

ESSEX FIRE AUTHORITY
Essex County Fire & Rescue Service



Policy and Strategy Committee

10:00	Wednesday, 21 June 2017	Kelvedon HQ GF/01,
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The Membership of the Policy and Strategy Committee will be confirmed by the Essex Fire Authority on 14 June 2017

Quorum: 5

Membership

7 Conservative Members
1 Labour Member
1 Liberal Democrat Member
1 Non-aligned Member

The Essex Police and Crime Commissioner, in his capacity as Chairman of the Emergency Services Collaboration Strategic Governance Board, is invited to attend meetings to offer strategic collaboration information in respect to agenda items.

**For information about the meeting please ask for:
Fiona Lancaster (Committee Officer, Essex County Council)
033301 34573 / fiona.lancaster@essex.gov.uk**

Essex Fire Authority and Committees Information

Meetings of the Authority and its committees are open to the press and public, although they can be excluded if confidential information is likely to be considered.

Meetings are held at Essex County Fire and Rescue Service Headquarters, Kelvedon Park, Rivenhall, Witham, CM8 3HB. A map can be found on the Essex County Fire and Rescue Service's website (www.essex-fire.gov.uk); from the Home Page, click on 'Contact Us'.

There is ramped access to the building for wheelchair users and people with mobility disabilities.

Please report to Reception when you arrive. The meeting rooms are located on the ground and first floors of the building and are accessible by lift where required.

If you have a need for documents in an alternative format, in alternative languages or in easy read please contact the Committee Services Manager (contact details on the front page) before the meeting takes place. If you have specific access requirements please inform the Committee Services Manager before the meeting takes place.

The agenda is also available on the Essex County Fire and Rescue Service website, (www.essex-fire.gov.uk). From the Home Page, click on 'Essex Fire Authority', then scroll down the page and select the relevant documents.

Part 1

(During consideration of these items the meeting is likely to be open to the press and public)

Pages

1 Apologies for Absence

2 Declarations of Interest

To note any declarations of interest to be made by Members in accordance with the Members' Code of Conduct.

3 Minutes

To approve the minutes of the meeting held on 15 March 2017.

5 - 10

Decision Items

4 2016/17 Accounts and Governance Statement

To consider a report by the Finance Director and Treasurer (EFA/069/17).

11 - 88

5 Budget Review May 2017

To consider a report by the Finance Director and Treasurer (EFA/070/17).

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Information Items

6 Date of Next Meeting

To note that the next meeting of the Committee will take place on Wednesday 26 July 2017, at 10.00 am.

7 Urgent Business

To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.

Exempt Items

(During consideration of these items the meeting is not likely to be open to the press and public)

To consider whether the press and public should be excluded from the meeting during consideration of an agenda item on the grounds that it involves the likely disclosure of exempt information as specified in Part I of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act.

In each case, Members are asked to decide whether, in all the circumstances, the public interest in maintaining the exemption (and discussing the matter in private) outweighs the public interest in disclosing the information.

8

Urgent Exempt Business

To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.



Minutes of the meeting of the Essex Fire Policy & Strategy Committee, held on Wednesday, 15 March 2017

Present:

Councillor A Hedley Chairman
 Councillor B Aspinell
 Councillor A Bayley
 Councillor J Chandler
 Councillor M Danvers
 Councillor F Evans
 Councillor C Guglielmi
 Councillor C Kent
 Councillor A Naylor

The following Officers were present in support throughout the meeting:

Adam Eckley	Acting Chief Fire Officer and Acting Chief Executive
Mike Clayton	Finance Director and Treasurer
Mark Stagg	Director of Transformation
Roy Carter	Deputy Clerk and Monitoring Officer
Sophie Campion	Committee Officer (Essex County Council)

1 Apologies for Absence

Apologies for absence had been received from Councillor Holland and the substitute was Councillor Evans and from Councillor Erskine.

Apologies were also noted from Dave Bill, Director of Protection, Prevention and Response and Shirley Jarlett, Clerk and Monitoring Officer.

2 Declarations of Interest

Councillors C Guglielmi and M Danvers declared an interest in agenda item 5 - Status of EFA (Trading) Ltd as set out below (minute 5 below refers).

Type of Interest

Code

Nature of Interest

Director of EFA (Trading) Ltd

3 Minutes (part I)

The minutes of the meeting held on 11 January 2017 were agreed as a correct record and signed by the Chairman.

4 Budget Review January 2017

The Committee considered report (EFA/014/17) by the Finance Director and Treasurer, which reported on expenditure against budget as at 31 January 2017 and identified and commented on major budget variations. Additionally the report included key indicators that act as lead indicators for expenditure across the Authority.

The Committee was advised that there was an amendment to recommendation three asking Members to approve a carry forward to 2017-18 of a further £90k underspend on Learning and Development activities, with the combined total of the two proposed carry forwards totalling £140k.

The following points were highlighted during the presentation of the report:

- There was an underspend on Wholetime Firefighters and an overspend on support staff and On-Call Firefighters.
- Since January increased activity levels with regard to On-Call Firefighters had resulted in the overspend in this area.
- Non-Pay Related Expenditure remained underspent and therefore approval was being sought to carry forward.
- Within Capital Expenditure the work on fleet workshops was currently paused and there were some deferred decisions.

The following points arose from consideration of the report:

- Concerns were raised regarding the high cost of agency staff used to fill vacant posts on a long-term basis. In response it was explained that there had been a high turnover of support staff equating to around 10% which was a significantly high number and therefore required agency staff to temporarily fill the vacancies. Due to potential changes in the governance arrangements and possible greater integration with the Essex Police Service meant that there may be jobs at risk in the future and therefore it was deemed appropriate to temporarily fill the posts until there was more certainty around the future staffing requirements. Additionally due to the employer pension contributions of permanent staff, there was not a significant cost difference between permanent staff and temporary staff.
- The proposed £90k carry forward due to an underspend within Learning and Development related to a deferred piece of work around gathering information to capture best practise and common practice helping to determine where best to apply resources and engagement. As the workforce was currently engaged in other areas this had been deferred.
- The Service Workshop improvements had now become a critical issue and this had been escalated with Essex and Kent Police in a recent meeting as a decision on a way forward was now needed. It was confirmed that a

paper would be going to the Policy and Strategy Committee and the Office of the PCC in May 2017 to outline a way forward as it was now identified as a critical corporate risk. In response to a question regarding a short term contingency plan if the current workshop became unusable, it was explained that under the business continuity plans maintenance would be undertaken at fire stations.

Resolved:

1. That the position on income and expenditure at 31 January 2017 compared to the revised budget approved by members on 21 September 2016 be noted.
2. That the capital expenditure spend against budget for the period to 31 January 2017 be noted.
3. That the Committee approved the carry forward to 2017-18 of a £50K underspend on Community safety activities, this to fund setting up of station based activities in line with our service strategy and a £90K underspend on Learning and Development.

5 Status of EFA (Trading) Ltd

The Committee considered report (EFA/017/17) by the Finance Director and Treasurer which reviewed the status of EFA (Trading) Ltd and sought approval to make changes to the Company's memorandum and articles of association to change the status of the company to a Community Interest Company and to facilitate anticipated governance changes for the Service.

The Committee was advised that as a Community Interest Company (CIC) EFA (Trading) Ltd would be able to seek external funding to support community safety work. When the company was originally established CIC status did not exist, but it is now possible to apply to re-register as a CIC. A number of Fire Authorities have established CICs or links to them. If these proposals were agreed for consideration by the Full Authority a report would be taken to the April meeting of the Authority.

The following points arose during consideration of the report:

- The change of status to a CIC would enable the company to receive charitable funding to support the community safety work and directly fund and support activities in a way that it cannot currently.
- There were no tax implications from the proposal. The profits of the company could still be donated or retained. It would become more tax efficient.
- It was clarified that this would protect the interests of support for community safety even if governance arrangements did change in the future. It was also clarified by the Chairman that the Fire Breaks project was self funding and that the Police and Crime Commissioner had indicated that he envisages public safety work expanding.
- Currently the Articles of the Company set out two Director levels, Members (A) and Officers (B). However going forward these Articles were not robust enough to support changes to the governance of the Authority. Therefore it

was proposed that the distinction between Directors be removed to allow maximum flexibility, however this would not prevent a mix of members and Officers being Directors in the future.

- It was clarified that the rights of the Essex Fire Authority to trade would transfer over under any new governance arrangements but only in respect of the Fire Service activities. It was suggested that it may be beneficial to discuss with the PCC the appointment of members to the Board of Directors and consider appointing the PCC for continuity.
- Members expressed the view that it was important that the PCC is aware of the company and its role and that it was also important that the work of the Company continues in the future. It was noted that at the current time this is a decision for the Essex Fire Authority.

Resolved:

That the Committee agreed the proposals for consideration by the full Authority in April 2017.

6 Delta Programme - Closure Report

The Committee considered report (EFA/018/17) by the Finance Director and Treasurer which sought approval to close the Delta (MIS Replacement) Programme.

The Committee was advised that the project had now been completed. There had been some difficulties with the first supplier, as it was found that after scoping they did not have the capability and capacity to deliver so the contract was terminated and a new supplier, Hitachi was brought in and has delivered the project. Lessons had been learnt from the process and there was a degree of future development. It would be an on-going process and users would be meeting to discuss priorities. Overall the cost had come in marginally over budget.

Resolved that:

- The Committee noted the successful delivery of the programme at a cost of £1,383k;
- The Committee agreed the closure of the programme.

7 Day Crewed Housing

The Committee considered report (EFA/019/17) by the Finance Director and Treasurer which sought approval to delegate to Officers powers to dispose of day crewed housing in support of the 2020 programme objectives.

Currently there is a delegation in place to the Chief Fire Officer allowing the disposal of empty day crewed housing. Through the 2020 programme of service changes that will see crewing of current day-crewed fire stations changing to On-Call, the disposal of all day-crewed housing is now being looked at. Legal advice had been sought and it was confirmed that the properties had to be sold at the market value. However the properties did not have to be sold on the open market and could be offered to the existing tenants. The arrangements with existing tenants occupying the housing could remain in place until 31 March 2020, then

the properties would be disposed of.

There was a potential issue with regard to taxation with the current provision of day crewed housing on a rent free basis, which was customary for employers to provide in these particular circumstances, and which is currently not a taxable benefit. However there was a risk that HMRC may review this test before 2020 and if changes did occur to this being a statutory exemption the Authority would need to decide how to manage the impact of the change.

The flexibility to allow the Authority to dispose of the housing to the existing firefighter occupants was a key consideration in the delivery of the 2020 programme of changes at these fire stations.

Members were very keen that consideration be given to offering the housing firstly to the current occupier and then to Local Authorities prior to it going on the open market. The view was expressed by a number of Members that the Local Authorities may welcome the opportunity to purchase the properties. The Committee therefore agreed to add a recommendation to reflect a three stage disposal plan based on offering the properties firstly to the current tenant, then to Local Authorities and then to the open market.

It was estimated that the properties were worth in total around £3-4million, however there was an assumption that these would be sold after 2020 due to the guarantees made to the tenants currently living in them. The properties were valued annually for the accounts.

Resolved:

1. That the Committee noted the importance of day crewed staff in the conversion of appliance crewing at those fire stations to On-Call;
2. That the Committee noted the benefit of current day crewed staff remaining in service with secondary On-Call contracts;
3. That the Committee noted the legal advice concerning the disposal of Fire Authority property;
4. That the Committee delegated authority to the Acting Chief Fire Officer to dispose of day crewed housing in support of 2020 programme objectives.
5. That the Committee agreed that a three stage disposal plan be followed based on offering the properties firstly to the current tenant, then to Local Authorities and then to the open market.

8 Date of Next Meeting

It was noted that the next meeting of the Committee would take place on Wednesday 24 May 2017 at 10.00 am.

The Finance Director and Treasurer proposed that the currently scheduled October 2017 meeting be brought forward to September 2017. A new date would be proposed in due course.

9 Urgent Business

In response to a question the governance arrangements of the Authority in the interim period between the Election and the Authority's June meeting were clarified.

There being no urgent business the meeting closed at 11.07 am.

Signed.....
(Chairman)

Date.....

ESSEX FIRE AUTHORITY

Essex County Fire & Rescue Service



MEETING

Policy & Strategy Committee

AGENDA ITEM

4

MEETING DATE

21 June 2017

REPORT NUMBER

EFA/069/17

SUBJECT

2016/17 Accounts & Governance Statement

REPORT BY

The Acting Chief Fire Officer and The Finance Director & Treasurer

PRESENTED BY

The Finance Director & Treasurer, Mike Clayton

SUMMARY

Under the Accounts and Audit Regulations, Members of the Fire Authority must approve an Annual Governance Statement and this statement may be included in the statement of accounts and published by 30 June. In addition the Authority must publish unaudited accounts by 30 June. This paper provides a review of the key governance arrangements and a summary of the key issues from the accounts for 2016/17.

The accounts were published on 31 May and are attached to this paper.

RECOMMENDATIONS

Members of the Policy & Strategy Committee are asked to:

1. Review and agree the Annual Governance Statement;
2. Agree the Review of Accounting Policies;
3. Agree the use of estimates in the accounts;
4. Note that the Finance Director & Treasurer has signed and published the unaudited Accounts for 2016/17; and
5. Authorise the Chairman and Acting Chief Fire Officer to sign the Annual Governance Statement.

BACKGROUND

The requirements for the approval of the Authority's accounts are set down in The Accounts and Audit (England) Regulations 2011 (SI 2011 No 817). In summary the following actions are now required for the approval of the Audited accounts:

Ref	Requirement	Action
4(2)	Annual review of the effectiveness of the system of internal control	Review by Audit, Governance & Review Committee in April 2017
4(3)	Annual governance statement	Policy & Strategy Committee – June 2017
6(3)	Review effectiveness of internal audit	Review by Audit, Governance & Review Committee in April 2017
7	Publish remuneration of senior employees	Included in Accounts
8(2)	Financial Officer to sign accounts by 30 June	Signed and published by 31 May 2017
8(3)	Approval and Publishing of Audited Accounts by 30 September	Approval planned for P&S Committee on 26 July 2017

The regulations also provide for the public inspection of the accounts (20 working days), for written objections to the accounts and for the publication of the annual audit letter.

The timetable adopted for the 2016/17 accounts will be the new statutory timetable for 2017/18 onwards.

OUTTURN POSITION FOR 2016/17

The table below summarises the draft outturn position for the year:

	Latest Approved Budget	Actual Expenditure	Variance overspend/ underspend)
2016/17	£000	£000	£000
Net Revenue Expenditure			
Firefighters	30,963	30,560	(403)
Firefighters - Retained Duty System	5,349	5,612	263
Control staff	1,365	1,272	(93)
Support staff	12,381	12,474	93
Total Employment Costs	50,058	49,918	(140)
Support costs	5,005	4,590	(415)
Premises & Equipment	10,529	9,394	(1,135)
Other costs & services	3,736	4,070	334
Ill health pension costs	2,097	2,201	104
Statutory provision for Capital Financing	5,944	3,623	(2,321)
Financing items	1,641	1,506	(135)
Contribution to/(from) Reserves	(3,812)	-	3,812
Total Other Costs	25,140	25,384	244
Total Gross Expenditure	75,198	75,302	104
Operational Income	(3,894)	(3,993)	(99)
Total net expenditure outturn	71,304	71,309	5

The final position reported in the accounts reflects the use of some £1.6m of past capital receipts (usable reserves) in place of part of the statutory provision for capital financing. This

was in accordance with decisions of the Authority to use reserves to fund additional expenditure (largely on early exit options) in 2016/17.

ANNUAL GOVERNANCE STATEMENT

The Annual Governance statement was reviewed by the Audit, Governance & Review Committee in April 2017.

In addition the Audit Committee reviewed the effectiveness of the arrangements for Internal Audit. The table below shows the internal audit results for the last five years:

	Limited Assurance or No Assurance	Reasonable Assurance	Substantial Assurance
2011/12	0	4	2
2012/13	1	5	2
2013/14	2	4	3
2014/15	2	4	3
2015/16	2	4	2
2016/17	4	4	2

In 2016/17 there was one area with no assurance and three areas with partial assurance. Two of these reports related to the HR function where there was a significant turnover of staff in the year, one to risk management and one to business continuity.

The Governance statement is attached as Appendix 1. It includes the actions being undertaken in 2017/18 to address areas where weaknesses in controls were identified through internal audit.

2016/17 ACCOUNTS – ACCOUNTING POLICIES AND ESTIMATES

As part of the approval process for the Accounts the Committee has to consider and agree two key aspects. Firstly, any changes to the Accounting Policies adopted by the Authority and secondly the use of estimates within the accounts.

The Accounting Policies are set out within the accounts. These policies set down the key factors adopted where there is flexibility in the accounting standards. An example would be the life adopted for capital assets purchased by the Authority. There has been no amendment to an accounting policy in 2016/17.

The second area for Member consideration is for the use of estimated figures within the accounts. There has been no change to the approach adopted in previous years. The use of estimates is set down in Note 6 which states:

“The statement of accounts includes accounting estimates concerning the carrying amounts of assets and liabilities and the amount of the periodic consumption of an asset. The estimates include the method of depreciation chosen for fixed assets which impacts on both the carrying value of the asset and the charge in the income and expenditure account for the consumption of the asset in the year. There have been no changes to the accounting estimates in the year..”

RISK ANALYSIS

The Governance Statement has been reviewed by the Audit, Governance & Review Committee which also receives all reports from the Internal Auditor and all reports from the

External Auditor. The Committee also receive reports monitoring the completion of actions in response to audit recommendations.

The reporting of the final outturn position to this committee completes the review process for budgetary control ensuring that Members are aware of the main variations to budget, the reasons for the variations and that Members have the opportunity to challenge Officers in respect of the achievement of the budget. In addition, the budget review reports are also submitted to the Audit, Governance and Review Committee.

LEGAL IMPLICATIONS

The Finance Director & Treasurer is required to certify the accounts by 30 June and the Authority must approve and publish accounts by 30 September, after completion of the review by our auditors.

FINANCIAL IMPLICATIONS

There are no financial implications from approval of the Authority's accounts.

USE OF RESOURCES

There are no use of resources implications from approval of the Authority's accounts.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985	
List of background documents	
Appendix 1 - Governance Statement	
Appendix 2 - 2016/17 Statement of Accounts	
Proper Officer:	Finance Director & Treasurer
Contact Officer:	Mike Clayton, Essex County Fire & Rescue Service, Kelvedon Park, Witham, Essex CM8 3HB Tel 01376 576000 E-mail: mike.clayton@essex-fire.gov.uk

DRAFT GOVERNANCE STATEMENT

The Authority is responsible for ensuring that its business is conducted in accordance with the law and proper standards of conduct, probity and professional competence, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. The Authority also has a duty to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.

In discharging this overall responsibility, the Authority is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, and which includes arrangements for the management of risk.

The Authority has approved and adopted a code of corporate governance, which is consistent with the framework of good governance published by the Chartered Institute of Public Finance and Accountancy (CIPFA) and the Society of Local Authority Chief Executives. This statement explains how the Authority has complied with the code and also meets requirements of the Accounts and Audit Regulations in relation to the publication of an Annual Governance Statement.

The Purpose of the Governance Framework

The governance framework comprises the systems, processes, culture and values, for the control and management of all activities and how much it accounts to, engages with and leads the community. It enables the Authority to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost-effective services.

The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Authority's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The governance framework has been in place at the Authority for the year ended 31 March 2017 and up to the date of approval of the statement of accounts.

The Governance Framework

The Governance Framework is comprised of 6 core principles that are detailed below:

1. Focusing on the purpose of the Authority and on outcomes for the community and creating and implementing a vision for the local area;
2. Members and officers working together to achieve a common purpose with clearly defined functions and roles;
3. Promoting values for the Authority and demonstrating the values of good governance through upholding high standards of conduct and behaviour;
4. Taking informed and transparent decisions which are subject to effective scrutiny and managing risk;
5. Developing the capacity and capability of Members and officers to be effective; and

6. Engaging with local people and other stakeholders to ensure robust public accountability.

Review of Effectiveness

The Authority has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of effectiveness is informed by the work of the strategic managers within the Authority who have responsibility for the development and maintenance of the governance environment, Internal Audit's annual report, and also by comments made by the external auditors and other review agencies and inspectorates.

The Audit, Governance and Review Committee has been given responsibility for:

7. overseeing the implementation and monitoring the operation of the code;
8. reviewing the operation of the code in practice; and
9. reporting on compliance with the code and any changes that may be necessary to maintain it and ensure its effectiveness in practice.

In addition, the Fire Authority's Internal Auditor has responsibility to review and report to the Authority's Audit, Governance and Review Committee annually, to provide assurance on the adequacy and effectiveness of the Authority's arrangements for governance, risk management and control. The opinion from the Internal Auditor states "The organisation has an adequate and effective framework for risk management, governance and internal control. However, our work has identified further enhancements to the framework of risk management, governance and internal control to ensure that it remains adequate and effective." The provision of Internal Audit Services is through a contract with RSM UK Group LLP. The Authority is able to take substantial assurance from the budgetary and the key financial controls.

The Audit, Governance and Review Committee have been advised on the implications of the result of the review of the effectiveness of the governance framework and a plan to address weaknesses and ensure continuous improvement of the system is in place. In addition, in 2016/17, there was an independent report from Sir Ken Knight assessing the progress made following the review of the Authority's culture by Irene Lucas in 2015. In addition the members of the Expert Advisory Panel appointed by the Authority in 2015 were used to support the Authority during 2016/17.

The Authority's financial management arrangements conform to the governance requirements contained in the CIPFA statement on "The Role of the Chief Financial Officer in Local Government". Internal Audit reports on the key area of financial controls confirm that they provide substantial assurance to the Authority.

Significant Governance Issues

In September 2015 Members received a report from Irene Lucas that included ten recommendations related to the governance of the Authority. In October 2015 the Authority accepted the recommendations and agreed the appointment of an Advisory Panel, chaired by Steve McGuirk a former Chief Fire Officer, to support Members and Officers in the implementation of actions to address the recommendations made. The Advisory Panel met with lead Members and Officers during the year and provided additional specialist support around a number of key areas including a management review, discipline and grievance matters, employee relations and staff engagement. In addition, external support through the Society of Local Authority Chief Executives has been used to help strengthen the role of Members in the governance of the Authority.

In September 2016 the Authority received a report from Sir Ken Knight reviewing the progress made in the first year after the Lucas report. In his report, Sir Ken stated *“I am satisfied that Essex Fire Authority (the Authority) and Essex County Fire and Rescue Service (the Service) have taken, and are continuing to take, appropriate early actions to deliver against the Lucas Review recommendations. Appropriate consideration has been given to the fundamental issues and the Authority is on track to deliver against the recommendations in a timely manner.”*

A number of areas were identified in the 2015/16 governance statement for further development. The most significant areas and the actions undertaken are summarised below:

Area	Actions
Completion of the action plan to address the recommendations in the Lucas report	The Authority commissioned Sir Ken Knight to conduct an interim review of progress and the results of this review were reported to the Authority in September 2016. In March 2017 the Service Leadership Team published a self-assessment of progress against the Lucas recommendations and in April 2017 the Expert Advisory Panel reported on progress. A final review by Sir Ken Knight is planned for the Summer of 2017.
The continued development of assurance around risk management	The Authority's risk register was reviewed by the Policy & Strategy Committee in November 2016 and by the Audit, Governance and Review Committee in January 2017. The full Authority considered the risk register in February 2017. A further internal audit review concluded that the Authority could place partial assurance on the risk management controls.

For 2017/18 the main focus remains the completion of the action plan to address the recommendations in the Lucas report, and weaknesses identified within the partial and no assurance opinions found during the 2016/17 in the areas of HR Transactional Processes, Risk Management, Business Continuity and HR Training and Development. A further focus for the Authority will be the preparation for the implementation of the General Data Protection Regulation in May 2018. Initial work to undertake a gap analysis has commenced and a sub-group of the Service Leadership established to lead the work required to ensure that the Authority will be compliant.

Internal Control

The effectiveness of the internal audit arrangements and the system of internal control were included in the annual governance review. Elements of this review were also informed by the work of the Internal Auditors and the regular reporting on financial and performance issues to Members. As part of these reviews action plans were identified and reported on. Internal Audit reports covering key areas consistently report reasonable or substantial assurance around all areas of controls for expenditure and the use of resources. There were no materially significant internal control issues identified during the year.

Councillor Anthony Hedley - Chairman

Adam Eckley – Acting Chief Fire Officer



ESSEX FIRE AUTHORITY

2016/17 ACCOUNTS

Unaudited

31 May 2017

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NARRATIVE REPORT

BY THE FINANCE DIRECTOR & TREASURER

1 Introduction

The Authority's financial performance for the year ended 31 March 2017 is as set out in the Comprehensive Income & Expenditure Statement and its financial position is as set out in the Balance Sheet and Cash Flow Statement. These financial statements have been prepared in line with the Code of Practice on Local Authority Accounting United Kingdom 2016/17. It is the purpose of this report to explain, in an easily understandable way, the financial facts in relation to the Authority.

2 The Statement of Accounts

This Statement of Accounts explains the Authority's finances during the financial year 2016/17 and its financial position at the end of that year. It follows approved accounting standards and is necessarily technical in parts.

The Authority's Statement of Accounts for the year 2016/17 comprise:

2.1 Comprehensive Income and Expenditure Statement

This statement, as set out on page 29, shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. Authorities receive government grants and raise taxation to cover expenditure in accordance with regulations; this may be different from the accounting cost. The difference between the two positions is shown in the Movement in Reserves Statement.

2.2 Movement in Reserves Statement

This Statement, as set out on page 30, shows the movement in the year on the different reserves held by the Authority, analysed into "usable reserves" (i.e. those that can be applied to fund expenditure or reduce local taxation) and other reserves. The "surplus or (deficit) on the provision of services" line shows the true economic cost of providing the Authority's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. These are different from the statutory amounts required to be charged to the General Fund Balance. The net increase /decrease before transfers to Earmarked Reserves line shows the statutory General Fund Balance before any discretionary transfers to or from earmarked reserves undertaken by the Authority.

2.3 Balance Sheet

The Balance Sheet, as set out on page 31, shows the value at the end of the year of the assets and liabilities recognised by the Authority. The net liabilities of the Authority are matched by the reserves held by the Authority. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that the Authority may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt). The second category of reserves is those that the Authority is not able to use to provide services. This category of reserves includes reserves that hold unrealised gains and losses (for example the Revaluation Reserve), where amounts would only become available to provide services if the assets are sold; and reserves that hold

timing differences shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.

At the year end the Authority had **£116.0m** of long term assets, mainly comprising fire stations, offices, workshops and fire appliances. These are funded by **£28.0m** of long term loans. The Authority's general reserve stood at **£6.8m** and the earmarked reserves increased by **£0.1m** to **£5.5m**.

2.4 Cash Flow Statement

The Cash Flow Statement, as set out on page 32, shows the changes in cash and cash equivalents of the Authority during the reporting period. The statement shows how the Authority generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which the operations of the Authority are funded by way of taxation and grant income or from the recipients of services provided by the Authority. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the Authority's future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital (i.e. borrowing) to the Authority.

3 Firefighters' Pension Fund

The Firefighters' Pension Fund provides pension and other retirement benefits to the Authority's former firefighters. The accounting statements of the Fund are included within this Statement of Accounts. They comprise:

3.1 Firefighters' Pension Fund Account

The statement as set out on page 61 summarises the Firefighters' Pension Fund financial transactions for the year.

During the year 78 wholetime firefighters retired from the Service. As a result the payment of lump sums was **£6.4m** in 2016/17 compared to **£3.6m** in 2015/16. The amount due from the Department for Communities and Local Government was **£5.4m** at 31 March 2017.

3.2 Firefighters' Pension Fund Net Assets Statement

This statement as set out on page 61 summarises the net assets relating to the provision of pensions and other benefits payable. Further information is provided in the Notes to the Pension Fund Account.

4 The Service Revenue Account

In 2016/17 the Authority's total planned net expenditure was **£71.3m**. The end of year position is set out within the following table which compares actual net expenditure with the approved budget.

Just over half (58%) of the net expenditure of the Authority is funded by Council Tax, payable by householders in Essex, Southend-on-Sea and Thurrock. The balance of funding is provided by central government, through a share of non-domestic rates and revenue support grant. Specific grants provided by the government, for example to support the Authority's Urban Search and Rescue unit are included in operational income.

	Latest Approved Budget £000	Actual Expenditure £000	Variance overspend/ (underspend) £000
2016/17			
Net Revenue Expenditure			
Firefighters	30,963	30,560	(403)
Firefighters - Retained Duty System	5,349	5,612	263
Control staff	1,365	1,272	(93)
Support staff	12,381	12,474	93
Total Employment Costs	50,058	49,918	(140)
Support costs	5,005	4,590	(415)
Premises & Equipment	10,529	9,394	(1,135)
Other costs & services	3,736	4,070	334
Ill health pension costs	2,097	2,201	104
Statutory provision for Capital Financing	5,944	3,623	(2,321)
Financing items	1,641	1,506	(135)
Contribution to/(from) Reserves	(3,812)	-	3,812
Total Other Costs	25,140	25,384	244
Total Gross Expenditure	75,198	75,302	104
Operational Income	(3,894)	(3,993)	(99)
Total net expenditure outturn	71,304	71,309	5

During the year expenditure has been kept under strict management control thus ensuring that only essential expenditure was incurred.

Overall employment costs were **£0.1m** (0.3%) under budget for the year.

The Authority continued to operate a freeze on the recruitment of full time firefighters during the year. In addition, as part of the restructuring plans, early exit packages were offered to eligible employees. The cost of this was **£2.9m**, further details are included in Note 30 to the accounts.

The underspending on the statutory provision for capital financing is mainly as a result of releasing a specific capital receipt reserve of **£1.6m**.

5 Capital expenditure

The table below provides a summary of the capital expenditure for the year:

	Approved Capital Expenditure £000	Actual Capital Expenditure £000	Variance overspent / (underspent) £000
2016/17			
Property	3,300	1,536	(1,764)
Vehicles	3,222	3,254	32
Information Systems & Equipment	2,014	579	(1,434)
Total capital payments	8,536	5,369	(3,167)
Internal Resources	8,536	5,369	(3,167)
Total capital funding	8,536	5,369	(3,167)

We invested **£1.5m** in our property portfolio mainly on fire stations and training facilities. In addition there was spend of **£0.6m** on ICT and operational equipment and **£3.3m** on vehicles.

At 31 March 2017 the Authority had capital expenditure commitments of **£2.4m**.

6 Events after the Balance Sheet date

The statement of accounts was authorised for issue by the Finance Director & Treasurer on 31 May 2017. There are no events after 31 March 2017 that need to be reflected in the financial statements or notes, events taking place after 31 May 2017 have not been considered.

7 Borrowing

The Authority undertakes long term borrowing, for periods in excess of one year, in order to finance its capital spending. During the year the Authority repaid a long term loan of **£1.5m**, leaving the total loans at year end at **£28.0m**. These are all provided by the Public Works Loans Board. There was no new borrowing in the year.

The Authority had set a limit of **£42.4m** for external debt in the year.

8 EFA (Trading) Limited

The trading activities of the Authority were undertaken by a wholly owned subsidiary company EFA (Trading) Limited. The business of the company is to sell training and engineering services. Group Accounts are not produced because the impact of the trading company is not material.

The company employs no staff directly; it operates using staff seconded by the Authority. Group accounts for the combined entities have not been prepared because the net income, expenditure, assets and liabilities of the company would not have a material impact on the results reported. The Trading Company made a small profit for the year to 31 March 2017.

9 Risk Protection

Until 31 October 2015 insurances for the Authority were arranged as part of a consortium of nine fire and rescue authorities. These fire and rescue authorities, including Essex, are now members of the Fire and Rescue Indemnity Company Ltd. The company commenced trading in November 2015. The Authority's risk protection arrangements are provided through the pooled funds of the company. The Authority made a contribution of **£521k** to the company for the year to 31 October 2017 with **£217k** of this treated as an expense in 2016/17.

10 Accounting policies

Accounting policies are the principles, bases, conventions, rules and practices applied which specify how the financial effects of transactions are reflected in the financial statements.

The accounting policies adopted by the Authority comply with the Code of Practice on Local Authority Accounting United Kingdom 2016/17.

11 Financial Reporting Manual (FReM)

The Code of Practice for Local Authority Accounting encourages authorities to prepare the narrative report taking into consideration the provisions of paragraphs 5.2.1 to 5.2.10 of the

2016/17 Government's Financial Reporting Manual where these paragraphs disclose information relevant to local authorities.

The paragraphs below deal with relevant matters. Some of the requirements are not relevant to the accounts of the Authority, in particular, there are no significant contractual or other arrangements which are essential to the activities of the Authority, and there are no social and community issues requiring a separate item.

12 Financial outlook

The Authority adopts a prudent approach to budgeting and seeks to set a budget that is both affordable and sustainable over the medium term. The budget for 2017/18 was approved by the Fire Authority in February 2017 and reflects a reduction in the total budget from **£71.3m** (2016/17) to **£70.1m** (2017/18).

The budget for 2017/18 is available at: http://www.essex-fire.gov.uk/documents/Fire_Authority_Budget/

The Authority has considered options for the future in the context of a decrease in the number of incidents of 45% since 2004/05 and further planned reductions in central government funding of **£8m** by 2020.

Members of the Fire Authority considered these options at a meeting on 8 June 2016 and agreed future service changes that will now form the basis of the direction of the Service up to 2020. These service changes were incorporated into a revised medium term efficiency plan and approved by the Fire Authority on 7th September 2016.

13 Risks and uncertainties

The manner in which the Authority manages its response to various risks is part of a continuum of risk management that takes into account the National Security Strategy, the National Risk Register, the Essex Resilience Forum Community Risk Register, and finally the organisational strategic and operational risk registers.

Managing risk and business continuity arrangements are a key aspect of the Authority's governance arrangements. As a category 1 responder under the Civil Contingencies Act 2004, the Authority, is required to have in place business continuity arrangements to ensure that continuity of service can be provided for foreseeable events that may impact upon the delivery of services.

These arrangements are regularly reviewed within the Service with outcomes reported to the Authority annually to offer assurance on the internal arrangements within the Service to manage risk and maintain service delivery.

14 Environmental matters

As a Fire and Rescue Service we are here to protect and save life, property and the environment. In support of this aim we recognise that in the provision of our services we have an impact on the environment both locally and globally. Therefore we are committed to reducing our environmental impact on Essex and working towards sustainable development in our operations.

The Authority's carbon management plan is available to view at: <http://www.essex-fire.gov.uk/Media/Sustainability/>

15 Employees

As at 31 March 2017 the Authority employs 1,392 people comprising 621 wholetime and 482 retained firefighters, 33 control staff and 256 support staff. We aim to ensure that our employment policies reflect best practice.

Following a number of incidents, some serious, and ongoing protracted industrial disputes the Authority decided to take decisive action and approached Irene Lucas CBE to carry out a formal inquiry into the Service culture. As a result the Independent Cultural Review of Essex County Fire and Rescue Service was published and shared with Authority Members on 2 September 2015. Progress against the recommendations made in the Lucas review has been monitored by members.

The latest update is available at:

<http://cmis.essexcc.gov.uk/EssexCMIS5/Document.ashx?czJKcaeAi5tUFL1DTL2UE4zNRBcoShgo=UX6hHkWazNudg3kmej7cheb42H2%2f4sKsvsYW2rUBgxHjffOFW%2fnCQQ%3d%3d&rUzwRPf%2bZ3zd4E7lkn8Lyw%3d%3d=pwRE6AGJFLDNlh225F5QMaQWCtPHwdhUfCZ%2fLUQzgA2uL5jNRG4jdQ%3d%3d&mCTIbCubSFfXsDGW9lXnlq%3d%3d=hFfIUdN3100%3d&kCx1AnS9%2fpWZQ40DXFvdEw%3d%3d=hFfIUdN3100%3d&uJovDxwdjMPoYv%2bAJvYtyA%3d%3d=ctNJFf55vVA%3d&FgPIIEJYlotS%2bYGoBi5olA%3d%3d=NHdURQburHA%3d&d9Qjj0ag1Pd993jsyOJqFvmyB7X0CSQK=ctNJFf55vVA%3d&WGewmoAfeNR9xqBux0r1Q8Za60lavYmz=ctNJFf55vVA%3d&WGewmoAfeNQ16B2MHuCPMRKZMwaG1PaO=ctNJFf55vVA%3d>

16 Key performance indicators

The Authority actively manages against key corporate objectives, such as changing crewing arrangements to achieve greater efficiency and against key performance indicators including rate of fires, hoax calls attended, appliance availability and mobilising times. Performance for 2015/16 was reported to the Fire Authority in June 2016 and papers are available at:

<http://cmis.essexcc.gov.uk/essexcmis5/CalendarofMeetings/tabid/73/ctl/ViewMeetingPublic/mid/410/Meeting/3298/Committee/73/SelectedTab/Documents/Default.aspx>

17 Reporting cycle

Budget review papers comparing actual spend against budget for both capital and revenue expenditure are prepared on a monthly basis for both management and members. These reports are reviewed at meetings of both the Audit, Governance and Review Committee and the Policy and Strategy Committee. These papers are published with the papers for each meeting and are available at:

<http://cmis.essexcc.gov.uk/essexcmis5/CalendarofMeetings.aspx>

18 Significant interests held by members and senior officers

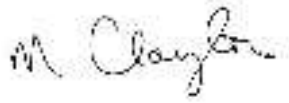
The Clerk and Monitoring Officer is responsible for maintaining the Register of Members' Interests in accordance with the provisions of the Localism Act 2011 and the Authority's Code of Conduct. This is available for inspection as required by the Act from: The Clerk and Monitoring Officer, Shirley Jarlett, Essex Legal Services, Tel: 03330 139715, e-mail: shirley.jarlett@essex.gov.uk.

19 Glossary

A glossary of accounting terms is provided on pages 63 to 70 to assist the reader.

20 Further information

Further information about the Authority's accounts is available from the Finance Director & Treasurer to the Fire Authority, Essex Fire Headquarters, Kelvedon Park, CM8 3HB (by telephone (01376) 576000 or by E-mail mike.clayton@essex-fire.gov.uk).

A handwritten signature in black ink, appearing to read 'M Clayton', is positioned above the typed name.

Mike Clayton
Finance Director and Treasurer to the Fire Authority
31 May 2017.

STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

The Authority's responsibilities

The Authority is required to:

- Make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this Authority, that officer is the Finance Director and Treasurer.
- Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets.
- Approve the Statement of Accounts.

The Finance Director and Treasurer's responsibilities

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

In preparing this Statement of Accounts, the Finance Director and Treasurer has:

- Selected suitable accounting policies and applied them consistently
- Made judgements and estimates that are reasonable and prudent.
- Complied with the local authority Code.

The Finance Director and Treasurer has also:

- Kept proper accounting records which were up to date.
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

The Finance Director & Treasurer's certificate

I certify that the Statement of Accounts has been prepared in accordance with the CIPFA/LASAAC Code and present a true and fair view of the financial position of the Authority at 31 March 2017 and its income and expenditure for the year ended 31 March 2017.



Mike Clayton
Finance Director and Treasurer to the Fire Authority
31 May 2017

GOVERNANCE STATEMENT

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ESSEX FIRE AUTHORITY

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STATEMENT OF ACCOUNTING POLICIES

1 General

The Statement of Accounts summarises the Authority's transactions for the 2016/17 financial year and its position at the year-end of 31 March 2017. The Authority is required to prepare an annual Statement of Accounts in accordance with proper accounting practices by the Accounts and Audit Regulations 2015. These practices primarily comprise the Code of

Practice on Local Authority Accounting in the United Kingdom 2016/17, supported by International Financial Reporting Standards.

The accounting convention adopted in the Statement of Accounts is principally historical cost, modified by the revaluation of certain categories of non-current assets and financial instruments.

2 Exceptional items

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

3 Prior period adjustments, changes in accounting policies and estimates and errors

Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, i.e., in the current and future years affected by the change and do not give rise to a prior period adjustment.

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Authority's financial position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

4 Charges to revenue for non-current assets

Services, support services and trading accounts are debited with the following amounts to record the cost of holding fixed assets during the year.

- depreciation attributable to the assets used by the relevant service
- revaluation and impairment losses on assets used by the service where there are no accumulated gains in the Revaluation Reserve against which the losses can be written off
- amortisation of intangible fixed assets attributable to the service.

The Authority is not required to raise council tax to fund depreciation, revaluation and impairment losses or amortisations. The Authority will, however, use capital receipts and/or make a contribution from revenue towards the reduction in its overall borrowing requirement equal to an amount calculated in accordance with statutory guidance. Depreciation, revaluation and impairment losses and amortisations are therefore replaced by the contribution to capital financing in the General Fund Balance, by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

5 Events after the balance sheet date

Events after the balance sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events
- those that are indicative of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect. Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

6 Accruals of income and expenditure

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received. In particular:

- Revenue from the sale of goods is recognised when the Authority transfers the significant risks and rewards of ownership to the purchaser and it is probable that economic benefits or service potential associated with the transaction will flow to the Authority.
- Revenue from the provision of services is recognised when the Authority can measure reliably the percentage of completion of the transaction and it is probable that economic benefits or service potential associated with the transaction will flow to the Authority.
- Supplies are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as inventories on the Balance Sheet.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
- Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

7 Provisions and contingent liabilities

7.1 Provisions

Provisions are made where an event has taken place that gives the Authority a legal or constructive obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. For instance, the Authority may be involved in a court case that could eventually result in the making of a settlement or the payment of compensation.

Provisions are charged as an expense to the appropriate service line in the Comprehensive Income and Expenditure Statement in the year that the authority becomes aware of the

obligation, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet. Estimated settlements are reviewed at the end of each financial year – where it becomes less than probable that a transfer of economic benefits will now be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the relevant service.

Where some or all of the payment required to settle a provision is expected to be recovered from another party (eg from an insurance claim), this is only recognised as income for the relevant service if it is virtually certain that reimbursement will be received if the authority settles the obligation.

7.2 Contingent liabilities

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

8 Reserves

The Authority sets aside specific amounts as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the General Fund Balance in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged to the appropriate service in that year to score against the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement. The reserve is then appropriated back into the General Fund Balance in the Movement in Reserves Statement so that there is no net charge against council tax for the expenditure.

Certain reserves are kept to manage the accounting processes for non-current assets, financial instruments, retirement and employee benefits and do not represent usable resources for the Authority – these reserves are explained in the relevant notes.

9 Overheads and support services

The costs of overheads and support services are charged to those that benefit from the supply or service in accordance with the costing principles of the CIPFA Service Reporting Code of Practice 2016/17. The total absorption costing principle is used – the full cost of overheads and support services are shared between users in proportion to the benefits received, with the exception of:

- Corporate and Democratic Core – costs relating to the Authority's status as a multi-functional, democratic organisation.
- Non Distributed Costs – the cost of discretionary benefits awarded to employees retiring early and impairment losses chargeable on Assets Held for Sale.

These two cost categories are defined in the code of practice and accounted for as separate headings in the Comprehensive Income and Expenditure Statement, as part of Net Expenditure on Continuing Services.

10 Cash and Cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are investments that mature in three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Cash Flow Statement, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Authority's cash management.

11 Property Plant and Equipment

Assets that have physical substance and are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes and that are expected to be used during more than one financial year are classified as Property, Plant and Equipment.

11.1 Recognition

Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis, provided that it is probable that the future economic benefits or service potential associated with the item will flow to the Authority and the cost of the item can be measured reliably. Expenditure that maintains but does not add to an asset's potential to deliver future economic benefits or service potential (i.e., repairs and maintenance) is charged as an expense when it is incurred.

The Authority operates a de-minimis limit below which items are charged to revenue rather than capital on the grounds of materiality. The limit for individual assets is **£10,000** with the exception of motor vehicles where the limit is **£7,500**. There is no de-minimis limit for land purchases.

11.2 Measurement

Assets are initially measured at cost, comprising:

- the purchase price;
- any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management; and
- the initial estimate of the costs of dismantling and removing the item and restoring the site on which it is located.

The Authority does not capitalise borrowing costs incurred whilst assets are under construction. The cost of assets acquired other than by purchase is deemed to be its fair value, unless the acquisition does not have commercial substance (i.e., it will not lead to a variation in the cash flows of the Authority). In the latter case, where an asset is acquired via an exchange, the cost of the acquisition is the carrying amount of the asset given up by the Authority.

Donated assets are measured initially at fair value. The difference between fair value and any consideration paid is credited to the Taxation and Non-Specific Grant Income line of the Comprehensive Income and Expenditure Statement, unless the donation has been made conditionally. Until conditions are satisfied, the gain is held in the Donated Assets Account.

Where gains are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund Balance to the Capital Adjustment Account in the Movement in Reserves Statement. Assets are then carried in the Balance Sheet using the following measurement bases:

- infrastructure, community assets and assets under construction – depreciated historical cost;
- dwellings – fair value, determined using the basis of existing use value for social housing; and
- all other assets – fair value, determined as the amount that would be paid for the asset in its existing use

Where there is no market-based evidence of fair value because of the specialist nature of an asset, depreciated replacement cost is used as an estimate of fair value. Where non-property assets that have short useful lives or low values (or both), depreciated historical cost basis is used as a proxy for fair value. Assets included in the Balance Sheet at fair value are revalued sufficiently regularly to ensure that their carrying amount is not materially different from their fair value at the year-end, but as a minimum every five years. Increases in valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains.

Where decreases in value are identified, they are accounted for as set out below:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains);
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

The Revaluation Reserve contains revaluation gains recognised since 1 April 2007 only, the date of its formal implementation. Gains arising before that date have been consolidated into the Capital Adjustment Account.

11.3 Impairment

Assets are assessed at each year-end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall. Where impairment losses are identified, they are accounted for as follows:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains); or
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement;

Where an impairment loss is reversed subsequently, the reversal is credited to the relevant service line(s) in the Comprehensive Income and Expenditure Statement, up to the amount of the original loss, adjusted for depreciation that would have been charged if the loss had not been recognised.

11.4 Depreciation

Depreciation is provided for on all Property, Plant and Equipment assets by the systematic allocation of their depreciable amounts over their useful lives. An exception is made for assets without a determinable finite useful life (i.e., freehold land and certain Community Assets) and assets that are not yet available for use (i.e., assets under construction).

Depreciation is calculated on the following bases:

- dwellings and other buildings – straight-line allocation over the useful life of the property as estimated by the valuer;
- vehicles, plant and equipment – a percentage of the value of each class of assets in the Balance Sheet, as advised by a suitably qualified officer; and
- infrastructure – straight-line allocation over 25 years.

A full year's depreciation is charged in the year of acquisition of an asset and no depreciation is charged in the year of disposal. Where an item of Property, Plant and Equipment asset has major components whose cost is significant in relation to the total cost of the item, the components are depreciated separately.

Revaluation gains are also depreciated, with an amount equal to the difference between current value depreciation charged on assets and the depreciation that would have been chargeable based on their historical cost being transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

11.5 Statutory charge for capital financing

In the year of acquisition of an asset a full year's statutory charge for capital financing is made. In the year of disposal of an asset there is no statutory charge for capital financing. This is in line with our depreciation policy.

11.6 Disposals and Non-Current Assets Held for Sale

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an Asset Held for Sale. The asset is revalued immediately before reclassification and then carried at the lower of this amount and fair value less costs to sell. Where there is a subsequent decrease to fair value less costs to sell, the loss is posted to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Gains in fair value are recognised only up to the amount of any previous losses recognised in the Surplus or Deficit on Provision of Services. Depreciation is not charged on Assets Held for Sale.

If assets no longer meet the criteria to be classified as Assets Held for Sale, they are reclassified back to non-current assets and valued at the lower of their carrying amount before they were classified as held for sale; adjusted for depreciation, amortisation or revaluations that would have been recognised had they not been classified as Held for Sale, and their recoverable amount at the date of the decision not to sell. Assets that are to be abandoned or scrapped are not reclassified as Assets Held for Sale.

When an asset is disposed of or decommissioned, the carrying amount of the asset in the Balance Sheet (whether Property, Plant and Equipment or Assets Held for Sale) is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of

disposal). Any revaluation gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account.

Amounts received for a disposal in excess of £10,000 are categorised as capital receipts. Amounts are appropriated to the Capital Receipts Reserve from the General Fund Balance in the Movement in Reserves Statement.

12 Operating Leases

Rentals paid under operating leases are charged to the Comprehensive Income and Expenditure Statement as an expense of the services benefitting from use of the leased property, plant or equipment. Charges are made on a straight-line basis over the life of the lease, even if this does not match the pattern of payments (e.g., there is a rent-free period at the commencement of the lease)

13 Inventories and Long Term Contracts

Inventories are included in the Balance Sheet at the lower of cost and net realisable value. The cost of inventories is assigned using the first in first out costing formula.

Stock values are reduced by provisions for redundant and slow moving stocks.

14 Government Grants and Contributions

Whether paid on account, by instalments or in arrears, government grants and third party contributions and donations are recognised as due to the Authority when there is reasonable assurance that:

- the Authority will comply with the conditions attached to the payments, and
- the grants or contributions will be received.

Amounts recognised as due to the Authority are not credited to the Comprehensive Income and Expenditure Account until conditions attached to the grant or contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential embodied in the asset acquired using the grant or contribution are required to be consumed by the recipient as specified, or future economic benefits or service potential must be returned to the transferor.

Monies advanced as grants and contributions for which conditions have not been satisfied are carried in the Balance Sheet as creditors. When conditions are satisfied, the grant or contribution is credited to the relevant service line (attributable revenue grants and contributions) or Taxation and Non-Specific Grant Income (non-ring-fenced revenue grants and all capital grants) in the Comprehensive Income and Expenditure Statement. Where capital grants are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund Balance in the Movement in Reserves Statement. Where the grant has yet to be used to finance capital expenditure, it is posted to the Capital Grants Unapplied reserve. Where it has been applied, it is posted to the Capital Adjustment Account. Amounts in the Capital Grants Unapplied reserve are transferred to the Capital Adjustment Account once they have been applied to fund capital expenditure.

15 Employee Benefits

15.1 Benefits Payable During Employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave and paid sick leave, bonuses and non-monetary benefits (e.g. cars) for current employees and are recognised as an expense for services in the year in which employees render service to the Authority. An accrual is made for the cost of holiday entitlements earned by employees but not taken before the year-end which employees can carry forward into the next financial year. The accrual is made at the wage and salary rates applicable in the following accounting year, being the period in which the employee takes the benefit. The accrual is charged to Surplus or Deficit on the Provision of Services, but then reversed out through the Movement in Reserves Statement so that for taxation purposes holiday benefits are charged to revenue in the financial year in which the holiday absence occurs.

15.2 Termination benefits

Termination benefits are amounts payable as a result of a decision by the Authority to terminate an officer's employment before the normal retirement date and are charged on an accruals basis to the Non Distributed Costs line in the Comprehensive Income and Expenditure Statement when the Authority is demonstrably committed to the termination of the employment of an officer or group of officers or making an offer to encourage voluntary redundancy.

Where termination benefits involve the enhancement of pensions, statutory provisions require the General Fund balance to be charged with the amount payable by the Authority to the pension fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the Pensions Reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

15.3 Post-employment benefits

The Authority participates in three different pension schemes:

15.4 Local Government Pension Scheme

Employees, other than firefighters, subject to certain qualifying criteria, are eligible to join the Local Government Pension Scheme (LGPS), which is administered by Essex County Council.

The LGPS is accounted for as a defined benefits scheme

- The liabilities of the LGPS pension fund attributable to the Authority are included in the Balance Sheet on an actuarial basis using the projected unit method – i.e. an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc, and projections of projected earnings for current employees.
- Liabilities are discounted to their value at current prices, using a discount rate based on the indicative rate of return on high quality corporate bond.

The assets of the LGPS pension fund attributable to the Authority are included in the Balance Sheet at their fair value:

- quoted securities – current bid price
- unquoted securities – professional estimate
- unitised securities – current bid price
- property – market value.

The movement on the pensions asset/liability is analysed into the following constituents:

Service cost - Current service cost – the increase in the present value of a defined benefit obligation (liabilities) resulting from employee service in the current period.

Net interest on the defined benefit liability (asset) – the change during the period in the net defined benefit liability (asset) that arises from the passage of time.

Remeasurements of the net defined benefit liability (asset) comprising:

- Actuarial gains and losses – changes in the present value of the defined benefit obligation resulting from : a) experience adjustments (the effects of differences between the previous actuarial assumptions and what has actually occurred) and b) the effects of changes in actuarial assumptions.
- The return on plan assets, excluding amounts included in net interest on the net defined benefit liability (asset).

Contributions by scheme participants – the increase in scheme liabilities and assets due to payments made into the scheme by employees (where increased contribution increases pensions due to the employee in the future).

Contributions by the employer – the increase in scheme assets due to payments made into the scheme by the employer.

Benefits paid – payments to discharge liabilities directly to pensioners.

In relation to retirement benefits, statutory provisions require the General Fund balance to be charged with the amount payable by the Authority to the pension fund or directly to pensioners in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end. The negative balance that arises on the Pensions Reserve thereby measures the beneficial impact to the General Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

The Authority also has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff are accrued in the year of the decision to make the award and accounted for using the same policies as are applied to the Local Government Pension Scheme.

15.5 Firefighters' pension schemes

There are three unfunded defined benefits schemes, originally established by the Fire Brigade Pensions Act 1925, to provide pensions for all whole-time members of the Fire and Rescue

Service. The main scheme details date from 1992 with a revised scheme in 2006 and a new scheme introduced from 1 April 2015.

Pensions and benefits due are paid by the Authority. The cost of pensions and benefits paid in the year, less the contributions received from firefighters and the employer's contribution from the Authority are included within the Pension Fund Account. Changes in the asset liabilities are accounted for in the same way as the LGPS.

15.6 Retained firefighters' pension scheme

A stakeholder pension scheme for retained firefighters was established in January 1999. This is a defined contribution scheme arranged between the retained firefighters and the pension company (Scottish Widows Fund and Life Assurance Society) and is administered by Woodgate and Associates.

The Fire Authority's involvement is limited to informing all eligible personnel of the availability of the scheme and paying the agreed employer's subsidy. The Authority has no responsibility for the level of payment of pensions.

During 2015/16 a new modified pension scheme was introduced for retained firefighters.

16 Financial Instruments

16.1 Financial Liabilities

Financial liabilities are recognised on the Balance Sheet when the Authority becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value and are carried at their amortised cost. Annual charges to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest payable are based on the carrying amount of the liability, multiplied by the effective rate of interest for the instrument. The effective interest rate is the rate that exactly discounts estimated future cash payments over the life of the instrument to the amount at which it was originally recognised.

For most of the borrowings that the Authority has, this means that the amount presented in the Balance Sheet is the outstanding principal repayable (plus accrued interest); and interest charged to the Comprehensive Income and Expenditure Statement is the amount payable for the year according to the loan agreement.

16.2 Financial Assets

Financial assets are classified into two types:

- loans and receivables – assets that have fixed or determinable payments but are not quoted in an active market; and
- available-for-sale assets – assets that have a quoted market price and/or do not have fixed or determinable payments.

16.3 Loans and Receivables

Loans and receivables are recognised on the Balance Sheet when the Authority becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value. They are subsequently measured at their amortised cost. Annual credits to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest receivable are based on the carrying amount of the asset

multiplied by the effective rate of interest for the instrument. For most of the loans that the Authority has made, this means that the amount presented in the Balance Sheet is the outstanding principal receivable (plus accrued interest) and interest credited to the Comprehensive Income and Expenditure Statement is the amount receivable for the year in the loan agreement.

Where assets are identified as impaired because of a likelihood arising from a past event that payments due under the contract will not be made, the asset is written down and a charge made to the relevant service (for receivables specific to that service) or the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. The impairment loss is measured as the difference between the carrying amount and the present value of the revised future cash flows discounted at the asset's original effective interest rate.

Any gains and losses that arise on the de-recognition of an asset are credited or debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.

16.4 Available for sale assets

Available-for-sale assets are recognised on the Balance Sheet when the Authority becomes a party to the contractual provisions of a financial instrument and are initially measured and carried at fair value. Where the asset has fixed or determinable payments, annual credits to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest receivable are based on the amortised cost of the asset multiplied by the effective rate of interest for the instrument. Where there are no fixed or determinable payments, income (eg, dividends) is credited to the Comprehensive Income and Expenditure Statement when it becomes receivable by the Authority.

Assets are maintained in the Balance Sheet at fair value. Values are based on the following principles:

- instruments with quoted market prices – the market price
- other instruments with fixed and determinable payments – discounted cash flow analysis
- equity shares with no quoted market prices – independent appraisal of company valuations.

Changes in fair value are balanced by an entry in the Available-for-Sale Reserve and the gain/loss is recognised in the Surplus or Deficit on Revaluation of Available-for-Sale Financial Assets. The exception is where impairment losses have been incurred – these are debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement, along with any net gain or loss for the asset accumulated in the Available-for-Sale Reserve. Where assets are identified as impaired because of a likelihood arising from a past event that payments due under the contract will not be made (fixed or determinable payments) or fair value falls below cost, the asset is written down and a charge made to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. If the asset has fixed or determinable payments, the impairment loss is measured as the difference between the carrying amount and the present value of the revised future cash flows discounted at the asset's original effective interest rate. Otherwise, the impairment loss is measured as any shortfall of fair value against the acquisition cost of the instrument (net of any principal repayment and amortisation). Any gains and losses that arise on the de-recognition of the asset are credited or debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement, along with any accumulated gains or losses previously recognised in

the Available-for-Sale Reserve. Where fair value cannot be measured reliably, the instrument is carried at cost (less any impairment losses).

17 Value added tax (VAT)

VAT payable is included as an expense only to the extent that it is not recoverable from Her Majesty's Revenue and Customs. VAT receivable is excluded from income.

ACCOUNTING STATEMENTS

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

AS AT 31 MARCH 2017

2015/16 Net £000 Restated		2016/17 Net £000
	Expenditure	
32,935	Firefighters	30,560
5,500	Firefighters - Retained Duty System	5,612
1,277	Control staff	1,272
11,188	Support staff	12,474
50,900	Total Employment Costs	49,918
2,932	Support costs	4,590
14,848	Premises & Equipment	13,907
2,170	Other costs & services	(874)
2,102	Ill health pension costs	2,201
3,610	Statutory provision for Capital Financing	3,623
(3,360)	Financing items	(3,442)
165	Contribution to/(from) Reserves	-
22,467	Total Other Costs	20,005
73,367	Gross Expenditure	69,923
	Income	
(4,860)	Operational Income	(3,918)
68,507	Provision of Fire Services	66,005
(14)	(Gain) or loss on Disposal of Fixed Assets	(147)
18	Pension administration costs	16
	Financing and Investment Income and Expenditure	
1,492	Interest payable on debt	1,325
23,040	Net interest on the net defined benefit liability (asset)	24,612
(98)	Investment interest income	(75)
	Taxation and Non-Specific Grant Income	
(16,303)	Revenue Support Grant	(14,234)
(15,053)	National Non-Domestic Rates	(15,369)
(40,364)	Council Tax & NDR deficit	(41,712)
21,225	(Surplus) or Deficit on Provision of Services	20,421
(7,969)	(Surplus) or deficit on revaluation of non current assets	(3,609)
(37,312)	Remeasurements of the net defined benefit liability (asset)	149,913
(45,281)	Other Comprehensive Income and Expenditure	146,304
(24,056)	Total Comprehensive Income and Expenditure	166,725

MOVEMENT IN RESERVES STATEMENT

	General Fund Balance	Earmarked General Fund Reserves	Capital Grants Unapplied	Capital Receipts Reserve	Total Usable Reserves	Total Unusable Reserves	Total Reserves of the Authority
	£000	£000	£000	£000	£000	£000	£000
Balance at 31 March 2016	6,859	5,354	-	-	12,213	(614,260)	(602,047)
Movement in reserves during the year							
Total Comprehensive Income & Expenditure	(20,421)	-	-	-	(20,421)	(146,304)	(166,725)
Adjustments from income and expenditure charged under the accounting basis to the funding basis (Note 8)	20,421	-	-	7,025	27,446	(27,446)	-
Transfers to or (from) earmarked reserves	(105)	105	-	-	-	-	-
Increase (Decrease) in Year	(105)	105	-	7,025	7,025	(173,750)	(166,725)
Balance at 31 March 2017	6,754	5,459	-	7,025	19,238	(788,010)	(768,772)

	General Fund Balance	Earmarked General Fund Reserves	Capital Grants Unapplied	Capital Receipts Reserve	Total Usable Reserves	Total Unusable Reserves	Total Reserves of the Authority
	£000	£000	£000	£000	£000	£000	£000
Balance at 31 March 2015	3,742	7,843	-	2,020	13,605	(639,708)	(626,103)
Movement in reserves during the year							
Total Comprehensive Income & Expenditure	(21,225)	-	-	-	(21,225)	45,281	24,056
Adjustments from income and expenditure charged under the accounting basis to the funding basis (Note 8)	21,853	-	-	(2,020)	19,833	(19,833)	-
Transfers to or (from) earmarked reserves	2,489	(2,489)	-	-	-	-	-
Increase (Decrease) in Year	3,117	(2,489)	-	(2,020)	(1,392)	25,448	24,056
Balance at 31 March 2016	6,859	5,354	-	-	12,213	(614,260)	(602,047)

BALANCE SHEET

AS AT 31 MARCH 2017

31 March 2016 £000		Notes	31 March 2017 £000
	Property, Plant & Equipment	10	
97,471	Land and Buildings		101,205
12,640	Vehicles, plant and equipment		13,556
1,101	Fixed assets under construction		1,053
(2,105)	Surplus Assets		-
168	Long Term Investments	32	168
109,275	Long Term Assets		115,982
595	Inventories	13	584
6,834	Short Term Debtors	14	11,063
16,189	Cash and Cash Equivalents	15	17,210
8,426	Assets held for sale	16	-
32,044	Current Assets		28,857
(1,763)	Short Term Borrowing		(258)
(19,965)	Short Term Creditors	17	(19,064)
(292)	Grants Receipts in advance	18	(1,482)
(22,020)	Current Liabilities		(20,804)
(28,000)	Long Term Borrowing	12	(28,000)
(1,256)	Provisions	19	(848)
(692,090)	Other Long Term Liabilities	31	(863,959)
(721,346)	Long Term Liabilities		(892,807)
(602,047)	Net Liabilities		(768,772)
	Usable Reserves		
6,859	General Fund		6,754
5,354	Earmarked General Fund Reserves		5,459
-	Capital Grants Unapplied		-
-	Capital Receipts Reserve		7,025
12,213	Usable reserves	20	19,238
	Unusable Reserves		
18,408	Revaluation Reserve		15,616
60,120	Capital Adjustment Account		61,025
(487)	Holiday Pay Account		(487)
(211)	Collection Fund Adjustment Account		(205)
(692,090)	Pension Reserve		(863,959)
(614,260)	Unusable Reserves	21	(788,010)
(602,047)	Total Reserves		(768,772)

CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2017

2015/16 £000	Note	2016/17 £000
21,225	Net (surplus) or deficit on the provision of services	20,421
(21,937)	22 Adjustment to surplus or deficit on the provision of services for non-cash movements	(19,475)
(14)	Adjustment for items included in the net surplus or deficit on the provision of services that are investing and financing activities	(8,604)
(726)	Proceeds from the sale of assets	(7,658)
	Net cash flows from operating activities	
6,094	Net cash outflows from investing activities	5,137
	Purchase of assets	
4,000	Net cash outflows from financing activities	1,500
9,368	Net (increase)/decrease in cash and cash equivalents	(1,021)
(25,557)	Cash and cash equivalents at the beginning of the reporting period	(16,189)
(16,189)	Cash and cash equivalents at the end of the reporting period	(17,210)

NOTES TO THE ACCOUNTS

The notes provided in the following pages are intended to aid interpretation of the financial statements set out on pages 29 to 32 and provide further information upon the financial performance of the Authority during 2016/17.

1 Expenditure and Funding Analysis

This statement shows how annual expenditure is used and funded from resources (government grants, rents, council tax and business rates) by local authorities in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2015/16				2016/17			
Net Expenditure chargeable to the General Fund	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement		Net Expenditure chargeable to the General Fund	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement	
£000	£000	£000		£000	£000	£000	
65,414	3,093	68,507	Provision of Fire Services	63,764	2,241	66,005	
(66,042)	18,760	(47,282)	Other Income and Expenditure	(63,764)	18,180	(45,584)	
(628)	21,853	21,225	(Surplus)/Deficit on Provision of Services	0	20,421	20,421	
(11,585)			Opening General Fund Reserves	(12,213)			
(628)			Less/Plus Surplus or (Deficit) on General Fund in Year	0			
(12,213)			Closing General Fund Reserves	(12,213)			

1.1 Note to the Expenditure and Funding Analysis

The tables below provides analysis of the Adjustments between Funding and Accounting Basis for 2016/17 and 2015/16 respectively.

Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes	Net change for Pensions adjustments	Other differences	Total Adjustments
2016/17	£000	£000	£000	£000
Provision of Fire Services	2,241	-	-	2,241
Other Income and Expenditure from the Funding Analysis	(3,770)	21,956	(6)	18,180
Difference between General Fund surplus or deficit and Comprehensive Income and Expenditure Statement surplus or deficit	(1,529)	21,956	(6)	20,421

Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes	Net change for Pensions adjustments	Other differences	Total Adjustments
2015/16	£000	£000	£000	£000
Provision of Fire Services	3,256	-	(163)	3,093
Other Income and Expenditure from the Funding Analysis	(3,624)	22,397	(13)	18,760
Difference between General Fund surplus or deficit and Comprehensive Income and Expenditure Statement surplus or deficit	(368)	22,397	(176)	21,853

2 Significant accounting policies

The Authority's Accounting Policies are set out in the previous section.

3 Accounting standards that have been issued but not adopted

Under The Code of Practice on Local Authority Accounting disclosure of the impact of accounting standards issued but not yet adopted is required. Following a review of the relevant standards it has been determined that there would be no material changes to the accounts if these were to have been adopted. The relevant standards are:

- Amendments to IAS 19 Employee Benefits
- Annual Improvements to IFRSs 2010 – 2012 cycle
- Amendment to IFRS 11 Joint Arrangements
- Amendment to IAS 16 Property, Plant and Equipment and IAS 38 Intangible Assets
- Annual Improvements to IFRSs 2012 – 2014 cycle
- Amendment to IAS 1 Presentation of Financial Statements
- The changes to the format of the Comprehensive Income and Expenditure Statement, the Movement in Reserves Statement and the introduction of the new Expenditure and Funding Analysis
- The changes to the format of the Pension Fund Account and the Net Assets Statement

4 Critical judgements in applying accounting policies

The most significant critical judgement made in the statement of accounts is concerning the impact of the uncertainty about future levels of funding for the Authority. The Authority has made service changes that are sufficient to enable the budget to be balanced in 2015/16. The Authority has no reason to believe that the assets of the Authority might be impaired as a result of a need to close facilities and reduce levels of service provision in future years.

The Authority has also made judgements in the apportionment of costs across the Service headings contained within the Comprehensive Income and Expenditure Statement.

Property, plant and equipment assets included in the Balance Sheet at fair value are revalued sufficiently regularly to ensure that their carrying amount is not materially different from their fair value at year end but, as a minimum, at least once every five years. At each year end, a review is undertaken by the Authority's valuer to determine whether the carrying amount of these assets is consistent with their fair value. A full revaluation was carried out as at 31 March 2015.

5 Events after the Balance Sheet date

The statement of accounts was authorised for issue by the Finance Director & Treasurer on 31 May 2017. Events after 31 May 2017 have not been considered.

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

The statement of accounts contains estimated figures that are based on assumptions made by the Authority about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

The items in the Balance Sheet at 31 March 2017 for which there is a risk of material adjustment in the forthcoming financial year are as follows:

Item	Uncertainties	Effect if actual results differ from assumptions
Property, Plant and Equipment	Assets are depreciated over useful lives that are dependent on assumptions about the level of repairs and maintenance that will be incurred for each asset. The current economic climate makes it uncertain that the Authority will be able to sustain its current spending on repairs and maintenance, bringing into doubt the useful lives assigned to assets.	If the useful economic life (UEL) of assets is reduced, depreciation will increase and the carrying value of assets will decrease. It is estimated that the annual depreciation charge for buildings would increase by £56k for every year that useful lives had to be reduced.
Pensions Liability	Estimation of the net pension liability to pay pensions depends on a number of complex actuarial assumptions/judgements relating to the discount rate used, salary increases, changes in retirement ages, mortality rates and expected return on assets. A firm of consulting actuaries is engaged to provide the Authority with expert advice about the assumptions to be applied.	The carrying value of the pension liability as at 31 March 2017 is £911,489k. The effect on the net pensions' liability as a result of changes in individual assumptions is detailed within note 31.5.
Provisions	The Authority has made provision for potential claims for past events that may result in a transfer of economic benefits. The provisions provide for cover against possible employee, NDR and outstanding motor insurance payments.	The current carrying value of provisions as at 31 March 2017 is £848k. If provisions were overstated by 10% the provision would reduce by £85k.

7 Material items of income and expenditure

In May 2016 the sale of the former headquarters site, Hutton, was completed at a sale price of £8.5m.

During the year the Authority incurred redundancy and early retirement costs of **£2.9m**. These charges are mainly to support the initial cost of organisational change as the Authority adapts to meet the challenging future.

8 Adjustments between accounting basis and funding basis under regulations

This note details the adjustments that are made to the total comprehensive income and expenditure recognised by the Authority in the year in accordance with proper accounting practice to the resources that are specified by statutory provisions as being available to the Authority to meet future capital and revenue expenditure.

2016/17	Usable Reserves				Movement in Unusable Reserves
	General Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied	Emergency Planning Reserve	
	£000	£000	£000	£000	£000
Adjustments to the Revenue Resources					
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:					
Pension costs (transferred to (or from) the Pensions Reserve)	21,956	-	-	-	(21,956)
Council tax and NDR (transfers to or from Collection Fund)	(6)	-	-	-	6
Holiday pay (transferred to the Accumulated Absences Reserve)	-	-	-	-	-
Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account)	2,241	-	-	-	(2,241)
Total Adjustment to Revenue Resources	24,191	-	-	-	(24,191)
Adjustments between Revenue and Capital Resources					
Transfer of non-current asset sale proceeds from revenue to the Capital Receipts Reserve	(147)	7,025	-	-	(6,878)
Statutory provision for the repayment of debt (transfer from the Capital Adjustment Account)	(3,623)	-	-	-	3,623
Total Adjustments between Revenue and Capital Resources	(3,770)	7,025	-	-	(3,255)
Total Adjustments	20,421	7,025	-	-	(27,446)

Adjustments between accounting basis and funding basis under regulations

2015/16 Comparative figures	Usable Reserves				Movement in Unusable Reserves £000
	General Fund Balance £000	Capital Receipts Reserve £000	Capital Grants Unapplied £000	Emergency Planning Reserve £000	
Adjustments to the Revenue Resources Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements: Pension costs (transferred to (or from) the Pensions Reserve) Council tax and NDR (transfers to or from Collection Fund) Holiday pay (transferred to the Accumulated Absences Reserve) Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account)	22,397 3,256	- -	- -	- -	(22,397) (3,256)
Total Adjustment to Revenue Resources	25,477	-	-	-	(25,477)
Adjustments between Revenue and Capital Resources Transfer of non-current asset sale proceeds from revenue to the Capital Receipts Reserve Statutory provision for the repayment of debt (transfer from the Capital Adjustment Account)	(14) (3,610)	(2,020) -	- -	- -	2,034 3,610
Total Adjustments between Revenue and Capital Resources	(3,624)	(2,020)	-	-	5,644
Total Adjustments	21,853	(2,020)	-	-	(19,833)

9 Transfers to/from earmarked reserves

This note sets out the amounts set aside from the General Fund in earmarked reserves to provide financing for future expenditure plans.

2016/17	Balance at 1 April	Provisions made in year	Transfer to General Fund	Balance at 31 March
Earmarked General Fund Reserves:	£000	£000	£000	£000
Emergency Planning Reserve	428	9	-	437
Retained Pay Reserve	600	-	-	600
Spend to Save Reserve	976	-	(44)	932
Taxbase and Collection Account Reserve	200	-	-	200
National Non-Domestic Rates Collection Reserve	200	-	-	200
Infrastructure Reserve	2,400	-	-	2,400
Rolling Budgets Reserve	-	140	-	140
Business Continuity Reserve	300	-	-	300
Risk Protection	250	-	-	250
Total	5,354	149	(44)	5,459

2015/16	Balance at 1 April	Provisions made in year	Transfer to General Fund	Balance at 31 March
Earmarked General Fund Reserves:	£000	£000	£000	£000
Emergency Planning Reserve	365	63	-	428
Retained Pay Reserve	600	-	-	600
Spend to Save Reserve	1,131	-	(155)	976
Taxbase and Collection Account Reserve	500	-	(300)	200
National Non-Domestic Rates Collection Reserve	600	-	(400)	200
Infrastructure Reserve	2,400	-	-	2,400
Rolling Budgets Reserve	247	-	(247)	-
Business Continuity Reserve	500	-	(200)	300
Risk Protection	1,500	-	(1,250)	250
Total	7,843	63	(2,552)	5,354

10 Property, plant and equipment

The movement in fixed assets during the year is shown in the table below, followed by a table with the comparative figures for the previous year.

2016/17	Land and buildings	Vehicles, plant & equipment	Assets under construction	Surplus Assets	Total PP&E
Cost or valuation	£000	£000	£000	£000	£000
At 1 April	95,392	33,312	1,101	-	129,805
Transfer from FAUC	-	1,101	(1,101)	-	-
Additions	1,521	2,795	1,053	-	5,369
Impairments	(1,521)	-	-	-	(1,521)
Reclassifications and transfers	-	-	-	-	-
Revaluation increases/(decreases) to Revaluation Reserve	3,609	-	-	-	3,609
Revaluation increases/(decreases) to surplus or deficit on the provision of services	3,793	-	-	-	3,793
Disposals	-	(810)	-	-	(810)
Reversal of accumulated depreciation on revaluation	(1,538)	-	-	-	(1,538)
At 31 March	101,256	36,398	1,053	-	138,707
Depreciation and impairment					
At 1 April	26	20,672	-	-	20,698
Depreciation charge	1,564	2,949	-	-	4,513
Reversal of accumulated depreciation on revaluation	(1,539)	-	-	-	(1,539)
Disposals	-	(779)	-	-	(779)
At 31 March	51	22,842	-	-	22,893
Net Book value					
At 31 March 2017	101,205	13,556	1,053	-	115,814
At 31 March 2016	95,366	12,640	1,101	-	109,107

2015/16	Land and buildings	Vehicles, plant & equipment	Assets under construction	Surplus Assets	Total PP&E
Cost or valuation	£000	£000	£000	£000	£000
At 1 April	92,460	29,803	907	2,105	125,275
Transfer from FAUC	-	907	(907)	-	-
Additions	1,367	4,197	1,101	-	6,665
Impairments	(1,367)	-	-	-	(1,367)
Reclassifications and transfers	(6,321)	-	-	(2,105)	(8,426)
Revaluation increases/(decreases) to Revaluation Reserve	7,969	-	-	-	7,969
Revaluation increases/(decreases) to surplus or deficit on the provision of services	2,777	-	-	-	2,777
Disposals	-	(1,595)	-	-	(1,595)
Reversal of accumulated depreciation on revaluation	(1,493)	-	-	-	(1,493)
At 31 March	95,392	33,312	1,101	-	129,805
Depreciation and impairment					
At 1 April	-	19,120	-	-	19,120
Depreciation charge	1,519	3,147	-	-	4,666
Reversal of accumulated depreciation on revaluation	(1,493)	-	-	-	(1,493)
Disposals	-	(1,595)	-	-	(1,595)
At 31 March	26	20,672	-	-	20,698
Net Book value					
At 31 March 2016	95,366	12,640	1,101	-	109,107
At 31 March 2015	92,460	10,683	907	2,105	106,155

The following asset useful lives have been used in the calculation of depreciation:

Class of asset	Asset life for depreciation purposes
Buildings	8 to 75 years
Fire appliances	3 to 15 years
Cars and vans	3 to 6 years
Other operational vehicles	5 to 15 years
Operational equipment	5 to 20 years
IT equipment - Control	5 years
IT equipment	3 years

An analysis of the capital expenditure and the way it was financed is set out on page 5 note 5.

The Authority's fixed assets principally include:

	2015/16	2016/17
Fire & Rescue Headquarters	1	1
Fire & Rescue training centre	1	1
Fire & Rescue vehicle workshop	1	1
Fire stations	50	50
Fire service houses & other properties	31	28

The freehold and leasehold properties within the Authority's property portfolio are valued, under a five year programme, by the Authority's property advisors (Lambert Smith Hampton). A full valuation was undertaken as at 31 March 2015. All valuations were undertaken in accordance with the Statements of Asset Valuation Practice and Guidance Notes of the Royal Institution of Chartered Surveyors. Fire stations are valued at depreciated replacement cost and other properties are valued at existing use value.

The former headquarters site in Hutton, including the old HQ and two houses, was sold in May 2016.

At 31 March 2017 a revaluation review of all properties was carried out and an increase has been reflected as appropriate.

11 Heritage Assets

In June 2007 the Essex Fire Museum was opened with the objective of preserving the heritage of Essex County Fire and Rescue Service. The museum occupies part of the premises at Grays Fire Station. As the accommodation is limited all appointments are by prior booking. The museum contains a collection of fire brigade related items and includes old photograph negatives, photographs, videos, assorted equipment and memorabilia and two old fire engines. The museum is staffed by volunteers. As the collection is made up of a large number of relatively small value items, and the overall value would not be material to the Authority's accounts, the cost of obtaining a valuation would outweigh the benefits to the users of these financial statements. For these reasons heritage assets are not reported in the balance sheet.

12 Financial Instruments

12.1 Financial Instrument Balances

The financial instrument balances are summarised below:

	Long term		Short term		Fair value	
	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17
	£000	£000	£000	£000	£000	£000
Investments						
Investments	168	168	-	-	168	168
Cash & cash equivalents	-	-	16,189	17,210	16,189	17,210
Debtors						
Short-term debtors	-	-	463	502	463	502
Creditors						
Short term creditors	-	-	(577)	(571)	(577)	(571)
Borrowings						
Long term borrowing	(28,000)	(28,000)	-	-	(37,792)	(38,747)
Short term borrowing	-	-	(1,763)	(258)	(1,526)	-

Loans and receivables are valued at invoice value or equivalent. Current liabilities are valued at invoice value or equivalent. The fair value of these balances is estimated to be equivalent to their carrying value. The accounts include interest payable of **£1,325k** and interest income of **£75k**.

12.2 Long term liabilities

Long term borrowing, undertaken for periods in excess of 364 days, is only undertaken for the purposes of financing capital expenditure. The Authority has secured its borrowing to date from the Public Works Loan Board. The loans carry the same interest rate for the whole term. The associated arrangement cost of the loans is not material and the Interest chargeable to the Income and Expenditure account remains the amounts payable under the loan agreements.

Long term borrowing, as at 31 March, is analysed in the following table, according to repayment periods. The maturity of borrowing has been determined by reference to the earliest date on which the lender can require repayment. At 31 March 2017 the fair value of PWLB debt is **£38.7m** compared to £39.3m as at 31 March 2016.

2015/16	PWLB loans	2016/17
£000		£000
	Repayment period	
-	Between 1 - 2 years	1,000
3,500	Between 2 - 5 years	2,500
3,000	Between 5 - 10 years	3,000
21,500	Over 10 years	21,500
28,000	Balance at 31 March	28,000

The longest dated loan is one of **£4.5m** that runs until December 2034. The weighted average interest rate was 4.65% at 31 March (2015/16 4.60%).

12.3 Fair Value – Methodology and Assumptions

The fair value of an instrument is determined by calculating the Net Present Value (NPV) of future cashflows, which provides an estimate of the value of payments in the future in today's terms. The discount rate used in the NPV calculation is the prevailing rate of similar instrument with a published market rate.

The PWLB new borrowing rate has been used, as opposed to the premature repayment rate, as the discount factor for all PWLB borrowing. This is because the premature repayment rate includes a margin which represents the lender's profit as a result of rescheduling a loan, which is not included in the fair value calculation since any motivation other than securing a fair price should be ignored. The purpose of the fair value disclosure is primarily to provide a comparison with the carrying value in the Balance Sheet. Since this includes accrued interest as at the balance sheet date, accrued interest is also included in the fair value calculation. The rates used were obtained from the Debt Management Office (PWLB) as at 31 March.

Interest is calculated using the most common market convention, ACT/365. Where interest is paid every 6 months on a day basis, the value of interest is rounded to 2 equal instalments. For fixed term deposits it is assumed that interest is received on maturity. No adjustment has been made for the interest value and date where a relevant date occurs on a non working day. The fair value of PWLB borrowing is reported in note 12.1.

12.4 Nature of Extent of Risks Arising from Financial Instruments

The authority's activities expose it to a variety of financial risks:

- Credit risk – the possibility that other parties might fail to pay amounts due to the Authority;
- Liquidity risk – the possibility that the Authority might not have funds available to meet its commitments to make payments;
- Refinancing & Maturity risk – the possibility that the Authority may not be able to replace expiring loans on equivalent terms; and
- Market risk – the possibility that financial loss might arise for the Authority as a result of changes in such measures as interest rates and stock market movements.

The Authority's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the resources available to fund services. Risk management is carried out by the Authority's treasury management function, under policies approved by the Authority in the annual treasury management strategy. The strategy details the Authority's approach and principles for overall risk management, as well as written policies covering specific areas, such as interest rate risk, credit risk, and investment of surplus cash.

12.5 Credit Risk

Credit risk arises from deposits with banks and financial institutions, as well as credit exposures to the Authority's customers. The Authority ensures that its counterparty list and limits reflect a prudent attitude towards organisations with whom funds may be deposited. Deposits are not made with banks and financial institutions unless they are on an approved list. Lloyds Bank is included on the lending list as it acts as the banker to the Authority. Other money market funds, banks and similar institutions with high grade credit ratings may be used subject to the agreement of the Finance Director & Treasurer. The Authority requires any new counterparty to have a minimum of an 'A' Fitch rating. Fitch is an independent organisation providing a rating for each individual financial institution. The Authority does not generally hold

funds for longer term investment. The maximum exposure to credit risk at 31 March 2017 was **£17.2m** as detailed in note 15.

12.6 Liquidity Risk

This reflects the possibility that the Authority might not have funds available to meet its commitments to make payments. The Authority forecasts its day to day cash requirements and has adopted a policy of maintaining a low level of cash and borrowing to fund capital expenditure. The Authority sets a balanced budget each year and has a high degree of certainty in its income streams from government and the collection of council tax by district councils and unitary authorities. The largest area of expenditure is on pay related costs which are highly predictable. It is therefore felt that there is no significant liquidity risk.

12.7 Refinancing and Maturity risk

This is the risk that it is difficult or expensive to replace existing loans as they fall due. This risk is recorded on the Authority's risk register and monitored on a regular basis. The Authority manages a small portfolio of loans from the public works loan board. The Authority operates well within the borrowing limits set as part of its treasury management and prudential indicators. This limits the risk that the Authority may not have the capacity to renew a loan. The risk that interest rates may increase is monitored in conjunction with treasury management advisors and borrowing can be undertaken ahead of need if interest rates are favourable. There is not considered to be a significant refinancing and maturity risk.

12.8 Market Risk

The Authority's exposure to interest rate movements on its borrowings is limited to new arrangements. Advice from treasury management advisors on future interest movements is used to inform decisions concerning the timing of new loans. There is an interest rate risk if the Authority is required to replenish borrowings at a higher interest rate. The maturity of borrowing is spread to minimise this risk. The sensitivity to a 1% increase in interest rates across all borrowings would increase the charge to the income and expenditure account by £280k per annum.

13 Inventories

The values of stock items held are summarised in the table below:

	Stores		Vehicle parts		Diesel		Total	
	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17
	£000	£000	£000	£000	£000	£000	£000	£000
Balance at 1 April	461	436	98	89	76	70	635	595
Purchases	296	366	430	334	352	362	1,078	1,062
Recognised as an expense	(326)	(305)	(439)	(328)	(358)	(352)	(1,122)	(985)
Provision for redundant stock	5	(88)	-	-	-	-	5	(88)
Balance at 31 March	436	409	89	95	70	80	595	584

14 Debtors

The analysis of Debtors is shown below:

2015/16		2016/17
£000		£000
2,227	Central government bodies	5,777
2,786	Other local authorities	2,529
6	National Health Service bodies	-
1,815	Bodies external to general government	2,757
6,834		11,063

The aged debt analysis for trade debtors below shows that **£15k** (9%) of these debtors are past their due date for payment.

Aged analysis of sales ledger	£000	%
0 to 30 days	161	91
31 to 60 days	5	3
61 to 90 days	3	2
91 to 121 days	1	1
121+ days	6	3

Further details of the amounts due from billing authorities in respect of council tax and non domestic rates are shown in Notes 33 and 34 respectively.

15 Cash and cash equivalents

The balance of cash and cash equivalents is made up of the following elements:

2015/16		2016/17
£000		£000
1,689	Bank current accounts	210
14,500	Cash equivalent investments	17,000
16,189		17,210

16 Assets held for sale

2015/16		2016/17
£000		£000
-	Balance at 1 April	8,426
8,426	Assets newly classified as held for sale	-
-	Revaluation losses	-
-	Revaluation gains	-
-	Impairment	-
-	Assets sold	(8,426)
8,426	Balance at 31 March	-

The former headquarters site in Hutton was sold in May 2016.

17 Creditors

The analysis of Creditors is shown below:

2015/16 £000		2016/17 £000
(12,817)	Central government bodies	(13,009)
(2,275)	Other local authorities	(2,439)
(4,873)	Bodies external to general government	(3,616)
(19,965)		(19,064)

Further details of amounts due to billing authorities in respect of council tax and non domestic rates are shown in notes 33 and 34 respectively.

18 Grant receipts in advance

The Authority has **£1,482k** grant receipts in advance (2015/16 £292k), of which **£1,460k** is for revenue and **£22k** for capital purposes.

19 Provisions

	Risk protection provision £000	Non- domestic rating appeals £000	Provision for payments to leavers £000	Provision for taxation on pension scheme £000	Total provisions £000
Balance at 1 April	(165)	(886)	(200)	(5)	(1,256)
Adjustment to opening balance	-	-	-	-	-
Additional provisions made in year	(47)	-	-	(11)	(58)
Amounts used in year	-	266	-	-	266
Unused amounts reversed in year	-	-	200	-	200
Balance at 31 March	(212)	(620)	-	(16)	(848)

The balance of the Risk Protection provision at 31 March 2017 was **£212k** (2016 £165k) and includes provision for claims for motor, employers' liability and public liability policies. From October 2008 the Authority's insured against third party claims on its motor policy. The provision includes an allowance for incidents in the period where claims have not yet been notified.

The Non-domestic rating provision is the Authority's share of amounts provided for by Essex billing authorities for Non-domestic rating appeals.

20 Usable reserves

Movements in the Authority's usable reserves are detailed in the Movement in Reserves statement. The nature and purpose of these reserves is set out below:

20.1 General Fund

This is the accumulated surplus of income over expenditure after allowing for any General Fund Reserves (as below). Its strategic use is to safeguard against budget risk and adverse impact on future funding levels.

20.2 Capital grants unapplied

These are grants received for a specific purpose but remaining unspent at the end of the year.

20.3 Capital receipts reserve

These are proceeds of fixed assets sales available to finance or repay debt.

21 Unusable reserves

An analysis of the unusable reserves is shown below:

2015/16		2016/17
£000		£000
18,408	Revaluation Reserve	15,616
60,120	Capital Adjustment Account	61,025
(487)	Holiday Pay Account	(487)
(211)	Collection Fund Adjustment Account	(205)
(692,090)	Pensions Reserve	(863,959)
(614,260)		(788,010)

21.1 Revaluation reserve

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

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

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

2015/16		2016/17
£000		£000
10,582	Balance at 1 April	18,408
7,969	Upward revaluation of assets - Surplus or deficit on revaluation of non-current assets not posted to the surplus or deficit on the provision of services	3,609
(143)	Difference between fair value depreciation and historical cost depreciation	(6,401)
-	Movement in revaluation reserve for accumulated gain on assets sold	-
18,408	Balance at 31 March	15,616

21.2 Capital adjustment account

The Capital Adjustment Account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions. The Account is debited with the cost of acquisition, construction or enhancement as depreciation, impairment losses and amortisations are charged to the Comprehensive Income and Expenditure Statement (with reconciling postings from the Revaluation Reserve to convert fair value figures to a historical cost basis). The Account is credited with the amounts set aside by the Authority as finance for the costs of acquisition, construction and enhancement. The Account contains accumulated gains and losses on Investment Properties and gains recognised on donated assets that have yet to be consumed by the Authority. The Account also contains revaluation gains accumulated on Property, Plant and Equipment before 1 April 2007, the date that the Revaluation Reserve was created to hold such gains. Note 8 provides details of the source of all the transactions posted to the Account, apart from those involving the Revaluation Reserve.

2015/16 £000		2016/17 £000
57,589	Balance at 1 April	60,120
	Reversals of items relating to capital expenditure debited or credited to the Comprehensive Income and Expenditure statement:	
(6,033)	Charges for depreciation & impairment of non current assets	(6,034)
2,777	Revaluation gains/(losses)	3,792
2,034	Amounts of non current assets written off on disposal or sale as part of the gain/loss on disposal to the Comprehensive income and Expenditure statement	(6,877)
143	Adjusting amounts written out of the Revaluation Reserve	6,401
(1,079)	Net written out amount of the cost of non current assets consumed in the year	(2,718)
	Capital financing applied in the year:	
-	Capital grants and contributions credited to the Comprehensive Income and Expenditure Statement that have been applied to capital financing	-
-	Capital Grants Receivable and Unapplied in year including capital grants unapplied carried forward which have been used for financing in this year.	-
3,610	Statutory provision for the financing of capital investment charged against the General Fund balance	3,623
3,610		3,623
60,120	Balance at 31 March	61,025

21.3 Holiday pay account

The Holiday Pay Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year e.g. annual leave entitlement carried forward at 31 March. Statutory arrangements require that the impact on the General Fund Balance is neutralised by transfers to or from the Account.

2015/16	2016/17
£000	£000
(650) Balance at 1 April	(487)
163 Change in amounts accrued at the end of the current year	-
(487) Balance at 31 March	(487)

21.4 Collection fund adjustment account

The Collection Fund Adjustment Account manages the differences arising from the recognition of council tax income and non domestic rate income in the Comprehensive Income and Expenditure Statement compared with the statutory arrangements for paying across amounts to the General Fund from the Collection Fund.

2015/16	2016/17
£000	£000
(224) Balance at 1 April	(211)
Amount by which council tax income and non-domestic rate income included in the Comprehensive Income and Expenditure Statement is different from the amount taken to	
13 the General Fund in accordance with regulation	6
(211) Balance at 31 March	(205)

21.5 Pension reserve

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

2015/16	2016/17
£000	£000
(707,005) Balance at 1 April	(692,090)
37,312 Actuarial gains or losses on pension assets and liabilities	(149,913)
Reversal of items relating to retirement benefits debited or credited to the Surplus or deficit on the provision of Services	
(22,397) in the Comprehensive Income and Expenditure Statement	(21,956)
(692,090) Balance at 31 March	(863,959)

22 Cash flow – Adjustment to surplus or deficit on the provision of services for non cash movements

2015/16		2016/17
£000		£000
(6,033)	Depreciation and impairments	(6,034)
2,777	Revaluation gains/(losses)	3,792
2,634	(Increase)/decrease in creditors	(50)
(400)	(Increase)/decrease in provisions	408
(40)	Increase/(decrease) in inventories	(11)
1,508	Increase/(decrease) in debtors	4,229
(22,397)	Movement in pension liability	(21,956)
14	Carrying amount of non-current assets sold	147
-	Other non cash adjustments	-
(21,937)		(19,475)

Included in the above is **£1,325k** interest paid and **£75k** interest received.

23 Members allowances and expenses

Allowances and expenses paid to members in 2016/17 totalled **£150k** (£148k in 2015/16).

24 Officers' remuneration

The number of officers whose remuneration, excluding pension contributions, was **£50,000** or more during 2016/17 is listed below:

Remuneration band	Number of officers	
	2015/16	2016/17
£50,000 - £54,999	29	13
£55,000 - £59,999	9	15
£60,000 - £64,999	11	12
£65,000 - £69,999	2	4
£70,000 - £74,999	5	3
£75,000 - £79,999	6	2
£80,000 - £84,999	5	1
£85,000 - £89,999	1	2
£100,000 - £104,999	-	1
£105,000 - £109,999	-	1
£120,000 - £124,999	2	-
£125,000 - £129,999	-	1
£130,000 - £134,999	1	-
£140,000 - £144,999	1	-
£180,000 - £184,999	1	-
£195,000 - £199,999	1	2

The tables below detail the individual remuneration of senior employee's for 2016/17 and 2015/16 respectively.

24.1 2016/17

Senior Officer Remuneration 2016/17	Salary		Car & Mileage Taxable Benefits	Health Insurance	Employers Pension Contribution
	Basic salary	Special allowances			
Chief Fire Officer - D Johnson	£154,159	£28,000	£15,703	£1,627	£33,453
Acting Chief Fire Officer - A Eckley	£153,137	£28,000	£14,405	£1,627	£33,231
Assistant Chief Fire Officer	£114,853	£2,495	£11,014	£1,627	£24,923
Finance Director & Treasurer	£91,933	£687	£8,902	£1,627	£12,849
Director of Transformation	£105,135	-	-	-	£14,614

Full year remuneration amounts for all senior officers are included in the table of remuneration by pay band in Note 24 (above).

During the year the Deputy Chief Fire Officer continued as Acting Chief Fire Officer and was paid the allowance in respect of the additional duties as the Chief Emergency Planning Officer. Other senior officers also received additional responsibility allowances during 2016/17.

HMRC have advised us that we are required to change the methodology for calculating and reporting the benefit in kind for private use of emergency vehicles. The effect of this is that the Authority will make no adjustment in respect of the proportions attributable to business and private use, and that claims for business use will be made to HMRC by the individuals. As a result the amounts for car mileage and taxable benefits are higher in 2016/17.

24.2 2015/16

Senior Officer Remuneration 2015/16	Salary		Car & Mileage Taxable Benefits	Health Insurance	Employers Pension Contribution
	Basic salary	Special allowances			
Chief Fire Officer - D Johnson	£152,633	£28,000	£14,298	£1,382	£33,120
Acting Chief Fire Officer - A Eckley	£151,621	£28,000	£855	£1,382	£32,900
Assistant Chief Fire Officer	£113,716	£7,486	£1,352	£1,382	£24,675
Assistant Chief Fire Officer	£113,716	£7,486	-	£1,382	£25,796
Finance Director & Treasurer	£113,716	£7,588	£7,843	£1,382	£16,847
Director of Human Resources and Organisational Development	£118,119	£8,558	£12,275	£1,382	£16,574

Full year remuneration amounts for all senior officers are included in the table of remuneration by pay band in Note 24 (above).

During the year the Deputy Chief Fire Officer continued as Acting Chief Fire Officer and was paid the allowance in respect of the additional duties as the Chief Emergency Planning Officer. Other senior officers also received additional responsibility allowances during 2015/16.

25 External Audit costs

The Authority paid **£36k** (2015/16 £36k) for external audit services carried out by the appointed auditor, the reduction represents the outcome of a tendering exercise.

26 Related parties

During the year Essex Fire Authority received and provided services as below:

2015/16 £000		2016/17 £000
Provided services to:		
	UK Central Government	
16,303	Revenue Support Grant	14,234
15,053	Non Domestic Rates (NDR) Grant	15,369
249	EFA Trading Ltd	453
31,605		30,056
Received services from:		
390	Essex County Council	700
3	EFA Trading Ltd	-
393		700

There are some small outstanding balances which are included in note 14 and 17 for debtors and creditors respectively.

UK Central Government is responsible for providing the statutory framework, within which the Authority operates, provides funding in the form of grants and prescribes the terms of many of the transactions that the Authority has with other parties (e.g. council tax bills).

Some Members are also Councillors for Essex County Council and some are on the board of EFA (Trading) Ltd both whose related party transactions are detailed in the table above. Some Members are also Councillors for other Local Authorities within Essex.

27 Capital expenditure and capital financing

The total amount of capital expenditure incurred in the year is shown in the table below, together with the resources that have been used to finance it. Where capital expenditure is to be financed in future years by charges to revenue as assets are used by the Authority the expenditure results in an increase in the capital financing requirement (CFR), a measure of the capital expenditure incurred historically by the authority that has yet to be financed. The CFR is analysed in the second part of this note.

2015/16 £000		2016/17 £000
37,984	Opening Capital Financing Requirement	39,005
Capital investment		
6,665	Property, plant and equipment	5,369
Sources of finance		
(2,034)	Capital receipts	(1,580)
-	Government grants and other contributions	-
Sums set aside from revenue:		
(3,610)	Revenue provision for capital financing	(3,623)
39,005	Closing Capital Financing Requirement	39,171
Explanation of movements in year		
1,021	Increase/(Decrease) in underlying need to borrow	166
1,021	Increase/(Decrease) in Capital Financing Requirement	166

28 Operating Leases

The Authority has some property and vehicle leases which have been accounted for as operating leases. The commitments under these operating leases are shown below.

2015/16 £000		2016/17 £000
	Commitments under operating leases	
70	Property - Not later than one year	70
180	Vehicles - Not later than one year	136
134	Property - Later than one year and not later than five years	68
223	Vehicles - Later than one year and not later than five years	99
9	Property - Later than five years	1
616		374

29 Capital Commitments

At 31 March 2017 the Authority had capital expenditure commitments of **£2.4m**.

30 Redundancy and early retirement costs – Exit packages

Redundancy and early retirement costs are payable when employment is terminated before the normal retirement date or when an employee accepts voluntary redundancy in exchange for these payments.

These costs are recognised only when the Authority is demonstrably committed to terminate the employment on affected employees. The numbers of exit packages with total cost per band and total cost of the compulsory and other redundancies are set out in the table below:

Exit Packages	---Number of Staff ---		Total £000
	Compulsory	Other Departures	
2016-17			
up to £20K	-	6	31
up to £40K	-	1	25
up to £60K	-	11	592
up to £80K	-	31	2,051
up to £100K	-	1	97
up to £120K	-	1	105
Total 2016-17	-	51	2,901
2015-16			
up to £20K	-	10	27
up to £40K	-	1	20
up to £80K	-	3	208
up to £100K	-	6	539
up to £120K	-	1	110
up to £180K	-	1	172
Total 2015-16	-	22	1,076

The total cost of **£2.9m** above has been charged to the Authority's Comprehensive Income and Expenditure Statement in the current year.

31 Pensions

31.1 Participation in pension schemes

The Authority agreed to set up a stakeholder pension scheme for retained firefighters commencing from 1 January 1999. The employers' contribution was **£10** per retained firefighter per month and in 2016/17 this cost **£2k** (£2k in 2015/16).

On 1 April 2015 a new Firefighters' Pension Scheme was introduced, and the following notes include the data for the three schemes combined, 2015, 2006 and 1992. Employees' and employers' contributions into the Firefighters' Pension Fund are determined by the Secretary of State on the advice of the Government Actuary. Payments of pensions and other retirement benefits are made from the Pension Fund (see page 61). Government grant is payable to cover any shortfall on the Pension Fund account.

Other employees, subject to certain qualifying criteria, are eligible to join the Local Government Pension Scheme, which is a funded defined benefits scheme administered by Essex County Council. The Authority and employees pay contributions to the LGPS Pension Fund, calculated at a level intended to balance the pension liability with investment assets. The rate of contributions payable by employees range from 5.5% to 12.5% depending on the salary band of the employee. The Authority contributes at the rate prescribed by the Fund's actuary.

31.2 Transactions relating to retirement benefits

The Authority recognises the cost of retirement benefits in the Net Cost of Services when employees earn them, rather than when the benefits are eventually paid as pensions. However, the funding needs of the Authority are based upon the cash payable in the year, so the real cost of retirement benefits is reversed out after Net Operating Expenditure. The following transactions have been made during the year:

	LGPS		Firefighters	
	2015/16	2016/17	2015/16	2016/17
	£000	£000	£000	£000
Net cost of services:				
Service cost	2,433	2,661	19,115	17,101
Net interest on the defined liability (asset)	697	739	22,343	23,874
Administration expenses	18	16	-	-
Remeasurements in Other Comprehensive Income	(3,029)	9,098	(34,283)	140,815
Net charge to the CIES	119	12,514	7,175	181,790
Adjustments between accounting basis & funding basis under regulations:				
Reversal of net charges made for retirement benefits in accordance with IAS 19	3,148	3,416	41,458	40,975
Actual amount charged against the general fund balance for pensions in the year:				
Employers' contributions payable to scheme	1,725	1,748	20,428	20,665
Net charge to the General Fund Summary	4,873	5,164	61,886	61,640

31.3 Assets and liabilities in relation to retirement benefits

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

- the Local Government Pension Scheme for civilian employees, administered by Essex County Council – this is a funded scheme, meaning that the Authority and employees pay contributions into a fund, calculated at a level estimated to balance the pensions liabilities with investment assets.
- the Firefighters' Pension Scheme – this is an unfunded scheme, meaning that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet actual pensions payments as they eventually fall due.

The Local Government Pension Scheme contributions payable by employers are determined by the actuary to the Pension Fund based on triennial valuations, the most recent of which was at 31 March 2016. This determined the level of contributions payable during the year.

Reconciliation of asset and benefit obligation:

	LGPS		Firefighters	
	31/03/16	31/03/17	31/03/16	31/03/17
	£000	£000	£000	£000
Opening Defined Benefit Obligation	(59,099)	(59,381)	(685,092)	(671,839)
Current service cost	(2,243)	(2,092)	(15,510)	(12,011)
Interest cost	(1,941)	(2,201)	(22,343)	(23,874)
Change in assumptions	3,365	(15,016)	36,518	(140,610)
Liabilities assumed on settlements	-	(54)	-	-
Experience loss/(gain) on defined benefit obligation	3	(251)	(2,235)	(205)
Estimated benefits paid net of transfers in	1,286	1,574	24,684	25,196
Past service costs, including curtailments	(190)	(547)	(3,605)	(5,090)
Contributions by Scheme participants	(582)	(577)	(4,256)	(4,531)
Unfunded pension payments	20	20	-	-
Closing Defined Benefit Obligation	(59,381)	(78,525)	(671,839)	(832,964)

Reconciliation of opening and closing balances of the fair value of scheme assets:

	LGPS		Firefighters	
	31/03/16	31/03/17	31/03/16	31/03/17
	£000	£000	£000	£000
Opening fair value of Scheme assets	37,194	39,082	-	-
Interest on assets	1,244	1,462	-	-
Return on assets less interest	(339)	6,258	-	-
Administration expenses	(18)	(16)	-	-
Contributions by employer including unfunded	1,725	1,748	20,428	20,665
Contributions by Scheme participants	582	577	4,256	4,531
Estimated benefits paid plus unfunded net of transfers in	(1,306)	(1,594)	(24,684)	(25,196)
Other actuarial gains/(losses)	-	(89)	-	-
Settlement prices received	-	32	-	-
Closing fair value of Scheme assets	39,082	47,460	-	-

There is a difference between the pensions reserve and these tables as the above do not include accumulated movements for ill health (£70k).

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed

interest investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

31.4 Scheme history

	31/03/13	31/03/14	31/03/15	31/03/16	31/03/17
	£000	£000	£000	£000	£000
Fair Value of Assets in pension scheme	24,517	28,455	31,745	39,082	47,460
Present Value of Defined Benefit Obligation	42,522	(47,485)	(48,459)	(59,381)	(78,525)
Surplus/(deficit) in the Scheme	67,039	(19,030)	(16,714)	(20,299)	(31,065)

The liabilities show the underlying commitments that the Authority has in the long run to pay retirement benefits. The total liability of **£911.5m** (£731.2m 2015/16) has a substantial impact on the net worth of the Authority as recorded in the Balance Sheet, resulting in a negative overall balance of **£864.0m**.

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

- the deficit on the local government scheme will be made good by increased contributions over the remaining working life of employees, as assessed by the scheme actuary; and
- finance is only required to be raised to cover fire pensions when the pensions are actually paid.

The total contributions expected to be made to the Local government Pension Scheme by the Authority in the year to 31 March 2018 is **£2.4m**. Expected contributions for the Fire pension Scheme in the year to 31 March 2018 are **£5.2m**.

31.5 Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels, etc. The annual Fire Authority budget will make allowance for the firefighter's pension scheme payments based on an estimate of when such payments fall due. The Authority's budget is set taking the employer's pension contribution into account and government grant is received to cover any shortfall in the account.

Barnett Waddingham Public Sector Consulting, an independent firm of actuaries, has assessed both the Firefighters' scheme and the Local Government Pension Scheme liabilities. The main assumptions used in their calculations are as follows:

	LGPS		Firefighters	
	2015/16	2016/17	2015/16 Restated	2016/17
Mortality assumptions:				
<i>Longevity at 65 for future pensioners:</i>				
Men	25.2 years	24.3 years	25.0 years	23.8 years
Women	27.7 years	26.9 years	27.4 years	26.5 years
<i>Longevity at 65 for current pensioners:</i>				
Men	22.9 years	22.1 years	22.7 years	21.7 years
Women	25.3 years	24.6 years	25.0 years	24.2 years
Salary Increase Rate	4.2%	4.2%	4.0%	4.4%
Rate of increase in pensions	2.4%	2.7%	2.3%	2.7%
Discount Rate	3.7%	2.8%	3.6%	2.7%
Take-up of option to convert annual pension into retirement lump sum:				
Service to April 2009	60%	50%	50%	50%
Service post April 2009	60%	50%	50%	50%

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analyses below have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant. The assumptions in longevity, for example, assume that life expectancy increases or decreases for men and women. In practice, this is unlikely to occur, and changes in some of the assumptions may be interrelated. The estimations in the sensitivity analysis have followed the accounting policies for the scheme, ie on an actuarial basis using the projected unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis below did not change from those used in the previous period.

	LGPS		Firefighters	
	Increase in Assumption £000	Decrease in Assumption £000	Increase in Assumption £000	Decrease in Assumption £000
Longevity (increase or decrease in 1 year)	81,401	75,754	866,614	800,656
Rate of increase in salaries (increase or decrease by 1%)	78,771	78,282	834,352	831,582
Rate of increase in pensions (increase or decrease by 1%)	79,901	77,179	846,710	819,474
Rate for discounting scheme liabilities (increase or decrease by 1%)	76,938	80,147	818,106	848,113

The Fire Pension Scheme has no assets to cover its liabilities. The Local Government Pension Scheme's assets consist of the following categories, by proportion of the total assets held:

	LGPS	
	31/03/16 £000	31/03/17 £000
Equities	26,451	32,416
Bonds	3,028	3,725
Property	4,654	4,617
Cash	1,270	1,429
Alternative assets	1,738	3,165
Other managed funds	1,941	2,108
	39,082	47,460

31.6 Pensions Reserve

The change in the Pension Reserve for the year is shown in the following table.

	LGPS		Firefighters	
	2015/16	2016/17	2015/16	2016/17
	£000	£000	£000	£000
Opening balance:	21,905	20,299	685,092	671,839
Current service cost	2,243	2,092	15,510	12,011
Interest cost	1,941	2,201	22,343	23,874
Changes in assumptions	(3,365)	15,016	(36,518)	140,610
Experience loss/(gain) on defined benefit obligation	(3)	251	2,235	205
Liabilities assumed on settlements	-	54	-	-
Past service cost, including curtailments	190	547	3,605	5,090
Contributions by employer including unfunded	(1,725)	(1,748)	(20,428)	(20,665)
Interest on assets	(1,244)	(1,462)	-	-
Return on assets less interest	339	(6,258)	-	-
Other actuarial gains/(losses)	-	89	-	-
Administration expenses	18	16	-	-
Settlement prices received	-	(32)	-	-
Balance at 31 March	20,299	31,065	671,839	832,964

32 Long Term Investments

The Authority owns the total share capital of EFA (Trading) Ltd. These investments are held in the balance sheet at cost.

33 Council Tax

The Authority now recognises as income the amounts due from each billing authority for Council Tax on an accruals basis. The tables below provide an analysis by billing authority of the amounts due from Council Tax payers, and the amounts due from or recoverable by billing authorities as a result of regulations.

The Council Tax figures for 2016/17 and 2015/16, respectively, are shown below:

2016/17					
Authority	Amounts Owed by Billing Authority £000	Amounts Owed to Billing Authority £000	Council Tax Prepayments £000	Council Tax Arrears £000	Council Tax Bad Debt Provision £000
Basildon	-	(92)	(73)	351	(186)
Braintree	21	(28)	(60)	131	(43)
Brentwood	64	(39)	(35)	118	(44)
Castle Point	-	(15)	(32)	102	(66)
Chelmsford	48	(139)	(61)	238	(38)
Colchester	25	(115)	(134)	264	(155)
Epping Forest	-	(50)	(80)	163	(67)
Harlow	36	(110)	(25)	236	(101)
Maldon	27	(25)	(29)	80	(26)
Rochford	7	-	(20)	61	(48)
Southend	46	(18)	(72)	220	(130)
Tendring	-	(64)	(93)	202	(79)
Thurrock	29	(47)	(29)	150	(74)
Uttlesford	-	(35)	(27)	88	(44)
Total	303	(777)	(770)	2,404	(1,101)

2015/16					
Authority	Amounts Owed by Billing Authority £000	Amounts Owed to Billing Authority £000	Council Tax Prepayments £000	Council Tax Arrears £000	Council Tax Bad Debt Provision £000
Basildon	-	(126)	(70)	314	(154)
Braintree	7	(33)	(57)	136	(46)
Brentwood	17	(51)	(22)	122	(49)
Castle Point	20	(27)	(24)	109	(58)
Chelmsford	-	(201)	(61)	204	(33)
Colchester	5	(113)	(121)	271	(155)
Epping Forest	7	(26)	(70)	165	(69)
Harlow	118	(71)	(39)	206	(95)
Maldon	-	(42)	(24)	80	(25)
Rochford	3	(13)	(21)	67	(49)
Southend	55	(57)	(71)	233	(105)
Tendring	-	(60)	(75)	192	(74)
Thurrock	53	(49)	(27)	153	(76)
Uttlesford	12	(21)	(24)	98	(53)
Total	297	(890)	(706)	2,350	(1,041)

34 Non Domestic Rates

The Local Government Finance Act 2012 introduced a new arrangement for the retention of business rates with effect from 1 April 2013. This scheme enables local authorities to retain a proportion of the business rates generated in their area. The tables below provide analysis, by billing authority, of these amounts for 2016/17 and 2015/16, respectively:

2016/17						
Authority	Amounts Owed by Billing Authority £000	Amounts Owed to Billing Authority £000	Provision for Business Rates appeals £000	NDR Prepayments £000	NDR Arrears £000	NDR Bad Debt Provision £000
Basildon	70	(80)	(78)	(11)	31	(12)
Braintree	24	(10)	(24)	(5)	6	(1)
Brentwood	49	-	(49)	(7)	27	(12)
Castle Point	26	(25)	(24)	(3)	2	(1)
Chelmsford	107	(118)	(108)	(20)	29	(9)
Colchester	49	(45)	(45)	(20)	28	(13)
Epping Forest	40	(14)	(35)	(13)	11	(3)
Harlow	67	-	(26)	(23)	25	(15)
Maldon	18	-	(11)	(4)	7	(3)
Rochford	6	(17)	(6)	(2)	3	(2)
Southend	52	-	(46)	(14)	17	(7)
Tendring	27	(10)	(24)	(8)	7	(2)
Thurrock	125	-	(123)	(3)	6	(4)
Uttlesford	22	-	(21)	(5)	14	(5)
Total	682	(319)	(620)	(138)	213	(89)

2015/16						
Authority	Amounts Owed by Billing Authority £000	Amounts Owed to Billing Authority £000	Provision for Business Rates appeals £000	NDR Prepayments £000	NDR Arrears £000	NDR Bad Debt Provision £000
Basildon	222	-	(168)	(18)	20	(10)
Braintree	49	-	(46)	(4)	11	(2)
Brentwood	34	(12)	(41)	(5)	27	(15)
Castle Point	32	(7)	(30)	(2)	2	(1)
Chelmsford	143	(85)	(146)	(16)	28	(9)
Colchester	75	-	(74)	(10)	26	(10)
Epping Forest	36	(6)	(36)	(10)	12	(3)
Harlow	49	(44)	(52)	(8)	24	(13)
Maldon	12	-	(11)	(4)	8	(3)
Rochford	5	(16)	(3)	(3)	3	(1)
Southend	26	(13)	(28)	(12)	20	(7)
Tendring	31	(2)	(31)	(4)	6	(1)
Thurrock	114	(41)	(116)	(5)	9	(2)
Uttlesford	92	(58)	(105)	(4)	23	(6)
Total	920	(284)	(887)	(105)	219	(83)

35 Contingent Liabilities

A recent ruling from the Secretary of State regarding Fire Pension Scheme contributions will now allow members under the age of 50 who have accrued 30 years' service to take a contributions holiday from the time they attain 30 years' reckonable service until they reach age 50. Indications are that this will be applied retrospectively to 1 December 2006. As a result it is expected that there will be a refund of employer contributions for that period, however, further details are awaited to determine how this will be progressed.

36 Premiums and Discounts

Premiums and discounts are paid or received on early redemption of borrowing. As at the 1 April 2016 the Authority had no outstanding premiums or discounts balances on its Balance Sheet and none as at 31 March 2017.

37 Financial Guarantees

The Authority has provided a letter of support in respect of EFA (Trading) Ltd.

38 Price and Foreign Exchange Risk

Apart from the investment in EFA (Trading) Limited the Authority does not hold any financial investments in equity shares; consequently the Authority is not exposed to any losses arising from movements in the price of shares. The Authority's shareholding in EFA (Trading) Limited and its loans to the company are to facilitate those trading activities permitted by law.

The Authority has no financial assets or liabilities denominated in foreign currencies and thus have no exposure to loss arising from movements in exchange rates.

FIREFIGHTERS' PENSION FUND ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2017

2015/16 £000	2016/17 £000
Contributions receivable	
from employer	
(4,749) normal contributions	(4,377)
(136) early retirements	(217)
(4,236) from members	(3,397)
Transfers in	
(314) individual transfers in from other schemes	(36)
Benefits payable	
16,638 pensions	16,967
3,611 commutations and lump sum retirement benefits	6,357
2,235 GAD v Milne additional payments	182
Payments to and on account of leavers	
68 individual transfers out to other schemes	72
13,117 Deficit for the year before top-up grant receivable from central government	15,551
(10,691) Top up grant payable by sponsoring department	(15,551)
(2,426) GAD v Milne additional grant	-
- Net amount payable for the year	-

FIREFIGHTERS' PENSION FUND NET ASSETS STATEMENT

AS AT 31 MARCH 2017

2015/16 £000	2016/17 £000
Net current assets and liabilities	
(1,690) Top up payable to/(receivable from) sponsoring department	(5,351)
1,690 Amount owing to general Fund	5,351
-	-

NOTES TO FIREFIGHTERS' PENSION FUND ACCOUNT

1 Background

A new Firefighters' Pensions Scheme (2015) was introduced for regular and retained firefighters employed with effect from 1st April 2015. Responsibility for policy on the pension schemes rests with central government. The administration and payment of individual pensions under the three pension schemes and benefits is the responsibility of fire and rescue authorities.

Employees' and employers' contributions into the Pension Fund are determined by the Secretary of State on the advice of the Government Actuary who will have regard to the total cost of Scheme benefits. They will be reviewed regularly. The Authority also makes

additional contributions where Firefighters retire early on health grounds. Valuations of the Firefighters' Pension Schemes are expected to take place every 4 years.

The accounting statement does not take into account liabilities to pay ongoing pensions and other benefits beyond 31 March 2017.

2 Accounting policies

2.1 Accounting convention

The Pension Fund Statement of Accounts has been prepared on an accruals basis, except for transfers to and from the scheme which are accounted for on a cash basis, although cash equivalent transfer value regulations do not apply to transfers between Fire Authorities and in these circumstances a cash transfer value is not paid.

The Pension Fund has no investment assets and is balanced to nil at the end of the financial year. This is achieved by either paying over to central government the amount by which the total receivable by the fund for the year exceeded the amounts payable, or by receiving cash in the form of pension top-up grant from central government equal to the amount payable from the fund exceeded the amount receivable.

2.2 Contributions

Normal contributions, both from the employees and from employers, are accounted for in the payroll month to which they relate. Ill-health, retirement contributions are accounted for when paid. The percentage of salary rates for employee contributions increased in April 2012.

2.3 Benefits payable

Retirement benefits are accounted for on an accrual basis.

2.4 Transfers to / from other Schemes

Transfers are accounted for when the payment is received or made.

2.5 Basis of preparation and International Financial Reporting Standards

The Pension Fund Statement of Account summarises the transactions of the scheme and the net assets of the Fund. The accounts do not reflect obligations to pay pensions and benefits that fall due after the financial year. The liability of the Authority in respect of Firefighter pensions is reported in Note 31 to the Authority's accounts.

There are no material changes to the Firefighters' Pension Fund Account as a result of transition to International Financial Reporting Standards.

GLOSSARY OF TERMS

1 Accounting period

The length of time covered by the accounts, normally a period of twelve months commencing on 1 April. The end of the accounting period is the Balance Sheet date.

2 Accruals

Sums included in the final accounts to recognise revenue and capital income and expenditure earned or incurred in the financial year, but for which actual payment had not been received or made as at 31 March.

3 Actuarial gains and losses

For defined benefit schemes, the changes in actuarial deficits or surpluses arise because:

events have not coincided with the actuarial assumptions made for the last valuation (experience gains or losses) or the actuarial assumptions have changed.

4 Asset

An item having value to the authority in monetary terms. Assets are categorised as either current or fixed:

A current asset will be consumed or cease to have material value within the next financial year (e.g. cash and stock);

A fixed asset provides benefits to the Authority and to the services it provides for a period of more than one year and may be tangible e.g. a community building, or intangible, e.g. computer software licences.

5 Audit of accounts

An independent examination of the Authority's financial affairs.

6 Balance sheet

A statement of the recorded assets, liabilities and other balances at the end of the accounting period.

7 Budget

The forecast of net revenue and capital expenditure over the accounting period.

8 Capital expenditure

Expenditure on the acquisition of a fixed asset, which will be used in providing services beyond the current accounting period, or expenditure which adds to and not merely maintains the value of an existing fixed asset.

9 Capital financing

Funds raised to pay for capital expenditure. There are various methods of financing capital expenditure including borrowing, leasing, direct revenue financing, usable capital receipts, capital grants, capital contributions, revenue reserves and earmarked reserves.

10 Capital programme

The capital schemes the Authority intends to carry out over a specific period of time.

11 Capital receipt

The proceeds from the disposal of land or other fixed assets. Proportions of capital receipts can be used to finance new capital expenditure, within rules set down by the government but they cannot be used to finance revenue expenditure.

12 CIPFA

The Chartered Institute of Public Finance and Accountancy.

13 Collection fund

A separate fund that records the income and expenditure relating to Council Tax and non-domestic rates.

14 Consistency

The concept that the accounting treatment of like items within an accounting period and from one period to the next is the same.

15 Contingent asset

A contingent asset is a possible asset arising from past events whose existence will be confirmed only by the occurrence of one or more uncertain future events not wholly within the Authority's accounts.

16 Contingent liability

A contingent liability is either: a possible obligation arising from past events whose existence will be confirmed only by the occurrence of one or more uncertain future events not wholly within the Authority's control; or a present obligation arising from past events where it is not probable that a transfer of economic benefits will be required, or the amount of the obligation cannot be measured with sufficient reliability.

17 Corporate and democratic core

The corporate and democratic core comprises all activities that local authorities engage in specifically because they are elected, multi-purpose authorities. The cost of these activities are thus over and above those which would be incurred by a series of independent single purpose, nominated bodies managing the same services. There is therefore no logical basis for apportioning these costs to services.

18 Creditor

Amount owed by the Authority for work done, goods received or services rendered within the accounting period, but for which payment has not been made by the end of that accounting period.

19 Current service cost (pensions)

The increase in the present value of a defined benefits pension scheme's liabilities, expected to arise from employee service in the current period.

20 Debtor

Amount owed to the Authority for works done, goods received or services rendered within the accounting period, but for which payment has not been received by the end of that accounting period.

21 Deferred charges

Expenditure which can be properly deferred (i.e. treated as capital in nature), but which does not result in, or remain matched with, a tangible asset. Examples of deferred charges are grants of a capital nature to voluntary organisations.

22 Defined benefit pension scheme

Pension schemes in which the benefits received by the participants are independent of the contributions paid and are not directly related to the investments of the scheme.

23 Depreciation

The measure of the cost of wearing out, consumption, or other reduction, in the useful economic life of the Authority's fixed assets during the accounting period, whether from use, the passage of time or obsolescence through technical or other changes.

24 Discretionary benefits (pensions)

Retirement benefits which the employer has no legal, contractual or constructive obligation to award and are awarded under the Authority's discretionary powers such as the Local Government (Discretionary Payments) Regulations 1996.

25 Equity

The Authority's value of total assets less total liabilities.

26 Events after the balance sheet date

Events after the Balance Sheet date are those events, favourable or unfavourable, that occur between the Balance Sheet date and the date when the Statement of Accounts is authorised for issue.

27 Exceptional items

Material items which derive from events or transactions that fall within the ordinary activities of the Authority and which need to be disclosed separately by virtue of their size or incidence to give fair presentation of the accounts.

28 Expected return on pension assets

For a funded defined benefit scheme, this is the average rate of return, including both income and changes in fair value but net of scheme expenses, which is expected over the remaining life of the related obligation on the actual assets held by the scheme.

29 Extraordinary items

Material items, possessing a high degree of abnormality, which derive from events or transactions that fall outside the ordinary activities of the Authority and which are not expected to recur. They do not include exceptional items, nor do they include prior period items merely because they relate to a prior period.

30 Fair value

The fair value of an asset is the price at which it could be exchanged in an arm's length transaction less, where applicable, any grants receivable towards the purchase or use of the asset.

31 Government grants

Grants made by the government towards either revenue or capital expenditure in return for past or future compliance with certain conditions relating to the activities of the Authority. These grants may be specific to a particular scheme or may support the revenue spend of the Authority in general.

32 Impairment

A reduction in the value of a fixed asset to below its carrying amount on the Balance Sheet.

33 Income and expenditure account

The revenue account of the Authority that reports the net cost for the year of the functions for which it is responsible and demonstrates how that cost has been financed from precepts, grants and other income.

34 Interest cost (pensions)

For a defined benefit scheme, the expected increase during the period of the present value of the scheme liabilities because the benefits are one period closer to settlement.

35 Investments (pension fund)

The investments of the Pension Fund will be accounted for in the statements of that fund. However, authorities are also required to disclose, as part of the disclosure requirements relating to retirement benefits, the attributable share of the pension scheme assets associated with their underlying obligations.

36 Liability

A liability is where the Authority owes payment to an individual or another organisation.

A current liability is an amount which will become payable or could be called in within the next accounting period, e.g. creditors or cash overdrawn.

A deferred liability is an amount which by arrangement is payable beyond the next year at some point in the future or to be paid off by an annual sum over a period of time.

37 Liquid resources

Current asset investments that are readily disposable by the Authority without disrupting its business and are either: readily convertible to known amounts of cash at or close to the carrying amount; or traded in an active market.

38 Long term contract

A contract entered into for the design, manufacture or construction of a single substantial asset or the provision of a service (or a combination of assets or services which together constitute a single project), where the time taken to substantially complete the contract is such that the contract activity falls into more than one accounting period.

39 Materiality

The concept that the Statement of Accounts should include all amounts which, if omitted, or mis-stated, could be expected to lead to a distortion of the financial statements and ultimately mislead a user of the accounts.

40 Minimum Revenue Provision (MRP)

The minimum amount which must be charged to the revenue account each year in order to provide for the repayment of loans and other amounts borrowed by the Authority.

41 Net book value

The amount at which fixed assets are included in the Balance Sheet, i.e. their historical costs or current value less the cumulative amounts provided for depreciation.

42 Net debt

The Authority's borrowings less cash and liquid resources.

43 Non distributed costs

These are overheads for which no user now benefits and as such are not apportioned to services

44 Non-domestic rates (NDR)

The Non-Domestic Rate is a levy on businesses, based on a national rate in the pound set by the government and multiplied by the assessed rateable value of the premises they occupy.

45 Non-operational assets

Fixed assets held by the Authority but not directly occupied, used or consumed in the delivery of services. Examples are investment properties, assets under construction or assets surplus to requirements pending sale or redevelopment.

46 Operating lease

A lease where the ownership of the fixed asset remains with the lessor.

47 Operational assets

Fixed assets held and occupied, used or consumed by the Authority in the pursuit of its strategy and in the direct delivery of those services for which it has either a statutory or discretionary responsibility.

48 Past service cost (pensions)

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

49 Pension scheme liabilities

The liabilities of a defined benefit pension scheme for outgoings due after the valuation date. Scheme liabilities measured during the projected unit method reflect the benefits that the employer is committed to provide for service up to the valuation date.

50 Precept

The levy made by precepting authorities to billing authorities, requiring the latter to collect income from Council Tax on their behalf.

51 Prior year adjustment

Material adjustments applicable to previous years arising from changes in accounting policies or from the correction of fundamental errors. This does not include normal recurring corrections or adjustments of accounting estimates made in prior years.

52 Provision

An amount put aside in the accounts for future liabilities or losses which are certain or very likely to occur but the amounts or dates of when they will arise are uncertain.

53 Public Works Loan Board (PWLb)

A Central Government Agency, which provides loans for one year and above to authorities at interest rates only slightly higher than those at which the government can borrow itself.

54 Rateable value

The annual assumed rental of a hereditament, which is used for NDR purposes.

55 Related parties

There is a detailed definition of related parties in IAS 24. For the Authority's purposes related parties are deemed to include the Authority's members, the Chief Executive, its Directors and their close family and household members.

56 Related party transactions

The Code requires the disclosure of any material transactions between the Authority and related parties to ensure that stakeholders are aware when these transactions occur and the amount and implications of such.

57 Remuneration

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

58 Reserves

The accumulation of surpluses, deficits and appropriations over past years. Reserves of a revenue nature are available and can be spent or earmarked at the discretion of the Authority. Some capital reserves such as the fixed asset restatement account cannot be used to meet current expenditure.

59 Residual value

The net realisable value of an asset at the end of its useful life.

60 Retirement benefits

All forms of consideration given by an employer in exchange for services rendered by employees that are payable after the completion of employment.

61 Revenue expenditure

The day-to-day expenses of providing services.

62 Revenue support grant

A grant paid by Central Government to authorities, contributing towards the general costs of their services.

63 Stocks

Items of raw materials and stores an authority has procured and holds in expectation of future use. Examples are consumable stores, raw materials and products and services in intermediate stages of completion.

64 Temporary borrowing

Money borrowed for a period of less than one year.

65 Useful economic life (UEL)

The period over which the Authority will derive benefits from the use of a fixed asset.

ESSEX FIRE AUTHORITY

Essex County Fire & Rescue Service



MEETING

Policy and Strategy Committee

AGENDA ITEM

5

MEETING DATE

21 June 2017

REPORT NUMBER

EFA/070/17

SUBJECT

Budget Review May 2017

REPORT BY

Mike Clayton, Finance Director & Treasurer

PRESENTED BY

Mike Clayton, Finance Director & Treasurer

SUMMARY

This paper reports on expenditure against budget as at 31 May 2017 and identifies and comments on major budget variations. In addition, the report includes key indicators that act as lead indicators for expenditure across the Authority.

RECOMMENDATIONS

Members are asked to:

1. Note the position on income and expenditure at 31 May 2017 compared to the budget approved by Members;
2. Note the capital expenditure spend against budget for the period to 31 May 2017.
3. To approve the amendment to the support staff headcount numbers to reflect the additional posts in community safety and other departmental changes; and
4. To note the approach to be adopted to provide greater clarity in roles for budget monitoring going forward.

BACKGROUND

This table below shows actual expenditure against budget to 31 May 2017.

Description	YTD Actual £'000s	Variance YTD £'000s	% Variance YTD	YTD Commitments £'000s
Firefighters	4,802	(136)	-3%	-
On Call Firefighters	600	(60)	-9%	-
Control	224	(6)	-3%	-
Support Staff	2,986	74	3%	16
Total Employment Costs	8,611	(129)	-1%	16
Support Costs	203	(80)	-28%	54
Premises & Equipment	1,543	(203)	-12%	855
Other Costs & Services	510	(99)	-16%	299
Ill health pension costs	506	45	10%	-
Financing Items	250	(9)	-3%	(4)
Operational income	(585)	105	-15%	(0)
Contribution to/(from) Reserves	11	-	0%	-
Total Other Costs	2,439	(240)	-9%	1,204
Total Budget	11,050	(369)	-3%	1,220
Total Funding	(12,838)	32	0%	-
Funding Gap / (Surplus)	(1,788)	(337)	23%	1,220

More detailed figures are provided at appendix 1.

STAFFING

Overall employment costs are £129K (1.5%) under budget for the 2 months to 31 May 2017.

Spend for whole time fire-fighters is £136K (2.8%) under budget, this reflects headcount being lower than budget.

For on-call firefighters, spend is £60K (9.1%) under budget. This comprises two main elements, actual average headcount at 491 has been consistently below budget at 519 this year, this results in an underspend of c. £30K to May. Activity levels have decreased and are lower than budget, this accounts for an underspend of £30K to date.

Support staff pay is £73K (3.9%) over budget for the 2 month to 31 May. This comprised of an underspend of £1K on directly employed staff (there is further adjustments required to the Budget to accommodate the Job Evaluation impact for the current reporting year), an overspend of £3K on Secondary Contract Staff and an overspend of £71K on casual and temporary staff.

Directly employed support staff full time equivalent (FTE) headcount was 261.2 at 31 May, this shows a net increase of 4.6 FTE or 1.8% since the beginning of the year. A further point worth highlighting is that we now have 14.8 (5%) vacancies against the budgeted establishment. There were also 33 Temporary Support Staff engaged to the end of May 2017.

This takes the total Support Staff to 294.2 for May 2017 (18.2 FTE above budget).

Whole-time fire-fighter numbers at 612.5 are 17.5 (2.8%) under phased budget at the end of May.

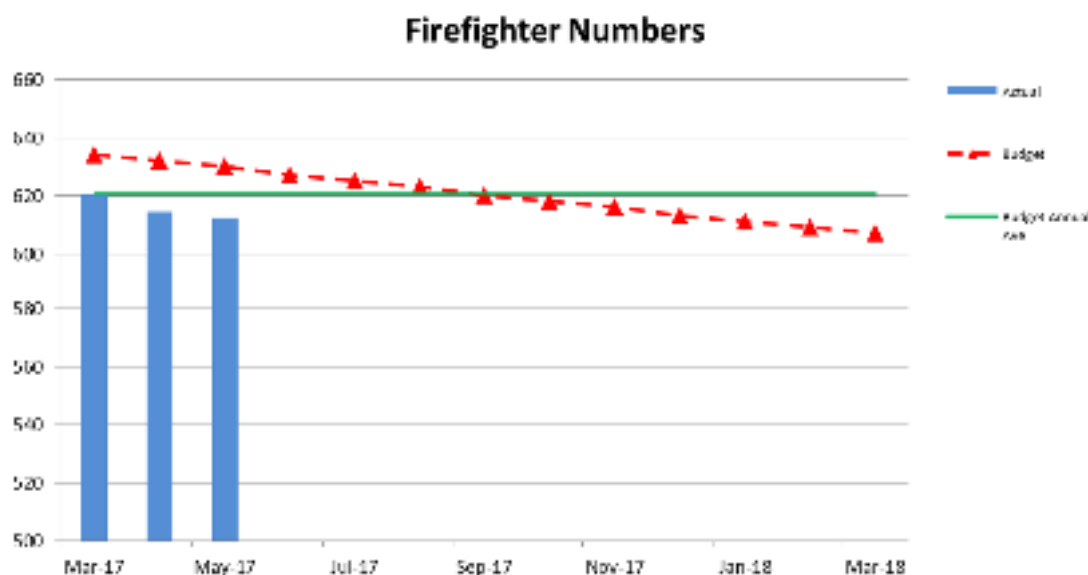
The staffing position at the end of May is summarised below (% figures rounded):

31 May 2017	Actual	Phased Budget	Variance	
Wholetime Firefighters - FTE	612.5	630.0	-17.5	-3%
On-Call Firefighters - Headcount	491.0	519.0	-28.0	-5%
Control - FTE	35.8	33.0	2.8	8%
Support Staff - FTE	261.2	276.0	-14.8	-5%
Total	1,400.5	1,458.0	-57.5	-4%

The figures in the table above show on-call fire-fighters on a headcount basis. On a full time equivalent basis there are 393.5 fire-fighters.

The number of whole-time fire-fighters aged over 50 with more than 30 years' service was 11 at the end of May. The number of fire-fighters aged over 50 with more than 25 years' service was 58 at the end of May.

The graph below shows the numbers of whole-time fire-fighters compared to the budget for the year.



WATCH BASED FIREFIGHTERS

The numbers of Watch Based Fire-fighters compared to the target levels set by the Authority are shown below.

Date	Budgeted Rider Resource	OptJmum Rider Resilience Level	Critical Minimum Rider Requirement	Actual Riders	Wholetime Rota Day Working (FTE)	On-Call Firefighters Mixed Crewing (FTE)
30/04/2017	524	500	476	482.0	0.0	0.0
31/05/2017	524	500	476	477.0	0.0	0.0

ON-CALL FIREFIGHTERS

The table shows that we have a headcount of 491 firefighters at 31 May 2017 a net increase of 9.0 from the 482.0 at 1 April 2017. This includes 19 new starters for Clacton Fire Station.

SUPPORT STAFF HEADCOUNT

The 2017/18 budget included the provision of £400k for additional community safety roles. In addition further work on departmental headcount has been carried out within the

overall budget agreed for support staff costs in the 2017/18 budget. The changes are summarised below:

Staff Changes by Department	Total FTE Budget Bid - Support Staff 31/01/2017	Total Pay Costs (Incl Temp/Agency + after Vacancy Factor) £'000s	Ave Cost per FTE £'000s
Amended Deaprtmental Headcount	285.5	10,915	38.2
Adjustments		£'000s	
Additional Community Safety Funding	10.0	400	
Secondary Contracts		360	
Resilience Pay		370	
Apprenticeship Levy		192	
LGPS Pension Supp/Cont deficit		972	
Amended Budget	295.5	13,209	
Original Budget	276.0	13,209	

To assist in future budget planning all posts will be classified as being “Service Delivery”, “Support Services” or “Project” regardless of whether they are budgeted or filled by employees on Green Book or Grey book conditions of Service. This will ensure that any change of a role from one set of conditions to another will not be seen as increasing the staff numbers. This is because there are a number of roles that could be carried out by staff on either set of conditions.

NON-PAY RELATED EXPENDITURE

Non-pay expenditure is £345K underspent for the 2 month to 31 May; in addition operational income is £105K less than budget.

Support costs are £80K (28.3%), underspent for the 2 month to 31 May, the main areas of underspend are Employee Support Costs - £46K (41.1%); travelling and subsistence - £17K (22.6%) underspent and training - £17K (17.7%) underspent.

Premises and equipment is £203K (11.6%), underspent the main areas of underspend are IT Systems £110K (26.1%); Equipment and Supplies £55K (22.5%) and Transport £19K (12.0%).

Other costs and services are £99K (16.2%) underspent.

CAPITAL EXPENDITURE

Capital expenditure for the 2 months to 31 May 2017 is shown in the table below.

	Original Budget 2017/18 £'000s	Approved Changes £'000s	Revised Budget £'000s	Total Spend including Commitments to end of May 2017 £'000s
Property				
New Premises				
Service Headquarters	-	-	-	-
Service Workshops	3,500	-	3,500	159
Other	-	-	-	-
Existing Premises				
Solar Panels	-	-	-	38
Asset Protection	2,500	-	2,500	463
Asset Improvement Works	-	-	-	-
Total Property	6,000	-	6,000	661
Equipment	605	-	605	-
Information Technology				
Projects > £250k	-	-	-	77
Projects < £250k	2,400	-	2,400	188
Total Information Technology	2,400	-	2,400	264
Vehicles				
New Appliances	2,060	-	2,060	2,108
Other Vehicles	825	-	825	42
Total Vehicles	2,885	-	2,885	2,151
Total Capital Expenditure	11,890	-	11,890	3,076

Total capital expenditure and commitments is £3.1m, the largest item included is £2.2m for new fire engines ordered for delivery in the year. The figure also includes £0.7m for asset protection and service workshops.

The investment of in information technology relates to improvements to the systems for Community Safety and Technical fire safety and the initial purchase costs of the new HR and Payroll system.

RISK MANAGEMENT IMPLICATIONS

The review of expenditure against the profiled budget is part of the overall financial control process of the Authority. In exceptional circumstances it allows for budget virements to ensure that under spending against budget heads can be utilised to fund expenditure against other priorities. If virements are not made there is a risk that the Authority will miss out on opportunities to improve performance and meet key objectives during the year. The Authority's reserves are at the upper end of their target range and the Authority is able to fund short term fluctuations in activity from them when necessary.

The review of the management accounts is one control measure to mitigate the risk of overspending the Authority's budget for the year.

LEGAL AND EQUALITIES IMPLICATIONS

There are no direct legal or equalities implications within this report.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985	
List of background documents – including appendices, hardcopy or electronic including any relevant link/s.	
Appendix 1 Management Accounts	
Appendix 2 On Call Firefighter Headcount Numbers	
Proper Officer:	Finance Director & Treasurer
Contact Officer:	Mike Clayton Essex County Fire & Rescue Service, Kelvedon Park, London Road, Rivenhall, Witham CM8 3HB Tel: 01376 576109 Mike.clayton@essex-fire.gov.uk

APPENDIX 1 - MANAGEMENT ACCOUNTS – MAY 2017

Description	YTD			
	YTD Actual £'000s	Variance YTD £'000s	% Variance YTD	YTD Commitments £'000s
Firefighters	4,802	(136)	-3%	-
On-Call Fire-Fighters	600	(60)	-9%	-
Control	224	(6)	-3%	-
Support Staff	2,986	74	3%	16
Total Employment Costs	8,611	(129)	-1%	16
Training	79	(17)	-18%	10
Employee Support Costs	66	(46)	-41%	40
Travel & Subsistence	58	(17)	-23%	4
Support Costs	203	(80)	-28%	54
Property Maintenance	346	(14)	-4%	660
Utilities	89	(9)	-9%	1
Rent & Rates	242	11	5%	-
Equipment & Supplies	191	(55)	-22%	68
Communications	227	(8)	-3%	3
Information Systems	311	(110)	-26%	93
Transport	137	(19)	-12%	30
Premises & Equipment	1,543	(203)	-12%	855
Establishment Expenses	174	(6)	-3%	67
Insurance	90	(5)	-5%	-
Professional Fees & Services	200	(85)	-30%	232
Democratic Representation	21	(4)	-15%	-
Agency Services	26	1	4%	-
Other Costs & Services	510	(99)	-16%	299
III Health Pension costs	506	45	10%	-
Lease & Interest Charges	250	(9)	-3%	(4)
Depreciation	-	-	0%	-
Asset management revenue account	-	-	0%	-
Statutory Provision for Capital Financing	-	-	0%	-
Voluntary Provision for Capital Financing	-	-	0%	-
Financing Items	250	(9)	-3%	(4)
Operational income	(585)	105	-15%	(0)
Contributions to/ (from) General Balances	11	-	0%	-
Total Net Financing Requirement	11,050	(369)	-3%	1,220
Revenue Support Grant	(4,346)	-	0%	-
National Non-Domestic Rates	(2,557)	(0)	-100%	-
Council Tax Collection Account	(116)	-	0%	-
Council Tax	(5,819)	32	0%	-
Total Funding	(12,838)	32	0%	-

APPENDIX 2**ON CALL FIREFIGHTER HEADCOUNT NUMBERS**

	Actual For End of	Movement since	Joiners since	Leavers since	Transfers In since	Transfers Out since
Station	May 2017	01 Apr 2017	01 Apr 2017	01 Apr 2017	01 Apr 2017	01 Apr 2017
Billericay	13	0	0	0	0	0
Braintree	21	0	0	0	0	0
Brentwood	15	0	0	0	0	0
Brightlingsea	11	(1)	0	(1)	0	0
Burnham	11	0	0	0	0	0
Canvey Island	17	0	0	0	0	0
Clacton	19	19	19	0	0	0
Coggeshall	12	0	0	0	0	0
Corringham	10	(1)	0	(1)	0	0
Dovercourt	12	0	0	0	0	0
Dunmow	17	0	0	0	0	0
Epping	15	1	1	0	0	0
Frinton	14	(1)	0	(1)	0	0
Halstead	19	(1)	0	(1)	0	0
Hawkeell	14	0	0	0	0	0
Ingatestone	11	0	0	0	0	0
Leaden Roding	7	0	0	0	0	0
Maldon	20	(1)	0	(1)	0	0
Manningtree	14	0	0	0	0	0
Newport	10	0	0	0	0	0
Old Harlow	11	(1)	0	(1)	0	0
Ongar	8	1	1	0	0	0
Rochford	12	0	0	0	0	0
Saffron Walden	20	(1)	0	(1)	0	0
Shoeburyness	10	(2)	0	(2)	0	0
Sible Hedingham	9	0	0	0	0	0
Stansted	16	0	0	0	0	0
Thaxted	7	0	0	0	0	0
Tillingham	10	0	0	0	0	0
Tiptree	12	(1)	0	(1)	0	0
Tollesbury	11	0	0	0	0	0
Weeley	15	0	0	0	0	0
West Mersea	11	(1)	0	(1)	0	0
Wethersfield	10	0	0	0	0	0
Wickford	13	0	0	0	0	0
Witham	22	0	0	0	0	0
Wivenhoe	12	(1)	0	(1)	0	0
Grand Total	491	9	21	(12)	0	0

