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# **British Transport Police Fund**

*Statement of Accounts for the year ended 31 March 2012*

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*Statement of Accounts for the year ended 31 March 2012*

*Ordered by the House of Commons to be printed on  
20 June 2012*

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Statement of Accounts presented to Parliament pursuant to Schedule 4 of the Railways and Transport Safety Act 2003

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## Contents

Management Commentary	4
Introduction	4
Structure of the Police Authority	5
Chief Executive's Report	12
BTPA's Year in Review	18
Finance Director's Report	21
Statement of Accounting Officer's Responsibilities	24
Remuneration Report	25
Sustainability Report	35
Governance Report	41
The Certificate and Report of the Comptroller and Auditor General	52
Statement of Comprehensive Income	54
Statement of Financial Position	55
Statement of Cashflows	56
Statement of Changes in Taxpayers Equity	57
Notes to the Accounts	58

# Management Commentary

## Introduction

*British Transport Police Authority  
The Forum  
5th Floor North  
74–80 Camden St  
London NW1 0EG*

### **Annual Report and Accounts 2011-12**

The British Transport Police Authority is an executive non-departmental public body of the Department for Transport, established under section 18 of the Railways and Transport Safety Act 2003.

This Annual Report is submitted to the Secretary of State for Transport under section 58 of the Act.

The audited financial statements in this report are for the year ended 31 March 2012. They have been prepared in accordance with the 2011-12 Government Financial Reporting Manual (FReM) issued by HM Treasury. This statement of accounts for the British Transport Police Fund is presented to Parliament pursuant to Schedule 4, Part 3 17(b) of the Act.

These accounts meet the requirements of the Railways and Transport Safety Act 2003. The Statement of Comprehensive Income for the year is shown on page 54 and the Statement of Changes in Taxpayers Equity on page 57. The Statement of Financial Position and Statement of Cash Flows are shown on pages 55 and 56 respectively.

Ordered by the House of Commons to be printed 20 June 2012.

## Structure of the Police Authority

The membership of the Authority during 2011-12 is set out below:

### Urmila Banerjee CBE

*Chairman*

*BTPA responsibilities:*

- Police Authority: Chairman
- Strategy group: Chairman
- Appointments and Remuneration Committee: Member
- Portfolio allocation: Chief Constable

*Appointments outside BTPA:*

- Ofcom: Non-executive Board member (ceased 30 June 2011)
- Postcomm: Chairman (ceased 30 September 2011)
- Peabody Trust: Trustee (ceased 9 November 2011)
- Working Links: Chairman (appointed 1 November 2011)
- Nominet Trust: Chairman (appointed 1 December 2011)
- High Sheriff of Greater London (appointed 14 March 2012)
- NHS Newham Primary Care Trust: Non-executive director (ceased 30 March 2012)
- Barts Health NHS Trust: Non-executive director (appointed 2 April 2012)

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### Sir David O'Dowd CBE, OStJ, QPM, DL, DipSoc, BA, MSc, DSc (Hon), CCMI

*Deputy Chairman*

*Term expired 30 June 2011*

*BTPA responsibilities:*

- Police Authority: Deputy Chairman
- Audit Committee: Chairman
- Appointments and Remuneration Committee: Chairman
- Policing plan group: Chairman
- Strategy group
- Portfolio allocation: Deputy Chief Constable

*Appointments outside BTPA:*

- University of Leicester: member of the court
- Deputy Lord Lieutenant for the County of Northamptonshire

**Lew Adams OBE**

*Member with knowledge and experience of rail employee interests*

*BTPA responsibilities:*

- Police Authority
- Professional Standards Committee
- Policing plan group
- Pensions working group
- Portfolio allocations: London North area
- British Transport Police Force Superannuation Fund: pension management committee member

*Appointments outside BTPA:*

- Brackenbury Manor Owners Limited: Chairman;
  - Friends of the National Railway Museum, York: member
  - Transport Benevolent Fund: patron
- 

**Patrick Butcher**

*Member with knowledge and experience of providing railway services*

*Appointed 1 September 2011*

*BTPA responsibilities:*

- Police Authority
- Strategy group

*Appointments outside BTPA:*

- Network Rail: Group Finance Director
- 

**Howard Collins**

*Member with knowledge and experience of providing railway services*

*BTPA responsibilities:*

- Police Authority
- Professional Standards Committee
- Performance review group: Chairman
- Pensions working group: Chairman
- Portfolio allocations: London South area

*Appointments outside BTPA:*

- London Underground: Chief Operating Officer
  - London Transport Museum: Trustee
  - Transport for London Pension Fund: Trustee Director
-

**Ian Dobbs**

*Member with knowledge and experience of providing railway services  
Term expired 5 September 2011*

*BTPA responsibilities:*

- Police Authority
- Professional Standards Committee
- Strategy group
- Finance group: Chairman
- Portfolio allocations: ACC (Protective Services)

*Appointments outside BTPA:*

- Rail Value for Money study, Department for Transport/Office of Rail Regulation jointly-sponsored project: Deputy Chairman
  - RC&M Services (UK) Ltd: Director
- 

**Colin Foxall CBE**

*Member with knowledge and experience of passenger interests in Wales*

*BTPA responsibilities:*

- Police Authority
- Audit Committee: Chairman from 1 July 2011
- Portfolio allocations: Wales & Western area

*Appointments outside BTPA:*

- Passenger Focus: Chairman
- 

**Elizabeth France CBE**

*Member with knowledge and experience of passenger interests*

*BTPA responsibilities:*

- Police Authority
- Professional Standards Committee
- Performance review group
- Policing plan group
- Portfolio allocations: North West area

*Appointments outside BTPA:*

- Office for legal complaints: Chairman
  - Aberystwyth University: Vice-President
  - Manchester University general assembly: member
  - UK Public Affairs Council: Chair
-

**David Franks**

*Member with knowledge and experience of providing railway services  
Appointed 1 September 2011*

*BTPA responsibilities:*

- Police Authority
- Finance group
- Policing plan group
- Portfolio allocations: ACC (Central Operations)

*Appointments outside BTPA:*

- Keolis: Managing Director, UK Rail
- 

**Robin Gisby**

*Member with knowledge and experience of providing railway services  
Term expired 30 June 2011*

*BTPA responsibilities:*

- Police Authority
- Strategy group
- Policing plan group
- Portfolio allocations: ACC (Operations)

*Appointments outside BTPA:*

- Network Rail: Director, Operations and Customer Services

## Michael Holden

*Member with knowledge and experience of providing railway services*

### *BTPA responsibilities:*

- Police Authority
- Audit Committee
- Performance review group
- Policing plan group: Chairman from 1 July 2011
- Portfolio allocations: Director of Corporate Resources

### *Appointments outside BTPA:*

- Association of Train Operating Companies: Board Member
  - Coledale Consulting Ltd: Director
  - Directly Operated Railways Ltd: Chief Executive Officer
  - East Coast Main Line Company Ltd: Non-executive Chairman
  - First Class Partnerships: Associate
  - Railway Children Ltd: Director (non-remunerated), Trustee
  - Railway Children Trading Ltd: Director (non remunerated)
  - Railway Children Ball Ltd: Director (non remunerated)
  - Pinewood Gymnastics Club Ltd: Director (non remunerated), Trustee
- 

## James King

*Member with knowledge and experience of passenger interests in Scotland*  
*Died 12 June 2011*

### *BTPA responsibilities:*

- Police Authority
- Audit Committee
- Performance review group
- Policing plan group
- Portfolio allocations: Scotland area and ACC (Scotland)

### *Appointments outside BTPA:*

- Marketing Principals International: Director
- Passenger Focus: member for Scotland (to July 2010)
- Public Transport Users' Committee: member for Scotland
- Fellow of the Chartered Institute of Logistics and Transport

## Neil Scales OBE

*Member with knowledge and experience of providing railway services*  
*Term expired 5 March 2012*

*BTPA responsibilities:*

- Police Authority
- Professional Standards Committee
- Strategy group
- Performance review group
- Pensions working group
- Portfolio allocations: North East area

*Appointments outside BTPA:*

- Merseytravel: Chief Executive and Director General
  - Edge Foundation: Trustee
  - Museums and Galleries of Merseyside: Trustee
- 

## Wendy Towers

*Member with knowledge and experience of passenger interests in England*

*BTPA responsibilities:*

- Police Authority
- Professional Standards Committee: Chairman
- Appointments and Remuneration Committee
- Finance group
- Portfolio allocations: London Underground & DLR area

*Appointments outside BTPA:*

- Security Industry Authority: Board member
- 

## Anton Valk

*Member with knowledge and experience of providing railway services*  
*Appointed 1 September 2011*

*BTPA responsibilities:*

- Police Authority
- Appointments and Remuneration Committee
- Performance review group
- Strategy group

*Appointments outside BTPA:*

- Abellio: Non Executive Chairman
-

**Jeroen Weimar**

*Member with knowledge and experience of providing railway services*

*BTPA responsibilities:*

- Police Authority
- Audit Committee
- Appointments and Remuneration Committee: Chairman from 1 July 2011
- Strategy group
- Finance group: Chairman from 5 September 2011
- Portfolio allocations: ACC (Territorial Policing)

*Appointments outside BTPA:*

- Serco UK: Managing Director, Transport
- Northern Rail & MerseyRail Electrics: Non-executive Director
- Association of Train Operating Companies: Board member

## Chief Executive's Report

### Principal activities

The British Transport Police Authority (BTPA) is the governing body for British Transport Police ('BTP'), responsible for overseeing the provision of an efficient and effective police service for the country's rail network. It is an executive non-departmental public body of the Department for Transport, established on 1 July 2004 under the Railways and Transport Safety Act 2003.

BTPA's other main statutory duty is to defray the expenses of the police force and the Authority through contributions from the railway industry. In exercising its statutory duty the Authority consults widely to ensure that the railway community – train operators, their staff, and their passengers – receive the best possible value from British Transport Police.

BTPA also works closely with the Scottish Parliament, to which policing and the ScotRail franchise are devolved, and the Welsh Assembly, which has oversight over some rail issues in Wales. The Police Authority's membership includes a member each for Scotland and Wales: these posts are appointed jointly with the devolved administrations and held by individuals with knowledge of rail passenger interests in their respective nations.

British Transport Police is the national police force for the country's rail network. It is responsible for policing the infrastructure maintained by Network Rail, and the trains and stations of 39 passenger and freight companies operating mainline rail services. It also provides a policing service to:

- Transport for London services: London Underground, Docklands Light Railway, Croydon Tramlink;
- High Speed 1;
- DB Regio Tyne and Wear Metro services in the northeast of England; and
- Midland Metro services in and around Birmingham.

Together, these rail businesses provide a transport service to some six million people every day.

The rail network is a potential target for terrorist activity. The British Transport Police must therefore have an effective counter-terrorist capability which it continues to develop to match the threat. The police force has additionally developed significant expertise in dealing with organised events, providing a well co-ordinated national service for the controlled movement of large numbers of people across the network to attend major sporting and other events. During the summer of 2011 BTP was heavily involved in policing the public disorder arising in the major cities. BTP is also working to protect railway infrastructure, in particular the theft of line side metals. This work has helped to reduce disruption on the rail network. The forthcoming year will also present

the Force with the additional challenges of the Olympic and Paralympic Games and the additional celebrations around the country.

## **Accounting Officer Role**

I became the Principal Accounting Officer for BTPA on 12 April 2010. This was a change, since the role of Accounting Officer had been discharged by the Chief Constable from the foundation of BTPA in 2004.

The Accounting Officer is responsible for overseeing BTPA's responsibilities, which include developing a strategy, setting a budget, recovering costs from the rail industry and overseeing British Transport Police's operational performance.

I appointed the Chief Constable as an additional Accounting Officer. These new arrangements have allowed the Chief Constable to concentrate on his policing responsibilities.

## **Key Performance Indicators**

The Police Authority sets objectives for policing before the beginning of each financial year in a National Policing Plan. These objectives serve as the Police Authority's key performance indicators. Performance against the 2011-12 targets is included on page 18. Local policing plans are also put in place each year to both support the national objectives and to recognise local initiatives and issues.

## **Improving efficiency**

In December 2011, BTPA set the police force's 2012-13 budget to be in line with the previous financial year, after a 2.5% nominal reduction in 2011-12. The budget has been maintained at the same level in 2012-13, when the police force will have a significant operational role during the Olympic and Paralympic Games. This represents a real reduction in the total cost of policing the railways when inflation has continued to rise and this has been achieved through improved efficiency

## **Employees and employee matters**

### **Engagement with employees**

The following staff associations operate in BTP:

- British Transport Police Federation;
- Superintendents Association; and
- Transport Salaried Staff Association (TSSA).

The following support groups operate in BTP:

- Association of Muslim Police;
- Christian Police Association;
- Disability Equality Support Association (DESA);
- LINK, the Lesbian, Gay, Bisexual and Transgender Support Network;
- Support Association for Minority Ethnic staff (SAME); and
- Women's Support Forum.

Employees also have access to the National Jewish Police Association.

### **Union recognition**

BTP signed a voluntary agreement of recognition with the TSSA in September 2010, meaning all police staff can be represented by the union. The collective bargaining agreement means that TSSA will be able to recruit amongst BTP staff to represent their interests in negotiations and consultations.

BTP has a policy for Managing Disability in the Workplace which sets out the organisation's approach to disability equality. The policy aims to promote the overall health and wellbeing of all employees; putting in place an approach which stresses the importance of adopting an individual approach to each employee, ensuring adjustments are based on a specific assessment of their needs. The policy ensures that disabled employees are viewed in terms of their contribution and the value they bring to the organisation, translating into practice BTPA's commitment to make every effort to retain and develop the skills and knowledge held by its disabled employees.

During 2011-12 BTPA established a Creativity and Innovation process to involve all employees throughout the Force. Employees are encouraged to generate ideas which have the potential to be converted into practical actions to improve service and promote efficiency. All senior employees also receive financial awareness training as part of BTPA's senior leadership programme.

### **Resource availability**

A high level of attendance from officers and staff is essential to BTP's service. The 2011-12 Policing Plan set a target of less than 7.7 days of sickness absence per employee. The results were as follows:

	<b>2011-12</b>	<b>2010-11</b>
<b>Police officers</b>	7.2	7.9
<b>Police staff</b>	7.1	7.0
<b>Police Community Support Officers ('PCSO')</b>	11.0	8.7
<b>Overall</b>	7.4	7.7

Overall the level of sickness has reduced. The high level of Police Community Support Officer sickness was influenced by several long-term sickness cases between March and June 2011, when only 19 percent of sickness absence was short-term. However, the proportion of short-term sickness rose between November 2011 and March 2012 to 41 percent. The Police Authority will continue to monitor PCSO sickness over the coming year.

The staff costs and details on the average number of persons employed are set out in note 4 to the accounts.

## **A fresh approach to doing business**

### **Business cycle**

2011-12 was the second year of BTPA's new business cycle, established to ensure the Police Authority is presented with the essential information to assess the effectiveness and efficiency of the police force and take appropriate action.

The Authority now meets seven times a year. There are three Authority meetings where there is both a fixed agenda and specific annual decisions and approvals are required.

### **Communications strategy**

The reporting period was the second year of BTPA's communications strategy, designed to better engage the Police Authority's stakeholders. These were grouped into six broad groups:

- Police Service Agreement holders;
- Rail passengers, national and regional passenger representative groups;
- Police and rail staff, and their representatives;
- 'Rail UK' (e.g. Department for Transport, Office for Rail Regulation and the Rail Accident Investigation Branch);
- 'Policing UK' (e.g. ACPO, APA, HMIC); and
- Governments in Westminster, Scotland and Wales (including Transport for London).

These stakeholders were consulted during the refresh of BTPA's rolling three-year strategy to 2015, for which work was underway during the reporting period, and the 2012-13 Policing Plan, which was approved on 29 March 2012. Rail company representatives were invited to participate in a stakeholder workshop in September 2011, in which they had the opportunity to discuss issues relating to policing for their services.

Operators were also consulted during the reporting period over BTPA's plans to introduce an updated Policing Service Agreement (PSA) from 2013 to ensure that all the core PSA holders are on a standard contract and are charged through the same charging model in order to recover all their costs from the rail industry.

## Value for money

BTP's operating cost remained an important issue for all members of the railway community. In December, the Police Authority agreed to set a net budget of £198.8 million for core policing in 2011-12. This represented a 2.5% reduction from the previous year. In 2012-13 the Authority maintained the budget at the same level as 2011-12 which represents a reduction in real terms for the police force. In taking this difficult funding decision BTP aligned itself with partner organisations in the railway and policing worlds, both of which have absorbed significant financial pressure.

In addition, BTP successfully met its first Policing Plan targets surrounding value for money measures. The number of officers in organisational support roles at Force Headquarters was reduced by 10 percent during the reporting period, while non-staff costs were reduced as a percentage of staff costs by 23 percent.

## Developments in the rail and policing worlds

In March 2012, the Department for Transport published its 'Command Paper', a response to the previous year's McNulty review of the railways. The paper set out the Government's vision for the rail system, alongside the policies that are needed to realise that vision. Making life better for customers – both passengers and freight users – was defined as being at the heart of the approach. There was also mention of making the railways financially sustainable in the longer term, so they can contribute to the country's economic growth and environmental goals.

Although the provisions of the paper did not relate to British Transport Police directly, any future change to the structure of Network Rail and the rail franchising system would have implications on police operations on the network. Any such changes will be monitored in the coming year and acted upon as appropriate.

Also in March 2012, Tom Winsor published a second and final report into longer-term improvements to remuneration and terms and conditions in the police service. The contents of the report, and any formal Home Office response to it, will be closely considered by BTPA beyond the end of the reporting period, as part of BTPA's established practice to adopting best practice from across the policing world.

During the reporting period, the Police Reform and Social Responsibility Bill became law. Although the new Act's provisions do not affect BTPA directly, they do create a new policing environment particularly in the area of police accountability, where new elected Police and Crime Commissioners are to be introduced in every English and Welsh police force outside of London. BTPA will closely follow the implementation of the new commissioners with a view to reflecting any good practice that emerges.

## Research and development activities

BTP undertakes research into a wide range of activities. The findings are used to develop and improve BTP's operational and support capabilities to deliver its key objectives to reduce and investigate crime and provide public safety and assurance as well as the overall efficiency of BTP.

Some notable examples include:

- regular strategic reviews of the external environment in which BTP will be operating in the short and medium term to provide a guide and reference tool for its decision makers;
- consultation with passengers, victims of crime, rail staff and other stakeholders to ensure that their views are taken into account when setting targets and priorities;
- identification and sharing of best practice with other police forces and organisations to improve processes and ways of working;
- increased use of mobile data technology to increase time spent by officers on core policing duties; and
- regular analysis of intelligence and other information to optimise use of resources.

## Environmental matters

As part of BTP's environment strategy, British Transport Police worked during 2011-12 to:

- ensure all of our new works and projects met legislative requirements;
- design energy efficiency into our new buildings, equipment and services;
- reduce material consumption in our operations;
- reuse rather dispose of, whenever possible; and
- promote recycling and the use of the recycled materials within the organisation.

For the coming year, BTP has developed its base position and is meeting a new range of reporting data relating to energy and water consumption, waste disposal and recycling. A detailed Sustainability Report has been included on page 35.

## Personal data related incidents

There were no incidents relating to personal data at BTPA in 2011-12.

## Estates

British Transport Police Authority does not hold extensive estates. The majority of its property is leased from Network Rail.

## BTPA's Year in Review

### Performance

#### Policing plan 2011-12 national targets

National Policing Plan Objectives	2011-12		2010-11
	Performance	Target	Performance
1. Reduce the number of disruption related offences from the level recorded in 2010-11	<b>11,610</b>	<b>12,801</b>	<b>12,768</b>
2. Reduce the number of notifiable offences (excluding police-generated) from the level recorded in 2010-11	<b>50,925</b>	<b>55,679</b>	<b>55,680</b>
3. To at least maintain the 2010-11 detection rate for serious violence against person, sexual and robbery offences	<b>46%</b>	<b>38%</b>	<b>38%</b>
4. Reduce the number of staff assaults from the level recorded in 2010-11	<b>2,549</b>	<b>2,701</b>	<b>2,702</b>
5. Reduce the number of anti-social behaviour incidents (excluding police-generated) from the level recorded in 2010-11	<b>17,165</b>	<b>18,592</b>	<b>18,593</b>
6. Increase the proportion of our resources devoted to NPT and response policing between 8pm and 1am	<b>17%</b>	<b>15%</b>	<b>n/a</b>
7. Average sickness per employee to be less than an average of 7.7 days	<b>7.39</b>	<b>7.70</b>	<b>7.68</b>
8. All non-suspicious fatalities to be cleared within an average of 90 minutes	<b>76 mins</b>	<b>90 mins</b>	<b>81 mins</b>
9. To respond to at least 80% of all immediate incidents within 20 minutes	<b>92%</b>	<b>80%</b>	<b>n/a</b>
10. Reduce the number of officers in organisational support roles at Force Headquarters by at least 10%	<b>87</b>	<b>89</b>	<b>n/a</b>
11. Reduce non-staff costs as a percentage of staff costs by at least 1.5 percentage points	<b>25%</b>	<b>27%</b>	<b>n/a</b>

Targets marked 'not applicable' (n/a) were set for the first time in 2011-12 and had no comparable objective in 2010-11.

## **Cable theft**

One of the greatest challenges facing the safety and security of the network policed by BTP in recent times is cable theft. Copper prices have increased dramatically in recent years and, in parallel, incidents of cable theft have soared. Very often, the stolen cable is sold on as scrap. Live cable offences on the railway continue to cause significant disruption to the network. So long as copper prices continue to rise, cable theft will continue to be a major challenge for BTP and the rail industry.

In recognition of this, the Home Secretary announced in January 2012 that the Government intends to lay an urgent amendment to the Legal Aid, Sentencing and Punishment of Offenders Bill to 'create a new criminal offence to prohibit cash payments to purchase scrap metal, and significantly increase the fines for all offences under the existing Scrap Metal Dealers Act 1964 that regulates the scrap metal recycling industry'. The outcome of this legislation would have significant effect on BTP's operations to combat metal theft on the railways; however, by the end of the reporting period, the Bill was still being debated in Parliament and had yet to become law.

## **Disruption target**

Through our stakeholder consultation activity in recent years 'reducing disruption' has emerged as a new priority for our industry partners and as a result became a priority theme in our rolling strategic plan and 2012-13 Policing Plan. In 2012-13 BTP will work closely and imaginatively with rail industry partners not only to prevent disruption but, when it does occur, to minimise its impact at a number of key locations across the rail network.

## **Activities**

### **Consultations**

In the course of its business in 2011-12 BTPA consulted a wide range of stakeholders, including Network Rail, Transport for London, Passenger Focus, London TravelWatch, the Train and Freight Operating Companies with which it holds a Police Service Agreement and the Association of Train Operating Companies. These consultations were conducted both in writing and in person. In addition, BTPA held a policing plan workshop on 22 September 2011 to consult its stakeholders on particular issues.

### **Independent custody visits**

Independent custody visitor panels comprise of volunteers who visit police custody facilities, usually in pairs, on a weekly or monthly basis depending on the size of the facility. Visits are, as far as possible, random and unannounced with the volunteers speaking with those being held in police custody to ensure their welfare needs are being met, as well as inspecting the conditions in which detainees are being held. Volunteers then report back to both BTP and BTPA with any recommendations.

Visits have been made over the past year to BTP facilities in Glasgow, London, and Manchester.

## **Staff changes**

A number of senior staffing changes were made at British Transport Police and its Police Authority in 2011-12:

### **BTPA Members**

Sir David O'Dowd's term as BTPA's deputy chairman came to an end on 30 June 2011 after seven years in the role with the Authority.

James King, a longstanding member with knowledge of passenger interests in Scotland, sadly passed away in June 2011.

Three members with knowledge of industry interests resigned during the reporting period. Ian Dobbs and Robin Gisby resigned in the summer of 2011, while Neil Scales resigned in March 2012.

Brian Phillpott was appointed during the reporting period as BTPA's new deputy chairman, effective 1 April 2012.

On 1 September 2011, Transport Minister Theresa Villiers appointed Patrick Butcher, David Franks and Anton Valk to BTPA's membership, all as members with knowledge of industry matters.

Len Jackson was appointed as a BTPA member with knowledge of passenger interests during the reporting period, effective 1 May 2012.

### **BTPA Executive**

There were no changes in the structure of the Executive. Andrew Figgures remains the Chief Executive and Elizabeth Pike remains the Authority Finance Director.

### **BTP senior officers**

Paul Beasley left as Assistant Chief Constable (Protective Services) in May 2011. Sharon Burd, Director of Finance and Corporate Services, left BTP in January 2012.

Francesca Okosi joined BTP's Strategic Command Team in August 2011 as Director of Corporate Resources, a new role combining finance, human resources, corporate resources and IT responsibilities.

## Finance Director's Report

### Financial position

The net deficit is £19.0m, £11.6m of which relates to an IAS19 pensions accounting adjustment. Once the grant in aid received from the DfT relating to the Olympics in year expenditure (£2.5m), the structural gap (£5.3m), the direct costs of the public disorder (£1.6m), and other smaller adjustments, the operating surplus was £1.4m.

An additional £0.6m has been transferred to the Contingency reserve, which now totals £3.3m. Stringent cost control during the year has enabled us to transfer £0.8m of the operating surplus in 2011-12 to the following year and will be used to reduce the charges for the PSA holders in 2012-13.

### Pension arrangements

BTP has adopted IAS 19 (Employee Benefits) in full. This has resulted in all the assets and liabilities for each defined benefit scheme run on BTP's behalf by Railways Pension Management Ltd being disclosed (see Note 25 and 26 to the accounts). The accounting policy for pensions is disclosed in Note 1.22 to the Accounts.

### Going concern

The opening financial position as at 1 April 2011 shows net pension liabilities of £203.3m.

The net liability of the scheme on 31 March 2012 was £306.3m, an increase of £103.0m in the year. This increase is caused by losses on the schemes investments of £50.2m and increased liabilities principally from a rise in future inflation. This liability is accounted for as a negative pension reserve. The Department for Transport, as BTPA's sponsoring department, has agreed to underwrite any pension shortfalls.

BTPA is confident that sufficient resources are available (from Police Service Agreements ('PSAs'), from service income and from grants from the DfT) to meet its approved expenditure needs because of the agreement with the DfT to fund any shortfall in income until 2012-13. Accordingly it is considered appropriate to adopt a going concern basis for the preparation of these financial statements.

### Creditor payments

BTP observes the principles of the Department of Business, Innovation & Skills (BIS) 'Prompt Payment' guidance and aims to pay all approved invoices in accordance with its stated payment terms or otherwise within 30 days of receipt of a valid invoice. Copies of the guidance are available from BIS. The BTPA uses the Government Procurement Card for small low risk payments. These are paid immediately to the supplier and are not included in the statistics above.

BTP had agreed a performance target for 2011-12 of 90% of invoices paid within 30 days of receipt of invoice; in 2011-12 performance was 88% (2010-11 90%). On average BTPA takes 15 days from receipt of invoice to payment.

### **Judicial Review**

In April 2007 a new charging model was introduced by BTPA in order to improve the allocation of costs to PSA holders through a better approximation of the nature and extent of the policing activity attributable to each PSA holder. All charges were calculated based on the new charging model. The introduction of the new charging model was challenged by two PSA holders through a Judicial Review ('JR'). Prior to the JR, one PSA holder invoked an arbitration process; this began in January 2007 and was held in abeyance pending the results of the JR.

The judgement in the JR was issued on 20 March 2009. It found in favour of the challenge and ruled that the new model could not be imposed on 'old' PSA holders. The only way that 'old' style PSA holders can be charged on a new charging model is by terminating the old PSA's and entering into a new PSA. The result was that for those PSA Holders on the 'old PSAs', the charges for 2007-08 and 2008-09 (and future years) until existing agreements come to the end of their term on 31 March 2013) could not be calculated according to the new model and the formula which operated previously had to be applied in their case. 'Old PSA' holders that were charged in 2007-08 and 2008-09 according to the new model had their charges recalculated according to their 'old PSA'. As a result, some were entitled to refunds, because their revised charge is less than the original amount billed, and some were required to pay more, because the revised charge is more than the amount originally billed. The result of the Judicial Review into core PSAs and the accounts for 2008-09 reflected the impact of the review in so far as it affected core PSA charges up to 31 March 2009. The ongoing impact of the judgment has been reflected in the 2011-12 accounts.

There is a formal agreement in place with the DfT which provides for cover for the cash flow shortfalls and to meet any structural gaps arising from two different charging models to recover the total costs of the Authority. This agreement ceases on 31 March 2013 when the new PSA and the standard charging model is intended to be implemented.

On 1 April 2011 an agreement was reached with a PSA holder which reduced their charges by £3,696k. This arose directly from the Judicial Review process and a previous mediation. On 31 March 2011 the DfT approved the conversion of this amount from loan to financing. This was treated as an adjusting event after the reporting period and was therefore fully reflected in last year's financial statements.

In 2011-12 the structural gap between the PSA income derived from the two charging mechanisms and the costs to be recharged totalled £5,268k and has been met by the DfT.

**Auditors**

The accounts of the Fund are audited by the Comptroller and Auditor General (C&AG) under the Railways and Transport Safety Act (2003). The cost of the audit is £110,000. The C&AG does not undertake any non audit work for the BTPA.

As far as the Chief Executive, as Accounting Officer for the BTPA and the Finance Director are aware, all relevant audit information has been made available to the auditors. The Chief Executive has taken all necessary steps required to make himself aware of any relevant audit information and to establish that the auditors are aware of that information.

**Post-statement additions**

There are none.

The date the accounts are authorised for issue is the date that they are certified by the Comptroller and Auditor General.

## Statement of Accounting Officer's Responsibilities

Under the Railways and Transport Safety Act (2003) the Secretary of State for Transport has directed the BTPA to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the BTPA and of its income and expenditure, cash flows and taxpayers equity for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the Accounts Direction issued by the Secretary of State including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements; and
- prepare the financial statements on a going concern basis.

The Accounting Officer of the Department has designated the Chief Executive as the Principal Accounting Officer of the BTPA from 12 April 2010. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the BTPA's assets, are set out in the HM Treasury publication Managing Public Money.

The Chief Constable has been appointed as an additional Accounting Officer.

## Remuneration Report

### Remuneration Policy

The Remuneration Policy for Authority Members is determined by the Department for Transport. Before 26 May 2011, the remuneration policy for senior officers of the Authority and Force, with the exception of the Chief Officer group, was approved by the full Authority and was in line with the guidelines of the Police Negotiating Board. The Chief Officer Group appointment was made by the Chief Constable Appraisal Board. From 26 May 2011 the terms of reference of the Chief Constable Appraisal Board were amended and renamed the Appointments and Remuneration Committee. Its membership is detailed in the structure of the Police Authority on pages 5 to 11. Its responsibilities are set out on page 41 in the Governance Statement.

### Members and Senior Officers – Appointments and Service Contracts

The Authority must contain representation from various groups as set out in the Railways and Transport Safety Act, including at least four persons who have knowledge of and experience in relation to the interests of persons travelling by railway, and at least four persons who have knowledge of and experience in relation to the interests of persons providing railway services. Members of the Authority are appointed by the Secretary of State for Transport, with the intention that the Authority represents and is informed of the views and interests of these groups.

Accordingly the current composition of the Authority is as follows:

- Chair – Urmila Banerjee CBE;
- Deputy Chair – vacancy;
- 6 members with knowledge and experience in relation to the interests of persons providing railway services;
- 1 member who has knowledge of and experience in relation to the interests of employees;
- 3 members who have knowledge of and experience in relation to the interests of persons travelling by railway including those listed below;
- 1 member who has knowledge of and experience in relation to the interests of persons in Wales and who is appointed following consultation with the National Assembly for Wales;
- 1 member who has knowledge of and experience in relation to the interests of persons in Scotland and who is appointed following consultation with the Scottish Minister – vacancy; and
- 1 member who has knowledge of and experience in relation to the interests of persons in England; and passengers.

## Appointment/Service Contracts

The table below provides details of appointment and service contracts for Authority Members and Senior Officers for 2011-12.

## Appointment/Service Contracts

Authority Officers	Commencement of Contract ( <i>date last renewed</i> )	Term expiry date as at 31 March 2012	Notice period required	Main role
Urmila Banerjee	01-12-2008	30-11-2012	3 months	Chairman
Sir David O'Dowd	01-07-2004 (1-07-2007)	30-06-2011	3 months	Deputy Chairman
Lew Adams	01-07-2004 (01-07-2010)	30-06-2014	3 months	Employee Matters
Patrick Butcher	01-09-2011	31-08-2015	3 months	Knowledge of Industry
Howard Collins	01-09-2009	31-08-2013	3 months	Knowledge of Industry
Ian Dobbs	12-02-2008	05-09-2011	3 months	Knowledge of Industry
Colin Foxall	04-01-2005 (01-07-2009)	03-01-2013	3 months	Passenger Interests & Wales
David Franks	01-09-2011	31-08-2015	3 months	Knowledge of Industry
Elizabeth France	01-07-2010	30-06-2014	3 months	Passenger Interests
Robin Gisby	01-07-2004 (01-07-2010)	30-06-2011	3 months	Knowledge of Industry
Michael Holden	01-07-2004 (01-07-2008)	30-06-2012	3 months	Knowledge of Industry
James King	01-07-2004 (01-07-2008)	12-06-2011	3 months	Passenger Interests and Scotland
Neil Scales	01-09-2009	05-03-2012	3 months	Knowledge of Industry
Wendy Towers	01-07-2004 (01-07-2008)	30-06-2012	3 months	Passenger Interests and England
Anton Valk	01-09-2011	31-08-2015	3 months	Knowledge of Industry
Jeroen Weimar	01-07-2006 (01-07-2010)	30-06-2014	3 months	Knowledge of Industry

Members do not receive termination payments when they leave the Authority.

**Appointment/Service Contracts** *(continued)*

<b>Authority Officers</b>	<b>Commencement of Contract</b>	<b>Term expiry date as at 31 March 2012</b>	<b>Notice period required</b>	<b>Main role</b>
Andrew Figgures	29-03-2010	Permanent Appointment	6 months	Chief Executive
Elizabeth Pike	01-06-2004	Permanent Appointment	6 months	Authority Finance Director
<b>Strategic Command Team</b>	<b>Commencement of Contract</b>	<b>Term expiry date as at 31 March 2012</b>	<b>Notice period required</b>	<b>Main role</b>
Andrew Trotter	01-09-2009	31-08-2014	6 months	Chief Constable
Paul Crowther	15-09-2009	Permanent appointment	6 months	Deputy Chief Constable
Paul Beasley	02-08-2010	12-05-2011	3 months	ACC (Protective Services)
Alan Pacey	09-01-2006	Permanent appointment	3 months	ACC (Territorial Policing & Crime)
Stephen Thomas	01-07-2007	Permanent appointment	3 months	ACC (Central Operations)
David McCall	08-03-2004	Permanent appointment	3 months	ACC (Scotland)
Francesca Okosi	03-10-2011	Permanent appointment#	1 week	Director of Corporate Resources
Teresa Hickman	19-08-2010	02-10-2011	3 months	Acting HR Director,
Sharon Burd	01-01-2008	31-01-2012	3 months	Director, Finance & Corporate Services
# subject to successful completion of probationary period				

## Remuneration of Members and Senior Officers

The policy on remuneration is determined by a number of factors, some of general consideration, and some that are specific to the transport/policing/security industries.

The general factors taken into consideration are:

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

Specific factors relate to policies and guidelines from the National Police Authorities, Police Negotiating Board and the Association of Chief Police Officers (ACPO), and these will influence the remuneration arrangements for both Chief Officers and other 'non federated' ranks such as Superintendents.

For Police support staff, collective bargaining with recognised employee associations determines annual settlements.

Members of the Authority only receive non-pensionable allowances, and their expenses are reimbursed in relation to the time they spend on Authority business, e.g. meeting attendance, travel, subsistence, etc. The Members' salary and allowances are set by the Secretary of State following consultation with the Authority.

The members are paid from the BTPF funded by the PSA holders.

**The salary of Members and Senior Officers (Audited)**

	2011-12			2010-11		
	Salary	Bonus Payments	Benefits in kind (to nearest £100)	Salary	Bonus Payments	Benefits in kind (to nearest £100)
<b>Members</b>	<b>£000s</b>	<b>£000s</b>	<b>£</b>	<b>£000s</b>	<b>£000s</b>	<b>£</b>
Urmila Banerjee	30-35	-	-	30-35	-	-
Sir David O'Dowd	5-10†	-	-	25-30	-	-
Lew Adams	15-20	-	-	15-20	-	-
Patrick Butcher	-*	-	-	-	-	-
Howard Collins	15-20	-	-	15-20	-	-
Ian Dobbs	5-10#	-	-	30-35∞	-	-
Colin Foxall	15-20	-	-	15-20	-	-
Elizabeth France	15-20	-	-	10-15#	-	-
David Franks	5-10#	-	-	-	-	-
Robin Gisby	-*	-	-	-*	-	-
Michael Holden	15-20	-	-	15-20	-	-
James King	0-5#	-	-	15-20	-	-
Neil Scales	15-20	-	-	15-20	-	-
Wendy Towers	15-20	-	-	15-20	-	-
Anton Valk	5-10t#	-	-	-	-	-
Jeroen Weimar	0-5#	-	-	-*	-	-
* No salary taken ∞ See below note Full year equivalent: † £25k-£30k # £15k-£20k						
<b>Authority Officers</b>						
Andrew Figgures	100-105	-	9,300	95-100	-	2,300
Elizabeth Pike	100-105	0-5	15,600	85-90	-	11,300
<b>Strategic Command Team</b>						
Andrew Trotter	165-170	15-20	35,600	165-170	-	28,800
Paul Crowther	145-150	20-25♦	9,800	135-140	-	15,700
Paul Beasley	15-20	-	700	60-65	-	6,100
David McCall	95-100	-	23,700	90-95	-	25,200
Alan Pacey	100-105	15-20♦	20,700	100-105	-	21,300
Stephen Thomas	100-105	5-10	17,900	100-105	-	18,800
Sharon Burd	125-130	-	9,600	90-95	-	11,200
Teresa Hickman	80-85	0-5	7,900	75-80	0-5	6,300
Francesca Okosi	55-60	-	5,800	-	-	-
♦ Bonus payments made in 2011-12 relates to performance related bonuses earned in 2010-11 and 2009-10. All other bonus payments relate to 2010-11 only.						

Ian Dobbs was also employed as a consultant by the Authority in 2010-11 and was paid £15,392 for post Judicial Review work. These fees were paid to RC&M Services (UK) Ltd. In total £7,928 was paid to RC&M Services during 2011-12 (2010-11 £34,122). This includes £7,928 (2010-11 £18,730) for services as a member of the Authority.

### Median Pay (audited)

	2011-12	2010-11
	£000	£000
Band of highest paid senior officer (including bonus and benefits in kind)	220-225	195-200
Median total remuneration	£35,796	£35,081
Ratio	6.2	5.6

BTPA is required to disclose the relationship between the remuneration of the highest paid senior officer and the median remuneration of BTPA's workforce.

The banded remuneration of the highest paid senior officer in BTPA in the financial year 2011-12 was £220k-£225k (2010-11 £195k-£200k). This is the Chief Constable who is not the Accounting Officer for BTPA, but is an Additional Accounting Officer for BTP. This was 6.2 times (2010-11 5.6 times) the median remuneration of the workforce, which was £35,796 (2010-11 £35,081).

In 2011-12 no (2010-11 nil) employees received remuneration in excess of the highest paid senior officer. Remuneration ranged for £15,337 to £171,297 (2010-11 £14,862 -£146,706).

The increase in the median from 2010-11 to 2011-12 is caused by incremental increases within grades for both police officers and staff. The pay award in 2011-12 for both officers and staff was zero.

Total remuneration includes salary, non-consolidated performance-related pay, benefits in kind as well as severance payments. It does not include benefits in kind relating to safeguarded travel as it affects a small proportion of total employees and does not affect the median. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

### Salary

Salary includes reference salary, overtime, reserved rights to London weighting or London allowances, recruitment and retention allowances, and any other allowance to the extent that it is subject to UK taxation. Expenses are not included as they are reimbursed on production of a valid receipt. Under the Authority's salary sacrifice scheme employee pension contributions are paid by the employer and the employee's salary is reduced by the pension payment. The pension contribution paid by the employer for the employee is shown as a benefit in kind.

## **Bonus Payments**

Bonuses are based on performance levels attained and are made as part of the appraisal process. Bonuses relate to the year prior to that reported, so that any bonus paid in 2011-12 relates to performance in 2010-11 and the comparative bonus paid in 2010-11 relates to performance in 2009-10.

As at 31 March 2012 no decision had been made on bonuses for 2011-12.

## **Benefits in kind**

The monetary value of benefits in kind covers any benefits provided by the employer and treated by the HM Revenue and Customs as a taxable emolument. The benefits in kind received are healthcare, the use of a vehicle and other travel benefits. The amount paid by the employer under the pension salary sacrifice scheme is shown as a benefit in kind.

The Authority operates a pension salary sacrifice scheme whereby the employee agrees to the employer paying their pension contribution and in return receives a salary reduced by the amount of the contribution.

## **Performance Pay**

In accordance with the guidelines of the Police Negotiating Board, a performance management regime has been implemented, where objectives for the Strategic Command Team are agreed by the Authority. The performance development reviews are initiated at the year end by the Chief Constable for the Strategic Command Team and the Chief Executive for the Authority's Executive. These are assessed by the Chief Officer Appraisal Panel in accordance with the guidance contained in the PNB circular as modified to the particular circumstances of BTPA. Any bonus paid is based on this assessment.

## **Pension Benefits**

### **Railways Pension Scheme – for Authority Officers and Support Staff**

Pension benefits are provided for BTPA and BTP staff through the Railways Pension Scheme British Transport Police Section. This is a registered pension scheme and intended to be a fully funded scheme which provides benefits on a 'final salary' at a normal retirement age of 60. Benefits accrue at the rate of 1/60th of final average pay (less 1/40th of the final average basic state pension) for each year of pensionable service. In addition, a lump sum equivalent to 1/40th of pensionable pay for each year of service is payable on retirement. Members currently pay contributions of 10.06 per cent of pensionable earnings (less 1.5 times the basic State Pension). Pensions in payment and deferment are increased in line with Orders made under the Pensions (Increase) Act 1971.

On death, pensions are payable to the surviving spouse at the rate of half the member's pension. On death in service, the scheme pays a lump sum death benefit of four times pensionable pay and also provides a service enhancement on computing the spouse's pension, which depends on length of service.

Medical retirement is possible in the event of serious ill-health. In this case, pensions are brought into payment immediately without actuarial reduction and with service enhanced as for widow(er) pensions.

### **British Transport Police Force Superannuation Fund – for Police Officers**

Pension benefits are provided for Police Officers through the British Transport Police Force Superannuation Fund. This is a registered pension scheme and intended to be a fully funded scheme which provides benefits on a 'final salary' basis. There are two benefit structures in place for members who joined the Fund before and after 1 April 2007.

For Fund members before 1 April 2007 the normal retirement age is 55. Benefits accrue at the rate of 1/45th of final average salary (less 1/30th of final average state flat rate pension) for each year of beneficial membership. In addition, a lump sum equivalent to 1/30th of pensionable salary for each year of beneficial membership is payable on retirement. Members currently pay contributions of 16 per cent of pensionable earnings (less 1.5 times the basic State Pension). Pensions in payment and deferment are increased in line with orders made under the Pensions (Increase) Act 1971.

For Fund members who joined on or after 1 April 2007 the normal retirement age for retirement from service is 55 and for retirement from deferment it is 65. Benefits accrue at the rate of 1/70th of final average salary for each year of service. In addition, a lump sum equivalent to 4/70th of pensionable salary for each year of service is payable on retirement. Members currently pay contributions of 10 per cent of pensionable earnings. Pensions in payment and deferment are increased in line with orders made under the Pensions (Increase) Act 1971.

On death, pensions are payable to the surviving spouse or eligible dependant at the rate of half the member's pension and pensions are available for the member's two youngest children. Survivors' pensions may not be payable in respect of members who joined after 1 April 2007 if they have less than two years' service. On death in service the scheme pays a lump sum death benefit of four times pensionable salary and also provides a service enhancement on computing the spouse's pension, which depends on length of service.

Medical retirement is possible in the event of incapacity. In this case, pensions are brought into payment immediately without actuarial reduction. If the member is unable to work in any capacity (not only as a police officer) they may be granted an enhanced pension at the Trustee's discretion.

**Cash Equivalent Transfer Value (CETV)**

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme.

CETV's are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.

The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which the disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to another pension scheme.

The increase in CETV effectively funded by the employer is shown. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) utilising commonly-used standard market valuation factors for the start and end of the year.

**Pension Benefits (audited)**

Officials	Accrued values at pension age as at 31/03/12		Real increase values at pension age		CETV at 31/03/12	CETV at 31/03/11	Real increase in CETV
	Pension	Lump Sum	Pension	Lump Sum			
	£000	£000	£000	£000	£'000	£000	£000
<b>Authority Officers</b>							
Andrew Figgures	0-5	0-5	0-2.5	0-2.5	58	n/a	58
Elizabeth Pike	5-10	5-10	0-2.5	0-2.5	74	46	28
<b>Strategic Command Team</b>							
Andrew Trotter	20-25	15-20	2.5-5.0	2.5-5.0	456	n/a	456
Paul Crowther	90-95	65-70	0-2.5	2.5-5.0	2,279	1,641	638
Paul Beasley	0-5	0-5	0-2.5	0-2.5	15	11	4
Alan Pacey	70-75	65-70	2.5-5.0	5.0-7.5	1,750	1,547	203
David McCall	15-20	15-20	0-2.5	2.5-5.0	395	n/a	395
Stephen Thomas	5-10	25-30	0-2.5	5.0-7.5	87	71	16
Teresa Hickman	10-15	15-20	2.5-5.0	0-2.5	117	86	31
Francesca Okosi	0-5	0-5	0-2.5	0-2.5	10	-	10
Sharon Burd	Retired on 31 January 2012						

Note: There were instances where the actuary was unable to provide CETV figures for 31 March 2011. This has been resolved for 31 March 2012 and the increase is recorded as the full amount as at 31 March 2012.

**Compensation for Loss of Office (audited)**

Paul Beasley left BTP under voluntary severance on 12 May 2011 and received a termination payment of £72,172.

Sharon Burd left BTP under compulsory redundancy on 31 January 2012 and received a termination payment of £54,437.

**A.C. Figgures CB CBE****Accounting Officer**

**Date 14 June 2012**

## Sustainability Report

### Performance

The British Transport Police Authority recognises that its operations have a significant impact on the environment and deplete the earth's finite natural resources. It also recognises that global environmental pressures are leading to increased operational running costs. The sustainability agenda is already closely aligned with the BTPA Strategic Plan objective to deliver value for money through continuous improvement and through the annual Policing Plan there has been a target to reduce non-pay expenditure to within 23% of overall budget.

BTP is for the first time developing a Sustainability Strategy to become a more sustainable Force by reducing carbon emissions, mitigating environmental impacts and minimising running costs. In March 2012 BTP recruited a Sustainability Manager to lead on the development of the Sustainability Strategy and ensure the Force is able to achieve its targets and comply with the mandatory reporting requirements. This strategy will seek to meet BTP's obligations to comply with reporting to the Greening Government Commitment (GGC) and will align with the over-arching sustainability strategy set by the Department for Transport.

The following quantitative targets must be achieved under GGC:

- a 25% reduction in carbon emissions from buildings and transport;
- a 20% reduction in business travel flights;
- a 25% reduction in waste;
- a 10% reduction in paper consumption; and
- a net reduction in water consumption per full time employee.

To date, BTP is on schedule to meet these targets. BTP began assessing its environmental footprint for the first time in 2011-12 as part of the required reporting to the Carbon Reduction Commitment (CRC) and GGC. The key objective has been the collection of three years of utility data (electricity, gas, oil, waste, water) from 140 premises across seven regional operations, from a variety of suppliers. The data collected for BTP's initial reporting to CRC and GGC now provides a platform against which to measure progress and understand BTP's carbon footprint. For the first time BTP is developing an information-rich picture of its environmental impact and can use these data to develop an intelligent and targeted strategy for reducing its impact on the environment.

This exercise has also identified a need to develop robust systems for the recording of accurate usage and disposal data alongside the established financial recording systems. A key strand of the Sustainability Strategy will be to enhance the recording and reporting of sustainability data. This will allow better future management of environmental impacts and costs.

## Summary of Performance

Sustainability performance (Table 1) has been measured using the criteria set out in the GGC.

**Table 1: Environmental Performance against Greening Government Commitment Quantitative Performance Indicators**

		2009-10 Performance	2010-11 Performance	2011-12 Performance	Change between 2009-10 and 2011-12
Greenhouse Gas (GHG) Emissions from Energy* and Travel		7,667 tCO <sub>2</sub>	6,686 tCO <sub>2</sub>	6,718 tCO <sub>2</sub>	-12.4%
Electricity**	Energy Emissions	7,661,351 kWh 4,019 tCO <sub>2</sub>	6,067,250 kWh 3,120 tCO <sub>2</sub>	6,362,440 kWh 3,337 tCO <sub>2</sub>	-17%
	Expenditure	£1,039,551	£866,750	£981,712	-£57,839
Gas**	Energy Emissions	2,769,976 kWh 509 tCO <sub>2</sub>	2,544,030 kWh 467 tCO <sub>2</sub>	1,750,277 kWh 321 tCO <sub>2</sub>	-37%
	Expenditure	£128,757	£124,099	£89,332	-£39,425
Business Travel***	Rail	65.3 tCO <sub>2</sub>	44.8 tCO <sub>2</sub>	24.4 tCO <sub>2</sub>	-63%
	Domestic Air	33.5 tCO <sub>2</sub>	28.9 tCO <sub>2</sub>	8.2 tCO <sub>2</sub>	-76%
	International Air	23.9 tCO <sub>2</sub>	12.5 tCO <sub>2</sub>	1.1 tCO <sub>2</sub>	-95%
	Business Travel Expenditure	£260,609	£181,586	£102,564	-£158,045
	Fleet Owned	3,016 tCO <sub>2</sub>	3,021 tCO <sub>2</sub>	3,026 tCO <sub>2</sub>	+0.3%
	Total Travel	3,139 tCO <sub>2</sub>	3,099 tCO <sub>2</sub>	3,060 tCO <sub>2</sub>	-2.5%
Waste****	General Waste Weight	453 tonnes	311 tonnes	400 tonnes	-12%
	General Waste Expenditure	£67,961	£46,639	£60,071	-£7,890
Water*****	Volume	26,874 m <sup>3</sup>	19,511 m <sup>3</sup>	22,156 m <sup>3</sup>	-18%
	Expenditure	£54,353	£39,819	£45,977	-£8,376
Procurement	Office Paper	17,851 reams	16,577 reams	15,303 reams	-14%

\* Carbon emissions from oil use in tonnes of carbon dioxide (tCO<sub>2</sub>) are included in the GHG emissions data.

\*\* The occasional missing gas and electricity invoice, where no consumption data was then available, required back-estimation from the charged amount using a procedure that was internally audited.

\*\*\* No data for travel on London Underground, taxis, buses, trams, coaches, mileage claims using grey fleet (staff's own vehicles) or Government Procurement Card. No data available for refrigerant gas consumption in air conditioning systems.

\*\*\*\* Where waste tonnage data has not been available from a particular supplier, data includes back-calculations based on charges and calculated unit costs.

\*\*\*\*\* Water data includes some landlord's billed estimates which are pro-rata calculated from the site water bill, using occupied floor-space of the premises as a proportion of the overall metered area. The 2010-11 Carbon Emission figures have been derived from the 2010-11 cost apportioned by the 2009-10 emission units. All other figures are the mid point between 2009-10 and 2011-12.

## **GHG Emissions – Buildings**

BTP is a national police force with 140 leased properties across England, Wales and Scotland. The geographical spread of the Force and its lack of ownership of premises present a challenging context in which to tackle sustainability across the estate.

The Force is undertaking an Estates Rationalisation Programme aimed at reducing the overall cost of the estate by 10% over four years to 2014-15. The Project will start in London with the consolidation of three premises into one and will establish the space allocation and building design principles for a reduced estates footprint in future.

The Force Headquarters' building management system and heating controls were upgraded to allow greater control, such as day temperature sensing.

100 IT servers were virtualised in 2011-12 onto four physical servers. 95% of the available servers have now been virtualised and a roll-out of thin-clients PCs is planned for 2012-13 as part of a desktop replacement scheme. Hot and cold aisles were introduced to the IT server room at the headquarters building in April 2011 to improve air conditioning efficiency.

## **GHG Emissions – Business Travel**

On a daily basis BTP polices over 10,000 miles of the national rail system, more than 2,500 national rail stations and 5.5 million passengers on national rail, London Underground and the Docklands Light Railway. This requires sizeable business travel by rail across England, Wales and Scotland.

Despite this national footprint, there was 63% less spend on air travel compared with the previous year and 40% less spend on rail travel compared with the previous year. BTP has lower than average air travel spend for its organisation size. BTP recognises that it needs to monitor travel journeys to ensure value for money and has implemented strict controls to limit international and domestic air travel. Videoconferencing facilities were introduced into BTP office meeting rooms across the UK during the year. These are available for staff to meet internally with other BTP staff removing the need to travel large distances, using lots of travel time. This coincides with a significant reduction in domestic air travel.

During the year, BTP published business travel guidance in a Good Practice Guide to encourage reduced journey mileage. By the end of September 2011, there was 63% less spend on air travel and 40% less spend on rail travel compared with the same time last year.

## **Waste**

The organisation still faces significant difficulties in obtaining waste weight data and improving information flow through more unified contracts with better data provision which will support greater compliance with waste reduction targets. Recycling schemes at major sites, often operated by the landlords, are operating well. Improving this will

involve setting up more offices with recycling schemes, diverting general waste into recycling streams and liaison with suppliers to minimise waste. Our refurbishment projects are not generally large enough to require compliance with the Site Waste Management Plans Regulations, but several forthcoming refurbishment projects will require Site Waste Management Plans to be in place for management of construction waste.

GGC requires a 10% reduction in paper consumption by 2014-15. Paper consumption has been reduced by 14% over the first two years of the programme.

## **Water**

GGC targets require an absolute reduction in water consumption. Between 2009-10 and 2011-12, a 21% reduction has been achieved. The average water consumption efficiency in metered buildings was 7.4 m<sup>3</sup> per FTE (full time equivalent staff member) in 2009-10. The GGC rates good practice at between 4 m<sup>3</sup> and 6 m<sup>3</sup> per FTE.

## **Biodiversity and Natural Environment**

The force does not own significant areas of land with the potential for supporting biodiversity conservation.

## **Sustainable Procurement**

BTP voluntarily reports its supply chain impacts to align with the Policing Plan target to reduce non-pay expenditure across the force by 1.5%.

## **Sustainable Construction**

The Force Headquarters building has been surveyed as part of the Estates Rationalisation programme, using the Royal Institute of Chartered Surveyors' environmental rating tool. This has generated recommendations for improvements to heating, ventilation, chilled water, lighting and cold water pumping along with further improvements to the IT server room layout. The principles set by this initial work will inform the elements of the overall Estates Strategy that cover sustainability. A rolling programme of office refurbishments has undoubtedly improved energy efficiency. There is an intention to develop standards for future refurbishment, using the Building Research Establishment's methodology, as expected in the GGC.

## **People – Health and Wellbeing**

BTP promotes staff wellbeing and health through cycling to work. The cycle2work scheme allows staff to purchase subsidised bicycles through salary sacrifice. The intention is to join the London Cycle Challenge in summer 2012. This activity is aimed at improving staff health and mental health.

## **Environmental Management System**

Data collection processes have been refined over the year. Improving these further will form the first element of an environmental management system. It is likely that this will initially target energy in buildings to prioritise the greatest cost savings.

## **Climate Change Adaptation**

Rising outside air temperatures caused by global warming will require greater cooling of buildings to allow staff to use them. To do this without increasing energy consumption will require an appraisal of natural ventilation settings on existing air conditioning units. Increased flood risks from sea level rise and flash-floods, resulting from climate change, will require a reappraisal of property sites.

## **Governance**

The responsibility for sustainability performance rests with the newly appointed Sustainability Manager and the Corporate Services team at an operational level, and with the Director of Corporate Resources at the Strategic Command Team level. A Sustainability Strategy, setting out costed invest-to-save opportunities, will be a key deliverable for the newly appointed Sustainability Manager. The Strategy will focus on further delivery of the GGC emissions targets and work to improve data collection and reporting processes. The intention is to appoint a cross-functional team to support delivery of the GGC targets and embed sustainability across the Force. Force Headquarters has capital works, facilities, vehicle fleet, finance and procurement teams co-located in the same open plan office, with IT and HR functions on adjacent floors. This offers strong potential for good teamwork to address sustainability issues. Internal assurance procedures for sustainability data reporting are under review and may be included in the annual Governance Statement.

## **Summary of Future Performance**

Actions will be developed to achieve the following qualitative targets which must be achieved under GGC:

- delivery of the Estates Rationalisation Project;
- waste management contracts will be reviewed to assess opportunities to improve data collection and promote recycling;
- data on the volume of refrigerant leaks will be collected during 2012-13 as part of compliance requirements under the F-Gas Regulations 2008;
- ensure redundant ICT equipment is re-used or responsibly recycled;
- embed the Government Buying Standards in procurement contracts for value for money and streamlining procurement processes;
- publish data on our supply chain impacts, focusing on carbon, then water and waste, setting detailed baselines;
- take steps to adapt the estate to a changing climate;
- take action to promote, conserve and enhance biodiversity;

- include management of construction waste to Best Practice Standards;
- apply the Building Research Establishment Environmental Assessment Methodology (BREEAM) to construction projects; and
- report on social and environmental assessment of office relocations, and actions taken to promote staff wellbeing.

## **Governance Statement**

### **Accounting Officer's Introduction to Corporate Governance**

As Accounting Officer for the British Transport Police Fund I have responsibility for maintaining a sound system of internal control that supports the achievement of BTPA policies, aims and objectives, whilst safeguarding the funds and assets for which I am personally responsible in accordance with the responsibilities assigned to me by the Secretary of State for Transport.

The Chief Constable has been appointed as an Additional Accounting Officer with particular responsibility for the budget, transactions and associated matters relating to BTP's financial management, policies, aims and objectives.

The BTPA Chair and I, as Chief Executive of the BTPA, meet the ministerial team at the Department for Transport on a regular basis to discuss relevant issues of policy and strategy. The Chief Constable also meets the Secretary of State and her team on a regular basis. The Governance statement sets out the way in which the Police Authority works and the Committees and processes which are in place to ensure that the Authority discharges its responsibilities to the Secretary of State.

### **The Structure of the Police Authority**

The purpose of the Authority is to ensure an efficient and effective police force. Its statutory duties are:

- secure the maintenance of an efficient and effective police force;
- ensure the efficient and effective policing of the railways;
- appoint the Chief Constable, Deputy Chief Constable, Assistant Chief Constables and the Director of Corporate Resources;
- enter into Police Service Agreements with railway operators;
- regulate the government, administration and conditions of those employed by the Force;
- set a strategy for policing the railway;
- set objectives for the policing of the railway; and
- set the budget each year of expected income and expenditure and recover the costs.

In discharging these functions the Authority bases its decisions on:

- the requirements of passengers, staff, other rail users and stakeholders in relation to personal security and policing;
- the professional advice from the Chief Constable; and
- the commercial and operational challenges of the rail and train operating companies and their priorities for policing.

With this knowledge, as an independent body, the Authority then makes its own judgements about how to secure an efficient and effective police force which it reflects in its Strategy, Policing Plan and budget decisions.

The Chair and Members of the Authority are appointed by the Secretary of State. Members are drawn from people who have experience of the rail industry, railway staff, and the travelling public, and others with designated experience but they are not intended to be representatives of those interests. There are also Members with knowledge of the interests of persons in England, Scotland and Wales, in the case of the latter two appointed in consultation with Scottish Ministers and the National Assembly for Wales respectively. In the Authority, Members work together and act as a single corporate body.

The Chair has particular responsibility to provide effective and strategic leadership to the Authority. The Chair will ensure that all members of the Authority, when taking up office, are fully briefed on the terms of their appointment and on their duties, rights and responsibilities and will undertake an annual appraisal of Members of the Authority. The Chair will work closely with the Chief Constable and the Chief Executive to facilitate the business of the Authority.

Members each have a corporate and collective responsibility to ensure that the Authority properly discharges its functions. In doing so, each Member is required to attend all Police Authority meetings and the meetings of those Committees and Groups to which they have been allocated. In addition to attendance at formal Authority and Committee meetings, the Authority may agree that Members should take on additional roles to assist in furthering the Authority's objectives.

Details of the Members are set out on pages 5 to 11 of the Management Commentary.

Attendance by the members during the year at the Police Authority is set out below:

Member Name	Number of Authority meetings eligible to attend	Number of Authority meetings attended
<b>Members as at 31 March 2012</b>		
Urmila Banerjee	7	7
Lew Adams	7	7
Patrick Butcher	5	3
Howard Collins	7	5
Colin Foxall	7	6
Elizabeth France	7	6
David Franks	5	5
Michael Holden	7	7
Wendy Towers	7	6
Anton Valk	5	4
Jeroen Weimar	7	5
<b>Members who left during the year</b>		
Ian Dobbs	2	1
Robin Gisby	1	1
James King	1	0
Sir David O'Dowd	1	1
Neil Scales	6	6

## Executive Team

The British Transport Police Authority has an Executive team of ten led by myself, Andrew Figgures, Chief Executive. I am the principal advisor to the Authority and I lead and direct the Authority staff to ensure the Authority achieves its objectives. I am also the Accounting Officer of the Authority.

Elizabeth Pike serves on the team as Authority Finance Director, who provides independent financial advice to the Authority in all aspects of its activity, including the strategic planning and policy making process, as well as on budgetary matters. The Authority Finance Director works closely with BTP's Director of Corporate Resources and BTP's Head of Finance to ensure that the financial affairs of the Authority and the Force are properly administered and financial regulations are observed and kept up to date.

## How the Authority Works

### Each year the Authority:

- updates its medium term strategy and annual policing plan in consultation with its stakeholders;
- ensures that BTP is adequately resourced and has a budget that reflects the strategy, plans and priorities agreed with the Chief Constable and provides value for money;
- recovers the costs of policing the network, from the rail and train operating companies who use it; and
- keeps under review what happens on the ground to ensure that objectives are achieved and to inform the roll forward of the strategy and plans.

The Authority has agreed an annual business cycle for its work to help it ensure that it maintains focus on key work streams in a timely and efficient way. It meets seven times a year. There are three Authority meetings where there is a fixed agenda and specific annual decisions and approvals are required.

Standard decisions to be made through the year:

- approve a budget, strategy and medium term financial plan in December of each year;
- approve a Policing Plan in March; and
- approve Annual Accounts for signoff by the Accounting Officer in June.

The Authority conducts most of its business through its meetings. It appoints groups of Authority Members as necessary to take forward its business and to handle specific matters.

The Chair of the Authority after consultation with Members and the Chief Executive is authorised to appoint to such groups as necessary. All such groups will be reviewed at the Annual Meeting of the Authority.

All decisions are made at the Full Authority unless specifically delegated to a Group or Committee and enshrined in its terms of reference. The Full Authority retains total responsibility for governance.

During the year the Police Authority made the following key decisions:

- the Authority approved the use of £1.3m of the under spend against budget in 2010-11 to fund the capability of arming a specialist team of officers;
- the results of the review of Pensions Management and Investment was approved;
- the terms of reference for the Appointments and Remuneration Committee were approved;
- a full disaster recovery capability at the Birmingham Axis building was approved;
- the Authority approved the use of the Matrix Model from 2013-14 onwards;

- the Authority approved a newly worded Police Service Agreement to be effective for the core PSA holders from April 2013. The agreement is subject to consultation with the stakeholders affected and the final agreement will need to be approved by the Secretary of State for Transport; and
- the overall budget for the PSA charges was frozen for 2012-13.

The Authority also maintains three standing committees, which are:

- Audit Committee;
- Professional Standards Committee; and
- Appointments and Remuneration Committee.

Throughout the year groups will be established by the Authority and supported by the Executive and BTP staff. The purpose of these groups is to lead the preparation of material and the framing of discussions and decisions prior to the Authority meetings and on behalf of the Authority act as sponsor to the work theme. There are four groups that will operate through each Authority business cycle. Other groups may be formed where there is a clear need. The terms of reference for these ad hoc groups will be approved by the Authority.

The Groups in operation during 2011-12 are as follows:

- Strategy group;
- Finance group;
- Performance review group;
- Policing plan group; and
- Pensions working group.

## **Risk Management**

### **Approach**

BTPA and BTP share a common approach to risk management which is embedded in the management of BTPA and supported by the BTPA Finance Director and a professional risk manager within BTP. This approach is underpinned by a policy and standard operating procedure as well as a risk reporting regime that is available to all employees. Risks are assessed against their potential impacts on safety, finance, performance and reputation on a four-point scale and are considered from both operational and strategic perspectives.

Risk appetite within BTPA is defined by the ability of individual departments to manage risks without recourse to other parts of the organisation rather than by set escalation criteria. Risks are monitored through risk registers which are reviewed through the Senior Management Team structures throughout BTPA and BTP. BTP's Force Management Team review both Strategic and Operational risks on a quarterly basis. The Strategic risks are then reviewed quarterly at Audit Committee meetings alongside BTPA's Strategic risks. These are also presented on a quarterly basis to

meetings of the full Authority. The quarterly summary of risks is presented to the Department for Transport Sponsorship Team and consolidated into the overall Department risk register.

### Principal Risks

Strategic risks are rated as high, medium or low dependant on their impact and likelihood. The Authority has considered the risks and during 2011-12 the major risks faced are summarised in the following table:

Thematic Risk	Narrative
Comprehensive Spending and McNulty Reviews	The outcomes of the Comprehensive Spending and McNulty Reviews and their impact on funding for the rail industry are considered the highest risk for BTPA. BTP has convened a McNulty Review group to explore the opportunities and risks related to the content of these reviews and to incorporate significant findings into the rolling three-year Strategic Plan.
Police Service Agreements	BTPA is required to establish new Police Service Agreements for introduction in time for 2013-14. The threat of failure is a high priority for BTPA and work to develop and agree the new PSA has continued throughout 2011-12. BTPA members have discussed drafts of the new PSA at BTPA meetings and DfT's legal team have been included in the drafting process. A draft copy of the new PSA was sent for consultation with the rail industry and the responses reviewed by the BTPA on 29 March 2012. Further work will continue in 2012-13.
Charging Model	Associated with the new PSA is the implementation of a standard mechanism for charging the rail industry for the police service that they receive. Development of the replacement model based on the existing Matrix model has continued throughout 2011-12 and a business case for a phased introduction of the replacement model has been presented to the DfT. Consultation with the rail industry took place during the early part of 2012. Final agreement of the charging mechanism is expected to be completed during 2012.
Pension Funds	BTPA has responsibility for overseeing the management of police officer and police staff pension funds. These funds are managed separately in recognition of the significantly different contribution rates and benefits related to police officer and police staff pensions. BTPA manages these risks through a Pensions Working Group. This group proposed new governance arrangements for the police officer pension fund to BTPA membership in May which were agreed, and resulted in a new investment strategy which has been accepted by the pension fund trustees. Both the governance and the investment strategy will be introduced during 2012-13. Concerns about a potential deficit in the triennial valuation of the police staff pension fund proved to be unfounded as it showed a £5.2 million surplus relative to technical provisions as at 31 December 2010.

Thematic Risk	Narrative
Unauthorised Pension Payments	<p>During 2011-12 it was identified that 18 Police Officers had retired and been re-employed in substantially different roles. A change in tax legislation which provided a break in service of one calendar month or six calendar months depending on the new role and the age on retirement was stipulated. If these conditions were not met the pension payable could be deemed to be taxable. BTPA are working with HMRC and the Pensions trustee to reach a satisfactory outcome. These discussions were ongoing as at 31 March 2012. A contingent liability for the total expected exposure of up to £1 million to 2015-16 has been disclosed in the 2011-12 accounts.</p> <p>Additional internal audit work on recruitment and re-employment highlighted a number of operational weaknesses around retention of recruitment paperwork and more seriously around compliance with current legislation. Management actions are in place to strengthen and considerably improve these controls.</p>
Ability to respond to terrorist attack	<p>The principle response to the terrorist threat to the rail network during 2011-12 was the development of a BTP armed patrol capability. This was a significant undertaking and required the development of new procedures that would support the deployment of armed BTP officers while at the same time maintaining the ability to respond in the event of an attack. The first deployment of firearms trained officers took place on 24 February 2012.</p>
The 2012 Olympic and Paralympic Games	<p>Work to ensure BTP is fully prepared to support the expected increase in passenger traffic due to the 2012 Games and related events has been a high priority for BTP and BTPA throughout 2011-12. A dedicated project team has expanded to include all relevant operational areas. Limitations on the ability of all employees to take annual leave during key periods are in place.</p>
Winsor Review	<p>The Home Secretary announced on 30 January 2012 that she accepted the recommendations of the Police Arbitration Tribunal ('PAT') in relation to the first phase of the Winsor Review. BTP's SCT has considered the implications of this and following ratification by BTPA has supported the introduction of the PAT decision in full.</p> <p>The second phase of Winsor was released for consultation in March 2012; work to review the impact of its recommendations by Human Resources will be progressed in 2012-13.</p>

Thematic Risk	Narrative
Theft of Conductive Metals from the Railway	<p>The risk relating to the theft of cable from the rail network has been managed through a comprehensive programme of operational activity.</p> <p>BTP has entered into partnership with other agencies similarly affected by the incidence of the theft of conductive metals. This has enabled the formation of a multi-skilled Fusion Intelligence Unit.</p> <p>BTP takes an active part in the ACPO working group on metal theft. BTP led on work to effect a significant change in relation to the legislation that governs how Scrap Metal Dealers conduct business during 2011-12. The relevant legislation will be changed during 2012-13 with the aim of prohibiting cash transactions.</p>

### Commentary on Internal Control

BTPA's internal auditors, Tribal, have a specific brief to take a risk based approach to auditing. An annual plan was agreed by BTPA and BTP. The planned work for 2011-12 has been carried out. All areas of weakness identified are addressed through management action plans. The strategy for 2011-12 was to review again the nine areas where the previous assurance assessment was classified as limited in previous accounting periods. During the year all of these areas have now been revisited. In all nine areas the assessments are now either 'substantial' or 'reasonable' assurance.

The requirement for BTPA and BTP to complete and return the DfT Management Assurance Return on a half-yearly basis was retained during 2011-12. Both BTPA and BTP use the work associated with completing this return as a basis to identify potential weaknesses in systems of internal control which inform the planning of the annual internal audit plan.

The most significant change in the system of internal control was the relocation of the payroll from London to Birmingham. The Project Plan was led by a dedicated project team drawn from within the Human Resources department, and required a significant upgrade of the existing payroll system, Trent. The Project Manager worked closely with the internal auditors throughout the life of the project and requested that the project be added to the internal audit programme. The resulting audit highlighted a number of routine recommendations.

During the year BTP introduced a method of prioritising projects according to financial, resource and reputational elements, which is subject to regular review. This allows a flexible approach to the management of projects with the ability to identify and implement additional controls. Furthermore BTP has recognised a need to improve the assessment of benefits realisation with respect to projects, preliminary work to identify options will be undertaken in 2012-13.

Whilst considerable progress has been sustained throughout the year, and the robustness of the assurance has been improved, further work is planned to encourage continuous improvement and prevent risk-averse attitudes undermining achievement of objectives.

### **Data Security Issues**

BTP has recorded only one data security breach that it was not able to manage adequately or resolve. It related to the loss of archived paper files; it has been investigated and steps have been taken to rectify the matter and mitigate against it happening again. A report is being submitted to the Information Commissions Office.

In December 2011, BTP's anti-virus system detected the presence of malicious software within its technology network. The threat had been deleted or quarantined automatically on the all devices. To ensure that the infection did not spread further, BTP disconnected all external access. The source of the malicious software could not be definitively established; however BTP considers that the contingent arrangements and automatic defences worked well in this instance.

### **Audit Committee**

The purpose of this committee is to:

- Keep under review and advise the Authority on all matters relating to the internal and external audit of the Authority. To provide an opinion on the effectiveness of the monitoring processes and whether reliance can be placed upon all internal control systems.
- Assess and recommend to the Authority action in respect of:
  - The effectiveness of financial management, internal business processes and control systems
  - The performance, effectiveness of and results from the Authority's audit arrangements, both internal and external (including HMIC)
  - The implementation of agreed audit-based recommendations from any management letters received from internal or external auditors
  - The accounting policies and the accounts, including the process for review of the accounts prior to submission for audit, levels of error identified, and management's letter of representation to the external auditors.
  - The BTPA and BTP's plan for risk management, business continuity (including disaster recovery) and the strategic processes for risk, control and governance and the Governance Statement.
- To decide/agree
  - The planned activity for internal audit, including the arrangements for and the appointment of the Authority's internal Auditors
  - The Annual Audit Plan
  - The Force's policies on fraud, irregularity and corruption, and to monitor the effectiveness of such policies.

During the year the Audit Committee scrutinised and agreed the accelerated year end timetable to comply with the whole Government accounting and undertook a detailed review on the controls surrounding the employment and re-employment of staff and the impact of the tax legislation on pension payments made to staff.

### **Appointments and Remuneration Committee**

The Appointments and Remuneration Committee has delegated responsibility from the Authority to approve the remuneration packages and performance related pay for executive appointments at the Authority and chief officers and equivalents at BTP. In regards to police officer and staff terms and conditions below the chief officer rank, the Panel is given the responsibility of reviewing the detail and making recommendations to the Full Authority. It has no delegated powers to approve proposed terms and conditions changes for officers and staff.

### **Professional Standards Committee**

The purpose of this committee is to:

- oversee the work of the Professional Standards Department and to make appropriate recommendations to the Chief Constable;
- review progress of cases/complaints that are under investigation;
- track trends in relation to public complaints, non complaint investigations and investigations into civil claims and internal matters conducted by the Professional Standards Department (PSD) and make recommendations as appropriate;
- satisfy itself as to the operation of the Complaints and Discipline processes within the Force;
- investigate and deal with any allegations, report and complaints about the conduct of officers of ACPO rank in accordance with appropriate regulations and to consider all matters relating to discipline against ACPO rank officers, within police regulations and report to the Authority as appropriate. For the purpose of conducting these matters a subcommittee of a minimum of three members may be formed and will report to the Authority as appropriate;
- monitor the mandatory requirement for referral of cases; and
- monitor the output from the independent custody visiting scheme and escalate any issues as appropriate.

### **Working Groups**

The overall aim of the working groups is to allow a small number of Members to work closely with the Executive and the Force to scrutinise specific areas of interest to enable recommendations to be made to the full Authority. They have delegated powers of approval. The aims of each of the working groups are set out below.

The **Strategy group** is responsible for ensuring the Authority and BTP has an up to date three year strategy and ensuring that stakeholders are consulted during its preparation.

The **Finance group** supports the Authority in setting a budget and capital programme and in assessing financial performance during the year.

The **Policing plan group** ensures the translation of the three year strategy into an annual policing plan. It determines with BTP the necessary metrics required to monitor performance against this plan and seek approval from the Authority.

The **Performance review group** is responsible for supporting the Authority in agreeing and assessing police performance on KPIs. It ensures that there is consultation with statutory stakeholders in matters relating to the policing plan.

## **Conclusion**

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control and compliance with the corporate code of Governance for the Authority. My review is primarily informed by the work of internal audit, by the management assurance reporting of the Authority Finance Director and the executive managers in BTP who are responsible for the development and maintenance of the internal control framework and by comments made by external auditors in their management letter and other reports. The Chief Constable as Additional Accounting Officer has written to me at the year end confirming that all managers who have been provided with delegated responsibility have understood and fulfilled their responsibilities with regard to the operating cost budget.

A budget control issue was identified with one major project. The regulations which set out the controls which are designed to ensure continued financial control around major projects were not followed on a particular project. Additional work and audits were requested to be performed during the year and this has re-assured me that the overall business case of the project still meets the criteria set out in the original business case and is within our scheme of delegation.

The 2011-12 annual internal audit report has stated that there has been a significant strengthening of the internal control framework throughout the Authority and the Force.

I am therefore confident that BTPA has in place a robust system of accountability, which I can rely on as Accounting Officer, and which complies with the corporate Governance code. The system allows me to provide the assurance that the BTPA will spend its money in line with the principles set out in Managing Public Money.

Having reviewed the evidence provided to me by the management assurance exercises, the risk registers, the summary annual 2011-12 report presented by the internal auditors and the external audits of the fund, I am satisfied that the BTPA has maintained a sound system of internal control during the financial year 2011-12.

**A.C. Figgures CB CBE**

**Accounting Officer**

**Date 14 June 2012**

## **The Certificate and Report of the Comptroller and Auditor General to the Houses of Parliament**

I certify that I have audited the financial statements of the British Transport Police Fund for the year ended 31 March 2012 under the Railways and Transport Safety Act 2003. The financial statements comprise: the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Taxpayers' Equity; and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

### **Respective responsibilities of the Accounting Officer and auditor**

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to audit, certify and report on the financial statements in accordance with the Railways and Transport Safety Act 2003. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

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

I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### **Opinion on regularity**

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

**Opinion on financial statements**

In my opinion:

- the financial statements give a true and fair view of the state of the British Transport Police Fund's affairs as at 31 March 2012 and of the net deficit for the year then ended; and
- the financial statements have been properly prepared in accordance with the Railways and Transport Safety Act 2003 and Secretary of State directions issued thereunder.

**Opinion on other matters**

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with Secretary of State directions made under the Railways and Transport Safety Act 2003; and
- the information given in the Management Commentary for the financial year for which the financial statements are prepared is consistent with the financial statements.

**Matters on which I report by exception**

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept or returns adequate for my audit have not been received from branches not visited by my staff; or
- the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records and returns; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

Amyas C E Morse  
Comptroller and Auditor General  
National Audit Office  
157-197 Buckingham Palace Road  
Victoria  
London  
SW1W 9SP

Date 15 June 2012

# Statement of Comprehensive Income

for the year ending 31 March 2012

	Note	2011-12 £000	Restated 2010-11 £000
<b>Income</b>			
Police Service Agreement Income	3	193,582	201,410
Other Income	3	71,146	75,604
		<u>264,728</u>	<u>277,014</u>
<b>Expenditure</b>			
Staff costs	4	(222,721)	(233,311)
Depreciation	5	(11,246)	(10,254)
Other Expenditure	5	(49,531)	(50,367)
		<u>(283,498)</u>	<u>(293,932)</u>
<b>Net Deficit</b>		(18,770)	(16,918)
Net Interest Receivable		177	134
Net Interest Payable for pension schemes	26	<u>(420)</u>	<u>(20,100)</u>
<b>Net Deficit after interest before exceptional items</b>		(19,013)	(36,884)
Credit to past service costs	25	0	135,700
<b>Net Income/(Deficit) for the financial year</b>		<u>(19,013)</u>	<u>98,816</u>
<b>Other Comprehensive Income</b>			
Net gain on revaluation of Property, Plant and Equipment		681	1,666
Actuarial gains/(losses) on defined benefit pension schemes	26	(91,400)	172,580
Cash Received from debtors and creditors previously written off	24	0	43
		<u>(90,719)</u>	<u>174,289</u>
<b>Total Comprehensive Income/(Deficit) for the year ended 31 March 2012</b>		<u><b>(109,732)</b></u>	<u><b>273,105</b></u>

The surplus/(deficit) for the financial year is transferred to the Income and Expenditure Reserve. Movements in the Income and Expenditure Reserve are set out in Note 24.

Further details explaining the movement from the operational surplus to the net surplus/(deficit) can be found in the Management Commentary.

All operations are classed as continuing; there were no material acquisitions or disposals during the year.

# Statement of Financial Position

as at 31 March 2012

	Note	2012 £000	Restated 2011 £000	Restated 01 April 2010 £000	£000
<b>Non-Current Assets:</b>					
Property, Plant and Equipment	6	50,116	49,101	44,515	
Intangible assets	7	7,453	5,723	4,178	
Trade and other receivables	10	153	172	281	
Total Non-Current assets:			57,722	54,996	48,974
<b>Current Assets:</b>					
Inventories	9	685	445	384	
Trade and other receivables	10	23,905	21,525	22,288	
Cash and cash equivalents	11	23,592	18,643	35,657	
Total Current assets:			48,182	40,613	58,329
<b>Total Assets</b>			<b>105,904</b>	<b>95,609</b>	<b>107,303</b>
<b>Current Liabilities</b>					
Trade and other payables	12	(31,047)	(27,892)	(46,984)	
Provisions for liabilities and charges	13	(629)	(1,703)	(2,512)	
<b>Total current liabilities</b>			<b>(31,676)</b>	<b>(29,595)</b>	<b>(49,496)</b>
<b>Non-current assets plus/less net current assets/liabilities</b>			<b>74,228</b>	<b>66,014</b>	<b>57,807</b>
<b>Non-Current Liabilities</b>					
Pension Liabilities	25	(306,270)	(203,260)	(469,000)	
Other payables	12	(1,134)	(1,191)	(18,528)	
Total non-current liabilities			(307,404)	(204,451)	(487,528)
<b>Assets less liabilities</b>			<b>(233,176)</b>	<b>(138,437)</b>	<b>(429,721)</b>
<b>Taxpayers' Equity</b>					
Income and Expenditure Reserve	24	68,824	60,465	35,854	
Revaluation Reserve		4,270	4,358	3,425	
Pension Reserve	25	(306,270)	(203,260)	(469,000)	
			(233,176)	(138,437)	(429,721)
			(233,176)	(138,437)	(429,721)

The financial statements on pages 59 to 95 were approved by the Authority on 12/06/2012 and were signed on its behalf by:

Signed A.C. Figgures

Accounting Officer

Date 14 June 2012

Accounting policies and notes forming part of these accounts are on pages 58 to 95.

# Statement of Cashflows

for the Year Ending 31 March 2012

	Note	£000	2011-12 £000	£000	Restated 2010-11 £000
<b>Cash flows from operating activities</b>					
Net Income/(Deficit) for the financial year		(19,013)		98,816	
(Profit)/Loss on disposal of non-current assets	5	37		331	
(Increase)/Decrease in trade and other receivables	10	(2,361)		872	
Increase in inventories	9	(240)		(61)	
Increase/(Decrease) in trade payables	12	3,098		(36,429)	
less movements in payables relating to items not passing through the Statement of Comprehensive Income		0		36	
Use of provisions	13	(1,074)		(809)	
Depreciation charges	6	9,435		8,944	
Amortisation charges	7	1,811		1,310	
MHCA Revaluation Adjustment		726		1,100	
Pension charges	26	11,190		22,440	
Net Interest Payable for pension schemes	26	420		20,100	
Credit to past service costs	25	0		(135,700)	
Decrease in tangible asset accruals – non cash additions	6	(1,292)		573	
Decrease in intangible asset accruals – non cash additions	7	360		(418)	
Net cash flow from operating activities			<u>3,097</u>		<u>(18,895)</u>
<b>Cash flows from investing activities</b>					
Purchase of property, plant and equipment	6	(9,410)		(14,062)	
Purchase of intangible non-current assets	7	(3,905)		(2,481)	
Proceeds of disposal of property, plant and equipment		174		245	
Net cash flow from investing activities			<u>(13,141)</u>		<u>(16,298)</u>
<b>Cash flows from financing activities</b>					
Grants from parent department		14,993		18,147	
Amounts repayable (to)/from the DfT		0		32	
Net financing			<u>14,993</u>		<u>18,179</u>
Net increase/(decrease) in cash and cash equivalents in the period			<u>4,949</u>		<u>(17,014)</u>
Cash and cash equivalents at the beginning of the period	11		18,643		35,657
Cash and cash equivalents at the end of the period	11		<u>23,592</u>		<u>18,643</u>
	11		<u>(4,949)</u>		<u>17,014</u>

Accounting policies and notes forming part of these accounts are on pages 58 to 95.

# Statement of Changes in Taxpayers' Equity

for the Year Ending 31 March 2012

Note	Restated Income and Expenditure Reserve £000	Revaluation Reserve £000	Pension Reserve £000	Restated Total Reserve £000
<b>Balance at 31 March 2010</b>	32,928	3,425	(469,000)	(432,647)
Changes in accounting policy	2,926	0	0	2,926
Restated balance at 01 April 2010	35,854	3,425	(469,000)	(429,721)
<b>Changes in Taxpayers' Equity 2010-11</b>				
Net gain on revaluation of property, plant and equipment and motor vehicles	0	1,666	0	1,666
Pension movement	0	0	172,580	172,580
Cash received from debtors and creditors previously written off	43	0	0	43
Transfer between reserves	(92,427)	(733)	93,160	0
Comprehensive Income for the year	98,816	0	0	98,816
<b>Total recognised income and expense for 2010-11</b>	6,432	933	265,740	273,105
<b>Grants Received</b>				
Revenue Grant Received	17,694	0	0	17,694
Capital Grant in Aid Received	0	0	0	0
Amounts Repayable from the DfT	32	0	0	32
Total Grants Received	17,726	0	0	17,726
<b>Balance at 31 March 2011</b>	60,012	4,358	(203,260)	(138,890)
Changes in accounting policy	453	0	0	453
<b>Restated balance at 01 April 2011</b>	<b>60,465</b>	<b>4,358</b>	<b>(203,260)</b>	<b>(138,437)</b>
<b>Changes in Taxpayers' Equity 2011-12</b>				
Net gain on revaluation of property, plant and equipment and motor vehicles	0	681	0	681
Pension movement	0	0	(91,400)	(91,400)
Cash received from debtors and creditors previously written off	0	0	0	0
Transfer between reserves	12,379	(769)	(11,610)	0
Comprehensive Income for the year	(19,013)	0	0	(19,013)
<b>Total recognised income and expense for 2011-12</b>	(6,634)	(88)	(103,010)	(109,732)
<b>Grants Received</b>				
Revenue Grant in Aid Received	14,577	0	0	14,577
Capital Grant in Aid Received	416	0	0	416
Amounts repayable to the DfT	0	0	0	0
Total Grants Received	14,993	0	0	14,993
<b>Balance at 31 March 2012</b>	<b>68,824</b>	<b>4,270</b>	<b>(306,270)</b>	<b>(233,176)</b>

Accounting policies and notes forming part of these accounts are on pages 58 to 95.

# Notes to the Accounts

## 1 Statement of Accounting Policies

These financial statements have been prepared in accordance with the 2011-12 Government Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be the most appropriate to the particular circumstances of the British Transport Police Authority (the Authority) for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Authority for 2011-12 are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

### 1.1 Accounting Convention

These accounts have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment, and follow the requirements of the 2011-12 Government Financial Reporting Manual.

The opening financial position as at 1 April 2011 shows net pension liabilities of £203.3m. This is owing to full implementation of IAS 19 Employee Benefits, requiring the costs and benefits of pension schemes relevant to the Authority to be reflected in the statement of accounts. The net liability of the scheme on 31 March 2012 was £306.3m, an increase of £103.0m in the year. This increase was caused by losses on the schemes investments and increased liabilities. This liability is accounted for as a negative pension reserve. The Department for Transport (DfT), as the Authority's sponsoring department, has agreed to underwrite any pension shortfalls.

The Authority is confident that sufficient resources are available (from Police Service Agreements (PSA), from service income and from Grant-In-Aid from the DfT) to meet its approved expenditure needs because of the agreement with the DfT. Accordingly, it is considered appropriate to adopt a going concern basis for the preparation of these financial statements.

### 1.2 Recent Accounting Developments

#### Standards

A number of new standards, amendments and interpretations of standards, effective in 2011 and 2012 were issued. These had no material impact on the Authority's financial statements. These include:

- IFRS 7 – Financial Instruments – Disclosures: effective for annual period beginning on or after 01 January 2011. This amends the disclosure requirements of the nature and extent of risks arising from Financial Instruments;
- IAS 24 – Related Party Disclosures: effective for annual period beginning on or after 01 January 2011. This clarifies the definition of a related party, and simplifies some of the disclosure requirements in relation to Government related parties.

As at 31 March 2012, the following Standards and Interpretations have been issued but are not yet effective (and in some cases not yet adopted by the EU):

- IAS 19 – Post Employment Benefits: effective for annual period beginning on or after 01 January 2013. This is an amendment to the existing standard in relation to Recognition, Presentation and Disclosure;
- IFRS 9 – Financial Instruments: effective for annual period beginning on or after 01 January 2015. However, this can be adopted in phases. Phase 1 is on or after 01 January 2009. This is a new standard on classification and measurement of financial assets that will replace IAS 39.

The adoption of the above standard and interpretations in future periods will have no material effect on the Authority's financial statements.

## **FReM**

The Government Financial and Reporting Manual (FReM) includes the following accounting change that was issued and was effective in 2011-12:

IAS20 – Accounting for Government Grants and Disclosure of Government Assistance. This relates to capital financing from Government departments, which has resulted in a change in treatment that has affected all the primary statements, as well as any related notes. For further details see note 1.11.

## **1.3 Prior Year Adjustments**

Material adjustments applicable to prior periods arising from either changes in accounting policy or the correction of material errors are accounted for as prior year adjustments. Opening balances are adjusted for the cumulative effect of the prior year adjustment and comparative figures for the preceding period are restated.

The prior year adjustments in 2009-10 and 2010-11 are in relation to the re-classification of the Government Grant Reserve as set out in IAS 20.

Further details of the adjustments to the prior year comparatives can be found in note 27.

## **1.4 Property, Plant and Equipment**

Property, Plant and Equipment includes improvements and capital works to leasehold buildings, plant and machinery, IT equipment, fixtures and fittings, and road vehicles required for the ongoing operations of the Force. These non-current assets are restated to current value each year using the relevant modified historic costing indices from the Office for National Statistics(MM22) for the category of asset. All expenditure on the acquisition, creation or enhancement of property, plant and equipment is capitalised, subject to a minimum monetary limit of £1,000, on an accruals basis in accordance with IAS 16 Property, Plant and Equipment.

The Authority operates a grouping policy on the purchase of Property, Plant and Equipment. This means that when several items of a capital nature are purchased together and the combined cost is greater than £1,000, they are capitalised even if the individual items have a cost of less than £1,000.

## 1.5 Intangible Assets

Computer software and licences, the Wide Area Network project and expenditure on website development are capitalised as intangible non-current assets, where expenditure of £1,000 or more is incurred.

The Authority operates a grouping policy on the purchase of intangible assets. This means that when several items of a capital nature are purchased together, and the combined cost is greater than £1,000, they are capitalised even if the individual items have a cost of less than £1,000.

Internally developed intangible assets, such as software or databases, are recognised as intangible assets if there is an identifiable asset that will produce future benefits, and if the cost can be determined reliably.

All intangible assets are valued at cost. Except where reliable evidence of current value cannot be readily ascertained, these are restated to current value each year. Intangible assets are amortised over their useful lives, on a straight-line basis, over the shorter of the term of the licence or the life of the software package, which is usually between 3 and 5 years.

## 1.6 Assets Under Construction

Assets under construction includes vehicles and leasehold buildings under construction. These assets have been purchased, but require essential modification before they are safe and fit for purpose. The vehicle cost includes both the original vehicle cost plus the cost of modification. Leasehold buildings under construction includes refurbishment costs for buildings held on operating leases, that the Authority has yet to occupy.

## 1.7 Depreciation

Depreciation is provided on a straight-line basis over periods representing the estimated useful lives of assets. Depreciation begins at the start of the period following acquisition.

These useful economic lives are subject to review as appropriate. The lives used for the major categories of assets are:

- Leasehold Improvements – Number of years remaining on the lease at time of purchase;
- Plant and machinery – between 5 and 20 years;
- Fixtures and fittings – 5 years;
- Information technology – 5 years; and
- Road vehicles – between 3 and 10 years.

No depreciation is provided on assets under construction.

## **1.8 Disposals**

Depreciation is charged on assets in accordance with the Authority's depreciation policy. Depreciation is charged up to the date on which the asset is disposed. Any surplus or deficit is taken to the Statement of Comprehensive Income.

## **1.9 Income**

All income is accounted for by applying the accruals convention, and is recognised in the period in which the services are provided.

Core PSA income is statutory and therefore outside of the scope of value added tax (VAT). All other income is regarded as business income for value added tax purposes.

## **1.10 Leases**

The Authority has a number of operating leases in respect of property. Rentals under operating leases are charged to the Statement of Comprehensive Income in the period in which they are incurred. Where the arrangement includes incentives, such as rent-free periods, the value is recognised on a straight-line basis over the term of the lease. The Authority currently holds no finance leases.

## **1.11 Grants and Capital Financing**

Capital Grant In Aid received from the DfT is recognised in the Income and Expenditure Reserve.

Subject to the conditions of IAS 20 – Accounting for Government Grants capital funding from other Government, and non-government sources is recognised either in full in the Statement of Comprehensive Income in the period in which it is received or classified as deferred income within the Statement of Financial Position if there are conditions attached to the grant.

## **1.12 Provisions**

Provisions for liabilities and charges have been established in accordance with IAS 37 Provisions, contingent liabilities and contingent assets and are based on reliable estimates of the expenditure required to settle future legal or constructive obligations that exist at 31 March 2012.

Provisions are charged to the Statement of Comprehensive Income and are released when the transfer of economic benefit to settle the obligation has been made. The key provisions included in these accounts are for claims against the Authority, employment tribunals and dilapidations.

## **1.13 Contingent Liabilities**

In accordance with IAS 37, the Authority discloses as contingent liabilities potential future obligations arising from part obligating events, where the existence of such obligations remain uncertain pending the outcome of future events outside of the Authority's control, unless their likelihood is considered to be remote.

### 1.14 VAT

Most of the activities of the Authority are outside the scope of VAT, and in general output tax does not apply, and input tax on purchases are irrecoverable. Input VAT on non-statutory services are recoverable. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of non-current assets. Where output tax is charged or input VAT is recoverable, the amounts are stated net of VAT.

### 1.15 Interest Payable/Receivable

Interest payable is accrued so that the period bears the full cost of interest relating to actual borrowings during that period.

Interest receivable is accounted for in the period in which it is due.

### 1.16 Inventories

Inventories are made up of uniforms and ammunition. The uniforms and ammunition are stated at the lower of cost or net realisable value.

### 1.17 Research and Development

Expenditure on research is not capitalised. Expenditure on development is capitalised and written off over the useful life of the asset's if it meets the criteria specified in the FReM. Expenditure that does not meet the criteria for capitalisation is treated as an expense and shown in the Statement of Comprehensive Income in the year in which it is incurred.

Non-current assets acquired for use in research and development are depreciated over the life of the associated project.

### 1.18 Insurance

The Authority insures its activities by purchasing policies for motor vehicles, travel, professional indemnity, Directors' and Officers' liability, fidelity guarantee and natural damages and business interruption. The cost of repairs and claims for damages, are charged to the Statement of Comprehensive Income as they occur. In the event of a material loss occurring the Authority will consult with the Secretary of State about the action to be taken.

### 1.19 Financial Instruments

The Authority has adopted IFRS 7 which requires disclosures in the financial statements to enable users to evaluate:

- a) The significance of financial instruments for the Authority's financial position and performance; and
- b) The nature and extent of risks arising from financial instruments to which the Authority is exposed during the year, and at 31 March 2012 and how the Authority manages these risks.

Financial assets and liabilities are recognised on the Authority's Statement of Financial Position when the Authority becomes party to the contractual provisions of the instrument. Further details are shown in Note 8.

### **1.20 Provision for Bad and Doubtful Debts**

All bad and doubtful debts are reviewed on a case by case basis to assess the likelihood of recovery actions being successful. Where appropriate, taking into account the nature of the debt, the payment record of the debtor, whether they have been or are in dispute with the Authority and any other appropriate information, a provision is made.

### **1.21 Cash and Cash Equivalents**

For the purposes of the Statement of Cashflows, cash includes cash in hand and deposits on call at financial institutions. The Authority does not currently hold any items that meet the definition of cash equivalents such as short term highly liquid investments.

### **1.22 Pensions**

In compliance with HM Treasury guidelines these accounts comply with IAS19 Employee Benefits which requires a liability to be recognised for retirement benefits as they are earned, and not when they are due to be paid.

Before 1st July 2004 all past and present employees were covered either by the British Transport Police Force Superannuation Fund (BTPFSF) for police officers, which was established by deed; or the Railway Pension Scheme (RPS), a scheme set up by the Railway Pension Scheme Order (1994) for other staff.

After 1st July 2004 the employer for both sections became the British Transport Police Authority and Railway Pension Scheme members (current and past) were transferred from the British Rail section to the British Transport Police section of the Railways Pension Scheme.

On 1 April 2007 the BTPFSF established a new category where all new joiners were enrolled. The existing category was closed to all new members at this time.

All schemes are defined benefit schemes meaning that retirement benefits are determined independently of the investments of the scheme. Under the rules of the scheme contributions are made up in either the ratio of 1.5:1 between employer and member respectively for the old BTPFSF scheme, 2:1 for the new BTPFSF scheme, or in the ratio of 1.5:1 between employer and member respectively in regard to the RPS (previously 1.57:1 until 30 June 2009).

Further details of the Authority's pension schemes can be found in notes 25 and 26.

### **1.23 Estimation Techniques**

Estimation techniques are the methods adopted to arrive at estimated monetary amounts for income and expenditure during the reported period, and the valuation of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements. There may be several alternative estimation techniques, which could produce a range of results. The significant estimation techniques for the Authority include the valuation of property, plant and equipment using the modified historic costing indices from the Office for National Statistics(MM22) for each category of non-current asset.

### **1.24 Critical Accounting Judgements and Key Sources of Estimation Uncertainty**

In the application of the Authority's accounting policies, which are described in note 1, senior management are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

### **1.25 Critical Judgements in Applying the Accounting Policies**

Provisions have been put in place for employment tribunals and other claims against the Authority, based on management decisions and on evidence from the Authority's solicitors.

There are no other significant critical judgements made in applying the accounting policies.

### **1.26 Key Sources of Estimation Uncertainty**

There are no significant sources of estimation uncertainty.

### **1.27 Exceptional Items**

Exceptional items are those items that in the Authority's view are required to be separately disclosed by virtue of their size or incidence to enable a full understanding of the Authority's financial performance.

### **1.28 Revaluation Reserve**

The Revaluation Reserve represents the cumulative restatements of Property, Plant and Equipment using the relevant modified historic costing indices from the Office for National Statistics(MM22) for the category of asset.

### **1.29 Pension Reserve**

The Pension Reserve represents the Authority's cumulative liability as determined by Mercers Limited as a result of the full implementation of IAS19 – Employee Benefits.

Further details of the Authority's pension schemes can be found in notes 25 and 26.

## 2 Segmental Analysis

The Authority operates as one class of business, that of policing the railways throughout England, Wales and Scotland, and undertakes that class of business in one geographical segment, Great Britain. Segmental analysis is therefore not appropriate.

## 3 Income

Under the Railways and Transport Safety Act 2003 the Authority has the power to charge Police Service Agreement (PSA) holders with the cost of providing policing services on the railway. The charge to individual PSA holders is calculated from the Authority's budgeted annual cost using a pre-determined charging mechanism. PSA holders consist of Network Rail, Train Operating Companies, Open Access Operators,, Freight Companies, Transport for London and other smaller licence holders. Further information about charges to specific PSA holders is contained in notes 18 and 19.

PSA holders can request for enhanced policing services in addition to that provided under the Police Service Agreement mechanism. These are charged at full cost.

Other income includes, amongst other things, grant funding from Government departments, the funding of capital projects from external bodies, and income under the Home Office Asset Recovery Scheme.

	<b>2011-12</b>	<b>Restated 2010-11</b>
	<b>£000</b>	<b>£000</b>
Police Service Agreement income	193,582	201,410
<u>Other income</u>		
London Underground income	50,888	48,779
Enhanced Police Service Agreement income	16,136	16,035
Recoveries in respect of outward secondments	1,010	1,492
Other income	3,112	9,298
	<u>71,146</u>	<u>75,604</u>
<b>Total</b>	<b><u>264,728</u></b>	<b><u>277,014</u></b>

For further details of the Authority's funding please see note 21.

#### 4 Staff Numbers and Related Costs

Total staff costs consist of:	2011-12	Permanently Employed Staff	Temporary Employed Staff	2010-11
	Total £000	Total £000	Total £000	Total £000
Salaries and Wages	171,516	169,301	2,215	173,821
Social Security Costs	13,705	13,705	0	13,222
Other Pension Costs	37,500	37,500	0	46,268
Sub-total	222,721	220,506	2,215	233,311
Less recoveries in respect of outward secondments	(1,010)	(1,010)	0	(1,492)
<b>Total staff costs</b>	<b>221,711</b>	<b>219,496</b>	<b>2,215</b>	<b>231,819</b>

Between 01 April 2011 and 31 March 2012, contributions as per IAS 19 of £26.0 million (£23.1million for the year ended 31 March 2011) were paid to the Railway Pension Scheme and the British Transport Police Force Superannuation Fund (BTPFSF) at rates determined by the scheme's Actuary. Employer's contributions are currently 15.09% (+ BRASS matching) for the Railways Pension Scheme, 24% for the BTPFSF and 20% for the BTPFSF (new).

In 2011-12 it was agreed that the Authority would make additional contributions towards the British Transport Police Force Superannuation Fund. Within the contributions as per IAS 19 of £26m, £2.5m relates to the additional contributions. Due to differences between BTP's payroll and financial year £2.925m is recognised in the accounts of which £0.5m was funded by London Underground Limited. This is included within London Underground income. £2.5m is included within the contributions of £26.0m.

Between 01 April 2011 and 31 March 2012, 7 employees retired early on ill-health grounds (6 persons for the year ended 31 March 2011); There were no additional accrued pension liabilities in the year ended 31 March 2012 (Nil for the year ended 31 March 2011).

Further details of the Authority's pension schemes can be found in notes 25 and 26.

### Average number of persons employed

The average number of whole-time equivalent persons employed during the period was as follows.

				Period ending 2011-12	2010-11
	Police Officers	Police Community Service Officers	Police Staff	Total	Total
Directly Employed	2,846	311	1,356	4,513	4,541
Other – Agency Staff	0	0	20	20	88
	2,846	311	1,376	4,533	4,629

### 4.1 Reporting of Civil Service and other compensation schemes – exit packages

Exit package cost band	Number of Compulsory Redundancies	Number of Other Departures Agreed	2011-12 Total Number of Exit Packages by Cost Band	2010-11 Total number of Exit Packages by Cost Band
< £10,000	-	11	11	3
£10,000 – £25,000	-	2	2	6
£25,000 – £50,000	-	2	2	2
£50,000 – £100,000	1	14	15	9
£100,000 – £150,000	-	-	-	2
£150,000 – £200,000	-	-	-	-
Total number of exit packages	1	29	30	22
Total resource cost/£	£54,437	£1,266,696	£1,321,133	£1,065,694

There was 1 compulsory redundancy in the period (nil in 2010-11). 13 officers left under the terms of a Voluntary Severance Scheme in 2011-12 (11 in 2010-11). They received compensation payments totalling £1,036,023 in 2011-12 (£902,751 in 2010-11).

The 13 senior officer departures (11 in 2010-11) were been made in accordance with BTP's Voluntary Severance Scheme agreed on 23 December 2010. The scheme was a one-off voluntary selective severance scheme for Police Officers at the rank of Chief Inspector, Superintendent, and Chief Superintendent employed by BTP of a permanent basis. The Authority has obtained Treasury approval for any severance payments over and above the statutory minimum.

Redundancy and other departure costs have been paid in accordance with the contractual obligations of the employee contracts. Exit costs are accounted for in full in the year of departure. Ill health retirement costs are met by the pension scheme and are not included in the table.

## 5 Other Expenditure

The deficit on ordinary activities before interest is stated after charging the following:

		<b>2011-12</b>	<b>Restated</b>
	<b>Note</b>	<b>£000</b>	<b>2010-11</b>
			<b>£000</b>
Supplies and services: other staff costs		5,001	5,674
Supplies and services: communications and computers		13,687	11,892
Supplies and services: other		8,712	10,961
Rentals under operating leases		7,945	7,140
Premises (excluding rentals under operating leases)		8,817	7,715
Transport costs		4,641	4,522
<u>Non-cash items</u>			
Depreciation of property, plant and equipment	6	9,435	8,944
Amortisation of intangible assets	7	1,811	1,310
MHCA Revaluation		726	1,100
(Gain)/Loss on disposal of property, plant and equipment		37	331
Provision provided for in year	13	(35)	(682)
Bad Debt Write Offs		0	1,714
Total		<u>60,777</u>	<u>60,621</u>

During the year the Authority did not purchase any non-audit services from its auditor, the National Audit Office. Included in Supplies and Services: other is a charge of £110,000 for auditors remuneration for audit work related to 2011-12.

## 6 Property, plant and equipment

	Leasehold Improvements	Plant and Machinery	Vehicles	Assets Under Construction – Motor Vehicles	Assets Under Construction – Leasehold Improvements	Fixtures & Fittings	IT Equipment	Total
	£000	£000	£000	£000	£000	£000	£000	£000
<b>Cost</b>								
<b>At 1 April 2011</b>	27,615	14,708	11,370	1,311	8,641	2,774	19,268	85,687
Additions	12,525	2,096	2,283	(299)	(8,125)	130	2,092	10,702
Reclassifications	0	71	(71)	0	0	0	0	0
Impairments	0	0	0	0	0	0	0	0
Disposals	0	(618)	(1,471)	0	0	0	(915)	(3,004)
Revaluations	400	127	79	0	0	26	(28)	604
<b>At 31 March 2012</b>	<u>40,540</u>	<u>16,384</u>	<u>12,190</u>	<u>1,012</u>	<u>516</u>	<u>2,930</u>	<u>20,417</u>	<u>93,989</u>
<b>Depreciation</b>								
<b>At 1 April 2011</b>	7,172	9,575	6,272	0	0	1,801	11,766	36,586
Charge for the Period	2,605	1,543	2,290	0	0	277	2,720	9,435
Reclassifications	0	28	(28)	0	0	0	0	0
Impairments	0	0	0	0	0	0	0	0
Disposals	0	(616)	(1,282)	0	0	0	(899)	(2,797)
Revaluations	325	212	60	0	0	60	(8)	649
<b>At 31 March 2012</b>	<u>10,102</u>	<u>10,742</u>	<u>7,312</u>	<u>0</u>	<u>0</u>	<u>2,138</u>	<u>13,579</u>	<u>43,873</u>
<b>Carrying amount at 31 March 2012</b>	<u>30,438</u>	<u>5,642</u>	<u>4,878</u>	<u>1,012</u>	<u>516</u>	<u>792</u>	<u>6,838</u>	<u>50,116</u>
Carrying amount at 31 March 2011	<u>20,443</u>	<u>5,133</u>	<u>5,098</u>	<u>1,311</u>	<u>8,641</u>	<u>973</u>	<u>7,502</u>	<u>49,101</u>
<b>Asset Financing:</b>								
Owned	<u>30,438</u>	<u>5,642</u>	<u>4,878</u>	<u>1,012</u>	<u>516</u>	<u>792</u>	<u>6,838</u>	<u>50,116</u>
<b>Carrying amount at 31 March 2012</b>	<u>30,438</u>	<u>5,642</u>	<u>4,878</u>	<u>1,012</u>	<u>516</u>	<u>792</u>	<u>6,838</u>	<u>50,116</u>

	Leasehold Improvements	Plant and Machinery	Vehicles	Assets Under Construction – Motor Vehicles	Assets Under Construction – Leasehold Improvements	Fixtures & Fittings	IT Equipment	Total
	Restated £000	Restated £000	£000	£000	£000	Restated £000	Restated £000	Restated £000
<b>Cost</b>								
<b>At 1 April 2010</b>	24,929	14,985	10,414	1,360	3,105	2,461	25,693	82,947
Additions	1,255	1,169	2,202	0	5,536	187	3,140	13,489
Reclassifications	0	0	49	(49)	0	0	0	0
Impairments	(98)	(2,199)	(54)	0	0	(15)	(7,839)	(10,205)
Disposals	0	0	(1,249)	0	0	0	(6)	(1,255)
Revaluations	1,529	753	8	0	0	141	(1,720)	711
<b>At 31 March 2011</b>	<u>27,615</u>	<u>14,708</u>	<u>11,370</u>	<u>1,311</u>	<u>8,641</u>	<u>2,774</u>	<u>19,268</u>	<u>85,687</u>
<b>Depreciation</b>								
<b>At 1 April 2010</b>	5,336	9,537	5,099	0	0	1,348	17,112	38,432
Charge for the Period	1,859	1,667	2,083	0	0	351	2,984	8,944
Reclassifications	0	0	0	0	0	0	0	0
Impairments	(56)	(2,209)	95	0	0	(13)	(7,725)	(9,908)
Disposals	0	0	(1,022)	0	0	0	(2)	(1,024)
Revaluations	33	580	17	0	0	115	(603)	142
<b>At 31 March 2011</b>	<u>7,172</u>	<u>9,575</u>	<u>6,272</u>	<u>0</u>	<u>0</u>	<u>1,801</u>	<u>11,766</u>	<u>36,586</u>
<b>Carrying amount at 31 March 2011</b>	<u>20,443</u>	<u>5,133</u>	<u>5,098</u>	<u>1,311</u>	<u>8,641</u>	<u>973</u>	<u>7,502</u>	<u>49,101</u>
Carrying amount at 31 March 2010	<u>19,593</u>	<u>5,448</u>	<u>5,315</u>	<u>1,360</u>	<u>3,105</u>	<u>1,113</u>	<u>8,581</u>	<u>44,515</u>
<b>Asset Financing:</b>								
Owned	<u>20,443</u>	<u>5,133</u>	<u>5,098</u>	<u>1,311</u>	<u>8,641</u>	<u>973</u>	<u>7,502</u>	<u>49,101</u>
<b>Carrying amount at 31 March 2011</b>	<u>20,443</u>	<u>5,133</u>	<u>5,098</u>	<u>1,311</u>	<u>8,641</u>	<u>973</u>	<u>7,502</u>	<u>49,101</u>

Property, plant and equipment have been stated at current cost using the modified historic costing indices from the Office for National Statistics(MM22) for each category of asset.

## 7 Intangible Assets

Intangible assets comprise of the purchase of software, software licences, the Wide Area Network project and expenditure on website development.

	Licences	Software	Wide Area Network	Websites	Assets Under Construction	Total
	£000	£000	£000	£000	£000	£000
<b>Cost</b>						
<b>At 1 April 2011</b>	3,901	3,405	2,063	0	0	9,369
Additions	562	559	2,076	39	309	3,545
Reclassifications	0	0	0	0	0	0
Impairments	0	0	0	0	0	0
Disposals	(41)	(39)	0	0	0	(80)
<b>At 31 March 2012</b>	<u>4,422</u>	<u>3,925</u>	<u>4,139</u>	<u>39</u>	<u>309</u>	<u>12,834</u>
<b>Amortisation</b>						
<b>At 1 April 2011</b>	1,965	1,681	0	0	0	3,646
Charge for the Period	662	615	532	2	0	1,811
Reclassifications	0	0	0	0	0	0
Impairments	0	0	0	0	0	0
Disposals	(37)	(39)	0	0	0	(76)
<b>At 31 March 2012</b>	<u>2,590</u>	<u>2,257</u>	<u>532</u>	<u>2</u>	<u>0</u>	<u>5,381</u>
<b>Carrying amount at 31 March 2012</b>	1,832	1,668	3,607	37	309	7,453
Carrying amount at 31 March 2011	<u>1,936</u>	<u>1,724</u>	<u>2,063</u>	<u>0</u>	<u>0</u>	<u>5,723</u>
<b>Asset Financing:</b>						
Owned	1,832	1,668	3,607	37	309	7,453
<b>Carrying amount at 31 March 2012</b>	<u>1,832</u>	<u>1,668</u>	<u>3,607</u>	<u>37</u>	<u>309</u>	<u>7,453</u>

	Licences	Software	Wide Area Network	Websites	Assets Under Construction	Total
	£000	£000	£000	£000	£000	£000
<b>Cost</b>						
<b>At 1 April 2010</b>	3,464	3,281	0	0	0	6,745
Additions	662	174	2,063	0	0	2,899
Reclassifications	0	0	0	0	0	0
Impairments	(225)	(50)	0	0	0	(275)
Disposals	0	0	0	0	0	0
<b>At 31 March 2011</b>	<b>3,901</b>	<b>3,405</b>	<b>2,063</b>	<b>0</b>	<b>0</b>	<b>9,369</b>
<b>Amortisation</b>						
<b>At 1 April 2010</b>	1,478	1,089	0	0	0	2,567
Charge for the Period	679	631	0	0	0	1,310
Reclassifications	0	0	0	0	0	0
Impairments	(192)	(39)	0	0	0	(231)
Disposals	0	0	0	0	0	0
<b>At 31 March 2011</b>	<b>1,965</b>	<b>1,681</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3,646</b>
<b>Carrying amount at 31 March 2011</b>	<b>1,936</b>	<b>1,724</b>	<b>2,063</b>	<b>0</b>	<b>0</b>	<b>5,723</b>
Carrying amount at 31 March 2010	1,986	2,192	0	0	0	4,178
<b>Asset Financing:</b>						
Owned	1,936	1,724	2,063	0	0	5,723
<b>Carrying amount at 31 March 2011</b>	<b>1,936</b>	<b>1,724</b>	<b>2,063</b>	<b>0</b>	<b>0</b>	<b>5,723</b>

## 8 Financial Instruments

Owing to the largely non-trading nature of its activities, and the way in which the Authority is financed, the Authority is not exposed to the degree of financial risk faced by business entities. The Authority has very limited powers to borrow or invest surplus funds and financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks facing the Authority in undertaking its activities.

### Liquidity Risk

The Authority's net revenue and capital resource requirements are financed by resources from the PSA holders, and other Government bodies. There is an agreement with the Department for Transport to provide a loan facility based on cashflow requirement. Therefore the Authority is not exposed to significant liquidity risks.

### Interest Rate Risk

All of the Authority's financial assets and all of its financial liabilities carry nil or fixed rates of interest, and the Authority is not therefore exposed to significant interest-rate risk.

### Foreign Currency Risk

The Authority's exposure to foreign currency risk is not significant. Foreign currency income and expenditure is negligible.

## Fair Values

Set out below is a comparison by category of book values and fair values of the Authority's financial assets and liabilities as at 31 March 2012.

### Primary Financial Instruments:

	<b>Book Value</b>	<b>Fair Value</b>
	<b>£000</b>	<b>£000</b>
Financial Assets:		
Cash at Bank	23,592	23,592
Financial Liabilities:		
Provisions	629	629

## 9 Inventories

	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
<b>Uniforms</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Opening Balance	445	384	310
Additions	1,095	518	671
Utilisations	(929)	(457)	(597)
Closing Balance	611	445	384
<b>Ammunition</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Opening Balance	0	0	0
Additions	86	0	0
Utilisations	(12)	0	0
Closing Balance	74	0	0
Total Inventories	685	445	384

**10 Trade Receivables and other current assets**

	<b>31 March 2012</b>	<b>Restated 31 March 2011</b>	<b>Restated 01 April 2010</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Amounts falling due within one year:</b>			
Trade Receivables	16,620	16,121	25,112
PSA Receivables	0	0	1,800
Other Receivables	1,890	1,150	1,347
Prepayments and accrued income	5,395	4,483	4,788
Less: Provision for Doubtful Debts	0	(229)	(229)
Provision for Bad and Doubtful Debts	0	0	(10,530)
<b>Total</b>	<b>23,905</b>	<b>21,525</b>	<b>22,288</b>
<b>Amounts falling due after more than one year:</b>			
Prepayments and accrued income	153	172	281
	<b>153</b>	<b>172</b>	<b>281</b>

\* The PSA receivables was the result of DfT agreeing a loan of £10m to cover deferred PSA charges for 2005-06. The repayment of this loan has been met by a deferred PSA charge to the PSA holders over four years starting in 2007-08 and the final payments were made in 2010-11.

<b>Amounts in the above figures due to other entities included in the Whole of Government Accounts</b>	<b>31 March 2012</b>	<b>Restated 31 March 2011</b>	<b>Restated 01 April 2010</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
Other central government bodies	126	785	2,646
Local authorities	5,948	4,134	2,317
Intra-government debtors	6,074	4,919	4,963
Bodies external to government	17,984	16,778	17,606
	<b>24,058</b>	<b>21,697</b>	<b>22,569</b>

## 11 Cash and cash equivalents

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Balance at 01 April	18,643	35,657	15,037
Net change in cash and cash equivalent balances	4,949	(17,014)	20,620
Balance at 31 March	<b>23,592</b>	<b>18,643</b>	<b>35,657</b>

The following balances at 31 March were held at:

Government Banking Service	111	419	8,920
Commercial banks and cash in hand	23,481	18,224	26,737
Balance at 31 March	<b>23,592</b>	<b>18,643</b>	<b>35,657</b>

## 12 Trade Payables and other current liabilities

	31 March 2012 £000	Restated 31 March 2011 £000	Restated 01 April 2010 £000
<b>Amounts falling due within one year</b>			
VAT payable	254	348	242
Other Taxation & Social Security	3,956	3,981	3,981
Trade payables	652	2,771	71
Other payables	3,584	317	21,039
Accruals & Deferred Income	22,601	20,475	19,853
Department for Transport Loan	0	0	1,798
<b>Total</b>	<b>31,047</b>	<b>27,892</b>	<b>46,984</b>

	31 March 2012 £000	Restated 31 March 2011 £000	01 April 2010 £000
<b>Amounts falling due after more than one year</b>			
Other payables, accruals and deferred income	1,134	1,191	834
Department for Transport Loan	0	0	17,694
	<b>1,134</b>	<b>1,191</b>	<b>18,528</b>

	<b>31 March 2012</b>	<b>Restated 31 March 2011</b>	<b>Restated 01 April 2010</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Amounts in the above figures due to other entities included in the Whole of Government Account</b>			
Other central government bodies	4,711	4,876	39,228
Local authorities	0	1	2
Intra-government payables and liabilities	4,711	4,877	39,230
Bodies external to government	27,470	24,206	26,282
	<b>32,181</b>	<b>29,083</b>	<b>65,512</b>

### 13 Provisions for liabilities and charges

Provisions have been recognised within the accounts where:

- (i) the Authority has a present obligation (legal or constructive) as a result of a past event;
- (ii) it is probable that a transfer of economic benefits will be required to settle the obligation;
- (iii) a reliable estimate can be made of the amount of the obligation;
- (iv) it is subject to a case threshold of £50,000.

The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at 31 March 2012.

	<b>Claims Against the Authority</b>	<b>Employment Tribunals</b>	<b>Dilapidations</b>	<b>Other Provisions</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Balance at 1 April 2010</b>	426	1,273	250	563	2,512
Provided in the year	287	200	0	792	1,279
Provisions not required written back	(326)	(843)	0	0	(1,169)
Provisions utilised during the year	0	(356)	0	(563)	(919)
<b>Balance at 1 April 2011</b>	<b>387</b>	<b>274</b>	<b>250</b>	<b>792</b>	<b>1,703</b>
Provided in the year	144	76	0	0	220
Provisions not required written back	(152)	(103)	0	0	(255)
Provisions utilised during the year	(76)	(171)	0	(792)	(1,039)
<b>Balance at 31 March 2012</b>	<b>303</b>	<b>76</b>	<b>250</b>	<b>0</b>	<b>629</b>

The provisions for the Authority are all expected to be utilised by 31 March 2013.

### Claims Against the Authority

This provision applies to claims made by employees of the Authority/Force and members of the public, which were allegedly caused by the Authority's/Force's negligence and result in injury, loss or damage. The provision is created based on information provided on a regular basis by professional in-house staff and solicitors and is the estimated cost of settlement including legal costs for outstanding liabilities valued in excess of £50,000.

### Employment Tribunals

This provision is established on an individual case basis in conjunction with external legal advisers, relating to employment disputes, such as unfair dismissal, discrimination, etc. The provision covers estimated costs of any settlement and any legal expenses.

### Dilapidations

This provision applies to dilapidations of leasehold properties.

### Other Provisions

The provision at 2010-11 was established based on the estimate of the costs for the Voluntary Severance Scheme for senior officers. All costs relating to this scheme were incurred during 2011-12.

## 14 Capital Commitments

	31 March 2012	31 March 2011	01 April 2010
	£000	£000	£000
Contracted capital commitments at 31 March 2012 for which no provision has been made:			
Property, plant and equipment	0	0	1,790
Intangible assets	0	0	0
	<u>0</u>	<u>0</u>	<u>1,790</u>

As at 31 March 2012 there were no Capital Commitments relating to work yet to be started on properties (£nil at 31 March 2011).

## 15 Commitments under leases

Total future minimum lease payments under operating leases are given in the table below for each of the following periods.

**Obligations under Operating Leases for the following periods comprise:**

	31 March 2012	31 March 2011	01 April 2010
	£000	£000	£000
<b>Buildings:</b>			
Not later than 1 year	374	121	62
Later than 1 year but not later than 5 years	1,167	963	1,142
Later than 5 years	<u>71,175</u>	<u>79,003</u>	<u>75,783</u>
<b>Total Operating Lease obligations</b>	<b><u>72,716</u></b>	<b><u>80,087</u></b>	<b><u>76,987</u></b>

### 15.1 Finance Leases

The Authority have no leases that meet the definition of finance leases under IAS 17.

## 16 Other Financial Commitments

The Authority did not enter into any non-cancellable contracts (which are not leases) during 2011-12 (Nil in 2010-11 and previous years).

## 17 Contingent Liabilities disclosed under IAS 37

During 2011-12 it was identified that 18 Police Officers had retired and been re-employed. As a result of a change in tax legislation a break in service of one calendar month or six calendar months depending on the new role and the age on retirement is required if the employee was aged less than 55. If these conditions were not met the pension payable could be deemed to be taxable. BTPA are working with HMRC and the Pensions Trustee to reach a satisfactory outcome. These discussions were ongoing as at 31 March 2012 but no conclusions had been reached. An assessment of the future contingent liability of approximately £1m has been made but this is not provided in these financial statements as no conclusive agreements by HMRC, the Treasury or the Authority have yet been reached.

## 18 Related Party Transactions – London Underground Area

The Authority employs police officers who work in the London Underground Area ('L Area') of the Force. This arrangement is embodied within a formal written agreement between the SRA (the predecessor organisation for BTPA) and London Underground Limited (LUL) entitled 'For the Provision of Police Services by the British Transport Police for the London Underground', dated 27 May 2002. It remains in force until terminated at any time by either party requiring two years notice of the intention to do so.

Although the agreement was with both LUL and the Authority predecessor organisations, the agreement remains in form and substance and the obligations it contains are assigned to the Authority and TfL/LUL as successor organisations. It stipulates that LUL will indemnify the Authority for all reasonable costs associated with the delivery of police services.

The Chief Constable has legal authority for the Force and, subject to approval by the Authority, and in agreement LUL determines the level of resources required annually. Under the agreement the Authority recharges all payroll and other agreed costs of providing the police service to LUL on a periodic basis. In addition the agreement provides for the recovery of an appropriate share of the Authority's centrally organised services.

In 2011-12 staff costs relating to LUL were £45.0m (£43.7m for the year ended 31 March 2011). The average number of police officers and police staff employed on London Underground during 2011-12 was 944 (932 for the year ended 31 March 2011).

LUL was invoiced by the Authority £11,101,720 in 2011-12 for non staff related costs (£10,475,577 in 2010-11) and as at 31 March 2012 £2,688,541 was outstanding (£1,363,477 at 31 March 2011).

## 19 Related Party Transactions – Other

The Department for Transport as the Authority's sponsor is a related party. The DfT was invoiced by the Authority £5,610 in 2011-12 (£226,000 [restated] in 2010-11) and as at 31 March 2012 there was nothing outstanding (£nil [restated] at 31 March 2011). The Authority received grant-in-aid totalling £14,993,000 in 2011-12 (£18,146,190 in 2010-11).

Network Rail with whom the Authority has a Police Service Agreement is also a related party. Network Rail was invoiced by the Authority £74,344,700 in 2011-12 (£81,528,457 in 2010-11) and as at 31 March 2012 £6,475,198 was outstanding (£5,789,218 at 31 March 2011).

Six members of the Authority are drawn from organisations providing railway services. Some of these members are employed by organisations that have contracts with the Authority. The corporate governance arrangements of the Authority require members to register financial and other interests and also to disclose personal or prejudicial interest where matters are discussed at meetings of the Authority.

Also, three members are drawn from a background which requires them to have an interest with people travelling on the railway. Further details of Authority members and their interests can be found in the Management Commentary.

## 20 Third Party Assets

The Authority administers funds on behalf of third parties. Money held by the funds is not owned by the Authority and is not included in the Statement of Financial Position. Authority staff administer the British Transport Police Authority Property Act Fund Account and the British Transport Police Cash Seizures Accounts on behalf of the Authority and the remaining funds on behalf of their respective governing bodies. Details of these funds are below:

	<b>31 March 2011 £000</b>	<b>Gross Inflows £000</b>	<b>Gross Outflows £000</b>	<b>31 March 2012 £000</b>
British Transport Police Authority Property Act Fund Account	61	0	(9)	52
British Transport Police Cash Seizures Accounts	464	701	(524)	641
Total Third Party Assets	525	701	(533)	693

### British Transport Police Authority Property Act Fund Account

Regulations under the Police (Property) Act 1897 and its subsequent amending legislation permit police to retain the proceeds from the disposal of property that comes into police possession in connection with a criminal charge (or suspicion of a criminal offence being committed) where the owner has not been ascertained or no court order has been made. The legislation stipulates that the income is to be used to meet the cost of the storage and the sale of property with any residual funds being used for charitable purposes in accordance with directions of the Force's Police Authority. The British Transport Police Authority Property Act Fund Account is used for this purpose.

### British Transport Police Cash Seizures Accounts

In accordance with the Proceeds of Crime Act 2002 the Authority's Police Officers have the power to seize cash from suspects and hold the money until court proceedings have completed. The cash, with interest, is then either paid back to the defendant or paid over to the Home Office or other relevant authorities. As the cash is not the property of the Authority it does not form part of the Force's normal banking arrangements. As a result the Authority has set up a separate interest earning account Royal Bank of Scotland (RBS).

Also, as part of ongoing investigations the Authority, on occasion, holds sealed bags of seized cash. Monies are held in a safe, but the amounts involved are not always known.

## **21 Charges to Police Service Users**

As a result of the Judicial Review in 2009, the core PSA charges are calculated by using two different models for different PSA holders, depending on the contract that the PSA holder has in place. When the charges are calculated using the two different models, the charges do not recover 100% of the Authority's net expenditure. A formal agreement is in place with the DfT which funds this gap. In 2011-12 the gap was £5,268,000 (£2,528,095 in 2010-11).

## **22 Losses and Special Payments**

There were no losses incurred during the year. In 2010-11 there were losses of £12,228,411. These were in relation to the Judicial Review and the subsequent failure to make adequate charges. These losses have been met in full by the DfT through Grant in Aid .

There were no payments that met the definition of a special payment in 2011-12 (£98,000 in 2010-11).

## **23 Events After the Reporting Period**

The date the accounts are authorised for issue is the date that they are certified by the Comptroller and Auditor General.

## 24 Income and Expenditure Reserve

This comprises the Distributable Reserve, the Revenue Financing Reserve, the Capital Financing Reserve, the Working Capital Reserve and the Contingency Reserve.

	<b>Distributable Reserve</b>	<b>Revenue Financing Reserve</b>	<b>Capital Financing Reserve</b>	<b>Working Capital Reserve</b>	<b>Contingency Reserve</b>	<b>Total</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Opening balance at 01 April 2010	(28,730)	15,806	37,128	6,500	2,224	32,928
Prior Year Adjustment – Change in Accounting Policy	2,105	0	821	0	0	2,926
Prior Year as restated	(26,625)	15,806	37,949	6,500	2,224	35,854
Comprehensive Income for the year	98,816	0	0	0	0	98,816
Cash Received from debtors and creditors previously written off	43	0	0	0	0	43
Transfer between reserves	(92,927)	0	0	0	500	(92,427)
Revenue Grant Received	0	17,694	0	0	0	17,694
Capital Grant in Aid Received	0	0	0	0	0	0
Amounts repayable from the DfT	0	0	32	0	0	32
Balance at 31 March 2011	(20,693)	33,500	37,981	6,500	2,724	60,012
Changes in accounting policy	0	342	111	0	0	453
Prior Year as restated	(20,693)	33,842	38,092	6,500	2,724	60,465
Comprehensive Income for the year	(19,013)	0	0	0	0	(19,013)
Cash Received from debtors and creditors previously written off	0	0	0	0	0	0
Transfer between reserves	11,818	0	0	0	561	12,379
Revenue Grant Received	0	14,577	0	0	0	14,577
Capital Grant in Aid Received	0	0	416	0	0	416
Amounts repayable to the DfT	0	0	0	0	0	0
Closing balance at 31 March 2012	(27,888)	48,419	38,508	6,500	3,285	68,824

### Distributable Reserve

The Distributable Reserve represents the Authority's cumulative past operating surpluses/deficits. The prior year adjustment relates to the impact of IAS 20 Accounting for Government Grants.

### Revenue Financing Reserve

The Revenue Financing Reserve represents funding received from the DfT. This has primarily been to cover the impact of the Judicial Review, which resulted in the core PSA charges being based on two models which do not recover 100% of the Authority's net expenditure. There is a formal agreement with the DfT to fund this gap. The Authority have received formal permission from the DfT to convert these funds from loan to financing. In addition the Authority have also received funding to cover the cost of the Olympics, the Metal Theft Taskforce and the additional overtime incurred as a result of the London Riots. The prior year adjustment relates to the impact of IAS 20 Accounting for Government Grants.

### **Capital Financing Reserve**

The Capital Financing Reserve represents the funding received from the DfT for the general acquisition of capital goods. The prior year adjustment relates to the impact of IAS20 Accounting for Government Grants.

### **Working Capital Reserve**

The Working Capital Reserve represents Grant in Aid from the DfT to ensure the liquidity of the Authority.

### **Contingency Reserve**

The Contingency Reserve was created with the agreement of HM Treasury and the DfT to provide for unexpected events, such as major incidents and crimes, and to reduce the impact of these events on a single years budget. The reserve ceiling is being increased by the Retail Price Index each year.

## **25 Disclosure of Retirement Benefits**

The pension costs associated with staff employed by the Authority during the year are £37.5m (£46.3m in 2010-11). In addition there was a net return on the pension fund of £0.4m (£20.1m in 2010-11), leaving a net debit in relation of pensions for the year of £37.9m (£66.4m in 2010-11). In 2010-11 there was an exceptional item of £135.7m relating to the credit to past service costs as a result of the change from the Retail Prices Index to the Consumer Prices Index for Pensions Up-rating. There were no further exceptional item adjustments required in relation to this in 2011-12. The total pension liabilities for all staff, past and present, are shown in the Statement of Financial Position. These amount to £306.3m (£203.3m in 2010-11). HM Treasury have confirmed that the charge or credit to the Statement of Comprehensive Income arising from IAS19 should be excluded from the calculation of the amount to be reclaimed from parties with Police Service Agreements with the Authority.

The fund participates in two pension schemes, both of which are the direct responsibility of the Authority. The schemes are the British Transport Police Force Superannuation Fund (BTPFSF) for police officers and the British Transport Police Section of the Railways Pension Scheme (RPS) for other staff. Both schemes cover present and past employees, and aim to be fully funded.

The position of the schemes at 31 March 2012 were as follows:

	31 March 2012	31 March 2011	01 April 2010
	£000	£000	£000
<b>Pension Liabilities</b>			
British Transport Police Force Superannuation Fund (BTPFSF)	279,060	181,090	425,900
British Transport Police Section of the Railways Pension Scheme (RPS)	27,210	22,170	43,100
	<u>306,270</u>	<u>203,260</u>	<u>469,000</u>

The amounts recognised in the Statement of Comprehensive Income are as follows:

	31 March 2012	31 March 2011	01 April 2010
	£000	£000	£000
<b>Pension Costs Reflected in Statement of Comprehensive Income</b>			
Current Service Cost – BTPFSF	33,310	38,700	22,200
Current Service Cost – RPS	5,750	8,700	4,800
Less: Government Support Payments*	(1,860)	(1,840)	(2,000)
	<u>37,200</u>	<u>45,560</u>	<u>25,000</u>
Timing Differences**	300	708	171
	<u>37,500</u>	<u>46,268</u>	<u>25,171</u>

#### IAS19 Interest Reflected in Statement of Comprehensive Income

Net Interest - BTPFSF	40	(18,100)	(22,300)
Net Interest - RPS	(460)	(2,000)	(1,700)
	<u>420</u>	<u>20,100</u>	<u>24,000</u>

#### Exceptional Items

British Transport Police Force Superannuation Fund (BTPFSF)	0	(124,600)	0
British Transport Police Section of the Railways Pension Scheme (RPS)	0	(11,100)	0
	<u>0</u>	<u>(135,700)</u>	<u>0</u>

Total amount recognised in the Statement of Comprehensive Income	<u>37,920</u>	<u>(69,332)</u>	<u>49,171</u>
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\*Government Support Payments have been excluded from the Statement of Comprehensive Income as they are eliminated from the IAS19 calculation of the overall cost of the pensions, and it is appropriate to include an assumption of Government Support in the actuarial valuation of the pensions liability.

\*\* The timing differences are due to the Pension Schemes and the Authority having different financial years. This results in transactions being included within the Authority's accounts but not within the Pensions Scheme's figures.

## Accounting for the Change from the Retail Prices Index to the Consumer Prices Index for Pensions Upating

In the UK Budget Statement of 22 June 2010, the Chancellor of the Exchequer announced that, with effect from 1 April 2011, the Government would use the Consumer Prices Index (CPI) rather than the Retail Prices Index (RPI) for the price indexation of benefits and tax credits; and that this would also apply to public service pensions through the statutory link to the indexation of the Second State Pension.

The British Transport Police Force Superannuation Fund (BTPFSF) and the Railways Pension Scheme (RPS) are private sector schemes, however, according to the rules of both arrangements, pensions in payment and benefits in deferment are increased in the same proportion as official pensions are increased under the Pensions (Increase) Act 1971. The Pensions Increase (Review) Order 2011 provided for official pensions which began before 12 April 2010 to be increased by 3.1% on or after 11 April 2011; this was in line with CPI in September 2010. As a result of this Order an increase of 3.1% was made to benefits in the BTPFSF and the British Transport Police Section of the RPS. The effect of this is shown as an exceptional item in 2010-11.

Further details can be found in Note 26.

## 26 British Transport Police Force Superannuation Fund (BTPFSF)

The British Transport Police Force Superannuation Fund was established by a Trust Deed made on 30th December 1974 which amalgamated the British Transport Police Force Superannuation and Retirement Benefit Funds, which itself was established by a Trust Deed made on 1 September 1968, (the 1968 Section), and the British Transport Police Force Superannuation Fund 1970 Section, established by a Trust Deed on 5 April 1972 (the 1970 Section).

From 1 April 2007 the BTPFSF established a new category where all new joiners will be enrolled – hereafter known as BTPFSF (new). The existing category was closed to all new members at this time. The new category is a defined benefit scheme.

The employer contribution includes the benefit support contributions received by the Government.

The BTPFSF provides benefits on a 'final salary' basis at a pension age of 55. Pension benefits accrue at the rate of one-forty-fifth of final average salary less one-thirtieth of final average State flat-rate pension for each year of beneficial membership. In addition a lump sum is payable on retirement. The value of this is dependent on the rules applicable to the individual concerned.

Members pay contributions of 16.0% of scheme salary and the employer pays one and a half times the employee contribution, being 24.0%. In addition the employer paid a deficit payment of 1.7% of the benefit outgoings for the 1970 Contributory Section of the BTPFSF for 3 years from 1 April 2005 until 31 March 2008.

The BTPFSF (new) provides benefits on a 'final salary' basis at a pension age of 55. Pension benefits accrue at the rate of one-seventieth of final average salary for each year of beneficial membership of the fund (subject to a maximum of thirty-five years). In addition, a tax-free lump sum equivalent to four-seventieths of final average salary for every year of beneficial membership in the fund is payable on retirement.

Members pay contributions of 10.0% of pensionable salary and the employer pays twice the employee contribution, being 20.0%.

The service cost has been calculated as the total cost (including BRASS contributions which are also included in the employer's contribution figure) less actual employee contributions. BRASS and AVC Extra are additional voluntary contribution arrangements which accept additional employee contributions.

It is the policy of the Authority to recognise actuarial gains and losses in the year they occur through Other Comprehensive Income.

Under the Trust Deed and Rules the pension fund is subject to an independent triennial actuarial valuation to monitor the funding level and determine the employer's and employees' contribution rates. An independent actuarial valuation was carried out as at 31 December 2009 by Towers Watson. The results, which showed a deficit, have now been finalised, and a recovery plan has been agreed with the Trustee. The Authority uses Mercer Limited to provide the IAS 19 valuation.

**The employer's pension contributions for the current year and the previous four years were:**

2007-08 12.6% of salaries  
 2008-09 13.0% of salaries  
 2009-10 9.7% of salaries  
 2010-11 16.0% of salaries  
 2011-12 14.3% of salaries

**Changes in the present value of the defined benefit obligation are as follows:**

	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
Benefit obligation at beginning of year	1,034,100	1,214,200	862,900
Current service cost	33,310	38,700	22,200
Interest cost	57,070	70,000	58,600
Plan participants' contributions	12,140	12,250	12,000
Past service costs	0	(124,600)	0
Actuarial (gains)/losses	41,330	(137,550)	291,900
Losses (gains) on curtailments	0	0	0
Liabilities extinguished on settlements	0	0	0
Benefits paid (including expenses)	(37,230)	(38,900)	(33,400)
Effect of exchange rate changes	0	0	0
Benefit obligation at end of year	<u>1,140,720</u>	<u>1,034,100</u>	<u>1,214,200</u>
<u>Analysis of defined benefit obligation</u>			
Plans that are wholly or partly funded	1,140,720	1,034,100	1,214,200
Plans that are wholly unfunded	0	0	0
Total	<u>1,140,720</u>	<u>1,034,100</u>	<u>1,214,200</u>

**Changes in the fair value of plan assets are as follows:**

	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
Fair value of plan assets at beginning of year	853,010	788,300	592,400
Expected return on plan assets	57,110	51,900	36,300
Actuarial gains/(losses)	(47,150)	18,200	160,200
Business combinations	0	0	0
Assets distributed on settlements	0	0	0
Employer contribution	21,920	19,420	18,800
Member contributions	12,140	12,250	12,000
Government support payments	1,860	1,840	2,000
Benefits paid (including expenses)	(37,230)	(38,900)	(33,400)
Effect of exchange rate changes	0	0	0
Fair value of plan assets at end of year	<u>861,660</u>	<u>853,010</u>	<u>788,300</u>

**The amounts recognised in the Statement of Financial Position are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Present value of funded obligations	1,140,720	1,034,100	1,214,200
Fair value of plan assets	(861,660)	(853,010)	(788,300)
	279,060	181,090	425,900
Present value of unfunded obligations	0	0	0
Unrecognised actuarial gains/ (losses)	0	0	0
Unrecognised past service cost	0	0	0
Net liability	279,060	181,090	425,900
Amounts in the statement of financial position:			
liabilities	279,060	181,090	425,900
assets	0	0	0
Net liability	279,060	181,090	425,900

**The amounts recognised in the Statement of Comprehensive Income are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Current service cost	33,310	38,700	22,200
Interest on obligation	57,070	70,000	58,600
Expected return on plan assets	(57,110)	(51,900)	(36,300)
Net actuarial losses/ (gains) recognised in year	0	0	0
Past service cost	0	(124,600)	0
Losses/ (gains) on curtailments and settlements	0	0	0
Total pension cost recognised in the income statement	33,270	(67,800)	44,500
Actual return on plan assets	9,950	70,100	196,500

**The amounts recognised in the Statement of Other Comprehensive Income are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Actuarial (gains)/losses immediately recognised	88,480	(155,750)	131,700
Effect of asset limitation and IAS minimum funding requirement	0	0	0
Total pension cost recognised in the Other Comprehensive Income	88,480	(155,750)	131,700
Cumulative amount of actuarial (gains)/losses recognised	64,430	(24,050)	131,700

The Authority expects to contribute around £27.0m to this pension scheme in the year ending 31 March 2013 (£22.5m in the year ended 31 March 2012).

### Principal actuarial assumptions as at the end of the reporting period (expressed as weighted averages)

<u>Weighted average assumptions used to determine benefit obligations at:</u>	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
Discount rate	5.10%	5.50%	5.70%
Rate of compensation increase*	4.40% *	4.50% **	5.20%
Rate of RPI price inflation	3.40%	3.50%	3.70%
Rate of CPI price inflation	2.40%	2.75%	n/a
Rate of pensions increases	2.40%	2.75%	3.70%

\* allowance has been made for a pay freeze until 2013 and then increases of 4.4% pa thereafter.

\*\* allowance has been made for a pay freeze until 2013 and then increases of 4.5% pa thereafter

<u>Weighted average assumptions used to determine net pension cost for the year ended:</u>	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
Discount rate	5.50%	5.70%	6.80%
Expected long-term return on plan assets	6.70%	6.71%	6.16%
Rate of compensation increase	4.50% **	5.20%	4.80%
Rate of RPI price inflation	3.50%	3.70%	3.30%
Rate of CPI price inflation	2.75%	n/a	n/a
Rate of pensions increases	2.75%	3.70%	3.30%

\*\* allowance has been made for a pay freeze until 2013 and then increases of 4.5% pa thereafter

<u>Weighted average life expectancy for mortality tables used to determine benefit obligations at:</u>	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
Male member age 65 (current life expectancy)	21.7	21.7	19.4
Female member age 65 (current life expectancy)	24.5	24.5	21.7
Male member age 45 (life expectancy at age 65)	24.0	24.0	22.3
Female member age 45 (life expectancy at age 65)	26.9	26.9	24.4

### Plan assets at the year end (expressed as weighted averages)

<u>Percentage of plan assets by asset allocation</u>	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
Equities	60.00%	68.70%	68.90%
Bonds	19.90%	17.10%	11.50%
Real Estate	9.60%	8.00%	8.60%
Allowance for Government Support Payments	1.70%	2.00%	2.00%
Other	8.80%	4.20%	9.00%
	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>

<u>Expected return on assets by asset allocation</u>	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
Equities	6.60%	7.60%	7.70%
Bonds	4.30%	4.95%	5.10%
Real Estate	5.10%	6.30%	6.40%
Allowance for Government Support Payments	5.10%	5.50%	5.70%
Other	1.94%	0.50%	0.50%
	<u>5.47%</u>	<u>6.70%</u>	<u>6.80%</u>

To develop the expected long-term rate of return on assets assumption, Mercer considered the current level of expected returns on risk free investments (primarily government bonds), the historical level of the risk premium associated with the other asset classes in which the portfolio is invested and the expectations of future returns for each asset class. The expected return for each asset class was then weighted based on the actual asset allocation to develop the expected long-term rate of return on assets assumption for the portfolio. This resulted in the selection of the 7.26% assumption for the year ended 31 March 2008, 6.16% for the year ended 31 March 2009, 6.60% for the year ended 31 March 2010, 6.70% for the year ended 31 March 2011 and 5.47% for the year ended 31 March 2012.

**Amounts for the current year and previous four years are as follows:**

	31 March 2012 £000	31 March 2011 £000	31 March 2010 £000	31 March 2009 £000	31 March 2008 £000
Benefit obligation at the end of year	1,140,720	1,034,100	1,214,200	862,900	999,000
Fair value of plan assets at end of year	861,660	853,010	788,300	592,400	829,800
Surplus/(deficit)	(279,060)	(181,090)	(425,900)	(270,500)	(169,200)
Difference between expected and actual return on scheme assets:					
amount (£'000)	47,150	(18,200)	(160,200)	(293,400)	(101,100)
percentage of scheme assets	5%	(2%)	(20%)	(50%)	(12%)
Experience gains and losses on scheme liabilities:					
amount (£'000)	0	(31,600)	(13,800)	(200)	(35,800)
percentage of scheme liabilities	0%	(3%)	(1%)	0%	(4%)

The actuarial update as at 31 March 2012 showed a increase in the shortfall from £181,090,000 to £279,060,000.

**Sensitivity Analysis**

At 31 March 2012	31 March 2011 £m	31 March 2012 £m	Disc rate -0.25% £m	Disc rate +0.25% £m	Inflation rate -0.25% £m	Inflation rate +0.25% £m	Assets +10% £m	Assets -10% £m	Life Expectancy -1 yr age rating £m
Fair value of plan assets	853.0	861.6	861.6	861.6	861.6	861.6	947.8	775.4	861.6
Present Value of funded benefit obligation	1,034.1	1,140.7	1,201.1	1,084.5	1,083.1	1,202.0	1,140.7	1,140.7	1,160.0
Deficit/(surplus) for funded plans	181.1	279.1	339.5	222.9	221.5	340.4	192.9	365.3	298.4
Present value of unfunded obligation	0	0	0	0	0	0	0	0	0
Unrecognised net actuarial gain/(loss)	0	0	0	0	0	0	0	0	0
Unrecognised past service cost/(benefits)	0	0	0	0	0	0	0	0	0
Net liability/(asset), excluding any affect of asset limit	181.1	279.1	339.5	222.9	221.5	340.4	192.9	365.3	298.4

**Projected Expense for 2012-13 (Modelling Limited to Liability Adjustments Only)**

Current service cost	33.3	37.6	41.1	34.1	34.1	41.1	37.6	37.1	38.3
Interest cost	57.1	58.4	58.6	58.2	55.4	61.7	58.4	58.4	59.5
Expected return on plan assets	(57.1)	(47.2)	(47.2)	(47.2)	(47.2)	(47.2)	(51.9)	(42.5)	(47.2)
Amortisation of past service cost excl. asset limit	0	0	0	0	0	0	0	0	0
Amortisation of net (gain)/loss excl. asset limit	0	0	0	0	0	0	0	0	0
Total pension cost before asset limits	33.3	48.8	52.5	45.1	42.3	55.6	44.1	53.0	50.6

**Actuarial Assumption at 31 March 2012**

Discount rate	5.50%	5.10%	4.85%	5.35%	5.10%	5.10%	5.10%	5.10%	5.10%
Rate of RPI price inflation	3.50%	3.40%	3.40%	3.40%	3.15%	3.65%	3.40%	3.40%	3.40%
Rate of CPI price inflation	2.75%	2.40%	2.40%	2.40%	2.15%	2.65%	2.40%	2.40%	2.40%
Rate of pension increases	2.75%	2.40%	2.40%	2.40%	2.15%	2.65%	2.40%	2.40%	2.40%
Rate of salary increase	4.50%	4.40%	4.40%	4.40%	4.15%	4.65%	4.40%	4.40%	4.40%
Expected long-term rate of return on plan assets	6.70%	5.47%	5.47%	5.47%	5.47%	5.47%	5.47%	5.47%	5.47%

**British Transport Police Section of the Railways Pension Scheme (RPS)**

The Railways Pension Scheme (RPS) was established by the Railways Pension Scheme Order 1994 (SI No 1433). The British Transport Police Shared Cost Section of the Scheme was established on 1 July 2004 by a Deed of Establishment and Participation between the British Transport Police Authority (the 'Participating Employer') and Railways Pension Trustee Company Limited as Trustee of the Scheme (the Trustee).

This section is open to new members.

The RPS provides benefits on a defined benefit 'final salary' basis at a pension age of 60. Pension benefits accrue at the rate of one-sixtieth of final average pay less one-fortieth of the final average basic State pension for each year of pensionable service. In addition, a lump sum equivalent to one fortieth of final average pay for every year of pensionable service is payable on retirement.

Members pay contributions of 10.06 % of section pay (this was 9.2% up to 30 June 2009). The employer contribution is one and a half times the members', being 15.09% plus BRASS matching of up to 5% of eligible members' pensionable pay (this was 14.46% with no BRASS matching up to 30 June 2009).

The service cost has been calculated as the total cost (including BRASS contributions which are also included in the current employer's contribution figure) less actual employee contributions. BRASS contributions are additional voluntary contributions made by the employee. Members are entitled to receive employer contributions matching their own contribution up to a set level. Prior to 1 July 2009 this was being met from the sections assets. Since 1 July 2009 the employer now pays BRASS matching contributions directly. Increases to BRASS matching contributions were frozen with effect from 2 July 2004.

It is the policy of the Authority to recognise actuarial gains and losses in the year they occur through Other Comprehensive Income.

Under the Pension Trust and Regulations the RPS is subject to an independent triennial actuarial valuation to monitor the funding level and determine the employer's and employees' contribution rates. An independent actuarial valuation was carried out as at 31 December 2010 by Towers Watson. The results have not yet been finalised but are not likely to result in any changes to either employee or employer contributions. The Authority uses Mercer Limited to provide the IAS19 valuation.

**The employer's pension contributions for the current year and the previous four years were:**

2007-08	2.7% of salaries
2008-09	3.1% of salaries
2009-10	2.3% of salaries
2010-11	3.8% of salaries
2011-12	2.5% of salaries

**Changes in the present value of the defined benefit obligation are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Benefit obligation at beginning of year	80,300	92,400	53,600
Current service cost	5,750	8,700	4,800
Interest cost	4,620	5,500	3,800
Plan participants' contributions	2,670	2,430	2,400
Past service costs	0	(11,100)	0
Actuarial (gains)/losses	(70)	(16,330)	28,800
Losses (gains) on curtailments	0	0	0
Liabilities extinguished on settlements	0	0	0
Benefits paid (including expenses)	(670)	(1,300)	(1,000)
Effect of exchange rate changes	0	0	0
Benefit obligation at end of year	92,600	80,300	92,400
<u>Analysis of defined benefit obligation</u>			
Plans that are wholly or partly funded	92,600	80,300	92,400
Plans that are wholly unfunded	0	0	0
Total	92,600	80,300	92,400

**Changes in the fair value of plan assets are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Fair value of plan assets at beginning of year	58,130	49,300	32,000
Expected return on plan assets	4,160	3,500	2,100
Actuarial gains/(losses)	(2,990)	500	10,100
Business combinations	0	0	0
Assets distributed on settlements	0	0	0
Employer contribution (including BRASS matching)	4,090	3,700	3,700
Member contributions	2,670	2,430	2,400
Benefits paid (including expenses)	(670)	(1,300)	(1,000)
Effect of exchange rate changes	0	0	0
Fair value of plan assets at end of year	65,390	58,130	49,300

**The amounts recognised in the Statement of Financial Position are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Present value of funded obligations	92,600	80,300	92,400
Fair value of plan assets	(65,390)	(58,130)	(49,300)
	27,210	22,170	43,100
Present value of unfunded obligations	0	0	0
Unrecognised actuarial gains (losses)	0	0	0
Unrecognised past service cost	0	0	0
Net liability	27,210	22,170	43,100
<u>Amounts in the statement of financial position:</u>			
liabilities	27,210	22,170	43,100
assets	0	0	0
Net liability	27,210	22,170	43,100

**The amounts recognised in the Statement of Comprehensive Income are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Current service cost	5,750	8,700	4,800
Interest on obligation	4,620	5,500	3,800
Expected return on plan assets	(4,160)	(3,500)	(2,100)
Net actuarial losses (gains) recognised in year	0		
Past service cost	0	(11,100)	0
Losses (gains) on curtailments and settlements	0	0	0
	0	0	0
Total pension cost recognised in the income statement	6,210	(400)	6,500
Actual return on plan assets	1,170	4,000	12,200

**The amounts recognised in the Statement of Other Comprehensive Income are as follows:**

	31 March 2012 £000	31 March 2011 £000	01 April 2010 £000
Actuarial (gains)/losses immediately recognised	2,920	(16,830)	18,700
Effect of asset limitation and IAS minimum funding requirement	0	0	0
Total pension cost recognised in the Other Comprehensive Income	2,920	(16,830)	18,700
Cumulative amount of actuarial (gains)/losses recognised	4,790	1,870	18,700

The Authority expects to contribute around £4.3m to this pension scheme in the year ending 31 March 2013 (£3.7m in the year ended 31 March 2012).

**Principal actuarial assumptions as at the end of the reporting period (expressed as weighted averages)**

<u>Weighted average assumptions used to determine benefit obligations at:</u>	31 March 2012	31 March 2011	01 April 2010
Discount rate	5.10%	5.50%	5.70%
Rate of compensation increase *	4.40% *	4.50% **	5.20%
Rate of RPI price inflation	3.40%	3.50%	3.70%
Rate of CPI price inflation	2.40%	2.75%	n/a
Rate of pensions increases	2.40%	2.75%	3.70%

\* allowance has been made for a pay freeze until 2013 and then increases of 4.4% pa thereafter.

\*\* allowance has been made for a pay freeze until 2013 and then increases of 4.5% pa thereafter.

<u>Weighted average assumptions used to determine net pension cost for the year ended:</u>	31 March 2012	31 March 2011	01 April 2010
Discount rate	5.50%	5.70%	6.80%
Expected long-term return on plan assets	6.80%	6.71%	6.22%
Rate of compensation increase	4.50% **	5.20%	4.80%
Rate of RPI price inflation	3.50%	3.70%	3.30%
Rate of CPI price inflation	2.75%	n/a	n/a
Rate of pensions increases	2.75%	3.70%	3.30%

\*\* allowance has been made for a pay freeze until 2013 and then increases of 4.5% pa thereafter.

**Weighted average life expectancy for mortality used to determine benefit obligations:**

Due to a change in the way in which the weighted average life expectancy for mortality is calculated this information is no longer supplied in the same format as previous years.

The assumptions for mortality adopted as at 31 March 2011 are described in the report on the last formal actuarial valuation of the Scheme as at 31 December 2007 dated 31 March 2009, while the assumptions for mortality adopted as at 31 March 2012 are described in the draft valuation results paper on the actuarial valuation as at 31 December 2010 dated 23 August 2011.

**Plan assets at the year end (expressed as weighted averages)**

<u>Percentage of plan assets by asset allocation</u>	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
Equities	59.30%	75.40%	75.60%
Bonds	16.30%	10.70%	5.70%
Real Estate	9.20%	8.20%	8.60%
Other	15.20%	5.70%	10.10%
	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>

  

<u>Expected return on assets by asset allocation</u>	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>01 April 2010</b>
Equities	6.60%	7.60%	7.70%
Bonds	4.78%	4.95%	5.10%
Real Estate	5.10%	6.30%	6.40%
Other	1.81%	0.50%	0.50%
	<u>5.44%</u>	<u>6.80%</u>	<u>6.71%</u>

To develop the expected long-term rate of return on assets assumption, Mercers considered the current level of expected returns on risk free investments (primarily government bonds), the historical level of the risk premium associated with the other asset classes in which the portfolio is invested and the expectations for future returns of each asset class. The expected return for each asset class was then weighted based on the actual asset allocation at the accounting date to develop the expected long-term rate of return on assets assumption for the portfolio. This resulted in the selection of the 7.23% assumption for the year ended 31 March 2008, 6.22% for the year ended 31 March 2009, 6.71% for the year ended 31 March 2010, 6.80% for the year ended 31 March 2011 and 5.44% for the year ended 31 March 2012.

**Amounts for the current year and previous four years are as follows:**

	<b>31 March 2012</b>	<b>31 March 2011</b>	<b>31 March 2010</b>	<b>31 March 2009</b>	<b>31 March 2008</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Benefit obligation at the end of year	92,600	80,300	92,400	53,600	60,100
Fair value of plan assets at end of year	65,390	58,130	49,300	32,000	39,470
Surplus/(deficit)	<u>27,210</u>	<u>22,170</u>	<u>43,100</u>	<u>21,600</u>	<u>20,630</u>
Difference between expected and actual return on scheme assets:					
amount (£'000)	2,990	(500)	(10,100)	14,470	4,400
percentage of scheme assets	5%	(1%)	(20%)	45%	11%
Experience gains and losses on scheme liabilities:					
amount (£'000)	(6,520)	0	100	(800)	8,570
percentage of scheme liabilities	(7%)	0%	0%	(1%)	14%

The actuarial update as at 31 March 2012 showed an increase in the shortfall from £22,170,000 to £27,210,000.

### Sensitivity Analysis

<b>At 31 March 2012</b>	<b>31 March 2011</b>	<b>31 March 2012</b>	Disc rate -0.25%	Disc rate +0.25%	Inflation rate -0.25%	Inflation rate +0.25%	Assets +10%	Assets -10%	Life Expectancy -1 yr age rating
	£m	£m	£m	£m	£m	£m	£m	£m	£m
Fair value of plan assets	58.1	65.4	65.4	65.4	65.4	65.4	71.9	58.9	65.4
Present Value of funded benefit obligation	80.2	92.6	99.8	86.1	86.0	99.8	92.6	92.6	94.2
Deficit/(surplus) for funded plans	22.1	27.2	34.4	20.7	20.6	34.4	20.7	33.7	28.8
Present value of unfunded obligation	0	0	0	0	0	0	0	0	0
Unrecognised net actuarial gain/(loss)	0	0	0	0	0	0	0	0	0
Unrecognised past service cost/(benefits)	0	0	0	0	0	0	0	0	0
Net liability/(asset), excluding any affect of asset limit	<b>22.1</b>	<b>27.2</b>	<b>34.4</b>	<b>20.7</b>	<b>20.6</b>	<b>34.4</b>	<b>20.7</b>	<b>33.7</b>	<b>28.8</b>

#### Projected Expense for 2012-13 (Modelling Limited to Liability Adjustments Only)

Current service cost	5.8	7.1	8.0	6.4	6.3	7.9	7.1	7.1	7.3
Interest cost	4.6	5.0	5.1	4.8	4.6	5.4	5.0	5.0	5.0
Expected return on plan assets	(4.2)	(3.7)	(3.7)	(3.7)	(3.7)	(3.7)	(4.1)	(3.4)	(3.7)
Amortisation of past service cost excl. asset limit	0	0	0	0	0	0	0	0	0
Amortisation of net (gain)/loss excl. asset limit	0	0	0	0	0	0	0	0	0
Total pension cost before asset limits	<b>6.2</b>	<b>8.4</b>	<b>9.4</b>	<b>7.5</b>	<b>7.2</b>	<b>9.6</b>	<b>8.0</b>	<b>8.7</b>	<b>8.6</b>

#### Actuarial Assumption at 31 March 2012

Discount rate	5.50%	5.10%	4.85%	5.35%	5.10%	5.10%	5.10%	5.10%	5.10%
Rate of RPI price inflation	3.50%	3.40%	3.40%	3.40%	3.15%	3.65%	3.40%	3.40%	3.40%
Rate of CPI price inflation	2.75%	2.40%	2.40%	2.40%	2.15%	2.65%	2.40%	2.40%	2.40%
Rate of pension increases	2.75%	2.40%	2.40%	2.40%	2.15%	2.65%	2.40%	2.40%	2.40%
Rate of salary increase	4.50%	4.40%	4.40%	4.40%	4.15%	4.65%	4.40%	4.40%	4.40%
Expected long-term rate of return on plan assets	6.80%	5.44%	5.44%	5.44%	5.44%	5.44%	5.44%	5.44%	5.44%

## 27 Prior Year Adjustment – Government Grant Reserve

As a result of IAS20 – Accounting for Government Grants adjustments to the prior year comparatives were required. These changes related to both the removal of the Government Grant Reserve and the re-classification of financing received from the Department for Transport to support both revenue and capital expenditure. These were as follows:

	Note	31 March 2010	Adjustments	01 April 2010
Income & Expenditure Reserve		(65,515)	(3,802)	(69,317)
Net Deficit for 2009-2010	3	32,587	876	33,463
Revised Income & Expenditure Reserve		(32,928)	(2,926)	(35,854)
Revaluation Reserve		(3,425)	0	(3,425)
Pension Reserve		469,000	0	469,000
Government Grant Reserve		(3,903)	3,903	0
Taxpayers' Equity		428,744	977	429,721
Property, Plant and Equipment	6	4,178	0	4,178
Intangible assets	7	44,515	0	44,515
Trade and other receivables – greater than 1 year	10	281	0	281
Inventories	9	384	0	384
Trade and other receivables – within 1 year	10	23,264	(976)	22,288
Cash and cash equivalents	11	35,657	0	35,657
Trade and other payables – within 1 year	12	(46,983)	(1)	(46,984)
Provisions for liabilities and charges	13	(2,512)	0	(2,512)
Pension Liabilities	25	(469,000)	0	(469,000)
Other payables – greater than 1 year	12	(18,528)	0	(18,528)
Net Assets		(428,744)	(977)	(429,721)

	<b>Note</b>	<b>31 March 2011</b>	<b>Adjustments</b>	<b>01 April 2011</b>
Income & Expenditure Reserve		42,176	(3,825)	38,351
Net Deficit for 2010-2011	3	(95,455)	(3,361)	(98,816)
Revised Income & Expenditure Reserve		(53,279)	(7,186)	(60,465)
Revaluation Reserve		(4,358)	0	(4,358)
Pension Reserve		203,260	0	203,260
Government Grant Reserve		(3,664)	3,664	0
Taxpayers' Equity		141,959	(3,522)	138,437
Property, Plant and Equipment	6	49,101	0	49,101
Intangible assets	7	5,723	0	5,723
Trade and other receivables – greater than 1 year	10	172	0	172
Inventories	9	445	0	445
Trade and other receivables – within 1 year	10	24,433	(2,908)	21,525
Cash and cash equivalents	11	18,643	0	18,643
Trade and other payables – within 1 year	12	(28,794)	902	(27,892)
Provisions for liabilities and charges	13	(1,703)	0	(1,703)
Pension Liabilities	25	(203,260)	0	(203,260)
Other payables – greater than 1 year	12	(6,719)	5,528	(1,191)
Net Assets		(141,959)	3,522	(138,437)



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