Commissioner of Police of the Metropolis

Un-audited Statement of Accounts 2024/25

How to Contact Us

We welcome your feedback. If you have any comments about this Statement of Accounts they should be sent to:

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Metropolitan Police Service
2nd Floor, Kilburn Police Station
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Consultation Opportunities

The Mayor's Office for Policing and Crime (MOPAC) holds regular meetings about policing with people who live and work in London. Details of these can be found on MOPAC Internet site at www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/governance-and-decision-making/our-public-scrutiny-meetings

Copies

The Statement of Accounts 2024/25 will be published as an internet document. Please consider the environment before printing the document.

Internet Addresses:
Mayor's Office for Policing and Crime https://www.london.gov.uk/who-we-are/governance-and-spending/spending-money-wisely/mayors-budget

Metropolitan Police Service: www.met.police.uk

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Introduction

These Accounts set out the overall financial position of the Commissioner of Police of the Metropolis (CPM), who is responsible for the Metropolitan Police Service (Met), for the year ended 31 March 2025.

Sir Mark Rowley was appointed as Commissioner and took up the post on 12 September 2022.

The Met is the largest police force in the UK and amongst the largest in the world. Headquartered in New Scotland Yard, the Met delivers policing services to 9 million Londoners across 620 square miles and to millions of commuters, tourists and visitors to the capital. The Met also co-ordinates Counter Terrorism policing nationally and is responsible for protecting the Royal Family and Parliament, and for Diplomatic Protection.

The Met's mission remains to achieve More Trust, Less Crime and High Standards. A New Met for London, the Met's reform plan centred around three delivery pillars:

Community crime-fighting is how we cut crime, rebuild trust and restore our bonds with communities.
We'll put more officers and Police Community Support Officers (PCSOs) into local neighbourhoods and make sure they're delivering against the priorities of Londoners. We'll work with them to fight crime and anti-social behaviour, bring all the specialist resources of the Met together to make a difference in the highest crime, lowest trust communities.

Culture change will be delivered across the Met to embed the values of policing by consent and build a strong culture focused on delivering for London, maintaining high standards and learning from others. We'll become a police service that does not discriminate – tackling racism, misogyny and homophobia – and better reflects the diversity of the city we serve.

Fixing our foundations is how we we'll set up our people to succeed. We'll organise and deploy our people better, and give them the training, equipment and tools they need to cut crime. We'll equip them with the data and technology they need to use their powers precisely while maintaining trust and upholding high standards.

In January 2025, HMICFRS moved the MPS out of enhanced monitoring to normal "Scan" arrangements, representing a milestone for the organisation and recognition that A New Met for London was the right plan for reforming the Met.

The Statement of Accounts

The CPM was established as a separate body on the 16 January 2012 under the Police Reform and Social Responsibility Act 2011. The CPM is the head of the MPS. The primary function of the CPM is the exercise of operational policing duties under the Police Act 1996. A separate body called the Mayor's Office for Policing and Crime (MOPAC) function was established at the same time. MOPAC holds the CPM to account for the exercise of these duties, thereby securing the maintenance of an efficient and effective Metropolitan Police force in London.

For accounting purposes MOPAC and the CPM together are known as the MOPAC Group. In the MOPAC Group accounts, the financial activities of MOPAC and the CPM are consolidated.

This Narrative Report provides an overview of the accounting arrangements and outlines the financial performance of the CPM during 2024/25.

The 2024/25 Accounts are prepared in accordance with the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice on Local Authority Accounting 2024/25.

The Accounts reflect the current legislative framework as well as the local arrangements operating in practice. Key elements of this framework in 2024/25 include:

- The Police Reform and Social Responsibility Act 2011 (the Act);
- The Home Office Financial Management Code of Practice for the Police Forces of England and Wales 2013;
- MOPAC Scheme of Delegation and Consent;
- MOPAC Financial Regulations;
- MOPAC Contract Regulations;
- The MPS Chief Financial Officer's Instructions

Under the legislative framework and local arrangements, MOPAC is responsible for the finances of the whole Group and controls the assets, liabilities and reserves. MOPAC has responsibility for entering into contracts and establishing the contractual framework under which the Commissioner's officers and staff operate. MOPAC receives all income and funding and makes all the payments for the Group from the MOPAC Police Fund.

In turn the Commissioner fulfils their statutory responsibilities for delivering an efficient and effective police force within an annual budget, which is set by the Deputy Mayor for Policing and Crime (DMPC) in consultation with the Commissioner. The Commissioner ultimately has a statutory responsibility for maintaining the King's peace and to do this has direction and control over police officers and police staff. It is recognised that in exercising day-to-day direction and control the Commissioner will undertake activities, incur expenditure and generate income to allow the police service to operate effectively.

It is appropriate that a distinction is made between the financial impact of this day-to-day direction and control of the force and the overarching strategic oversight exercised by the DMPC. Therefore the expenditure in respect of operational policing, including police officer and staff costs, is shown in the CPM Accounts, with the main sources of funding (i.e. central government grants and council tax) and the vast majority of balances being recognised in the MOPAC Accounts. The MOPAC Group Accounts shows the overall cost of policing London and includes both the cost of administering MOPAC and MOPAC expenditure on community safety and crime prevention and the Commissioner's expenditure on policing related activities.

The accounting arrangements between MOPAC and the CPM are detailed more fully in Note 5 to the Accounts on page 13.

Statement of Accounts

Like all public services, policing has continued to operate within a challenging financial environment. In spite of the ongoing financial pressures we face, investment has continued in projects and programmes to deliver transformation. These include investment in estates and equipment to support a modern police force. No specific capital funding is provided by the Home Office, so this investment is ultimately funded through revenue. Whilst previously we have been able to utilise disposal proceeds from the sale of surplus property, the estate has been rationalised to a position that there will be limited disposals in the future. As a result, the majority of capital investment will require long term borrowing.

The statement of accounts for the CPM required under the 2024/25 Code consist of:

- A Comprehensive Income and Expenditure Statement (CIES) - this recognises the accounting cost in the year of providing policing services under the direction of the Commissioner for the 12 months to 31 March 2025. The CIES has been prepared by applying the accounting principles set out in the CIPFA Accounting Code of Practice. The headings used are based on the CPM directorates as defined for the purpose of reporting to management;

- Movement in Reserves Statement – this summarises movements to and from the reserves for the year 2024/25. It is analysed into usable reserves (i.e. those that can be applied to fund expenditure) and unusable reserves. Under the MOPAC/CPM Financial Regulations and the Scheme of Consent and Delegation, MOPAC holds all reserves and accordingly the reserve balances on the CPM Movement in Reserves Statement as at 31 March 2025 are nil;

- The Balance Sheet – this summarises the financial position of the CPM at 31 March 2025 and sets out any assets, liabilities and reserves. All liabilities are ultimately the responsibility of MOPAC, so at year-end the net worth (total assets minus liabilities) is nil. The liability for police pensions is offset by an intra-group debtor reflecting MOPAC's continuing responsibility to provide funds from the Police Fund to enable the CPM to administer pension payments;

- The Cash Flow Statement – as all of the Group's cash flows during the reporting period are presented in the MOPAC Accounts, this statement simply shows the net surplus on provision of services adjusted for non-cash movements.

In addition to the financial statements, the Accounts include a Statement of Responsibilities for the Accounts and information on the Police Officer Pension Fund (providing statements for pension fund income and expenditure, assets and liabilities). An Annual Governance Statement (AGS) accompanies the Statement of Accounts as a separate report.

Financial performance

Setting the budget

The Deputy Mayor for Policing and Crime recommends an annual budget to the Mayor, following consultation with the Commissioner. The approved budget for 2024/25 for the whole MOPAC Group provided for gross expenditure of £4,797.2 million. Within this amount, £138.9 million was attributable to MOPAC, and included £112.7 million relating to London initiatives such as London Crime Prevention Fund £17.9 million, Violence Against Women and Girls £18.3 million, London Integrated Victim and Witness Service £4.6 million, Violence & Exploitation Service £5.5 million, MyEnds programmes £7.3 million and Criminal Justice programmes £11.6 million. The MOPAC Group net budget, after taking into account income, specific grant before reserve usage, was £3,705.5 million.

Performance against the Revenue Budget

Table 1 provides a summary of the final MPS outturn position for 2024/25 compared with the revised budget. Figures in brackets in the variance column represent reduced expenditure or increased income against the revised budget.

Table 1 Final outturn position for the MPS (CPM) 2024/25 compared with the revised budget

MOPAC Group £million Approved annual budget	Revised annual budget	Outturn	Variance Overspend/ (underspend)	CPM £million	Revised annual budget	Outturn	Variance Overspend/ (underspend)
				Pay			
2,687.3	2,687.3	2,757.8	70.5	Police officer pay and overtime	2,687.3	2,757.8	70.5
812.3	812.3	850.2	37.9	Police staff pay and overtime	787.9	826.0	38.1
74.5	74.5	79.3	4.8	PCSO pay and overtime	74.5	79.3	4.8
3,574.1	**3,574.1**	**3,687.3**	113.2	**Total pay**	**3,549.7**	**3,663.1**	**113.4**
				Running expenses			
35.7	35.7	69.0	33.3	Employee related expenditure	35.2	68.7	33.5
197.7	197.7	190.2	(7.5)	Premises costs	196.5	189.3	(7.2)
84.4	84.4	93.1	8.7	Transport costs	84.4	93.1	8.7
703.2	703.7	745.8	42.1	Supplies & services	590.5	641.2	50.7
150.4	150.4	143.9	(6.5)	Capital financing costs	150.4	143.9	(6.5)
51.8	51.8	54.0	2.2	Discretionary pension costs	51.8	54.0	2.2
1,223.2	**1,223.7**	**1,296.0**	**72.3**	**Total running expenses**	**1,108.8**	**1,190.2**	**81.4**
4,797.3	4,797.8	4,983.3	185.5	**Total gross expenditure**	4,658.5	4,853.3	194.8
(1,091.8)	(1,092.3)	(1,371.8)	**(279.5)**	**Total income and specific grants**	**(1,048.5)**	**(1,327.9)**	(279.4)
3,705.5	**3,705.5**	**3,611.5**	**(94.0)**	**Net expenditure**	**3,610.0**	**3,525.4**	**(84.6)**
(155.6)	(155.6)	(71.6)	84.0	Transfer to/(from) earmarked reserve	(136.9)	(62.3)	74.6
(0.0)	0.0	10.0	10.0	Transfer to/(from) general reserve	0.0	10.0	10.0
3,549.9	**3,549.9**	**3,549.9**	**0.0**	**Budget requirement**	**3,473.1**	**3,473.1**	**0.0**

Review of 2024/25 performance

In 2024/25, we have demonstrated that, where we have focused our effort and resources over the last two years – such as public protection and serious violence – we have made good progress:

- More Londoners agree that their police service does a good job locally (47.9%) than citizens of other major cities (Greater Manchester Police 44.7%, West Midlands 43.8% and West Yorkshire 45.6%). The England and Wales average is 48.2%. We are just below the national average when it comes to trust in police.

Proportion of Londoners who trust in the police				
Metropolitan / City of London Police 66.9%	**Greater Manchester Police** 67.4%	**West Yorkshire Police** 66.4%	**West Midlands Police** 62.2%	**England & Wales** 70.2%

- We have significantly improved the speed at which we respond to the public. The percentage of 999 calls answered within 10 seconds between 1 January 2024 and 31 December 2024 was 86.2%, compared to 77.6% the previous year. This, along with other improvement drivers, was a significant driver behind the Met being taken out of special measures by His Majesty's Inspectorate of the Constabulary and Fire Services (HMICFRS).

- Violence Against Women and Girls (VAWG) offending per capita – including rape, other sexual offences and stalking – is below the national average and that of other major cities. .

Violence Against Women and Girls	MPS		Most Similar Forces		England and Wales	
	Offences per 1000 population	*Positive Outcome rate*	*Offences per 1000 population*	*Positive Outcome rate*	*Offences per 1000 popultion*	*Positive Outcome rate*
Overall VAWG		8.6%	No national comparisons			
Rape	1.0	9.4%	1.6	7.2%	1.2	7.6%
Other sexual offences	2.0	9.3%	2.7	9.7%	2.3	11.5%
Stalking and Harassment	6.2	5.0%	15.4	6.1%	10.6	8.1%

- Levels of serious violence in London continue to decrease, and London is a safe city compared with other major UK cities and many European cities. We are now seeing the lowest London homicide rates in the last seven years, however robbery remains a challenge.

Serious Violence						
	MPS		Most Similar Forces		England and Wales	
	Offences per 1000 capita	*Positive Outcome rate*	*Offences per 1000 capita*	*Positive Outcome rate*	*Offences per 1000 capita*	*Positive Outcome rate*
Homicide (per 100,000)	1.2	74.0%	1.0	86.3%	0.8	81.3%
Robbery (all)	3.9	5.6%	1.8	13.8%	0.8	14.6%
Violence against the person	26.6	7.1%	44.3	9.3%	32.9	12.0%
Violence with injury	7.3	10.2%	10.3	13.6%	8.8	16.8%
Violence without injury	13.0	6.2%	18.6	9.4%	13.5	12.0%

- Although neighbourhood crime overall has reduced by 19% over the last year, tackling volume crime remains a significant challenge due to the scale of the problem

Budget

The MPS budget for 2025/26 is £4.9 billion, of which c£700 million is ringfenced for MPS counter terrorism and protective security responsibilities. This means £4.2 billion is available for the frontline policing of London.

Our initial 2025/26 workforce plan sets out that we will start the year with 32,752 officers, 11,151 staff and 1,445 PCSOs and by the end of the year we will finish on 31,258 officers, 10,972 staff and 1,399 PCSOs. This means our workforce will reduce by c1,719 FTE (a reduction of 1,494 officers, 46 PCSOs and 179 staff). However, the flexibility we have built in allows us to rapidly accelerate recruitment by 230 officer FTE and 70 staff FTE in year which would limit the reductions to 1,400 FTE in the event of a positive outcome from the comprehensive spending review or additional funding from elsewhere becoming available. We have confidence in our workforce plan, including the ability to grow in year, and have tested the plan against our current recruitment pipeline.

Outlook over the Medium Term Financial Plan

In March 2025 in support of the Police and Crime ambitions and the ambitions of the New Met for London Plan the 2025/26 net revenue budget was set at £3,894.9 million, an increase of £189.4 million from the approved 2024/25 budgeted figure of £3,705.5 million. The budget is funded by a general government grant of £2,632.8 million, retained business rates of £130.7 million and council tax of £1,028.4 million. Additionally, MOPAC planning to draw down £103.0 million from reserves. More detail can be found in MOPAC and MPS Final Budget 2025-26 and Medium Term Financial Plan 2026-27 to 2027-28.

The Medium-Term Financial Plan (MTFP) has been constructed on a medium-term basis and there is a need to ensure adequate resilience in future years. The MTFP provides for a balanced budget in

2025/26 however there are risks that will need to be carefully managed during the year through an enhanced control environment.

There is a forecast gap of £150.3m in 2026/27 increasing to £203.6m in 2027/28. Addressing the gap is a priority for MOPAC and MPS and to ensure that there is a sustainable financial plan into the medium term and beyond. These accounts have been published before the detail of the recent governments Spending Review is known. This may have a significant bearing on the medium term financial position of both organisations and the ambition over the next 3 years.

The revenue budget and the capital programme are intrinsically linked and there is an increasing revenue impact that has been a key consideration in developing the budget. Borrowing levels that have been subdued due to high levels of capital receipts in previous years have already started to increase, and will do so more into the future without any specific capital funding being made available by the Home Office. Affordability of the capital plans in the context of the challenges on the revenue budget and knock on impact on operational delivery will be a key consideration in future budget setting processes.

The MOPAC five-year capital spending plan, for 2024/25 to 2028/29 totals approximately £1.5 billion, across transformation and other activities such as property lifecycle works, vehicle fleet, Core IT infrastructure and National Counter Terrorism Policing Headquarters. Capital expenditure of £338.4 million is planned for 2025/26. This expenditure will continue to focus on transforming the MPS estate, IT core infrastructure and transforming investigation and prosecution. As well as improving operational effectiveness, this investment will be required to deliver planned future revenue savings and meet the needs of a larger force given planned increase in officer numbers. Capital expenditure will be financed through a combination of receipts, grants and borrowing.

The Balance Sheet
Under MOPAC/CPM financial regulations the CPM is not responsible for the acquisition, disposal or maintenance of long-term assets which are instead the responsibility of the Deputy Mayor through the MOPAC Capital programme. All long-term assets are therefore recognised on the MOPAC Balance Sheet rather than on the CPM Balance Sheet. The CPM does, however, make use of these assets in the discharge of policing duties. Details of assets held by MOPAC as well as information on other categories of assets and liabilities can be found in the 2024/25 MOPAC and the MOPAC Group Statement of Accounts.

Reserves
The reserves of the Group are held by MOPAC and are available for the Commissioner to utilise in the performance of their duties subject to approval by the Deputy Mayor. These reserves and their purposes can be reviewed in the MOPAC Group Statement of Accounts.

Pensions
The Police Officer Pension Liability and Police Officer Pension Reserve reflect the application of International Financial Reporting Standard IAS 19. The pension liability shows the underlying commitments that the Group has in the long run to pay retirement benefits obligations as they fall due. The CPM Balance Sheet also recognises a long-term debtor with the MOPAC equivalent to the IAS 19 liability. This debtor reflects the commitment of the MOPAC to provide funding to the CPM to meet these obligations. The most recent Police Pension fund valuation by the scheme's actuary showed a decrease in liabilities due in the main to the change in actuarial assumptions used to calculate the pensions liability. Pension contributions of 31% of pensionable pay are made to finance the liability, with the actual pensions and commuted lump sums being met directly by the Police Pension Fund Revenue Account. The shortfall on the Pension Fund between contributions and other income receivable and benefits payable was met by the Home Office in 2024/25.

Accounting changes in 2024/25
The only change in the CIPFA Code 2024/25 that materially affected the CPM Statement of Accounts was the adoption of IFRS16 Leases. The adoption of IFRS16 meant that a number of leases which were previously treated as operating leases were reclassified as finance leases. The impact of this

was to reapportion costs from within operating expenses to Minimum Revenue Provision and finance charges.

Annual Governance Statement
The Accounts and Audit Regulations 2015 require that the Annual Governance Statement (AGS) accompanies the Statement of Accounts. The CPM has elected to publish the AGS as a separate document to the Statement of Accounts. The AGS is a statutory document which explains the governance processes and procedures in place to enable the Met to carry out its functions effectively. The AGS highlights the CPM's internal control environment, comments on its effectiveness and identifies issues for future work. The CPM performs an annual assurance review appraising the governance arrangements currently in place.

Independent auditor's report to the Commissioner of Police of the Metropolis

To be completed in September after 2025 audit

Statement of responsibilities for the Accounts

Commissioner's Responsibilities

The Commissioner of Police of the Metropolis (CPM) is required to:

- Make arrangements for the proper administration of the Metropolitan Police Service financial affairs and to secure that one of its officers (Chief Financial Officer) has responsibility for the administration of those affairs;
- Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- Approve the Statement of Accounts.

Chief Financial Officer's Responsibilities

The Chief Financial Officer of the CPM is responsible for the preparation of the Statement of Accounts for the CPM 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 CPM has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent;
- Complied with the Code;
- Kept proper accounting records which were up to date; and
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

I certify that the Statement of Accounts gives a true and fair view of the financial position of the CPM at the accounting date and of the income and expenditure for the year ended 31 March 2025

Signed
Dan Worsley
Chief Finance Officer

Dated: 2 July 2025

CPM Comprehensive Income and Expenditure Statement for 2024/25

** MOPAC funding during the year for financial resources of MOPAC consumed at the request of the CPM*

£000	Notes	Year ending 31 March 2025 Gross exp	Year ending 31 March 2025 Income	Year ending 31 March 2025 Net exp	Year ending 31 March 2024 Gross exp restated	Year ending 31 March 2024 Income restated	Year ending 31 March 2024 Net exp restated
Frontline Policing		1,438,684	(62,312)	**1,376,372**	1,487,568	(69,862)	**1,417,706**
Specialist Operations		574,400	(651,630)	**(77,230)**	586,453	(624,107)	**(37,654)**
Operations and Performance		1,032,580	(225,351)	**807,229**	1,095,527	(237,042)	**858,485**
People and Resources		499,237	(84,943)	**414,294**	406,962	(61,222)	**345,740**
Professionalism		127,517	(19,353)	**108,164**	113,430	(18,047)	**95,383**
Digital, Data and Technology		277,985	(14,529)	**263,456**	234,945	(16,048)	**218,897**
Strategy and Transformation		74,776	(693)	**74,083**	105,610	0	**105,610**
Comms and Engagement		25,649	(8,348)	**17,301**	24,136	(8,164)	**15,972**
Centrally Held		153,647	(312,599)	**(158,952)**	96,321	(183,005)	**(86,684)**
Financial resources of MOPAC consumed at the request of the CPM	1.1	**4,204,475**	**(1,379,758)**	**2,824,717**	4,150,952	(1,217,497)	**2,933,455**
Intra-group adjustment*		**(4,204,475)**	**1,379,758**	**(2,824,717)**	(4,150,952)	1,217,497	**(2,933,455)**
Net cost of policing services		0	0	**0**	0	0	**0**
Financing and investment							
Interest on police officer pension defined benefit liability	10.1			**1,159,100**			**1,144,400**
Intra-group adjustment (interest on police officer pension defined benefit liability)				**(1,159,100)**			**(1,144,400)**
Non-specific grant income and contributions							
Intra-group adjustment (re-measurement of the defined benefit liability)	10.1			**4,226,100**			**751,100**
Deficit on provision of services				**4,226,100**			**751,100**
Other comprehensive income and expenditure							
Re-measurements of the defined benefit liability	10.1			**(4,226,100)**			**(751,100)**
Total comprehensive income and expenditure				**0**			**0**

The Comprehensive Income and Expenditure Statement (CIES) above reflects MOPAC financial resources consumed at the request of the CPM for 2024/25 and 2023/24. In practice all the respective costs are paid for by MOPAC and the CIES includes the intra-group adjustment referred to in Note 5 to the Accounts, resulting in a nil balance for total comprehensive income and expenditure. The Expenditure and Funding Analysis provides a reconciliation between the "Net Cost of Policing Services" figures in the CIES above and the Revenue Outturn Statement in the Narrative Report (page vii) which is prepared using internal management reporting methodologies and which in some cases are different from the accounting policies in the financial statements.

CPM Movement in Reserves Statement for 2024/25

This statement shows the movement in the year on the different reserves.

£000	General Reserves Balance	Earmarked revenue reserves	Total General and Earmarked reserves	Total usable reserves	Unusable reserves	Total reserves
At 31 March 2024	**0**	**0**	**0**	**0**	**0**	**0**
Deficit on provision of services	4,226,100	0	4,226,100	4,226,100	0	4,226,100
Other comprehensive income and expenditure	(4,226,100)	0	(4,226,100)	(4,226,100)	0	(4,226,100)
Total comprehensive income and expenditure	**0**	**0**	**0**	**0**	**0**	**0**
Adjustments between accounting basis and funding basis under regulations	0	0	0	0	0	0
Adjustments between accounting basis and intra-group adjustment	0	0	0	0	0	**0**
Net (increase) / decrease before transfers to earmarked reserves	**0**	**0**	**0**	**0**	**0**	**0**
Transfers (to) /from earmarked reserves	0	0	0	**0**	0	**0**
(Increase) / decrease in year	**0**	**0**	**0**	**0**	**0**	**0**
Balance at 31 March 2025	**0**	**0**	**0**	**0**	**0**	**0**

This statement shows only pension related transactions for the year ending 31 March 2025 as all reserves are managed by the Mayor's Office for Policing and Crime (MOPAC). The financial consequences of the operational activities undertaken by the CPM can be seen in the Comprehensive Income and Expenditure Statement.

CPM Movement in Reserves Statement for 2023/24

This statement shows the movement in the year on the different reserves.

£000	General Reserves Balance	Earmarked revenue reserves	Total General and Earmarked reserves	Total usable reserves	Unusable reserves	Total reserves
At 31 March 2023	**0**	**0**	**0**	**0**	**0**	**0**
Deficit on provision of services	751,100	0	751,100	751,100	0	751,100
Other comprehensive income and expenditure	(751,100)	0	(751,100)	(751,100)	0	(751,100)
Total comprehensive income and expenditure	**0**	**0**	**0**	**0**	**0**	**0**
Adjustments between accounting basis and funding basis under regulations	0	0	0	0	0	0
Adjustments between accounting basis and intra-group adjustment	0	0	0	0	0	**0**
Net (increase) / decrease before transfers to earmarked reserves	**0**	**0**	**0**	**0**	**0**	**0**
Transfers (to) / from earmarked reserves	0	0	0	**0**	0	**0**
(Increase) / decrease in year	**0**	**0**	**0**	**0**	**0**	**0**
Balance at 31 March 2024	**0**	**0**	**0**	**0**	**0**	**0**

This statement shows only pension related transactions for the year ending 31 March 2024 as all reserves are managed by the Mayor's Office for Policing and Crime (MOPAC). The financial consequences of the operational activities undertaken by the CPM can be seen in the Comprehensive Income and Expenditure Statement.

CPM Balance Sheet

The Balance Sheet sets out the assets, liabilities and reserves at the year end. As stated previously the CPM does not own any assets nor hold any reserves at year-end. It does include two accounting adjustments to show the reader its accounting for pension liabilities and accumulated absences on the Balance Sheet at 31 March 2025.

£000	Notes	31 March 2025	31 March 2024
Long term assets			
Police Officer pension - Intra-group debtor		20,338,000	24,198,200
Total long term assets		**20,338,000**	**24,198,200**
Current assets			
Accumulated absences - Intra-group debtor		228,090	224,806
Total current assets		**228,090**	**224,806**
Current liabilities			
Creditors	11	(228,090)	(224,806)
Total current liabilities		**(228,090)**	**(224,806)**
Long term liabilities			
Police officer pension liabilities	10.1	(20,338,000)	(24,198,200)
Total long term liabilities		**(20,338,000)**	**(24,198,200)**
Net assets		**0**	**0**
Financed by:			
Unusable reserves		0	0
Usable reserves		0	0
Total reserves		**0**	**0**

CPM Cash Flow Statement

This statement does not show any cash-flows for the year ending 31 March 2025, since all payments were made from the Police Fund which is held by the Mayor's Office for Policing and Crime (MOPAC). Similarly all income receipts and funding are received by MOPAC during the year. The financial consequences of the operational activities undertaken by the CPM can be seen in the Comprehensive Income and Expenditure Statement.

£000	Notes	Year ending 31 March 2025	Year ending 31 March 2024
Net (surplus) or deficit on the provision of services		4,226,100	751,100
Adjustments to net (surplus) or deficit on the provision of services for Non-Cash Movements	13.1	(4,226,100)	(751,100)
Adjustments for items in the net (surplus) or deficit on the provision of services that are investing or financing activities		0	0
Net cash flows from operating activities		**0**	**0**
Investing activities		0	0
Financing activities		0	0
Net (increase) or decrease in cash and cash equivalents		**0**	**0**
Cash and cash equivalents at the beginning of the period		0	0
Cash and cash equivalents at the end of the period		**0**	**0**

Notes to the Financial Statements for the Commissioner of Police of the Metropolis

The notes for the Statement of Accounts for 2024/25 are presented in the following pages (6 to 33).

1. Expenditure and Funding Analysis

1.1 CPM expenditure and funding analysis

Expenditure and funding analysis 2024/25	**As reported for resource management**	**Adjustments to arrive at the net amount chargeable to the General Reserves balance**	**Net Expenditure chargeable to the General Reserves balance**	**Adjustments between the Funding and Accounting Basis**	**Net Expenditure in the Comprehensive Income and Expenditure Statement**
		Note 1			
£000					
Frontline policing	1,759,802	(1,104)	1,758,698	(382,326)	1,376,372
Specialist operations	(3,162)	(7,881)	(11,043)	(66,187)	(77,230)
Operations and Performance	868,548	3,802	872,350	(65,121)	807,229
People and Resources	450,175	16,078	466,253	(51,959)	414,294
Professionalism	117,782	1,367	119,149	(10,985)	108,164
Digital, Data and Technology	255,701	6,245	261,946	1,510	263,456
Strategy and Transformation	56,776	19,256	76,032	(1,949)	74,083
Comms and Engagement	16,742	98	16,840	461	17,301
Centrally held	(59,240)	(18,950)	(78,190)	(80,762)	(158,952)
Financial resources of MOPAC consumed at the request of the CPM	**3,463,124**	**18,911**	**3,482,035**	**(657,318)**	**2,824,717**
Intra-group adjustment	(3,463,124)	(18,911)	(3,482,035)	657,318	(2,824,717)
Net cost of services	0	0	0	0	0
Other income and expenditure	0	0	0	0	0
Surplus or deficit on General Reserves			0		
Opening General Reserves balance at 31 March 2024			0		
Less deficit on General Reserves in year			0		
Closing General Reserves balance at 31 March 2025			0		

Adjustments between the funding and accounting basis 2024/25 £000	Adjustments for capital purposes Note 2	Net change for the pensions adjustments Note 3	Other differences Note 4	Total Adjustments
Frontline Policing	123,788	(507,866)	1,752	(382,326)
Specialist Operations	28,667	(95,236)	382	(66,187)
Operations and Performance	66,751	(132,651)	779	(65,121)
People and Resources	(18,635)	(33,534)	210	(51,959)
Professionalism	8,324	(19,416)	107	(10,985)
Digital, Data and Technology	2,162	(678)	26	1,510
Strategy and Transformation	1,847	(3,819)	23	(1,949)
Comms and Engagement	456	0	5	461
Centrally held	(80,762)	0	0	(80,762)
Financial resources of MOPAC consumed at the request of the CPM	132,598	(793,200)	3,284	(657,318)
Intra-group adjustment	(132,598)	793,200	(3,284)	657,318
Net cost of service	0	0	0	0
Other income and expenditure	0	0	0	0
Differences between General Reserves surplus or deficit and Comprehensive Income and Expenditure Statement surplus or deficit on the provision of services	0	0	0	0

Expenditure and funding analysis 2023/24 restated £000	As reported for resource management	Adjustments to arrive at the net amount chargeable to the General Reserves balance Note 1	Net Expenditure chargeable to the General Reserves balance	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
Frontline policing	1,635,028	(2,890)	1,632,138	(214,432)	1,417,706
Specialist operations	(2,865)	(448)	(3,313)	(34,341)	(37,654)
Operations and Performance	880,090	1,093	881,183	(22,698)	858,485
People and Resources	347,671	2,984	350,655	(4,915)	345,740
Professionalism	97,303	1,533	98,836	(3,453)	95,383
Digital, Data and Technology	214,962	2,481	217,443	1,454	218,897
Strategy and Transformation	79,069	28,780	107,849	(2,239)	105,610
Comms and Engagement	15,463	0	15,463	509	15,972
Centrally held	(70,807)	51,230	(19,577)	(67,107)	(86,684)
Financial resources of MOPAC consumed at the request of the CPM	**3,195,914**	**84,763**	**3,280,677**	**(347,222)**	**2,933,455**
Intra-group adjustment	(3,195,914)	(84,763)	(3,280,677)	347,222	(2,933,455)
Net cost of services	0	0	0	0	0
Other income and expenditure	0	0	0	0	0
Surplus or deficit on General Reserves			0		
Opening General Reserves balance at 31 March 2023			0		
Less deficit on General Reserves in year			0		
Closing General Reserves balance at 31 March 2024			0		

Adjustments between the funding and accounting basis 2023/24 restated £000	Adjustments for capital purposes	Net change for the pensions adjustments	Other differences	Total Adjustments
	Note 2	Note 3	Note 4	
Frontline policing	124,523	(358,028)	19,073	(214,432)
Specialist operations	24,466	(61,960)	3,153	(34,341)
Operations and Performance	64,427	(91,065)	3,940	(22,698)
People and Resources	5,365	(10,583)	303	(4,915)
Professionalism	7,489	(11,440)	498	(3,453)
Digital, Data and Technology	1,985	(492)	(39)	1,454
Strategy and Transformation	1,601	(4,032)	192	(2,239)
Comms and Engagement	528	0	(19)	509
Centrally held	(67,107)	0	0	(67,107)
Financial resources of MOPAC consumed at the request of the CPM	163,277	(537,600)	27,101	(347,222)
Intra-group adjustment	(163,277)	537,600	(27,101)	347,222
Net cost of service	0	0	0	0
Other income and expenditure	0	0	0	0
Differences between General Reserves surplus or deficit and Comprehensive Income and Expenditure Statement surplus or deficit on the provision of services	0	0	0	0

The expenditure and funding analysis shows how annual expenditure is used and funded from resources by the CPM in comparison with those resources consumed or earned by the CPM in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for decision making purposes between the CPMs departments. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

Note 1 This column shows the adjustments required to arrive at the net amount chargeable to the General Reserves from the financial outturn reported as part of the CPM's internal financial reporting arrangements. This includes adjustments for movements to and from reserves which are included against the cost of service and the removal of interest income and expenses from the net cost of service and reflection in other income and expenditure in line with generally accepted accounting practices.

Note 2 Adjustments for capital purposes – this column adds non-cash asset costs in the services line and removes revenue contributions to capital which are not chargeable under generally accepted accounting practices

Note 3 Net change for the pensions adjustments – this is the net change for the removal of pensions contributions made by the CPM and the replacement with accounting entries under IAS 19.

Note 4 Other differences – this column adds back the estimate for untaken annual leave at the end of the financial year in line with generally accepted accounting practices.

2. Statement of accounting policies

2.1 General principles

These financial statements have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom (the Code), issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) 2024/25 and the Accounts and Audit [England] Regulations 2015. The accounting policies apply International Financial Reporting Standards (IFRS) as amended by International Public Sector Reporting Standards (IPSAS) for the public sector.

The Accounts have been prepared on a going concern basis using an historic cost convention, modified to account for the revaluation of the long term asset and the pension liabilities.
The accounting policies below also reflect the powers and responsibilities of the Commissioner of Police of the Metropolis (CPM) as designated by the Police Reform and Social Responsibility Act 2011 and the Home Office Financial Management Code of Practice for the Police Service, England and Wales 2013. The accounting policies defined here are consistent with local regulations, local agreement and practice as well as the MOPAC Group policies. The Accounts cover the 12 months to 31 March 2025.

2.2 Cost and intra-group income recognition

All external income is received by MOPAC, which holds the Police Fund for London and all related financial reserves and cash balances. MOPAC provides an annual budget to the CPM. All resources consumed at the request of the Commissioner are funded by MOPAC, including the wages of police staff, PCSOs and officers, and no actual cash transactions or events take place between the two entities. From an accounting perspective costs are recognised within the CPM Accounts to reflect the financial resources consumed at the request of the CPM and the economic benefit and service potential this brings about. For instance, an economic benefit is recognised to reflect the utilisation of MOPAC owned fixed assets which mirrors depreciation of property, plant and equipment (amortisation in respect of intangible assets), and impairment from obsolescence or physical damage. Income is recognised in the Comprehensive Income and Expenditure Statement of the CPM Accounts, to reflect the funding by MOPAC for expenditure incurred by the CPM.

2.3 Accruals of income and expenditure

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

- Intra-group income is recognised when it is probable that the associated economic benefit or service potential will flow to the CPM;
- Supplies are recorded as expenditure when they are consumed;
- Expenses relating to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made;
- Short term compensated absences - these are periods during which an employee does not provide services to the employer, but employee benefits continue to be earned (such as periods of annual leave and rest days). Short term accumulated absences are recognised in the Comprehensive Income and Expenditure Statement in the period in which officers or police staff render the service which entitles them to the benefit, not necessarily when they enjoy the benefit. An accrual to reflect the cost of leave earned, but not taken by police officers and staff at the end of the financial year recognised on the CPM Balance Sheet, is offset by an intra-group debtor to reflect the responsibility placed on MOPAC to provide funds from the Police Fund to meet this liability.

2.4 Provisions

Provisions are made where an event has taken place that gives an obligation where it is probable that settlement by a transfer of economic benefits will be required and where the amount of the obligation can be estimated reliably, but where the timing of the transfer is uncertain. Under the MOPAC/CPM Financial Regulations, the revenue charge for provisions recognised on the MOPAC Balance Sheet is recognised in the CIES of the CPM. Estimated provisions are reviewed at the end of each financial year. Where it is likely that a provision will not be required, the relevant amount is reversed in the CIES of CPM.

2.5 Employee benefits

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 for current employees. The financial consequences of these benefits are

recognised in the CPM CIES in the year in which the employee renders service to the CPM. IAS 19 Employee Benefits requires CPM to account for short-term compensating absences (these are periods during which an employee benefits continue to be earned which include time owing for annual leave and rest days), by accruing for the benefits which have accumulated but are untaken by the Balance Sheet date.

Termination benefits

Termination benefits are amounts payable as a result of a decision to terminate a member of staff's employment before their normal retirement date or their decision to accept voluntary redundancy. These are recognised in the CIES of the CPM at the earlier of when the organisation can no longer withdraw the offer of those benefits or when the organisation recognises the costs for a restructuring.

Post-employment benefits

All active police officers are eligible for membership of the Police Pension Scheme 2015 (PPS2015). Police staff have access to the Alpha pension scheme, as part of the Civil Service Pension arrangement. The CPM is the administering body for the Pension Fund. MOPAC provides funds from the Police Fund to meet the pension payments as they fall due.

Police officers
The Police Pension Scheme is a defined benefit contributory occupational pension scheme which is guaranteed and backed by law. The PPS 2015 is a new Career Average Revalued Earnings (CARE) Scheme and was introduced on 1 April 2015, this scheme is a change from the previous 1987 and 2006 Final Salary Schemes. All officers starting after 1 April 2015 joined the new 2015 Scheme. On 1 April 2022, as part of the McCloud remedy, all existing members in the 1987 and 2006 schemes moved to the 2015 scheme. Members of the new 2015 Scheme make contributions of between 12.44% and 13.78% of pensionable pay. The employees' contribution rate is set nationally by the Home Office and is subject to triennial revaluation. The employer contribution rate was increased to 35.3%, from 1 April 2024. New financial arrangements were introduced on 1 April 2006 to administer the schemes.

The Police Pension schemes are defined benefit schemes paid from revenue (without managed pension assets). The liability for the Pension Schemes is recognised initially on the CPM Balance Sheet in accordance with IAS 19 Employee Benefits. All liabilities are ultimately the responsibility of MOPAC as MOPAC provides the sole source of funding to meet the CPM's costs, so at year end the pension liability for police pensions is offset by an intra-group debtor, reflecting MOPAC's continuing responsibility to provide funds from the Police Fund to enable the CPM to administer pension payments.

Recognition of the total liability has a substantial impact on the net worth of the CPM and by virtue of the funding arrangement the net worth of MOPAC. Accrued net pension liabilities are assessed on an actuarial basis. The change in net pension liability can be broken down into the following components:

Service cost comprising:

- Current service cost – the increase in liabilities as a result of years of service earned this year – allocated to the CPM Comprehensive Income and Expenditure Statement to the services for which the police officers worked;
- Past service cost – the increase in liabilities arising as a result of a scheme amendment or curtailment whose effect relates to years of service earned in earlier years – debited to the Net Cost of Services in the Comprehensive Income and Expenditure Statement;
- Interest on the defined benefit liability – the increase during the period in the defined benefit liability which arises because the benefits are one year closer to being paid – debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.

Re-measurements comprising of actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions – debited or credited to the Pensions Reserve with the exception of actuarial gains and losses in relation to injury benefits, which are debited or credited to the Net Cost of Policing Services in the CIES.

Transfers into and out of the Scheme representing joining and leaving police officers, are recorded on a cash basis in the Pension Fund, because of the length of time taken to finalise the sums involved.

Police staff
The CPM joined the Principal Civil Service Pension Scheme (PCSPS) in 2002/03. The PCSPS is an unfunded defined benefit scheme which operates seven different sub schemes but only one is open to new staff joining MOPAC/CPM, the Alpha Scheme, which is a career average scheme, Additionally, there is a defined contribution alternative. The PCSPS is a multi-employer scheme whereby the underlying assets and liabilities within the Scheme are not broken down and attributed to individual employers, and therefore is defined as a multi-contribution scheme. The appropriate level of disclosure has been followed in accordance with IAS 19.

2.6 Value Added Tax (VAT)

The CPM does not submit a VAT return and MOPAC submits a single VAT return on behalf of the MOPAC Group. Expenditure in the CPM CIES excludes any amounts relating to VAT as all VAT is remitted to/from the HM Revenue & Customs.

2.7 Contingent assets and liabilities

The CPM recognises material contingent liabilities as either:
- Possible obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the organisation, or
- Present obligations that arise from past events but are not recognised because;
  a) it is not probable that outflows of resources embodying economic benefits or service potential will be required to settle the obligations, or
  b) the amount of the obligations cannot be measured with sufficient reliability.

A material contingent liability is not recognised within the accounts as an item of expenditure. It is, however, disclosed in a note unless the possibility of a transfer of economic benefits or service potential in settlement is remote (in which case no action is needed).

The CPM may also recognise contingent assets as ‘a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the organisation’.

2.8 Events after the reporting period

When an event occurs after the Balance Sheet date which provides evidence of conditions that existed at the Balance Sheet date an adjusting event occurs and the amounts recognised in the Statement of Accounts will be adjusted to take into account any values that reflect the adjusting event. Where an event occurs after the Balance Sheet date that is indicative of conditions that arose after the date, the amounts recognised in the Statement of Accounts are not adjusted but disclosed as a separate note to the Accounts. Events after the Balance Sheet date are reflected up to the date when the Statement of Accounts is authorised for issue.

2.9 Overhead costs

The costs of overheads and support services are charged to service segments within the CPM CIES in accordance with the CPM’s arrangements for accountability and financial performance. Support service costs identified as Corporate and Democratic Core costs are not charged to service segments within the CPM CIES.

2.10 Prior period adjustments, changes in accounting policies, 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 organisation's financial position or financial performance. When 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 has always been applied.

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

3. Accounting standards that have been issued, but not yet adopted

There are issued accounting standards and amendments to issued accounting standards which have not yet been adopted by the Code which will apply to the CPM in 2025/26:

- IAS21 The Effects of Changes in Foreign Exchange Rate (Lack of Exchangeability) issued in August 2023.
- IFRS17 Insurance Contracts issued in May 2017.

There will be limited application of the two standards above in the CPM's statement of accounts.

4. Significant estimates and judgements in applying the accounting policies

The preparation of the financial statements requires the CPM to make judgements, estimates and assumptions that affect the application of policies and reporting amounts of assets and liabilities, income and expenditure. The estimates and associated assumptions are based on historical experience and various other factors, the results of which form the basis of making judgements about the values of expenditure amounts that are not readily apparent from other sources. The estimates and assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised. Material estimates and assumptions are made in the following cases:

<u>Estimates</u>

- The costs of a pension arrangement require estimates regarding MOPAC future cash flows that will arise under the scheme liabilities, see Note 10, as advised by the scheme actuaries. The financial assumptions are largely prescribed at any point and reflect market expectations at the reporting date. Assumptions are also made around the life expectancy of the UK population. The last valuation of the pension scheme undertaken using full membership data was conducted in 2022. Under IAS19, the actuaries have projected the results of this valuation using approximate methods. In particular, the roll-forward allows for:
    - Changes in financial and life expectancy assumptions;
    - Additional benefit accrual;
    - Actual cash flows over the period; and
    - Updated membership information.

Judgements

- 2.2 Cost and intra-group income recognition; judgement has been made of the net expenditure allocated between MOPAC and the CPM to reflect the financial resources of MOPAC consumed at the request of the CPM. In arriving at this approach various interested parties were consulted including senior management in both corporate bodies and careful consideration given to the Police Reform and Social Responsibility Act 2011 and Home Office guidance. More details are included in Note 5.

- 2.5 Employee Benefit; A debtor has been established on the CPM Balance Sheet equal to the employee benefit liability under IAS 19 to reflect the continuing requirement on an elected local policing body, as required under the Police Reform and Social Responsibility Act 2011, to provide funds to the chief constable or the CPM from the Police fund for the payment of employee benefits (as MOPAC provides the sole source of funding to meet the CPM's costs).

Assumptions made about the future and other major sources of estimation uncertainty
The Code contains a disclosure requirement for assumptions made about the future and other major sources of estimation uncertainty for which there is a significant risk of 'material' adjustment. At the date of publication of the Accounts, the key assumptions and sources of major uncertainty affecting the accounts are set out above. The most significant of these relates to assumptions made regarding the Police pension liability – namely the discount rate, inflation, life expectancy and salary growth. The value of the pension liability requires estimation of financial and non-financial assumptions over a long time period (30-50yrs), and hence represents a source of significant estimation uncertainty. For this reason, sensitivity analysis for movements in these key assumptions is included at Note 10.1.

5. The basis of operation of the Commissioner of Police of the Metropolis (CPM)

5.1 Introduction

Following the Police Reform and Social Responsibility Act 2011 (the Act), the Metropolitan Police Authority (MPA) was replaced on 16 January 2012 with two corporations sole - the Mayor's Office for Policing and Crime (MOPAC) and the Commissioner of Police of the Metropolis (CPM). These financial statements for 2024/25 show the financial position of the CPM with comparative year's figures.

5.2 Accounting principles

Recognition of the assets, liabilities and reserves in the Accounts of the CPM and MOPAC during 2024/25 reflects the powers and responsibilities of the CPM and MOPAC as designated by the Police Reform and Social Responsibility Act 2011 and the Home Office Financial Management Code of Practice for the Police Service, England and Wales 2013. This accounting treatment is also underpinned by the working relationship between the Deputy Mayor and the Commissioner as defined by local regulations (MOPAC Financial Regulations and Scheme of Delegation), local agreement and practice. Under these arrangements the assets, liabilities and reserves are under MOPAC's control.

MOPAC receives all government funding and income and the CPM, while fulfilling its functions under the 2011 Act, consumes the MOPAC's financial resources against an annual budget for the discharge of their operational policing responsibilities. The CPM does not hold any cash or reserves. MOPAC has the responsibility for managing the financial relationships with third parties. When MOPAC resources are consumed at the request of the CPM, all payments are made by MOPAC from the MOPAC Police Fund and no cash movements occur between the two bodies. The annual budget is set by MOPAC in consultation with the Commissioner. Similarly access is granted to MOPAC staff and assets and a Scheme of Consent and Delegation operates between the two bodies determining the local arrangements and respective responsibilities. All the assets, liabilities and reserves of the Group are recognised on the MOPAC Balance Sheet except for the liabilities for employee benefits. As a result there is a nil balance at year end on the CPM Movement of Reserves Statement and no cash transactions on the CPM Cashflow Statement for 2024/25. The financial consequences of MOPAC resources consumed at the request of the CPM during 2024/25, in pursuance of the Commissioner's operational responsibilities under the Act are shown in the Comprehensive Income and Expenditure Statement (CIES). As the CPM does not hold reserves, the financial consequences recognised in the CIES are offset by intra-group adjustments to reflect the funding of MOPAC resources consumed at the request of the CPM to give a nil balance on its General Reserves of the CPM at year end. These intra-group adjustments are mirrored in the MOPAC Accounts to reflect the funding of resources at the request of the CPM. Together with community safety and crime prevention initiatives funded by the Deputy Mayor and cost of administering MOPAC itself, the MOPAC CIES shows the overall financial cost of policing London in 2024/25 (see MOPAC Accounts).

Police pension costs are recognised in the CPM Accounts in accordance with IAS 19 (Employee Benefits). The liability for police pensions on the CPM Balance Sheet however is offset by an intra-group debtor reflecting MOPAC's responsibility to provide funds from the police fund each year to enable the CPM to administer police pension payments. Similarly within the CPM CIES the IAS 19 pension costs are offset by intra-group funding adjustments within the Net Cost of Policing Services and within 'Financing and Investment' and 'Non Specific Grant Income and Contributions' lines. The MOPAC Balance Sheet shows a matching liability and police pension reserve to reflect its responsibility to provide funds for the payment of police pensions. The same accounting treatment has been adopted in respect of accumulated absences due to employees, but not taken at the reporting date. The liabilities in the CPM Balance Sheet are offset by an intra-group transfer from MOPAC to reflect the fact that MOPAC ultimately funds the CPM's employee costs.

5.3 Accounting treatment

The table below shows the movement through an intra-group account within the respective CIES during 2024/25. Corresponding accounting entries in the MOPAC CIES and the CPM CIES can be seen in the financial statements on page 1.

Intra-group adjustments between MOPAC and CPM within the CIES

Intra-group - total transactions for 2024/25 £million	**MOPAC**	**CPM**	**Group**
IAS 19 pension costs within net cost of services	0	82	82
Accumulated absences	0	3	3
Other costs within net cost of services	0	2,740	2,740
Intra-group adjustment (MOPAC funding)	2,825	(2,825)	0
Pension interest cost	0	1,159	1,159
Intra-group adjustment (MOPAC funding)	1,159	(1,159)	0
Actuarial losses/(gain) on police fund	0	(4,226)	(4,226)
Intra-group adjustment (MOPAC funding)	(4,226)	4,226	0
Total transactions for the year	**(242)**	**0**	**(242)**

Intra-group - total transactions for 2023/24 £million	**MOPAC**	**CPM**	**Group**
IAS 19 pension costs within net cost of services	0	275	275
Accumulated absences	0	27	27
Other costs within net cost of services	0	2,631	2,631
Intra-group adjustment (MOPAC funding)	2,933	(2,933)	0
Pension interest cost	0	1,144	1,144
Intra-group adjustment (MOPAC funding)	1,144	(1,144)	0
Actuarial losses/(gain) on police fund	0	(751)	(751)

Intra-group adjustment (MOPAC funding)	(751)	751	0
Total transactions for the year	**3,326**	**0**	**3,326**

Accounting entries reflected in the respective Balance Sheet at year end

Intra-group - total transactions for 2024/25 £million	MOPAC	CPM	Group
CPM - Long term Intra-group Debtor	0	20,338	0
CPM - Short term Intra-group Debtor	0	228	0
CPM - Police Officer pension liability	0	(20,338)	(20,338)
CPM - Creditor - accumulated absences	0	(228)	(228)
MOPAC - Long term Intra-group Creditor	(20,338)	0	0
MOPAC - Short term Intra-group Creditor	(228)	0	0
MOPAC - Unusable Reserves	20,338	0	20,338
MOPAC - Unusable Reserves	228	0	228

Intra-group - total transactions for 2023/24 £million	MOPAC	CPM	Group
CPM - Long term Intra-group Debtor	0	24,198	0
CPM - Short term Intra-group Debtor	0	225	0
CPM - Police Officer pension liability	0	(24,198)	(24,198)
CPM - Creditor - accumulated absences	0	(225)	(225)
MOPAC - Long term Intra-group Creditor	(24,198)	0	0
MOPAC - Short term Intra-group Creditor	(225)	0	0
MOPAC - Unusable Reserves	24,198	0	24,198
MOPAC - Unusable Reserves	225	0	225

6. Analysis of surplus or deficit on the provision of service

6.1 Service expenditure analysis

The first half of the CPM CIES on page 1 shows the Net Cost of Policing Services (the operating cost in year of providing services for the CPM). The costs are also categorised between the divisions which represent the organisational structure headings under which the CPM operates and manages its services.

6.2 Income

Income recognised by CPM includes fees and charges, contributions, specific grants and other service income.

The ability to charge for police services is generally determined by statutory provisions.

- The provision of special police services at the request of any person under s25 of the Police Act 1996. Special police services generally relate to policing an event e.g. a live concert, or series of events such as football matches and for policing at the Palace of Westminster;
- S15 of the Police Reform and Social Responsibility Act 2011 extends to police bodies, the powers of the Local Authorities (Goods and Services) Act 1970 to supply goods and services to other bodies or persons. This may include services provided in competition with other providers, e.g. training, where charges will reflect market rates, or services provided as a by-product of core policing activity such as provision of collision reports;
- The Aviation Security Act 1982 for policing in relation to the operation of airports;
- The provision of police services to other agencies i.e. the Home Office Border Force or the prison service;
- The provision of mutual aid to other forces.

Income received also includes miscellaneous items such as loans of equipment to other forces, rents receivable, sales of equipment under £10,000 and prosecution costs recovered by way of illustration.

Specific Grants represent grants for specific operational activities (a breakdown is provided in Note 15 in the MOPAC Group Accounts). General grants not directly attributable to specific operational activities are recognised below the Net Cost of Service.

6.3 Expenditure and income analysed by nature

In the table below the operating income and expenditure for the period 1 April 2024 to 31 March 2025, is presented in a subjective analysis format. The subjective analysis format is used by management to make decisions about resource allocation in internal management reports.

Expenditure and income analysis by nature

£000	2024/25	2023/24
Expenditure		
Employee costs		
Police officer salaries	2,262,877	**2,203,092**
Police staff wages and salaries	753,913	**681,179**
Employee related expenditure	70,299	**61,275**
Net police officer pensions	(227,160)	**(56,032)**
Net police staff pensions	165,421	**140,562**
Premises-related	190,256	**199,518**
Transport-related	93,602	**95,749**
Supplies and services	679,986	**639,762**
Non-cash premises costs, amortisation, impairment	215,281	**185,847**
Actuarial losses on police pension funds – intra-group funding	4,226,100	**751,100**
Total expenditure	**8,430,575**	**4,902,052**
Income		
Fees, charges and other service income*	(398,238)	(364,455)
Government grants and contributions	(981,520)	(853,042)
Total income	**(1,379,758)**	**(1,217,497)**
Intra-group adjustment**	(2,824,717)	(2,933,455)
Deficit on the provision of services	**4,226,100**	**751,100**

**Includes revenue recognised of £214.2m from contracts with service recipients under IFRS15 (£212.9m 2023/24)*
***MOPAC funding during the year for financial resources of MOPAC consumed at the request of the CPM*

Within the Group's material contracts with service recipients, performance obligations are satisfied at the point of supply of police officers. Pricing within the contracts is typically based on agreed unit prices of manpower.

7. Police officers and police staff remuneration

7.1 Police officer and police staff remuneration

The numbers of police officers and staff whose taxable remuneration, excluding pension contributions, was £50,000 or more are:

Remuneration band £ CPM	2024/25 Number of employees excl. exit packages	2024/25 Number of employees incl. exit packages	2023/24 Number of employees excl. exit packages	2023/24 Number of employees incl. exit packages
50,000 - 54,999	3,283	3,286	6,062	6,063
55,000 - 59,999	7,459	7,458	6,050	6,051
60,000 - 64,999	5,507	5,507	4,191	4,193
65,000 - 69,999	3,236	3,236	2,850	2,850
70,000 - 74,999	2,476	2,469	2,335	2,335
75,000 - 79,999	2,161	2,161	1,211	1,209
80,000 - 84,999	1,031	1,030	687	688
85,000 - 89,999	647	648	542	542
90,000 - 94,999	471	471	361	360
95,000 - 99,999	361	363	264	264
100,000 - 104,999	285	287	141	141
105,000 - 109,999	124	125	123	123
110,000 - 114,999	81	82	50	51
115,000 - 119,999	58	58	26	27
120,000 - 124,999	41	42	13	13
125,000 -129,999	13	13	7	7
130,000 -134,999	7	7	10	11
135,000 -139,999	6	9	9	9
140,000 -144,999	4	5	7	7
145,000 - 149,999	4	4	5	5
150,000 - 154,999	0	1	4	5
155,000 - 159,999	0	0	2	2
160,000 - 164,999	1	1	2	2
165,000 - 169,999	1	1	1	2
170,000 - 174,999	2	2	0	0
175,000 - 179,999	0	0	0	0
180,000 - 184,999	0	0	0	0
185,000 - 189,999	1	1	0	0
190,000 - 194,999	3	8	0	0
195,000 - 199,999	0	1	0	0
200,000 - 204,999	0	1	0	0
205,000 - 209,999	0	1	0	0
210,000 - 214,999	0	1	0	2
215,000 - 224,999	0	0	0	0
225,000 +	1	3	0	4

The banding scale is based on all taxable remuneration, excluding pension costs, paid in the year rather than annual salary. Taxable remuneration includes overtime, compensation for loss of office and may also include back dated pay awards, which relate to previous years but were actually paid in the years in question. In 2023/24 and in 2024/25 backdated pay awards were made to a number of officers following the ruling on overtime payable to CHIS handlers. The numbers in the table above exclude senior staff and relevant police officers as defined below in Note 7.2. In these particular cases, a detailed analysis of remuneration for 2024/25 and 2023/24 is shown on the following pages.

Exit packages

All early departures are reviewed based on individual circumstances. See table below for associated exit costs:

Exit package cost band (including special payments)	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages by cost band		Total cost of exit packages in each band (£)	
	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24
£0 - £20,000	0	0	14	1	14	1	157,716	19,290
£20,001 - £40,000	0	0	12	1	12	1	331,818	30,000
£40,001 - £60,000	0	0	6	4	6	4	294,899	195,403
£60,001 - £80,000	0	0	8	0	8	0	558,348	0
£80,001 - £100,000	0	0	4	5	4	5	374,485	460,767
£100,001 - £150,000	0	0	9	6	9	6	1,123,154	754,245
£150,001 - £200k+	0	0	2	5	2	5	391,192	1,006,642
	0	0	55	22	55	22	3,231,612	2,466,347

25 of departures in 24/25 is a result of the return of Fleet Management Services

7.2 Relevant police officers and senior staff remuneration

A relevant police officer is defined as the Commissioner or any other senior police officer whose salary is £150,000 per year or more. Senior staff are defined as individuals whose salary is more than £150,000 per annum, or whose salary is at least £50,000 per annum (to be calculated pro-rata if they are part time) and are either the designated head of service, a statutory chief officer or a non-statutory chief officer, as defined under the Local Government and Housing Act 1989 or any person having responsibility for the management of the organisation.

7.3 Relevant police officers and senior staff remuneration* - year ended 31 March 2025

Post holder information (post title)	Name	Notes	Salary (including fees & allowances) (£)	Benefits (£)	Other Payments (£)	Total remuneration excluding pension contributions 2024/25 (£)	Pension contributions (£)	Total remuneration including pension contributions 2024/25 (£)
CPM								
Commissioner	M Rowley		331,526	2,800	0	334,326	0	334,326
Deputy Commissioner	L Owens		275,335	2,800	0	278,135	0	278,135
Assistant Commissioner	L Rolfe	1	143,584	2,800	0	146,384	46,668	193,052
Assistant Commissioner	M Jukes		244,634	2,800	0	247,434	81,118	328,552
Assistant Commissioner	B Gray	2	20,170	2,800	8,573	31,543	0	31,543
Assistant Commissioner	P Mills		244,634	2,800	0	247,434	81,118	328,552
Assistant Commissioner	M Twist		244,634	2,800	0	247,434	81,118	328,552
T/Assistant Commissioner	R Williams	3	201,147	0	0	201,147	55,358	256,505
T/Assistant Commissioner	L Taylor	4	243,667	2,800	0	246,467	80,768	327,235
Deputy Assistant Commissioner	M Horne	5	63,114	2,800	0	65,914	0	65,914
Deputy Assistant Commissioner	S Cundy		201,133	2,800	0	203,933	64,493	268,426
Deputy Assistant Commissioner	H Millichap		197,539	2,800	0	200,339	64,493	264,832
Deputy Assistant Commissioner	A Boon		197,539	2,800	0	200,339	64,493	264,832
Deputy Assistant Commissioner	A Adelekan		197,539	2,800	0	200,339	64,493	264,832
Deputy Assistant Commissioner	A Valentine		215,539	2,800	0	218,339	64,493	282,832
Deputy Assistant Commissioner	M Ward		215,539	2,800	0	218,339	64,493	282,832
Deputy Assistant Commissioner	B Russell	6	167,968	2,800	0	170,768	54,055	224,823
Deputy Assistant Commissioner	J Savell	7	196,759	2,800	0	199,559	64,218	263,777
Deputy Assistant Commissioner	V Evans	8	188,803	0	0	188,803	58,434	247,237
Commander	R Smith	9	171,384	2,800	0	174,184	53,723	227,907
Commander	K Gordon		150,996	2,800	0	153,796	48,064	201,860
Commander	P Brogen		151,951	2,800	0	154,751	48,064	202,815
Commander	K Southworth		150,996	2,800	0	153,796	48,064	201,860
Commander	N John		150,996	2,800	0	153,796	48,064	201,860
Commander	S Clayman		150,996	2,800	0	153,796	48,064	201,860
T/Commander	K Findlay		152,797	2,800	0	155,597	48,064	203,661
Chief People and Resources Officer	C Davies		186,040	2,800	0	188,840	53,896	242,736
Chief Digital Data and Technology	D Scates		195,000	2,800	0	197,800	56,492	254,292
Interim Chief Finance Officer	A Scholes	10	0	0	0	0	0	0
Chief Finance Officer	D Worsley	11	154,500	0	0	154,500	22,894	177,394
Chief Officer Business Services and Engine Room	M Heracleous	12	178,790	2,800	0	181,590	45,735	227,325
Chief Scientific Officer	L Sherman	13	76,613	2,800	0	79,413	19,235	98,648
Chief Strategy and Transformation Officer	A Scott		157,000	0	0	157,000	45,483	202,483
T/Chief Legal Officer	J Leonard		146,341	0	0	146,341	42,395	188,736
Chief Legal Officer	B Welch	14	125,000	0	0	125,000	36,213	161,213
Director of Human Resources	K Graham		156,545	2,333	0	158,878	45,351	204,229
Director of Property Services	S Fihosy		155,129	0	0	155,129	44,941	200,070

7.3 Relevant police officers and senior staff remuneration* - year ended 31 March 2025

Post holder information (post title)	Name	Notes	Salary (including fees & allowances) (£)	Benefits (£)	Other Payments (£)	Total remuneration excluding pension contributions 2024/25 (£)	Pension contributions (£)	Total remuneration including pension contributions 2024/25 (£)
Director of Product Delivery	J Hewitt	15	150,000	0	0	150,000	43,455	193,455
Director of Business, Engagement and Technology	A Boyse	16	74,409	0	0	74,409	14,820	89,229
Director of Platform Delivery	S Akbar	17	92,742	0	0	92,742	26,867	119,609
Director Solution Delivery	M Mcleod	18	145,517	0	0	145,517	39,645	185,162
Director Performance and Insight	L Chiswick	19	149,147	2,800	0	151,947	43,208	195,155
NPCC and other secondees out of the Met								
Assistant Commissioner	G Stephens		249,304	2,800	0	252,104	81,118	333,222
Assistant Commissioner	L Rolfe	1	105,720	0	0	105,720	34,450	140,170
T/Deputy Assistant Commissioner	A Heydari		197,539	2,800	0	200,339	48,064	248,403
Assistant Commissioner	S Kavanagh	20	170,273	0	0	170,273	0	170,273
Assistant Commissioner	A Marsh		189,030	0	0	189,030	0	189,030
Assistant Commissioner	C Haward	21	153,755	0	0	153,755	37,967	191,722
Chief Scientific Officer	P Taylor		145,926	0	0	145,926	40,676	186,602

7.3 Relevant police officers and senior staff remuneration - year ended 31 March 2025
Notes

1. L Rolfe was Assistant Commissioner with the MPS up to 24/11/24 when they took a role with the NPCC
2. B Gray retired 30/4/24
3. R Williams was appointed DAC on 26/5/2024 and then Temp AC on 25/11/2024
4. L Taylor was appointed Temp AC from 8 April 2024
5. M Horne left on 28/7/24
6. B Russell was appointed DAC on 25/11/24
7. J Savell was appointed DAC on 30/4/24
8. V Evans was appointed DAC on 7/5/24
9. R Smith was temporarily promoted to Temp DAC for the period 24/1/2024 to 24/6/2024
10. A Scholes was Interim Chief Finance Officer until 3/5/2024. They were not salaried and a total payment of £37,500 was made for this period. Unlike remuneration payments made to employees in the table, interims do not receive pensions, benefits, holiday pay and are liable to pay their own employer taxes.
11. D Worsley was appointed CFO on 1/7/24 with an annualized salary of £185,000 and a sector allowance of £21,000
12. M Heracleous was Director of Operational Support Services to 16/9/2024 when they were appointed as Interim Chief People and Resources Officer. They held the interim post until they were temporarily promoted as Chief Officer Business Services and Engine Room on 6/1/2025.
13. L Sherman left on 4/10/24
14. B Welch was appointed Chief Legal Officer on 1/6/24 with an annualized salary of £150,000
15. J Hewitt was appointed Director of Product Delivery on 1/4/24 with an annualized salary of £150,000
16. A Boyse was appointed Director of Business, Engagement and Technology on 14/10/24 with an annualized salary of £160,000
17. A Akbar was appointed Director of Platform Delivery on 19/8/24 with an annualized salary of £150,000
18. M Mcleod was appointed Director of Solution Delivery on 1/10/24 with an annualized salary of £150,000
19. L Chiswick was appointed Director of Performance and Insight on 25/11/24 with an annualized salary of £156,700
20. S Kavanagh left on 2/1/25
21. C Haward left on 6/1/25

Additional information
Benefits includes the annual membership of the Chief Police Officers' Staff Association.

Last year the reported salary of the Director of Solution Delivery has not been included in the above table as they left on 1/4/2025 (see Note 7.4 – ref 8)

7.4 Relevant police officers and senior staff remuneration* - year ended 31 March 2024

Post holder information (post title)	Name	Notes	Salary (including fees & allowances) (£)	Benefits (£)	Other Payments (£)	Total remuneration excluding pension contributions 2023/24 (£)	Pension contributions (£)	Total remuneration including pension contributions 2023/24 (£)
CPM								
Commissioner	M Rowley		314,025	2,900	0	316,925	0	316,925
Deputy Commissioner	L Owens		260,842	2,900	0	263,742	0	263,742
Assistant Commissioner	N Ephgrave	1	4,609	0	0	4,609	1,080	5,689
Assistant Commissioner	L Rolfe		241,463	2,900	0	244,363	67,426	311,789
Assistant Commissioner	M Jukes		239,842	2,900	0	242,742	67,426	310,168
Assistant Commissioner	B Gray		250,342	2,900	0	253,242	0	253,242
Assistant Commissioner	P Mills	2	107,440	0	40,000	147,440	30,558	177,998
Assistant Commissioner	M Twist		232,333	2,900	0	235,233	61,224	296,457
Deputy Assistant Commissioner	L Taylor		182,717	2,900	0	185,617	52,042	237,659
Deputy Assistant Commissioner	M Horne		186,311	2,900	0	189,211	0	189,211
Deputy Assistant Commissioner	S Cundy		186,311	2,900	0	189,211	52,042	241,253
Deputy Assistant Commissioner	B Javid	3	108,566	2,900	15,218	126,684	0	126,684
Deputy Assistant Commissioner	H Millichap		182,717	2,900	0	185,617	52,042	237,659
Deputy Assistant Commissioner	A Boon		182,717	2,900	0	185,617	52,042	237,659
Deputy Assistant Commissioner	A Adelekan		182,936	2,900	0	185,836	52,110	237,946
Deputy Assistant Commissioner	T Jacques	4	186,542	2,900	0	189,442	43,433	232,875
Deputy Assistant Commissioner	A Valentine	5	203,705	2,900	0	206,605	52,640	259,245
Deputy Assistant Commissioner	M Ward	6	192,089	2,900	0	194,989	49,820	244,809
Chief People and Resources Officer	C Davies		178,290	2,900	0	181,190	54,022	235,212
Chief Digital Data and Technology	D Scates		191,473	0	0	191,473	54,690	246,163
Director of Service Delivery	A Blatchford	7	158,597	0	105,845	264,442	37,426	301,868
Director of Solution Delivery	D Pitty	8	166,236	0	0	166,236	38,856	205,092
Interim Chief Finance Officer	A Scholes	9	0	0	0	0	0	0
Director of Finance	I Percival	10	143,798	0	262,721	406,519	42,056	448,575
Director of Operational Support Services	M Heracleous		160,436	2,900	0	163,336	44,302	207,638
Director of Communications and Engagement	P Stuart-Lacey	11	12,917	0	119,413	132,330	3,788	136,118
Chief Scientific Officer	L Sherman		145,161	2,900	0	148,061	38,119	186,180
Director of Transformation	M Thorp	12	153,270	0	0	153,270	39,169	192,439
Chief Strategy and Transformation Officer	A Scott	13	77,656	0	0	77,656	23,530	101,186
Chief Legal Officer	S Bramley	14	119,941	2,417	0	122,358	36,342	158,700
T/Chief Legal Officer	J Leonard	15	144,262	0	0	144,262	43,711	187,973
Director of Human Resources	K Graham		150,577	0	0	150,577	45,625	196,202
Director of Property Services	S Fihosy		150,487	0	0	150,487	45,598	196,085

7.4 Relevant police officers and senior staff remuneration* - year ended 31 March 2024

Post holder information (post title)	Name	Notes	Salary (including fees & allowances) (£)	Benefits (£)	Other Payments (£)	Total remuneration excluding pension contributions 2023/24 (£)	Pension contributions (£)	Total remuneration including pension contributions 2023/24 (£)
NPCC and other secondees out of the Met								
Assistant Commissioner	M Hewitt	16	3,790	0	32,047	35,837	1,080	36,917
Assistant Commissioner	G Stephens	17	236,987	2,900	0	239,887	67,426	307,313
Assistant Commissioner	S Kavanagh		214,697	0	0	214,697	0	214,697
T/Deputy Assistant Commissioner	A Heydari	18	168,610	2,900	0	171,510	39,951	211,461
Assistant Commissioner	A Marsh		178,919	0	0	178,919	0	178,919
T/Deputy Assistant Commissioner	N Jerome	19	59,425	2,900	0	62,325	0	62,325
Assistant Commissioner	S Jupp	20	122,305	2,900	0	125,205	0	125,205
Assistant Commissioner	C Haward	21	14,809	0	0	14,809	4,244	19,053
Programme Director, Productivity Review	S House	22	115,941	2,900	0	118,841	2,230	121,071

7.4 Relevant police officers and senior staff remuneration - year ended 31 March 2024

Notes

1. N Ephgrave left on 6 April 2023
2. P Mills was appointed AC on 23 October 2023 with an annualised salary of £220,713
3. B Javid left on 5 November 2023
4. T Jacques left on 2 February 2024
5. A Valentine joined the Met on 20 March 2023 and they were temporarily promoted to DAC on 16 April 2023 with an annualised salary of £158,595
6. M Ward was appointed DAC on 17 April 2023 with an annualised salary of £158,595
7. A Blatchford left on 31 March 2024
8. D Pitty left on 1 April 2025
9. A Scholes was appointed as interim Chief Finance Officer from 24/07/2023. They were not salaried and a total payment of £192,218 was made for this period. Unlike remuneration payments made to employees in the table, interims do not receive pensions, benefits, holiday pay and are liable to pay their own employer taxes. They left on 3 May 2024
10. I Percival was acting CFO until 23/7/2023. They held the post of Director of Finance until their departure on 30 April 2024

11. P Stuart-Lacey left on 30 April 2023
12. M Thorp was appointed T/Director of Strategy and Data on 1/11/2022 until 7/11/2023 and had an annualized salary of £150,000
13. A Scott joined on 3 October 2023 with an annualised salary of £157,000
14. S Bramley left on 31 December 2023
15. J Leonard was appointed Temporary Chief Legal Officer on 27 November 2023 with an annualised salary of £153,403
16. M Hewitt left on 6 April 2023
17. G Stephens was appointed Assistant Commissioner on 1 April 2023
18. A Heydari held the post of Commander until their appointment to T/DAC on 21 August 2023
19. N Jerome left on 30 July 2023
20. S Jupp left on 3 December 2023
21. C Haward was appointed Assistant Commissioner on 4 March 2024.
22. S House left on 3 October 2023

Additional information
Benefits includes the annual membership of the Chief Police Officers' Staff Association.

8. Related party transactions

IAS 24 (Related Party transactions) requires the CPM to disclose all material transactions with related parties, that is bodies or individuals that have the potential to influence the Commissioner or Members of MPS Management Board or to be controlled or influenced by the Commissioner or Members of MPS Management Board. Disclosure of these transactions allows readers to assess the extent to which the office of the CPM might have been constrained in its ability to operate independently, or might have secured the ability to limit another party's ability to bargain freely with the CPM. This disclosure note has been prepared on the basis of specific declarations obtained for the year ended 31 March 2025 in respect of related party transactions.

MOPAC

The primary function of MOPAC is to secure the maintenance of an efficient and effective Metropolitan Police Service in London and to hold the CPM to account for the exercise of operational policing duties under the Police Act 1996. MOPAC is responsible for setting the Police and Crime Plan. Whilst the Commissioner is operationally independent and receives an annual budget, MOPAC is responsible for financial administration within the Group. The CPM holds no reserves or cash balances or assets. All payments on behalf of the CPM are made by MOPAC from the MOPAC Police Fund and all funding and income is received by MOPAC. The CPM is therefore dependant on MOPAC to discharge any liabilities, for instance to administer police pensions or settle future obligations. More information can be found on this relationship in Note 5.

Central Government and other public bodies

Central Government has significant influence over the general operations of the CPM. It is responsible for providing the statutory framework within which the CPM operates, as well as providing substantial resources in the form of grants which are paid to MOPAC which enables it to fund policing activities. It also prescribes the terms of many of the transactions that the MOPAC Group has with other parties. Grants received from Central Government to MOPAC are set out in the MOPAC Group Accounts 2024/25.

Functional bodies of the Greater London Authority

The MPS and MOPAC are functional bodies of the Greater London Authority (GLA). The other main bodies are the London Fire Commissioner, which replaced the London Fire and Emergency Planning Authority on 1 April 2018, Transport for London, Old Oak and Park Royal Development Corporation and the London Legacy Development Corporation. Whilst the GLA provides funding directly to MOPAC, it is considered that the GLA has potential to indirectly influence the CPM priorities via the Police and Crime Plan and associated funding.

The Mayor sets MOPAC's budget, including the precept for the GLA. The London Assembly approves MOPAC's budget for the MPS and may amend the precept for the GLA. In addition, Section 32 of the Police Reform and Social Responsibility Act 2011 requires the GLA London Assembly to establish a committee called the 'Police and Crime Committee' to exercise functions in relation to scrutiny of MOPAC. The Committee's responsibilities include reviewing the draft Police and Crime Plan and scrutiny of particular decisions made or actions taken by the Mayor in the discharge of his duties. In 2024/25 monies received by MOPAC from the GLA in the form of Home Office non-specific grants and precepts to fund policing and community safety in London were £3,282 million. Further information on the GLA can be found in the MOPAC Group Accounts 2024/25.

Officers work under the direction of the Commissioner on behalf of MOPAC with Transport for London (TfL). The net receipts from Transport for London were £122.581 million in 2024/25 (£127.363 million in 2023/24).

The net expenditure with the London Fire Commissioner was £0.041 million in 2024/25 (£0.480 million in 2023/24).

The net receipts from Old Oak and Park Royal Development were £0.035 million in 2024/25 (£0.035 million in 2023/24).

The net receipts from London Legacy Development Corporation were £0.058 million in 2024/25 (£0.058 million in 2023/24).

Other bodies

Police Now was established in January 2016 to run the National Graduate Leadership Development Programme. MOPAC spent £1.012 million in 2024/25 (£4.890 million in 2023/24). The Assistant Commissioner of Professionalism and Assistant Commissioner of Met Operations are Board members.

MOPAC is the member of, and the sole owner of, the Police Crime Prevention Initiatives' Ltd (PCPI) which is a company limited by guarantee without share capital. The MOPAC Head of Operational Oversight is director of the Company, and has influence over the operation and running of the company. Police Crime Prevention Initiative's main operation is through 'secure by design' which supports the principles of 'designing out crime' through physical security and processes. MOPAC spent £0.192 million, and owes £0.002 million, with Police Crime Prevention Initiatives Ltd in 2024/25. Police Crime Prevention Initiatives is not for profit company, run for the national good with all money made supporting crime prevention. MOPAC does not receive any financial benefit from this company.

The MOPAC Group administers a number of charities on behalf of third parties. Full details of the charities and their purpose are disclosed in Note 24. The Assistant Commissioner of Frontline Policing is a Trustee of the Metropolitan Police Sports Fund. In 2024/25 the MOPAC Group paid £35k (£36k in 2023/24) to the MPS Sports Fund. The Director of Human Resources and the Chief Legal Officer are Trustees of the Metropolitan Police Staff Welfare Fund. In 2024/25 the MOPAC Group paid £12k (£12k in 2023/24) to the MPS Staff Welfare Fund. The Director of Human Resources assumed the role of Trustee previously held by the chief People and Resources Officer in 2024/25.

9. Auditors' remuneration

The audit fee payable to Grant Thornton UK LLP during the year for the CPM is £312,479 (£289,654 in 2023/24).

10. Pension costs

As part of the terms and conditions of employment, MOPAC offers retirement benefits for Police Officers and Police Staff.

10.1 Police officers'

The pension scheme for police officers, the Police Pension Scheme 2015, is an unfunded, defined benefit scheme. An unfunded, defined benefit scheme has no investment assets to meet its pension liability and must generate cash to meet the actual pension payments as they fall due. These benefits payable are funded by contributions from employers and police officers and as a rule any shortfall is met by a top up grant from the Home Office, as was the case in 2024/25. The Group pays employer contributions at a rate of 31% of pensionable salary into the Fund. Further details of the schemes can be found in the Police Officer Pension Fund Accounts.

The Police Officer Pension Fund is administered by the Commissioner in accordance with the Police Reform and Social Responsibility Act 2011. The Police Officer Pension Fund's Financial Statements and notes are included on Pages 34-36 of this document.

The principal risks of the schemes are the longevity assumptions, statutory changes to the schemes and changes to inflation and to bond yields. These are mitigated by the requirement to ultimately charge to the MOPAC General Reserves the amounts required by statute, as described in MOPAC's accounting policy on post-employment benefits in Note 2.7 in MOPAC's Statement of Accounts.

Due to the accounting for the top up grant from the Home Office as a credit against the gross current service cost debited to the Comprehensive Income and Expenditure statement, and timing differences regarding the data used by the actuary in the IAS 19 actuarial calculations of service cost, the service cost in the table below does not reconcile to the net police officer pensions line in note 6.3.

Income and expenditure

MOPAC pays employer contributions for the police officers under the direction of the Commissioner at a rate of 31% of pensionable salary into the Fund. To reflect the full financial consequences of utilising the services of police officers during the year, the accounting cost of police officer pensions is recognised in the CIES in accordance with IAS 19 Employee Benefits.

The cost of retirement benefits is recognised in the CIES when they are earned by the employees rather than when they are eventually paid as pensions. The following transactions have been made in the Comprehensive Income and Expenditure Statement.

£000	**2024/25**	**2023/24**
Comprehensive Income and Expenditure Statement		
Cost of Services:		
Service cost comprising:		
Current Service Cost	269,700	310,000
Past service cost	1,300	1,100
Transfers in/(out)	2,000	1,900
Actuarial loss/(gain) - injury pensions	(191,500)	(38,200)
Intra Group Adjustment Service Cost	(81,500)	(274,800)
Financing and Investment Income and Expenditure		
Interest Expense	1,159,100	1,144,400
Intra Group Adjustment Interest Expense	(1,159,100)	(1,144,400)
Non Specific Grant Income and Contributions		
Intra Group Adjustment Re-measurement of defined benefit liability	4,226,100	751,100
Total Post Employment Benefits charged to the Surplus or Deficit on the Provision of Services	**4,226,100**	**751,100**
Re-measurement of the defined benefit liability comprising:		
Actuarial loss/(gain) arising on changes in demographic assumptions - excluding injury pensions	(286,700)	(120,600)
Actuarial loss/ (gain) arising on changes in financial and other assumptions - excluding injury pensions	(3,939,400)	(630,500)
Total Post Employment Benefits charged to the Comprehensive Income and Expenditure Statement	**(4,226,100)**	**(751,100)**

- Current/past service costs, past service gains and the actuarial loss/(gain) have been produced by actuaries.
- Transfers in/(out) are in respect of monies received/paid from/to other authorities in respect of officers who have either joined or left the CPM.
- Interest on pension liability represents the expected increase during the year in the present value of the scheme liabilities because the benefits are one year closer to settlement.

Police injury pensions are considered to be a cost to the service and as such the gains/loss on this type of pension has been incorporated in the Net Cost of Policing Services together with other related charges (see below for analysis of movements on liabilities for the funds).

Police officers contributions to the schemes amounted to £199.2 million in the year ended 31 March 2025. In the year ended 31 March 2025, employer pension contributions have been charged to the revenue account on the basis of pensions payable in the year and totalled £824.7 million. In the year to 31 March 2025 the net costs of pensions and other benefits amounted to £878.5 million, representing 53.8% of pensionable pay.

Assets and liabilities in relation to retirement benefits

In accordance with IAS 19 requirements, the total liability of the Police Officer Pension Fund is included in the Balance Sheet. Although these will not actually be payable until officers retire, IAS 19 requires this liability is recognised at the time that officers earn their future entitlement. The Group had the following overall liabilities for pensions at 31 March 2025 that have been included in the Balance Sheet:

£million	2024/25	2023/24
Active members	(6,607)	(7,935)
Deferred pensioners	(1,047)	(1,291)
Pensioners	(11,824)	(13,956)
Injury pensions	(860)	(1,016)
Total value of scheme liabilities	**(20,338)**	**(24,198)**

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. Hymans Robertson LLP, an independent firm of actuaries, has assessed the scheme liabilities as at 31 March 2025. The movement in the present value of the scheme liabilities for the year to 31 March 2025 can be reconciled as follows:

£million	Excluding injury benefits 2024/25	Excluding injury benefits 2023/24	Injury benefits only 2024/25	Injury benefits only 2023/24
Scheme liabilities at 1 April	**(23,182)**	**(23,327)**	**(1,016)**	**(1,016)**
Current service cost including Home Office contribution.	(249)	(286)	(22)	(24)
Officer contributions	(193)	(185)	0	0
Benefits paid	1,032	964	0	0
Injury award expenditure	0	0	36	34
Transfers from / to other authorities	(2)	(2)	0	0
Past service cost (injury benefits)	(1)	(1)	0	0
Interest cost on pension liabilities	(1,110)	(1,097)	(49)	(48)
Re-measurement gains and losses:				
Actuarial (loss)/gain arising on changes in demographic assumptions	287	121	13	5
Actuarial (loss)/gain arising on changes in financial assumptions	3,779	1,283	171	61
Other experience	161	(652)	7	(28)
Scheme liabilities at 31 March	**(19,478)**	**(23,182)**	**(860)**	**(1,016)**

Actuarial assumptions

The value of the liabilities for IAS 19 purposes is dependent on assumptions made by the Scheme's actuaries, Hymans Robertson LLP. The financial assumptions reflect market expectations at the reporting date. Changes in market conditions that result in changes in the net discount rate (essentially the difference between the discount rate and the assumed rates of increase of salaries, deferred pension revaluation or pension-in-payment) can have a significant effect on the value of the liabilities reported. A reduction in the net discount rate will increase the assessed value of liabilities as a higher value is placed on benefits paid in the future. A rise in the net discount rate will have an opposite effect of similar magnitude. The effect of a change in the net discount rate on the value placed on the liabilities of each scheme is shown in the sensitivity analysis schedule below. During 24/25 the main factor driving the decrease in the value of the liability was the increase in the discount rate.

There is also uncertainty around the life expectancy of the UK population. The value of current and future pension benefits will also depend on the life expectancy of the officers and dependents. The disclosures have been prepared using mortality assumptions of 105% of the S3NFA and S3NMA "year of birth" tables with future improvements based on the CMI 2022 model with a long term rate of improvement of 1.5% per annum.

The significant actuarial assumptions used in their calculations are:

Assumptions	All schemes 2024/25	All schemes 2023/24
CARE revaluation rate	4.00%	4.00%
Rate of increase of salary (note 1)	3.10%	3.10%
Rate of increase in pensions	2.75%	2.75%
Rate for discounting scheme liabilities (note 2)	5.80%	4.85%

1. Future salary increases are assumed to be within an acceptable range.
2. The current discount rate is based on current rate of return available on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

Mortality
Life expectancy is based on actuarial tables with future improvement in line with the CMI 2022 model with a long-term rate of improvement of 1.5% per annum. The actuarial mortality rate assumptions used in their calculations are:

Mortality rate	Males 2024/25	Males 2023/24	Females 2024/25	Females 2023/24
Current pensioners	26.3 years	26.5 years	29.2 years	29.4 years
Future pensioners*	28.1 years	27.9 years	30.5 years	30.7 years

*Future pensioners are assumed to be aged 45 at 31 March 2025.

Sensitivity analysis

The estimation of the defined benefit obligation is sensitive to the actuarial assumptions set out 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 estimations in the sensitivity analysis have followed the accounting policies for the scheme i.e. on an actuarial basis using the projected unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis are consistent with those used in the previous period.

The sensitivities regarding the significant assumptions used to measure the scheme liabilities are set out below:

Financial assumptions	Approximate % increase to employer liability		Approximate monetary amount (£000)	
	2024/25	**2023/24**	**2024/25**	**2023/24**
0.5% decrease in real discount rate	10%	10%	2,006,140	2,431,220
1 year increase in member life expectancy	3%	3%	610,140	725,950
0.5% increase in the salary increase rate	1%	1%	74,450	114,820
0.5% increase in the pension increase rate (CPI)	8%	8%	1,596,750	1,902,340

An estimate of contributions expected to be paid to the scheme for the future financial year:

£million	2024/25	2023/24
Projected current service cost	143	268
Interest on obligation	1,158	1,161
Total	**1,301**	**1,429**

The weighted average duration of the defined benefit obligation is

Weighted Average Duration	2024/25	2023/24
Officer members	27.5 Years	28.2 Years
Deferred pensioners	25.8 Years	25.8 Years
Pensioners	13.2 Years	13.2 Years
Injury pensions	18.7 Years	19.0 Years

Guaranteed Minimum Pension

In respect of Guaranteed Minimum Pension, the actuary has only allowed for Guaranteed Minimum Pension full indexation for active members. No adjustment has been made for pensioners and deferred members. Given the inherent uncertainty surrounding the calculations, we have deemed that this is a reasonable approach and would not lead to a material adjustment to the pension liability.

10.2 Police staff

The Civil Service pension scheme is an unfunded multi-employer defined benefit scheme. The CPM are unable to identify their share of the underlying assets and liabilities and therefore account for this as a defined contribution scheme as allowed under IAS 19.

A full actuarial valuation was carried out as at 31 March 2020. More information can be found in the Cabinet Office: Civil Superannuation Accounts: https://www.civilservicepensionscheme.org.uk/about-us/resource-accounts/

For the year ended 31 March 2025, employer's contributions of £168.7 million were payable to the PCSPS at 28.97% of pensionable pay. The Group is not liable for any other entities' obligations under the plan.

11. Creditors (Accumulated Absences)

£000	Accumulated absences
Balance at 1 April 2023	**(197,705)**
Additional accrual	(224,806)
Amounts used	197,705
Balance at 31 March 2024	**(224,806)**
Additional accrual in 2024/25	(228,090)
Amounts used in 2024/25	224,806
Balance at 31 March 2025	**(228,090)**

In accordance with IAS 19 the Group has created an accrual for accumulated compensated absences representing the cost of police officers and staff who have not taken their full leave entitlement before the financial year-end. Other absences such as flexi-leave are not considered material. Police officers and staff are entitled to carry forward untaken annual leave and officers are entitled to carry forward untaken rest days outstanding. The CIPFA Code permits the creation and use of an Accumulated Absences Account, included in reserves, to offset the charge to revenue created by the accumulated absences accrual. These short-term accumulated absences are initially recognised in the CPM Accounts for police staff and officers under the direction of the Commissioner. Equivalent liabilities are however recognised in the MOPAC Balance Sheet offsetting the liabilities in the CPM accounts, to reflect the continuing requirement of MOPAC to provide funds from the Police Fund to meet these liabilities as they fall due.

12. Third party monies

Fund Name £000 2024/25	Income	Expenditure	Assets	Liabilities
Metropolitan Police Benevolent Fund	2,193	2,459	3,933	320
Metropolitan Police Commissioner's Fund	48	36	756	6
Metropolitan Police Sports Fund	242	212	340	6
Metropolitan Police Staff Welfare Fund	30	27	228	1
Metropolitan Police Athletic Association	1,596	1,346	1,991	166
COMETS	115	105	192	26
Total	**4,224**	**4,185**	**7,440**	**525**

Fund Name £000 2023/24	Income	Expenditure	Assets	Liabilities
Metropolitan Police Benevolent Fund	2,251	2,605	3,696	335
Metropolitan Police Commissioner's Fund	61	25	710	5
Metropolitan Police Sports Fund	258	236	353	49
Metropolitan Police Staff Welfare Fund	24	24	225	1
Metropolitan Police Athletic Association	1,626	1,372	2,033	129
COMETS	109	115	207	10
Total	**4,329**	**4,377**	**7,224**	**529**

The MOPAC Group administers funds on behalf of third parties. Money held by the funds is not owned by the Group and is not included in the Balance Sheet. Details of the principal funds administered by CPM staff are given above, together with their income and expenditure for their respective financial years which ended during the 12 months to 31 March 2025 (or, in the case of the Charities, the most recently audited set of accounts) and values at their financial year-end dates.

Metropolitan Police Benevolent Fund (MPBF)
The following four charities amalgamated on 29 May 2009, with the agreement of the Charity Commission, to become the Metropolitan Police Benevolent Fund:-

- Metropolitan Police Combined Benevolent Fund (MPCBF)
- Metropolitan and City Police Relief Fund (MCPRF)
- Metropolitan Police Widows' and Widowers' Fund (MPWWF)
- Metropolitan Police Convalescent Home Fund (MPCHF)

This registered charity receives monthly contributions from police officers and donations and bequests from members of the public. Financial assistance may be provided by grant or interest-free loan to serving police officers, retired police officers or their dependents considered to be deserving of assistance on account of sickness (whether of themselves or their families) or of injuries received in the discharge of their duties or for other reasons.

Grants to deserving cases among widows and widowers of former police officers are also provided. The cost of a widow's or widower's funeral may be made if the deceased's relatives are unable to afford it.

Part of the contributions deducted from Metropolitan Police Officers' pay who support the Metropolitan Police Benevolent Fund are sent to The Police Rehabilitation Centre at Goring-on-Thames which provides residential convalescence facilities to Metropolitan Police officers and to officers from other police forces to help promote a speedy recovery from illness or injury.

Metropolitan Police Commissioner's Fund (MPCF)
This registered charity was established to help promote the efficiency and wellbeing of Metropolitan Police officers and staff. Although this may be achieved in a variety of ways as defined in the governing document, assistance is invariably in the form of a monetary grant to members of the Metropolitan Police or to Metropolitan Police organisations.

Metropolitan Police Sports Fund (MPSF)
This registered charity receives monthly contributions from police officers for sporting, athletic and other recreational activities. The major part of the income is distributed to the four principal sports clubs. Financial assistance is also given to various sports and social clubs.

Metropolitan Police Staff Welfare Fund (MPSWF)
This registered charity provides financial assistance to members and past members of police staff, their families and dependents who are in need. Financial assistance may be provided by grant or interest-free loan.

Metropolitan Police Athletic Association (MPAA)
The MPAA is the umbrella organisation for nearly 40 sporting sections of the Metropolitan Police. Each section is individually run but may receive assistance from the Association for its activities.

Metropolitan Police Sports and Social Association (COMETS)
The Comets (Metropolitan Police Sports and Social Association) has several sporting and social sections. All funds for the Comets are generated from membership subscriptions and a lottery. Membership is open to all Metropolitan Police employees.

Operational responsibilities
The MOPAC Group also holds monies on behalf of third parties arising from its operational responsibilities. The cash amounts, not included in the Balance Sheet, are as follows:

£000	2024/25	2023/24
Proceeds Of Crime Act monies	71,587	51,902
Prisoners' property and lost cash	1,743	1,378
Other	591	578
Total	**73,921**	**53,858**

13. Notes to the cash flow statement

13.1 Adjustments to the net surplus or deficit on the provision of services of non-cash movements

£000	31 March 2025	31 March 2024
Movement in police officer pension liability (non cash)	3,860,200	144,300
Increase/(decrease) in debtors (non cash)	(3,856,915)	(117,199)
Other non-cash items	(4,229,385)	(778,201)
	(4,226,100)	**(751,100)**

14. Contingent liabilities

There are no material contingent liabilities to disclose.

Police officer pension fund

1. Police officer pension fund revenue account

The Commissioner is responsible for administering the Police Pension Fund in accordance with the Police Reform and Social Responsibility Act 2011. This statement shows income and expenditure for the three Police Pension Schemes for 2024/25 and 2023/24. The statement does not form part of the CPM or the MOPAC Group Statement of Accounts.

£000	Notes	2024/25	2023/24
Contributions receivable			
• Employer contributions	4.1	(512,028)	(432,252)
• Additional income	4.3	(17,819)	(12,516)
Transfers in from other schemes	4.2	(3,442)	(3,383)
Officers' contributions	4.4	(199,183)	(187,343)
Net Income		**(732,472)**	**(635,494)**
Benefits payable			
Pensions paid		900,410	841,122
Lump sum payments		138,619	125,506
Lump sum death payments		3,899	3,770
Other payments	4.6	1,946	3,064
Transfers out to other schemes	4.2	227	146
Net expenditure		**1,045,101**	**973,608**
Net amount payable for the year		**312,629**	**338,114**
Employer additional funding	4.5	**(312,629)**	**(338,114)**
(Surplus)/deficit on fund		**0**	**0**

2. Police officer pension fund asset statement

This statement shows the assets and liabilities of the three Police Pension Schemes which does not form part of the CPM or Group Statement of Accounts.

£000	2024/25	2023/24
Current Assets		
Funding to Meet Deficit due from the CPM	0	0
Net Current Assets	0	0
Current Liabilities		
Unpaid Pensions Benefits	0	0
Net Current Liabilities	0	0
Total	**0**	**0**

3. Notes to the police officer pension fund account

The Police Officer Pension Fund includes the accounting transactions of the Police Pension Scheme 2015 which, came into effect on 1 April 2015 under the Police Pensions Regulations 2015.

Prior to 1 April 2023, it also combined the accounting transactions of the following two earlier schemes. On 1 April 2022, all existing members in these two schemes moved to the 2015 scheme:

- The New Police Pension Scheme, which was created by the Home Office under the Police Pensions Regulations 2007;
- The Police Pension Scheme, which was set up in 1987.

The Police Officer Pension Fund which is managed by the MOPAC Group has been set up for the specific purpose of administering the collection of contributions, the payment of pensions and payment or refund to central government for the balance outstanding for each year. The fund does not hold any investment assets, nor does it reflect the liabilities of the Schemes to pay present and future pensioners. The fund will be paid sufficient monies from the Home Office to cover the deficit in year.

These Accounts have been prepared using Pension SORP and the Code principles adopted for the MOPAC statements.

These Accounts have been prepared using Pension SORP and the Code principles adopted for the statements of the CPM.

Details of the accounting policies can be seen on page 8 to 12. MOPAC provides the accounting and banking systems through which the CPM administers the Fund. Details of the three schemes' actuarial report and the cost of pensions can be seen in Note 10.

These Accounts are audited by Grant Thornton UK LLP and their opinion is included in page xv.

4. Police Pension Fund - Revenue account notes

4.1 Employer contributions

Employer contributions are calculated at 35.3% of police officer pensionable pay from 1 April 2024, an increase from 31% previously. This increase was a result of an actuarial valuation of the police pension scheme. The employer contribution is set nationally by the Home Office and the scheme is subject to actuarial valuation every four years.

4.2 Transfers

These represent lump sums transferred to and from other pension schemes depending on whether the police officer was transferring in or transferring out their pension.

4.3 Additional income

These consist of CPM contributions for ill health retirements, 30 years plus scheme contributions and refund of former commissioners' and widows' pensions.

4.4 Officers' contributions

Members of the new 2015 police pension scheme make contributions of between 12.44% and 13.78% of pensionable pay.

4.5 Employer additional funding

This sum represents additional funding required to provide for payment to pensioners. The actual shortfall receipts for the year 2024/25 amounted to £312.6 million. The cash funding received by the Group in 2024/25 was £397.6 million. This consists of the additional funding of £68.4 million in respect of 2023/24, a statutory transfer from the police fund of a further £268.7 million in respect of 2024/25 and an additional £60.5m received for the McCloud settlement which has not been used in 2024/25 and has been treated as Income Received in Advance . The remaining 2024/25 shortfall of £43.9 million is to be received from the Home Office in 2025/26. With the income for the McCloud settlement, in total £16.6m has been received in advance from the Home Office in 24/25 .

4.6 Other payments

These consist of contribution refunds and lump sum death benefits.

5. Related party transactions

As previously stated the Commissioner is responsible for administering the Police Pension Fund in accordance with the Police Reform and Social Responsibility Act 2011. During the year all payments and receipts are made to and from MOPAC Police Fund. As such the CPM and MOPAC are the only related parties to the fund, thus all the transactions shown on the revenue statement have been processed through MOPAC.

6. Additional voluntary pension contributions

Additional pension contributions (e.g. added pension/years) made by police officers amounted to £19,486 for the PPS scheme, £37,828 for the NPPS scheme and £286,182 for the 2015 scheme.

7. Members of the scheme

The MPS also administers the Pension Fund on behalf of members of Her Majesty’s Inspectorate of Constabulary (HMIC). There are no active HMIC members currently contributing to the Police Pension scheme, there are 21 HMIC pensioners and 4 dependent pensioners.

Glossary of terms

Accruals

The accounting treatment where income and expenditure is recorded when it is earned or incurred not when the money is paid or received.

Budget

An estimate of costs, revenues and resources over a specified period, reflecting a reading of future financial conditions and priorities.

Capital expenditure

Expenditure on the acquisition, creation or enhancement of fixed assets.

Cash equivalent

A financial deposit placed with a bank, building society or other local authority for a term of no longer than three months.

Corporate costs

This consists of those activities and costs that provide the infrastructure that allows services to be provided, whether by the CPM or MOPAC, and the information that is required for public accountability. Activities that relate to the provision of services, even indirectly, are overheads on those services and include bank charges, auditors' fees and the cost of the Group as well as the corporate activities of Head Office departments.

The Commissioner of Police of the Metropolis (CPM)

The CPM is a separate corporation sole which was established on 16 January 2012 under the Police Reform and Social Responsibility Act 2011.

Comprehensive Income and Expenditure Statement

A primary financial statement showing the financial resources of MOPAC consumed at the request of CPM for the financial years and corresponding funding of MOPAC resources.

Credit arrangements

An arrangement other than borrowing where the use of a capital asset is acquired and paid for over a period of more than one year. The main types of credit arrangements are leases of buildings, land and equipment.

Employee costs

The salaries and wages of police officers and police staff together with national insurance, pension and all other pay-related allowances. Training expenses and professional fees are also included.

Government grants

Part of the cost of the service is paid for by central government from its own tax income. Grant income is partly received through the S102 payments made by the GLA. In addition, the Home Office pays specific grants direct to the Group towards both revenue and capital expenditure.

Group

The term Group refers to Mayor’s Office for Policing and Crime (MOPAC) and Commissioner of Police of the Metropolis (CPM)

The Mayor’s Office for Policing and Crime (MOPAC)

MOPAC is a separate corporation sole, which was established on 16 January 2012 under the Police Reform and Social Responsibility Act 2011.

PCSPS

The Principal Civil Service Pension Scheme is the scheme used to provide pension benefits to police staff.

Provision

An amount set aside to provide for a liability which is likely to be incurred but the exact amount and the date on which it will be needed is uncertain.

Revenue expenditure

The operating costs incurred by the organisation during the financial year in providing its day-to-day services. Distinct from *capital expenditure* on projects which benefit the organisation over a period of more than one financial year.

Revenue reserves

Accumulated sums that are maintained either earmarked for specific future costs (e.g. pensions) or generally held to meet unforeseen or emergency expenditure (e.g. General Reserve).

Special service agreements

Policing the Airports, House of Lords/Commons, Palace of Westminster are the main items included under this heading.