



Hereford & Worcester Fire Authority

**Draft Unaudited
Statement of Accounts
2022/23**

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Hereford & Worcester Fire Authority

Statement of Accounts 2022/23

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NARRATIVE REPORT

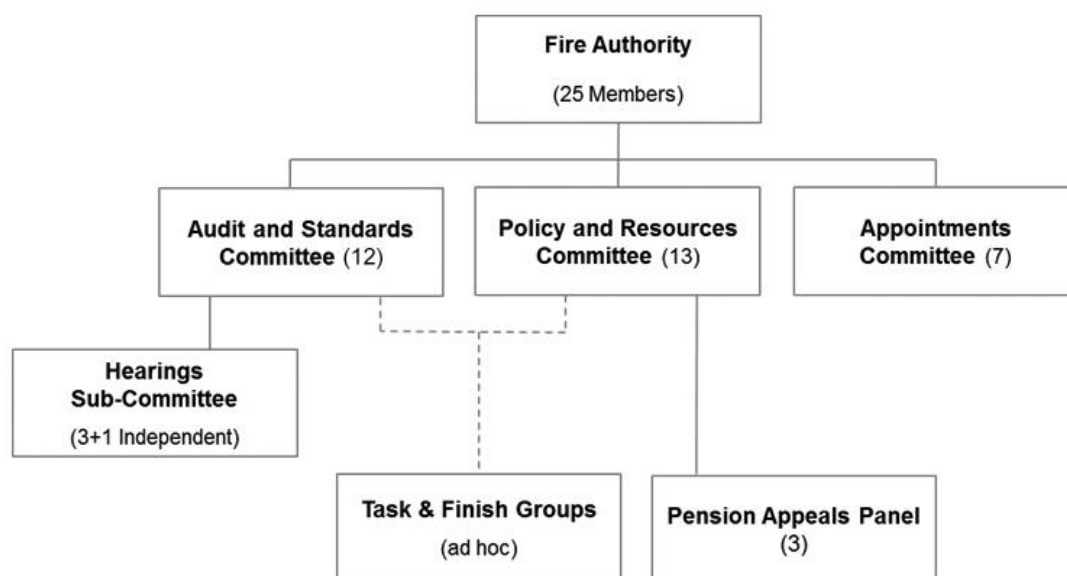
1. Originally formed as an independent corporate body, as a result of Local Government Reorganisation, on 1st April 1998, Hereford & Worcester Fire Authority (the Authority) is now constituted under the Fire and Rescue Services Act 2004. The Authority sets its own budget requirement, receives a share of Retained Business Rates, Business Rate Support Grant and Revenue Support Grant, and issues its own Council Tax Precept.
2. The Service covers the whole of Herefordshire and Worcestershire, an area of around 1,500 square miles (392,000 hectares) and a resident population of about three-quarters of a million people (792,504 – ONS mid-2021 population estimate). Of these, three in four live in Worcestershire, with around 103,617 people living in the city of Worcester. Herefordshire is more sparsely populated with a largely rural population, about a third of whom (60,475 people) live in the city of Hereford.



3. Our Strategy is the Service's overall statement of intent. With safety firmly at its heart, the statement has a clear core purpose built on strong foundations linked by three driving principles: firefighter safety, community safety and delivery of quality services. It relies on all parts of the service – from frontline firefighting to support staff and community safety volunteers – working together to deliver services and plans.

The Fire Authority

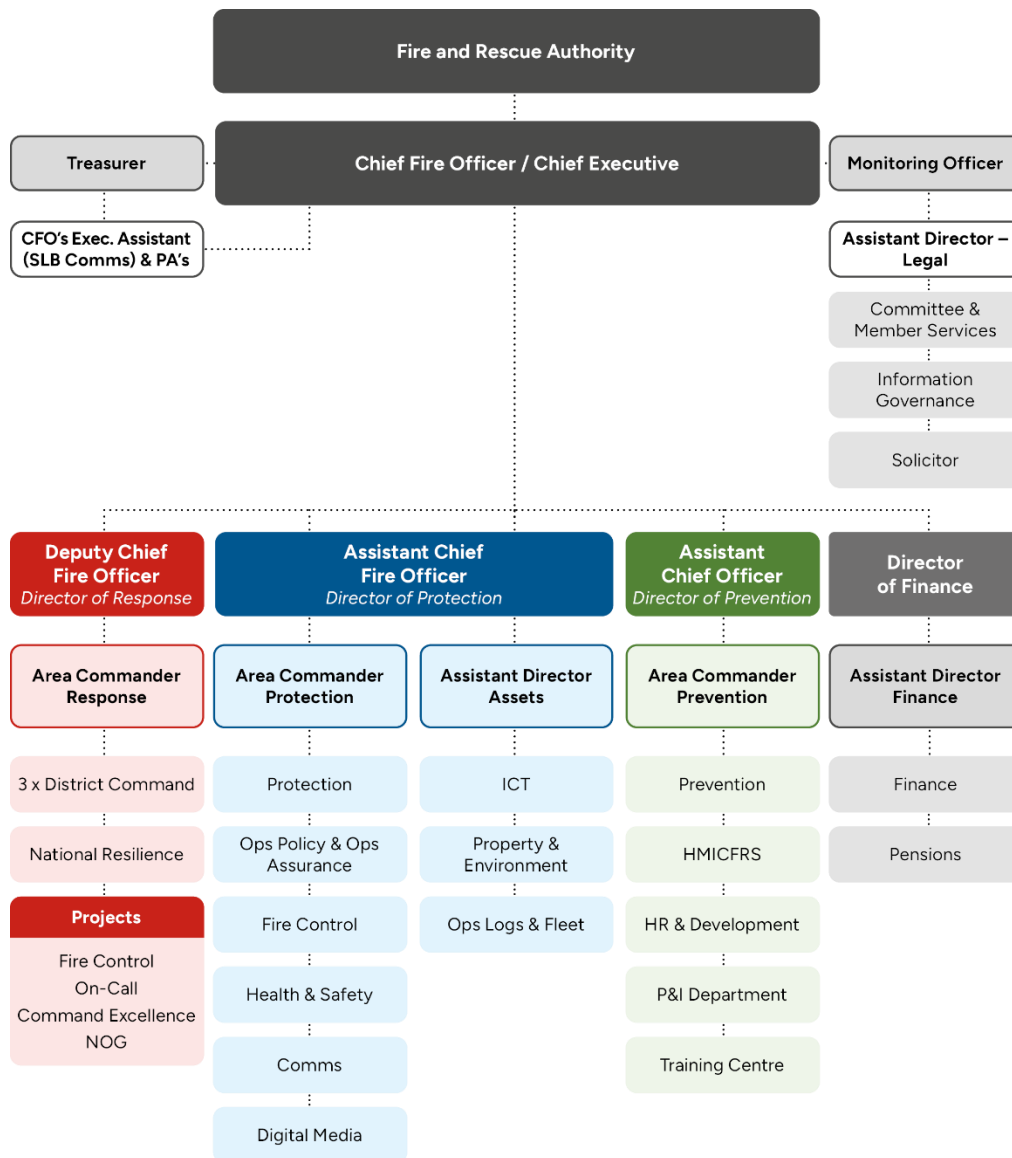
- Hereford & Worcester Fire Authority is the governing body of the Fire and Rescue Service and is the legal entity responsible for carrying out duties as set out in the Fire and Rescue Services Act 2004, in relation to fire prevention, fire safety, firefighting and rescues (including from road traffic collisions and other emergencies such as flooding). It is made up of 25 local councillors, six appointed by Herefordshire Council and 19 by Worcestershire County Council. Since October 2016 the Fire Authority has also included the West Mercia Police and Crime Commissioner in a non-voting capacity.
- The Authority currently carries out its duties by directly employing operational and other staff as Hereford and Worcester Fire and Rescue Service.
- The Authority sets the budget and approves the overall strategic direction for the Service. It also appoints the Chief Fire Officer, Treasurer, Monitoring Officer and Deputy Chief Fire Officer and makes sure the Service has the right people, equipment and training to deliver their services effectively and efficiently in the best interests of the communities of Herefordshire and Worcestershire.
- The Fire Authority normally meets four times a year and is supported by three committees as shown in the structure chart below. All meetings are open to the public, unless there is a reason that any individual matters under discussion need to remain confidential. Members of the Authority are also kept up to date on fire and rescue matters through an annual programme of seminars, workshops and visits to fire stations and other facilities.



The Fire and Rescue Service

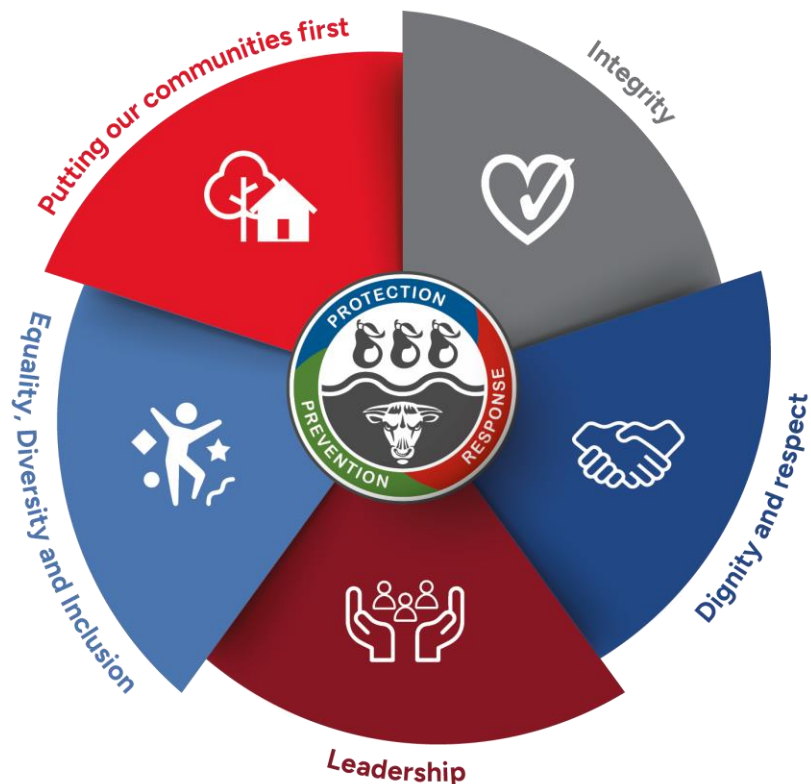
- The Service is led by the Chief Fire Officer/Chief Executive with the support of the Senior Management Board. The Service employs 764 full-time and part-time staff, most of whom are highly trained firefighters (approximately 78% of the total workforce).
- In addition to Service Headquarters at Hindlip Hall, in Worcester, there are 25 fire stations across the two counties, a training centre, stores/workshops and a number of locally based training facilities.
- The Service is structured into four directorates – Response, Protection, Prevention and Finance. Most staff are directly involved in providing prevention, protection, response and resilience services. These services are designed to keep the communities of Herefordshire and

Worcestershire as safe as possible by working with local people, organisations and business to try to make sure emergency incidents do not happen in the first place, as well as by being able to respond quickly and effectively to any emergencies that do happen. These essential services are supported by a wide range of organisational support services such as financial, personnel and legal management functions. The full range of services is shown in the chart below:



Core Code of Ethics


11. The Fire Authority originally developed and adopted Organisation Wide, Service Values these were approved at the Fire Authority meeting on 12th June 2019. The authority then updated and developed this into the Code of Ethics, which the Authority has adopted and embedded, in response to the recommendations in the State of Fire Report for 2019/20. The Code can be seen as building on the Service's existing values and ethical principles rather than replacing them.
12. The Code consists of five clear ethics principles, which provide the basis for promoting behaviour standards. By adopting the Code as our guiding set of values, we are committed to championing ethical behaviours that help to improve organisational culture and workforce diversity, ensuring that communities are supported in the best way.




Putting our communities first 
 We put the interest of the public, the community and service users first.

Integrity 
 We act with integrity including being open, honest and consistent in everything we do.

Dignity and respect 
 We make decisions objectively based on evidence, without discrimination or bias.

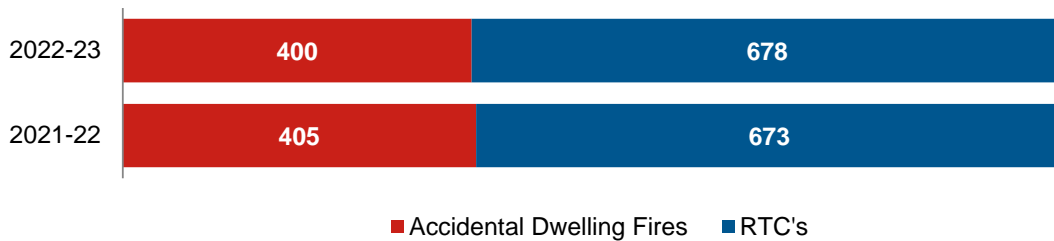
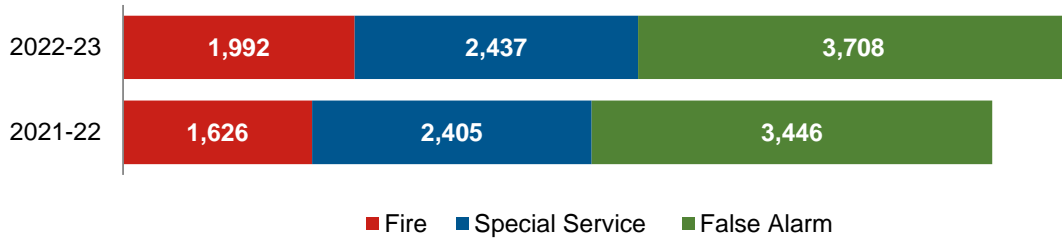
Leadership 
 As positive role models, we are accountable for everything we do and challenge all behaviour that falls short of the highest standards.

Equality, Diversity and Inclusion 
 We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations and celebrate difference.

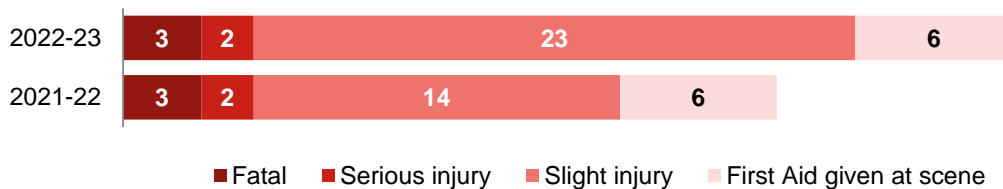
Our Performance

13. In 2022/23, the service received 17,163 emergency calls to a wide range of incidents including property and countryside fires, road traffic collisions, water and animal rescues, collapsed structures and dealing with hazardous substances. In all we attended 8,137 incidents (7,477 incidents in 2021/22), about 156 a week. This represents an overall annual increase of 660 incidents over the previous year, though the majority is accounted for by a 22.5% rise in Fire incidents attended during the year. Analysis shows that most of this increase is largely a reflection of the heatwave observed in August 2022 that caused an increase in the occurrence of outdoor fires.
14. False Alarms continue to be the largest proportion of incidents, representing almost one in every two incidents (45.6%), this represents an actual increase in the number of false alarms attended a slight increase of 7.6% on last year. The Service continues to work with businesses to reduce the number of automated false alarms, including working with occupiers to identify where false alarm activations are by repeat offenders. Fire Control Officers also challenge reports of alarms activating to assess whether the activation is false or not, and can quickly pass on information to attending crews.

15. In terms of potential life risk incidents, the Service attended 400 accidental dwelling fires in the two counties during 2022/23. This was a 1.2% decrease compared with the previous year. Unfortunately, three people died in house fires. While any death is a tragedy, the figures remain low given the relative size of the population. Injuries and fatalities in accidental dwelling fires represent approx. 4.0 casualties per 100,000 population. The Service also attended 678 road traffic collisions in 2022/23, 5 more than the previous year.



Casualties in Accidental Dwelling Fires



Collaboration and the Policing and Crime Act 2017

16. The Policing and Crime Act 2017 contains a wide range of measures, including a statutory duty on the fire and rescue service to work collaboratively with their local Police and Ambulance Services. There is a high degree of collaboration between this Authority and West Mercia Police.

The Accounting Statements

17. The Statement of Accounts that follows covers the Authority's financial year ending 31st March 2023. The accounts, which are prepared in accordance with International Financial Reporting Standards (IFRS) as guided by the CIPFA Code of Practice on Local Authority Accounting 2022/23, comprise a group of Core Financial Statements:

- Comprehensive Income & Expenditure Statement (CIES)
- Movement in Reserves Statement (MiRS)
- Balance Sheet
- Cash Flow Statement
- Notes to the Core Statements

18. In addition, there is a Supplementary Financial Statement in respect of the Firefighters' Pension Account.

19. The purpose of the Core Financial Statements is as below:

Comprehensive Income and Expenditure Statement (CIES)

- This shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation.
- The Authority raises taxation to cover expenditure in accordance with statutory regulation; this may be different to the accounting cost. The taxation position is shown in the Movement in Reserves Statement.

Movement in Reserves Statement (MiRS)

- This shows the movement in the year on the different reserves held by the Authority, analysed into “usable reserves” (i.e. those that can be applied to fund expenditure or reduce local taxation) and other reserves.
- The Surplus (or Deficit) on the Provision of Services Line shows the true economic cost of providing the Authority’s services, more details of which are shown in the Comprehensive Income & Expenditure Statement (CIES).
- These are different to the statutory amounts required to be charged to the General Fund Balance for grant and Council Tax setting purposes.
- The Net Increase/Decrease before Transfers to Ear-marked Reserves line shows the statutory General Fund Balance before any discretionary transfers to or from earmarked reserves.

Balance Sheet

- This shows the value as at the balance sheet date of assets and liabilities recognised by the Authority.
- The net assets of the Authority (assets less liabilities) are matched by the reserves held. Reserves are reported in two categories.
- The first category of reserves are “usable reserves” i.e. those reserves that the Authority may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (e.g. the Capital Receipts Reserve may only be used to fund capital expenditure or repay debt).
- The second category is those that the Authority is not able to use to provide services. This category of reserves included those that hold unrealised gains and losses (e.g. the Revaluation Reserve), where amounts would only become available to provide services if the assets were sold; and reserves that hold timing differences shown in the Movement in Reserves statement line “Adjustments between accounting basis and funding basis under regulations”.

Cash-flow Statement

- This shows the changes in cash and cash equivalents of the Authority during the reporting period.
- The Statement shows how the Authority 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 the extent to which the operations of the Authority are funded by current taxation and grant income.
- Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the Authority’s future service delivery.
- Cash flows arising from financing activities are useful in predicting claims on future cash flows, by providers of capital to the Authority (i.e. those from whom long term borrowing is taken).

20. The accounting policies adopted by the Authority comply with the relevant recommended accounting practice. The Authority's policies are explained fully in the Statement of Accounting Policies which is set out on pages 17-26.
21. The Authority's spending is planned and controlled by a process which includes regular reporting to the Service's management team, the Authority's Policy and Resources Committee and the Fire Authority.

Revenue Budget and Expenditure

22. The Authority's main funding sources are Council Tax, Non-Domestic Rate income and various Government grants which are used to fund the Authority's revenue budget.
23. At the start of 2022/23 the core revenue budget was set at £36.853m with expected funding of £37.012m and a planned transfer of £0.159m to reserves.
24. The revenue expenditure outturn for 2022/23 was £38.040m (an overspend of £1.187m), but the funding out-turn was £37.950m (£0.938m better). A summary of the revenue budget and the final outturn is shown in the table below.

	Budget £m	Out-turn £m	Variance £m
Employee Costs	25.270	25.915	0.645
Running Costs	8.756	9.828	1.072
Capital Financing Costs	2.827	2.297	(0.530)
Total Expenditure	36.853	38.040	1.187
Special Grants	(1.002)	(1.179)	(0.177)
Funding Grants	(8.153)	(8.169)	(0.016)
Business Rates & Grants	(2.035)	(2.780)	(0.745)
Council Tax	(25.822)	(25.822)	0.000
Total Funding	(37.012)	(37.950)	(0.938)
Net Expenditure	(0.159)	0.090	0.249
To/(From) Reserves	(0.159)	(0.090)	(0.249)
	(0.000)	0.000	0000

25. The revenue expenditure out-turn position results in a transfer of £0.090m from reserves rather than a transfer of £0.159m to reserves, a net change of £0.249m.
26. The principal areas of variation, are outlined below:

Expenditure:

Employee Related £0.645m over: The impact of both the Grey and Green book pay awards has been considered by the Authority on several occasions throughout the year. The position is somewhat better than the forecast as more staff were involved in Reserve funded projects than were included in the March estimate.

Running Costs £1.072m over: There are a number of different impacts here and the key ones are outlined below:

- **Property: £0.401m overspend.** A review has identified that some costs that are currently charged to revenue actually relate to minor capital schemes and work was undertaken with the PCC property team to identify these and recode them appropriately. Where this was identified this capital expenditure was funded from revenue increasing the Capital Financing figure, and leaving the overall out-turn position unchanged

- In addition, the budget assumes that **£0.100m** of relevant PCC property team costs would be capitalized against major building projects. However, these projects were not significantly advanced in 2022/23 to allow this. However, this is partially offset by savings in the Capital Financing budget.
- **Strategic Management: £0.062m** continued investment in leadership development across the service and control of the Invest to Improve project portfolio.
- **Operational Policy: £0.075m**, mainly costs of over-border support for a number of major incidents in the year
- **Fleet: £0.147m**, mainly fuel cost above the estimated additional inflation included in the budget.
- **Operational Logistics: £0.167m**, includes the costs of proper cleansing of foam tanks to safely remove residual Persistent Organic Pollutants.
- **Net Other: £120m**

Capital Financing £0.530m under This is mainly due to the frequently reported slippage in the capital programme and increased investment returns as a result of increased interest rates.

Funding

Business Rates and Grants £0.745 additional, of which the main elements are:

- **£0.502m:** 2022/23 Business Rate Reconciliation Grant paid by DLUHC in late January. This was unexpected and not budgeted (but this was the same for all Fire Authorities in the region).
- **£0.047m:** Levy Surplus Grant 2021/22. A distribution of the national surplus left in this fund, and is not within the control of the Authority.
- **£0.128m:** The Authority's estimated share of the 2022/23 Business Rate Pool gain. This is subject to confirmation of final audit of Billing Authorities and may change in the future
- **£0.048m:** adjustment to the Authority's estimated share of the 2021/22 Business Rate Pool gain, following final audit of one Billing Authority.
- **£0.020m:** late adjustment to Collection Fund surplus.

Other grants £0.184m: a number of un-budgeted grants, the major one being the repeating but annually allocated Fire Prevention Grant of £0.169m of which the £0.154m not spent this year is to be taken to the Protection Grant Reserve.

Invest to Improve Projects

27. In addition to the core expenditure of £38.040m (paragraph 24 above), £1.054m was incurred, as approved, on various projects in the multi-year Invest to Improve programme:

	£m
Fire Control Replacement	0.078
Organisational Excellence Project	0.349
On Call Recruitment & Retention Project	0.324
Environmental Sustainability	0.024
Additional Fire Protection Activities	0.249
Firefighter Pensions Remedy Administration	0.015
ICT Replacements Reserve	0.015
Total Expenditure	1.054

28. This expenditure is funded by transfers from various reserves in accordance with the agreed Reserves Strategy.
29. The addition of Invest to Improve expenditure brings total overall expenditure to £39.095m as in the table overleaf:

30. The addition of Invest to Improve expenditure brings total overall expenditure to £39.095m as in the table below:

	Core Expenditure £m	Invest to Improve £m	Total £m
Employee Costs	25.915	0.731	26.646
Running Costs	9.829	0.231	10.060
Capital Financing Costs	2.297	0.092	2.389
Total Expenditure	38.041	1.054	39.095
Special Grants	(1.179)		(1.179)
Funding Grants	(8.170)		(8.170)
Business Rates & Grants	(2.780)		(2.780)
Council Tax	(25.822)		(25.822)
Total Funding	(37.951)	0.000	(37.951)
Net Expenditure	0.090	1.054	1.144
To/from Reserves	(0.090)	(1.054)	(1.144)
	0.000	0.000	0.000

31. This gives a total net transfer from reserves of £1.144m.

Use of Reserves

32. In accordance with the Reserves Strategy a net total of £1.144m was transferred from earmarked reserves as per the table below:

	Revenue Expenditure £m	Invest to Improve Projects £m	Total £m
Future Expenditure Reserves			
from C&C Reserve		(0.078)	(0.078)
from ICT Replacements Reserve	(0.061)	(0.015)	(0.076)
from Organisational Excellence Reserve		(0.349)	(0.349)
from On Call Recruitment Reserve		(0.324)	(0.324)
from Broadway Reserve	(0.942)		(0.942)
to Capital Projects Reserve	0.913		0.913
from Sustainability Reserve		(0.024)	(0.024)
from Fire Protection Reserve		(0.074)	(0.074)
from Pensions Reserve		(0.015)	(0.015)
from Protection Grants Reserve	0.154	(0.175)	(0.021)
	0.064	(1.054)	(0.990)
Budget Reduction Reserves			
to Budget Reduction Reserve	0.497		0.497
From Budget Reduction (Covid) Reserve	(0.602)		(0.602)
from Tax Income Guarantee Grant Reserve	(0.049)		(0.049)
	(0.154)	0	(0.154)
Total Transfer from Reserves	(0.090)	(1.054)	(1.144)

33. This differs from the net movement of £1.181m reported to the Fire Authority on 23rd June 2023, due to some information accounted for after the report date, relating to income received for

Business Rate Pooling, and invoices paid to Welsh Water and West Midlands Fire Service, for the provision of mutual assistance and support.

General Reserve

34. The general reserve stood at £1.538m at 31st March 2023, this figure remains unchanged from 31st March 2022.

Going Concern

35. Hereford and Worcester Fire Authority continue to closely monitor the impact of the wider economy on its operations by reacting to reducing finance settlements in recent years and reviewing the levels of operational workforce to ensure it is in line with the Community Risk Management Plan.
36. Management have assessed that the going concern basis was appropriate for the 2022/23 financial statements: no issues were identified and the Medium Term Financial Plan approved by the Authority in February 2023 confirms this view. The Director of Finance's expectation is that this will continue for the foreseeable future. Using reserves the Authority has a balanced budget for the whole of the Medium Financial Plan period and robust and deliverable plans for a balanced budget going forward. The legislative potential for a replacement of the Fire Authority by a Police, Fire and Crime Commissioner does not affect this assumption as in that there would be a successor body taking on all the assets and liabilities of the Fire Authority.

Financial Climate and Impact on Services

37. **Financial Settlement and Budget for 2023/24** – The Chancellor of the Exchequer delivered the Autumn statement on 17th November 2022 and although there were no specific references to Fire and Rescue Services, it was confirmed that there would be no cuts to the funding announced in the Spending Review 2021. Other key funding announcements impacting on Fire and Rescue Services included confirmation that; core Council Tax referendum limits would rise from 2% to 3% (the Provisional Local Government Finance Settlement later confirmed that Fire and Rescue Authorities (FRAs) would be able to increase the Band D change by up to £5 for 2023/24); there would be a freezing of the business rates multiplier for 2023/24 and; local authorities would be fully compensated for any loss of income as a result of the 2023 business rates revaluation.
38. The 2023/24 Final Local Government Finance Settlement prioritised maintaining financial stability in the immediate term so the Authority's funding levels were only confirmed for 2023/24 (with some guiding principles provided for 2024/25). The settlement was broadly in line with expectations, albeit the inflammatory uplifts to Revenue Support Grants (RSG) and the Business Rates baseline were changed from RPI to CPI, meaning that the Authority will receive less grant than would have been the case had the previous link to RPI been maintained. It was confirmed the CPI inflation rate will be the bases for any future increases to the compensation paid to authorities for the under-indexation of the business rate multiplier.
39. Although the Government has rolled £238m of grants into the core settlement for 2023/24, the fire Pensions Grant (£1.568m for this authority) currently remains outside of the core funding settlement. The Government remains committed to updating and reforming the way local authority funding is distributed to individual authorities. However, any funding formula changes have been postponed until after the current parliament, so it could be 2025/26 before any changes are seen, consequently there remains significant uncertainty around government funding in the medium term.
40. As no new capital grants from Government have been announced, the Authority is currently planning to fund the 2023/24 and later years' capital plan than through a combination of revenue funding, reserves, capital receipts and borrowing.

41. The Authority has an outline four year Medium Term Financial Plan (MTFP) approved at the Authority meeting in February 2023. The MTFP was developed in conjunction with Authority strategies so as to ensure that future plans are funded and sustainable.
42. **Cost of Living Crisis** – Rising energy and food prices have seen inflation sit above 9% since April 2022. Crude oil prices have been falling since the end of May; however this is not expected to reduce household utility spending until later into 2023 and the continuation of the war in Ukraine continues to affect inflation and the availability of numerous supplies. The constant elevated level of inflation has not only triggered a wave of pay demands to compensate workers for the loss of spending power but it also has the potential to impact on the collection rate of Council Tax and Business Rates by the Billing Authorities. Interest rates have remained high which has resulted in the Authority achieving interest rates higher than anticipated in the budget, which has helped offset the inflation increases we have seen on our purchases.
43. Pay awards in 2022/23 were higher than budgeted for and this therefore has an impact on funding requirements in future years, this results in the need to drive efficiencies and cash savings going forward. Consequently, it is likely that significant savings will need to be achieved in future years to meet these commitments, the need to address these additional pressures will be included in the MTFP. The challenge is to make sure the Authority can achieve these savings and still maintain or enhance the services delivered to the public. The Authority will continue to keep the safety of local people, businesses and firefighters as its priority when responding to these challenges.

Firefighters' Pensions

44. Since 1st April 2006 Firefighters' pensions are paid from a separate pensions account, into which the employees' contributions and a new employer contribution are also paid. The net deficit on this account is funded by direct government grant.
45. The employer contribution and certain costs in relation to injury pensions still fall on the General Fund Balance.

McCloud Sargeant – Age Discrimination Case

46. Employment tribunal cases were brought against the Government in relation to possible discrimination in the implementation of transitional protection following the introduction of the reformed 2015 public service pension schemes from 1st April 2015. Transitional protection enabled some members to remain in their pre-2015 schemes after 1st April 2015 until retirement or the end of a pre-determined tapered protection period. The claimants challenged the transitional protection arrangements on the grounds of direct age discrimination, equal pay and indirect gender and race discrimination. The Court of Appeal ruled that the transitional protection offered to some members as part of the reforms amounted to unlawful discrimination.
47. In February 2021, the Government confirmed their approach to remedying age discrimination. In the case of the Fire Schemes, the key feature of the proposed remedy was to extend the final salary protection to 31st March 2022 and to give protected members a one-off choice, in relation to the protected period of 1st April 2015 to 31st March 2022, to either retain their legacy final salary benefits or the reformed career average benefits. This applied to members who were active on or before 31st March 2012 and either remain in active service or left service before 1st April 2015 (including to those members who no longer have a benefit entitlement from the Schemes). It has now been announced that members will make this choice at retirement ('deferred choice' approach). It is assumed that during the protected period members will accrue service in their legacy scheme. All active members in service as at 31st March 2022 would then accrue benefits in the reformed career average scheme.
48. Applying the remedy of age discrimination in the Fire schemes is a significant undertaking for local authorities and their pension schemes administrators. In addition, there is an immediate detriment process to be undertaken, involving those scheme members who have already retired, and those who are about to retire. The lack of clarity around whether payments are

legitimate charges on the Pensions Account has resulted in increased financial risk for the Authority, not least as the legislation around retrospective remedy is not expected until October 2023.

49. The Authority determined that all payments under immediate detriment were to be paused until further clarity was received around legitimate payments. No changes have been made during 2022/23.

Matthews – Modified 2006 Pension Scheme (Second Options Exercise)

50. Following the Matthews vs Kent and Medway Towns Fire Authority & others court ruling, On-Call firefighters employed between 1st July 2000 and 5th April 2006 were allowed to join the Firefighters' Pension Scheme 2006 (FPS2006) as 'special' members.
51. A time limited options exercise took place between 2014 and 2015 to allow eligible individuals to join the FPS, with the benefits awarded to special members largely mirroring the FPS1992, (an amended version of the FPS2006 was to facilitate this as the FPS1992 was already closed). At this point this was limited to service between 7th April 2000 and 5th April 2006 (although the Regulation erroneously fixed the start date as 7th Jul 2000).
52. Following a further legal challenge, it was ruled that whilst it was correct to limit the start date for eligibility to 7th April 2000, it was wrong to limit service to this date. As a consequence, any continuous service before 7th April 2000 is now potentially in scope
53. On-Call firefighters in scope will now be able to purchase pension entitlement as a special member for this additional period. A second options exercise is underway but any obligation has not been calculated with certainty.

Capital Programme Budget

54. During 2022/23 £2.947m was spent on new assets or improvements to existing ones. Expenditure was incurred on the approved vehicle programme, planned major building works, minor property works, small equipment and IT schemes. The majority of the programme was, as planned, funded by borrowing and revenue contributions.
55. During financial year 2022/23, the Authority updated part of its vehicle fleet, by replacing the response vehicles. Capital work also commenced on the station replacement programme for Hereford and Broadway.

Balance Sheet

56. At 31st March 2022 the Authority held Long Term Assets with a net book value of £42.909m. Professional advice has not identified any further impairment due to changes in the economic climate, and adjusting for disposals, depreciation, revaluation and capital expenditure, Long Term Assets are valued at £43.528m at 31st March 2023. The reduction includes the disposal of the former HQ building.
57. Long Term borrowing is only incurred to support capital expenditure and for practical purposes is considered as long-term debt. However, when maturity is within twelve months the borrowing is technically classed as short-term borrowing which can be misleading as it was not borrowed for short term purposes. During 2022/23, there was a reduction of £0.211m in long term borrowing. As at 31st March 2023, total indebtedness of £9.046m (£8.835m long and £0.211m short), remains well below the value of Long Term Assets.
58. The Balance Sheet includes liabilities in respect of the five pension schemes provided for staff.
59. The £0.912m liability on the Local Government Scheme will be covered by the continued level of employer contributions.

60. The Firefighters' schemes are statutory un-funded ones and the significant total liability of £291.907m is a result of this position. There is no requirement, or legal powers, for the Authority to fund this deficit, and any costs not financed by employee or employer contributions are met by direct government grant. More details on pensions can be found on pages 48-57.

Corporate Governance Arrangements

61. The Authority is responsible for ensuring that its business is conducted in accordance with relevant legislation and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. In discharging this accountability, Members and Senior Officers are responsible for putting in place proper procedures for the governance of the Authority's affairs and the stewardship of the resources at its disposal.
62. During 2022/23 the Authority has reviewed the systems and processes it has in place to ensure sound corporate governance and to confirm that they are consistent with the principles outlined in the CIPFA Delivering Good Governance in Local Government Framework 2016 Edition. The latest review of compliance with the code was approved by the Authority Audit and Standards Committee on 20th April 2022.
63. Many of the elements of the code had been in place since the creation of the Authority such as: Codes of Conduct, Codes of Practice, Policy Statements, Standing Orders, Financial Regulations, Internal Audit arrangements and Risk Management arrangements which have been strengthened as referred to in the Annual Governance Statement on pages 72-76.

Strategic Improvement Review

64. **Alliance Command, Control and Mobilisation** – The service is now 2 years into a collaborative project with Shropshire and Wrekin Fire Authority to design a command and control function that allows both services to operate autonomously but be able to combine in periods of crisis and spate to rapidly increase capacity and add resilience. The project is currently specifying a joint Command and Control system.

Fire Alliance – Shropshire and Wrekin Fire Authority

65. The Fire Authority has an established Fire Alliance with Shropshire and Wrekin Fire Authority. This enables the two services to collaborate in ways that create capacity and resilience for both. The initial four areas of focus were ICT, Fire Control, Community Risk Management Plan (CRMP) and procurement. These areas were believed to be of value in themselves but would also serve as the bedrock for any more expansive or deeper collaboration. The expectation is that this arrangement will support both services in achieving their aim of continuing to meet community needs within a challenging financial climate.
66. Both Services have now developed and delivered their Community Risk Management Plans using a single methodology and working to a common set of performance measures. Several IT systems have been harmonised and jointly procured and progress has also been made in bringing together areas such as procurement, training provision and fire investigation.
67. Operational collaborations, such as those mentioned above, will continue to be undertaken as business as usual activity, but the primary focus of both services will be to align their control room functions through the procurement of a new Command and Control system, so that they are able to rapidly and seamlessly combine and support each other in the event of a major incident, a system failure or spate conditions.

Post Balance Sheet Events

68. There are no post balance sheet events to report at the date of issue.

A STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

The Authority's Responsibilities

1. The Authority is required to:
 - make arrangements for the proper administration of its financial affairs and to ensure that one of its Officers has responsibility for the administration of those affairs. In this Authority, that Officer is the Treasurer;
 - manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
 - approve the Statement of Accounts.

The Treasurer's Responsibilities

2. The Treasurer is responsible for the preparation of the Authority's Statement of Accounts which, in terms of the CIPFA Code of Practice on Local Authority Accounting in Great Britain ('the Code') is required to provide a true and fair view of the financial position of the Authority at 31st March 2023 and its income and expenditure for the year ended 31st March 2023.
3. In preparing this Statement of Accounts the Treasurer has:
 - selected suitable accounting policies and then applied them consistently;
 - made judgements and estimates that were reasonable and prudent; and
 - complied with the Code of Practice.
4. The Treasurer has also:
 - kept proper accounting records which were up to date;
 - taken reasonable steps for the prevention and detection of fraud and other irregularities; and
 - ensured the Statement of Accounts provides a true and fair view of the financial position of the Authority at 31st March 2023 and its income and expenditure for the year ended 31st March 2023.
5. I certify that this Statement of Accounts gives a true and fair view of the financial position of the Authority at the reporting date and of its income and expenditure for the year ended 31st March 2023.

Signed on Original

Martin Rehorn CPFA B.Comm (Acc)
Treasurer to the Fire Authority

8th April 2024

Issue Date

6. The date that these financial statements are authorised for issue is xxxxxxxx 2024. All known material events that have occurred up to and including this date which relate to 2022/23 or before have been reflected in the accounts.

AUTHORITY APPROVAL

7. The Statement of Accounts was approved at a meeting of the Audit and Standards Committee on xxxxxxxxxx 2024.

Presiding Chairman of the
Audit and Standards Committee

xxxxxxxxxxxx 2024

STATEMENT OF ACCOUNTING POLICIES

General Principles

1. The Statement of Accounts has been prepared in accordance with proper accounting principles contained within the Code of Practice on Local Authority Accounting in the United Kingdom 2022/23, issued by the Chartered Institute of Public Finance and Accountancy (CIPFA), and International Financial Reporting Standards (IFRS).

Accrual of Income and Expenditure

2. Activity is accounted for in the year that it takes place, not simply when cash payments are made or received. In particular:
 - Revenue from the provision of services is recognised when the Authority can measure reliably the percentage of completion of the transaction and it is probable that economic benefits or service potential associated with the transaction will flow to the Authority.
 - Supplies are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as inventories on the Balance Sheet.
 - Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
 - Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
 - Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.
3. Exceptions to this policy are as follows:
 - Utilities (gas, telephone, electricity etc) and other annual fees, where invoices will be accounted for in the year they fall, providing that only one annual, four quarterly or twelve monthly invoices are charged in any one year.
 - Existing contracts for aerial sites where income will be accounted for in the year it falls providing that only one twelve monthly invoice is charged in any one year. New contracts of a material nature will be treated on a full accruals basis.
 - Employee expenses paid through payroll where the cut-off date for claim is 20th of the month, but where twelve months' claims will be included in the Comprehensive Income and Expenditure Statement.
4. Individual invoices of less than £500 are accounted for in the year they fall.

Cash and Cash Equivalents

5. Cash is represented by cash in hand and deposits with financial institutions (through Worcestershire County Council) repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in a period of not more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

Prior Period Adjustments, Changes in Accounting Policies and Estimates and Errors

6. Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, ie in the current and future years affected by the change and do not give rise to a prior period adjustment.
7. Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Authority's financial position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.
8. Any material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

Events After the Reporting Period

9. Events after the Balance Sheet date are those events, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified:
 - those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events.
 - those that are indicative of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect.

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

VAT

10. Income and expenditure excludes any amounts related to recoverable VAT, as all VAT collected is paid to HM Revenue and Customs and all VAT paid recovered from it.

Overheads and Support Services

11. The costs of overheads and support services are charged to service segments in accordance with the Authority's arrangements for accountability and financial performance.

Property, Plant and Equipment (PP&E)

12. Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment (PP&E) has been capitalised provided it yields benefit to the Authority for more than one year. Capital expenditure enhances the value, usage or life of an asset. Some relatively immaterial items may be financed directly from revenue.
13. PP&E are classified into the groupings required by the Code of Practice on Local Authority Accounting and assets are initially measured at cost, comprising all expenditure that is directly attributable to bringing the assets into working condition for their intended use.

PP&E assets are subsequently measured at current value as follows:

- Fire stations and other specialised properties – Current value based on Depreciated Replacement Cost (DRC).
- Other non-specialised operational properties – Current value based on Existing Use (EUV).

- Non-operational properties – Fair Value (based on open market value).
 - Surplus assets – Fair value based on the price that would be received on the sale of the asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.
 - Vehicles, plant and equipment – Depreciated historic cost as a proxy for current value.
 - Assets under construction – Historic cost.
14. The Authority has a de-minimus of £5,000 for vehicle purchases.
15. Assets are held in the Balance Sheet at gross value, net of depreciation and impairment where appropriate.

Impairment

16. Assets are assessed at each year end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall.
17. Where impairment losses are identified, they are accounted for as follows:
- Where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains).
 - Where there is no balance in the Revaluation Reserve, or an insufficient balance, the carrying amount of the asset is written down against the relevant service lines in the Comprehensive Income and Expenditure Statement.
18. Where an impairment loss is reversed subsequently, the reversal is credited to the relevant lines in the Comprehensive Income and Expenditure Statement, up to the amount of the original loss, adjusted for depreciation that would have been charged if the loss had not been recognised.
19. Revaluation gains are also depreciated, with an amount equal to the difference between current value depreciation charged on assets and the depreciation that would have been chargeable based on their historical cost being transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

Component accounting

20. From 1st April 2010 Component Accounting, as set out in IAS 16 – Property, Plant & Equipment, requires the Authority to componentise all Property, Plant and Equipment where the components have a distinctly different economic life to enable PP&E to be accurately and fairly included in the Authority's Comprehensive Income and Expenditure Statement (CIES) so that the depreciation charge properly reflects the consumption of the asset.
21. The requirement, however, is prospective and not retrospective, and will therefore be introduced as and when properties are re-valued. It is applied only where an item of PP&E has components whose value makes up more than 25% of the asset value.
22. Where there is more than one significant part of the same asset which has the same useful life and depreciation method, such parts may be grouped together.
23. Where a component of an existing asset is to be de-recognised and the component amount is not known, then an estimate using a reasonable basis will be used. The component calculation will be established using the replacement cost of the component, indexed back to the original component's inception and adjusted for any subsequent depreciation and impairment.

24. Any surpluses arising on the initial valuation of fixed assets have been credited to the Capital Adjustment Account. Surpluses arising on revaluation are credited to the Revaluation Reserve.

Heritage Assets

25. Heritage assets are those that are intended to be preserved in trust for future generations because of their cultural, environmental or historical associations. They include historical buildings, civic regalia, orders and decorations (medals), military equipment and works of art.
26. Authorities are required to account for tangible assets in accordance with FRS30 Heritage Assets.
27. Heritage Assets are recognised and measured in accordance with the Authority's policies on PP&E. However, where information on cost or value is not available, and the cost of obtaining reliable information outweighs the benefits to users of the financial statements, the Code does not require the asset to be recognised on the Balance Sheet.
28. The estimated value of such assets is less than £0.015m and the expected cost of an independent valuation is 10% of this figure.

Intangible Assets

29. Intangible assets (e.g. computer software) are defined in IAS 38 - Intangible Assets as an identifiable non-monetary asset without physical substance, and are measured at cost.

Basis of Charge for the use of Assets

30. A depreciation charge is reflected within the Net Cost of Services in the Comprehensive Income and Expenditure Statement (CIES) and is calculated on all PP&E and Intangible assets according to the following policy:
- A charge is made for all fixed assets with a finite useful life. This charge is calculated using the straight line method.
 - Land is not normally depreciated.
 - Buildings are depreciated in accordance with IAS 16 – Property, Plant and Equipment, using the estimated life from the most recent valuation report, on a straight line basis over this period.
 - Surplus assets are measured at fair value, estimated at highest and best use from a market participant's perspective.
 - Operational vehicles, plant and equipment have an asset life between 5 and 10 years. Fire appliances have an asset life of between 10 and 15 years. Both classes are depreciated on a straight line basis over these periods.
 - Information technology assets have an average asset life of 5 years and are depreciated on a straight line basis over this period.
 - Other equipment assets have an average life of 5-7 years, but depreciation is based on the expected life of each individual asset type, on a straight line basis.
 - Some equipment assets carried on fire appliances have a 15 year life and are depreciated accordingly.
 - Newly acquired assets are depreciated from the year of acquisition.
 - Assets in the course of construction are not depreciated until the year that they are brought into use.

- Intangible assets are amortised over their average economic life (5 years).

Financing of Capital Expenditure

31. Capital expenditure is funded by government grants, capital receipts, revenue contributions and in the long term borrowing. The interest on external borrowing is charged to the CIES. A provision for repayment of external borrowing, in accordance with the Minimum Revenue Provision, is set aside each year as a contribution to the Capital Adjustment Account.

Redemption of Debt

32. The Authority finances a proportion of its capital investment by raising loans. In accordance with the Local Government and Housing Act 1989, the Income and Expenditure Account is charged annually with a sum to provide for the eventual repayment of those loans. This sum is known as the Minimum Revenue Provision (MRP).
- Since 2008/09, the Local Authorities (Capital Finance and Accounting) (England) (Amendment) Regulations 2008, has required the Authority to determine an appropriate MRP policy, which has been broadly to set aside sufficient funds over the life of the assets funded from net borrowing.
 - All expenditure from 2008/09 onwards - MRP using an approximate Asset life basis:
 - Buildings over 50 years – per depreciation policy.
 - IT equipment over 5 years - reflecting average life.
 - Other equipment over 7 years – reflecting actual average usage within the FRS.
 - Vehicles – on actual estimated life of each vehicle.
 - Vehicle expenditure before 2008/09 – MRP on a proxy Asset Life basis using original cost, less accumulative MRP, over the remaining useful life of the individual vehicle.
 - Expenditure before 2008/09, (other than vehicles) - MRP on a proxy Asset Life basis using original cost, less accumulative MRP over average asset life as above.

Investment Property

33. Investment properties are those that are used solely to earn rentals and/or for capital appreciation. The definition is not met if the property is used in any way to facilitate the delivery of services or production of goods or is held for sale.
34. The Authority does not acquire properties with the intent for them to be used for investment purposes, but will generate income from assets that are no longer required for operational purposes if this is appropriate.
35. Investment properties are measured initially at cost and subsequently at fair value, being the price that would be received to sell such an asset in an orderly transaction between market participants at the measurement date. As a non-financial asset, investment properties are measured at highest and best use. Properties are not depreciated but are revalued annually according to market conditions at the year end. Gains and losses on revaluation are posted to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. The same treatment is applied to gains and losses on disposal.
36. Rentals received in relation to investment properties are credited to the Financing Investment Income line and result in a gain for the General Fund Balance. However, revaluation and disposal gains and losses are not permitted by statutory arrangements to have an impact on the General Fund Balance. The gains and losses are therefore reversed out of the General Fund Balance in the Movement in Reserves Statement and posted to the Capital Adjustment Account and (for any sale proceeds greater than £10,000) the Capital Receipts Reserve.

Joint Operation

37. A Joint Operation involves the parties that have joint control of the arrangement and have rights to the assets and obligations for the liabilities relating to the arrangement. All parties have joint control of decisions and use of the assets and obligations for the liabilities relating to the arrangement. The Fire Authority recognises, if material, on its Balance Sheet the assets that it controls and the liabilities that it incurs, and debits and credits the Comprehensive Income and Expenditure Statement with the expenditure it incurs and the share of income it earns from the activity of the operation.

Leases

38. Leases are classified as finance leases where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. All other leases are classified as operating leases.
39. During 2022/23 the Authority held only operating leases under the definition of IAS 17 leases. The Authority's operating leases are not capitalised and rentals are charged directly to the CIES in the year to which they relate.

Operating leases

The Authority as Lessee

40. Rentals paid under operating leases are charged to the Comprehensive Income and Expenditure Statement as an expense of the services benefitting from use of the leased property, plant or equipment. Charges are made on a straight-line basis over the life of the lease.

The Authority as Lessor

41. Where the Authority grants an operating lease over a property or an item of plant or equipment, the asset is retained in the Balance Sheet. Rental income is credited to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Credits are made on a straight-line basis over the life of the lease, even if this does not match the pattern of payments. Initial direct costs incurred in negotiation and arranging the lease are added to the carrying amount of the relevant asset and charged as an expense over the lease term on the same basis as rental income.

Non Current Assets held for Sale

42. A non-current asset is reclassified as an Asset Held for Sale where it is probable that the carrying amount of the asset will be recovered through a sale transaction rather than through its continual use.
43. The asset is re-valued and carried at the lower of this amount and fair value less costs to sell. Depreciation is not charged on Assets Held for Sale.

Capital Receipts

44. Capital receipts from the disposal of assets are treated in accordance with the provisions of the Local Government Act 2003, as amended by subsequent Statutory Instruments. Individual receipts of less than £10,000 are credited direct to the CIES.

Inventories

45. Stocks, where material, are shown in the Balance Sheet valued at the average purchase price, except that:
- Vehicle fuel is valued at latest invoice price, which is considered appropriate for this type of stock.

- Other immaterial stocks, e.g. stationery, are treated as current expenditure and charged directly to the CIES.

Pension Arrangements

46. The disclosure requirements are included in the main financial statements as notes to the accounts in accordance with IAS 19 – Employee Benefits and CIPFA recommended practice. This is further explained in paragraphs 47 and 48 below.

Types of pension schemes

47. As part of the terms and conditions of employment of its staff, the Authority offers retirement benefits. Although these benefits will not actually be payable until employees retire, the Authority has a commitment to make the payments that needs to be disclosed at the time that employees earn their future entitlement.
48. The Authority participates in five schemes:
- The Firefighters' Pension Scheme (FFPS) (the "1992 Scheme"). This is a statutory un-funded defined benefit final salary scheme and has been closed to new entrants since 6th April 2006.
 - The New Firefighters' Pension Scheme (NFPS) (the "2006 Scheme") – this is also a statutory un-funded defined benefit final salary scheme.
 - The Firefighters' Care Scheme (FF CARE) (the "2015 scheme") – is open to all uniformed staff (except Fire Control) and is a statutory un-funded defined benefit Career Average Revalued Earnings Scheme. Members starting after the 1st April 2015, and members of the 1992 and 2006 Final Salary Schemes will move into the 2015 scheme, unless protection applies.
 - Following the McCloud/Sargeant age discrimination case all members of the 1992/2006 schemes who were moved (or were due to be moved) to the 2015 scheme will now get a retrospective choice as to which scheme their 2015 to 2022 service will be included in.
 - The Firefighters' Compensation Scheme (FFCS) (the Injury Scheme) – another statutory un-funded defined benefit scheme covering existing and new injury pensions.
 - The Firefighters' schemes are unfunded meaning that there are no investment assets built up to meet the pensions' liabilities and cash has to be generated to meet the actual pensions' payments as they eventually fall due. The arrangements are determined by the Home Office.
 - The Local Government Pension Scheme (LGPS) – subject to qualifying criteria, open to staff not covered by the Firefighters' schemes. This scheme is administered by Worcestershire County Council and is a funded defined benefit final salary scheme. The Authority and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets.
 - In accordance with IAS 19 the Authority recognises the cost of retirement benefits within the Net Cost of Services, in the CIES, when they are earned, rather than when benefits are actually paid as pensions. However the charge to be made to the Council Tax, via the precepts, is based on the amount payable in the year. The difference is reversed out in the General Fund.

Interest on Balances

49. During the year surplus money was invested and the interest earned credited to the CIES.

Government Grants and Contributions

50. Government grants and contributions are recognised in the CIES when conditions attached to a grant or contribution have been satisfied. Government grants and contributions that have not been satisfied are carried in the Balance Sheet as creditors.
51. Where capital grants are credited to the CIES they are reversed out of the General Fund Balance in the Movement in Reserves Statement. Where a grant is yet to be used to finance capital, it is held on the Capital Grant Unapplied Reserve. When it has been used, it is transferred to the Capital Adjustment Account.

Financial Liabilities

52. Financial liabilities are initially measured at fair value and carried at their amortised cost. Annual charges to the CIES for interest payable are based on the carrying amount of the liability, multiplied by the effective rate of interest for the instrument. The amount of borrowings presented in the Balance Sheet is the outstanding principal repayable, and interest charged to the CIES is the amount payable for the year in the loan agreement.
53. Gains and losses on the repurchase or early settlement of borrowing would be credited and debited to Net Operating Expenditure in the CIES in the year of repurchase/settlement.
54. However, if repurchase had taken place as part of restructuring of the loan portfolio that involved the modification or exchange of existing instruments, the premium or discount would be deducted from or added to (respectively) the amortised cost of the new or modified loan and the write down to the CIES would be spread over the life of the loan by an adjustment to the effective interest rate.
55. Where premiums and discounts are charged to the CIES, regulations allow the impact on the General Fund Balance to be spread over future years. The Authority has not yet undertaken such a restructuring of debt and has therefore not yet adopted a policy for its treatment.

Council Tax and Non-Domestic Rates

56. The Council Tax and the non-domestic rates income included in the CIES will show the accrued income for the year. The difference between the income included in the CIES and the amount required by regulation to be credited to the General Fund is held in the Collection Fund Adjustment Account and included as a reconciling item in the 'Adjustments between accounting basis and funding basis under regulations' reconciliation.
57. The Authority's Balance Sheet shows the proportion of surplus/deficit of the Billing Authorities' Collection Fund in the Debtors/Creditors balance. The Authority also shows the attributable share of the impairment allowance for doubtful debts and a provision for non-domestic rates appeals.
58. The IFRS treatment differs from the statutory accounting arrangement, where the Authority precepts directly on the Billing Authority and has no direct debtor or creditor relationship with individual council tax-payers.

Employee Benefits

Accumulating Compensating Absences

59. A review of the cost of holiday entitlements (in the form of annual leave, lieu and flexi-time) earned by employees but not taken before the year-end which employees can carry forward into the next year. If the value is of a significant amount an accrual is charged to the CIES.

Termination Benefits

60. Termination benefits are amounts payable as a result of a decision by the Authority to terminate an officer's employment before the normal retirement date or an officer's decision

to accept voluntary redundancy in exchange for those benefits and are charged on an accruals basis to the appropriate service or where applicable to the Non Distributed Costs line in the Comprehensive Income and Expenditure Statement at the earlier of when the Authority can no longer withdraw the offer of those benefits or when the Authority recognises costs for a restructuring.

Post Employment Benefits

61. These are changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions. Such changes will be debited or credited to the Pensions Reserve.

Provisions, Contingent Liabilities and Contingent Assets

Provisions

62. Provisions are made when an event has taken place that gives the Authority an obligation that probably requires payment, but where the timing of the payment is uncertain. Provisions are charged to the appropriate service line in the Comprehensive Income and Expenditure Statement in the year that the Authority becomes aware of the obligation, based on the best estimate of the likely payment. When payments are eventually made, they are charged to the provision set up in the Balance Sheet. Estimated settlements are reviewed at the end of the financial year, and where it is likely that payment does not need to be made, the provision is reversed and credited back to the relevant service.

Contingent Liabilities

63. A contingent liability arises where an event has taken place that gives the Authority a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events, not wholly within the control of the Authority. Contingent liabilities also arise in circumstances where a provision would otherwise be made but whether it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.
64. Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts.

Contingent Assets

65. A contingent asset arises where an event has taken place that gives the Authority a possible asset whose existence will only be confirmed by the occurrence or otherwise of certain future events not wholly within the control of the Authority.
66. Contingent assets are not recognised in the Balance Sheet but disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

Reserves

67. At 31st March 2023 a general reserve is held to meet expenditure which may arise from unforeseen events.
68. In addition, the Authority holds a variety of earmarked reserves to meet specific known future costs. The value and nature of the current reserves are disclosed in the Notes to the Core Financial Statements on pages 58-62.

Capital Accounting Reserves

69. There are two capital accounting reserves as part of the system of capital accounting, these reserves are not available to spend. These are:

- **The Capital Adjustment Account**

This account records the consumption (of the historical cost) of a fixed asset over the life of the asset. It also records the amounts set aside from revenue resources or capital receipts to finance capital expenditure on fixed assets or for the repayment of external loans and other capital financing transactions.

- **The Revaluation Reserve**

This reserve records the unrealised net gains and losses from revaluations made after 1st April 2007, with the proviso that losses are charged to the Comprehensive Income and Expenditure Statement if the loss is attributable to impairment (the consumption of economic benefits). In the event of such a charge to the CIES, accounting entries are made to ensure that there is no effect on the council tax precept requirement.

Operating Segments

70. The CIPFA Code of Practice on Local Authority Accounting 2022/23 guidance on applying IFRS, requires that where an organisation considers and manages financial, operating and performance information in material segments, then additional financial information must be provided on these segments.
71. Due to the nature of its operation, as a single purpose Authority, the Authority and the Service management team manage the organisation as an entity, and do not have relevant operating segments to report upon.

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

	Notes	2021/22			2022/23		
		Gross Expd £'000	Gross Income £'000	Net Expd £'000	Gross Expd £'000	Gross Income £'000	Net Expd £'000
Gross Expenditure, Gross Income and Net Expenditure on Continuing Operations							
Employee Costs		28,821	(1,010)	27,811	28,971	(962)	28,009
Employee Costs – Past Service Costs				0	3		3
Running Costs		8,377	(435)	7,942	10,308	(553)	9,755
Capital Financing		2,786	0	2,786	3,484	0	3,484
Cost of Services		39,984	(1,445)	38,539	42,766	(1,515)	41,251
Other Operating Expenditure	8	2,165	(7,271)	(5,106)	524	(6,540)	(6,016)
Financing & Investment Income and Expenditure	9	9,302	(656)	8,646	12,082	(1,114)	10,968
Taxation & Non-Specific Grant Income	10		(36,699)	(36,699)		(37,130)	(37,130)
Deficit/(Surplus) on Provision of Services		51,451	(46,071)	5,380	55,372	(46,299)	9,073
Deficit/(Surplus) on revaluation of non-current assets	27-28		(29)	(29)			(1,077)
Remeasurement of the net defined benefit liability/(asset)	65		(5,807)	(5,807)			(123,581)
Other Comprehensive Income and Expenditure				(5,836)			(124,658)
Total Comprehensive Income and Expenditure – Deficit/(Surplus)				(456)			(115,585)

MOVEMENT IN RESERVES STATEMENT FOR THE 12 MONTHS ENDING 31st MARCH 2023

Note	General Fund 85 £'000	Ear-marked Rev Res 86-88 £'000	Sub Total £'000	Unapplied Grant 89 £'000	Cap Receipts Reserve 90 £'000	Total Usable 84 £'000	Revaln. Reserve 92-93 £'000	Capital Adj Acct 94-97 £'000	Pensions Reserve 98-99 £'000	Coll Fund Adj Acct 100 £'000	Acc. Abs. Adj Acct 101 £'000	Total Unusable 91 £'000	All Reserves £'000
Balance at 31-Mar-2022	1,538	15,476	17,014	3	7,070	24,087	5,840	16,386	(409,558)	(362)	(163)	(387,857)	(363,770)
Total Comprehensive Income & Expenditure	115,585		115,585			115,585						0	115,585
Other Comprehensive Income & Expenditure													
Surplus on revaluation of non-current assets	(1,077)		(1,077)			(1,077)	1,077					1,077	0
Movement in Pensions Reserve	(123,581)		(123,581)			(123,581)			123,581			123,581	0
Reversal of items in the CIES													
<i>to be removed for determining movement in General Fund</i>													
Relating to Depreciation/Amortisation	2,282		2,282			2,282		(2,282)				(2,282)	0
Relating to Depreciation on un-realised gains							(99)	99				0	0
Relating to Revaluation/Impairment gains/losses	960		960			960		(960)				(960)	0
Relating to Revaluation losses on Investment Assets									(12,423)			(12,423)	0
Relating to Retirement Benefits	12,423		12,423			12,423						(12,423)	0
Relating to Non-current assets w/off on disposal	506		506			506		(506)				(506)	0
Relating to Non-current assets w/off on disposal of Revaluation Reserve Balance							(1)	1				0	0
Relating to Capital Receipts	(374)		(374)		374	0							
Relating to Unapplied Capital Grants/Contributions	(83)		(83)	83		0							
Relating to Grants used to Finance Capital Expenditure				(86)		(86)		86				86	0
Relating to Capital Receipts used to Finance Capital Expenditure					(374)	(374)		374				374	0
Relating to Council Tax Income	112		112			112				(112)		(112)	0
Relating to Non-domestic rates income	(388)		(388)			(388)				388		388	0
Relating to Compensated absences	62		62			62					(62)	(62)	0
Insertion of items in the CIES													
<i>to be included for determining movement in General Fund</i>													
Employers Contribution to Pension Schemes	(5,581)		(5,581)			(5,581)			5,581			5,581	0
Statutory Provision for Debt Repayment	(1,660)		(1,660)			(1,660)		1,660				1,660	0
Revenue Financing of Capital	(330)		(330)			(330)		330				330	0
Transfers Between Earmarked Reserves	1,144	(1,144)	0			0							0
Balance at 31-Mar-2023	1,538	14,332	15,870	0	7,070	22,940	6,817	15,188	(292,819)	(86)	(225)	(271,125)	(248,185)

SUMMARY OF MOVEMENTS

Balance at 31-Mar-2022	1,538	15,476	17,014	3	7,070	24,087	5,840	16,386	(409,558)	(362)	(163)	(387,857)	(363,770)
Movement in Reserves during 2022/23													
Deficit/(Surplus) on Provision of Services	115,585		115,585			115,585							115,585
Other Comprehensive Income & Expenditure	(124,658)		(124,658)			(124,658)	1,077		123,581			124,658	0
Total Comprehensive Income & Expenditure	(9,073)	0	(9,073)	0	0	(9,073)	1,077	0	123,581	0	0	124,658	115,585
Adjustments between accounting basis and funding basis under regulations	7,929		7,929	(3)	0	7,926	(100)	(1,198)	(6,842)	276	(62)	(7,926)	0
Net change before Earmarked Reserve Transfers	(1,144)	0	(1,144)	(3)	0	(1,147)	977	(1,198)	116,739	276	(62)	116,732	115,585
Earmarked Reserves Transfers	1,144	(1,144)	0			0							0
Net Movement in Year	1	(1,144)	(1,144)	(3)	0	(1,147)	977	(1,198)	116,739	276	(62)	116,732	115,585
Balance at 31-Mar-2023 Carried Forward	1,538	14,332	15,870	0	7,070	22,940	6,817	15,188	(292,819)	(86)	(225)	(271,125)	(248,185)

MOVEMENT IN RESERVES STATEMENT FOR THE 12 MONTHS ENDING 31st MARCH 2022

Note	General Fund 85 £'000	Ear-marked Rev Res 86-88 £'000	Sub Total £'000	Unapplied Grant 89 £'000	Cap Receipts Reserve 90 £'000	Total Usable 84 £'000	Revaln. Reserve 92-93 £'000	Capital Adj Acct 94-97 £'000	Pensions Reserve 98-99 £'000	Coll Fund Adj Acct 100 £'000	Acc. Abs. Adj Acct 101 £'000	Total Unusable 91 £'000	All Reserves £'000
Balance at 31-Mar-2021	1,538	14,238	15,776	3	5,533	21,312	6,542	18,226	(408,638)	(1,401)	(267)	(385,538)	(364,226)
Total Comprehensive Income & Expenditure	456		456			456						0	456
Other Comprehensive Income & Expenditure													
Surplus on revaluation of non-current assets	(29)		(29)			(29)	29					29	0
Movement in Pensions Reserve	(5,807)		(5,807)			(5,807)			5,807			5,807	0
Reversal of items in the CIES													
<i>to be removed for determining movement in General Fund</i>													
Relating to Depreciation/Amortisation	2,328		2,328			2,328		(2,328)				(2,328)	0
Relating to Depreciation on un-realised gains							(75)	75				0	0
Relating to Revaluation/Impairment gains/losses	198		198			198		(198)				(198)	0
Relating to Revaluation losses on Investment Assets													
Relating to Retirement Benefits	12,214		12,214			12,214			(12,214)			(12,214)	0
Relating to Non-current assets w/off on disposal	2,149		2,149			2,149		(2,149)				(2,149)	0
Relating to Non-current assets w/off on disposal of Revaluation Reserve Balance			0			0	(656)	656				0	0
Relating to Capital Receipts	(1,602)		(1,602)		1,602	0						0	0
Relating to Unapplied Capital Grants/Contributions	(396)		(396)	396		0						0	0
Relating to Grants used to Finance Capital Expenditure			0	(396)		(396)		396				396	0
Relating to Capital Receipts used to Finance Capital Expenditure			0		(65)	(65)		65				65	0
Relating to Council Tax Income	(447)		(447)			(447)				447		447	0
Relating to Non-domestic rates income	(592)		(592)			(592)				592		592	0
Relating to Compensated absences	(104)		(104)			(104)					104	104	0
Insertion of items in the CIES													
<i>to be included for determining movement in General Fund</i>													
Employers Contribution to Pension Schemes	(5,487)		(5,487)			(5,487)			5,487			5,487	0
Statutory Provision for Debt Repayment	(1,605)		(1,605)			(1,605)		1,605				1,605	0
Revenue Financing of Capital	(38)		(38)			(38)		38				38	0
Transfers Between Earmarked Reserves	(1,238)	1,238	0			0						0	0
Balance at 31-Mar-2022	1,538	15,476	17,014	3	7,070	24,087	5,840	16,386	(409,558)	(362)	(163)	(387,857)	(363,770)

SUMMARY OF MOVEMENTS

Balance at 31-Mar-2021	1,538	14,238	15,776	3	5,533	21,312	6,542	18,226	(408,638)	(1,401)	(267)	(385,538)	(364,226)
Movement in Reserves during 2022/23													
Deficit/(Surplus) on Provision of Services	456		456			456						0	456
Other Comprehensive Income & Expenditure	(5,836)		(5,836)			(5,836)	29		5,807			5,836	0
Total Comprehensive Income & Expenditure	(5,380)		(5,380)	0	0	(5,380)	29	0	5,807	0	0	5,836	456
Adjustments between accounting basis and funding basis under regulations	6,618		6,618		1,537	8,155	(731)	(1,840)	(6,727)	1,039	104	(8,155)	0
Net change before Earmarked Reserve Transfers	1,238		1,238	0	1,537	2,775	(702)	(1,840)	(920)	1,039	104	(2,319)	456
Earmarked Reserves Transfers	(1,238)	1,238	0										
Net Movement in Year	0	1,238	1,238	0	1,537	2,775	(702)	(1,840)	(920)	1,039	104	(2,319)	456
Balance at 31-Mar-2022 Carried Forward	1,538	15,476	17,014	3	7,070	24,087	5,840	16,386	(409,558)	(362)	(163)	(387,857)	(363,770)

BALANCE SHEET

	Notes	31-Mar-2022 £'000	31-Mar-2023 £'000
Property Plant & Equipment	27-31	42,764	43,302
Intangible Assets	32-35	145	226
Long Term Assets		42,909	43,528
Inventories		247	295
Short Term Debtors	57	6,730	7,399
Cash & Cash Equivalents	58-59	10,351	7,998
Current Assets		17,328	15,692
Short Term Borrowing	45-46	(1,365)	(211)
Short Term Creditors	60	(4,091)	(4,934)
Current Liabilities		(5,456)	(5,145)
Provisions	102	(198)	(190)
Long Term Borrowing	45-46	(9,046)	(8,835)
Other Long Term Liabilities - Pensions	61-82	(409,307)	(292,819)
Other Long Term Liabilities	83	0	(416)
Long Term Liabilities		(418,551)	(302,260)
Net Liabilities		(363,770)	(248,185)
Usable Reserves	84-90	24,087	22,940
Unusable Reserves	91-101	(387,857)	(271,125)
Total Reserves		(363,770)	(248,185)

The unaudited accounts were issued on 8th April 2024 and the audited accounts were authorised for issue on xxxxxxxx 2024.

CASH-FLOW STATEMENT

	Notes	2021/22 £'000	2022/23 £'000
Net (surplus) or deficit on the provision of services		5,380	9,073
Adjustments to net surplus or deficit on the provision of services for non cash movements	111	(9,819)	(10,344)
Adjustments for items included in the net surplus or deficit on the provision of services that are investing and financing activities	112	1,581	457
Net cash flows from operating activities		(2,858)	(814)
Investing Activities	114	1,357	1,802
Financing Activities	115	1,726	1,365
Net increase or decrease in cash and cash equivalents		225	2,353
Cash and cash equivalents at the beginning of the period		(10,576)	(10,351)
Net increase or decrease in cash and cash equivalents in the period		225	2,353
Cash and cash equivalents at the end of the reporting period	61	(10,351)	(7,998)

NOTES TO THE CORE FINANCIAL STATEMENTS

Accounting Standards that have been issued but not yet been adopted

1. The 2022/23 Code requires:

- changes in accounting policy to be applied retrospectively unless alternative transitional arrangements are specified in the Code.
- an Authority to disclose information relating to the impact of an accounting change that will be required by a new standard that has been issued but not yet adopted by the Code for the relevant financial year.

Each year the Code adapts IAS8 – Accounting Policies, Changes in Accounting Estimates and Errors on an annual basis to limit the impact of standards that have been issued but not yet adopted to those listed in Appendix C of the Code. The standards introduced in the 2023/24 Code that may require additional disclosures in accordance with the above requirements in the 2022/23 financial statements are:

- IAS 8 – Accounting Policies, Changes in Accounting Estimates and Errors issued in February 2021: the changes clarify the definition of accounting estimates and include other amendments to help entities distinguish between changes in accounting estimates and changes in accounting policies.
- IAS 1 and IFRS Practice Statement 2 – Disclosure of Accounting Policies issued in February 2021 issued in February 2021: the amendments introduce the requirement for entities to disclose its material accounting policies instead of its significant accounting policies.
- IAS 12 – Deferred Tax related to Assets and Liabilities arising from a single transaction issued in May 2021: these amendments narrow the scope of the recognition exemption in paragraphs 15 and 24 of IAS 12 so that it no longer applies to transactions that, on initial recognition, give rise to equal taxable and deductible temporary differences.
- IAS3 - Reference to the Conceptual Framework issued in May 2020: an outdated reference to the conceptual framework was amended.

It is not expected that these new standards will have a material effect on the Statement of Accounts.

The Authority is planning to adopt IFRS 16 – Leases on 1st April 2024.

Expenditure and Funding Analysis – 2022/23

2. This shows how annual expenditure is used and funded from resources (government grants, council tax and business rates) by local authorities in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices.

The statement shows how expenditure is allocated for decision making purposes between the Authority's reporting areas. Income and expenditure accounted for under generally accepted accounting practices is presented more fully on the Comprehensive Income and Expenditure Statement.

	Net Expd on General Fund Mngt Accts £'000	Re- Allocation Note 3 £'000	Net Expd on General Fund CIES Format £'000	Adjustments Between Funding and Accounting Note 4 £'000	Net Expd in the CIES £'000
Employee Costs	26,646	(871)	25,775	2,234	28,009
Pension Past Service Cost	0	0	0	3	3
Running Costs	10,060	(305)	9,755	0	9,755
Capital Financing	2,389	(157)	2,232	1,252	3,484
Net Cost of Services	39,095	(1,333)	37,762	3,489	41,251
Funding	(37,951)	37,951			
Other Income and Expenditure		(36,618)	(36,618)	4,440	(32,178)
Surplus or Deficit on Provision of Services	1,144	0	1,144	7,929	9,073
Transfer from Reserves	(1,144)				
Net Movement on General Fund	0		1,144		
Deficit/(Surplus) on revaluation of non-current assets				(1,077)	(1,077)
Remeasurement of the net defined benefit/(liability)				(123,581)	(123,581)
Other Comprehensive Income and Expenditure				(124,658)	(124,658)
Deficit/(Surplus) Comprehensive Income and Expenditure				(116,729)	(115,585)
Opening General Fund and Earmarked Reserve Balance at 31 March 2022	17,014				
Less Deficit on General Fund in year	(1,144)				
Closing General Fund and Earmarked Reserve Balance at 31 March 2023	15,870				

Note to the Expenditure and Funding Analysis – 2022/23

3. Budget allocations for management purposes do not exactly follow the Code in respect of the distinction between the Net Cost of Services and the total Cost for the provision of services. This table analyses the difference

	Other Employee Costs £'000	Interest £'000	Special Grants £'000	Other Adjs £'000	Total Adjs £'000
Employee Costs	(67)		(846)	42	(871)
Running Costs	67		(333)	(39)	(305)
Capital Financing		(154)		(3)	(157)
	0	(154)	(1,179)	0	(1,333)
Income		154	1,179		1,333
	0	0	0	0	0

Adjustments relating to the Expenditure and Funding Analysis – 2022/23

4. Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amount

	Adj for Capital Purpose £'000	Net Pension Adj £'000	Capital Grant Adj £'000	Other Difference £'000	Total Adj £'000
Employee Costs		2,172		62	2,234
Capital Financing	1,252				1,252
Pensions Past Service Cost		3			3
Net Cost of Services	1,252	2,175	0	62	3,489
Other Income and expenditure	132	4,667	(83)	(276)	4,440
Surplus or Deficit on Provision of Services	1,384	6,842	(83)	(214)	7,929
Other Comprehensive Income and Expenditure	(1,077)	(123,581)			(124,658)
Difference between General Fund Surplus and Comprehensive Income and Expenditure Statement Deficit	307	(116,739)	(83)	(214)	(116,729)

5. Expenditure and Funding Analysis – 2021/22

	Net Expd on General Fund Mngt Accts £'000	Re- Allocation Note 6 £'000	Net Expd on General Fund CIES Format £'000	Adjustments Between Funding and Accounting Note 7 £'000	Net Expd in the CIES £'000
Employee Costs	24,722	(977)	23,745	4,066	27,811
Running Costs	8,186	(244)	7,942	0	7,942
Capital Financing	2,382	(478)	1,904	882	2,786
Net Cost of Services	35,290	(1,699)	33,591	4,948	38,539
Funding	(36,528)	36,528	0		
Other Income and Expenditure		(34,829)	(34,829)	1,670	(33,159)
Surplus or Deficit on Provision of Services	(1,238)	0	(1,238)	6,618	5,380
Transfer from Reserves	1,238				
Net Movement on General Fund	0		(1,238)		
Deficit/(Surplus) on revaluation of non- current assets				(29)	(29)
Remeasurement of the net defined benefit/(liability)				(5,807)	(5,807)
Other Comprehensive Income and Expenditure				(5,836)	(5,836)
Deficit/(Surplus) Comprehensive Income and Expenditure				782	456
Opening General Fund and Earmarked Reserve Balance at 31 March 2021	15,776				
Plus Surplus on General Fund in year	1,238				
Closing General Fund and Earmarked Reserve Balance at 31 March 2022	17,014				

6. Note to the Expenditure and Funding Analysis – 2021/22

Budget allocations for management purposes do not exactly follow the Code in respect of the distinction between the Net Cost of Services and the total Cost for the provision of services. This table analyses the difference between the management account format and the CIES format.

	Other Employee Costs £'000	Interest £'000	Special Grants £'000	Other Adjs £'000	Total Adjs £'000
Employee Costs	(56)		(926)	5	(977)
Running Costs	56		(337)	37	(244)
Capital Financing		(478)			(478)
	0	(478)	(1,263)	42	(1,699)
Income		478	1,263	(42)	1,699
	0	0	0	0	0

7. Adjustments relating to the Expenditure and Funding Analysis – 2021/22

Adjustments from General Fund to arrive at the CIES amounts

	Adj for Capital Purpose £'000	Net Pension Adj £'000	Capital Grant Adj £'000	Other Difference £'000	Total Adj £'000
Employee Costs		4,170		(104)	4,066
Capital Financing	882				882
Net Cost of Services	882	4,170	0	(104)	4,948
Other Income and expenditure	547	2,557	(396)	(1,038)	1,670
Surplus or Deficit on Provision of Services	1,429	6,727	(396)	(1,142)	6,618
Other Comprehensive Income and Expenditure	(29)	(5,807)			(5,836)
Difference between General Fund surplus and Comprehensive Income and Expenditure Statement Deficit	1,400	920	(396)	(1,142)	782

8. Analysis of Other Operating Expenditure in CIES

	2021/22 £'000	2022/23 £'000
Gross Expenditure		
(Gain)/loss on disposal of non-current assets	2,149	506
LGPS pensions administrative costs	16	18
	2,165	524
Gross Income		
Firefighter Scheme Pension Grant	(5,627)	(6,166)
Proceeds from sale of assets	(1,602)	(374)
Forfeited deposit – sale of land	(42)	0
	(7,271)	(6,540)
Total Other Operating Expenditure/(Income)	(5,106)	(6,016)

9. Analysis of Financing and Investment Income and Expenditure

	2021/22 £'000	2022/23 £'000
Interest payable and similar charges	484	401
Interest receivable and similar income	(6)	(248)
Pensions net interest cost and expected return on pensions assets	8,168	10,815
	8,646	10,968

10. **Analysis of Taxation and Non-Specific Grant Income**

	2021/22 £'000	2022/23 £'000
Council Tax income	24,928	25,709
National Non-Domestic Rates (NNDR) income and expenditure	7,139	7,107
Rural Service Grant	114	115
Pension Grant	1,568	1,568
Revenue Support Grant (RSG)	2,080	2,144
Transparency Grant	8	8
Services Grant	0	392
Covid 19 Grant	42	0
Tax Income Guarantee Compensation	(4)	0
Pension Admin Grant	52	0
Other Contributions	4	4
Capital Grants and Contributions	396	83
Local Council Tax Support Scheme Grant	372	0
	36,699	37,130

11. **Members' Allowances**

The Authority paid the following amounts to Members as Allowances and expenses during the year.

	2021/22 £'000	2022/23 £'000
Basic Allowances	29	30
Special Allowances	20	20
Expenses	2	2
	51	52

A breakdown of the amounts paid to individual Members is available on the Authority's website, this can be accessed using the following link.
<https://hwfire.cmis.uk.com/hwfire/documents/documentLibrary.aspx>

12. **Officers Emoluments**

During the year the number of Staff who received remuneration in excess of £50,000 (excluding employers pension contributions) is as detailed in the following table. The table represents total payments to individual staff members during the year (including the taxable use of Authority assets – vehicles) and includes a number of operational staff working significant amounts of overtime. Senior officer salaries have been impacted by the timing of pay increases and the relevant back pay.

£	2021/22 No. of Staff	2022/23 No. of Staff
50,000 - 54,999	30	35
55,000 - 59,999	19	22
60,000 - 64,999	9	13
65,000 - 69,999	7	8
70,000 - 74,999	5	2
75,000 - 79,999	2	5
80,000 - 84,999	1	1
85,000 - 89,999	0	2
90,000 - 94,999	1	1
95,000 - 99,999	0	0
100,000 - 104,999	0	1
105,000 - 109,999	1	0
110,000 - 114,999	0	0
115,000 - 119,999	1	1
120,000 – 124,999	0	0
125,000 – 129,999	0	0
130,000 – 134,999	0	0
135,000 – 139,999	1	1
	77	92

The post of Assistant Chief Fire Officer to 22/07/2022 and the post of Deputy Chief Fire Officer from 23/07/2023 were held by the same officer.

Senior Officers – included in table above

2022/23 Post Title		Salary £	Benefit in Kind £	Sub-Total £	Pension Contrib. £	Total incl Pension £
Chief Fire Officer/Chief Executive	U	135,805		135,805	39,074	174,879
Deputy Chief Fire Officer to 16/8/2022	U	40,965	6,095	47,060	11,048	58,108
Deputy Chief Fire Officer from 23/07/2022	U	75,206	2,704	77,910	20,281	98,191
Assistant Chief Fire Officer to 22/07/2022	U	31,551		31,551	9,075	40,626
Assistant Chief Fire Officer from 01/05/2022	U	93,546		93,546	22,884	116,430
Assistant Chief Officer from 01/03/2023	NU	6,999	103	7,102	1,264	8,366
Director of Finance/Treasurer	NU	84,545	8,352	92,897	15,725	108,622
Head of Legal Services	NU	50,411	1,239	51,650	9,376	61,026
U : Uniformed; NU : Non-Uniformed		519,028	18,493	537,521	128,727	666,248

2021/22 Post Title		Salary £	Benefit in Kind £	Sub-Total £	Pension Contrib. £	Total incl Pension £
Chief Fire Officer/Chief Executive	U	136,050	0	136,050	39,182	175,232
Deputy Chief Fire Officer	U	102,308	5,930	108,238	29,465	137,703
Assistant Chief Fire Officer	U	101,931	7,598	109,529	29,356	138,885
Director of Finance/Treasurer	NU	84,846	5,974	90,820	15,781	106,601
Head of Legal Services	NU	70,346	1,239	71,585	13,084	84,669
U : Uniformed; NU : Non-Uniformed		495,481	20,741	516,222	126,868	643,090

13. Pension contributions in the above tables relate to average scheme contribution rates and not an individual pension pot. Uniformed staff are members of the Firefighters Pension Scheme (FFPS), all other senior officers are members of the Local Government Scheme (LGPS).
14. The majority of the Benefit in Kind relates to the provision of cars.

Related Party Transactions

15. The Authority is required to disclose material transactions with related parties – bodies or individuals that have the potential to control or influence the Authority or be controlled or influenced by the Authority. Disclosure of these transactions allows readers to assess the extent to which the Authority might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Authority.
16. **Central Government** has a significant influence over the general operations of the Authority – it is responsible for setting the statutory framework within which the Authority operates, provides a proportion of funding in the form of grants and prescribes the terms of many of the transactions that the Authority has with other parties (e.g. Council Tax bills). Grants received from Government are set out in table 10 on page 37.
17. **Members** of the Authority have direct control over the Authority's financial and operating policies. The total of Members' allowances paid is shown in Note 11 on page 37. No Members of the Authority or members of their immediate family or household declared any positions of influence.
18. **Officers** – No Senior Officers within the Service or members or their immediate family or household declared any positions of influence.

External Audit Fees

19. During 2022/23 Hereford & Worcester Fire Authority incurred the fees below in respect of external audit and statutory inspection services, to auditors appointed under the Local Audit and Accountability Act 2014.

	2021/22 £'000	2022/23 £'000
Fees payable to Grant Thornton UK LLP:		
in respect of external audit services 2019/20 Accounts	0	(5)
in respect of external audit services 2020/21 Accounts	4	19
in respect of external audit services 2021/22 Accounts	43	(17)
in respect of external audit services 2022/23 Accounts	0	45
	47	42

Leases

20. The Authority does not have any leases that meet the accounting requirement to be treated as Finance Leases.

Operating Leases

Authority as Lessee

21. The Authority has entered into operational leases for the provision of ancillary vehicles. The total rentals paid to lessors on these operating leases in the year totalled £2,695.(2021/22 £20,541).
22. The Authority has entered into two lease agreements with the Police & Crime Commissioner for West Mercia, as part of collaborative working. These are detailed as follows:
- On the 3rd April 2014 the Authority entered into a lease arrangement for the provision of a joint Fire/Police Station in Bromsgrove. The lease is for a term of 30 years with the option for the Authority to extend for a further 30 years. The total rent paid in 2022/23 was £239,996 (2021/22 was £239,996).
 - On the 1st November 2018, the Authority entered into a lease arrangement for the provision of a Headquarters Facility at Hindlip Hall. The lease is based on a peppercorn arrangement.
23. The future lease payments under non-cancellable operating leases in future years are:

	31-Mar-2022 £'000	31-Mar-2023 £'000
Not later than one year	240	240
Later than one year and not later than 5 years	960	960
Later than 5 years	4,080	3,840
	5,280	5,040

Capital Expenditure

24. Details of capital expenditure incurred during the year are as follows:

	2021/22 £'000	2022/23 £'000
New Buildings & Adaptations	935	844
Vehicles (including fitted equipment)	1,391	1,673
IT and Communication Equipment	282	65
Other Equipment	127	291
Intangible Assets	0	74
Total Capital Expenditure	2,735	2,947

25. Capital expenditure was financed as follows:

	2021/22 £'000	2022/23 £'000
Net Borrowing	2,236	2,157
Capital Receipts	65	374
Capital Grant	396	86
Revenue Contributions	38	330
	2,735	2,947

26. Capital Financing Requirement

	2021/22		2022/23	
	Owned £'000	Total £'000	Owned £'000	Total £'000
Opening CFR	20,292	20,292	20,923	20,923
Capital investment				
Operational assets	650	650	3,414	3,414
Assets not yet Operational	2,085	2,085	(467)	(467)
Revenue Expenditure Funded from Capital under Statute (REFCUS)				
Sources of Finance				
Capital receipts	(65)	(65)	(374)	(374)
Government grants and other contributions	(396)	(396)	(86)	(86)
Sums set aside from Revenue - Direct Revenue Financing	(38)	(38)	(330)	(330)
	2,236	2,236	2,157	2,157
Sums set aside from Revenue				
- Minimum Revenue Provision	(1,605)	(1,605)	(1,660)	(1,660)
Increase/(Decrease) in CFR	631	631	497	497
Closing CFR	20,923	20,923	21,420	21,420
Explanation of movements in year				
Increase/(Decrease) in underlying need to borrow unsupported by government financial assistance	631	631	497	497
Increase/(Decrease) in Capital Financing Requirement	631	631	497	497

Property, Plant and Equipment

27. Movements in 2022/23

	Land and Buildings £'000	Vehicles Plant, Furniture and Equipment £'000	Surplus Assets £'000	Assets not yet Operational £'000	TOTAL Tangible Assets £'000
Cost or Valuation at 01 April 2022	33,517	25,953	499	2,352	62,321
Additions	477	1,642		1,171	3,290
Revaluation increases/(decreases) recognised in the Revaluation Reserve	689				689
Revaluation increases/(decreases) recognised in the Surplus/Deficit on the Provision of Services	(1,110)				(1,110)
Reclassifications	55	1,480		(1,535)	0
Reclassifications – to Intangible Assets				(104)	(104)
Disposals/derecognition	(7)	(708)		(536)	(1,251)
At 31 March 2023	33,621	28,367	499	1,348	63,835
Accumulated Depreciation and Impairment at 01 April 2022	0	(19,557)	0	0	(19,557)
Reclassifications					
Depreciation Charge for 2022/23	(538)	(1,648)			(2,186)
Depreciation written out to Revaluation Reserve	388				388
Depreciation written out to the Surplus/Deficit on Provision of Services	150				150
Disposals/derecognition		672			672
At 31 March 2023	0	(20,533)	0	0	(20,533)
Balance Sheet amount at 01 April 2022	33,517	6,396	499	2,352	42,764
Balance Sheet amount at 31 March 2023	33,621	7,834	499	1,348	43,302

28. Comparative Movements in 2021/22

	Land and Buildings £'000	Vehicles Plant, Furniture and Equipment £'000	Surplus Assets £'000	Assets not yet Operational £'000	TOTAL Tangible Assets £'000
Cost or Valuation at 01 April 2021	33,479	26,418	2,832	267	62,996
Additions	517	133		2,085	2,735
Revaluation increases/(decreases) recognised in the Revaluation Reserve	(107)		(184)		(291)
Revaluation increases/(decreases) recognised in the Surplus/Deficit on the Provision of Services	(372)				(372)
Disposals/derecognition		(598)	(2,149)		(2,747)
At 31 March 2022	33,517	25,953	499	2,352	62,321
Accumulated Depreciation and Impairment at 01 April 2021	0	(18,428)	0	0	(18,428)
Reclassifications					
Depreciation Charge for 2022/23	(495)	(1,727)			(2,222)
Depreciation written out to Revaluation Reserve	346				346
Depreciation written out to the Surplus/Deficit on Provision of Services	149				149
Disposals/derecognition		598			598
At 31 March 2022	0	(19,557)	0	0	(19,557)
Balance Sheet amount at 01 April 2021	33,479	7,990	2,832	267	44,568
Balance Sheet amount at 31 March 2022	33,517	6,396	499	2,352	42,764

29. Property, Plant and Equipment are represented in the Balance Sheet at current value, with the exception of additions occurring since the last revaluation, which are held at historic cost, net of depreciation where appropriate. Assets disposed of have been written-out at their net book value.
30. PP&E valued at fair value on the basis recommended by CIPFA and in accordance with the Statement of Asset Valuation Principles and Guidance Notes issued by The Royal Institution of Chartered Surveyors (RICS). A full valuation of property assets has been carried out this financial year, as at 31st March 2023, using the independent professional services of West Mercia Police. The Authority's valuation service has confirmed that the carrying value of these assets is not materially different to their fair value and complies with the requirements of the accounting code and IAS16.
31. The outbreak of COVID-19, declared by the World Health Organisation as a "Global Pandemic" on 11th March 2020, continues to affect economies and real estate markets globally. Nevertheless, as at the valuation date (31st March 2023), property markets are mostly functioning again, with transaction volumes and other relevant evidence, returning to levels where an adequate quantum of market evidence exists upon which to base opinions of value. Accordingly, and for the avoidance of doubt, our valuation is not reported as being subject to 'material valuation uncertainty' as defined by VPS3 and VPGA 10 of the RICS Valuation – Global Standards.

Intangible Assets

32. The Authority accounts for its software as intangible assets, to the extent that the software is not an integral part of a particular IT system and accounted for as part of the hardware item or Property, Plant and Equipment.
33. All software is given a finite useful life, based on assessments of the period that the software is expected to be of use to the Authority. The useful life assigned to the major software suites used by the Authority is 5 years.
34. The carrying amount of intangible assets is amortised on a straight-line basis. The amortisation of £96,304 charged to revenue in 2022/23 was charged to the capital financing line.
35. The movement on Intangible Asset balances during the year is as follows:

	2021/22 £'000	2022/23 £'000
Balance at start of year:	251	145
- Gross carrying amount	1,135	1,135
- Accumulated amortisation	(884)	(990)
Net Carrying Amount at Start of Year	251	145
Additions	0	74
Reclassification	0	104
Disposals	0	0
Accumulated amortisation on disposal	0	0
Amortisation for the period	(106)	(96)
Net Carrying Amount at End of Year	145	226
Comprising:		
- Gross carrying amount	1,135	1,312
- Accumulated amortisation	(990)	(1,087)
	145	226

Heritage Assets

36. The Authority has a number of items which can be classed as heritage assets, due to their cultural and historical associations to the Fire Service. These assets have been held within the Authority and its predecessors for a number of years having been originally donated. The Authority does not seek to acquire assets of this nature and has no intention of disposing of the assets held.
37. These assets are held at Authority fire stations and other buildings throughout the two counties. The estimated value of these assets is not material to the financial statements.
38. As there are no valuations held for these assets and valuations could not be obtained at a cost which is commensurate with the benefits to the users of the financial statements, in accordance with the code therefore these assets are not recognised in the Balance Sheet.

Financial Instruments

39. The classification of financial instruments included in the Balance Sheet and their carrying amounts are shown overleaf. (Additional information in respect of the long term loans is given at notes 45-46):

Financial Assets	31-Mar-22		31-Mar-23	
	Current £'000	Total £'000	Current £'000	Total £'000
<i>(at amortised cost)</i>				
Short Term Deposits with WCC	7,500	7,500	6,700	6,700
Cash and Cash Equivalents	2,851	2,851	1,298	1,298
Trade Debtors	36	36	64	64
Total Financial Assets	10,387	10,387	8,062	8,062
Non-financial Assets	6,941	6,941	7,630	7,630
Total Current Assets	17,328	17,328	15,692	15,692

Financial Liabilities	31-Mar-22			31-Mar-23		
	Long Term £'000	Current £'000	Total £'000	Long Term £'000	Current £'000	Total £'000
<i>(at amortised cost)</i>						
PWLB Borrowing	(9,046)	(1,365)	(10,411)	(8,835)	(211)	(9,046)
Trade Creditors		0	0		(15)	(15)
Total Financial Liabilities	(9,046)	(1,365)	(10,411)	(8,835)	(226)	(9,061)
Non-financial Liabilities	(409,505)	(4,091)	(413,596)	(293,425)	(4,919)	(298,344)
Total Liabilities	(418,551)	(5,456)	(424,007)	(302,260)	(5,145)	(307,405)

Fair Value of Assets and Liabilities carried at amortised cost

40. All the Authority's financial assets and liabilities are carried in the Balance Sheet at amortised cost. Their fair value can be assessed by calculating the present value of the cash flows that will take place over the remaining term of the instruments.
41. Fair value is defined as the amount for which an asset could be exchanged or a liability settled, assuming that the transaction was negotiated between parties knowledgeable about the market in which they are dealing and willing to buy/sell at an appropriate price, with no other motive in their negotiations other than to secure a fair price. The fair values of (i) other short term trade and other receivables or payables is taken to be the invoiced or billed amount, and (ii) cash and cash equivalents are assumed to equal the book values.
42. The fair value of the loans at 31st March 2023 was £8.241m (£11.499m at 31st March 2022), the fair value can be assessed by calculating the present value of the cash flows that will take place over the remaining term of the instruments using the following assumptions:
- Estimated ranges of interest rates at 31st March 2023 of 3.10% to 5.00% for loans from the PWLB
 - No early repayment or impairment is recognised
- IFRS13 - Fair Value Measurement requires disclosure of the valuation method used to derive a fair value. There are three levels of inputs and the Authority has adopted a Level 2 input basis i.e. - inputs other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly.
43. The fair value of the liabilities is higher than the carrying amount because the Authority's portfolio of loans includes a number of fixed rate loans where the interest

rate payable is higher than the prevailing rates at the balance sheet date (new loan rates).

Financial Instruments Gains and Losses

44. The gains and losses recognised in the CIES in relation to financial instruments are shown below:

	Interest Expense 2021/22 £'000	Interest Income 2021/22 £'000	Interest Expense 2022/23 £'000	Interest Income 2022/23 £'000
Financial Liabilities (at amortised cost)				
PWLB Borrowing	485		401	
Cash and Cash Equivalents	0		0	
Total	485	0	404	
Financial Assets (at amortised cost)				
Short Term Deposits		(6)		(204)
Cash and Cash Equivalents		0		(44)
Total		(6)		(248)

Long and Short Term Borrowing

45. Additional information in respect of Long Term Loans shown in the table below is given in paragraph 44 above.

	31-Mar-22			31-Mar-23		
	Long Term £'000	Short Term £'000	TOTAL £'000	Long Term £'000	Short Term £'000	TOTAL £'000
Loan Source						
Public Works Loans Board	9,046	1,365	10,411	8,835	211	9,046
	9,046	1,365	10,411	8,835	211	9,046
Analysis by Maturity						
Less than 1 year		1,365	1,365		211	211
Between 1 and 2 years	211		211	347		347
Between 2 and 5 years	347		347	0		0
Between 5 and 10 years	4,000		4,000	4,000		4,000
Over 10 years	4,488		4,488	4,488		4,488
Total of Loans	9,046	1,365	10,411	8,835	211	9,046

46. Other than the maturing long term loan, there are no short term borrowings.

Financial Instruments – Exposure to Risk

47. The Authority's activities expose it to a variety of financial risks:
- Credit risk – the possibility that other parties might fail to pay amounts due to the Authority.
 - Liquidity risk – the possibility that the Authority might not have funds available to meet its commitments to make payments.
 - Market risk – the possibility that financial loss might arise for the Authority as a result of changes in such measures as interest rates and stock market movements.

48. The CIPFA Code of Practice on Treasury Management has been adopted by the Authority, and under the Service Level Agreement with Worcestershire County Council the County Council is obliged to, and does, adopt the Code also. In this way risks are actively managed.

Credit Risk

49. Under the Treasury Management SLA, the Authority invests surplus cash with WCC, but in return for receiving an average investment rate based on the Council's portfolio of investments the Authority shares risk in proportion to its value of the total portfolio. Credit risk also arises from credit exposures to the Authority's customers.
50. Amounts invoiced to customers are of relatively low value and are actively pursued by the in-house legal service.
51. The following analysis summarises the Authority's potential maximum exposure to credit risk based on actual experience in terms of deposits and percentage of debt which has been written off as unrecoverable in the last three years in terms of debtors (total £0.000m).

	31-Mar-23 £'000	Written off in last 3 years £'000	Historical Default
Short Term deposits with WCC	6,700	0	
Customers	64	0	0.0%
Total	6,764	0	

52. Of the £0.064m invoiced to customers at 31st March 2023 the following table analyses the due dates.

	£'000
Not yet due	0
Less than 1 month overdue	0
1 to 2 months overdue	27
more than 2 months overdue	37
	64

Liquidity Risk

53. The Authority is able to access borrowings from the Public Works Loan Board (PWLB) so there is no significant risk that it will be unable to meet its commitments relating to financial liabilities. The risk is that the Authority will be bound to replenish a significant proportion of its borrowings at a time of unfavourable interest rates. The Authority sets limits on the proportion of borrowings due to mature at intervals as shown below.

Period of Maturity	Upper Limit %	Lower Limit %
Under 12 months	25	0
12 months and within 24 months	25	0
24 months and within 5 years	50	0
5 years and within 10 years	75	0
10 years and above	95	25

54. This strategy allows the Authority time to restructure debt when interest rates are favourable. The strategy is to maintain sufficient cash balances to meet daily revenue requirements without recourse to short term borrowing other than in exceptional circumstances.

Market Risk

55. The Authority does not invest in equity shares and therefore has no exposure to loss arising from movements in share prices.
56. The Authority has no financial assets or liabilities, denominated in foreign currencies and therefore has no exposure to loss arising from exchange rate movements.

57. Debtors

	31-Mar-22 £'000	31-Mar-23 £'000
Central Government Bodies	610	486
Other Local Authorities	624	616
Public Corporations and Trading Funds	3,464	3,932
Other entities and individuals	2,032	2,366
	6,730	7,399

Cash and Cash Equivalents

58. The balance of Cash and Cash Equivalents is made up of the following elements:

	31-Mar-22 £'000	31-Mar-23 £'000
Cash held by the Authority	7	6
Bank Current Accounts	2,844	1,292
Short term deposits with WCC	7,500	6,700
	10,351	7,998

59. The only financial asset held by the Authority is the short term deposit via Worcestershire County Council, there are no other investments.

60. Creditors

	31-Mar-22 £'000	31-Mar-23 £'000
Central Government Bodies	496	765
Other Local Authorities	1,796	1,662
Other entities and individuals	1,799	2,507
	4,091	4,934

Pension Arrangements

61. As part of the terms and conditions of employment of its staff, the Authority offers retirement benefits. Although these benefits will not actually be payable until employees retire, the Authority has a commitment to make the payments that needs to be disclosed at the time that employees earn their future entitlement.
62. The Authority participates in five schemes:

- The Firefighters' Pension Scheme (FFPS) (the "1992 Scheme"). This is a statutory un-funded defined benefit final salary scheme and has been closed to new entrants since 6th April 2006.
- The 2006 Firefighters' Pension Scheme (NFPS) (the "2006 Scheme") – is open to all uniformed staff (except Fire Control) and is also a statutory un-funded defined benefit final salary scheme, with differing benefits.
- The 2015 Firefighters' Pension Scheme (FFCARE) – this is a career average scheme, and is available to operational firefighters appointed on or after 1st April 2015. Serving firefighters will also have been transferred into the scheme unless they have protected status under one of the existing schemes.
- The Firefighters' Compensation Scheme (FFCS) (the Injury Scheme) – another statutory un-funded defined benefit scheme covering existing and new injury pensions.
- The four Firefighters' schemes are unfunded meaning that there are no investment assets built up to meet the pensions liabilities and cash has to be generated to meet the actual pensions payments as they eventually fall due. The arrangements are determined by the Home Office.
- The Local Government Pension Scheme (LGPS) – subject to qualifying criteria, open to staff not covered by the Firefighters' schemes. This scheme is administered by Worcestershire County Council and is a funded defined benefit final salary scheme. The Authority and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets.

63. The retirement benefits are recognised in the Net Cost of Service when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge that is required to be made against council tax precept is based on the cash payable in the year, (as described in paragraph 65 below) so the real cost of retirement benefits is reversed out in the Movement in Reserves Statement (MiRS).
64. Charges made to the Income and Expenditure Account for council tax precept purposes are as below:
- LGPS – the employer's contribution payable to the Pension Fund.
 - FFPS/NFPS – the notional employer's contribution payable into the Pension Account as explained in paragraphs 44-45 on page 12 of the Narrative Report.
 - FFCS – the actual injury pensions and any RDS ill-health pensions payable.
65. Transactions made in the Comprehensive Income and Expenditure Statement and the Movement in Reserves Statement (MiRS) during the year are shown in the tables opposite:

	LGPS 2022/23 £'000	FFPS 2022/23 £'000	NFPS 2022/23 £'000	FF CARE 2022/23 £'000	FFCS 2022/23 £'000	TOTAL 2022/23 £'000
Income and Expenditure Account						
Net Cost of Services:						
Current Service Cost	1,743	10	(20)	5,870	150	7,753
Past Service Cost	3	8,840	1,060	(9,900)		3
Other Operating Expenditure comprising:						
Administration Expenses	18					18
Pensions Grant		(11,211)	(344)	5,389		(6,166)
Financing and Investment Income and Expenditure:						
Net Interest Expense	425	8,170	680	1,100	440	10,815
Total Post-employment Benefits charged to the Surplus or Deficit on the Provision of Services	2,189	5,809	1,376	2,459	590	12,423
Remeasurement of the net defined benefit liability comprising:						
Experience (gains)/losses	3,006	20,030	1,040	470	810	25,356
Return on plan assets (excluding the amount included in the net interest expense)	568					568
Actuarial (gains) and losses arising in financial assumptions	(19,725)	(84,550)	(9,930)	(20,740)	(3,850)	(138,795)
Actuarial (gains) and losses arising in demographic assumptions		(5,550)	(860)	(4,010)	(290)	(10,710)
Total Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement	(13,962)	(64,261)	(8,374)	(21,821)	(2,740)	(111,158)

	LGPS 2022/23 £'000	FFPS 2022/23 £'000	NFPS 2022/23 £'000	FF CARE 2022/23 £'000	FFCS 2022/23 £'000	TOTAL 2022/23 £'000
Movement in Reserves Statement						
Reversal of net charges made to the Surplus or Deficit on the Provision of Services for post-employment benefits in accordance with the Code	(2,189)	(5,809)	(1,376)	(2,459)	(590)	(12,423)
Reversal of remeasurements of the net defined benefit liability/asset charged to Other Comprehensive Income and Expenditure	16,151	70,070	9,750	24,280	3,330	123,581
Actual Amount charged against the General Fund Balance for pensions in the year:						
Employer's contribution payable to scheme	1,086	63	21	3,671		4,841
Retirement Benefits payable to Pensioners					740	740
Net Charge to General Fund	1,086	64	21	3,671	741	5,581

	LGPS 2021/22 £'000	FFPS 2021/22 £'000	NFPS 2021/22 £'000	FF CARE 2021/22 £'000	FFCS 2021/22 £'000	TOTAL 2021/22 £'000
Income and Expenditure Account						
Net Cost of Services:						
Current Service Cost	1,697	140	120	7,520	180	9,657
Other Operating Expenditure comprising:						
Administration Expenses	16					16
Pensions Grant		(10,489)	(71)	4,933		(5,627)
Financing and Investment Income and Expenditure:						
Net Interest Expense	398	6,220	510	700	340	8,168
Total Post-employment Benefits charged to the Surplus or Deficit on the Provision of Services	2,111	(4,129)	559	13,153	520	12,214
Remeasurement of the net defined benefit liability comprising:						
Experience (gains)/losses	(2,521)	360	(310)	3,110	100	739
Return on plan assets (excluding the amount included in the net interest expense)	1,300					1,300
Actuarial (gains) and losses arising in financial assumptions	(1,919)	(3,370)	(390)	(710)	(160)	(6,549)
Actuarial (gains) and losses arising in demographic assumptions	(1,538)					(1,538)
Business Combination Adjustment	241					241
Total Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement	(2,326)	(7,139)	(141)	15,553	460	6,407

	LGPS 2021/22 £'000	FFPS 2021/22 £'000	NFPS 2021/22 £'000	FF CARE 2021/22 £'000	FFCS 2021/22 £'000	TOTAL 2021/22 £'000
Movement in Reserves Statement						
Reversal of net charges made to the Surplus or Deficit on the Provision of Services for post-employment benefits in accordance with the Code	(2,111)	4,129	(559)	(13,153)	(520)	(12,214)
Reversal of remeasurements of the net defined benefit liability/asset charged to Other Comprehensive Income and Expenditure	4,437	3,010	700	(2,400)	60	5,807
Actual Amount charged against the General Fund Balance for pensions in the year:						
Employer's contribution payable to scheme	1,238	201	155	3,174		4,768
Retirement Benefits payable to Pensioners					718	718
Net Charge to General Fund	1,238	201	155	3,174	718	5,486

Pensions Assets and Liabilities Recognised in the Balance Sheet

	Funded Liability LGPS 2022/23 £'000	Un-funded Liability FFPS 2022/23 £'000	Un-funded Liability NFPS 2022/23 £'000	Un-funded Liability FFCARE 2022/23 £'000	Un-funded Liability FFCS 2022/23 £'000	TOTAL 2022/23 £'000
Present value of the defined benefit obligation	31,974	244,822	16,840	16,888	13,357	323,881
Fair Value of Plan assets	(31,062)					(31,062)
Net liability arising from defined benefit obligation	912	244,822	16,840	16,888	13,357	292,819

	Funded Liability LGPS 2021/22 £'000	Un-funded Liability FFPS 2021/22 £'000	Un-funded Liability NFPS 2021/22 £'000	Un-funded Liability FFCARE 2021/22 £'000	Un-funded Liability FFCS 2021/22 £'000	TOTAL 2021/22 £'000
Present value of the defined benefit obligation	46,470	309,146	25,235	42,380	16,837	440,068
Fair Value of Plan assets	(30,761)					(30,761)
Net liability arising from defined benefit obligation	15,709	309,146	25,235	42,380	16,837	409,307

Assets and Liabilities in relation to post-employment benefits

66. Reconciliation of the present value of scheme liabilities:

	Funded Liabilities (LGPS) 2022/23 £'000	Un-funded Liabilities (FFPS) 2022/23 £'000	Un-funded Liabilities (NFPS) 2022/23 £'000	Un-funded Liabilities (FF CARE) 2022/23 £'000	Un-funded Liabilities (FFCS) 2022/23 £'000	TOTAL 2022/23 £'000
at 1 April	46,470	309,146	25,235	42,380	16,837	440,068
Current Service Cost	1,743	10	(20)	5,870	150	7,753
Past Service Cost	3	8,840	1,060	(9,900)	0	3
Interest Cost	1,291	8,170	680	1,100	440	11,681
Employee Contributions	293					293
Remeasurement Gains and Losses						
Experience (Gains) and Losses	3,006	20,030	1,040	470	810	25,356
Actuarial (Gains) and Losses arising on changes in demographic assumptions		(5,550)	(860)	(4,010)	(290)	(10,710)
Actuarial (Gains) and Losses arising on changes in financial assumptions	(19,725)	(84,550)	(9,930)	(20,740)	(3,850)	(138,795)
Pensions Grant		(11,211)	(344)	5,389		(6,166)
Employer contributions firefighter scheme/benefits paid LGPS scheme	(1,107)	(63)	(21)	(3,671)	(740)	(5,602)
at 31 March	31,974	244,822	16,840	16,888	13,357	323,881

	Funded Liabilities (LGPS) 2021/22 £'000	Un-funded Liabilities (FFPS) 2021/22 £'000	Un-funded Liabilities (NFPS) 2021/22 £'000	Un-funded Liabilities (FF CARE) 2021/22 £'000	Un-funded Liabilities (FFCS) 2021/22 £'000	TOTAL 2021/22 £'000
at 1 April	49,782	316,486	25,531	30,001	17,095	438,895
Current Service Cost	1,697	140	120	7,520	180	9,657
Past Service Cost						
Interest Cost	1,048	6,220	510	700	340	8,818
Employee Contributions	266					266
Remeasurement Gains and Losses						
Experience (Gains) and Losses	(2,521)	360	(310)	3,110	100	739
Actuarial (Gains) and Losses arising on changes in demographic assumptions	(1,538)					(1,538)
Actuarial (Gains) and Losses arising on changes in financial assumptions	(1,919)	(3,370)	(390)	(710)	(160)	(6,549)
Business Combination Adjustment	241					241
Pensions Grant		(10,489)	(71)	4,933		(5,627)
Employer contributions firefighter scheme/benefits paid LGPS scheme	(586)	(201)	(155)	(3,174)	(718)	(4,834)
at 31 March	46,470	309,146	25,235	42,380	16,837	440,068

67. Reconciliation of fair value of scheme assets:

	Funded Assets (LGPS) 2021/22 £'000	Funded Assets (LGPS) 2022/23 £'000
Fair value at 1 April	30,761	30,761
Interest Income	650	866
Remeasurement gain/loss		
Return on plan assets (excluding the amount included in the net interest expense)	(1,300)	(568)
Other (administration expenses)	(16)	(18)
Employer Contributions	986	835
Employee Contributions	266	293
Benefits Paid	(586)	(1,107)
at 31 March	30,761	31,062

68. The expected rate of return on assets (LGPS only) is based on market expectations, at the beginning of the period, for investment returns over the life of the entire life of the related obligation. The assumption used is the average of the assumptions shown in table 81 appropriate to the individual asset classes weighted by the proportion of the assets in the particular asset class as shown in table 80. Note that rates quoted are gross of expenses. The actual return on schemes' assets in the year was £0.297m (2021/22 £1.914m).

69. The objective of the Local Government Pension scheme is to keep employers' contributions at as constant a rate as possible. The Worcestershire County Council Pension Fund has agreed a strategy with the scheme's actuary to achieve a funding level of 100% over the next 25 years. Funding levels are monitored on an annual basis. The triennial valuation was completed on 31st March 2022.

70. The Authority anticipates it will pay approximately £0.948m in contributions to the Local Government Pension scheme in 2023/24.

71. The Firefighter scheme employer contribution rates are set by the Home Office and the current rates are in place from April 2019 until March 2024.
72. Expected employers' contributions for the firefighters' pension schemes in the year to 31st March 2024 are approximately £3.948m.
73. No adjustment has been made to the expected employer contributions to allow for the implications of the appeal relating to McCloud/Sargeant which reviews the lawfulness of the transitional protection arrangements, as it is not possible to assess the impact at this time.
74. Reconciliation of Movements in Net Pensions Liability:

	Funded Liabilities (LGPS) 2022/23	Un-funded Liabilities (FFPS) 2022/23	Un-funded Liabilities (NFPS) 2022/23	Un-funded Liabilities (FF CARE) 2022/23	Un-funded Liabilities (FFCS) 2022/23	TOTAL 2022/23
	£'000	£'000	£'000	£'000	£'000	£'000
at 1 April	15,709	309,146	25,235	42,380	16,837	409,307
Current Service Cost	1,743	10	(20)	5,870	150	7,753
Past Service Cost	3	8,840	1,060	(9,900)		3
Employer Contributions	(835)	(63)	(21)	(3,671)	(740)	(5,330)
Pensions Grant		(11,211)	(344)	5,389		(6,166)
Administration Expenses	18					18
Interest on Liabilities	1,291	8,170	680	1,100	440	11,681
Interest on Assets	(866)					(866)
Net remeasurement gains and losses	(16,151)	(70,070)	(9,750)	(24,280)	(3,330)	(123,581)
at 31 March	912	244,822	16,840	16,888	13,357	292,819

	Funded Liabilities (LGPS) 2021/22	Un-funded Liabilities (FFPS) 2021/22	Un-funded Liabilities (NFPS) 2021/22	Un-funded Liabilities (FF CARE) 2021/22	Un-funded Liabilities (FFCS) 2021/22	TOTAL 2021/22
	£'000	£'000	£'000	£'000	£'000	£'000
at 1 April	19,021	316,486	25,531	30,001	17,095	408,134
Current Service Cost	1,697	140	120	7,520	180	9,657
Past Service Cost						
Employer Contributions	(986)	(201)	(155)	(3,174)	(718)	(5,234)
Pensions Grant		(10,489)	(71)	4,933	0	(5,627)
Administration Expenses	16					16
Interest on Liabilities	1,048	6,220	510	700	340	8,818
Interest on Assets	(650)					(650)
Net remeasurement gains and losses	(4,678)	(3,010)	(700)	2,400	(60)	(6,048)
Business Combination Changes	241					241
at 31 March	15,709	309,146	25,235	42,380	16,837	409,307

75. Scheme History

	31-Mar-21 £'000	31-Mar-22 £'000	31-Mar-23 £'000
Present value of liabilities:			
LGPS : Local Government Pension Scheme	49,782	46,470	31,974
FFPS : Firefighters' 1992 Scheme	316,486	309,146	244,822
NFPS : Firefighters' 2006 Scheme	25,531	25,235	16,840
FFCARE: Firefighters' 2015 Scheme	30,001	42,380	16,888
FFCS : Firefighters' Injury Scheme	17,095	16,837	13,357
	438,895	440,068	323,881
Fair value of assets in the LGPS	30,761	30,761	31,062
	30,761	30,761	31,062
Net Liabilities of the scheme:			
LGPS : Local Government Pension Scheme	19,021	15,709	912
FFPS : Firefighters' 1992 Scheme	316,486	309,146	244,822
NFPS : Firefighters' 2006 Scheme	25,531	25,235	16,840
FFCARE: Firefighters' 2015 Scheme	30,001	42,380	16,888
FFCS : Firefighters' Injury Scheme	17,095	16,837	13,357
Total	408,134	409,307	292,819

76. The liabilities show the underlying commitments that the Authority has in the long run to pay retirement benefits. The total liability of £292.819m has a substantial impact on the net worth of the Authority as recorded in the Balance Sheet, resulting in a negative overall balance of £248.185m.

77. However, statutory arrangements for funding the deficit mean that the financial position of the Authority remains healthy:

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

Basis for Estimating Liabilities

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

79. Estimates for the LGPS have been made by Mercer Limited (an independent firm of actuaries), and for the firefighters' schemes by GAD, the Government Actuary's Department.

80. The principal assumptions used by the Actuaries are shown opposite:

	LGPS 2022/23	FFPS 2022/23	NFPS 2022/23	FFCARE 2022/23	FFCS 2022/23
Mortality assumptions:					
Longevity at 65 for current pensioners					
Male	22.0	21.2	21.2	21.2	21.2
Female	24.2	21.2	21.2	21.2	21.2
Longevity at 65 for future pensioners					
Male	23.3	22.9	22.9	22.9	22.9
Female	26.1	22.9	22.9	22.9	22.9
Rate of inflation (CPI)	2.70%	2.60%	2.60%	2.60%	2.60%
Short term rate of increase in salaries	n/a	n/a	n/a	n/a	n/a
Long term rate of increase in salaries	n/a	3.85%	3.85%	3.85%	3.85%
Rate of increase in salaries	4.20%	n/a	n/a	n/a	n/a
Rate of CARE revaluation	2.70%	3.85%	3.85%	3.85%	3.85%
Rate of increase in pensions	2.80%	2.60%	2.60%	2.60%	2.60%
Rate for discounting scheme liabilities	4.80%	4.65%	4.65%	4.65%	4.65%
Take-up of option to convert annual pension into retirement lump sum:					
take maximum cash	50%	n/a	n/a	n/a	n/a
take 3/80ths cash	50%	n/a	n/a	n/a	n/a

	LGPS 2021/22	FFPS 2021/22	NFPS 2021/22	FFCARE 2021/22	FFCS 2021/22
Mortality assumptions:					
Longevity at 65 for current pensioners					
Male	21.9	21.5	21.5	21.5	21.5
Female	24.1	21.5	21.5	21.5	21.5
Longevity at 65 for future pensioners					
Male	23.2	23.2	23.2	23.2	23.2
Female	26.0	23.2	23.2	23.2	23.2
Rate of inflation (CPI)	3.20%	3.00%	3.00%	3.00%	3.00%
Short term rate of increase in salaries	n/a	n/a	n/a	n/a	n/a
Long term rate of increase in salaries	n/a	4.75%	4.75%	4.75%	4.75%
Rate of increase in salaries	4.70%	n/a	n/a	n/a	n/a
Rate of CARE revaluation	3.20%	4.75%	4.75%	4.75%	4.75%
Rate of increase in pensions	3.30%	3.00%	3.00%	3.00%	3.00%
Rate for discounting scheme liabilities	2.80%	2.65%	2.65%	2.65%	2.65%
Take-up of option to convert annual pension into retirement lump sum:					
take maximum cash	50%	n/a	n/a	n/a	n/a
take 3/80ths cash	50%	n/a	n/a	n/a	n/a

81. The Firefighters' schemes have no assets to cover their liabilities. The LGPS assets consist of the following categories by proportion of the total assets held – shown in the following table.

Asset Category	Sub Category	31-Mar-22	31-Mar-23
Equities	UK Quoted	0.1%	0.1%
	Overseas Quoted	24.5%	22.3%
	UK Managed Funds	13.8%	12.6%
	UK Managed Funds – Overseas Equities)	40.0%	36.6%
	Overseas Managed Fund	0.8%	0.7%
Bonds	UK Corporate	0.0%	0.0%
	Overseas Corporate	0.0%	0.0%
	Other Bonds	0.0%	0.0%
	LGPS Central Global Pooled Funds	1.4%	1.2%
	UK Government Fixed	1.6%	1.4%
Property	Overseas Government	0.0%	0.0%
	European Property Funds	0.0%	0.0%
	UK Property Debt	0.7%	1.1%
	Overseas Property Debt	0.5%	0.7%
	UK Property Funds	4.4%	6.8%
Alternatives	Overseas REITs	0.0%	0.0%
	UK Infrastructure	4.7%	5.8%
	European Infrastructure	3.1%	3.9%
	US Infrastructure	2.6%	3.2%
	US Stock Options	0.4%	0.5%
Cash	Overseas Stock Options	-0.2%	-0.3%
	Corporate Private Debt	1.6%	1.9%
	Cash Instruments	0.0%	0.1%
	Cash Accounts	0.0%	0.7%
	Net Current Assets	0.0%	0.7%
Total		100.0%	100.0%

Injury Awards

82. The level of injury awards payable to eligible members is dependent on the salary, service and also degree of disablement of the member at the time the injury is incurred. Therefore, in line with IFRS Code of Practice, the assumption that such awards are “not usually subject to the same degree of uncertainty as the measurement of post-employment benefits” can be rebutted and injury awards are therefore accounted for, under IAS19, in the same manner as for the main pension scheme benefits.

Other Long Term Liabilities

83. The Authority has entered into an agreement with West Mercia Police to construct a new combined Police/Fire facility in Redditch. In order to facilitate this project, the Authority entered into a further agreement for a deferred land exchange: in February 2023, Redditch Borough Council transferred a piece of land to the Authority, in exchange for a piece of land owned by the Authority. Under the terms of this agreement, the reciprocal exchange will not occur until the construction of the new joint facility is complete and the new premises occupied in the autumn of 2024. The table below shows the estimated value of the asset which has not yet been transferred to Redditch Borough Council.

	31-Mar-22 £'000	31-Mar-23 £'000
Other Long Term Liabilities	0	416
	0	416

Usable Reserves

84. Movements in the Authority's usable reserves are summarised in the Movement in Reserves Statement and Notes and are described below:

	Note	31-Mar-22 £'000	31-Mar-23 £'000
General Fund	86	1,538	1,538
Earmarked Reserves	87-89	15,476	14,332
Unapplied Grants and Contributions	90	3	0
Capital Receipts Reserve	91	7,070	7,070
		24,087	22,940

85. General Fund Balance

	2021/22 £'000	2022/23 £'000
Balance at 01 April	1,538	1,538
Transfers from CIES	0	0
Balance at 31 March	1,538	1,538

Earmarked Reserves

86. Earmarked revenue reserves are held for a variety of purposes. The nature and value of these is outlined below:

- **C&C Reserve** – to fund the cyclical upgrade/replacement of the mobilising system. The current system was largely funded by specific government grant.
- **ICT Replacements Reserve** – to fund replacement of key ICT systems principally equipment, safety monitoring and tracking, Intel (Intelligence on Operational Risks) and station end equipment for alerting.
- **ESMCP Reserve** – to fund the as yet unknown, costs associated with the implementation of the Emergency Services Mobile Communications Project (ESMCP), the new national radio/communications system, as and when the significantly delayed project requires.
- **Organisational Excellence Reserve** – to embed National Operational Guidance (NOG), enhance Command Training and achieve statutory accreditation of the Fire Investigation function.
- **On Call Recruitment Reserve** – to provide an in-depth sustained and targeted approach to On-Call recruitment over the next four years.
- **RPE Reserve** – to fund the future costs of replacing Respiratory Protective Equipment (RPE).
- **Broadway Reserve** – to fund the replacement of the Fire Station at Broadway.
- **Capital Projects Reserve** – to provide funds to complete the North Herefordshire Training Facility and continue to move training facilities from the cramped site at Droitwich.
- **Property Maintenance Reserve** – to be utilised in future years to ensure the completion of planned station maintenance.
- **Pension Tribunal Reserve** – to meet the potential costs of HMRC challenge relating to employment of Fire fighters on the retained fire fighter duty system who had retired from whole time posts before reaching the age of 55.
- **Development Reserve** – to provide funding for capacity building or “invest to save” type initiatives to prepare for future grant reductions.
- **Sustainability Reserve** – for targeted actions with the Environmental Sustainability Plan

- **Fire Prevention Reserve** – monies set aside for targeted increases in prevention activities.
- **Pensions Reserve** – to meet the potential back cost of any matters arising from pensions.
- **Protection Grants Reserve** – specific government grant to improve protection arrangements, being used over next two years to embed and extend capabilities.
- **Equipment Reserve** – to fund additional equipment required within the service, when it falls due, (including the remaining costs of mobile data terminals and fire-ground radios) as well as allowing investment in new equipment on an “invest to save” basis.
- **Safety Initiatives Reserve** – monies set aside for targeted increases in protection activities.
- **Budget Reduction Reserve** – this reserve is held as part of the MTFP in response to the extreme uncertainty about future funding. It can meet short term costs as necessary or be released for future investment if future funding becomes sustainable.
- **Budget Reduction (Covid) Reserve** – as above, but specifically showing monies received as special Covid grants being used to offset loss of tax income in the next few years.
- **Tax Income Grant Reserve** – Government grant to support tax losses over next three years (and included in the Medium Term Financial Plan).
- **Operational Activity Reserve** – to fund exceptional activity costs arising from spate conditions e.g. prolonged fires in the Malvern Hills or flooding.
- **Insurance Reserve** – this reserve is created to fund the excess on any long-tail claims.

87. A summary of movements is shown below.

	Balance At 31-Mar-22 £'000	Transfer from/to General Fund £'000	Fire Authority Reallocation £'000	Balance at 31-Mar-23 £'000
Future Expenditure Reserves				
C&C Reserve	1,527	(78)		1,449
ICT Replacements Reserve	1,315	(76)		1,239
ESMCP Reserve	1,032			1,032
Organisational Excellence Reserve	908	(349)		559
On Call Recruitment Reserve	995	(324)		671
RPE Reserve	1,000			1,000
Broadway Reserve	942	(237)	(705)	0
Capital Projects Reserve	2,475	208	705	3,388
Property Maintenance Reserve	534			534
Pensions Tribunal Reserve	400			400
Development Reserve	310			310
Sustainability Reserve	310	(24)		286
Fire Prevention Reserve	230	(74)		156
Pensions Reserve	260	(15)		245
Protection Grants Reserve	249	(21)		228
Equipment Reserve	190			190
Safety Initiatives Reserve	138			138
	12,815	(990)	0	11,825
Budget Reduction Reserves				
Budget Reduction Reserve	1,234	(105)	602	1,731
Budget Reduction (Covid) Reserve	602		(602)	0
Tax Income Guarantee Grant Reserve	95	(49)		46
	1,931	(154)	0	1,777
Other Specific Reserves				
Operational Activity Reserve	600			600
Insurance Reserve	130			130
	730	0	0	730
	15,476	(1,144)	0	14,332

88. The comparative movements for 2021/22 are summarised below:

	Balance At 31-Mar-21 £'000	Transfer from/to General Fund £'000	Balance at 31-Mar-22 £'000
Future Expenditure Reserves			
C&C Reserve	1,527		1,527
ICT Replacements Reserve	1,200	115	1,315
ESMCP Reserve	1,099	(67)	1,032
Organisational Excellence Reserve	1,040	(132)	908
On Call Recruitment Reserve	1,000	(5)	995
RPE Reserve	1,000		1,000
Broadway Reserve	981	(39)	942
Capital Projects Reserve	900	1,575	2,475
Property Maintenance Reserve	812	(278)	534
Pensions Tribunal Reserve	400		400
Development Reserve	310		310
Sustainability Reserve	310		310
Fire Prevention Reserve	230		230
Pensions Reserve	216	44	260
Protection Grants Reserve	201	48	249
Equipment Reserve	190		190
Safety Initiatives Reserve	110	28	138
	11,526	1,289	12,815
Budget Reduction Reserves			
Budget Reduction Reserve	1,234		1,234
Budget Reduction (Covid) Reserve	602		602
Tax Income Guarantee Grant Reserve	146	(51)	95
	1,982	(51)	1,931
Other Specific Reserves			
Operational Activity Reserve	600		600
Insurance Reserve	130		130
	730	0	730
	14,238	1,238	15,476

89. Unapplied Grant and Contributions

	Hereford Hub Contribution £'000	West Mercia Police Contribution £'000	Shropshire Fire & Rescue Contribution £'000	Salix Grant £000	TOTAL £'000
Balance at 31 March 2021	(3)	0	0	0	(3)
Grants and Contributions Received in Year	0	(373)	(23)	0	(396)
Used to Finance Capital Expenditure in 2021/22	0	373	23	0	396
Balance at 31 March 2022	(3)	0	0	0	(3)
Grants and Contributions Received in Year				83	83
Used to Finance Capital Expenditure in 2022/23	(3)			(83)	(86)
Balance at 31 March 2023	0	0	0	0	0

90. Capital Receipts

	2021/22 £'000	2022/23 £'000
Balance at 01 April	(5,533)	(7,070)
Net Proceeds from Sale of Fixed Assets	(1,602)	(374)
Used to Finance Capital Expenditure	65	(374)
Balance at 31 March	(7,070)	(7,070)

91. Unusable Reserves

	Note	31-Mar-22 £'000	31-Mar-23 £'000
Revaluation Reserve	93-94	5,840	6,817
Capital Adjustment Account	95-98	16,386	15,188
Pensions Reserve	99-100	(409,558)	(292,819)
Collection Fund Adjustment Account	101	(362)	(86)
Accumulated Absences Adjustment Account	102	(163)	(225)
		(387,857)	(271,125)

Revaluation Reserve

92. The Revaluation Reserve contains the gains made by the Authority arising from increases in the value of its Property, Plant and Equipment (and Intangible Assets). The balance is reduced when assets with accumulated gains are:

- revalued downwards or impaired and the gains are lost;
- used in the provision of services and the gains are consumed through depreciation, or;
- disposed of and the gains are realised.

93. The Reserve contains only revaluation gains accumulated since 1st April 2007, the date that the Reserve was created. Accumulated gains arising before that date are consolidated into the balance on the Capital Adjustment Account.

	2021/22 £'000	2022/23 £'000
Balance at 1 April	6,542	5,840
Upward revaluation of assets	1,770	1,275
Downward revaluation of assets and impairment losses not charged to the Surplus/Deficit on the Provision of Services	(1,715)	(198)
Reverse charge to Provision of Service where Revaluation Reserve in place	(26)	0
Surplus or deficit on revaluation of non-current assets not posted to the Surplus/Deficit on the Provision of Services	6,571	6,917
Difference between fair value depreciation and historical cost depreciation	(75)	(99)
Accumulated gains on assets sold	(656)	(1)
Accumulated gains on assets derecognised		
Amounts written off to the Capital Adjustment Account		
Balance at 31 March	5,840	6,817

Capital Adjustment Account

94. The Capital Adjustment Account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions. The Account is debited with the cost of acquisition, construction or enhancement as depreciation, impairment losses and amortisations are charged to the Comprehensive Income and Expenditure Statement (with reconciling postings from the Revaluation Reserve to convert fair value figures to a historical cost basis). The Account is credited with the amounts set aside by the Authority as finance for the costs of acquisition, construction and enhancement.
95. The Account contains accumulated gains and losses on Investment Properties and gains recognised as Donated Assets that have yet to be consumed by the Authority.
96. The Account also contains revaluation gains accumulated on Property, Plant and Equipment before 1st April 2007, the date that the Revaluation Reserve was created to hold such gains.
97. The following table provides details of the source of all the transactions posted to the Account, apart from those involving the Revaluation Reserve.

	2021/22 £'000	2022/23 £'000
Balance at 1 April	18,226	16,386
<ul style="list-style-type: none"> • Charges for depreciation and impairment of non-current assets • Revaluation gains/(losses) on Property, Plant and Equipment • Amortisation of intangible assets • Amounts of non-current assets written off on disposal or sale as part of the gain/loss on disposal in the Comprehensive Income and Expenditure Statement 	(2,222) (198) (106) (2,149)	(2,186) (960) (96) (506)
	13,551	12,638
<ul style="list-style-type: none"> • Adjusting amounts written out to the Revaluation Reserve <ul style="list-style-type: none"> - difference in depreciation on historical & current cost basis - accumulated gains on assets sold 	75 656	99 1
	14,282	12,738
<u>Capital financing applied in the year:</u>		
<ul style="list-style-type: none"> • Use of the Capital Receipts Reserve to finance new capital Expenditure • Capital grants and contributions credited to the Comprehensive Income and Expenditure Statement that have been applied to capital financing • Statutory provision for the financing of capital investment charged against the General Fund balance. • Capital expenditure charged against the General Fund balance 	65 396 1,605 38	374 86 1,660 330
Balance at 31 March	16,386	15,188

Pensions Reserve

98. The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post employment benefits and for funding benefits in accordance with statutory provisions.
99. The Authority accounts for post employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing for years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed, as the Authority makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Authority has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

	2021/22 £'000	2022/23 £'000
Balance at 1 April	(408,638)	(409,558)
Actuarial gains or losses on pensions assets & liabilities	6,048	123,581
Business Combinations Adjustment	(241)	0
Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the CIES	(12,214)	(12,423)
Employer's pensions contributions and direct payments to pensioners payable in the year	5,487	5,581
Balance at 31 March	(409,558)	(292,819)

Collection Fund Adjustment Account

100. The Collection Fund Adjustment Account manages the differences arising from the recognition of council tax and non-domestic rates income in the Comprehensive Income and Expenditure Statement as it falls due from council tax payers and business rate payers compared with the statutory arrangements for paying across amounts to the General Fund from the Collection Fund.

	2021/22 £'000	2022/23 £'000
Balance at 1 April	(1,401)	(362)
Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements:		
Council Tax	447	(112)
Non-Domestic Rates	592	388
Balance at 31 March	(362)	(86)

Accumulated Absences Account

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

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

	2021/22 £'000	2022/23 £'000
Balance at 1 April	(267)	(163)
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory provisions	104	(62)
Balance at 31 March	(163)	(225)

Provision - NNDR Appeals Provision

102. This is a provision to reflect the Authority's share of the appeals made by NNDR payers at billing authorities.

	2021/22 £'000	2022/23 £'000
Balance at 1 April	352	198
Transfer from CIES	(154)	(8)
Balance at 31 March	198	190

Contingent Liabilities

Pensions Remedy (McCloud/Sergeant)

103. On 16th July 2020, the Government published a consultation on the proposed remedy to be applied to Firefighters' Pension Schemes and LGPS benefits in response to the McCloud and Sargeant cases. The consultation closed on 8th October 2020 and the Treasury published the response to their consultation on 4th February 2021, confirming their approach to remedying age discrimination, in line with their proposals.
104. Clarification has been sought on whether refund of employee pension contributions is a compensation payment or a refund, and whether this will impact on the Authority's revenue budget, but this has not yet been resolved.

Second Options Exercise (Matthews)

105. In 2014/2015, it was ruled that On-Call firefighters employed between 1st July 2000 and 5th April 2006 were allowed to join the Firefighters' Pension Scheme 2006 (FPS2006) as 'special' members.
106. A time limited options exercise took place between 2014 and 2015 to allow eligible individuals to join the FPS. FPS, with the benefits awarded to special members largely mirroring the FPS1992, (an amended version of the FPS2006 was to facilitate this as the FPS1992 was already closed).
107. Following a further legal challenge, it was ruled that it was whilst it was correct to limit the start date for eligibility to 7th April 2000, it was wrong to limit service to this date. As a consequence, any continuous service before 7th April 2000 is now potentially in scope.

108. On-Call firefighters in scope will now be able to purchase pension entitlement as a special member for this additional period. A second options exercise is underway but any obligation has not been calculated with certainty.
109. Further information can be found on page 12.

Specific Government Grants

110. The following grants are included as income within the CIES on page 27.

	2021/22 £'000	2022/23 £'000
Fire Revenue Grant - New Dimensions/Firelink	980	969
Protection Uplift Grant	193	170
Electrical Safety First Grant	0	5
Emergency Services Mobile Communications Project	0	22
Redmond Review	13	13
	1,263	1,179

Cashflow Statement – Operating Activities

111. The surplus or deficit on the provision of services has been adjusted for the following non-cash movements

	2021/22 £'000	2022/23 £'000
Depreciation	(2,222)	(2,185)
Downward revaluations	(198)	(960)
Amortisations	(106)	(96)
Increase/decrease in creditors	699	(497)
Increase/decrease in debtors	992	1,010
Increase/decrease in inventories	(11)	48
Movement in pensions liability	(6,978)	(7,093)
Carrying amount of non-current assets sold or derecognised	(2,149)	(579)
Other non-cash items charged to the net surplus or deficit on the provision of services	154	8
	(9,819)	(10,344)

112. The net surplus or deficit on the provision of services has been adjusted for the following items that are investing and financing activities:

	2021/22 £'000	2022/23 £'000
Receipt of Capital Grant	0	83
Proceeds of sales of Property, Plant & Equipment – Capital Receipts	1,581	374
	1,581	457

113. The cashflows for operating activities include the following items:

	2021/22 £'000	2022/23 £'000
Interest Paid	(497)	(401)
Interest Received	7	88
	(490)	(313)

114. Cashflow Statement – Investing Activities

	2021/22 £'000	2022/23 £'000
Purchase of Property, Plant & Equipment	2,938	2,259
Capital grant received	0	(83)
Proceeds of sales of Property Plant & Equipment - Capital Receipts	(1,581)	(374)
	1,357	1,802

115. Cashflow Statement – Financing Activities

	2021/22 £'000	2022/23 £'000
Long Term Loans Raised	0	0
Long Term Loans Repaid	1,726	1,365
	1,726	1,365

Assumptions made about the future and other major sources of estimation uncertainty

116. The Statement of Accounts contains estimated figures that are based on assumptions made by the Authority about the future or that are otherwise uncertain. Estimates are made based on past experience, current trends and other relevant factors. As some balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.
117. The items in the balance sheet at 31st March 2023 for which there is a significant risk of material adjustment in the forthcoming financial year are set out below. The list does not include items which are carried at fair value based on recently observed market prices, such as land and buildings, for which the Authority relies on independent advice from specialist valuers.

Pensions Liability

118. The Actuaries have provided an assessment of the effect of changes in the assumptions used in estimating the pension and assets included in the Accounts according to the requirements of IAS19.
- There are a range of actuarial assumptions which is acceptable under IAS19, particularly in respect of expected salary increases and demographic factors. The assumptions made are the responsibility of the Authority, after taking the advice of the Actuaries. There are risks and uncertainties associated with whatever assumptions are adopted, as the assumptions are effectively projections of future investment returns and demographic experience many years into the future. Inevitably this involves a great deal of uncertainty about what constitutes a “best estimate” under IAS19. The Actuaries interpret this as meaning that the proposed assumptions are neutral, i.e. there is an equal chance of actual experience being better or worse than the assumptions.
 - The assumptions used are largely prescribed and reflect market conditions at 31st March 2023. Changes in market conditions can have a significant effect on the value of liabilities reported. For example, a reduction in the net discount rate will increase the assessed value of liabilities as a higher value is placed on benefits paid in the future. The effect of changes in financial assumptions made by the relevant Actuary is shown in the table.

- With regard to the LGPS, it is also relevant to note that IAS19 requires the discount to be set with reference to the yields on high quality corporate bonds irrespective of the actual investment strategy of the Fund. Therefore, the balance sheet position may change significantly due to relative changes in the equity and AA corporate bond markets at the reporting date.

119. Approximate increase in Net Liability

Change in financial assumptions 2022/23: 1992 Firefighters' Scheme	£'000	%
0.5% Increase in rate of discounting scheme liabilities	(16,000)	(6.5%)
0.5% Increase in rate of salaries	1,000	0.5%
0.5% Increase in rate of pensions/deferred revaluation	16,000	6.5%
Life Expectancy: each pensioner subject to longevity of an individual 1 further year younger than assumed	6,000	2.5%

Change in financial assumptions 2022/23: 2006 Firefighters' Schemes	£'000	%
0.5% Increase in rate of discounting scheme liabilities	(1,000)	(18.0%)
0.5% Increase in rate of salaries	1,000	5.0%
0.5% Increase in rate of pensions/deferred revaluation	1,000	15.5%
Life Expectancy: each pensioner subject to longevity of an individual 1 further year younger than assumed	-	4.0%

Change in financial assumptions 2022/23: 2015 Firefighters' Schemes	£'000	%
0.5% Increase in rate of discounting scheme liabilities	(2,000)	(12.5%)
0.5% Increase in rate of salaries	1,000	5.0%
0.5% Increase in rate of pensions/deferred revaluation	2,000	9.0%
Life Expectancy: each pensioner subject to longevity of an individual 1 further year younger than assumed	-	2.0%

Change in financial assumptions 2022/23: LGPS	£'000	%
0.5% Increase in real discount rate	(2,738)	(363.6%)
0.25% Increase in rate of increase in salaries	239	31.7%
1 Year Increase in member life expectancy	628	83.4%

Property, Plant and Equipment

120. Assets are depreciated over useful lives that are dependent on assumptions about the level of repairs and maintenance that will be incurred in relation to individual assets. The current economic climate makes it uncertain that the Authority will be able to sustain its current spending on repairs and maintenance, bringing into doubt the useful lives assigned to assets.
121. If the useful life of an asset is reduced, depreciation increases and the carrying amount of the asset falls. It is estimated that the annual depreciation charge for buildings would increase by approximately £18,000 for every year that useful lives had to be reduced.
122. The outbreak of COVID-19, declared by the World Health Organisation as a "Global Pandemic" on 11th March 2020, continues to affect economies and real estate markets globally. Nevertheless, as at the valuation date (31st March 2023), property markets are mostly functioning again, with transaction volumes and other relevant evidence, returning to levels where an adequate quantum of market evidence exists upon which to base opinions of value. Accordingly, and for the avoidance of doubt, our valuation is not reported as being subject to 'material valuation uncertainty' as defined by VPS3 and VPGA 10 of the RICS Valuation – Global Standards.

Critical Judgements in Applying Accounting Policies

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

Government Funding

124. There is a high degree of uncertainty about future levels of funding for local government. However, the Authority has determined that this uncertainty is not yet sufficient to provide an indication that the assets of the Authority might be significantly impaired as a result of a need to close facilities and reduce levels of service provision.

Property Value

125. In order to satisfy The Code of Practice, which explicitly states that revaluations must be 'sufficiently regular to ensure that the carrying amount is not materially different from the current value at the end of the reporting period', all land and buildings have undergone a valuation assessment on 31st March 2023. All the operational stations are classed as a specialised building using the Depreciated Replacement Cost (DRC) method

LGPS Pension Liability Prepayment

126. As part of the triennial revaluation of the Worcestershire Pension Fund (LGPS), the Fire Authority has a liability to make lump sum contributions to the previous deficit relating to prior years in 2020/21, 2021/22 and 2022/23 totalling £801k. In April 2020 the Authority paid the 2020/21 liability and prepaid the liability for 2021/22 and 2022/23 to secure a discount of £47.1k in the total liability.

Events After the Balance Sheet Date

127. When an event after the Balance Sheet date and up to the date when the Statement of Accounts is authorised for issue, which
- provides evidence of conditions that existed at the Balance Sheet date, an adjusting event occurs: the amounts recognised in the Statement of Accounts will be adjusted to take into account any values that reflect the adjusting event.
 - is indicative of conditions that arose after the Balance Sheet date: the amounts recognised in the Statement of Accounts are not adjusted but disclosed as a separate note to the accounts.
128. There are no non-adjusted events to report.
129. Events taking place after 8th April 2024 are not reflected in the financial statements or notes.

SUPPLEMENTARY FINANCIAL STATEMENT

Firefighters' Pension fund

1. Since 2006/07 Firefighters' pensions are paid out of a separate account into which the employee's contributions and an employer's contribution are paid. Any deficit on this account is made up by direct government grant.
2. A detailed explanation of the schemes can be found on pages 48-49, but although they are all statutory, national un-funded defined benefit schemes, they are administered locally by each Authority.
3. The financial arrangements for the schemes were established under the Firefighters' Pension Scheme (Amendment) (England) Order 2006.
4. The employer's contribution is borne by the General Fund for Council Tax Precept setting purposes.
5. Employees' and employers' contribution levels are based on percentages of pensionable pay set nationally by Home Office and subject to triennial revaluation by the Government Actuary's Department.
6. In accordance with the requirements of IAS19 the employer's contribution is replaced by the current service cost of pensions in the CIES, and reversed out again in the MiRS.
7. Although the scheme remains an un-funded one, Government has determined that this account is deemed a Pension Fund separate from the income and expenditure account and is thus reported on separately. As an un-funded scheme there are no assets and the difference between income and expenditure is met by the direct government grant.
8. The accounts are prepared in accordance with the same Code of Practice and accounting policies as outlined in the Statement of Accounting Policies set out on pages 17-26.
9. Any Government grant payable is paid in two instalments, 80% of the estimated annual amount at the start of the year, and the actual balance paid following completion of the accounts for the year.
10. The following Statement shows the income and expenditure for the year. It does not take account of liabilities to pay pensions and other benefits after the year end. These are calculated in accordance with IAS 19 and are included in the Balance Sheet on page 30 and detailed in the Notes to the Core Financial Statements on pages 49-57.

Firefighters' Pension Fund Account

	2021/22 £'000	2022/23 £'000
Contributions receivable		
Fire & Rescue Authority		
Contributions in relation to pensionable pay	(3,445)	(3,671)
Other	(85)	(84)
Firefighters' Contributions	(1,527)	(1,642)
	(5,057)	(5,397)
Transfers in from other schemes	(586)	(189)
Benefits Payable		
Pensions	8,539	9,167
Commutations & lump sum retirement benefits	2,451	2,563
Payments to and on account of leavers		
Transfers out to other schemes	280	22
Net amount payable for the year	5,627	6,166
Top-up grant payable by government	(5,627)	(6,166)
	0	0

Firefighters' Pension Fund Statement of Net Assets

The following balances are held in relation to the Pensions Fund.

	31-Mar-22 £'000	31-Mar-23 £'000
Current Assets		
Debtors		
Employer Contributions Due	66	73
Employee Contributions Due	32	35
Top Up receivable from the government	2,673	3,081
Prepayments		
Pensions paid in advance	693	743
Creditors		
Amounts due to General Fund	(3,464)	(3,932)
	0	0

ANNUAL GOVERNANCE STATEMENT 2022/23

1. Scope of Responsibility

- 1.1 The Fire Authority (the Authority) has a statutory responsibility to ensure that its business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for. To do this the Authority must ensure that proper arrangements exist for the governance of its affairs. This includes maintaining a sound system of internal control and ensuring that robust arrangements for the management of risk are in place.

2. The Purpose of the Governance Framework

- 2.1 Governance is about how the Authority ensures that it is doing the right thing, in the right way for the right people in a timely, inclusive, open, honest and accountable manner. It comprises the systems and processes, cultures and values, by which the Authority is directed and controlled and through which it accounts to and engages with its communities.
- 2.2 The system of internal control is designed to manage risk to a reasonable level (rather than to eliminate all risk). The Authority maintains a sound system to protect against risks and mitigate their impact. The systems are regularly reviewed and updated.

3. Key Elements of the Governance Framework and Internal Control System

- 3.1 The Authority has adopted a Code of Corporate Governance, which sets out how the Authority promotes good governance. A copy of the code is available at hwfire.cmis.uk.com/hwfire/Documents/DocumentLibrary.aspx or may be obtained from Hereford & Worcester Fire Authority Headquarters, Hindlip Park, Worcester, WR3 8SP.
- 3.2 The Authority has the following protocols and processes in place which demonstrate the core principles as required by the CIPFA/SOLACE Delivering Good Governance in Local Government Framework 2016:

Core Principle A: Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law is demonstrated through:

- **Members' Code of Conduct and Registers of Interests** – a local Code of Conduct for all Members is in place and a Register of Financial Interests for each Member is published on the Authority's website.
- **Ethical Framework** - reflects the Authority's commitment to always operating fairly and ensuring dignity and respect in the workplace and in the communities we serve, in an environment which values individual contributions and work towards the elimination of unlawful discrimination.
- **Core Code of Ethics for Fire & Rescue Services** – the Authority has adopted the Core Code of Ethics for Fire and Rescue Services in England, which was developed in partnership by the National Fire Chiefs Council (NFCC), the Local Government Association and the Association of Police Crime Commissioners
- **Equality, Diversity & Inclusion Plan** – sets out the Authority's commitment to our equality objectives by being an inclusive organisation which recognises and diverse backgrounds, beliefs and needs of our staff and the communities we serve. There is an Equality, Diversity & Inclusion Officer in post and three Fire Authority Members are appointed as Equality, Diversity & Inclusion Champions
- **Code of Conduct for Staff and Register of Staff Interests** - requires employees to perform their duties with honesty, integrity, impartiality and objectivity.

- **Whistleblowing Policy** - in place for receiving and investigating complaints from staff and/or contractors.
- Independent reporting line - The Authority has implemented an independent and confidential reporting line for concerns using 'Say So' – 0800 321 3546/ www.say-so.co.uk
- **Complaints Systems** - in place for receiving and investigating complaints from the public. A procedure is also in place for complaints relating to alleged breaches of the Code of Conduct by Members.
- **Anti-Fraud, Bribery and Corruption Policy** – the Authority has a zero tolerance approach to fraud, bribery and corruption, whether it is attempted from inside or outside the organisation.
- **Monitoring Officer** - provides advice on the scope of the powers and responsibilities of the Authority. The Monitoring Officer has a statutory duty to ensure lawfulness and fairness of decision making and also to receive allegations of breaches of the Code of Conduct by Authority Members. The Head of Legal Services acts as the Authority's Monitoring Officer and is governed by the professional standards set by the Solicitors' Regulation Authority.

Core Principle B: Ensuring openness and comprehensive stakeholder engagement demonstrated through:

- **Public Participation at Authority meetings** – members of the public can raise any topic at full Authority meetings as long as it is relevant to the duties and power of the Fire Authority.
- **Public Consultation** - public consultation on the draft Community Risk Management Plan 2021-25 took place between 6 July 2020 and 25 September 2020. This included public focus groups and an on-line questionnaire sent to key stakeholders, including councillors, parish and town councils, libraries, housing associations and trusts, voluntary organisations, faith and community groups, as well as other fire and rescue services, emergency services and representative bodies. Further public consultation on changes to the Attendance Performance Measure was undertaken during 2022 and the outcomes were considered by the Authority in December 2022, resulting in changes to be implemented from April 2023.
- **Internal engagement** – the Authority is committed to ensuring effective engagement with its staff. In addition to consultation and negotiation with recognised trade union bodies, for example via the Joint Consultative Committee (JCC), staff groups such as women@hwfire and the neuro diversity group provide forums for engagement with staff. The Authority has also appointed an Employee Engagement and Wellbeing Officer
- **Active engagement with partners** – the Authority is represented on Local Strategic Partnerships, the Safer Roads Partnership and local Community Safety Partnerships. The Authority has also worked closely with West Mercia Police with regards to sharing buildings and assets and has set up a strategic alliance with Shropshire Fire and Rescue Service.

Core Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits demonstrated through:

- **Annual Service Review 2022/23** – assesses the performance of the Service during the last year and how the Authority delivered against the CRMP (below)

- **Annual Service Plan 2023/24** - incorporates the future outlook and objectives for the year.
- **Community Risk Management Plan 2021-2025 (CRMP)** – sets out how we will deliver sustainable services for our communities.
- **Core Strategies** - the Service has published core strategies for Prevention, Protection and Response showing how the commitments in the CRMP will be delivered. These have been reviewed and updated during 2022
- **Strategic Projects Programme** – a programme of major projects identified as being critical to the success of the organisation because they ensure its on-going resilience in the coming years. The projects in the programme include new fire stations, the roll out of vital new technology upgrades as part of national projects, and pivotal work with local partner organisations.
- **Fleet Strategy**– provides a structured approach to vehicle management that ensures the Authority continues to provide and maintain an effective fleet of vehicles to ensure that staff can undertake their jobs effectively.
- **Property Strategy**– to ensure premises are sustainable, safe and meet operational need
- **ICT Strategy** - provides a comprehensive picture of how the Authority will use ICT to support the services it provides
- **Environmental Sustainability Plan 2021-2025** – sets out how we will continue to improve the ways in which we use our resources to ensure the least harm to our environment

Core Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes demonstrated through:

- **Performance Management Framework** – a comprehensive set of key performance indicators measures the quality of service for users. Performance is monitored on a quarterly basis by the Authority’s Policy & Resources Committee and Strategic Leadership Board to ensure that services are delivered in accordance with the Authority’s objectives and best use of resources.
- **Medium Term Financial Plan** - sets out the resources needed to deliver services.
- **Strategic Risk Register** - identifies controls to mitigate inherent identified risks and is monitored on an on-going basis with exception reporting to the Strategic Leadership Board and to the Audit & Standards Committee.
- **Departmental Risk Registers** - reviewed by managers on a quarterly basis.

Core Principle E: Developing the entity’s capacity, including the capability of its leadership and the individuals within it demonstrated through:

- **Constitution** - defines the roles and responsibilities of the Authority, Committees, Members and Officers and the protocols to be followed.
- **Fire Authority Members** – all new Members are provided with an induction and information is available for all Members to further develop fire-specific knowledge during their tenure.
- **Strategic Leadership Board (SLB)** – involves all Principal Officers and Assistant Directors in supporting the Chief Fire Officer to lead the Service.

- **Statutory Officers Group (SOG)** – involves the Principal Officers, Treasurer and Monitoring Officer who meet on a regular basis to review any matters arising from SLB relating to the governance of the organisation
- **People Strategy 2022 - 2025**- sets out how the Authority is supporting its workforce to become more resilient and diverse, to develop their skills and maximise their wellbeing at work.
- **Staff Development Process** – Individual Appraisals are in place for all staff to enable personal objectives to be set which contribute to the overall aims of the Authority. This process has been reviewed and updated during 2022/23. Competency training records and a course management system are also in place.

Core Principle F: Managing risks and performance through robust internal control and strong public financial management demonstrated through:

- **Audit & Standards Committee** - reviews arrangements for identifying and managing the Authority's business risks and the approval of policies in respect of the Authority's governance framework.
- **Chief Financial Officer (Treasurer)** - ensures the sound administration of the financial affairs of the Authority, as required by the statutory duties associated with s.151 of the Local Government Act 1972, the Local Government Finance Act 1988 and the Accounts and Audit Regulations 2015. The Chief Financial Officer is also governed by professional standards set by CIPFA.
- **Risk Management Strategy** - ensures that the Authority identifies strategic risks and applies the most cost effective control mechanisms to manage those risks.
- **Business Continuity Plans** – these plans were implemented during the Covid-19 pandemic and in readiness for possible industrial action by firefighters to ensure the delivery of core functions.

Core Principle G: Implementing good practices in transparency, reporting and audit to deliver effective accountability demonstrated through:

- **Transparency Information** - published on the website in accordance with the Local Government Transparency Code to **promote openness and accountability through reporting on local decision making, public spending and democratic processes.**
- **Agendas, minutes and decisions** – published on the website and includes the rationale and considerations on which decisions are based.
- **Internal Auditors** - Worcestershire Internal Audit Shared Service Audit Team provides the internal audit function for the Authority and reports quarterly to the Audit & Standards Committee.
- **External Auditors** - Grant Thornton UK LLP provides the external audit services to the Authority and reports regularly to the Audit & Standards Committee.
- **Annual Assurance Statement** - provides staff, partners and local communities with an assurance that the Authority is doing everything it can to keep them safe and that it is providing value for money.
- **His Majesty's Inspectorate of Constabulary and Fire & Rescue Services** – provides an additional external perspective on the effectiveness and efficiency of services provided.

4. Review of Effectiveness

- 4.1 The Authority has prepared the Annual Governance Statement in accordance with the “Delivering Good Governance in Local Government Framework 2016” published by CIPFA/SOLACE. As part of the process the Audit & Standards Committee will consider the self-assessment review of its corporate governance arrangements against the CIPFA/SOLACE framework to ensure that the Authority’s governance arrangements are working correctly and are relevant to the current environment.
- 4.2 The Authority is satisfied that its financial management arrangements conform with the governance requirements of the CIPFA Statement of the Role of the Chief Financial Officer in Local Government. In addition, the key financial systems are continually reviewed by the Internal Auditor. There were no major weaknesses identified in the 2022/23 financial year.
- 4.3 Budget Monitoring reports have been presented to the Policy and Resources Committee and have shown that the Authority’s finances continue to be well controlled. The increased cost of pay settlements in 2022/23 is likely to lead to budget pressures in the medium term. However these are well understood and a report with options for future efficiencies will be brought forward for consideration at a future date.

5. Significant Governance Issues

- 5.1 Based on the information provided above there are no significant governance issues identified at this time. We are satisfied that the need for improvements will be addressed and we will thereafter monitor the implementation and operation of any agreed recommendations as part of our next annual review.

Signed on original

Signed on original

Jon Pryce
Chief Fire Officer/Chief Executive

Cllr Kit Taylor
Chairman of the Fire Authority

Date: 19th April 2023

GLOSSARY OF TERMS

Accrual

The concept that income and expenditure are recognised as they are earned or incurred, not as money is received or paid.

Capital Adjustment Account

Provides a balancing mechanism between the different rates at which assets are depreciated under IFRS and are financed through capital controls system.

Capital Expenditure

Expenditure on the acquisition of non current assets such as land, building, vehicles and equipment, which are of long term value, or expenditure which adds to and not merely maintains the value of existing assets.

Capital Receipts

Money received from the sale of capital assets such as vehicles, which may be used to repay outstanding debt or finance new assets.

CIPFA

The Chartered Institute of Public Finance and Accountancy.

Capital Financing Requirement

This measures the underlying need to borrow to finance capital expenditure.

Collection Fund Adjustment Account

Provides a mechanism for recognising the Fire Authority's share of the Collection Fund surplus/deficits at the end of the year.

Council Tax

The means of raising money locally which pays for Fire Authority services. This is a property based tax where the amount levied is dependent on the valuation of each dwelling.

Creditors

Amount owed by an organisation for work done, goods received or services rendered to the organisation within the accounting period but for which payment has not been made.

Current Assets

Items from which the Fire Authority derives a benefit but which will be consumed or realised during the next accounting period ie. stocks, debtors, cash.

Current Liabilities

Amounts which will become payable in the next accounting period ie creditors.

DCLG

The Department of Communities and Local Government – the Government department which had responsibility for the Fire and Rescue Service until 5th January 2016. Responsibility for Fire then transferred to the Home Office.

Debtors

Sums of money due to the Fire Authority for goods sold or services rendered but for which payment has not been received at the balance sheet date.

Depreciation

The measure of the wearing out, consumption, or other reduction in the useful economic life of a non current asset, whether arising from use, passage of time or obsolescence through technological or other changes.

Finance Lease

Leases which transfer the risks and rewards of ownership of a fixed asset to the lessee and such assets are included within the non current assets in the balance sheet.

Government Grants

Assistance by Government in the form of cash or transfers of assets to authorities, in return for past or future compliance with certain conditions relating to the activities of the Fire Authorities.

Heritage Assets

Assets preserved in trust for future generations because of their cultural, environmental or historical associations, which have historical, artistic, scientific or environmental qualities, and which are held and maintained by the Fire Authority principally for the contribution to knowledge and culture.

Home Office

The Government department with responsibility for the Fire and Rescue Service from 5th January 2016.

Impairment

A reduction in the value of a non current asset below its carrying amount on the balance sheet.

International Accounting Standards (IAS)**International Financial Accounting Standards (IFRS)**

The framework of standards within which the financial statements are prepared.

Long Term Borrowing

Loans that are raised with external bodies, for periods of more than one year.

Minimum Revenue Provision (MRP)

The minimum amount which must be charged to the revenue account each year to set aside the provision for credit liabilities, previously 4% of the capital financing requirement.

Non Current Assets

Assets that yield benefits to the Fire Authority and the services it provides for a period of more than one year.

Operating Lease

Leases where the ownership of the asset remains with the lessor, and the annual rental is charged to the revenue account.

Operational Assets

Non current assets held and occupied, used or consumed by the Fire Authority in the direct delivery of those services for which it has either statutory or discretionary responsibility.

PCC

The Police and Crime Commissioner – this is a directly elected role which oversees policing and ensures that police forces are effective. The Police and Crime Act 2017 now enables the PCC to take on responsibility for Fire and Rescue Services where a local case is made.

Revaluation Reserve

Contains revaluation gains recognised since 1st June April 2007 only, the date of its formal implementation.

Revenue Expenditure Funded from Capital Under Statute (REFCUS)

Expenditure incurred during the year that may be capitalised under statutory provisions but does not result in the creation of a non-current asset. These costs may be charged as expenditure to the relevant service in the CIES in the year.

Revenue Support Grant

Government grant in aid of the Fire Authority's services generally. It is based upon the Government's assessment of how much the Fire Authority needs to spend in order to provide a standard level of service.

RICS

Royal Institution of Chartered Surveyors.

Stocks

The amount of unused or unconsumed stocks held in expectation of future use.

Useful Life

The period over which the Fire Authority will derive benefits from the use of non current assets.

Virement

The transfer of resources between budget heads. Virements must be properly authorised by the appropriate committee or by officers under delegated powers.

VPS

Royal Institution of Chartered Surveyors – Valuation Technical and Performance Standard

VPGA

Royal Institution of Chartered Surveyors – Valuation Practice Global Alert.

Independent Auditor's Report

To be inserted here on completion of audit