenges that we have raised have been responded to appropriately and professionally.

We look forward to continuing our work in the years ahead, in support of the organisation's overall strategic objectives.

Governance Statement

Scope of responsibility

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

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

PSNI is committed to providing for staff an environment that is, as far as is reasonably practicable, safe and free from risk to health. Policing in Northern Ireland is both exceptional and unique. This is reflected in the health and safety approach necessary when considering "suitable and sufficient" control measures and the associated safe systems of work in order to provide an effective frontline service delivery to the community whilst still complying with the statutory obligations on PSNI.

Health and Safety

The PSNI Executive Health & Safety Committee monitors the work of the PSNI Health & Safety Branch supporting frontline Policing, ensuring that timely professional advice is provided and that both proactive and reactive health and safety policies and procedures are developed, implemented, monitored and reviewed ensuring bureaucracy is kept to the minimum.

The PSNI Governance Framework

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

It is essential that PSNI is seen to uphold the highest standards in its own operations and, for this purpose, I am held to account on a regular basis by the NIPB. The NIPB is a statutory non departmental public body consisting of ten locally elected political representatives and nine independent members, to whom I have statutory responsibilities. The Northern Ireland Policing Board plays a key role in the accountability framework for policing in Northern Ireland.

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

Northern Ireland Policing Board (NIPB)

The NIPB is a non-departmental public body and separate from PSNI. It produces its own annual report and accounts, including a governance statement. The NIPB has a statutory role in “securing the maintenance of the Police in Northern Ireland, and shall secure that the Police, and the police support staff are efficient and effective”. Their governance structure in undertaking this role is contained in the NIPB governance statement and can be found at: www.nipolicingboard.org.uk.

The NIPB is required to meet at least eight times each year for the purposes of receiving and considering a report on policing from the Chief Constable. The NIPB also has a structure of committees that meet on a regular basis to consider specific areas of Policing and PSNI business areas. The NIPB has a statutory requirement to secure continuous improvement in the way the Chief Constable functions in regard to economy, efficiency and effectiveness, and to monitor the performance of the police, trends and patterns in relation to complaints against the police, trends and patterns in crimes, and recruitment to the police and police staff. Reporting against the annual Policing Plan continued throughout the period to ensure ongoing accountability.

This demonstrates the unique governance arrangements contained in the Police (Northern Ireland) Act 2000 that exist between PSNI and NIPB, and why the NIPB scrutinises the work of PSNI through its Board and Committee structure. There is a clear division of responsibility between the NIPB Chairperson and myself; the Chairperson is responsible for the leadership and effective working of the NIPB, and I am responsible as PSNI Accounting Officer for the implementation of PSNI strategy and making operational decisions relating to policing. The requirements in the Corporate Governance Code are provided for under these arrangements.

Leadership Team

As Chief Constable I am supported by the Service Executive Team (SET), which is the PSNI Senior Management Team, consisting of a Deputy Chief Constable, Chief Operating Officer and Assistant Chief Constables/Officers.

During the 2022-2023 financial year there was one change within the SET which is fully outlined in the Chief Constable’s Report on page 52.

Governance Structure

The leadership team meets formally each month as the SMB to provide executive management and governance to the operations and delivery of the PSNI. The SMB consists of PSNI Service Executive Team. In addition the Non-Executive Chair of the ARAC supported by a Non-Executive Member on a rotation basis also attend as observers. SMB is supported in its work by a number of other governance boards.

The figure below outlines the current PSNI Governance Schematic:

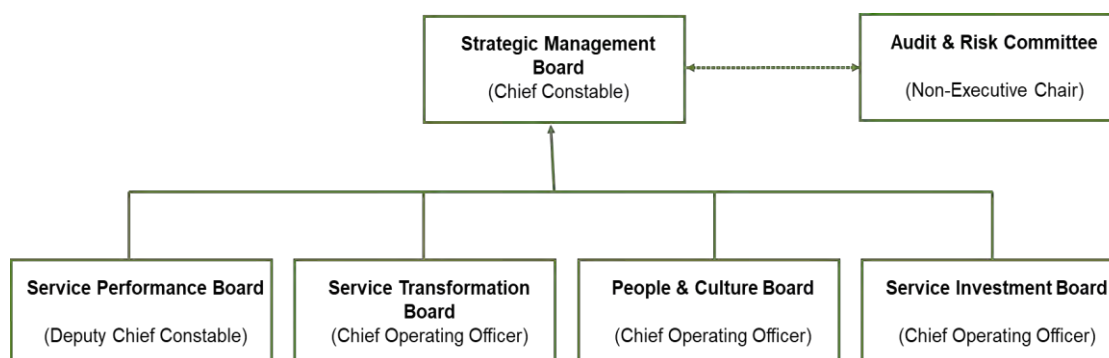


Chart 1: PSNI Strategic Governance Schematic

Following two external reviews of current governance arrangements, SMB undertook the decision in March 2023 to implement most of the recommendations. There will be no further meetings of P&CB and SIB. Chairs of P&CB and SIB will develop a pathway to ensure the remaining actions and standing agenda items are taken forward in 2023-24. Further changes are anticipated in 2023-24 as the accepted recommendations are put in place and start to embed.

The SMB provided strategic direction for PSNI over the period.

Attendance by the members during the year at SMB meetings is set out below:

Members for 2022-23	Number of meetings attend	of eligible SMB to	Number of SMB meetings attended
Simon Byrne	11		8
Mark Hamilton	11		9
Pamela McCreedy	11		8
Mark McNaughten	11		10
Alan Todd	11		7
Mark McEwan	11		7
Bobby Singleton	11		11

Members for 2022-23	Number of SMB meetings attend	Number of SMB meetings attended
Chris Todd	11	10
Aldrina Magwood	11	10
Clare Duffield	9	9
Will Young	2	2
Non – Executive Members		
Stephen Hodkinson (ARAC Chair)	4	4
Michael McKavanagh (ARAC Chair)	7	7
Ian Jordan	11	6
Carol Ackah		2
Bill Pauley		2

Attendance at SMB is prioritised by members however due to operational responsibilities, attendance at national courses or other commitments, there are occasions when it is not possible for all members to be present.

ARAC consists entirely of independent members, chaired by an independent Chairperson with three other independent members, and is compliant as far as possible with the National Audit Office's Audit Committee Self-Assessment checklist, and the "HM Treasury Audit Committee Handbook".

ARAC met four times during 2022-23, providing me with assurance on issues of internal control, governance and risk. The Committee is informed from a number of sources, one being the Head of Internal Audit who issues an independent opinion on the adequacy and effectiveness of PSNI's system of internal control.

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

Appropriate action is taken by PSNI to address issues where a "limited" or "unacceptable" assurance levels have been issued by Internal Audit, and where issues of a Priority 1 and / or a Priority 2 nature (using the prioritisation matrix for Internal Audit recommendation as classified by the DoF) have been raised. There were seven Priority 1 issues raised by Internal Audit in 2022-23.

Related Parties

During the NIAO audit on the Police Pension Accounts 2020-21 internal controls, accounting systems and procedures were reviewed. One priority three recommendation relating to related parties was identified;

“We recommend that management collate a central register listing all related parties, inclusive of close family members and their interests, which is subject to review at regular intervals by those charged with governance to aid the timely identification of related parties and completeness of financial statement disclosures”.

In response, the Service committed to undertaking to review the current methodology with a view to collating additional information to ensure identification of any related parties, in line with best practice. SMB in March 2023 approved the establishment of an interim register for Related Parties. Further work is being undertaken on conflicts of interest and the declaration of notifiable membership and I anticipate further controls will be introduced in 2023-24.

Risk and Control Framework

The SET and SMB assess how the achievement of our policies, aims and objectives might be affected by the risks we face, and the internal control framework is designed to mitigate those risks. The framework has been in place across 2022-23. The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives, and it therefore provides reasonable rather than absolute assurance of effectiveness.

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

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

Risk is managed on an ongoing basis through the SMB and ARAC. The Corporate Risk Register is managed continually and all risks are reviewed to ensure that the ratings and content reflects the current situation. Three new risks were escalated to the Corporate Risk Register during the period. All the risks were reviewed in the reporting period and a number were rewritten. There are currently eight risks on the Corporate Risk Register, with each one managed by a member of the SET.

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

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

Risk Management

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

It is important that risks are managed at the appropriate level within the organisation. If a risk is considered sufficiently serious or wide ranging that it may impact on the wider organisation then it should be escalated with the next level of authority for consideration. Likewise risks can be for de-escalation when the residual risk rating is at the tolerable level.

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

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

PSNI has a newly reviewed Risk Management Service Instruction which describes the various roles and responsibilities of relevant positions within PSNI. The monitoring and reporting of risk management arrangements are included in the Service Instruction. We continue to make cultural changes and improvements to help ensure that effective risk management is integrated in the way we lead, direct, manage and operate our organisation. Our newly published instructions are fully cognisant of the principles and concepts outlined in The Orange Book.

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

The Corporate Risk Register is managed by the Corporate Risk Manager and captures significant risks facing the organisation. The Risk Register is reviewed on a monthly basis by SMB which is responsible for approving changes. Changes to the register ratified by SMB and reported to each ARAC meeting. The effectiveness of the risk management process is reported twice a year to SMB and ARAC.

Stewardship reporting is a key assurance control for the accountability, ownership and management of risks throughout PSNI. All Senior Officers and Staff provide a statement of risk management assurance twice per year confirming they have reviewed the risks within their area of responsibility and assessed the management of the risks identified. This is part of a hierarchy of stewardship reporting from Heads of Departments and from ACC/ACOs through to the Stewardship Statement I provide to the Department of Justice at six monthly intervals.

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

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

Details on the corporate risks faced by the PSNI during the year can be found in the Performance Report.

Counter-Corruption

It is important that the public has confidence in the integrity of their Police Service and I recognise that corruption threatens our ability to protect the public. The Counter-Corruption Investigations' Team is set up to gather intelligence through a variety of means and develop covert investigations. It collaborates with relevant partners and engages with staff as part of Professional Standard's Departments wider engagement delivery.

Sexual misconduct including abuse of position for sexual gain is one of the main anti-corruption priorities. A team has been set up as part of Professional Standards Department to review historic sexual misconduct cases involving police officers. This supports our strategy on tackling Violence against Women and Girls (VAWG) which acknowledges that over the past five years 27 women and girls have been murdered in Northern Ireland. The aim to build trust and confidence in policing to tackle VAWG by protecting women and girls in public spaces, at home and online; by bringing offenders to justice and improving outcomes for victims; by accurately recording incidents and by engagement with a focus on prevention and early intervention.

Whistleblowing

The PSNI is committed to ensuring that individuals in their employment have a mechanism to report any suspected illegal or wrongful conduct without suffering any detrimental impact on them, their current or future employment opportunities. Concerns can be raised about any issue relating to suspected malpractice, risk to the organisation, abuse or any other form of suspected wrongdoing. Reports can be made openly, in confidence or anonymously. The PSNI Whistleblowing Service Instruction (SI3117) addresses the procedures and responsibilities of the organisation when protected disclosures are made by individuals. The Service Instruction is being effectively and appropriately implemented by the organisation

Statement of Information Risk

Together with the officers and staff of the PSNI, I have privileged access to data and information to support the discharge of the policing function and ensure that the work undertaken by the Service is factual, accurate and complete.

The Service adopts the principles of the Cabinet Office's Security Policy Framework and complies with National Police Chiefs' Council policy and guidance on information assurance and the management of police information. The Police Digital Service Cyber Team confirmed on 12 August 2022 that, following their review of PSNI's submission of a Governance and Information Risk Return (GIRR), *"The Police Service of Northern Ireland (PSNI) has provided evidence that its infrastructure, as presented in the GIRR submission and other relevant security documentation, is appropriately risk managed and does not present an unacceptable risk to the police community."* and as a result a formal National Policing Community of Trust Connection Approval Certificate was granted valid until 11 August 2023. The granting of this Certificate provides evidence that the Service's infrastructure is appropriately risk managed and does not present an unacceptable risk to the wider police community. We continue to comply with the Government Security Classification Policy (GSC) for marking information assets.

Comprehensive risk assessments of our two critical corporate technical infrastructures – the Barracuda Radio Network and the Atlas Corporate Data Communications Network – were completed during 2022-23 and each were subject to independent IT Security Health Checks (ITSHC) under the auspices of the National Cyber Security Centre's CHECK Scheme. Significant additional security controls on the corporate data network are currently being planned and implemented to enhance our defences against an increasing and persistent cyber threat. The Network Defence Security Group is now embedded, featuring key stakeholders and business representatives, to oversee our response to this increasing threat. The Group's remit seeks to take action to address the five key incident management steps of 'Identify – Prevent – Detect – Respond – Recover.'

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

At 19 June 2023, 92 PSNI operational information systems running on the corporate network infrastructure were accredited; 5 accreditations had lapsed and are currently under review with the respective Operational Business Owner; and, risk management activities for 12 major ICT projects in development were being supported.

Reports on the activities of the Information Security and Records Management Units, including the accreditation status of all the Service's corporate information systems, are presented to the Information Governance Delivery Group (IGDG) quarterly with incremental reports to the SIRO on a monthly basis via a Performance Dashboard. In addition, reports and presentations on progress towards implementation of both the Records Management and Information & Cyber Security Strategies are delivered to the PSNI Audit, Risk & Assurance Committee (ARAC) on request.

The Service Policy on Information Management is supported by Service Instructions on Records Management and Information Security, including 33 technical security standards. The PSNI Risk Appetite Statement covering all our information assets was updated and approved by IGDG on 21 February 2023. A review and update of the PSNI Record Review Retention and Disposal (RRD) Schedule, including consultation with the Department for Communities and Public Records Office (NI), is currently in progress. This will refresh the current legal RRD instrument which was approved by the Northern Ireland Assembly on 7 October 2020.

In the past year the Service has conducted a comprehensive programme of both information security and records management education & awareness training, featuring eighteen Service-wide communiques focused on topics such as remote working with PSNI information assets; email security and the threat of 'phishing'; document security; good practice in records keeping; and, password guidance. Articles on information security and records management have appeared prominently on our Intranet pages. We have produced two educational eLearning packages in collaboration with the Police College and regularly present staff and officer induction presentations to reinforce the messages of good cyber security hygiene and best practice in records management. All of these initiatives will continue in the future. Our information security and records management-related Service Instructions and Standards are regularly reviewed to take account of changes to working practices, legislative obligations and the evolving threat.

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

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

The PSNI Records Management Strategy, “From Uncertainty To Clarity ... The Service Vision for Records Management” aims to prioritise a comprehensive records management culture across the Service, establishing the effective and efficient use of records to support strategic policing aims:

- We will understand what records we hold, where those records are, how long we require to retain the records and how we will keep them secure.
- Ownership of all records will be clear across all business units and we will meet our legislative and regulatory obligations for records management.
- We will provide infrastructures both digital and estates capable of storing all required hard copy and electronic records for the periods specified within the Service retention and disposal schedule.
- We will effectively manage all records through their life cycle in an effective and efficient manner including regular review and embedding records management principles by design in new systems and processes.
- Records Management principles will be understood by all staff and officers and we will embed a culture of personal responsibility and accountability.
- Archived records will be preserved.

In October 2022, PSNI successfully delivered a 10-point Action plan agreed with the Information Commissioner to eradicate backlogs in handling of FOI and Data Protection Requests. Through 2019 and 2020, PSNI had encountered significant difficulties in meeting our legal obligations to respond to Freedom of Information and Data Protection requests within statutory timescales, chiefly because of resourcing challenges. This led to a backlog of requests, increased complaints to the Information Commissioner and adverse media coverage. The Police Service engaged directly with the Information Commissioner’s Office (ICO) on this matter and was placed on a period of enforcement monitoring. PSNI was asked to provide a formal plan to eradicate the backlogs and improve compliance by responding to more than 90% of all requests received on time. This is the rate the ICO sets for all public authorities to achieve in the handling of FOI and Data Protection requests. In October 2021, an Action Plan was agreed with the ICO and the risk to service delivery captured on the Corporate Risk Register.

A ‘Gold’ group was established to oversee the delivery of the Action Plan and assume responsibility for removing the backlog of information requests and securing the long-term sustainability of the service. PSNI has provided monthly progress reports to the Information Commissioner throughout this period.

PSNI has met its Action Plan targets with its backlog eradicated and 90% compliance rate achieved and sustained since July 2022. Work is ongoing to implement six agreed strategic recommendations aimed at ensuring longer-term resilience of PSNI’s request handling function, which will continue to be monitored by the Gold Group, chaired by the Chief Superintendent in Operations Support Department.

On 2 February 2023, the ICO published a report into publication schemes. Section 19 of the Freedom of Information Act 2000 requires all public authorities to make available and proactively publish certain classes of information in a 'publication scheme'. The ICO has set out sectoral specific 'definition documents' for what they expect a public authority to make available on their websites. A publication scheme helps a public authority signpost a requester to information already made available by them, prevents escalation of complaints to the ICO and encourages proactive publication of information that is in the public interest and safe to disclose.

The report published by the ICO includes an analysis of a snapshot of compliance of 200 public authorities from across 10 sectors in the UK. The report identified issues of non-compliance and made recommendations to help support public bodies more ably comply with this area of the law. The ICO used each authority's website to establish whether it was maintaining a publication scheme and whether it was publishing the information, it would expect. PSNI was the best performing police service in this analysis and is included as a case study of good practice within this report.

PSNI wish to build on the findings detailed in this report and work is being taken forward by PSNI's Operations Support Department to help identify and publish more information proactively.

Performance Management

Service Performance Board (SPB), chaired by the Deputy Chief Constable, monitors and maintains an overview of Service performance. The purpose of SPB is to provide the Deputy Chief Constable with ongoing confidence in the organisational delivery against the Policing Plan and performance across a range of areas, including crime, finance and HR. As well as scrutinising and challenging performance, it also reviews the Service Strategic Priorities and ensures they are complementary to the Policing Plan and support an effective use of resources.

Pulse is the Performance Management Framework for the organisation. It is a set of working practices to evaluate how well all of our services have been provided and to inform choices to ensure or improve future service provision. The framework is designed to blend a retrospective evaluation of practice with a prospective consideration of risk and resilience. The Pulse Framework is supported by a Performance Portal that was launched during November 2020. The Pulse Performance Framework is a key component of achieving our ambitions and delivering the Policing Plan Outcomes, by ensuring that we are a police service that demonstrates that we are efficient, effective and legitimate to the communities that we are proud to serve.

Personal Data Related Incidents

As PSNI Accounting Officer, I have responsibility for ensuring the security of personal data and to respond if there has been a breach or potential breach of the Data Protection Act. An internal audit of GDPR compliance in April 2022 provided satisfactory assurance on the management and monitoring of data breaches and data protection impact assessments.

Within 2022-23 PSNI received satisfactory assurance relating to data protection compliance from internal audit and implemented all audit recommendations and also actions from the second online data protection compliance survey.

Up to the end of March 2023 a total of 134 (an increase of 13 from the number reported in 2021-22 report) incidents and 16 complaints were processed. PSNI self-referred 8 incidents for consideration to the Information Commissioner's Office ('ICO'). Of the 16 complaints which were made in relation to PSNIs processing of personal data are mainly related to dissatisfaction with data subjects (A) requested materials being withheld or (b) erasures/amendments to personal data not being facilitated.

The Data Protection Officer is of the opinion that most incidents and their associated risks are being well managed internally now reducing the number of incidents that develop into high risk cases which would be required to be notified to the ICO and that the increase in number of complaints could be attributed to increased awareness amongst data subjects of their rights within the Data Protection Act 2018.

The DPO provides quarterly reports to ARAC including incident and complaint trends and performance in terms of DPIA and DP training completion which currently sits at 97.5% across the organisation.

Review of Effectiveness

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

Significant Internal Control Issues

While the overall assessment of the control environment is 'Satisfactory', a number of Audits completed during 2022-23, or from previous years have provided limited or unsatisfactory assurance.

PSNI – Attendance Management (Police Officers)

Internal Audit performed a review of Attendance Management – Police Officers focusing on the application of the Attendance Management procedures and, in line with this, the recording and monitoring of sickness absence records on the eServices/SAP systems. The report provided an unacceptable level of assurance with four priority 1 recommendations, two priority 2 recommendations and one priority 3 recommendation. Priority 1 recommendations related to functionality issues with eServices/SAP which are to be addressed as part of the ongoing project and review of the standard Operating Procedures. Officers/Line Managers also need to carry out all of their responsibilities in relation to Attendance Management. Medical certificates must be uploaded to cover all periods of absence and a full management/audit trail must be retained on the system for each stage of the attendance management process. Management have developed an action plan to take forward the recommendations made as part of the ongoing project and Internal Audit will perform a follow up review in 2023-24.

PSNI – Estates Management

A review of Estates Management was undertaken during 2022-23. In respect of contractor management for reactive maintenance works no significant issues were identified by Internal Audit. However, in relation to the project management / delivery side of the review, Internal Audit identified significant issues, and or, delays in three out of the four projects reviewed, resulting in two of these projects remaining past due, and one project being cancelled at a not insignificant cost. Limited assurance was provided with one priority 1 and one priority 2 recommendations to address the issues raised

PSNI – Performance Management

A draft report has been issued providing limited assurance with two priority 1 recommendations. The first is in relation to training and engagement of staff in using the PDR Performance Tool and the second is in relation to monitoring of and compliance with the PDR system. This will be followed up in 2023-24.

PSNI – Equipment including Firearms (Personal Protection Weapons and Ammunition)

Internal Audit undertook a review of Personal Protection Weapons and Ammunition during 2022-23 which resulted in a limited assurance being provided. The systems in place to notify officers and their line manager of the need for them to return their Personal Issue Equipment, including Personal Protection Weapons is inadequate and non-compliant with the Service Instruction 0121 – Leaving the Service. In addition the systems used to ensure that appropriate management monitoring and reporting takes place including ‘dip’ sampling in relation to Personal Protection Weapons held in station armouries is not working effectively. Two priority 1 recommendations have been made to address the issues raised and Internal Audit will seek an update during 2023-24.

Prior year issues now closed

PSNI Training and Development (Mandatory Training)

Internal Audit performed a review of Mandatory Training during 2021-22 and issued a draft limited assurance report in May 2022 that contained one priority 1 and one priority 2 recommendations. A follow up review was conducted during 2022-23, with Internal Audit being satisfied that sufficient work on implementing the recommendations has been made. Internal Audit raised the assurance level to satisfactory.

All Internal Audit findings have been placed on the PSNI’s Overview system to be addressed and progressed towards discharge.

Northern Ireland Audit Office

This year, NIAO have raised some recommendations for improvement in relation to asset management which are currently being considered.

Ministerial Directions

No ministerial directions were received during the period.

Other Sources of Assurance

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

The Northern Ireland Policing Board

The Department of Justice

Northern Ireland Audit Office

Her Majesty's Treasury

The Criminal Justice Inspectorate of Northern Ireland

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services

Investigatory Powers Commissioner's Office

Human Rights Commission

Any issues of control weaknesses, identified from reviews carried out by these independent bodies in 2022-23, have been considered and action taken with progress on actions outstanding monitored through the "Overview" system.

SMB continues to keep its internal control arrangements under review in response to internal and external developments. SMB is independently advised by ARAC which meets throughout the year, and reports through its annual report, and regular meetings between the independent Chair of ARAC and the Chief Operating Officer.

Internal Audit submits regular reports on the management of key business risks, and the effectiveness of the system of internal control, making recommendations for improvement where appropriate. This is formally reported to ARAC at each meeting.

Accounting Officer's Statement of Assurance

I have considered the assurances provided by PSNI Senior Officers and Staff, ARAC, Internal Audit, External Audit and external scrutiny bodies.

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



Simon Byrne
Chief Constable
Police Service of Northern Ireland
4 July 2023

Remuneration and Staff Report

The Remuneration and Staff Report summarises the PSNI's policy on remuneration of Board Members, Non-Executive Members and staff; it also provides details of actual costs and contractual arrangements.

Remuneration policy

The Department of Justice (DoJ) commissions the Police Remuneration Review Body (PRRB) to advise Ministers on the pay and conditions of Police Officers up to and including Chief Constable rank and covers all such Officers within Northern Ireland and England and Wales.

The PRRB are an independent body made up of eight members who are drawn from a range of backgrounds, including employment consultancy, HR, Labour Market economics, the public and private sectors, and former Police Officers. The Review Body is supported by an independent secretariat within the Office of Manpower Economics (OME), a non-statutory body funded by the Department for Business, Energy and Industrial Strategy.

The Review Body receives formal written and oral evidence on Police Officers' pay from the Police Service, the DOJ, NIPB, the Police Federation of Northern Ireland (PFNI), the Superintendent's Association of Northern Ireland (SANI) and the Chief Police Officers' Staff Association (CPOSA). The Police Service of Northern Ireland submitted its written evidence for 2022-23 to the PRRB on 11 March 2022. This included evidence on a range of topics including the Government's Public Sector Pay Policy, pay, allowances, terms and conditions, affordability, settlements and earnings in the wider economy, and recruitment, retention and morale considerations.

The Review Body then makes recommendations on Police Officers' pay and conditions to the Minister for consideration. The DOJ advises of any Ministerial approval in respect of the Review Body recommendations and the Police Service then initiates the Pay Remit approval process.

Police Staff pay follows the terms and conditions as set out in the Northern Ireland Civil Service Handbook. Pay increases follow the Department of Finance published circulars.

Chief Officer Remuneration

The remuneration of PSNI Chief Officers is set by the Northern Ireland Policing Board. In reaching its recommendations, the Policing Board has considered the following:

- the need to recruit, retain and motivate suitably able and qualified people to exercise their different responsibilities;
- regional/local variations in labour markets and their effects on the recruitment and retention of staff;

- Government policies for improving the public services including the requirement on departments and other public bodies to meet the output targets for the delivery of services;
- the funds available to the organisation;
- the Government's inflation target; and
- the recommendation of the Senior Salaries Review Body and the Minister for Justice Recommendation on pay increases, and Chief Officer pay scales.

The Policing Board takes account of the evidence it receives about wider economic considerations and the affordability of its recommendations.

Service contracts

The Policing Board is responsible for the appointment and service contracts of Chief Officers.

Chief Constable, Deputy Chief Constable & Chief Operating Officer

Chief Constable Simon Byrne	Appointed 1 July 2019
Deputy Chief Constable Mark Hamilton	Appointed 10 February 2020
Chief Operating Officer Pamela McCreedy	Appointed 1 March 2021

Assistant Chief Constables & Assistant Chief Officers

The permanent appointment dates for Assistant Chief Constables and Assistant Chief Officers appointed by the Board are as follows:

Alan Todd	25 April 2016
Mark McEwan	1 December 2020
Mark McNaughten	16 December 2021
Bobby Singleton	14 February 2022
Aldrina Magwood	1 March 2022
Chris Todd	7 March 2022
Clare Duffield	6 June 2022

Full titles and positions are as contained within the Remuneration Report.

Unless otherwise stated, Police Staff Chief Officers hold appointments which are open ended or until they reach retirement age. Other current appointments to the Strategic Management Board are on a temporary basis.

Provision for compensation on early termination, for anything other than misconduct, is subject to the advice of the Department of Justice.

Remuneration (including salary) and pension entitlement: (Audited Information)

The following sections provide details of the remuneration and pension interests of the Service Executive Team and Non-Executive members.

Single total figure of remuneration, including prior year comparatives where applicable.

	Salary £000		Benefit in Kind to Nearest £100		Pension Benefits to Nearest £1,000		Total to Nearest £1,000	
	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22
Chief Constable Simon Byrne	220-225	225-230	-	-	-	-	220-225	225-230
Deputy Chief Constable Mark Hamilton	195-200	195-200	-	-	(119)	73	75-80	270-275
Chief Operating Officer Pamela McCreedy	175-180	175-180	-	-	64	66	240-245	240-245
Assistant Chief Constable Justice Alan Todd	135-140	135-140	-	-	-	15	135-140	150-155
Assistant Chief Constable Crime Mark McEwan	130-135	135-140	-	-	(55)	28	75-80	160-165
T/Assistant Chief Constable Operational Support John Roberts <i>(from 1 April – 8 April 2022)</i>	0-5 (125-130 full year equivalent)	120-125	-	-	-	101	0-5 (125-130 full year equivalent)	225-230
Assistant Chief Constable Local Policing Bobby Singleton	125-130	115-120	-	-	14	93	135-140	205-210
Assistant Chief Constable Operational Support Chris Todd	125-130	5-10 (125-130 full year equivalent)	-	-	143	2	265-270	10-15
Assistant Chief Officer Corporate Services Mark McNaughten	125-130	130-135	-	-	(8)	38	120-125	165-170
Assistant Chief Officer Strategic Planning and Transformation Aldrina Magwood	120-125	10-15 (120-125 full year equivalent)	-	-	44	4	165-170	10-15
Assistant Chief Officer People and Organisational Development Clare Duffield <i>(from 6 June 2022)</i>	100-105 (120-125 full year equivalent)	-	-	-	36	-	135-140	-
T/Assistant Chief Officer People and Organisation Development Will Young ² <i>(from 1 April – 22 May 2022)</i>	15-20 (120-125 full year equivalent))	70-75 (120-125 full year equivalent))	-	-	-	-	15-20 (120-125 full year equivalent))	70-75

	Salary £000		Benefit in Kind to Nearest £100		Pension Benefits to Nearest £1,000		Total to Nearest £1,000	
	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22
Acting Assistant Chief Constable Justice Melanie Jones (from 12 November – 12 December 2021)	-	10-15 (120-125 full year equivalent)	-	-	-	63	-	70-75
Acting Assistant Chief Constable Operational Support Sam Donaldson (from 11 November – 12 December 2021)	-	10-15 (120-125 full year equivalent)	-	-	-	42	-	50-55

	Salary £000		Benefit in Kind to Nearest £100		Pension Benefits to Nearest £1,000		Total to Nearest £1,000	
	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22
Non-Executive Member Gerald Crossan ³ (to 30 June 2022)	0-5	5-10	-	-	-	-	0-5	5-10
Non-Executive Member Fiona Keenan ³ (to 30 June 2022)	0-5	5-10	-	-	-	-	0-5	5-10
Non-Executive Member Ian Jordan ³	10-15	10-15	-	-	-	-	10-15	10-15
Non-Executive Member Stephen Hodgkinson ³ (to 30 June 2022)	10-15	25-30	-	-	-	-	10-15	25-30
Non-Executive Member Michael McKavanagh (from 29 June 2022)	10-15	-	-	-	-	-	10-15	-
Non-Executive Member Carol Ackah (from 1 July 2022)	0-5	-	-	-	-	-	0-5	-
Non-Executive Member Bill Pauley (from 1 July 2022)	0-5	-	-	-	-	-	0-5	-

*The value of pension benefits accrued during the year is calculated as the real increase in pension multiplied by 20 plus the real increase in any lump sum less the contributions made by the individual. The real increases exclude increases due to inflation or any increase or decreases due to a transfer of pension rights

1. Details of SMB Members start and end dates are provided within the Chief Constable's Report. Full year equivalent remuneration is shown in brackets where the member has not been in post for the full reporting year.
2. Member's Pension Benefits are nil as they are on secondment and are not active scheme members.
3. As a non-executive member it is not appropriate to include a full time equivalent figure, as the member is paid a per diem rate for attending Board meetings. Their salary is non-pensionable.

Salary

'Salary' includes gross salary; performance pay; untaken leave allowance, overtime; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any ex gratia payments.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument.

Fair Pay Disclosure

Pay Ratios

Reporting bodies are required to disclose the relationship between the remuneration of the highest paid Executives in their organisation and the lower quartile, median and upper quartile remuneration of the organisation's workforce.

The banded remuneration of the highest paid Executives in the PSNI in the financial year 2022-23 was £220,000-£225,000 (2021-22: £225,000-£230,000) which represents a 2.2% decrease on prior year (2021-22: 4.1%). This was 4.65 times (2021-22: 4.85) the median remuneration of the workforce, which was £47,849 (2021-22: £45,831) representing a 4.4% increase on prior year (2021-22: 0.1%). This is consistent with the annual pay and reward policies for the PSNI as a whole as determined by remuneration policy.

		25 th percentile	Median	75 th percentile
2022-23				
Total remuneration (£)	Police	41,792	50,835	56,784
	Police Staff	24,535	27,014	31,568
	Total	32,816	47,849	54,352
Pay ratio	Police	5.3:1	4.4:1	3.9:1
	Police Staff	9.1:1	8.2:1	7.0:1
	Total	6.8:1	4.7:1	4.1:1
2021-22				
Total remuneration (£)	Police	38,428	48,788	55,758
	Police Staff	24,298	26,778	31,659
	Total	30,786	45,831	52,963
Pay ratio	Police	6:1	5:1	4:1
	Police Staff	7:1	7:1	6:1
	Total	7:1	5:1	4:1

The increase in the pay ratio for Police is largely due to a Pay Award being paid to Officers during 2022-23. A reduction in the number of Officers and Staff during 2022-23 has also impacted on the pay ratios.

The Total remuneration includes salary; performance pay; untaken leave allowance, overtime; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any ex gratia payments. It does not include employer pension contributions and the cash equivalent transfer value of pensions. As PSNI has two distinct pay structures, one for police and one for police staff, the median and pay multiples for each of these two pay structures has also been provided above.

No employees in 2022-23 or 2021-22 received remuneration in excess of the highest paid Executive.

Remuneration ranged from £19,011 to £222,545 (2021-22: £19,764 to £226,000).

The percentage changes in remuneration in PSNI are shown in the following table. It should be noted that the calculation for the highest paid director is based on the mid-point of the band within their remuneration fell in each year.

	2022-23 v 2021-22	2021-22 v 2020-21
Average employee salary and allowances	3.2%	0.01%
Highest paid executive's salary and allowances	2.2%	4.1%

No performance pay or bonuses were paid in the current or prior years.

Gender Pay Ratios

In line with the government's commitment to publish Gender pay ratios PSNI has set out below the gender pay medians and means for the 2022-23 year.

	Male	Female
	£000	£000
Median	49.38	36.54
Mean	47.41	39.77

The Percentage of officers and staff per pay quartile is also shown below. The pay quartiles are set based on the remuneration of highest paid employee. Male and female officers and staff are all paid using the same pay scales for each grade/rank.

Quartile £000	Male	Female
0-56	46.96%	35.04%
57-113	14.36%	3.53%
114-170	0.05%	0.02%
171-226	0.02%	0.01%

Pension Benefits (Audited Information)

Audited Information	Accrued pension at pension age as at 31 March 2023 and related lump sum	Real increase in pension and related lump sum at 31 March 2023²	CETV at 31 March 2023	CETV at 31 March 2022	Real increase in CETV
	£000	£000	£000	£000	£000
Simon Byrne	-	-	-	-	
Mark Hamilton ¹	100-105	(2.5-5)	2,373	2,306	(169)
Pamela McCreedy	15-20	2.5-5	218	163	33
Alan Todd ¹	85-90	0-2.5	1,893	1,758	0-2.5
Mark McEwan	55-60	(0-2.5)	1,277	838	(75)
John Roberts	50-55	(0-2.5)	1,200	1,199	(30)
Bobby Singleton	40-45	0-2.5	540	455	2
Chris Todd	0-5	7.5-10	1,430	2	33
Mark McNaughten	55-60 plus a lump sum of 105-110	0-2.5 plus a lump sum of 0	1,031	704	(25)
Aldrina Magwood	0-5	2.5-5	36	3	24
Will Young ²	-	-	-	-	
Clare Duffield	0-5	0-2.5	25	0	18
Melanie Jones	60-65	(2.5-5)	1,448	1,425	(108)
Sam Donaldson	55-60	(2.5-5)	1,291	1,276	(116)

Note:

1. PSNI Police Officers have the option of electing for a lump sum paid on retirement (up to 25% of their total accrued pension benefits). The figures shown are the gross pension figures assuming no lump sum payment.
2. Members real increase are zero where they are not active scheme members.

These pension benefits are provided through two pension schemes depending on the employment status of the individual.

Northern Ireland Civil Service (NICS) Pension Scheme

Pension benefits are provided through the Northern Ireland Civil Service pension schemes which are administered by Civil Service Pensions (CSP). This scheme is applicable to Police Staff.

The Alpha Pension Scheme was initially introduced for new entrants from 1 April 2015. The Alpha Scheme and all previous scheme arrangements are unfunded with the cost of benefits met by monies voted each year. The majority of members of the Classic, Premium, Classic Plus and Nuvos pension arrangements (collectively known as the Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)]) also moved to Alpha from that date.

At that time, members who on 1 April 2012 were within 10 years of their normal pension age did not move to alpha (full protection) and those who were within 13.5 years and 10 years of their normal pension age were given a choice between moving to alpha on 1 April 2015 or at a later date determined by their age (tapered protection).

McCloud Judgment

In 2018, the Court of Appeal found that the protections put in place back in 2015 that allowed older workers to remain in their original scheme, were discriminatory on the basis of age. As a result, the discrimination identified by the Courts in the way that the 2015 pension reforms were introduced must be removed by the Department of Finance. It is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period. The different pension benefits relate to the alternative schemes e.g. legacy PCSPS(NI) 'Classic', 'Premium' or 'Nuvos' (legacy scheme) or alpha. Scheme regulations made in March 2022, closed the PCSPS(NI) to future accrual from 31 March 2022, and all remaining active PCSPS(NI) members (including partially retired members in active service) moved to 'alpha' from 1 April 2022. This completes Phase One to remedy the discrimination identified by the Courts. Any pension benefits built up in the legacy scheme prior to this date are unaffected and PCSPS (NI) benefits remain payable in accordance with the relevant scheme rules. Phase Two will see the implementation of the Deferred Choice Underpin. That is, giving eligible members a choice between legacy scheme and alpha scheme benefits for service between 1 April 2015 and 31 March 2022. At this stage, allowance has not yet been made within CETVs for this remedy. Further information on the remedy will be included in the NICS pension scheme accounts which are available at <https://www.financeni.gov.uk/publications/dof-resource-accounts> .

Alpha is a 'Career Average Revalued Earnings' (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current accrual rate is 2.32%.

From 1 April 2015, all new entrants joining can choose between membership of Alpha or joining a 'money purchase' stakeholder arrangement with a significant employer contribution (partnership pension account).

Information on the PCSPS(NI) – Closed Scheme

New entrants who joined on or after 30 July 2007 were eligible for membership of the legacy PCSPS(NI) Nuvos arrangement or they could have opted for a partnership pension account. Nuvos was also a CARE arrangement in which members accrued pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The rate of accrual was 2.3%.

Staff in post prior to 30 July 2007 were eligible to be in one of three statutory based 'final salary' legacy defined benefit arrangements (classic, premium and classic plus). From April 2011, pensions payable under these arrangements have been reviewed annually in line with changes in the cost of living. New entrants who joined on or after 1 October 2002 and before 30 July 2007 will have chosen between membership of Premium or joining the Partnership pension account.

Benefits in Classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For Premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike Classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic Plus is essentially a variation of premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per Classic.

Partnership Pension Account

The Partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

Active members of the pension scheme will receive an Annual Benefit Statement. The accrued pension quoted is the pension the member is entitled to receive when they reach their scheme pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. The normal scheme pension age in alpha is linked to the member's State Pension Age but cannot be before age 65. The Scheme Pension age is 60 for any pension accrued in the legacy Classic, Premium, and Classic Plus and 65 for any benefits accrued in Nuvos. Further details about the NICS pension schemes can be found at the website www.finance-ni.gov.uk/civilservicepensions-ni.

All pension benefits are reviewed annually in line with changes in the cost of living. Any applicable increases are applied from April and are determined by the Consumer Prices Index (CPI) figure for the preceding September. The CPI in September 2022 was 10.1% and HM Treasury has announced that public service pensions will be increased accordingly from April 2023.

Employee contribution rates for all members for the period covering 1 April 2023 – 31 March 2024 are as follows:

Annualised Rate of Pensionable Earnings (Salary Bands)	1 April 23 to 31 March 24 contribution rate – All members
£0 - £25,049.99	4.6%
£25,050.00 - £56,999.99	5.45%
£57,000.00 - £153,299.99	7.35%
£153,300.00 and above	8.05%

The Northern Ireland Civil Service main pension schemes are unfunded multi-employer defined benefit schemes but PSNI is unable to identify its share of the underlying assets and liabilities. The Public Service Pensions Act (NI) 2014 provides the legal framework for regular actuarial valuations of the public service pension schemes to measure the costs of the benefits being provided. These valuations inform the future contribution rates to be paid into the schemes by employers every four years following the scheme valuation. The Act also provides for the establishment of an employer cost cap mechanism to ensure that the costs of the pension schemes remain sustainable in future.

The Government Actuary's Department (GAD) is responsible for carrying out scheme valuations. The Actuary reviews employer contributions every four years following the scheme valuation. The 2016 scheme valuation was completed by GAD in March 2019. The outcome of this valuation was used to set the level of contributions for employers from 1 April 2019 to 31 March 2023.

The 2016 Scheme Valuation requires adjustment as a result of the 'McCloud remedy'. The Department of Finance also commissioned a consultation in relation to the Cost Cap element of Scheme Valuations which closed on 25 June 2021. The Cost Cap Mechanism (CCM) is a measure of scheme costs and determines whether member costs or scheme benefits require adjustment to maintain costs within a set corridor. By taking into account the increased value of public service pensions, as a result of the 'McCloud remedy', scheme cost control valuation outcomes will show greater costs than otherwise would have been expected. Following completion of the consultation process the 2016 Valuation has been completed and the final cost cap determined. Further information, including a copy of Unpause Cost Cap Valuation Report, can be found on the Department of Finance website. <https://www.financeni.gov.uk/articles/northern-ireland-civil-service-pension-scheme-valuations>

A case for approval of a Legislative Consent Motion (LCM) was laid in the Assembly to extend the Public Service Pensions and Judicial Offices Bill (PSP&JO) to Northern Ireland. Under the LCM agreed by the NI Assembly on 1 November 2021 provisions are included in the Act for devolved schemes in NI. A second LCM was laid in the Assembly to implement the CCM changes in the Westminster Bill for devolved schemes. The second LCM, as agreed by the Assembly on 31 January 2022, ensured the reformed only scheme design and the economic check will now be applied to the 2020 scheme valuations for the devolved public sector pension schemes, including the NICS pension scheme. The PSP&JO Act received Royal Assent on 10 March 2022. The UK Act legislates how the government will remove the discrimination identified in the McCloud judgment.

The Act also includes provisions that employees will not experience any detriment if the adjusted valuation costs breach the set cost cap ceiling but any breaches of the cost cap floor (positive employee impacts) in the completed valuations will be honoured.

For 2022-23, employers' contributions of £22,383,709 were payable to the PCSPS (NI) (2021-22: £21,681,796) at one of three rates in the range 28.7% to 34.2% of pensionable pay, based on salary bands. This change is primarily due to the reduction in the SCAPE discount rate (as announced at Budget 2018) to 2.4% per annum above CPI. The contribution rates are set to meet the costs of the benefits accruing during 2022-23 to be paid when the member retires, and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employer contributions are age-related and range from 8% to 14.75% (2021-22, 8% to 14.75%) of pensionable pay.

The Partnership pension account offers the member the opportunity of having a 'free' pension. The employer will pay the age-related contribution and if the member does contribute, the employer will pay an additional amount to match member contributions up to 3% of pensionable earnings.

Employer contributions of £0, 0% (2021-22 £0, 0.5%) of pensionable pay, were payable to the NICS Pension Schemes to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees. There were no contributions due to the partnership pension providers at the reporting date. There were no contributions prepaid at that date.

The accrued pension quoted is the pension the member is entitled to receive when they reach their scheme pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. Scheme Pension age is 60 for members of Classic, Premium, and Classic Plus and 65 for members of Nuvos. The normal scheme pension age in alpha is linked to the member's State Pension Age but cannot be before age 65. Further details about the NICS pension schemes can be found at the website <https://www.finance-ni.gov.uk/civil-service-pensions-ni>.

No individuals retired early on ill health grounds during 2022-23, and there were no additional accrued pension liabilities in the year (2021-22: nil).

POLICE PENSION SCHEMES

Pension benefits for PSNI officers, including Full Time Reserves, are provided through the PSNI Police Pension Scheme, the New Police Pension Scheme (NPPS) and from April 2015 the 2015 Police Pension Scheme.

Police Pension Scheme (PPS)

This is a statutory scheme that provides benefits on an “Average Pensionable Pay (APP)” basis at age 55 regardless of rank. All officers are entitled to work to age 60 and can apply for 5 yearly extensions after age 60.

For the year to 31 March 2023, employers’ contributions of £2,695 have been paid at the rate of 35.0% of pensionable pay. For 2021-22, employers’ contributions of £6,378,305 were paid to the PSNI PPS. In addition employers’ contributions totalling £nil have been paid for the year to 31 March 2023 in respect of ill-health retirements (2021-22: £3,886,579). To qualify for an ordinary retirement pension, an officer has to complete 25 years’ service and attain 50 years of age. Benefits accrue at the rate of 1/60th of APP for each year of service up to 20 years, and 2/60th for each year thereafter, up to a maximum of 40/60th of APP. There is an option for a lump sum to be paid on retirement, if the officer elects to give up (commute) up to 25% of the pension. Actuarial tables are used to calculate the lump sum. Members pay contributions of either 14.25% or 15.05% of basic pay dependent on pensionable pay. Pensions increase in line with the Consumer Prices Index effective 1 April 2011 (previously Retail Prices Index). On death, pensions are payable to the surviving spouse or children, subject to provisions within the scheme.

On death in service that is not as a result of an injury on duty (IOD) the scheme pays a lump sum benefit of twice pensionable pay, and there are also pension benefits for the spouse and/or children of the deceased. On death as a result of IOD, or death within 12 months of retiring as a result of an injury, a lump sum benefit of 5 times pensionable pay is payable, subject to scheme conditions. Medical retirement is possible in the event of serious ill health. Officers with less than 2 years’ service receive a lump sum benefit (gratuity), and those with more than 2 years’ service receive an ill-health pension, depending on the number of years of actual pensionable service.

This Scheme is now closed to new recruits from the 6 April 2006.

New Police Pension Scheme (NPPS)

For the period to 31 March 2023, employers’ contributions of £31,587 have been paid at the rate of 35.0% of pensionable pay. For 2021-22, employers’ contributions of £500,698 were paid to the PSNI NPPS. In addition employers’ contributions totalling £nil have been paid for the year to 31 March 2023 in respect of ill-health retirements (2021-22: £nil).

To qualify for an ordinary retirement pension, an officer must serve to age 55. Benefits accrue at the rate of 1/70th of APP for each year of service up to a maximum of 35/70th of APP.

In addition to the pension a defined lump sum of four times pension is payable. Members pay contributions of 11%, 12.05% or 12.75% of basic pay dependent on pensionable pay. Pensions increase in line with the Consumer Prices Index. On death, pensions are payable to the surviving spouse, civil partner, unmarried partner or children, subject to provisions within the scheme. On death in service, that is not as a result of an injury on duty (IOD), the scheme pays a lump sum benefit of three times pensionable pay, and there are also pension benefits for the spouse, civil partner, unmarried partner and/or children of the deceased.

On death as a result of IOD, or death within 12 months of retiring as a result of an injury, a lump sum benefit of 5 times pensionable pay is payable, subject to scheme conditions. There is a 2 tier medical retirement pension for officers with over 2 years' service. If an officer is permanently disabled for the ordinary duties of a member of PSNI a standard ill health pension is awarded. If an officer is disabled from the ordinary duties of a member of PSNI and permanently disabled for any regular employment an enhanced top-up ill health pension could be awarded.

This Scheme is now closed to new recruits from the 1 April 2015.

The 2015 Police Pension Scheme (Northern Ireland)

From 1 April 2015 a new Career Average Revalued Earnings pension scheme was introduced. Members of the 1988 and 2006 schemes with tapered protection transitioned to the 2015 scheme by 31 March 2022. From 1 April 2022 all remaining contributing members of the 1988 and 2006 schemes moved into the 2015 scheme.

For the period to 31 March 2023, employer's contributions of £93,117,412 have been paid at the rate of 35.0% of pensionable pay. For 2021-22, employers' contributions of £84,657,141 were paid to the PSNI 2015 Pension Scheme. In addition employers' contributions totalling £9,443,898 have been paid for the year to 31 March 2023 in respect of ill-health retirements (2021-22: £2,972,232).

Benefits accrue at 1/55.3 of annual pensionable pay and receive annual uprating of Consumer Price Index (CPI) plus 1.25%. Benefits are payable in full from age 60 or on an actuarially reduced basis from age 55. A lump sum on retirement is not automatic but an officer can opt to commute up to a maximum of 25% of gross pension into a lump sum.

Members pay one of three contributions ranging from 12.44% to 13.78% of basic pay dependent on pensionable pay. On death, pensions are payable to the surviving spouse, civil partner, unmarried partner or children, subject to provisions within the scheme. On death in service, that is not as a result of an injury on duty (IOD), the scheme pays a lump sum benefit of three times pensionable pay, and there are also pension benefits for the spouse, civil partner, unmarried partner and/or children of the deceased.

On death as a result of IOD, or death within 12 months of retiring as a result of an injury, a lump sum benefit of 5 times pensionable pay is payable, subject to scheme conditions. There is a 2 tier medical retirement pension for officers with over 2 years' service.

If an officer is permanently disabled for the ordinary duties of a member of PSNI a standard ill health pension is awarded. If an officer is disabled from the ordinary duties of a member of PSNI and permanently disabled for any regular employment an enhanced top-up ill health pension could be awarded.

CASH EQUIVALENT TRANSFER VALUES

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS or Police pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) Regulations 1996 (as amended) and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

CETV figures are calculated using the guidance on discount rates for calculating unfunded public service pension contribution rates that was extant at 31 March 2023. HM Treasury published updated guidance on 27 April 2023; this guidance will be used in the calculation of 2023-24 CETV figures.

REAL INCREASE IN CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. However the real increase calculation uses common actuarial factors at the start and the end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

EMPLOYER PENSION COSTS

Pension costs for employer contributions noted above are stated as the actual cash payments made in 2022-23 (total £102,595,591 including ill health contributions).

Employer pension costs disclosed within the Staff Numbers and Related Costs note of £124,027,000 are reported on an accrual basis.

SEVERANCE PAYMENTS

Severance Payments have been made from 1 January 2001 to officers leaving the PSNI under the Voluntary Severance or Full Time Reserve programmes for the PSNI. The Schemes were developed in line with the recommendations of the Independent Commission on Policing (Patten) and it was necessary to fulfil Government commitments, to permit officers to leave from the planned date of 1 January 2001. These schemes are now closed and no further payments will be made.

Compensation for loss of Office (Audited Information)

No payments for loss of office were made during 2022-23.

STAFF NUMBERS AND RELATED COSTS (AUDITED INFORMATION)

Details of the total staff costs and breakdown of staff between permanently employed and other staff are shown below:

	2022-23	2022-23	2022-23	2021-22
	Permanently Employed			
	Staff	Others	Total	Total
	£000	£000	£000	£000
Wages & salaries	417,281	5,705	422,986	428,892
Social security costs	49,399	-	49,399	47,920
Pension Costs	<u>124,027</u>	<u>-</u>	<u>124,027</u>	<u>120,704</u>
Total Staff Costs	<u>590,707</u>	<u>5,705</u>	<u>596,412</u>	<u>597,516</u>
Less recoveries in respect of outward secondments	<u>(536)</u>	<u>-</u>	<u>(536)</u>	<u>(904)</u>
Total net costs	<u>590,171</u>	<u>5,705</u>	<u>595,876</u>	<u>596,612</u>

Average numbers of people employed:
The average number of whole-time equivalent persons employed during the year was as follows:

	2022-23	2022-23	2022-23	2021-22
	Permanent			
	Staff	Others	Total	Total
Directly Employed	9,169	-	9,169	9,402
Other	-	67	67	90
Staff engaged in Capital Projects	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total	<u>9,169</u>	<u>67</u>	<u>9,236</u>	<u>9,492</u>

Reporting of Compensation and Exit Packages for all Staff 2022-23 (Audited information)

Details of all compensation and exit packages for Police Officers and Police Staff are outlined below:

There are none to report for the 2022-23 financial year (2021-22: £nil).

Assumptions:

Redundancy and other departure costs are paid in accordance with the provisions of the Civil Service Compensation Scheme (Northern Ireland), a statutory scheme made under the Superannuation (Northern Ireland) Order 1972. There were no costs incurred in 2022-23 by PSNI.

Where early retirement has been agreed, the additional costs are met by the PSNI.

Ill-health retirement costs are met by the pension scheme and not included in the above, these costs are set out on pages 84 to 86.

Representativeness and Inclusion (HR)

Representativeness is a key enabler of legitimacy and public confidence in policing. It is only natural that when people see themselves represented within the Police Service of Northern Ireland they are more likely to feel understood and identify with policing. This is one of the key objectives within the policing plan, and details of the current representativeness data can be found on page 33 of the performance report.

The Policing Plan outcome refers to gender, community and socio-economic background. The People Strategy focuses on diversity in its fullest sense, the extent to which we represent society, inclusive of all groups and types of people. Attracting individuals from a range of lived experiences and backgrounds is also imperative in order to deliver an effective policing service. To do this we will build upon the foundation of 'Barriers to Recruitment' research carried out for police officer recruitment.

However representativeness needs to be mirrored in police staff recruitment, promotion and selection, and development across all roles, grades and ranks in the organisation. In order to improve the representation of different groups, we will review and reform our HR practices at all stages of the employment lifecycle.

Our ambition is greater than being representative alone; it extends to being an inclusive organisation where everyone feels welcome, are treated with dignity and valued as their authentic selves, and are confident to share their perspectives and ideas. Through the established partnerships with our minority and diversity staff associations and through the 'Your Voice' forum we will continue to engage and learn from the experiences of all members of the organisation. The People Strategy sets out an ambition to be progressive and go further and faster to be truly representative and inclusive.

We will continuously explore opportunities to develop inclusion within the Police Service through corporate guidance, including the review/establishment of:

1. Supporting Staff with Disabilities and Reasonable Adjustment Passport

A new policy is in development to provide guidance to assist managers in supporting staff with disabilities. The purpose of this guidance document is to detail the actions that are required to comply with the statutory duty to make reasonable adjustments. This helps line managers get a better understanding of how they can support their staff. Also in development is a passport for staff with disabilities to request reasonable adjustments. This passport will allow them to carry an adjustment with them during their career in the service. Both policy and passport are currently at the consultation stage with staff associations.

2. Exit Interview process

The Exit Interview process began a new pilot in October 2021. The purpose of an exit interview is to understand the reasons why people decide to leave and to seek feedback to enable the Police Service of Northern Ireland to improve the experience for others. This process is currently under review to further automate and refine to ensure the quality of the data captured.

3. E-Learning Module EDI

In December 2022 the PSNI launched a new Equality, diversity and inclusion (EDI) Training Module. As set out in the People Strategy, the PSNI ambition is to create an inclusive culture where people are valued, have a sense of belonging and can thrive. Equality, diversity and inclusion (EDI) are fundamental to achieving this ambition. The EDI team in HR collaborated with an external provider to design an interactive eLearning course. Sections include:

- What is equality, diversity and inclusion?
- Legislative requirements under Section 75
- Types of discrimination and real life examples

4. Equality, Diversity and Inclusion Point Pages

The Equality, Diversity and Inclusion (EDI) pages launched on the PSNI's intranet in April 2021. The pages represent a collective space for the sharing of ideas, the collation of a knowledge base in the area of EDI and the advocacy for recognition and empowerment of those who identify with minority groups and/or individual protected characteristics. There are continually updated and engagement was measured via 'hits' to our EDI pages with figures from April 2022 (when the pages were launched) to March 2023 showing nearly 7,500 hits from 1,678 unique users.

5. The Stronger Together Community of Interest

The first 'Stronger Together' workshop was held on the 30th November 2021 to examine the establishment of Stronger Together Communities of Interest to further support the work of the Staff and Support Associations. We want the Associations to feel that they can have their voices heard and play a key role in the co-design, co-development and co-delivery of our service. Workshops continue to be delivered on a quarterly basis to discuss issues involving cross section of equality categories. PSNI have recently partnered with Diversity Mark NI, who are assisting PSNI in achieving a silver award status.

6. Gender Neutral Facilities

Further to the Gender Neutral Toilets and Changing Facilities working group being established in May 2021, Estate Services project sponsors have all been encouraged to implement "all user" WC's/ Changing Rooms/ Shower facilities wherever the opportunities may arise. This remains a challenge due to current budget constraints and prioritisation of Security and Health & Safety works.

The Garnerville refurbishment is now completed following a pilot exercise – and we have subsequently replaced existing signage with a single WC symbol on the doors to the existing 'all-user' and accessible WC facilities at Brooklyn.

7. Let's Talk Briefings

PSNI has developed a new strategic resource entitled 'Let's Talk' briefings. The purpose of these documents is to provide Police Officers and Police Staff with key messages which can be proactively used in discussion with stakeholders and partners to explain the Service position on issues of potential public interest. The development of these briefings is commissioned by the Strategic Community Engagement Group (SCEG) and uploaded to the internal PSNI intranet. Examples include – Hate Expression: Online and Symbols' "Bonfires" and "Flags" and further briefs are published as they are tasked and developed.

8. UK and Ireland LGBT+ Police Conference

In July 2022 - The UK and Ireland LGBT+ Police Conference was hosted by PSNI in the Europa Hotel Belfast. The conference brought together Police Officers and Staff across the UK and Ireland to explore best practice and sharing of ideas around themes connected to issues affecting the LGBT+ community and to empower and inspire delegates to continue the work they are doing and take learning back to their own services and workplaces. This year's discussion theme is "Empowering Partnerships" and keynote speakers included Bafta winner Gamal 'G' Turawa, Cherron Inko-Tariah MBE, author of 'The Power of Staff Networks' and Dr Sophie Cook. There were also workshops on creating psychological safety in the work place, sex liaison workers and the hate crime model in Merseyside Police and also on our own LGBT+ advocacy service. PSNI also hosted a Pride Gala on the evening of the conference.

Employee Engagement

The Police Service maintains regular communications and contact with managers and staff through meetings, team briefings, internal blogs, intranet, seminars, circulars, information bulletins and staff newsletters. Internal communications are critical in ensuring that Police Officers and Police Staff are well informed of ongoing developments and are provided with regular updates on the issues that are impacting their working lives.

There are also well established arrangements for formal consultation with recognised Trade Union representatives on all significant developments and issues affecting Police Officers and Police Staff.

The PSNI has launched a number of staff surveys including:-

- Hybrid Working Survey – launched in March 2022. The aim of this survey is to ascertain people's experiences of the new ways of working that have been developed during the pandemic and use this to inform our future working practice.
- The Your Service, Your Voice Survey opened on 27th March 2022 and closed on 12th April 2022. We had a 46% response rate with over 4100 people completing the survey. We are currently following the survey up with qualitative information gathering sessions which will continue until the middle of May. The report into findings and recommended action plan is scheduled for delivery late June 2023.

Recruitment

The Police Service of Northern Ireland considers that attracting and appointing high calibre and diverse applicants is key to providing an effective and efficient policing service to the community.

Our last Student Officer campaign launched in November 2021, with over 5,300 applications. Despite the significant financial challenges we have been facing, a total of 121 candidates commenced the Student Officer Development Programme during 2022-23. Our programme of recruitment during 2023-24 will be determined by our final budgetary settlement.

In addition, we have undertaken an ambitious programme of police staff recruitment and have appointed 262 candidates across a range of senior, professional and administrative roles within our current workforce establishment quota and ensuring affordability within budgetary constraints.

Learning and Development

The Police Service of Northern Ireland is fully committed to supporting the learning and development of all our people to achieve the highest professional standards and to build their capacity and capability into the future. Learning and Development must support strategic priorities, be relevant to business need and aligned to organisational direction. Associated annual delivery plans ensure that resource investment and programme design and delivery aligns with organisational direction including the Northern Ireland Policing Plan 2020-2025 and Annual Performance Plan 2022-2023, PSNI Horizon 2025, People Strategy 2025 and other emerging strategic plans over the coming years.

The Police Service of Northern Ireland understands that investment in the continuous development of our people is key to creating an empowered, engaged and confident workforce that feels valued and supported. The learning and development interventions fall into three main areas:

- Mandatory and refresher training for all staff;
- Initial training for new and newly promoted police officers and police staff; and
- Leadership and organisational development – supporting and embedding organisational cultural change through leadership and management development, change management approaches, talent management interventions and assisting the introduction of new methodologies, technologies, processes and equipment.

The Police College Northern Ireland also delivers licensed College of Policing training products in a variety of areas including Crime and Tactical Training.

Staff Composition

A breakdown of PSNI employees as at 31 March 2023 by gender is shown below;

	Gender Breakdown as at 31 March 2023*	
	Female	Male
Senior Executive Team	3 (30%)	7 (70%)
Senior Managers	552 (39.5)%	844 (60.5%)
PSNI Officers/Staff	3,084 (38.6%)	4,901 (61.4%)
All Personnel	3,639 (38.7%)	5,752 (61.3%)

*Figures are headcount and assume:

a) Senior Executive Team includes Chief Constable, Deputy Chief Constable, Assistant Chief Constable, Chief Operating Officer and Assistant Chief Officer;

b) Senior Managers includes ranks Chief Superintendent to Inspector and Grades from G5 to EO1;

c) PSNI Officers/Staff includes ranks Sergeant, Constable and Student Officer and Grades EO2, AO, AA and Industrial;

d) Excludes Part-Time Reserves.

Health and Safety

PSNI is committed to providing for staff an environment that is, as far as possible, safe and free from risk to health. Policing in Northern Ireland is both exceptional and unique. Therefore, what would be considered 'critical' in any other UK policing jurisdiction is both normal and ongoing business for the PSNI and the context against which all policing activity and relationships are delivered, including health and safety statutory compliance. This is reflected in the health and safety approach necessary when considering "suitable and sufficient" control measures and the associated safe systems of work in order to provide an effective frontline service delivery to the community whilst still complying with the statutory obligations on PSNI.

PSNI Health and Safety Branch support frontline Policing by ensuring that timely professional advice is provided and that both proactive and reactive health and safety policies and procedures are developed, implemented, monitored and reviewed ensuring bureaucracy is kept to the minimum.

Disabled persons

In considering the need to meet our obligations under the Disability Discrimination Act (DDA) 1995 in relation to people with disabilities, we will strive to eliminate unlawful discrimination and harassment of disabled persons which is related to their disability, promote equality of opportunity for people with disabilities and we will make reasonable adjustments which may necessitate removing barriers not experienced by non-disabled people. In particular, we will strive to promote positive attitudes towards people with a disability and encourage the participation of people with disabilities in public life.

Sickness absence data

The reported average number of working days lost due to sickness for 2022-23 are shown below, including comparatives. The figures show an overall increase in days lost for police officers, and police staff. PSNI continues to robustly manage sick absence and has targets for reduction in line with Government policy.

	Average Working Days Lost 2022-23	Average Working Days Lost 2021-22
Police Officers	16.76	16.05
Police Staff	11.61	11.15

The slight increase in average working days lost for 2022-23 is primarily linked to a significant rise in non COVID-19 respiratory conditions.

Staff Turnover

During the 2022-23 year PSNI had a combined turnover of 7%. The turnover for police staff was 8%, and for police officers 6%.

Consultancy

PSNI incurred £24,000 expenditure on consultancy during 2022-23 (2021-21: £1,000). This relates to an external review of the MARAC process.

Off Payroll Engagements

Table 1: For all off-payroll engagements as at 31 March 2023, earning £245 per day or greater

No. of existing engagements as of 31 March 2023	-
Of which...	
No. that have existed for less than one year at time of reporting.	-
No. that have existed for between one and two years at time of reporting.	-
No. that have existed for between two and three years at time of reporting.	-
No. that have existed for between three and four years at time of reporting.	-
No. that have existed for four or more years at time of reporting.	-

Table 2: For all new off-payroll engagements, engaged at any point between 1 April 2022 and 31 March 2023, earning £245 per day or greater

No. of new engagements, or those that reached six months in duration, between 1 April 2022 and 31 March 2023	-
Of which...	
No. assessed as caught by IR35	-
No. assessed as not caught by IR35	-
No. engaged directly (via PSC contracted to department) and are on the payroll	-
No. of engagements reassessed for consistency / assurance purposes during the year.	-
No. of engagements that saw a change to IR35 status following the consistency review.	-

Table 3: Off-payroll engagements, engaged at any point between 1 April 2022 and 31 March 2023, for Board members, deemed to be senior officials with significant financial responsibility, and earning £245 per day or greater

No. of off-payroll engagements during the financial year	-
Total number of engagements of individuals both on and off-payroll	20

Assembly Accountability and Audit Report

LOSSES (AUDITED INFORMATION)

	2022-23	2021-22
Total number of losses	627	1,241
Total value of losses (£000)	242	438

There were no individual losses of more than £250,000 in 2022-23.

SPECIAL PAYMENTS (AUDITED INFORMATION)

	2022-23	2021-22
Total number of special payments	408	391
Total value of special payments (£000)	4,521	4,918

Details of special payments over £250,000:

Case 1	£275,000	-
Case 2	£350,000	-

There were 2 payments of damages made in excess of £250,000 in 2022-23. Following a mediation process, payments totalling £625,000 in respect of loss, damage and misfeasance in public office were negotiated and agreed for two individuals.

REMOTE CONTINGENT LIABILITIES (AUDITED INFORMATION)

PSNI has no remote contingent liabilities to note.



Simon Byrne
Chief Constable
Police Service of Northern Ireland
4 July 2023

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

Opinion on financial statements

I certify that I have audited the financial statements of the Police Service of Northern Ireland for the year ended 31 March 2023 under the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Government Financial Reporting Manual.

I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the Police Service of Northern Ireland's affairs as at 31 March 2023 and of the Police Service of Northern Ireland's net expenditure for the year then ended; and
- have been properly prepared in accordance with the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010 and Department of Justice directions issued thereunder.

Opinion on regularity

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

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate.

My staff and I are independent of the Police Service of Northern Ireland in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

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

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

The going concern basis of accounting for the Police Service of Northern Ireland is adopted in consideration of the requirements set out in the Government Financial Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Northern Ireland Policing Board and the Chief Constable as Accounting Officer with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements, the parts of the Accountability Report described in that report as having been audited, and my audit certificate and report. The Northern Ireland Policing Board and the Chief Constable as Accounting Officer are responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report I do not express any form of assurance conclusion thereon.

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

Opinion on other matters

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with Department of Justice directions made under the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010; and

- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Police Service of Northern Ireland and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report. I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Reporting Manual are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

Responsibilities of the Northern Ireland Policing Board and the Chief Constable as Accounting Officer for the financial statements

As explained more fully in the Statement of Responsibilities of the Chief Constable, the Northern Ireland Policing Board and the Chief Constable as Accounting Officer are responsible for:

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

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

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

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

My procedures included:

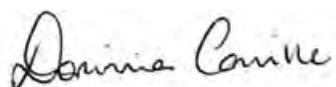
- obtaining an understanding of the legal and regulatory framework applicable to the Police Service of Northern Ireland through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included the Police (Northern Ireland) Act 2000 as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010;
- making enquires of management and those charged with governance on the Police Service of Northern Ireland's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of the Police Service of Northern Ireland's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: expenditure recognition, posting of unusual journals and misappropriation of assets;
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- documenting and evaluating the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate;

- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
 - investigating significant or unusual transactions made outside of the normal course of business; and
- applying tailored risk factors to datasets of financial transactions and related records to identify potential anomalies and irregularities for detailed audit testing.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate. In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.



Dorinnia Carville
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
BELFAST
BT7 1EU

6 July 2023

Financial Statements

Statement of Comprehensive Net Expenditure for the year ended 31 March 2023

This account summarises the expenditure and income generated and consumed on an accruals basis. It also includes other comprehensive income and expenditure, which include changes to the values of non-current assets and other financial instruments that cannot yet be recognised as income or expenditure.

		2022-23	*Restated 2021-22
	Note	£000	£000
Income:			
Revenue from contracts with customers	3	(3,186)	(3,255)
Other operating Income	3	<u>(10,952)</u>	<u>(9,322)</u>
Total Operating Income		<u>(14,138)</u>	<u>(12,577)</u>
Expenditure:			
Staff Costs	4	596,412	597,516
Purchase of goods and services	4	161,487	177,683
Non-cash items	4	54,843	52,712
Provision Expense	4	25,702	37,745
Grants	4	<u>342</u>	<u>460</u>
Total operating expenditure		838,786	866,116
Net operating expenditure for the year		<u>824,648</u>	<u>853,539</u>
Finance expense	4	11,923	6,780
Net expenditure for the year before taxation		<u>836,571</u>	<u>860,319</u>
Corporation Tax		16	52
Net expenditure for the year after taxation		<u>836,587</u>	<u>860,371</u>
Other Comprehensive Net Expenditure			
Net (Gain) on Revaluation of Property, Plant & Equipment	5	(51,518)	(34,513)
Net (Gain) / Loss on Revaluation of Intangibles	6	(107)	31
Net (Gain) / Loss on Revaluation of Assets Held for Sale	7	-	-
Actuarial(Gain)/Loss	12	<u>(262,330)</u>	<u>176,110</u>
Total Other Comprehensive Net Expenditure		<u>(313,955)</u>	<u>141,628</u>
Comprehensive net expenditure for the year		<u>522,632</u>	<u>1,001,999</u>

The notes on pages 108 to 144 form part of this account.

Statement of Financial Position as at 31 March 2023

This statement presents the financial position of the PSNI. It comprises three main components: assets owned or controlled; liabilities owed to other bodies; and equity, the remaining value of the entity.

		2023 £000	*Restated 2022 £000
	Note		
Non-current assets:			
Property, plant & equipment	5	778,404	730,752
Intangible assets	6	3,259	2,125
Trade and other receivables	9	<u>6,980</u>	<u>2,367</u>
Total non-current assets		<u>788,643</u>	<u>735,244</u>
Current assets:			
Assets classified as held for sale	7	2,974	3,180
Inventories	8	6,970	6,220
Trade and other receivables	9	24,743	33,928
Cash and cash equivalents	10	<u>2,695</u>	<u>3,748</u>
Total current assets		<u>37,382</u>	<u>47,076</u>
Total assets		<u>826,025</u>	<u>782,320</u>
Current liabilities:			
Trade and other payables	11	(92,862)	(111,597)
Provisions	12	<u>(64,006)</u>	<u>(54,303)</u>
Total current liabilities		<u>(156,868)</u>	<u>(165,900)</u>
Total assets less current liabilities		<u>669,157</u>	<u>616,420</u>
Non-current liabilities:			
Provisions	12	(595,030)	(865,714)
Other payables	11	<u>(4,274)</u>	<u>-</u>
Total non-current liabilities		<u>(599,304)</u>	<u>(865,714)</u>
Total assets less total liabilities		<u>69,853</u>	<u>(249,294)</u>
Taxpayers' equity and other reserves:			
General Reserve		(277,382)	(545,083)
Revaluation Reserve		<u>347,235</u>	<u>295,789</u>
Total Equity		<u>69,853</u>	<u>(249,294)</u>

The notes on 108 to 144 form part of this account.

The financial statements on pages 105 to 144 were approved by the PSNI on 4 July 2023 and were signed on its behalf by:



Simon Byrne
PSNI Chief Constable
4 July 2023

Statement of Cash flows

for the year ended 31 March 2023

The Statement of Cash Flows shows the changes in cash and cash equivalents of the PSNI during the reporting period. The statement shows how the PSNI generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of service costs and the extent to which these operations are funded by way of income from the recipients of services provided by the PSNI. Investing activities represent the extent to which cash inflows and outflows have been made for resources which are intended to contribute to the PSNI's future public service delivery.

		2022-23 £000	*Restated 2021-22 £000
	Note		
Cash flows from operating activities:			
Net Expenditure		(836,587)	(860,371)
Adjustments for non-cash transactions	3,4	92,422	97,237
Decrease/(Increase) in trade and other receivables	9	4,501	(7,333)
Decrease/(Increase) in inventories	8	(750)	(57)
(Decrease)/Increase in trade and other payables	11	(12,949)	11,331
Use of Provisions	12	(36,232)	(35,784)
Net cash outflow from operating activities		(789,595)	(794,977)
Cash flows from investing activities:			
Purchase of property, plant & equipment	5	(54,857)	(58,645)
Purchase of intangible assets	6	-	(30)
Proceeds of disposal of assets		716	451
Proceeds on assets held for resale		<u>1,320</u>	<u>330</u>
Net cash outflow from investing activities		(52,821)	(57,894)
Cash flows from financing activities:			
Net Assembly Funding – drawn down		841,779	851,912
Capital element of Finance Leases		<u>(496)</u>	-
Net financing		841,283	851,912
Net increase/(decrease) in cash and cash equivalents before adjustment for receipts and payments to the Consolidated Fund		(1,133)	(959)
Receipts due to the Consolidated Fund which are outside the scope of the PSNI's activities	19	917	837
Payments of amounts due to the Consolidated Fund	19	(837)	(676)
Net increase/(decrease) in cash and cash equivalents after adjustment for receipts and payments to the Consolidated Fund		(1,053)	(798)
Cash and cash equivalents at the beginning of the period		3,748	4,546
Cash and cash equivalents at the end of period		2,695	3,748

The notes on pages 108 to 144 form part of this account.

Statement of Changes in Taxpayers' Equity for the year ended 31 March 2023

This statement shows the movement in the year on the different reserves held by the PSNI, analysed into 'general fund reserves' (i.e. those reserves that reflect a contribution from the Consolidated Fund). The Revaluation Reserve reflects the change in asset values that have not been recognised as income or expenditure. The General Fund represents the total assets less liabilities of an NDPB, to the extent that the total is not represented by other reserves and financing items.

		Restated	Restated	Restated
		General Reserve	Revaluation Reserve	Taxpayers' Equity
	Note	£000	£000	£000
Balance at 31 March 2021 – per Published Accounts		(361,694)	262,481	(99,213)
Prior period adjustment		<u>6</u>	<u>-</u>	<u>6</u>
Balance at 31 March 2021 – restated	1.23	<u>(361,688)</u>	<u>262,481</u>	<u>(99,207)</u>
Grant from Sponsoring Entity		851,912	-	851,912
Comprehensive net expenditure for the year		(1,036,481)	34,482	(1,001,999)
Transfers between reserves		<u>1,174</u>	<u>(1,174)</u>	<u>-</u>
Balance at 31 March 2022		<u>(545,083)</u>	<u>295,789</u>	<u>(249,294)</u>
Grant from Sponsoring Entity		841,779	-	841,779
Comprehensive net expenditure for the year		(574,257)	51,625	(522,632)
Transfers between reserves		<u>179</u>	<u>(179)</u>	<u>-</u>
Balance at 31 March 2023		<u>(277,382)</u>	<u>347,235</u>	<u>69,853</u>

The notes on pages 108 to 144 form part of this account.

Notes to the Accounts

for the year ended 31 March 2023

1. STATEMENT OF ACCOUNTING POLICIES

These financial statements have been prepared in accordance with the 2022-23 Government Financial Reporting Manual (FReM) issued by the DOF. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate for the PSNI and giving a true and fair view has been selected. The particular policies adopted by the PSNI are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

1.1 Accounting Convention

These accounts have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment, intangible assets and inventories. The main accounting policies adopted by the PSNI are summarised below.

1.2 Income

Income is classified between Revenue from Contracts and Other Operating Income as assessed in line with the requirements of IFRS 15. Revenue is measured based on the consideration specified in a contract with the customer or the legislated cost of an item. The PSNI recognises revenue when it transfers control over a product or service to a customer. The definition of a contract is expanded to include legislation and regulations which enable an entity to receive cash.

Where the criteria to determine whether a contract is in existence is not met, income is classified as Other Operating Income within the Statement of Comprehensive Net Expenditure. Other Operating Income is earned principally from Refunds & Contributions, Rental Income, and for the safety camera scheme. Income earned from the Home Office through the Assets Recovery Incentivisation Scheme (ARIS) and monies seized through the proceeds of crime act are also included.

PSNI also receives income from fixed penalties relating to speeding and red-light running detection activity. Following direction from HM Treasury the surplus of income over expenditure that has accrued in relation to these monies is shown as owing to the consolidated fund and disclosed separately within note 11 and note 19.

Income is stated on an Accruals basis, in accordance with FReM and is stated net of VAT. PSNI complies with the charging guidelines as laid down by the National Police Chiefs Council (NPCC).

1.3 Property, Plant and Equipment

Property, Plant and Equipment comprise Land, Buildings, IT and Communications, Plant and Equipment, Vehicles and Aircraft, and Assets in the Course of Construction.

Recognition

Expenditure is capitalised on property, plant and equipment that exceeds £5,000 for an individual asset, or £1,000 for an asset forming part of a significant asset group. The majority of firearms are not capitalised as they fall outside these threshold limits.

On initial recognition assets are measured at cost including any costs required to bring them into working condition. Items classed as 'Assets in the Course of Construction' are recognised in the Statement of Financial Position, to the extent money has been or a liability has been recognised. In compliance with IAS 16 Property, Plant and Equipment, subsequent expenditure on an asset which does not meet the criteria of an enhancement or an improvement is treated as revenue. All Property, Plant and Equipment are reviewed annually for impairment and are carried at fair value. Fair value is usually determined from market-based evidence by appraisal undertaken by professional valuers. This appraisal is undertaken by Land & Property Services (LPS) on behalf of PSNI. LPS is an "External Valuer" as defined by the RICS Professional Valuation Standards. A rolling valuation is undertaken each year to ensure that the full Estate will be valued every five years.

Valuation

The basis of valuation applied is governed by the RICS Valuation standards. Due to the nature of the PSNI property portfolio the following basis of valuation are applied.

- Operational Specialised assets, such as Police Stations, are valued at Depreciated Replacement Cost (DRC).
- Operational Non-Specialised Assets, such as Offices, are valued at market value based on existing use.

In accordance with IFRS, PSNI has secured an independent and professional valuation from Land & Property Services. They summarised each Land and Buildings asset into its constituent parts or components and they outlined their respective remaining lives. From this information, the PSNI calculated component depreciation in accordance with the requirements of IFRS. In compliance with IFRS disclosure requirements, separate disclosure is attributed to Dwellings (under Land & Buildings).

In respect of office sector as at the valuation date we continue to be faced with an unprecedented set of circumstances caused by Covid-19 and an absence of relevant/sufficient market evidence on which to base our judgements. Our valuations of office type properties valued using the comparative method including Lisnasharragh and Garnerville are therefore reported as being subject to 'material valuation uncertainty' as set out in VPS 3 and VPGA 10 of the RICS Valuation – Global Standards. Consequently, in respect of these valuations less certainty – and a higher degree of caution – should be attached to the LPS valuation than would normally be the case.

The 'material valuation uncertainty' declaration, does not mean that the valuations cannot be relied upon. Rather, this explanatory note has been included to ensure transparency and to provide further insight as to the market context under which the valuation opinion was prepared. In recognition of the potential for market conditions to move rapidly in response to changes in the control or future spread of Covid-19 we highlight the importance of the valuation date.'

Non property assets are valued at fair value, using indices supplied by the Office for National Statistics. This year, indices at the end of January 2023 were used.

Upward revaluations are credited to the Revaluation Reserve and permanent reductions in the value of property, plant and equipment are charged to the Statement of Comprehensive Net Expenditure. Any subsequent revaluation of assets is credited to the Statement of Comprehensive Net Expenditure to the extent that it reverses previous revaluation decreases recognised as an expense.

1.4 Depreciation

Property, plant and equipment are depreciated at cost or re-valued amount at fixed rates on a straight line basis over the estimated useful lives of the assets. Assets in the course of construction are not depreciated until the asset is brought into use and transferred to the relevant asset group. Depreciation rates are as follows:

Buildings	up to 50 years
Plant and Equipment	5 to 40 years
Vehicles	4 to 10 years
IT and Communications	3 to 10 years
Aircraft	10 to 20 years
Intangible Assets	3 years or life of purchased licence

Buildings are depreciated using the componentisation method. Componentisation is the breakdown of buildings into the constituent parts. The constituent parts are then depreciated based on their individual value and estimated useful life. Land is not depreciated with the exception of Land at a Right of Use Asset.

1.5 Intangible Assets

The PSNI has classified expenditure on software licences and general information software technology costing more than £5,000 as Intangible Assets. Software licences are included at cost and principally amortised over a 3 year period or the life of the Licence purchased which is estimated to be their useful economic life. Intangibles are revalued annually using indices provided by the Office for National Statistics.

1.6 Non-Current Assets Held for Sale

The PSNI has classified non-current assets as Held for Sale where their carrying amount will be recovered through sale rather than through continuing use. The condition is regarded as met only when the sale is highly probable and the asset is available for immediate sale in its present condition. Management must be committed to the sale and it should be expected to be completed or realised within one year from the date of classification.

Such assets classified as Held for Sale are measured at the lower of carrying amount and fair value, costs of sale for these assets have been provided for separately due to the specialised nature of the assets. These decommissioning costs are set out in note 12. Depreciation is not charged once an asset has been classified as Held for Sale, any downward revaluation or impairment of non-current assets Held for Sale is charged to the Statement of Comprehensive Expenditure.

1.7 Financial Instruments

A financial instrument is defined as any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. A financial instrument is recognised when, and only when the entity becomes party to the contractual provisions of the instrument. A previously recognised financial asset is derecognised when and only when the contractual rights to the cash flows from the asset expire, or the entity transfers the asset such that the transfer qualified for derecognition. A financial liability is derecognised when, and only when it is extinguished.

The PSNI annually assesses whether a financial asset or group of assets are impaired. Where there is independent evidence that an impairment loss below historical cost has occurred, the carrying amount is reduced with the loss being recognised in the Statement of Comprehensive Expenditure.

Financial instruments are initially recognised at fair value unless otherwise stated. Fair value is the amount at which an instrument could be exchanged in an arm's length transaction between informed and willing parties.

PSNI categorises the following balances to be financial instruments:

Trade and Other Receivables

Financial Assets within trade and other receivables are initially recognised a fair value, which is usually the original invoiced amount and subsequently carried at amortised cost using the effective method less provisions for doubtful receivables. Provisions are made specifically where there is objective evidence of a dispute or inability to pay.

Cash and Cash Equivalents

Cash and cash equivalents comprise cash in hand and current balances with banks which are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value and have an original maturity of three months or less.

Trade and Other Payables

Financial liabilities within trade and other payables are initially recognised at fair value, which is usually the original invoiced amount and subsequently carried at amortised cost using the effective interest method.

Risk Management

The PSNI is not exposed to the same degree of financial risk faced by business entities. This is due to the organisation being essentially a non-trading entity and financed as a Non Departmental Public Body. It has no powers to borrow or invest in surplus funds and has limited year end flexibility. It is therefore exposed to little liquidity, currency or market risks. The PSNI does not hold any complex financial instruments and there is no impact on the financial risk of the organisation.

1.8 Pension Costs

Pension benefits are provided through the following defined benefit pension schemes. Police Staff are members of the Principal Civil Service Pension Scheme (NI), (PCSPS (NI)) which is an unfunded defined benefit scheme. The PCSPS (NI) produces its own resource accounts but PSNI is unable to identify its share of the underlying assets and liabilities. The most up to date actuarial valuation was carried out as at 31 March 2020 and details of this valuation are available in the PCSPS (NI) Resource Accounts.

Police officers are members of the PSNI Police Pension Scheme 1988 (the closed scheme), the New Police Pension Scheme, introduced from 6 April 2006, or from 1 April 2015 the Career Average Revalued Earnings or 'CARE' Scheme. PSNI contributes a percentage of pensionable earnings towards its employees superannuation, at the Accruing Superannuation Liability Charge (ASLC) rates, determined by the Government Actuary's Department and advised by HM Treasury.

A separate account is prepared showing details of the PSNI Police Pension Schemes.

1.9 Value Added Tax

Income and expenditure is shown exclusive of Value Added Tax, which in most cases is recoverable from HM Revenue and Customs, in accordance with the Value Added Tax Act 1994. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of non-current assets.

1.10 Corporation Tax

The PSNI has had to register for corporation tax effective from April 2015. Corporation tax is calculated on any profits generated from the sale of assets, or through the use or rental of surplus properties. PSNI has no trading income.

1.11 Inventory

Inventory is stated at the lower of cost and net realisable value. Provision is made for obsolete, slow moving or defective items where appropriate.

1.12 Provisions

PSNI provide for legal or constructive obligations which are of uncertain timing or amount at the reporting date on the basis of the best estimate of the expenditure required to settle the obligation. Where the effect of the time value of money is significant, the estimated risk adjusted cash flows have been discounted as set out in HM Treasury PES (2022) 08. The following provisions are included in the PSNI Statement of Financial Position. Further detail on each category of provision is below:

Provision for Injury Awards

Injury awards are valued under International Accounting Standard (IAS) 19 Employee Benefits by GAD. As such the provision is made for the costs of providing injury awards to Police Officers based on the current number of injury awards and also on estimated life expectancy of these pensioners. The provision also contains an estimate of possible future awards for current members. The liability is measured on an actuarial basis by the Government Actuary's Department (GAD).

Holiday Pay

A liability has been provided for in the 2022-23 accounts; however this estimate is based on one potential remedy and will need to be revisited in the light of further direction from the courts following a decision from the appeal before the Supreme Court in December 2022. The impact of any decision will take some time to ascertain.

Provision for Compensation Claims

A provision for compensation claims are charged against net expenditure when it is assessed that a liability is likely to arise, based on average amounts paid in respect of each category of claim.

Provision for Decommissioning Costs on Assets Held for Resale

Assets classified as Held for Sale are measured at the lower of carrying amount and fair value, costs of sale for these assets have been provided for separately due to the specialised nature of the assets. The provision will be utilised when actual costs are incurred on disposal.

Miscellaneous Provisions

PSNI Uniform Contract:

As part of an historic managed service contract, PSNI agreed to purchase any obsolete uniforms that are in possession of the contractor at the end of the contract. PSNI estimated the amount of uniforms which may need to be purchased back, based on usage levels. The organisation historically provided in full for this amount; the contract has now ended.

Early Retirement Costs:

PSNI has provided for the future obligations arising from staff being provided with Early Retirement under the Principal Civil Service Pension Scheme.

1.13 Contingent Liabilities

In addition to contingent liabilities disclosed in accordance with IAS 37 Provisions, Contingent Liabilities and Contingent Assets, PSNI discloses for Assembly reporting and accountability purposes certain statutory and non-statutory contingent liabilities where the likelihood of a transfer of economic benefit is remote, but which have been reported to the Assembly in accordance with the requirements of Managing Public Money Northern Ireland. Where the time value of money is material, contingent liabilities which are required to be disclosed under IAS 37 are stated at discounted amounts and the amount reported to the Assembly separately noted. Contingent liabilities that are not required to be disclosed by IAS 37 are stated at the amounts reported to the Assembly.

1.14 Leases

IFRS 16 Leases has been implemented from 1 April 2022. It largely removes the distinction between operating and finance leases and introduces a single lease accounting model. A lessee is required to recognise ('right-of-use') assets and liabilities for all leases (apart from the exemptions listed below). This replaces the previous standard, IAS 17 Leases, representing a change in accounting policy applied in accordance with IAS 1 and IAS 8 as adapted by the FReM.

Implementation and Assumptions

The PSNI has applied IFRS 16 using the modified retrospective approach and therefore the comparative information has not been restated and continues to be reported under IAS 17 Leases. The cumulative effect of adopting IFRS 16 is included as an adjustment to equity at the beginning of the current period. IAS 17 operating leases are included within the SoFP as a lease liability and right of use asset for the first time with changes made through the General Fund as a cumulative catch up adjustment where necessary.

The PSNI has expanded the definition of a lease to include arrangements with nil consideration, for example peppercorn leases, defined as lease payments significantly below market value. These assets are measured at current value in use or fair value on initial recognition. On transition, any differences between the discounted lease liability and the right of use asset are included through cumulative catch up. Any differences between the lease liability and right of use asset for new leases after implementation of IFRS 16 are recorded in income in the SoCNE.

The PSNI has elected not to recognise right of use assets and lease liabilities for the following leases:

- low value assets, with an assessment performed on the underlying asset when new (these are determined to be in line with capitalisation thresholds); and
- leases with a lease term of 12 months or less.

Previous treatment

In the comparative period, as a lessee the PSNI classified leases that transferred substantially all the risks and rewards of ownership as finance leases. The leased assets were measured at an amount equal to lower of the fair value and the present value of minimum lease payments.

Leases other than finance leases were classified as operating leases. Assets previously held as operating leases were not recognised in the PSNI's SoFP. Payments were recognised in the SoCNE on a straight line basis over the term of the lease. Lease incentives were recognised as an integral part of the total lease expense, over the term of the lease.

Policy applicable from 1 April 2022

At inception of a contract, the PSNI assesses whether a contract is, or contains, a lease. A contract is, or contains a lease if the contract conveys the right to control the use of an identified asset for a period of time. To assess whether a contract conveys the right to control the use of an identified asset, the PSNI assesses whether:

- the contract involves the use of an identified asset;
- the PSNI has the right to obtain substantially all of the economic benefit from the use of the asset throughout the period of use; and
- the PSNI has the right to direct how and for what purpose the asset is used for.

The policy is applied to contracts entered into, or changed, on or after 1 April 2022.

PSNI as a lessee***Right of use assets***

The PSNI recognises a right of use asset and lease liability at the commencement date. The right of use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for initial direct costs, prepayments or incentives, and costs related to restoration at the end of a lease. The right of use assets are subsequently measured at either fair value or current value in existing use in line with property, plant and equipment assets. The cost measurement model in IFRS 16 is used as an appropriate proxy for current value in existing use or fair value for the majority of leases (consistent with the principles for subsequent measurement of property, plant and equipment) except for those which meet one of the following:

- a longer-term lease that has no provisions to update lease payments for market conditions or if there is a significant period of time between those updates; and;
- the fair value or current value in existing use of the underlying asset is likely to fluctuate significantly due to changes in market prices.

The right of use asset is depreciated using the straight line method from the commencement date to the earlier of the end of the useful life of the right of use asset or the end of the lease term. The estimated useful lives of the right of use assets are determined on the same basis of those of property, plant and equipment assets.

The PSNI applies IAS 36 Impairment of Assets to determine whether the right of use asset is impaired and to account for any impairment loss identified.

Lease liabilities

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease, or if that cannot be readily determined, the rate provided by HM Treasury (0.95% for leases recognised in 2022, 3.51% for those in 2023).

The lease payment is measured at amortised cost using the effective interest method. It is re-measured when there is a change in future lease payments arising from a change in the index or rate, if there is a change in the PSNI's estimates of the amount expected to be payable under a residual value guarantee, or if the PSNI changes its assessment of whether it will exercise a purchase, extension or termination option.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments;
- variable lease payments that depend on an index or a rate, initially measured using the index rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee;
- the exercise price under a purchase option that the PSNI is reasonably certain to exercise; and
- penalties for early termination of a lease unless the PSNI is reasonably certain not to terminate early.

At the commencement of a lease (or on the date of transition to IFRS 16, if later), the PSNI recognises a right of use asset and a lease liability.

PSNI as lessor

Where the PSNI acts as a lessor, the arrangement will be assessed to determine whether it constitutes a finance lease, this being where the risks and rewards incidental to ownership of an underlying asset are substantially transferred to the lessee. For these leases the asset is derecognised, and a receivable is recognised, with accrued interest being treated as income over its life. All other leases are treated as operating leases and rental income is recognised in the SoCNE on a straight-line basis.

Impact on financial statements

On transition to IFRS 16, the PSNI recognised an additional £4.9m of right of use assets and £4.8m of lease liabilities.

1.15 Employee Benefits and Staff Costs

In compliance with IAS 19 Employee Benefits, all staff costs must be recorded as an expense as soon as the organisation is obligated to pay them. This includes the costs of any untaken leave as at the reporting date. The cost of untaken leave has been determined from staff leave records. The PSNI has recognised, recorded and expensed all relevant staff costs as soon as it is obligated to honour them.

1.16 Critical Accounting Estimates and Key Judgements

The preparation of financial statements in conformity with IFRS requires the use of accounting estimates and assumptions. It also requires management to exercise its judgement in the process of applying the PSNI's accounting policies. We continually evaluate our estimates, assumptions and judgments based on available information and experience. As the use of estimates is inherent in financial reporting, actual results could differ from these estimates.

The estimates and assumptions which have the most significant risk of causing a material adjustment to the carrying amounts are discussed below.

Depreciation of property, plant and equipment and Amortisation of intangible assets:
Depreciation and amortisation is provided in the accounts so as to write-down the respective assets to their residual values over their expected useful lives and as such the selection of the estimated useful lives and the expected residual values of the assets requires the use of estimates and judgements. Details of the estimated useful lives are as shown in Note 1.4.

Impairment and Revaluation of property, plant and equipment:

Where there is an indication that the carrying value of items of property, plant and equipment may have been impaired through events or changes in circumstances, a review will be undertaken of the recoverable amount of that asset. Revaluations of Property and PSNI Aircraft are based on the assessment of independent experts, while all other assets are revalued using details of indices as published by the Office for National Statistics.

Injury on duty awards - life expectancy:

Provision is made for the costs of providing injury awards to Police Officers based on the current number of injury awards and also on estimated life expectancy of these pensioners. The liability is measured on an actuarial basis by GAD. Injury awards are valued under International Accounting Standard (IAS) 19 Employee Benefits by GAD.

Provisions for litigation claims and miscarriages of justice:

The decision to provide for, and the amounts provided for, compensation claims and associated legal costs is based on legal advice using the best estimate of the outcome of each case (the likely compensation and legal costs payable) from an assessment of the latest information.

Holiday Pay:

In relation to Holiday Pay, provision has been made for the ongoing holiday pay legal case within Injury claims. A judgement was provided by the Employment Tribunal on this matter in November 2018, and on 17 June 2019, the Court of Appeal ruled in respect of Northern Ireland Industrial Tribunal's November 2018 decision on cases taken against the PSNI on backdated Holiday Pay. There are still a number of areas that are required to be clarified to set out the level and series of any payments that officers and staff may be owed. A liability has been provided for in the 2022-23 accounts; however this estimate is based on one potential remedy and will need to be revisited in the light of further direction from the courts following a decision from the appeal before the Supreme Court in December 2022. The impact of any decision will take some time to ascertain.

1.17 Segmental Report

Under the requirements of IFRS 8 Operating Segments, PSNI must disclose information to enable users of the financial statements to evaluate the nature and financial effects of the business in which it engages and the economic environment in which it operates. 'Total Assets' are only required to be disclosed in reporting segments where total assets for segments are regularly reported to the chief operating decision maker. As total assets for segments are not regularly reported to the chief operating decision maker PSNI has adopted this amendment. The amendment does not have a material impact on PSNI's financial statements. Full details of the reporting segments are contained within Note 2.

1.18 Police Fund

The Police Fund is a separate scheme administered by the PSNI in conjunction with the RUC Benevolent Fund. It was established by regulations under section 28 of the Police Act (NI) 1970 which consist of PSNI grants and fines imposed on police officers as a result of disciplinary action. This together with investment income is applied by PSNI for the welfare of police officers and their dependants.

As from 1 April 2005, the Police Fund has been treated as a Mutual Trust and is liable for corporation tax on interest and loan investment income. Due to the limited income received by the Fund, HMRC have marked the Fund as dormant from February 2014, this status is still applicable and no corporation tax is due in the 2022-23 year. Note 20 provides details of the performance of this fund for the 2022-23 financial year.

1.19 Police Property Fund

The Police Property Fund is a separate fund, administered by PSNI and established by regulations under section 2 of the Police (Property) Act 1987. It comprises unclaimed receipts arising from criminal investigations by the PSNI, which the Policing Board donate to charities. The Police Property Fund does not hold a separate bank account, but rather utilises the banking arrangements of the PSNI. Note 21 provides details of the performance of this fund for the 2022-23 financial year.

1.20 Accounting standards, interpretations and amendments to published standards adopted in the year ended 31 March 2023

PSNI has reviewed the standards, interpretations and amendments to published standards that became effective during 2022-23 and which are relevant to its operations.

No changes are material to PSNI accounts.

1.21 Third Party Assets

Third party assets are assets for which the PSNI acts as a custodian or trustee, but in which neither the PSNI nor Government more generally has a direct beneficial interest in them. Third party assets are not public assets, and hence are not recorded in the primary financial statements. In the interests of general disclosure and transparency, details of PSNI third party assets are provided in note 23. These are not recognised within the primary financial statements as the PSNI does not own them.

1.22 Accounting standards, interpretations and amendments to published standards not yet effective.

In addition, certain new standards, interpretations and amendments to existing standards have been published that are mandatory for accounting periods beginning on or after 1 April 2022 or later periods, but which the PSNI has not adopted early. Following a review, the PSNI considers that these standards are not relevant to its operations.

1.23 Prior Period Reclassification

The previously audited financial information for 2021-22 has been restated to reflect changes made to account code mapping and disclosures made by PSNI. These changes have been made in conjunction with the Department of Justice as part of its preparatory work for the implementation of the Review of Financial Process, which involves the consolidation of NDPB Accounts in the Departmental financial statements. The adjustments include items of income and expenditure being reclassified within categories, as well as minor adjustments to rounded figures used. The tables below summarise the overall impact of the above on comparative amounts in the Statement of Comprehensive Net Expenditure and Statements of Financial Position.

1.23 Prior Period Reclassification (continued)**Statement of Comprehensive Net Expenditure for the year ended 31 March 2022**

	2021-22 Published Accounts £000	Reclassifi- cations £000	2021-22 Restated £000
Total operating income	(11,701)	(876)	(12,577)
Staff costs	596,612	904	597,516
Purchase of goods and services	178,145	(897)	177,248
Depreciation and impairment charges	52,745	402	53,147
Provision expense	44,525	(6,780)	37,745
Grants	-	460	460
Total operating expenditure	872,027	(5,911)	866,116
Net operating expenditure	860,326	(6,787)	853,539
Finance expense	-	6,780	6,780
Net expenditure for the year before taxation	860,326	(7)	860,319
Corporation tax payable	52	-	52
Net expenditure for the year after taxation	860,378	(7)	860,371
Other comprehensive net expenditure			
Items that will not be reclassified to Net operating expenditure:			
- Net (gain) on revaluation of property, plant and equipment	(34,513)	-	(34,513)
- Net (gain) on revaluation of intangibles	32	(1)	31
- Actuarial loss on provisions	176,110	-	176,110
Comprehensive net expenditure for year	1,002,007	(8)	1,001,999

1.23 Prior Period Reclassification (continued)**Statement of Financial Position as at 31 March 2022**

	2021-22 Published Accounts £000	Reclassifi- cations £000	31 March 2022 Restated £000
Non-current assets			
Property, plant and equipment	729,770	982	730,752
Intangible assets	3,101	(976)	2,125
Trade and other receivables	2,367	-	2,367
Total non-current assets	735,238	6	735,244
Current assets			
Assets classified as held for sale	3,180		3,180
Inventories	6,222	(2)	6,220
Trade and other receivables	33,928		33,928
Cash and cash equivalents	3,748		3,748
Total current assets	47,078	(2)	47,076
Total assets	782,316	4	782,320
Current liabilities			
Trade and other payables	(111,595)	(2)	(111,597)
Provisions	(54,309)	6	(54,303)
Total current liabilities	(165,904)	4	(165,900)
Total assets less current liabilities	616,412	8	616,420
Non-current liabilities			
Provisions	(865,715)	1	(865,714)
Total non-current liabilities	(865,715)	1	(865,714)
Total assets less total liabilities	(249,303)	9	(249,294)
Taxpayers' equity and other reserves:			
General fund	(545,095)	12	(545,083)
Revaluation reserve	295,792	(3)	295,789
Total equity	(249,303)	(9)	(249,294)

1.23 Prior Period Reclassification (continued)**Statement of Financial Position as at 31 March 2021**

	2020-21 Published Accounts £000	Reclassifi- cations £000	31 March 2021 Restated £000
Non-current assets			
Property, plant and equipment	692,102	(1)	692,101
Intangible assets	3,470	3	3,473
Trade and other receivables	1,942		1,942
Total non-current assets	697,514	2	697,516
Current assets			
Assets classified as held for sale	3,050		3,050
Inventories	6,164	(1)	6,163
Trade and other receivables	26,994	(1)	26,993
Cash and cash equivalents	4,546		4,546
Total current assets	40,754	(2)	40,752
Total assets	738,268	-	738,268
Current liabilities			
Trade and other payables	(102,309)	1	(102,308)
Provisions	(58,945)	5	(58,940)
Total current liabilities	(161,254)	6	(161,248)
Total assets less current liabilities	577,014	6	577,020
Non-current liabilities			
Provisions	(676,227)		(676,227)
Total non-current liabilities	(676,227)		(676,227)
Total assets less total liabilities	(99,213)	6	(99,207)
Taxpayers' equity and other reserves:			
General fund	(361,694)	6	(361,688)
Revaluation reserve	262,481		262,481
Total equity	(99,213)	6	(99,207)

2. STATEMENT OF OPERATING COSTS BY SEGMENT FOR THE YEAR ENDED 31 MARCH 2023

Operating Segments 2022-23:

	Local Policing £000's	Other Frontline Policing £000's	Infrastructure Support Costs £000's	Other Costs £000's	Total £000's
Gross expenditure	244,945	257,193	255,477	93,110	850,725
Income	(932)	(6,075)	(7,131)	-	(14,138)
Net Expenditure	<u>244,012</u>	<u>251,118</u>	<u>248,346</u>	<u>93,110</u>	<u>836,587</u>

Operating Segments 2021-22 *restated:

	Local Policing £000's	Other Frontline Policing £000's	Infrastructure Support Costs £000's	Other Costs £000's	Total £000's
Gross expenditure	270,272	224,820	280,131	97,725	872,948
Income	(744)	(6,027)	(5,806)	-	(12,577)
Net Expenditure	<u>269,528</u>	<u>218,793</u>	<u>274,325</u>	<u>97,725</u>	<u>860,371</u>

In compliance with IFRS 8, a segmental report has been included. Segments are determined based on the internal reports used by management for decision making, and include the following;

Local Policing:

This segment combines the directly attributable costs of North, South and Belfast Areas. It delivers a significant portion of operational policing services within Northern Ireland and is comprised of the geographically diverse eleven Districts.

Other Front-line Policing:

This represents the directly attributable costs for both Crime, Operational Support departments and Justice Department. Crime includes Organised Crime, Serious Crime, Intelligence, Specialist Operations, Public Protection and Crime Support. Operational Support department provides a wide range of operational support to the PSNI in the delivery of front-line policing services including Statistics, Close Protection, Information Assurance and Records Management.

Infrastructure Support Costs:

This segment combines the costs of the main departments and branches which support District and other Front Line Policing services. They include Corporate Services, Human Resources, Legacy, Strategic Communications and Engagement, Strategic Planning and Transformation and other outsourced services.

Other Costs:

This segment includes Non-Cash costs, including Depreciation and Permanent Diminution and Movement in Provisions (Net pension costs are excluded).

Segments do not include assets and liabilities as these are not reported on a segmental basis to management for decision making.

There have been no material changes from prior years in respect of how PSNI identifies its segments.

Any information in respect of fees and charges is provided for information purposes only. There are no transactions undertaken between reportable segments and PSNI places no reliance on income from any major customers.

3. INCOME

	2022-23	*Restated 2021-22
	£000	£000
Revenue from contracts with customers		
Fees, levies and charges	3,186	<u>3,255</u>
	<u>3,186</u>	<u>3,255</u>
Other Operating Income		
Recovery of secondee income	536	904
Rental income	137	273
Other non-trading income	9,423	7,247
Grant Income	640	755
EU Grant income	<u>216</u>	<u>143</u>
	<u>10,952</u>	<u>9,322</u>
Total Income	<u>14,138</u>	<u>12,577</u>

4. EXPENDITURE

	2022-23	*Restated 2021-22
	£000	£000
Staff costs*		
Wages and Salaries	422,986	428,892
Social Security Costs	49,399	47,920
Other Pension Costs	<u>124,027</u>	<u>120,704</u>
	596,412	597,516
Purchase of goods and services		
Accommodation costs, maintenance and utilities	40,840	37,927
IT, communications and office services	36,335	45,549
Consumables, equipment and transport costs	18,224	17,010
Contracted out and managed services	35,576	36,528
Professional and consultancy services	12,815	21,283
Client and other programme operating costs	8,264	6,398
Rentals under operating leases	702	1,162
Staff related costs	7,820	11,037
Other costs	791	683
Auditor's remuneration	<u>120</u>	<u>106</u>
	161,487	177,683
Non-cash items		
Depreciation	53,095	50,031
Amortisation	843	1,323
Revaluation, indexation and impairment released to SoCNE	1,576	1,793
(Profit) on Disposal of Assets	(671)	(408)
Other non-cash items	<u>—</u>	<u>(27)</u>
	54,843	52,712
Provision expense		
Provided in year	35,513	49,463
Written back in year	<u>(9,811)</u>	<u>(11,718)</u>
	25,702	37,745
Grants		
Other non-EU Grants	<u>342</u>	<u>460</u>
	342	460
Total Operating Expenditure	838,786	866,116
Finance expense		
Interest payable	46	-
Borrowing costs on provisions	<u>11,877</u>	<u>6,780</u>
	11,923	6,780
Total expenditure	<u>850,709</u>	<u>872,896</u>

* Further analysis of Staff costs can be found in the Remuneration and Staff Report on page 89.

5. PROPERTY, PLANT AND EQUIPMENT

2022-23	Land	Buildings	IT and Comms.	Plant and Equip	Vehicles and Aircraft	Assets in Course of Construction	Total
	£000	£000	£000	£000	£000	£000	£000
Cost or Valuation:							
At 1 April 2022	59,187	757,652	169,942	16,653	166,902	111,960	1,282,296
Adjustment for IFRS16	66	3,636	1,414	-	-	-	5,116
Additions	220	363	45	181	-	47,907	48,716
Disposals	-	-	(16,776)	(837)	(2,521)	-	(20,134)
Transfers	(554)	-	-	-	-	(2,132)	(2,685)
Reclassifications	-	-	18,440	963	10,042	(29,445)	-
Indexation	(300)	63,602	8,387	1,849	9,354	-	82,892
Indexation to SoCNE	-	-	-	-	-	-	-
Impairments to SoCNE	-	(201)	-	-	(1,376)	-	(1,577)
Write off from AICC to SoCNE	-	-	-	-	-	-	-
At 31 March 2023	<u>58,619</u>	<u>825,052</u>	<u>181,452</u>	<u>18,809</u>	<u>182,401</u>	<u>128,290</u>	<u>1,394,623</u>
Depreciation:							
At 1 April 2022	-	324,322	118,995	13,613	94,617	-	551,547
Charged in Year	5	23,473	13,754	940	14,924	-	53,095
Disposals	-	-	(16,685)	(822)	(2,286)	-	(19,793)
Assets Held for Sale	-	-	-	-	-	-	-
Indexation	-	18,399	5,590	1,525	5,859	-	31,373
Indexation to SoCNE	-	-	-	-	-	-	-
Impairments to SoCNE	-	-	-	-	-	-	-
At 31 March 2023	<u>5</u>	<u>366,194</u>	<u>121,653</u>	<u>15,257</u>	<u>113,113</u>	<u>-</u>	<u>616,222</u>
Carrying amount							
At 31 March 2023	<u>58,614</u>	<u>458,858</u>	<u>59,799</u>	<u>3,552</u>	<u>69,287</u>	<u>128,290</u>	<u>778,400</u>
At 31 March 2022	<u>59,187</u>	<u>433,330</u>	<u>50,948</u>	<u>3,040</u>	<u>72,285</u>	<u>111,960</u>	<u>730,751</u>
Asset Financing:							
Owned	58,553	455,559	58,474	3,380	69,287	128,290	773,543
Financed	61	3,299	1,324	172	-	-	4,857
Carrying Amount At 31 March 2023	<u>58,614</u>	<u>458,858</u>	<u>59,798</u>	<u>3,552</u>	<u>69,287</u>	<u>128,290</u>	<u>778,400</u>

5. PROPERTY, PLANT AND EQUIPMENT

***Restated
2021-22**

	Land	Buildings	IT and Comms.	Plant and Equip	Vehicles and Aircraft	Assets in Course of Construction	Total
	£000	£000	£000	£000	£000	£000	£000
Cost or Valuation:							
At 1 April 2021	58,879	715,018	154,450	14,947	154,852	86,487	1,184,633
Additions	-	395	138	9	-	54,900	56,442
Disposals	-	-	(3,283)	(75)	(6,066)	-	(9,424)
Assets Held for Sale	(250)	-	-	-	-	-	(250)
Reclassifications	-	321	14,223	824	15,058	(30,426)	-
Indexation	648	41,920	4,547	949	4,665	-	52,729
Indexation to SoCNE	-	-	(135)	(3)	-	-	(138)
Impairments to SoCNE	(90)	-	-	-	(1,609)	-	(1,699)
Write off from AICC to SoCNE	-	-	-	-	-	-	-
At 31 March 2022	<u>59,187</u>	<u>757,654</u>	<u>169,939</u>	<u>16,651</u>	<u>166,900</u>	<u>110,961</u>	<u>1,282,292</u>
Depreciation:							
At 1 April 2021	-	290,816	108,938	11,986	80,791	-	492,531
Charged in Year	-	21,455	10,556	931	17,089	-	50,031
Disposals	-	-	(3,283)	(75)	(5,812)	-	(9,169)
Assets Held for Sale	-	-	-	-	-	-	-
Indexation	-	12,052	2,849	771	2,545	-	18,216
Indexation to SoCNE	-	-	(67)	(1)	-	-	(68)
Impairments to SoCNE	-	-	-	-	-	-	-
At 31 March 2022	<u>-</u>	<u>324,323</u>	<u>118,995</u>	<u>13,611</u>	<u>94,613</u>	<u>-</u>	<u>551,541</u>
Carrying amount							
At 31 March 2022	<u>59,187</u>	<u>433,332</u>	<u>50,945</u>	<u>3,040</u>	<u>72,287</u>	<u>110,961</u>	<u>730,751</u>
At 31 March 2021	<u>58,879</u>	<u>424,202</u>	<u>45,512</u>	<u>2,961</u>	<u>74,061</u>	<u>86,487</u>	<u>692,100</u>
Asset Financing:							
Owned	<u>59,187</u>	<u>433,332</u>	<u>50,945</u>	<u>3,040</u>	<u>72,287</u>	<u>110,961</u>	<u>730,751</u>
Carrying Amount At 31 March 2022	<u>59,187</u>	<u>433,332</u>	<u>50,945</u>	<u>3,040</u>	<u>72,287</u>	<u>110,961</u>	<u>730,751</u>

6. INTANGIBLE ASSETS:

	Software Licences
	£000
Cost or valuation:	
At 1 April 2022	12,097
Additions	-
Disposals	(2,038)
Revaluation	432
Indexation	-
Impairments to SoCNE	-
Reclassifications	<u>2,132</u>
at 31 March 2023	<u>12,623</u>
Amortisation:	
At 1 April 2022	9,972
Charged in year	843
Disposals	(1,776)
Revaluation	325
Indexation	-
Impairments to SoCNE	-
Write Backs	-
at 31 March 2023	<u>9,364</u>
Carrying amount as at 31 March 2023	<u>3,259</u>

	Software Licences
	£000
Cost or valuation:	
At 1 April 2021	12,315
Additions	30
Disposals	(14)
Revaluation	(197)
Indexation	-
Impairments to SoCNE	(37)
Reclassifications	-
at 31 March 2022	<u>12,096</u>
Amortisation:	
At 1 April 2021	8,842
Charged in year	1,323
Disposals	(14)
Revaluation	(165)
Indexation	-
Impairments to SoCNE	(13)
Write Backs	-
at 31 March 2022	<u>9,973</u>
Carrying amount as at 31 March 2022	<u>2,120</u>

Software licences are included at cost and principally amortised over a 3 year period which is estimated to be their useful economic life.

7. ASSETS CLASSIFIED AS HELD FOR SALE

IFRS 5 requires that non-current assets classified as held for sale must be disclosed separately from other assets in the Statement of Financial Position. The value of these assets are determined as set out in note 1.6.

	Land & Buildings 2022-23 £000	Land & Buildings 2021-22 £000
At 1 April	3,180	3,050
Disposals	(760)	(120)
Transferred from land & buildings	554	250
Impairment charged to SoCNE	-	-
Impairment charged to Revaluation Reserve	-	-
At 31 March	2,974	3,180

Disposal proceeds of £1,320k were received in 2022-23 (2021-22: £330k) in respect of assets disposed. A profit on sale of £560k (2021-22: £210k) was noted for the 2022-23 financial year.

Impairments relate to decreases in valuation estimates from LPS.

The breakdown of assets currently classified as held for sale are:

Year Ended 31 March 2023	£000s	Year Ended 31 March 2022	£000s
Desertcreat	2,000	Ballyclare	240
York Road	170	Cushendall	70
Castlederg	250	Desertcreat	2,000
Blacklion	204	Donegall Pass	450
Warrenpoint	350	York Road	170
		Castlederg	250
Total	2,974	Total	3,180

8. INVENTORIES

	2022-23	*Restated 2021-22
	£000	£000
Transport services and general stores	5,507	4,574
Petrol, diesel and heating oil	<u>1,463</u>	<u>1,646</u>
Total	<u>6,970</u>	<u>6,220</u>

**9. TRADE RECEIVABLES, FINANCIAL
AND OTHER ASSETS:**

	2022-23	*Restated 2021-22
	£000	£000
Amounts falling due within one year		
VAT	6,314	9,402
Trade receivables	1,335	1,474
Other receivables	13,613	12,542
Prepayments and accrued income	<u>3,481</u>	<u>10,510</u>
Total	<u>24,743</u>	<u>33,928</u>
Amounts falling due after more than one year:		
Prepayments	<u>6,980</u>	<u>2,367</u>
Total	<u>6,980</u>	<u>2,367</u>

Other receivables includes £13,015k (2021-22: £11,990k) in respect of contributions due from the PSNI Pension Scheme.

10. CASH AND CASH EQUIVALENTS	Note	2022-23	2021-22
		£000	£000
Balance at 1 April		3,748	4,546
Net change in cash & cash equivalent balances		(1,053)	(798)
Balance at 31 March		<u>2,695</u>	<u>3,748</u>

The following balance at 31 March were held at:

Northern Ireland Banking Pool	2,672	3,725
Cash in hand	<u>23</u>	<u>23</u>
Balance at 31 March	<u>2,695</u>	<u>3,748</u>

11. TRADE PAYABLES, FINANCIAL AND OTHER CURRENT LIABILITIES

		2022-23	2021-22
		£000	£000
Amounts falling due within one year			
Taxation & social security		17,812	17,082
Trade payables		10,907	5,737
Other payables		12,374	21,569
Accruals and Deferred Income		50,351	66,372
Finance Lease		501	-
Consolidated Fund Extra Receipts to be paid to the Consolidated Fund - Received	19	<u>917</u>	<u>837</u>
Total		<u>92,862</u>	<u>111,597</u>

Amounts falling due after more than one year:

Finance Leases	4,274	-
Total	<u>4,274</u>	<u>-</u>

Other payables includes £157k (2021-22: £1,668k) in respect of amounts due to the PSNI Pension Scheme.

12a. PROVISIONS FOR LIABILITIES AND CHARGES:

	Injury Awards £000	Holiday Pay £000	Compensation Claims £000	Other £000	Total £000
At 1 April 2022	800,064	63,569	56,180	206	920,019
Provided in the year	15,380	-	20,123	10	35,513
Provision not required written back	-	(3,664)	(6,002)	(144)	(9,811)
Provisions utilised in the Year	(32,690)	-	(3,521)	(21)	(36,232)
Provisions borrowing costs	12,270	1,025	(1,418)	-	11,877
Actuarial (gain)	<u>(262,330)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(262,330)</u>
At 31 March 2023	<u>532,694</u>	<u>60,929</u>	<u>65,362</u>	<u>51</u>	<u>659,036</u>

	Injury Awards £000	Holiday Pay £000	Compensation Claims £000	Other £000	Total £000
At 1 April 2021	629,608	61,857	43,332	370	735,167
Provided in the year	17,520	2,104	29,807	32	49,463
Provision not required written back	-	-	(11,553)	(165)	(11,718)
Provisions utilised in the Year	(30,964)	-	(4,789)	(31)	(35,783)
Provisions borrowing costs	7,790	(392)	(619)	-	6,779
Actuarial loss	<u>176,110</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>176,110</u>
At 31 March 2022	<u>800,064</u>	<u>63,569</u>	<u>56,180</u>	<u>206</u>	<u>920,019</u>

The above provisions are profiled to show the estimated spend for future periods.

12b. ANALYSIS OF EXPECTED TIMING OF DISCOUNTED FLOWS:

	Injury Awards £000	Holiday Pay £000	Compensation Claims £000	Other £000	Total £000
2022-23					
Not Later than one year	34,594	-	29,361	51	64,006
Later than one year and not later than 5 years	131,680	60,929	31,830	-	224,439
Later than 5 years	<u>366,420</u>	<u>-</u>	<u>4,171</u>	<u>-</u>	<u>370,591</u>
At 31 March 2023	<u>532,694</u>	<u>60,929</u>	<u>65,362</u>	<u>51</u>	<u>659,036</u>

	Injury Awards £000	Holiday Pay £000	Compensation Claims £000	Other £000	Total £000
2021-22					
Not Later than one year	31,000	-	23,097	206	54,303
Later than one year and not later than 5 years	123,855	63,569	32,732	-	220,156
Later than 5 years	<u>645,209</u>	<u>-</u>	<u>349</u>	<u>-</u>	<u>645,558</u>
At 31 March 2022	<u>800,064</u>	<u>63,569</u>	<u>56,178</u>	<u>206</u>	<u>920,017</u>

Injury Awards

Relevant costs are recognised in the organisation's main financial statements. The pension liability relating to injury awards has been valued by the Government Actuary Department (GAD). A detailed valuation was carried out on the most recent data, being as at 31 March 2020, and has been rolled forward to 31 March 2023; the current Injury on Duty (IOD) provision reflects this position. Injury awards are valued under IAS 19 and as such include an element for active members. The split of the provision is shown below.

	Value at 31 March 2023 £000	Value at 31 March 2022 £000
Liability in respect of:		
Active Members	81,800	154,850
Pensions in payment (injury awards)	<u>450,920</u>	<u>645,240</u>
Total liability	532,720	800,090

Liabilities for Injury awards are valued on an actuarial basis using the Projected Unit Credit Method. The assumptions proposed by the Government Actuary's Department and agreed with the PSNI in nominal terms are:

- A long term nominal discount rate of 4.15% pa
- A rate of long-term inflation and pensions increases of 2.40% pa

In 2019-20 the assumptions for incidence of injury award were updated based on data provided for the years 2015 to 2020, which was aggregated with the Northern Ireland Police Service injury award data for 2006 to 2015. The same assumptions have again been adopted for 2022-23:

- The Northern Ireland Police Service injury award active liability is set as equal to 3.5% of the accrued liabilities of the active members in respect of non-injury Northern Ireland Police Service benefits.
- The current service cost is set as equal to 6% of the current service cost in respect of main Northern Ireland Police Service benefits.

Summary of sensitivity to changes in assumptions

Assumption	Sensitivity	Impact on DBO	
		%	£ million
Discount rate	+0.5% p.a	-6.5%	-33
Salary inflation	+0.5% p.a	0.5%	2
Pension increases	+0.5% p.a	6.5%	34
Life expectancy	All members and adult dependants assumed to be one year younger	3.0%	17

Expectation of life in years

			Restated			
At 31 March	2023	2022	2021	2020	2019	2018
Males (45 year old future pensioner at age 65)	23.5	23.8	23.7	23.6	24.6	24.5
Females (45 year old future pensioner at age 65)	25.0	25.4	25.3	25.2	26.2	26.1

The breakdown of the actuarial movement is set out below.

History of Experience gains and losses	Value at 31 March 2023 £000	Value at 31 March 2022 £000
Experience (Gain) on the scheme liabilities	(1,620)	(136,630)
Percentage of the liability at the end of year	0.3%	17.1%
Total actuarial (Gain)/Loss	(262,330)	176,110
Percentage of the liability at the end of year	49%	22.0%

Covid-19 implications

The current population mortality projections make a short-term allowance for the impact of the Covid-19 pandemic. When deriving the ONS 2020-based mortality improvement projections, a panel of mortality experts gave their views on the impact of the Covid-19 pandemic on mortality rates in the short term. Based on this, short term adjustments were made to the 2019 to 2024 period to allow for estimated deaths in 2021 and an averaging of the experts' views on estimated improvements by age group over this period. Long term rates of future mortality improvement are not projected to change as a result of Covid-19. A death rate from Covid-19 in excess of that already allowed for in the mortality assumptions would emerge as an experience gain in future accounting periods. It is expected that the projected of the long term impact of the Covid-19 pandemic on life expectancy will continue to evolve as experience and evidence emerges into the future.

Holiday Pay

Provision has been made for the ongoing holiday pay legal case within Injury claims. A number of cases have been lodged against the PSNI in respect of contractual overtime forming part of the calculation for holiday pay under article 7 of the Working Time Directive. This follows the decision in the case of Bear Scotland Limited and Others. A judgement was provided by the Employment Tribunal on this matter in November 2018 that officers and staff were entitled to an element of overtime to be included in their holiday pay where this was part of their 'normal pay'. On 17 June 2019, the Court of Appeal ruled in respect of Northern Ireland Industrial Tribunal's November 2018 decision on cases taken against the PSNI on backdated Holiday Pay. The appeal before the Supreme Court was heard on 14 and 15 December 2022 and a decision is awaited, although the impact of any decision will take time to ascertain.

Compensation Claims

The compensation claim provision is analysed under five categories: injury claims, damage claims, legacy, legal fees and hearing loss (Injury & Legal). The following table shows the breakdown of the provision between these categories.

	Legal Claims	Legacy Claims	Injury Claims	Hearing Loss – Injury and Legal	Damage Claims	Total
	£000	£000	£000	£000	£000	£000
At 1 April 2022	32,675	16,803	4,319	2,203	178	56,178
Provided in the year	12,184	3,291	4,255	379	14	20,123
Provision not required written back	(4,559)	(196)	(739)	(430)	(77)	(6,002)
Utilised in the Year	(1,091)	(540)	(1,283)	(577)	(30)	(3,521)
Cost of Borrowing	(855)	(418)	(94)	(44)	(6)	(1,418)
At 31 March 2023	<u>38,354</u>	<u>18,940</u>	<u>6,459</u>	<u>1,530</u>	<u>79</u>	<u>65,362</u>

At 31 March 2023, there were 379 'live' injury or wrongful acts claims and 98 damage to property claims. Associated legal fees are also provided for.

Claims have varying life spans with claims involving personal injury mostly concluded within six years of receipt and claims for damage to property usually being concluded within one or two years of receipt. In deriving the above figures, assumptions have been made relating to the number of outstanding claims likely to attract compensation, the average claim value for the different claim types and likely timing of settlement. The data assumes that past trends will persist with only marginal fluctuations and any deviations from this pattern may have a material impact on actual claims settled. The provision for years 1-5 has been discounted and uplifted for inflation at the HM Treasury combined rates as set out in PES (2021) 10.

Other provisions

Provision is made for the removal of security items and decommissioning of sites prior to their movement to assets held for sale, the purchase of excess stock from PSNI Managed Service uniforms supplier and Early Retirement Costs.

	Decommissioning Costs	Uniform Stock	Early Retirement	Total
	£000	£000	£000	£000
At 1 April 2022	202	0	4	206
Utilised in the Year	(17)	-	(4)	(21)
Provision not required written back	(145)	-	-	(145)
Cost of Borrowing	-	-	-	-
Provided in the year	<u>10</u>	<u>-</u>	<u>-</u>	<u>10</u>
At 31 March 2023	<u>51</u>	<u>-</u>	<u>-</u>	<u>51</u>

13. CAPITAL COMMITMENTS

Contracted capital commitments at 31 March 2023 not otherwise included in these financial statements:

	2022-23	2021-22
	£000	£000
Property Plant & Equipment	50,679	250,476
Intangible Assets	-	-
Total	<u>50,679</u>	<u>250,476</u>

14. COMMITMENTS UNDER LEASES

Right-of-use assets:

	Land	Buildings	IT	Plant & Machinery	Total
	£000	£000	£000	£000	£000
At 1 April 2022	66	3,636	1,414	-	5,116
Additions	-	-	45	181	226
Disposals	-	-	-	-	-
Depreciation expense	(5)	(337)	(134)	(9)	(485)
At 31 March 2023	<u>61</u>	<u>3,299</u>	<u>1,325</u>	<u>172</u>	<u>4,857</u>

Lease Maturity Analysis:

	2022-23	2021-22
	£000	£000
Buildings:		
Not later than one year	362	-
Later than one year and not later than five	1,036	-
Later than five years	<u>2,400</u>	-
Total	<u>3,798</u>	-
Less: interest element	(529)	-
Present Value of Lease obligations	<u>3,269</u>	-
Other:		
Not later than one year	179	-
Later than one year and not later than five	467	-
Later than five years	<u>1,066</u>	-
Total	<u>1,712</u>	-
Less: interest element	(207)	-
Present Value of Lease Obligations	<u>1,505</u>	-
Total Present Value of obligations	<u>4,774</u>	-
Current portion	<u>501</u>	-
Non-Current Portion	<u>4,273</u>	-
	<u>4,774</u>	-

15. COMMITMENTS UNDER PRIVATE FINANCING INITIATIVES (PFI) CONTRACTS

The PSNI has no commitments to report under PFI contracts for the financial year 2022-23.

16. OTHER FINANCIAL COMMITMENTS

The PSNI has no other material financial commitments to report for financial year 2022-23. The main financial commitments currently facing the organisation are summarised above.

17. FINANCIAL INSTRUMENTS

In accordance with IAS 39 Financial Instruments, the PSNI has no financial instruments to report during the twelve months to 31 March 2023. As the cash requirements of PSNI are met through Grant in Aid provided by Department of Justice, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with PSNI's expected purchase and usage requirements and the NDPB is therefore exposed to little credit, liquidity or market risk.

18. CONTINGENT LIABILITIES (disclosed under IAS 37)

The PSNI has the following contingent liabilities:

Hearing Loss Cases

The PSNI is named Defendant in a number of claims from current and ex-police officers and police staff for occupational hearing loss. Claims up to May 2023 are reflected in the compensation provision (note 12). Claims have also been received from members/ex-members of the Northern Ireland Prison Service who received firearms training from the RUC/PSNI. However, the number of claims likely to be received in the future is uncertain and cannot be reliably estimated. Each case will be considered on its own merits and any settlement based on the severity of hearing loss.

Holiday Pay

Provision has been made for the ongoing holiday pay legal case within Injury claims. A number of cases have been lodged against the PSNI in respect of contractual overtime forming part of the calculation for holiday pay under article 7 of the Working Time Directive. This follows the decision in the case of Bear Scotland Limited and Others. A judgement was provided by the Employment Tribunal on this matter in November 2018 that officers and staff were entitled to an element of overtime to be included in their holiday pay where this was part of their 'normal pay'. On 17 June 2019, the Court of Appeal ruled in respect of Northern Ireland Industrial Tribunal's November 2018 decision on cases taken against the PSNI on backdated Holiday Pay. There are still a number of areas that are required to be clarified to set out the level and series of any payments that officers and staff may be owed.

A liability has been provided for in the 2022-23 accounts; however this estimate is based on one potential remedy and will need to be revisited in the light of further direction from the courts following a decision from the appeal before the Supreme Court in December 2022. The impact of any decision will take some time to ascertain.

Legacy Litigation Cases

The PSNI is named as defendant in over 1,100 litigation claims relating to legacy incidents. In this context legacy incidents are defined as those associated with sectarian conflict in Northern Ireland occurring between 1969 until approximately 2010.

Several legacy cases are at a sufficiently advanced stage where negotiations for early settlement have commenced with the plaintiffs, or where a reasonable estimate of liability can be made based on previous settlements. For these cases an amount has been included in the compensation provision (note 12). However, for the vast majority of cases litigation is still at a very early stage and no reliable estimate of liability or value can be made. PSNI Legal Services have made initial estimates that average compensation and legal fees combined could be in the region of £5m per year for the next 10 years.

19. Consolidated Fund Income

Consolidated Fund income does not include any amounts collected by the PSNI where it was acting as agent for the Consolidated Fund rather than as principal.

Within the PSNI trade and other payables there is an element that relates to funding held by PSNI relating to speeding and red-light running detection activity. These monies are managed by PSNI on behalf of the NI Road Safety Partnership (NIRSP) working group. This includes monies from fixed penalties and driver awareness courses. The surplus of this income over expenditure is due for payment to the NI Consolidated Fund as disclosed in note 1.2.

The amounts collected as agent for the Consolidated Fund (which are otherwise excluded from these financial statements) are set out below.

	31 March 2022 £000	Income received 2022-23 £000	Amounts paid over to the NI Consolidated Fund £000	31 March 2023 £000
Amounts held relating to Fine Income	464	611	(464)	(611)
Amounts held relating to Fee & Other income	<u>372</u>	<u>307</u>	<u>(372)</u>	<u>(307)</u>
Total	836	917	(836)	(917)

20. POLICE FUND**STATEMENT OF COMPREHENSIVE NET EXPENDITURE
FOR THE YEAR ENDED 31 MARCH 2023**

	2022-23 £000	2021-22 £000
INCOME		
Income from Activities	-	-
Other Income	<u>1.5</u>	<u>-</u>
	<u>1.5</u>	<u>-</u>
EXPENDITURE		
Other Expenditure	8.6	1.0
NET EXPENDITURE	<u>(7.1)</u>	<u>(1.0)</u>

STATEMENT OF FINANCIAL POSITION 31 MARCH 2023

	2022-23 £000	2021-22 £000
NON-CURRENT ASSETS		
Financial Assets	85.0	85.0
CURRENT ASSETS		
Trade and Other Receivables	44.2	52.8
Cash and Cash Equivalents	<u>40.1</u>	<u>38.5</u>
TOTAL CURRENT ASSETS	<u>84.3</u>	<u>91.3</u>
TOTAL ASSETS	<u>169.3</u>	<u>176.3</u>
CURRENT LIABILITIES		
Trade and Other Payables	-	-
Current Liabilities	<u>-</u>	<u>-</u>
ASSETS LESS LIABILITIES	<u>169.3</u>	<u>176.3</u>
TAX PAYERS' EQUITY:		
General Reserve	<u>169.3</u>	<u>176.3</u>
TOTAL	<u>169.3</u>	<u>176.3</u>

POLICE FUND (CONTINUED)**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023**

	2022-23 £000	2021-22 £000
CASH FLOW FROM OPERATING ACTIVITIES		
Net surplus after interest	(7.1)	(1.0)
Decrease in trade and other receivables	8.6	1.0
Decrease in trade payables	-	-
Net Cash Inflow From Operating Activities	<u>1.5</u>	<u>-</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds on disposal of shares	-	-
Net Cash Inflow From Investing Activities	<u>-</u>	<u>-</u>
NET FINANCING		
Net Increase in Cash and Cash Equivalents	<u>1.5</u>	<u>-</u>
Cash and Cash Equivalents at the Beginning of the Period	<u>38.5</u>	<u>38.5</u>
Cash and Cash Equivalents at the End of the Period	<u>40.0</u>	<u>38.5</u>

POLICE FUND (CONTINUED)**STATEMENT OF CHANGES IN TAXPAYERS' EQUITY
FOR THE YEAR ENDED 31 MARCH 2023**

	General Reserve £000	Revaluation Reserve £000	Total Reserve s £000
Balance at 31 March 2021	<u>177.3</u>	<u>-</u>	<u>177.3</u>
Changes in Taxpayers' Equity for 2021-22			
Net Operating Surplus	<u>(1.0)</u>	<u>-</u>	<u>(1.0)</u>
Balance at 31 March 2022	<u>176.4</u>	<u>-</u>	<u>176.4</u>
Changes in Taxpayers' Equity for 2022-23			
Net Operating Surplus	<u>(7.1)</u>	<u>-</u>	<u>(7.1)</u>
Balance at 31 March 2023	<u>169.3</u>	<u>=</u>	<u>169.3</u>

21. POLICE PROPERTY FUND**STATEMENT OF COMPREHENSIVE NET EXPENDITURE
FOR THE YEAR ENDED 31 MARCH 2023**

	2022-23	2021-22
	£000	£000
INCOME		
Income From Activities	<u>(150.6)</u>	<u>(82.5)</u>
EXPENDITURE		
Other Expenditure	123.4	158.3
NET (INCOME) / EXPENDITURE	<u>(27.2)</u>	<u>75.8</u>

**STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2023**

	2022-23	2021-22
	£000	£000
CURRENT ASSETS		
Trade and Other Receivables	496.8	469.6
CURRENT LIABILITIES		
Trade and Other Payables	<u>-</u>	<u>-</u>
ASSETS LESS LIABILITIES	<u>496.8</u>	<u>469.6</u>
TAXPAYERS' EQUITY:		
General Reserve	<u>496.8</u>	<u>469.6</u>

POLICE PROPERTY FUND (CONTINUED)**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023**

	2022-23 £000	2021-22 £000
CASH FLOW FROM OPERATING ACTIVITIES		
Net surplus after interest	27.2	(75.8)
(Increase)/Decrease in trade and other receivables	(27.2)	75.8
Increase/(Decrease) in trade payables	—	—
Net Cash Inflow From Operating Activities	<u>—</u>	<u>—</u>
NET FINANCING		
Net Increase in Cash and Cash Equivalents	<u>—</u>	<u>—</u>

**STATEMENT OF CHANGES IN TAXPAYERS' EQUITY
FOR THE YEAR ENDED 31 MARCH 2023**

	Total Reserves £000
Balance at 31 March 2021	<u>545.4</u>
Changes in Taxpayers' Equity 2021-22	
Net Operating Surplus	(75.8)
Balance at 31 March 2022	<u>469.6</u>
Changes in Taxpayers' Equity 2022-23	
Net Operating Surplus	27.2
Balance at 31 March 2023	<u>496.8</u>

22. RELATED-PARTY TRANSACTIONS

PSNI is a body of constables as set out in the Police Act, funded through the Policing Board which during the reporting period was a Non Departmental Public Body of the DOJ.

The DOJ is regarded as a related party. During the year PSNI had a number of material transactions with the DOJ and with other government departments and central government bodies. Most of these transactions have been with: the Forensic Science NI; the NI Prison Service (both Executive Agencies of the DOJ); the Land & Property Services (executive agency of the DOF) and the Construction and Procurement Delivery Directorate (DOF).

No board member or other related party has undertaken any material transactions during the year with the PSNI.

23. THIRD-PARTY TRANSACTIONS

PSNI hold a number of bank accounts and sealed packages which contain evidence or proceeds of criminal activities. As these monies are not assets of the PSNI they are not included in these financial statements.

Following the outcome of investigations or court proceedings, the money is returned or paid to appropriate authorities.

	31 March 2022 £000	Gross Inflows £000	Gross Outflows £000	31 March 2023 £000
Bank Balances and Monetary Sealed				
Packages held	7,323	3,067	(2,120)	8,270

PSNI also holds sealed packages that are unable to be counted for evidential reasons. These amounts are not included in the figures above.

24. EVENTS OCCURRING AFTER THE REPORTING PERIOD

There are no adjusting events after the reporting period.

The Annual Report and Accounts were authorised by the Chief Constable to be issued on 4 July 2023.

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