

## JAC Questions on Statement of Accounts 2024/25

Group or CC Accounts	Page Ref	Question	Answer
Both Group and CC	General Point	<p>For 2024/25 CIPFA has introduced a number of changes including on leases, suppliers and assets. Can you provide a brief overview of how these changes have impacted the preparation of the statement of accounts?</p> <p>I understand further CIPFA changes are planned for 2025/26. How prepared are we for these future changes?</p>	<p>As 24/25 was the first year of implementation of IFRS 16, the work involved in the preparation of Statement of Accounts was substantial. Significant work was required to review all of our lease arrangements, collate the required information, evaluate if arrangements met the definition of a lease according to IFRS 16, and prepare the accounting entries. Peppercorn lease arrangements also had to be reviewed and those that met the requirements and thresholds were valued by an external valuer. There was additional time required to test how it would be posted into our system.</p> <p>The lease amendments impacted the following tables and note sections – CIES, Balance Sheet, Cash Flow, Fixed Assets, Right of use Assets, Finance leases, Financial Instruments</p> <p>Going forward many of the judgments, new processes and disclosures in the Statement of Accounts will be similar every year.</p> <p>We prepare for future changes by keeping updated on the CIPFA bulletins throughout the year and numerous webinars provided.</p>
Both Group and CC	General Point	<p>What controls are in place to ensure data integrity risks are mitigated so that we can have confidence that the statement of accounts are wholly accurate and provide a true reflection? Potential risks could stem from human error or outdated systems.</p>	<p>We ensure the Trial Balance is ran first and balances correctly. This forms the main source of data for all tables produced in the accounts.</p> <p>Throughout the course of production, the tables are cross checked to each other (mainly I&amp;E) to ensure the values balance back.</p> <p>We also compare to last year and ensure we understand the movement if it is significant.</p>

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CC	11	<p>Over the next five years the MTFP includes capital and project expenditure with a predicted deficit of £18.4 million. I appreciate business cases will be required to access the funds however will some projects have to be streamlined or cancelled if the required funding is not available or obtained?</p>	<p>We have a constant view of our Capital and project plans, the current year is re forecasted each quarter and reported alongside the revenue forecast through our governance structure.</p> <p>Several projects have already been pushed back as part of the MTFP process last year and this will play a key part of the review process setting this year's MTFP.</p> <p>The nature of capital spend is that it very much depends on the status of projects and the timing of these. Our capital spend largely falls into the following areas:</p> <ul style="list-style-type: none"> <li>• Ongoing asset replacement - this is where we maintain and replace existing assets, such as police cars, personal issue IT equipment (laptops, mobiles, body worn video cameras etc...). The nature of this is that there is a cycle to the spend here, so depending on the timing of this the spend in any one year can fluctuate between £6m - £12m. On average we would be spending c. £8m p.a. on this area</li> <li>• Capital projects - this is where we would manage the cost of specific projects. These might be capital or they might be revenue in nature, but they represents one-off specific areas of spend which are best managed through capital monitoring and reporting rather than through revenue budget reporting. In recent years, and over the course of our plan, we have a number of projects which are being managed through this part of our budget. These largely fall into two areas: <ul style="list-style-type: none"> <li>○ Digital projects - this includes the ongoing ERP project that JAC will be sighted on, but also includes other work to gradually move our IT infrastructure into the cloud, and enable the introduction of new capabilities (such as the new digital evidence management system that goes live next week). This is likely to remain an area where we will be required to continue to incur spend, in part to realise local ambitions and projects, but also in fulfilment of national programmes such as the Emergency Services Communications Programme, which is a Home Office led project that by 2030 will see all emergency services move from Airwave radio to new national digital network. As part of this transition we will be required to fund the local cost of this.</li> <li>○ Estates projects - There have been a number of estates projects which have been in various stages of development for several years. In the past couple of years this has included refurbishments at Broadbury Rd police station (south Bristol) and at Chard. In addition we have opened a new (smaller) police station in Minehead. We are just about to enter into two large projects, with contractors now on site to develop our new Bath police station (which we are expected to be handed back to us in May next year) and a refurbishment of our police station in Yeovil due to start with contractors on site from early 2026 (with expectation this will be handed back to us c. April 2027). In addition to</li> </ul> </li> </ul>
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			<p>these there will be projects we will need to take forward in the future, including Trinity Rd police station (we sold this site for redevelopment for social housing, and we will take back a ground floor unit on the same site to occupy as a neighbourhood police station) as well as considerations across the rest of our estate. In addition to these site specific projects, we are in the early stages of a forcewide project to introduce EV charging infrastructure in order to prepare the way for the inevitable transition of our police vehicles across to EV.</p> <p>We will be reviewing our capital plan again as we develop the MTFP, but on last forecasts we recognise 25/26, 26/27 and 27/28 are all years in which we are likely to see a plan in excess of £20m, with this expected to reduce to c. £10m-£15m in the following two years after this.</p>
CC	45	From 2023/24 to 2024/25 Depreciation costs have risen significantly. Could you provide a brief explanation for this increase?	<p>The two main reasons are:-</p> <p>IFRS16 has brought leases on to the balance sheet in 2024-25, along with changes to the PFI valuation.</p> <p>The Vehicle asset useful life is set as 4 years. The spend in the last two years on vehicles, has been more than previous years (20-21 - £2.4m, 21-22 - £2.6m, 22-23 - £4.4m, 23-24 - £6.4m, 24-25 - £6.6m) which has increased the depreciation charge on this asset type. An increase of £1.27m compared to 2023-24.</p>
CC	49	The number of staff receiving over £50,000 a year increased from 1,194 to 1,594 year on year. What was the extra monetary cost in meeting this extra cost this year?	<p>23/24 pay total for those earning over £50k = £69,421,992.62, divide that by 1201 equals an average salary of £57,803.49</p> <p>24/25 pay total for those earning over £50k = £95,557,777.48, divide by 1615 equals an average salary of £59,168.90</p> <p><math>£59,168.90 - £57,803.49 = £1,365.41</math> difference per person</p> <p><math>£1,365.41 \times 414</math> (difference in headcount) equals increased total cost of <b>£565,249.74</b></p>

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CC	51	<p>Joint arrangements between police forces costs increased by an estimated 15% year on year. Assuming these joint collaborations provide cost savings in other areas are we likely to see these costs rise further over the next few years?</p>	<p>SW Forensics – There is a five year investment plan, focusing on the improvements required to achieve the new accreditation standards and managing the increased demand especially within digital forensics.</p> <p>The uplift of officers into force has seen us mandated to put part of this uplift into SWROCU. 24/25 will have been the first year where the full year effect of this was seen.</p> <p>We are heading into a period now where savings are expected to be made and each collaboration has been set a target of a minimum of 3% savings to be identified year on year as part of a three-year MTFP. We will begin this process in time for the 26/27 budget.</p>
Covering memo	3/4	<p>A net decrease of £5.1m in reserves is stated in the narrative but the table shows £6.003. Please clarify</p>	<p>The £6m is the correct movement, Covering paper updated</p>
Covering memo	3	<p>Capital projects spend has increased from £12.2 in 22/23, £18.8m in 23/24 and £21.2m in 24/25. What is forecast for 25/26 in MTFP?</p>	<p>The budget set for Capital and projects for 25/26 is £32.2m. As at the end of Q1, we were forecasting to spend £27.3m</p>
Covering memo	5	<p>Advise the reason for the 160% increase in Legal service provision</p>	<p>We have received 2 claims under the riot compensation act 2016 which we have provisioned £1m in 24/25.</p>
Covering memo	7	<p>The Contingent Liability reference in the Notes to the accounts to Airwave Solution Limited was shown in 23/24 accounts but has now been removed.</p>	<p>Yes, this is correct. The court of appeal rejected Motorola's application to appeal. This judgement upholds the decision of the competition appeal tribunal, which dismissed Motorola's first appeal against the CMA's final report. The CMA's final report included the introduction of a 'charge control' on the price the Home Office pays for Airwave's services in response to 'supernormal profits' made from the provision of those services by Motorola. Thus, no further risk of previous credits provided by Motorola will be reversed. The inclusion of this in the covering memo was therefore included in error.</p>

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<p>CC CFO's narrative</p>	<p>46 pack</p>	<p>Officer recruitment stated as over 1,800 since 2019 with over 1,100 being through PCDA or DHEP programmes. Last year it was stated we recruited over 1,700 and that over 1,400 had been through these programmes. Please clarify.</p>	<p>Between April 2019 and March 2025 we have recruited a total of 1,960 officers into Avon and Somerset through a range of different entry routes. Not all of these officers are new officers, some will have transferred to us from other police forces and some will have rejoined policing after having previously step away from this. The breakdown of these new officers is as follows:</p> <ul style="list-style-type: none"> <li>• 1,554 through our two main routes: <ul style="list-style-type: none"> <li>○ Police Constable Degree Apprenticeship - 1,199</li> <li>○ Degree Holder Entry Programme - 355</li> </ul> </li> <li>• 406 through other routes: <ul style="list-style-type: none"> <li>○ Police Constable Entry Programme (newly introduced at end of 2025) - 9</li> <li>○ Professional Policing Degree - 12</li> <li>○ Police/Detect Now programme - 80</li> <li>○ Transfer from another police force - 191</li> <li>○ Rejoiners to the police - 84</li> <li>○ Police Staff Investigator to DC fast track - 29</li> <li>○ Direct Entry - 1</li> </ul> </li> </ul> <p>Last years accounts we said that "nearly 1,400" had been recruited through PCDA and DHEP - which would agree with the reality that at that time it was 1,365.</p> <p>This year we said "over 1,100" had been recruited through PCDA and DHEP - which given the numbers must be a typo, and we meant "over 1,500". This has been corrected for in the final version.</p>
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		<p>Stated funding will grow by £56.0m / 14.3% pa with the increase in core grant being £16.6m / 7.4% and Precept £39.4m / 23.6%, without any reference that % growth shown for these last two is cumulative. Please make clear.</p>	<p>We have added in the following sentence to the first bullet point</p> <p>'It should be noted that the % growth for the core grant funding and the council tax is cumulative over this period'</p>
<p>CC CFO's narrative</p> <p>Also, CC AGS</p>	<p>46 pack</p> <p>Page 25 67 pack</p>	<p>Table of Head count as at 31/3/25 Police officers are shown 3,328 actual FTE or 3,382 Headcount. While in the CC's AGS Page 25 (67 pack) the headcount is stated as 3,351 as at 1/4/25 with uplift planned by financial year end to 3,421. Please reconcile.</p>	<p>The figures mentioned in the AGS are the head count target we need to achieve for uplift funding the tables in the narrative statement are our actual headcount &amp; FTE.</p>
<p>CC accounts notes</p>	<p>Page 45 87 pack</p>	<p>Please explain further the Employee benefit expenses change of approx. £13m / 112%? Why are the pension costs lower than employer's contribution?</p>	<p>This figure is driven by the pension costs and employers' contributions reported from our actuaries and covered in more detail in the pension notes of the accounts.</p> <p>Please see the table at the end of the questions, the main movement in the cost is the past service charge which is driven by the movement in curtailments.</p> <p>We have also seen an increase in the employers' contributions paid for the officer scheme – last year was £69.5k this year £77.3k, this is reducing the cost and creating the credit balance in the table.</p>

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CC accounts notes	Page 49 91 pack	<p>What is driving the large increase in the number of staff (for clarity should this state Police Officers &amp; staff?) in the pay bands above £50,000?</p> <p>Will this continue / how long for?</p> <p>Why does this increase trend stop abruptly at £75,000?</p>	<p>The pay award of 4.75% is the main driver, where the following ranks now fall in to the £50k &amp; £55k brackets. In addition to this, the top scale PC's and DC's are on £48.2k so a small amount of Overtime would push them into the £50k bracket.</p> <p>3 police staff scale points into £50k</p> <p>4 police staff scale points into £55k</p> <p>Sergeant level 2 into £50k</p> <p>The pay awards will continue to impact the movement in number of employers in the £50k and over banding</p> <p>The £75k banding is the superintendent ranks and above, there are less movements due to fewer posts compared to that of the lower bands that include inspectors, and as mentioned above high scale PC's and DC's.</p>
CC accounts notes	Page 54 96 pack	<p>Re the table of assumptions for Police Officer pensions under IAS 19 – why are the assumptions different for Police staff pensions (particularly for RPI and CPI) shown on Page 56, 98 pack?</p>	<p>RPI and CPI are different for the two schemes as our actuaries use the range of liabilities in their calculations of these percentages and the two schemes have different liability durations.</p>
CC accounts notes	Page 58 100 pack	<p>Please explain what has caused the change in financial assumptions impact from £13m to £102m in Staff pensions.</p>	<p>The increase in discount rate from 4.95% to 5.9% is the cause for this movement.</p>
		<p>Please explain the change in 'Return on assets less interest' from £39m positive in 23/24 to £13.6m negative in 24/25 in Staff pensions.</p>	<p>Fund returns over the year to 31 March 2024 were estimated to be 13.11% and for the year to 31 March 2025 2.56%. Therefore, the return was greater than the interest (discount rate) assumed in the year to 31 March 2024 (4.80%) and less in the year to 31 March 2025 (4.95%)</p>

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General question	Page 57 99 pack	<p>While the deficit on the Staff Pension fund continues to decrease (£33m in 23/24) to the now £12.3m deficit what is the funding position of the overall Somerset County Council Local Government scheme which the Staff pensions are part of?</p> <p>Are the ASP Staff pensions segregated within the overall scheme?</p>	<p>All employees with Somerset LGPS have their funds pooled for the purpose of investments, but the liabilities are separately identified and calculated.</p> <p>Every three years the actuary will perform a valuation of the fund, and this will be used to review and consider the employer contribution rate, and any deficit recovery contributions. These will then be set for the next three years until the next valuation reviews them again. The scheme is currently reviewed, with an expectation that the rates will be reset with effect from April 2026.</p> <p>The overall scheme position as it relates to ASP staff is therefore separately ring-fenced and identified. There is no cross subsidisation between different employing bodies in this scheme.</p>
PCC CFO's narrative	Page 4 110 pack	<p>Stated Staff overtime is up £1m / 76.7% due to vacancies where recruitment / retention has been a challenge. Would it be possible to show the main areas which have contributed to this and overlay any staff reductions made in those areas to reallocate funding to increasing the Police Officer headcount in the last few years?</p>	<p>The main reason for the increase year on year was not just vacancies but also demand led. Key example being the summer riots across the country caused by the impact of the Southport murders.</p> <p>Vacancies and abstractions continue to be a challenge but were not the reason for the increase in 2024/25.</p>



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Consolidated Accounts	Page 55 161 pack	Income / Expenditure analysis table. Under the PCC Commissioning is shown to have dropped from £8.8m to zero. While Depreciation, amortisation & impairment has gone from zero to £9.4m. Please explain.	This has already been corrected, it was a formula error. The £9.4m is now showing against the commissioning line not the depreciation line
Consolidated Accounts	Page 79 185 pack	Please explain / give more details on the following statement made: "The General Revenue Smoothing reserve was established as part of the 24/25 MTFP to reflect the inflationary challenges in future financial years". I note there is a value of £2.8m in 23/24 and £1.8m shown against this line in the on Page 78.	<p>The year should be 24/25, we have corrected this.</p> <p>The reserves were created from an under spend to budget at year end, to support the expected cost increases driven by inflation, insurance and other provisions.</p> <p>The reduction was made to provide for the additional legal provision for the riot claims made.</p>
		Please add what the acronyms for PWLB and LOBO loans mean with the table.	<p>Both acronyms are included in the glossary section, for presentational reasons the table will remain as is.</p> <p>Public Works Loan Board</p> <p>Lender Option Borrower Option</p>

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Covering memo	3	<p>“In summary we reported an over spend against revenue budget of £2.3m/0.6% (2023/24 underspend 2.8m/0.8%).”</p> <p>Please provide further detail about how insurance provision has driven this overspend.</p>	<p>The movement in our insurance provision is driven by two key factors:</p> <p>Reduction due to settled claims: The cost of completed claims throughout the year has reduced our provision by £1.02 million.</p> <p>Increase based on actuarial analysis: All current and historical claim data is submitted to Marsh for analysis. Based on their report, our provision has increased to £10.2m from £8.7m, primarily due to a rise in POLAC claims in recent years.</p> <p>The required increase to the provision was £2.6m (£1.5m in Marsh movement plus £1.02m to replace the in-year reduction of the provision). This movement was reduced by a legal provision release to result in the final overspend of £2.3m</p>																									
CC Accounts	46	<p>Employees, including actual part time%.</p> <ul style="list-style-type: none"><li>7% of police officers are part time.</li><li>How does this compare to previous years? E.g. past 3 years.</li><li>What work is underway to increase part time working options, in order to become more inclusive?</li></ul>	<table><tr><th></th><th>Total Officer headcount</th><th>Part time</th><th>% part time</th><th>% rounded</th></tr><tr><td>24/25</td><td>3384</td><td>228</td><td>6.74%</td><td>7%</td></tr><tr><td>23/24</td><td>3323</td><td>230</td><td>6.92%</td><td>7%</td></tr><tr><td>22/23</td><td>3356</td><td>246</td><td>7.33%</td><td>7%</td></tr><tr><td>21/22</td><td>3133</td><td>263</td><td>8.39%</td><td>8%</td></tr></table> <p>We do receive requests for flexible working patterns. We have been reviewing our flexible working policy alongside feedback from our staff networks and to bring them in line with best practice. We have also recently commissioned a piece of research by an MSc student into the impact of part time working on promotion, particularly amongst females. Finally, we have recently reviewed all our policies related to families and carers to bring them in line with recent legal updates and increase our ability to be an employer of choice for people with dependents.</p>		Total Officer headcount	Part time	% part time	% rounded	24/25	3384	228	6.74%	7%	23/24	3323	230	6.92%	7%	22/23	3356	246	7.33%	7%	21/22	3133	263	8.39%	8%
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Group accounts	22	<p>Looking at the data in relation to disproportionality of use of force. Also % of workforce who are BAME.</p> <p>In the context of ASP's work towards becoming anti-racist, what stories does this data tell? And in light of this, what will the next steps be towards becoming anti-racist and developing a more representative workforce?</p>	<p>Communication team pulled together useful overview two years on from the institutionally racist declaration.</p> <p>We have been developing a new Community Engagement Strategy alongside the development of our DEI Strategy.</p> <p>This is measured at People Committee and the latest report gave the following summary.</p> <p>Workforce Representation by Ethnicity and Sex: Although the data shows a stable trend for police officer diversity, the lack of an increase in this area is a risk that needs to be flagged. There has been very little change over the past 2-3 years, despite a number of initiatives and ongoing work in this area we have yet to see any sustained improvement in representation.</p>
Cover note	JAC #39	<p>Earmarked revenue reserves have decreased by £6m, the notes explain £1.5m of this but not the other £4.5m. Also then talks about a non-movement in capital reserves but I am unclear what this means,</p>	<p>The £4.5m reduction was from the capital reserve for spend in year, the non-movement was in terms of additional funding put into the reserves, but this point can be made clearer in future papers.</p>

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CC	17	What was the meeting with JAC members in May relating to external reporting?	The PMO met with James MADSEN earlier this year to review opportunities to refine the submission of the Quarterly Corporate / Strategic Risk Report for the Joint Audit Committee. A new product was developed and first introduced for the July Audit Committee on 02/07/25 and well received noting a few minor amendments and suggestions. These have been actioned and incorporated within the Quarter 2 Corporate / Strategic Risk Report submitted for September Joint Audit Committee papers.
Group	85	Credit risk – what is the CCLA property fund? Is this an investment or a holding company?	Churches Charities Local Authorities – an investment that is a pooled fund, investing in UK property

	Police Staff		Police Officers		Total	
	2023/2024	2024/2025	2023/2024	2024/2025	2023/2024	2024/2025
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Comprehensive income and expenditure statement</b>						
Cost of services:						
Current service cost	14,864	17,921	40,665	33,565	55,529	51,486
Administration expenses	254	398	0	0	254	398
Past service cost including curtailments	143	13	0	0	143	13