



**Forensic
Science**
Northern Ireland



Forensic Science Northern Ireland

Annual Report and Accounts
For the year ended 31 March 2022

Forensic Science Northern Ireland

Annual Report and Accounts For the year ended 31 March 2022

*Laid before the Northern Ireland Assembly
under section 11 (3) (c) of the Government Resources
and Accounts Act (Northern Ireland) 2001
by the Department of Justice*

*on
30 June 2022*

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PERFORMANCE REPORT

OVERVIEW

The purpose of the overview is to provide sufficient information to ensure that the remit and purpose of the Agency is understood. The overview includes:

- A statement from the Chief Executive providing their perspective on the performance of the Agency over the period;
- A statement of the purpose, activities and business model of the Agency;
- The key issues and risks that could affect the Agency in delivering its objectives; and,
- A performance summary.

Chief Executive's Statement

I am pleased to present the Annual Report and Accounts for Forensic Science Northern Ireland (FSNI or The Agency) for the year ending 31 March 2022.

This has been another successful year for the Agency with excellent progress against business objectives, targets and projects and high governance standards maintained. Throughout 2021-22, we continued to operate with significant disruption and all of the Agency's achievements are attributable to its people who continued to show their flexibility and commitment to ensuring delivery of independent and impartial forensic services.

Services continued at an exceptionally high standard resulting in the Agency maintaining accreditation to the ISO/IEC 17025:2017 quality standard following assessment by the United Kingdom Accreditation Service (UKAS). Work also progressed in relation to the accreditation of FSNI scene attending services to the ISO/IEC 17020:2012 standard. In addition, the Agency achieved compliance with LAB 51 UKAS Accreditation of Laboratories Performing Analysis of Toxicology samples as well as one extension to its scope of accreditation, for the following new method:

- Natural Yellow visualisation technique – latent prints on non-porous surfaces (Specialist Fingerprint Unit (SFU)).

Good progress was achieved across an extensive portfolio of innovation and improvement projects with over 60 projects now registered on our Corporate Project Register. This captures a wide range of projects of varying scale including scientific and service developments, improvements to IT systems and enhanced use of technology, which will ensure FSNI continues to be a leading

provider of modern forensic services. There is a real appetite for change and a desire to do things better as evidenced by the consistent high quality, high performance achieved and the service improvements we have been able to offer our customers.

With the continuing twin challenges of the Coronavirus pandemic and the structural issues impacting a significant proportion of our accommodation, 2021-22 continued to present significant difficulties to overcome. During the year FSNI acted in accordance with all Northern Ireland Civil Service (NICS) and Coronavirus Public Health advice and guidance. The embedding of protocols developed in the first year of the pandemic ensured continued delivery against performance targets whilst prioritising the health and wellbeing of our people. FSNI experienced small numbers of positive Coronavirus cases throughout the year however, the percentage of working days lost significantly reduced to 1.7% from 7.3% in 2020-21. FSNI continued to facilitate remote working practices and participated in a pilot scheme for the NICS 'New Ways of Working' policy. Preparation for the implementation of the policy is underway.

FSNI continued to operate from limited accommodation during the year. A further survey of the main building roof was completed in November 2021 with the results showing further deterioration of the Siporex panelling. This hastened the remaining decant of the main body of the building and I would like to recognise the huge amount of work completed by teams right across the Agency to clear these areas of the building. Some further temporary accommodation was secured and work is progressing to make these areas fully functional. Engagement with the PSNI site Landlord are continuing to address short to medium term accommodation needs.

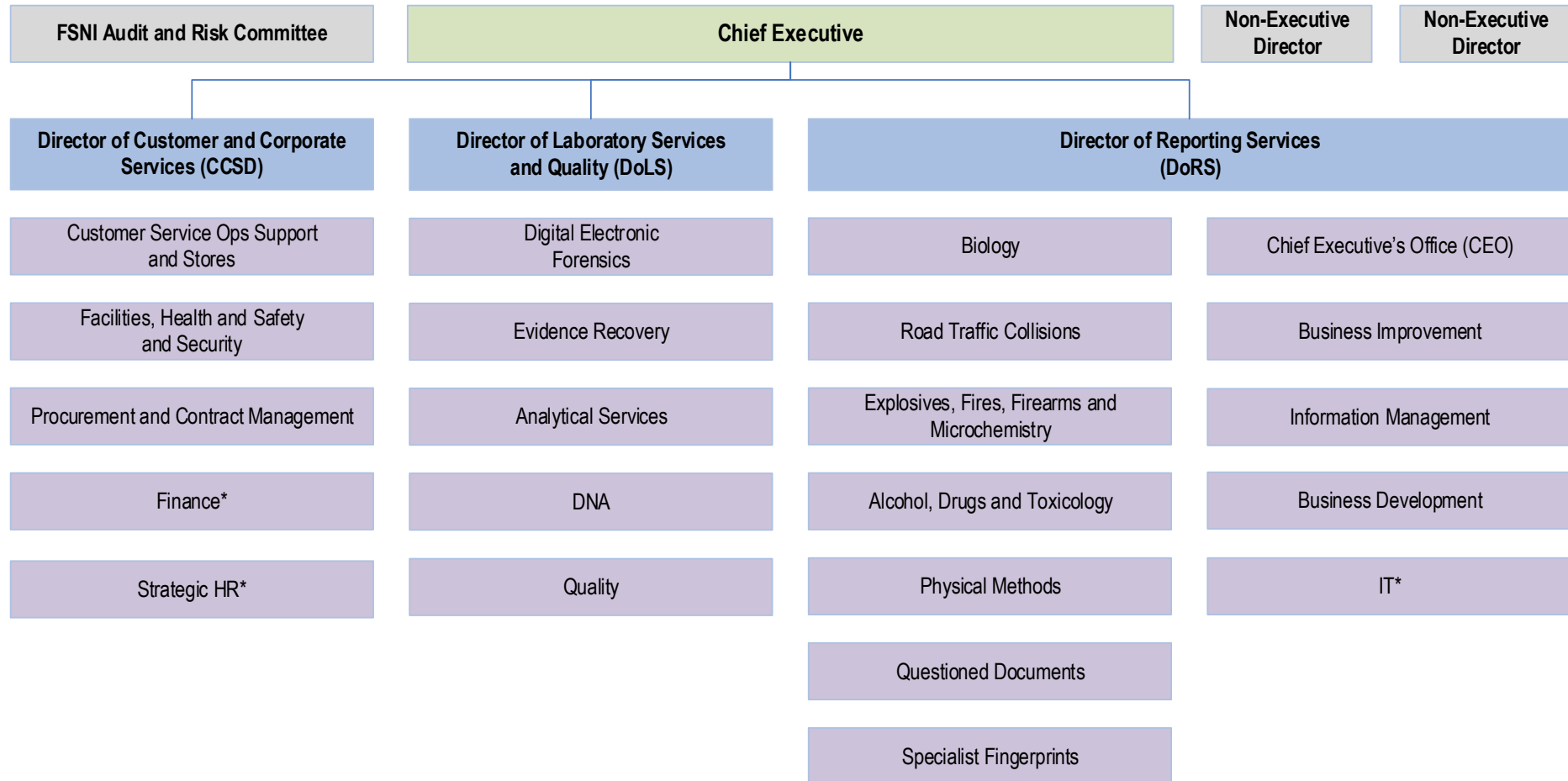
Work has also continued on the long-term solution for a new building to replace the now defunct main building and suite of aging porta cabins. A formal project (Project Atlas) has been established with a Project Manager appointed in July 2021 and an Integrated Consultant Team appointed in August 2021. Significant progress has been achieved to date, a preferred option has been identified with the outline business case submitted for approval and the Concept Design stage completed in April 2022.

Looking ahead to 2022-23, FSNI is starting from a strong position. A robust Business Plan has been developed which clearly sets out our objectives for the year ahead. FSNI will continue to deliver an increasing level of casework whilst continuing to develop services, ensuring the Criminal Justice System has access to the most discriminating and effective techniques and services. Like all other areas of the NICS, our financial position remains uncertain and we await outcomes on the level of finances available over the next few years. 2022-23 is a quality re-assessment year that will see a more in-depth UKAS accreditation visit with extensive work required across all teams to

evidence the quality standards expected and in place. Planning for our new building should complete to enable appointment of a contractor to bring it to life; this is a very exciting time for the Agency.

G Morton

FORENSIC SCIENCE NORTHERN IRELAND: STRUCTURE 2021-22



* delivered through shared service facility

Purpose and activities of the organisation

FSNI is an Executive Agency of the Department of Justice (DoJ). Its role is to provide objective scientific advice and support to enhance the delivery of justice.

Agency vision

“To be a World Class provider of integrated forensic science services.”

The Agency's vision and mission statements reflect the emphasis on the organisation being demonstrably business-like and responsive to the needs of customers and stakeholders in the development and delivery of a wide range of high quality, modern, efficient, integrated and affordable specialist forensic services. The Agency's experience in integrating the recovery, analysis and interpretation of diverse evidence types from individual exhibits is one of its key differentiating strengths and permits the optimal exploitation of evidential opportunities – a capability of particular importance in serious crime, which constitutes a significant proportion of FSNI's work.

Agency mission

“Scientific Excellence delivered in partnership supporting justice for all.”

This mission is realised through:

- A scientific support service for criminal justice and other organisations;
- Scientific advice for the Public Prosecution Service (PPS) and the legal profession; and,
- Objective expert testimony to the Courts.

The Agency's ethos is a scientific one, meaning that the objective deductions from the evidence are rigorously arrived at with neutrality as to the conviction or acquittal of defendants and are provided to the Courts as independent expert witness.

Strategies and objectives

In line with other public bodies, the Agency used a Balanced Scorecard and Outcome Focused Business Planning methodology for its planning, monitoring and reporting. The four quadrants of the Balanced Scorecard ensured focus on:

- Collaborative and streamlined service provision responsive to customer and stakeholder needs;
- A culture of innovation and improvement;

- An engaged workforce delivering a quality service; and,
- Trusted, assured Corporate Governance demonstrating the value that forensic science brings to the Criminal Justice Sector.

Description of business

FSNI provides a wide range of services, under Memoranda of Understanding (MoUs) with criminal justice organisations, including the Police Service for Northern Ireland (PSNI) and State Pathologist's Department (SPD). FSNI also provides services to other government bodies such as the Office of the Police Ombudsman for Northern Ireland (OPONI), PPS and Her Majesty's Revenue and Customs (HMRC) as well as private customers and solicitors.

The majority of the work involves the recovery, analysis and evaluation of evidence submitted in connection with a range of crimes, from murders, sexual and violent offences, firearms, explosives, arson and assault, through to more volume crime cases such as fraud, burglaries and car crimes. The Agency also investigates road traffic collisions and provides analysis for cases involving the possession and/or supply of drugs as well as toxicological analysis for the SPD, to help determine the cause of death.

The recovery and analysis of DNA from exhibits is a central activity, as DNA information is routinely used to assist in investigations (e.g. in eliminating some potential suspects and linking others to incidents) and is closely integrated with the maintenance of the Northern Ireland DNA Database on behalf of the PSNI.

FSNI employs a wide range of forensic disciplines, including DNA; latent fingerprints; explosives; microchemistry; firearms; fires; physical methods; biology; alcohol, drugs and toxicology; road traffic collisions; questioned documents and digital electronics.

FSNI provides an on-call service to attend serious crime and fatal road traffic collision scenes and provide support to the PSNI in the recovery of evidence. FSNI's Reporting Officers advise the PPS on the meaning of scientific evidence and provide objective Expert Witness to the Courts in any subsequent proceedings and prosecution.

The Agency is accredited by the UKAS to the ISO/IEC 17025:2017 standard. The current scope of accreditation for testing and calibration can be found on the UKAS website:

<https://www.ukas.com/find-an-organisation/?q=forensic+science+northern+ireland>.

Principal risks and uncertainties

The main risks to the Agency's business objectives are:

- Insufficient staff resources in place to deliver agreed operational and strategic business objectives including response to critical incidents and priority casework;
- Insufficient funding provision to meet financial obligations and inability to sufficiently mitigate against resource pressures will result in the loss of specialist services and inadequate resource levels available to meet expected turnaround times and performance targets;
- Failure to maintain and extend accreditation against the ISO17025:2017 standard will result in reputational damage; customers could choose to take their business elsewhere; loss of income and also challenge in court due to lack of accreditation or a significant quality failure;
- The lack of resources available to undertake continuous professional development; assess opportunities provided by emerging technologies and failure to innovate will impact on FSNI's ability to meet the changing needs/expectations of customers and to modernise to capture further efficiencies and drive process improvements and effectiveness;
- Ensuring sufficient resources are aligned to managing wide-ranging information assurance requirements whilst developing management information in support of business optimisation;
- Disruption to business and potential risk to staff as a result of the continuing Coronavirus pandemic and compliance with the corresponding public health advice;
- Disruption to business associated with the loss of access to the main admin building due to structural roofing issues and failure to sufficiently progress the development of new accommodation; and,
- Conflicting work pressures resulting in non-compliance with Health and Safety (H&S) and best practice, including continued compliance with Covid legislation and guidance, and the failure of H&S controls, procedures, equipment or facilities may result in injury or death of staff, contractors or visitors and set against a backdrop of very significant accommodation challenges caused by structural roofing problems to the main building.

FSNI managed these risks through well-established governance structures and by putting mitigations in place as early as possible to minimise the risk. Significant time was devoted to the delivery of key action and communication plans required to lead the Agency through the very fluid situation caused by the continued pandemic and by the accommodation problems. Each risk was pro-actively managed with a view to minimising impact and this made a significant contribution to FSNI's ability to meet the majority of objectives despite the very challenging environment.

Going concern

These Accounts have been prepared on a going concern basis.

Performance summary

FSNI is currently located at the Seapark site near Carrickfergus. The Agency occupies a mix of accommodation on the site including a custom built high care laboratory building (Locard), several porta-cabins and part of a converted cigarette factory.

During the year, FSNI continued to operate with a mix of workplace based and remote working following the loss of a large part of its accommodation. FSNI can only use up to 19% of the main building and have lost approximately 34% of their total accommodation. This development put significant strain on the remaining accommodation throughout 2021-22, which is especially apparent in laboratory services and support teams.

The Covid pandemic caused continued disruption into 2021-22. As a result of the pandemic during the financial year, FSNI lost 656 working days (2020-21: 3,610 days). This was equivalent to 1.7% (2020-21: 7.4%) of the available staff resource to FSNI. These days were lost as a result of staff testing positive for Covid, having to self-isolate or shield. It does not include days where staff were isolating or shielding and were able to work from home.

No additional funding was required in 2021-22 to cover additional costs of the pandemic. In 2020-21 FSNI incurred additional costs due to the pandemic A total of £121k was spent, £100k on Personal Protective Equipment (PPE) mainly as a result of price increases, £19k on additional laptops and £2k on additional cleaning. FSNI received £100k additional funding from the NI Executive that was all used as intended to cover the additional cost of PPE.

Looking forward

The focus for 2022-23 will be on:

- Making an effective contribution to the delivery plans for the Northern Ireland Executive's Programme for Government (PfG) outcomes 7 ("We have a safe community where we respect the law, and each other") and 11 ("We have high quality public services");
- Working in partnership with stakeholders and customers to deliver collaborative projects and ensure criminal justice needs are met;
- Delivering efficient and effective forensic science services;
- Promoting and improving the understanding of the value that forensic science brings to the CJS;
- Promoting staff well-being and providing a safe environment for our staff as we continue to deal with the impact of the Covid pandemic and accommodation issues;
- Supporting the delivery of the Northern Ireland Forensic Services Strategy;
- Promoting and encouraging new ideas, learning and innovation;
- Continuous business improvement through the development and use of Management Information (MI);
- Enhancing co-operation with forensic service providers in the UK and in other jurisdictions;
- Maintaining and extending the range of ISO/IEC 17025:2017 accredited services and progressing the ISO 17020 scene accreditation plan;
- Continuing to focus on good governance including risk management and compliance with legislation and regulations; and,
- Approval of an outline business case to provide replacement accommodation, planning approval submitted and the procurement strategy for the building approved.

Forward Look Financial Position

Following the resignation of the First Minister and the subsequent lack of an Executive, a Budget for 2022-23 could not be finalised. The Finance Minister wrote to departments to set out a way forward in the absence of an Executive to agree a Budget. This process involved DoF issuing departments with contingency planning envelopes for the 2022-23 financial year. These envelopes provided departments with an assessment of the minimum funding they could reasonably expect for 2022-23 and allowed departments to plan for expenditure until such times as a Budget could be agreed.

PERFORMANCE ANALYSIS

Review of performance

The challenges associated with both the Covid pandemic and significant accommodation challenges have persisted for two consecutive years. Much resource continues to be diverted from normal business to ensuring business continuity and managing the accommodation at our disposal. Throughout the year a number of staff were not available due to self-isolating or positive Covid tests and the impact of social distancing in small laboratory spaces and the reduced accommodation footprint meant that working from home rotas continued in place to protect staff and services. Staff displaced were re-accommodated into the suite of existing porta-cabins on site and during the year additional temporary accommodation was brought on site to accommodate a range of the admin functions.

There has continued to be changes to the demand and crime trends as a result of the pandemic, although noticeably less than in 2020-21. Demand against agreed PSNI MoU capacity levels has continued to be strong in the volume areas of Biology (131%), Alcohol (154%), Fires (156%) and Microchemistry (113%). At year end, all 13 end-to-end targets had been achieved, a most pleasing result given the continued impact by Covid and accommodation challenges.

FSNI agreed a number of key performance indicators and targets in the 2021-22 MoU with PSNI. At year end, these had either been achieved or significant progress made. These included:

- Ensuring that 80% of all reports issued within 97 days (90.2% was achieved);
- Delivering 100% of all urgent work requests within pre-agreed timeframes;
- All 13 end-to-sectional targets being met; and,
- All requests for scene attendance met within agreed timeframes.

FSNI provide a 24/7 on-call service to the PSNI in many disciplines. This valued on-call service has provided almost 1,265 hours scene attendance with 605 of these hours worked outside normal working hours. Given that many on-call rotas are supported by small teams, it is testament of staff commitment that we have been able to respond to all scenes requested. Of note must be Road Traffic Collisions (RTC) Unit who saw no reduction in demand despite the pandemic, attending 44 fatal scenes and dealing with 15 “cold cases” whilst improving the age profile of their casework with cases in excess of 1 year old reduced by 68%.

Over the past few years, we have increased our resources in Toxicology as increasing demand had meant that we had to supplement internal capacity with that of a brokering partner. Staff

recruitment and training has enabled capacity to significantly increase year on year and has resulted in a 79% reduction in the number of cases brokered when we compare 2021-22 to 2017-18 despite absorbing a 21% increase in demand. This equates to a savings to the CJS of approximately £265k. Further capacity increases have been offered to the PSNI and SPD for 2022-23 with the anticipation of no brokering requirement unless demand exceeds the agreed level of capacity.

The UKAS surveillance visit this year was the third surveillance assessment in a four-year accreditation cycle. This was a surveillance assessment to the requirements of ISO/IEC 17025:2017 for testing and calibration (including ILAC document G19 08/14). The assessment also considered requirements from UKAS LAB and TPS documents, namely LAB 13 for opinion and interpretation, LAB 51 for the analysis of samples for toxicology analysis and LAB 32 for supply of profiles to the National DNA Database (NDNA). The assessment was conducted on site, over a two-month period (September to October 2021) with the opening meeting being conducted virtually on 13 September 2021. The assessment involved the UKAS Lead Assessor and twelve Technical assessors, covering all accredited disciplines. The assessment visit in September 2021 included assessment of the extension to scope for Natural Yellow, a visualisation technique for fingerprints, along with the surveillance visit in the Specialised Fingerprint Unit. The assessment visit in October included assessment of FSNI for compliance with LAB 51 for Toxicology, along with the surveillance visit in Toxicology.

The launch of the Forensic Services Strategy 2021-26 by the Justice Minister last March has been followed by a very successful year for the forensic family. Despite the challenges of infrastructure and the pandemic, there has been a lot of work completed under the Strategy and a year 1 progress report will issue shortly. This includes information from across the three partners of FSNI, Scientific Support Branch (SSB) and Cyber Crime Centre, and will detail some of the collaborative successes as well as those initiatives completed independently.

Performance against Key Performance Targets

Overarching Programme for Government (PfG) High Level Outcome and Measure:

PfG 11: We have high quality public services; and,

PfG 7: We have a safe community where we respect the law, and each other.

Measure – Average time taken to complete criminal cases.

The following are the published targets taken from the Outcome Focused Business Plan.

1. Customers – Collaborative and streamlined service provision responsive to customer and stakeholder needs

High Level Outcome	Key Indicators	Key Actions	Outcome
Services aligned to changing customer needs	Delivery of FSNI commitments within the 2021-22 PSNI MoU	By 31 March 2022 to achieve key performance indicators agreed in the PSNI MoU	ACHIEVED
		Work jointly with PSNI on the development of a project terms of reference and delivery plan that will look at collating and evaluating the value of forensic services in the end-to-end criminal justice process	ACHIEVED
Customers and stakeholders recognise the value FSNI brings to the CJS	Implementation of FSNI Actions in Support of the Joint PSNI/FSNI DNA Strategy	By 30 April 2021 to review and update the joint FSNI/PSNI 5 year DNA Strategy Delivery Plan	ACHIEVED
		By 31 March 2022 to deliver the in-year actions in the DNA Strategy	PARTLY ACHIEVED - Y-STR and enhanced DNA-17 development projects did not achieve in-year milestones due to increased casework commitments within the Biology and DNA work streams. All other targets within the 2021-22 work plan have been achieved
	Positive customer and stakeholder feedback on the value of forensic services and training	By 30 April 2021 to review and update the annual customer and stakeholder engagement plan	ACHIEVED
		Develop a customer and stakeholder survey to inform baseline satisfaction levels and education/awareness needs by 31 October 2021	ACHIEVED

High Level Outcome	Key Indicators	Key Actions	Outcome
Ensure strategic alignment with the Department and other stakeholders	Delivery of FSNI Actions in the customer and stakeholder engagement plan	By 31 March 2022 to deliver the in-year actions in the customer and stakeholder engagement plan	ACHIEVED
	Delivery of agreed Coroners Legacy forensic requirements	By 31 March 2022 to deliver the agreed Coroners Legacy forensic requirements	ACHIEVED

2. Processes – a culture of innovation and improvement

High Level Outcome	Key Indicators	Key Actions	Outcome
Develop and implement an integrated quality assurance model	Maintain accreditation against the UKAS ISO 17025:2017 Standard	By 31 March 2022 to maintain accreditation to ISO 17025 standard	ACHIEVED
		By 31 March 2022 to deliver the in-year actions on the Extensions to Scope (ETS) plan	ACHIEVED
	Identification of actions required to achieve accreditation to the requirements of the ISO 17020 Standard	By 31 March 2022 to deliver the in-year actions from the ISO 17020 accreditation plan	ACHIEVED
Drive process efficiency	Delivery of FSNI Business Improvement Plan	By 30 April 2021 to agree the priorities for the 2021-22 Business Improvement Plan	ACHIEVED
	Review of key business process	By 31 March 2022 to deliver the in-year actions in the Business Improvement Plan	ACHIEVED
		Participate in a joint review of Forensic support to RTC and take forward FSNI recommendations arising from the report	ACHIEVED
Ensure excellence in information management and data integrity	Preparedness for legislative change	By 30 June 2021 to refresh in-year actions in the legislation awareness plan	ACHIEVED
		By 31 March 2022 to deliver, in-year actions required from legislation awareness plan	ACHIEVED
Drive process efficiency	Services are aligned to the DoJ Digital Strategy	FSNI to have “on boarded” all sections to RM8/TRIM – date to be agreed	SUSPENDED – Project delayed – pending NICS upgrade to CM 9.4.
Align FSNI's end-to-end Case Management (CM) with the needs of CJS stakeholders and faster, fairer Justice	Delivery of FSNI actions in support of the FSNI; DoJ and wider CJS ICT strategies	By 30 June 2021 to review and develop the in-year plan for the development of Sample Manager	ACHIEVED
		By 31 March 2022 to deliver the in-year actions in the plan to enhance the development of Sample Manager	ACHIEVED

High Level Outcome	Key Indicators	Key Actions	Outcome
Develop and implement a joint R&D programme	Development and implementation of agreed R&D programme	By 30 June 2021 to develop a plan to develop products/services in readiness for Driving under the influence of Drugs (DUID) legislation	ACHIEVED
		By 30 June 2021 to develop a plan to ensure FSNI products are reviewed and both FSNI and stakeholders have a good understanding of FSNI products.	ACHIEVED

3. Organisation – An engaged workforce delivering a quality service

High Level Outcome	Key Indicators	Key Actions	Outcome
Develop and exploit effective line of business and MI systems	Delivery of the ICT/Digital Strategy in support of Agency and Justice Modernisation	By 31 March 2022 to deliver the in-year actions on the FSNI ICT/Digital Strategy	ACHIEVED
	Development of Composite Project Register	Development of MI from composite agency-wide project register to inform benefits realisation, process improvements and management decisions going forward	ACHIEVED
Ensure staff are equipped to meet the needs of the organisation	Staff managed in line with the NICS People Strategy and HR policies and procedures. Ensure staff are managed and developed to meet FSNI requirements and delivery a quality service	Develop a 5 year strategic staffing resource plan by 30 November 2021	ACHIEVED
		By 31 May 2021 to develop an action plan in response to FSNI results from the 2020 NICS staff survey	ACHIEVED
		Complete a Training Needs Analysis to inform a 3 year Strategic Training Plan by 31 March 2022	ACHIEVED
		By 31 March 2022 to have delivered the in-year actions in the HR Strategy	ACHIEVED
		By 31 March 2022 to support staff welfare by effective management of sick absence in accordance with NICS procedures	ACHIEVED
		By 31 March 2022 to support staff development through effective performance management in accordance with NICS procedures	ACHIEVED
Ensure accommodation and infrastructure meet our current and anticipated requirements	New Accommodation to meet FSNI current and future requirements	By 30 May 2021 to develop and agree an action plan to progress new accommodation project	ACHIEVED
		By 31 March 2022 to have delivered the in-year action in the new accommodation project	PARTLY ACHIEVED - The Outline Business Case was not completed by the target date however it was submitted on 29 April 2022
Develop and exploit effective line of business and MI systems	FSNI Business Plan developed and agreed	By 31 March 2022 to develop and agree the FSNI Business Plan for 2022-23	ACHIEVED

High Level Outcome	Key Indicators	Key Actions	Outcome
Ensure accommodation and infrastructure meet our current and anticipated requirements	Current accommodation and facilities meet FSNI and the wider CJS requirements	By 30 June 2021 to have completed a needs assessment and action plan for the current FSNI accommodation.	ACHIEVED
	FSNI Corporate Continuity/Disaster recovery plan further developed and tested	By 30 September 2021 to have refreshed the Corporate Business Continuity Plan and ICT Disaster Recovery Plans	ACHIEVED
		By 31 March 2022 to have completed a desktop exercise to test the FSNI Business Continuity Plan	ACHIEVED
Ensure staff are equipped to meet the needs of the organisation	FSNI staff fully engaged to deliver a strong Health and Safety Culture	By 30 June 2021 to develop a 2021-22 H&S Action Plan	ACHIEVED
		By 31 March 2022 to have delivered the in-year actions in the H&S Plan	ACHIEVED
Develop and exploit effective line of business and MI systems	Compliance with Information Assurance & General Data Protection Regulation (GDPR) legislation and guidance issued	By 30 June 2021 to review and update the Information Assurance Action Plan	ACHIEVED
		By 31 March 2022 to deliver in-year actions from the Information Assurance Action Plan	ACHIEVED
	Trusted Assured Corporate Governance arrangements	To ensure governance arrangements are in place and working effectively	ACHIEVED

4. Finance Perspective – Trusted, assured Corporate Governance demonstrating the value that forensic science brings to the Criminal Justice Sector

High Level Outcome	Key Indicators	Key Actions	Outcome
Ensure adequate funding to support delivery of forensic science for NI	Allocate and manage budgets to all spending areas based on PfG and Business priorities	To effectively represent FSNI funding requirements through Long Range Financial Plan aligned strategic plans to DoJ, PSNI and other funders, both resource and capital	ACHIEVED
Manage key resources of staff, non-staff and capital effectively	Final outturn as close to budget as possible	By 31 March 2022 to ensure no overspend and final outturn within 1% of final budget	NOT ACHIEVED – the Department gave permission for additional resource spend of £46k and capital was underspent by more than 1% mainly due to delays with procurement
Realise benefits of the Transformation Programme	Costing model meets FSNI budgetary and financial requirements	By 30 June 2021 to develop and agree principles and required MI for the FSNI Costing Model	ACHIEVED
		By 28 February 2022 to have developed and tested a new costing model	NOT ACHIEVED – FSNI were unsuccessful in acquiring a temporary accountant to carry out this work
Manage key resources of staff, non-staff and capital effectively	Ensure FSNI achieves value for money for public and stakeholders	Understand the potential use for the Public Value Account and Scorecard	ACHIEVED

Promotion of equality in the delivery of services to different groups in society

In FSNI, we are committed to building an inclusive workplace culture where diversity is truly valued at all levels, where you are valued for who you are and where you can bring your true self to work. This inclusive culture extends to the delivery of FSNI services to different groups in society.

In delivery of its services, FSNI has due regard to the three aims of the public sector equality duty under the Equality Act 2010, being:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advancement of equality of opportunity between people who share a protected characteristic and those who do not share it; and,
- Foster good relations between people who share a protected characteristic and people who do not share it.

FSNI does not have customer satisfaction scores broken down by protected groups, as all of FSNI's direct customers are organisations, which in themselves are not protected groups. As a result, FSNI does not maintain key performance indicators (KPIs) to cover the fair treatment of different groups. However, FSNI services are only limited by the Agency's capacity and access to FSNI services are open to all groups.

FSNI does not promote equalities in how services are delivered. The work carried out by FSNI is reactive to crime committed.

The FSNI commitment to equality of opportunity is outlined in the NICS Equality, Diversity and Inclusion Policy: [Equal Opportunities - Information for Candidates | Department of Finance \(finance-ni.gov.uk\)](https://www.finance-ni.gov.uk/equality-diversity-and-inclusion).

Financial review

Net expenditure

The net expenditure of the Agency for 2021-22 is compared to the previous two financial years in the table below:

	2021-22	2020-21	2019-20
	£000	£000	£000
Total operating income	11,503	10,948	11,066
Staff costs	9,042	8,551	8,059
Purchase of goods and services	4,558	4,687	4,549
Depreciation and impairment charges	2,124	2,060	2,061
Provision expense	(37)	33	298
Total operating expenditure	15,687	15,331	14,967
Net operating expenditure	4,184	4,383	3,901
Finance expense	26	24	80
Net expenditure for the year	4,210	4,407	3,981

Non-current assets

Non-Current Asset expenditure movements are detailed in the notes to the financial statements. Capital expenditure in 2021-22 totalled £1.149m (2020-21: £0.593m) which included expenditure on Laboratory equipment.

Financial position

The total net assets of the Agency at 31 March 2022 were £17.637m (2020-21: £18.232m).

Cash flow

As detailed in the Statement of Cash Flows, the Agency's Net Assembly draw down in 2021-22 was £2.688m (2020-21: £2.007m) and the net decrease in Cash and cash equivalents in the year was £0.109m (2020-21: decrease £1.224m).

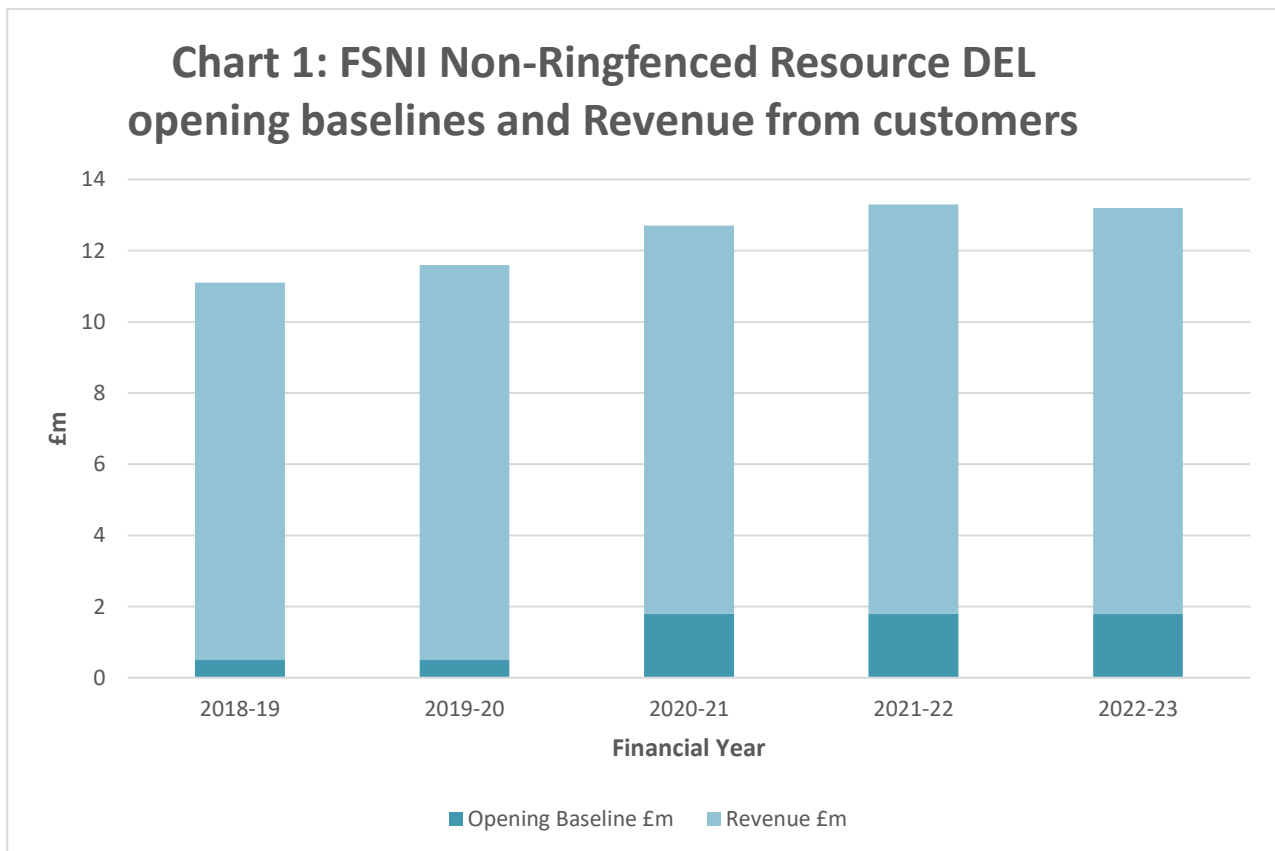
Financial risk

The Agency is mainly reliant on one customer, which accounts for 90% of total income. This customer, however, is also a public body and therefore the risk of non-payment of income is deemed low. The Agency is also supplemented by the DoJ for pressures that are agreed each year amounting to deficit of £4.210m in 2021-22 (2020-21: £4.407m). The deficit in 2021-22 largely relates to non-cash costs and corporate governance costs.

The Agency accounts for all transactions in sterling and has no borrowings. As such, the Agency is not exposed to any exchange rate or liquidity risk.

Long-term expenditure trends

Chart 1 below shows the movement in the Agency non-ringfenced Resource Departmental Expenditure Limit (DEL) opening baseline and revenue from customers over the period 2018-19 to 2022-23. In the absence of the Executive the 2022-23 opening baseline is the contingency planning envelope which is a rolled forward baseline from 2021-22. The Agency receives revenue from customers and DoJ to cover costs. The chart does not include non-cash costs.



2021-22 financial year

On 1 April 2021 the Finance Minister set out the 2021-22 budget for Northern Ireland departments which was agreed by the Executive.

The Department of Justice's non-ringfenced Resource DEL Budget was as follows:

- A flat cash allocation (2020-21 opening baseline);
- £31.2m of additional security funding for the PSNI;
- £10.7m of funding for EU Exit costs;
- £7.7m of Covid-19 allocation;
- £4.2m contribution towards Legacy costs; and,
- £0.7m of Technical Adjustments.

FSNI received £11.503m of income in 2021-22, with £10.365m from the PSNI, and additional funding from the Department of £2.038m.

2022-23 financial year

Following the resignation of the First Minister and the subsequent lack of an Executive, a Budget for 2022-23 could not be finalised. The Finance Minister wrote to departments to set out a way forward in the absence of an Executive to agree a Budget. This process involved DoF issuing departments with contingency planning envelopes for the 2022-23 financial year. These envelopes provided departments with an assessment of the minimum funding they could reasonably expect for 2022-23 and allowed departments to plan for expenditure until such times as a Budget could be agreed.

It is important to note that the contingency planning envelope is not a replacement for an agreed Executive Budget. Rather it represents an understanding of funding for which there may be a reasonable degree of certainty will be reflected in a Budget position brought to a future Executive for consideration.

The Department of Justice's non-ringfenced Resource DEL Contingency Planning envelope is £1,130.7m, made up as follows:

- A flat cash allocation (2021-22 opening baseline);
- Additional security funding for the PSNI of £31.2m; and,

- Funding for the Tackling Paramilitarism Programme of £13.0m (this is total programme funding to be distributed across various departments and is not solely for the use of DoJ - it is not included in the DoJ baseline).

FSNI is due to receive £11.429m of income in 2022-23, with £10.393m from the PSNI, and Contingency Planning envelope from the Department of £1.752m.

Capital investment priorities

In the absence of an Executive, a Capital Budget for 2022-23 cannot be agreed. The Finance Minister has provided each department with a contingency planning envelope for 2022-23. The Agency's 2022-23 Capital DEL contingency planning envelope is £1.266m. This will allow the Agency to fund tails of existing projects and contractual commitments, along with routine programmes and maintenance.

Looking ahead - budgets beyond 2022-23

Preparatory work for 2023-24 and beyond will be taken forward over the coming months and further strategic decisions will need to be made with the aim of having a budget in place as far in advance of the new financial year as possible.

Audit

The financial statements were audited by the Comptroller and Auditor General for Northern Ireland (C&AG), who heads the Northern Ireland Audit Office (NIAO) and is appointed by statute and reports to the Northern Ireland Assembly. The C&AG and his staff are wholly independent of the Agency.

The notional audit fee for the work performed by the C&AG's staff during the reporting period, and which relates solely to the audit of these financial statements, was £17,900 (2020-21: £17,500).

The C&AG may also undertake other statutory activities that are not related to the audit of the body's financial statements such as Value for Money reports. No such activity took place during 2021-22 or 2020-21.

Payments to suppliers

The Agency's policy is to pay bills from all suppliers within ten working days following receipt of a properly rendered invoice or in accordance with contractual conditions, whichever is the earlier. The performance of FSNI for 2021-22 showed that on average 94.7% (2020-21: 92.1%) of

invoices were paid within ten working days following receipt of a properly rendered invoice. The average for payment within 30 calendar days was 98.1% (2020-21: 96.9%).

Regulation and legislation

The UKAS surveillance visit this year was the third surveillance assessment in a four-year accreditation cycle. This was a surveillance assessment to the requirements of ISO/IEC 17025:2017 for testing and calibration (including International Laboratory Accreditation Cooperation (ILAC) document G19 08/14). The assessment also considered requirements from UKAS LAB and TPS documents, namely LAB 13 for opinion and interpretation, LAB 51 for the analysis of samples for toxicology analysis and LAB 32 for supply of profiles to the National DNA Database (NDNA). The assessment was conducted on site, over a two-month period (September to October 2021). The assessment in September 2021 included assessment of the extension to scope for Natural Yellow, a visualisation technique for fingerprints, along with the surveillance visit in SFU. The assessment in October included an assessment of FSNI for compliance with LAB 51 for Toxicology, along with the surveillance visit in Toxicology. During the year, it was necessary to gain accreditation for the relocation of two of the Scanning Electron Microscope (SEM) instruments from the FSNI main building to the Locard building. Formal accreditation was granted in September 2021. This was required due to the necessity to relocate the SEM instruments because of the ongoing structural roof issues in the FSNI main building. The Agency also successfully gained accreditation for the repurposing of one of the Physical Methods laboratories, for use by the Evidence Recovery Unit (ERU), for examination of Body Fluids. This was to relieve accommodation pressures in ERU.

The current scope of accreditation for FSNI's testing and calibration can be found on the UKAS website:

<https://www.ukas.com/find-an-organisation/?q=forensic+science+northern+ireland>.

Sustainability

FSNI is committed to aligning itself with the Northern Ireland Executive's policy on sustainable development as set out in the Sustainable Development Strategy.

To this end, FSNI complies with its duties under the Waste Electrical and Electronic Equipment (WEEE) directive and undertook the following:

- Safe disposal of all hazardous or environmentally damaging substances;
- Recycling programme to include cardboard, paper, ICT equipment, toners, glass and plastics;

- Sustainable disposal of viable equipment; and,
- Safe and responsible disposal of all chemical and clinical wastes generated by the Agency.

Recycling and recovery in 2021-22 resulted in at least 99% (2020-21: approximately 96%) of waste diverted from landfill.

FSNI is represented on the Department of Justice Sustainability group and has their own in house of sustainability volunteers. The Agency is also currently working on a range of initiatives to address sustainable use of utilities including a rolling program of LED lighting upgrades and planting of native species across the site to boost biodiversity.

Environmental, social and community issues

The Agency recognises its responsibility to carry out its operations whilst minimising environmental impacts. There have been no significant environmental, social and community issues during the year. The Agency complies fully with its environmental policies, including health and safety, waste management, management of emissions and disposal of hazardous waste.

The Agency, in working with suppliers and contractors, has sought opportunities to demonstrate its corporate social responsibility.

Health and safety

The management of health and safety in a forensic science organisation is inherently complex, given the range of risks which the nature of the work entails. It is a responsibility shared between all managers and staff, with the help of guidance from the Agency's health and safety advisor. The Agency sees a safe working environment as encompassing both the physical and mental well-being of its staff. The Agency strives for continuous improvement in safety performance through reviews of safe working practices and increased safety awareness of all staff. The Agency consults, as appropriate, with the Health and Safety Executive Northern Ireland (HSENI), and takes advice and guidance where improvement actions are required.

The Agency by its very nature deals routinely with exhibits and materials presenting potential chemical, biological or physical risk (sometimes in a traumatic environment) and accepts its responsibilities under the Health and Safety at Work (NI) Order 1978.

The Covid pandemic and other accommodation pressures required FSNI to make significant accommodation adjustments to comply with government guidance and provide safe working environments for staff. This required the undertaking and regular update of additional risk assessments throughout the year. FSNI staff were regularly furnished with updated guidance throughout the year.

Human rights

Civil servants have a statutory duty to respect, protect and fulfil people's human rights when developing and delivering government policy and services. The Northern Ireland Human Rights Commission (NIHRC) interactive guide to Human Rights is available to staff in the Agency to ensure they have knowledge of human rights law and standards and the core principles through which human rights are realised. The training is designed to increase human rights knowledge and strengthen the culture of human rights awareness and good practice within the Agency.

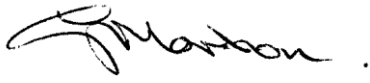
Anti-corruption and anti-bribery

The Agency is committed to the values of probity and accountability, which foster a positive organisational culture. It is also committed to the elimination of any fraud within the Agency, to the rigorous investigation of any prima facie case, and, where fraud or other criminal acts are proven, to ensure that wrongdoers are dealt with appropriately. The Agency will take proportionate steps to recover any assets lost as a result of fraud, corruption or theft. The Agency has a zero tolerance approach towards acts of bribery and corruption by staff, associated persons and organisations.

Whistleblowing

The Agency follows the Department of Justice's Whistleblowing policy. This policy is designed to reassure staff that it is safe and acceptable to speak up when they have a concern about malpractice. The procedures provide arrangements so that any such concerns can be addressed at an early stage and in a fair and proper way. The Head of Group Internal Audit Services (GIAS) for FSNI is involved in conducting independent investigations into issues raised under the policy.

PERFORMANCE REPORT

A handwritten signature in black ink, appearing to read "G Morton", with a small dot at the end.

G Morton

Chief Executive and Accounting Officer

20 June 2022

ACCOUNTABILITY REPORT

CORPORATE GOVERNANCE REPORT

The Accountability section of the Annual Report outlines how the Agency meets its key accountability requirements to the Assembly and ensures best practice with corporate governance norms and codes. The three sub-sections within the Accountability Report are outlined below.

i – Corporate Governance Report

The purpose of this section is to explain the composition and organisation of the Agency's governance structures and how they support the achievement of its objectives.

The Corporate Governance Report includes:

- Directors' Report;
- Non-Executive Directors' Report;
- Statement of Accounting Officer's responsibilities; and,
- Governance Statement.

ii – Remuneration and Staff Report

This section sets out the Agency's remuneration policy for directors, reports on how that policy has been implemented and sets out the amounts awarded to directors as salary and pension entitlements.

In addition, the report provides information relating to remuneration and staff that, the Assembly and other users see as key to accountability.

iii – Assembly Accountability and Audit Report

This section brings together the key Assembly accountability documents within the Annual Report and Accounts. It comprises:

- Regularity of expenditure;
- Assembly accountability disclosures; and,
- Certificate and Report of the Comptroller and Auditor General to the Assembly.

Directors' Report

Chief Executive

Gillian Morton has been Chief Executive and Accounting Officer of the Agency since September 2019. She is supported in her responsibilities for corporate governance and strategic direction by a Leadership Board.

The Leadership Board

During the course of 2021-22, the membership was as set out below:

G Morton	Chief Executive
S Campbell	Director of Laboratory Services and Quality;
A McElveen	Acting Director of Reporting Services and ICT Director
Post vacant	* ICT Director
W McCollum	Director of Customer and Corporate Services
T Burgess	Non-Executive Director (contract expired 31 December 2021)
C Warnock	Non-Executive Director (contract expired 31 July 2021)
D Brown	Non-Executive Director (commenced 1 August 2021)
M O'Ceidigh	Non-Executive Director (commenced 1 August 2021)

*The ICT position has been vacant from May 2019

Company directorships and other significant interests

A register, available for public inspection, is maintained by FSNI that includes declarations of any significant interests held by Leadership Board (LB) members that may conflict with their LB responsibilities. During the year there were no such conflicts of interest declared by any LB member.

Personal data

FSNI complies with the Data Protection Act (DPA) 2018 and had no breaches of the Act to disclose for 2021-22.

Complaints

The FSNI complaints/concern procedure is aligned, along with other Justice Department Agencies, with DoJ Complaints Handling Policy and Procedures for Staff (Version 3.02 April 2021). The timescale for acknowledgement of a complaint is three working days. There is also standard wording for responding to a complainant as per the DoJ policy. In addition, the DoJ requires that each of the DoJ Agencies report to the DoJ centrally every six months, to provide information on any complaints received. At the request of DoJ, one report from FSNI was provided in 2021-22, which covered the period April 2021 to September 2021 and October 2021 to March 2022.

For the period 1 April 2021 to 31 March 2022, there was one complaint raised and no concerns recorded, as per the current definitions of complaints and concerns. The complaint was investigated and the outcome was that it was not upheld. Further information on the handling of complaints can be found at the following location <https://www.justice-ni.gov.uk/articles/fsni-complaints-procedure>.

Non-Executive Directors' Report

The year 2021-22 was a time of challenge for FSNI. While Brexit has continued to present change in both environment and finance for Northern Ireland, the all-pervasive issue of Covid, operated as a continuing constraint on the organisation and its staff. However, FSNI was quick to understand the adjustments necessary and kept itself informed and in compliance with the government recommended actions to make the workplace as safe as possible and to accommodate the need for staff to in many cases work from home. The pandemic also caused long term change and new challenges to our definition of “work” and “workplace”. FSNI is meeting these challenges and is working with staff members to achieve the best outcome for everyone as the new environment and practices emerge. Covid and its variants placed enormous demands on the Agency to ensure the safety and well-being of its staff at work, but also brought an opportunity to consider whether there can be changes to the way we do things and the way we organise to do them.

FSNI would not be able to meet and overcome these challenges without the commitment of its workforce, who have risen to the challenge and are dedicated to the continued success of FSNI.

Structural faults found in parts of the premises, continue to cause substantial disruption. The use of temporary premises is far from ideal. UKAS, standards accreditation which underpins the quality of the work of the Agency were renewed, together with extensions of accreditation into additional areas. In addition, importantly, the majority of business plan targets were again achieved.

During such challenges the support of our customers and particularly the PSNI and criminal justice community generally was essential. Together with the support of DoJ this support has given FSNI confidence in the fulfilment of its strategic plans.

Two new Non-Executive Directors (NEDs) of FSNI were appointed on 1 August 2021. They were provided with a high in-depth induction to the organisation and its work to enable them to provide a maximum effective input to the Agency.

In the final quarter of the year we carried out the Annual Board Effectiveness review. The content and criteria for the review was planned by the NEDs and interviews took place over a day. The resultant report commended the good governance, internal control and risk management procedures which are in place and that these worked effectively throughout the year. The NEDs

met with each Director for an hour each and conducted a review of each area under their control. While the Independent NEDs had only been appointed a few months, a meaningful and worthwhile review was conducted. Among the issues considered were the constraints experienced in each area, the communications across the organisation and how issues were considered by the Leadership Board. The discussion found the governance of the organisation to be effective and this was greatly helped by the leadership of the organisation. In particular, there was agreement that FSNI should, where relevant and appropriate, outreach more into the community it is serving and that FSNI also should seek to establish an extended customer base while recognising that not all projects and work were fully compatible with delivering excellence in FSNI's core services. The final, positive and progressive report was then completed and made available. The process established a direct connection between each of the directors and the NEDs which bodes well for the planning and review processes of FSNI.

FSNI is committed to excellence in its work and standards, and this was reflected in its ability to meet sudden changes with a flexibility that shows an all-level organisational allegiance to public service and being public facing and accountable, transparent and an excellence seeking organisation.

D Brown

M O'Ceidigh

Statement of Accounting Officer's Responsibilities

Under the Government Resources and Accounts Act (Northern Ireland) 2001, the Department of Finance (DoF) has directed Forensic Science Northern Ireland to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of Forensic Science Northern Ireland and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

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

- Observe the Accounts Direction issued by DoF, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements;
- Prepare the financial statements on a going concern basis; and,
- Confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable.

The Accounting Officer of the DoJ has designated the Chief Executive of Forensic Science Northern Ireland as the Accounting Officer of Forensic Science Northern Ireland. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding Forensic Science Northern Ireland assets, are set out in the Accounting Officer's Memorandum in Managing Public Money Northern Ireland (MPMNI) published by DoF.

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the Agency's auditors are aware of that information. So far as I am aware, there is no relevant information of which the auditors are unaware.

Governance Statement

1. Scope of responsibility

FSNI is an Executive Agency of the DoJ and operates within the context of the Department's overall vision and strategic objectives. As Accounting Officer of FSNI, I have responsibility for maintaining a sound system of governance that supports the achievement of the Agency's policies, aims and objectives, whilst safeguarding public funds and assets, in accordance with the responsibilities assigned to me in MPMNI.

2. The purpose of the governance framework

The governance framework comprises the systems and processes, culture and values, by which the Agency is directed and controlled, and the activities through which it accounts to and engages with stakeholders. It enables the Agency to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, timely and cost-effective services. The governance framework for FSNI was reviewed and revised in 2021-22 and has taken into account the requirements and governance approach contained in the DoF MPMNI guidance published in 2013:

<https://www.finance-ni.gov.uk/articles/managing-public-money-ni-mpmni>.

The governance framework is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise risks to the achievement of the Agency's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place along with other established mechanisms/processes established within the Agency for the year ended 31 March 2022 and up to the date of approval of the Annual Report and Accounts, and accords with the Corporate Governance Code and DoF Guidance issued (in particular the Corporate Governance in Central Government Departments: Code of Good Practice NI 2013 (Annex A – Board Operating Framework Guidance):

<https://www.finance-ni.gov.uk/sites/default/files/publications/dfp/daodfp0613att.pdf>.

The Governance Framework will be reviewed in 2022-23 based on MPMNI and any other relevant guidance issued.

3. Governance framework

As Chief Executive, I am supported by the FSNI Leadership Board (LB). The LB comprises of four Executive Directors which are Reporting Services (and acting ICT); Laboratory Services Quality; ICT (position currently vacant) and Customer and Corporate Services. In 2021-22, the Director of Reporting Services role continued to be filled during the year through the temporary promotion of the previous Director of Corporate Services (Alison McElveen) and ICT role in acting capacities by the Reporting Services Director. The Leadership Board also includes two NEDs. Other invitees at FSNI Leadership Board meetings with no voting rights are representatives from Financial Services Division, PSNI and NICS HR. The Leadership Board is supported by a dedicated Corporate Secretary.

The LB is supported by the Agency's Senior Management Team (SMT). The SMT consists of heads of section or team managers and other senior managers and is chaired by a Director. The main purpose of the SMT is to manage the day-to-day operation of the Agency to ensure delivery of objectives within available resources.

The Agency's 2021-22 Business Plan was approved by the DoJ Director of Safer Communities and regular reviews of the Agency's progress in achieving its objectives and key performance targets were conducted. During the year, FSNI did not receive any Ministerial directions.

The FSNI Audit and Risk Assurance Committee (A&RAC) is chaired by one of FSNI's NEDs. The A&RAC supports me in my role as the Accounting Officer and with my responsibilities for issues of risk, corporate governance, internal control and associated assurance, as well as providing an appropriate challenge function.

The membership of the FSNI A&RAC during 2021-22 comprised of:

- Two NEDs (one as Chair); and,
- One A&RAC Independent Member.

In August 2021, two new NEDs were appointed to FSNI and have taken up their roles as A&RAC members. To ease transition into the new roles the previous NEDs continued to attend summer and winter A&RAC meetings (only one previous NED attended the winter meeting).

The quorum at A&RAC meetings consisted of two A&RAC Members inclusive of the Chair.

Due to the Covid pandemic and accommodation issues in 2021-22 a hybrid approach was taken for FSNI A&RAC meetings in which some meetings were conducted remotely via the WebEx meeting software application, and some conducted as a 'hybrid meeting' with both in person (socially distanced) and via WebEx meeting application. The A&RAC Chair meets separately with the DoF Head of Group Internal Audit Services (GIAS) for FSNI, the NIAO audit manager and the Chair of the Departmental Audit Committee and sits on the forum of A&RAC Chairs of all DoJ sponsored bodies. (Although no meetings of the Chairs of DoJ Audit Committees took place during the year due to the Covid pandemic situation). The LB, SMT and A&RAC operate under agreed Terms of Reference, which are reviewed annually.

Another key element of the Agency's governance framework is a professionally led DoF GIAS delivered internal audit function that works to Public Sector Internal Audit Standards, through reviewing the overall arrangements for managing risk, providing assurance and reporting any matters of concern to the FSNI A&RAC. Assurance is also obtained from the NIAO who report to the A&RAC following the statutory audit of the Agency's Annual Report and Accounts. The A&RAC review GIAS and NIAO reports and monitor progress against recommendations.

The auditing of the Agency by GIAS and by the NIAO sits, from the Agency's perspective, within a wider auditing environment, including the annual in-depth inspections by United Kingdom Accreditation Service as part of the maintenance of accreditation to the quality standard ISO 17025:2017, plus an extensive programme of internal quality audits as well as collaborative exercises with other forensic science providers.

Assurance Statements are completed twice annually at Directorate level within FSNI. As part of the year-end preparations for 2021-22, all FSNI Directors have completed assurance statements. The purpose of the statements is to improve management and control by identifying management's specific responsibilities and seeking written assurance that these have been exercised with reasonable care, skill and diligence. These statements also inform the content of this Governance Statement.

The LB promotes an anti-fraud culture, supported by the Directors and their staff who are best placed to recognise the potential for fraud within the everyday operations of their teams. Fraud and Whistleblowing policies are in place, which can be accessed by all FSNI staff on the DoJ intranet.

There are a number of other sources from which assurance on the system of internal control is obtained. These include the work of the following bodies:

- Forensic Information Databases Services (FINDS) (in relation to the NI DNA Database);
- Criminal Justice Inspection Northern Ireland (CJINI);
- Forensic Services Leadership Group and Operations Group;
- Health and Safety Executive for Northern Ireland;
- The Manufacture and Storage of Explosives Regulations (MSER) inspections;
- Department of Finance (DoF);
- DoJ Financial Services Division;
- National Fraud Initiative; and,
- DoF Construction and Procurement Delivery.

The Agency is satisfied that it has a robust corporate governance framework and that it is in compliance with relevant guidance issued by DoF.

4. Risk management and internal control

As Accounting Officer, I have direct responsibility for the analysis and management of risk and I work with the LB and the management team to do so. Responsibilities are assigned and appropriate actions incorporated into the Agency's internal targets. The Agency, given the nature of its work and the rigours of quality accreditation in a scientific environment, has a 'low' risk appetite. Risk is managed using a corporate risk register, with any major project or programme also having its own specific register. The Corporate Risk Register is a standard agenda item and reviewed at all LB, A&RAC and SMT meetings. It helps ensure that the principle risks to the Agency and its work are identified, quantified, mitigated and addressed timeously.

As part of the planning process, all senior managers who are also members of the SMT, are asked to review their own business areas and assess the risks faced within their area of responsibility. The SMT considers these operational risks and, in line with strategic planning priorities, determines the high level risks that could affect achievement of the Agency's strategic objectives. Risks are prioritised using a risk matrix, which assesses impact/likelihood. Each risk is assigned to a risk owner/manager who takes the appropriate steps to manage and control the risk. Any changes to the risk ratings or recommendations for new risks are referred to the LB for approval. The LB also considers any strategic risks to the Agency and will refer these to the SMT

for assurance that these are adequately addressed in the Risk Register. The LB will also escalate or de-escalate risks to DoJ.

The Agency aspires to a risk management approach which is mainstreamed within everyday work, where managers consider and continuously review risk as part of the Agency's normal operations. The assessment of risk is carried out alongside the development of the business plan. During the planning process, the Agency refers to the Corporate Risk Appetite Framework which presents a risk profile identifying the areas of high and low risk tolerance and is reviewed annually.

5. Review of effectiveness of the governance framework

I have responsibility for reviewing the effectiveness of the governance framework. The review is informed by:

Leadership Board Review

The Agency's LB met on eight occasions during 2021-22 with attendance by members as set out below, alongside attendance records for the A&RAC.

Title	Leadership Board	*Audit and Risk Assurance Committee
Chief Executive – G Morton	8/8	4/4
*Acting Director of Reporting Services (DoRS) and ICT Director – A McElveen	8/8	4/4
*Director of Laboratory Services and Quality – S Campbell	8/8	3/4
*Director of Customer and Corporate Services – William McCollum	8/8	4/4
Non-Executive Member – T Burgess	5/6****	3/3 ****
Non-Executive Member – C Warnock	2/2****	2/2 ****
Non-Executive Member – D Brown	6/6***	2/2***
Non-Executive Member – M O'Ceidigh	5/6***	2/2***
**A&ARC Independent Member – R Murtagh	N/A	4/4

*FSNI A&RAC – FSNI Directors attend on a rotational basis

**A&RAC member only

***From date of appointment

**** To end of appointment

The LB obtains management information from the case management system, the finance system and from several management reports to allow for review. The reports are also considered by the A&RAC for review and comment to the LB. The LB also obtains assurance on the quality of these documents through the GIAS review. An assessment of the LB effectiveness is conducted annually by the NEDs who conduct interviews with LB Members based on Financial Reporting Council and Institute of Directors guidance.

DoJ Governance

As part of the Agency's governance arrangements, I met at least monthly with my Departmental line manager. Effective management of financial resources was ensured by following good management practice and guidance issued by DoJ's Financial Services Division. Budget holders also received detailed monthly management accounts and updated financial forecasts throughout the year. The budgets, which were delegated to the Agency for the 2021-22 financial year, was not exceeded for capital and there was a resource overspend of £46k for which the Department gave prior approval.

Assurance Statements

In 2021-22 mid and end year assurance statements were completed by the Directors in post.

Audit and Risk Assurance Committee

The A&RAC met four times during the year and matters considered included the following:

- Risk management and the risk register;
- Effectiveness of the internal control and governance systems;
- The results of internal and external audit activity and progress against the implementation of recommendations to address weaknesses identified in internal audit reports and external audit reports; and,
- Internal and External Audit Services planning and strategy.

The A&RAC has met subsequent to the year-end to review final 2021-22 Annual Report and Accounts and recommend sign-off by the Accounting Officer.

A&RAC opinion on effectiveness of FSNI Governance Framework

The A&RAC is satisfied that FSNI had a robust corporate governance framework in place in 2021-22 and that it was in compliance with relevant guidance issued by DoF. This opinion is supported by the GIAS Corporate Governance audit which was carried out during the year and which concluded with a 'Satisfactory' audit opinion. Furthermore, the A&RAC is reasonably satisfied that the governance framework operated effectively throughout 2021-22.

Internal and External Audit

The effectiveness of the governance framework has been informed by the reports produced by the GIAS Internal Auditors, and comments made by the External Auditors in their Report to those Charged with Governance.

In recognition of the robust mechanisms for regular and in-depth scrutiny under which the Agency operates a review of FSNI's "auditing landscape" was conducted with GIAS at the start of the 2021-22 year and a one year auditing plan was developed and agreed.

During 2021-22, the following audits were completed by Group Internal Audit Services:

- Review of FSNI Case File Management (to include Home Working);
- Review of FSNI Customer Accounts;
- Review of FSNI Financial and Management Accounts;
- Review of FSNI Cyber Security; and,
- Review of FSNI Business Continuity Planning.

All GIAS audits had a rating of satisfactory. On the basis of internal audit work carried out, positive management action taken to address identified weaknesses, and assurances provided elsewhere, the DoF Head of GIAS for FSNI has provided the Accounting Officer with overall assurance that in 2021-22 there was a satisfactory level of control within the Agency.

The implementation of actions arising from recommendations from audits by DoF GIAS, External Auditor, CJINI and others is regularly monitored by the LB and reviewed at A&RAC meetings. There were no priority one actions raised 2021-22. During 2021-22 there were four recommendations made (Four GIAS and none in the NIAO Report to Those Charged with Governance (RTTCWG)). All four of the 2021-22 recommendations (1 Best practice and 3 Priority 3 actions) have been actioned and completed or closed out.

FSNI's own internal scientific Quality Audit programme (consisting of approximately 70 internal quality audits) and the close out of resultant actions are reviewed monthly by the SMT and is reported to and reviewed by A&RAC.

6. Budget position

The Assembly passed the Budget Act (Northern Ireland) 2022 in March 2022 which authorised the cash and use of resources for all departments for the 2021-22 year, based on the Executive's final expenditure plans for the year. The Budget Act (Northern Ireland) 2022 also included a Vote on Account which authorised departments' access to cash and use of resources for the early months of the 2022-23 financial year. The cash and resource balance to complete for the remainder of 2022-23 will be authorised by the 2022-23 Main Estimates and the associated Budget Bill based on an agreed 2022-23 Budget. In the event that this is delayed, then the powers available to the Permanent Secretary of the Department of Finance under Section 59 of the Northern Ireland Act 1998 and Section 7 of the Government Resources and Accounts Act (Northern Ireland) 2001 will be used to authorise the cash, and the use of resources during the intervening period.

7. Significant internal control issues

Given the specialised scientific operating environment pertaining in the Agency with its robust quality management procedures – including regular internal quality audits – specific operational issues are identified from time to time. Any such issues arising during the year have been dealt with in full accordance with the protocols of the Quality Management System (QMS) and their treatment is subject to further review and inspection by UKAS as part of the annual renewal of accreditation. There were no significant control issues or weaknesses identified or issues arising from reports by internal audit.

8. Accounting Officer statement on assurance

FSNI has established a robust assurance framework that includes primary assurance through line management structures on the achievement of objectives. This primary assurance is supplemented by secondary assurances provided through oversight of management activity, independent accreditation and quality inspection by UKAS and FINDS, a Quality Internal Audit programme, a programme of collaborative blind trials with other providers and by the DoF Group Internal Audit Services operating to Public Sector Internal Audit Standards. They deliver an

agreed prioritised programme of systems based audits covering technical, financial and non-financial systems over time.

9. FSNI Roof Issue

With the continuing uncertainty regarding the longer term future for the building, as detailed in the performance summary, and as such the value of the non-movable non-current assets located within the building was subject to a detailed reviewed during 2021-22. As a result, a number of assets had their remaining useful lives reduced to reflect the current usage of the building.

REMUNERATION AND STAFF REPORT

Remuneration Report

Remuneration policy

The pay remit for the Northern Ireland (NI) public sector, including senior civil servants (SCS), is approved by the Minister of Finance. The Minister has set the 2021-22 NI public sector pay policy (March 2021).

Annual NICS pay awards are made in the context of the wider public sector pay policy. The pay award for NICS staff, including SCS, for 2020-21 were paid in June and July 2021. The pay award for NICS staff, including SCS, for 2021-22 were paid in September and October 2021.

The pay of NICS staff is based on a system of pay scales for each grade, including SCS, containing a number of pay points from minimum to maximum, allowing progression towards the maximum based on performance.

Service contracts

The Civil Service Commissioners (NI) Order 1999 requires Civil Service appointments to be made on merit on the basis of fair and open competition. The Recruitment Code published by the Civil Service Commissioners for Northern Ireland specifies the circumstances when appointments may be made otherwise.

Unless otherwise stated, the officials covered by this report hold appointments that are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Further information about the work of the Civil Service Commissioners can be found at www.nicscommissioners.org.

In August 2021, two new NEDs, D Brown and M O’Ceidigh were appointed to FSNI and have taken up their roles as A&RAC members. To ease transition into the new roles the previous NEDs continued to attend summer and winter A&RAC meetings (only one previous NED attended the winter meeting).

R Murtagh was appointed as A&RAC Independent Member in August 2020. The Agency and the Independent Board/A&RAC Members may terminate the appointments by giving one month's notice in writing.

Remuneration (including salary) and pension entitlements

The following sections provide details of the remuneration and pension interests of the most senior management team (i.e. Board Members) of the Agency.

Remuneration and pension entitlements (Audited information)

<i>Single total figure of remuneration</i>		2021-22			
LB Members	Salary	Bonus Payments	Benefits in kind (to nearest £100)	Pension Benefits* (to nearest £1,000)	Total
	£000	£000	£000	£000	£000
G Morton – Chief Executive	80-85	-	-	29	110-115
S Campbell – Director of Laboratory Services and Quality	55-60	-	-	21	80-85
A McElveen – Acting DoRs and ICT Director	70-75	-	-	31	100-105
W McCollum – Director of Customer and Corporate Services	50-55	-	-	25	75-80
T Burgess to 31 December 2021 – Non-Executive Director	0-5	-	-	-	0-5
C Warnock to 31 July 2021 – Non-Executive Director	0-5	-	-	-	0-5
D Brown from 2 August 2021 – Non-Executive Director	5-10	-	-	-	5-10
M O’Ceidigh from 2 August 2021 – Non-Executive Director	5-10	-	-	-	5-10

* The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decreases due to a transfer of pension rights.

<i>Single total figure of remuneration</i>	2020-21				Total
	Salary	Bonus Payments	Benefits in kind (to nearest £100)	Pension Benefits* (to nearest £1,000)	
	£000	£000	£000	£000	
LB Members					£000
G Morton – Chief Executive	75-80	-	-	69	145-150
S Campbell – Director of Laboratory Services and Quality	55-60	-	-	31	85-90
A McElveen – Acting DoRs and ICT Director	65-70	0-5	-	38	105-110
W McCollum – Director of Customer and Corporate Services	50-55	-	-	36	85-90
T Burgess – Non-Executive Director	5-10	-	-	-	5-10
C Warnock – Non-Executive Director	5-10	-	-	-	5-10

Salary

‘Salary’ includes gross salary; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any severance or ex gratia payments. This report is based on accrued payments made by the Agency and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument. No LB members received benefits in kind during 2021-22 or 2020-21.

Bonuses

No LB member received a bonus payment during 2021-22 and one LB member received a bonus payment during 2020-21. Bonuses relate to the performance in the year in which they become payable to the individual. The bonuses reported in 2021-22 relate to performance in 2021-22 and the comparative bonuses reported for 2020-21 relate to the performance in 2020-21.

Fair Pay Disclosures (Audited information)

Pay ratios

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the lower quartile, median and upper quartile remuneration of the organisation's workforce.

The banded remuneration of the highest paid director in the Agency in the financial year 2021-22 was £75,000-80,000 (2020-21: £70,000-75,000). The Highest Paid Director remuneration band differs from the Remuneration and pension entitlements table on page 44 as the figure includes back pay from the August 2020 pay deal. The relationship between the mid-point of this band and the remuneration of the Agency's workforce is disclosed below.

2021-22	25th percentile	Median	75th percentile
Total remuneration (£)	23,955	29,307	40,711
Pay ratio	3.2:1	2.6:1	1.9:1
2020-21	25th percentile	Median	75th percentile
Total remuneration (£)	23,483	30,334	38,961
Pay ratio	3.1:1	2.4:1	1.9:1

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

In 2021-22, the values for the salary component of remuneration for the 25th percentile, median and 75th percentile were £23,955, £29,307 and £40,711 respectively (2020-21: £23,483, £30,334 and £38,961).

In 2021-22, no (2020-21, none) employees received remuneration in excess of the highest-paid director.

Remuneration ranged from £18,000 to £77,500 (2020-21: £19,000 to £72,500).

Percentage Change in Remuneration

Reporting bodies are also required to disclose the percentage change from the previous financial year in the:

- salary and allowances; and,
- performance pay and bonuses

of the highest paid director and of their employees as a whole.

The percentage changes in respect of the Agency are shown in the following table. It should be noted that the calculation for the highest paid director is based on the mid-point of the band within which their remuneration fell in each year.

Percentage change for:	2021-22 v 2020-21
Average employee salary and allowances	3.0%
Highest paid director's salary and allowances	6.9%
Average employee performance pay and bonuses	-100% ¹
Highest paid director's performance pay and bonuses	N/a ²

¹ The Northern Ireland Civil Service special bonus scheme was withdrawn with effect from 31 March 2021.

² No performance pay or bonuses were payable to the highest paid director in these years.

Pension entitlements (Audited information)

LB Members	Accrued pension at pension age as at 31/3/22 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/3/22	CETV at 31/3/21	Real increase in CETV	Employer contribution to partnership pension account
	£000	£000	£000	£000	£000	Nearest £100
G Morton – Chief Executive	30-35 plus a lump sum of 65-70	0-2.5 plus a lump sum of 0-2.5	565	517	17	-
S Campbell – Director of Laboratory Services and Quality	25-30 plus a lump sum of 50-55	0-2.5 plus a lump sum of 0	458	423	11	-
A McElveen – Acting DoRs and ICT Director	15-20	0-2.5	342	300	21	-
W McCollum – Director of Customer and Corporate Services	15-20	0-2.5	179	158	11	-

No pension benefits are provided to the Non-Executive Directors.

Northern Ireland Civil Service (NICS) Pension arrangements

Pension benefits are provided through the Northern Ireland Civil Service pension schemes which are administered by Civil Service Pensions (CSP).

The Alpha pension scheme was initially introduced for new entrants from 1 April 2015. The Alpha scheme and all previous scheme arrangements are unfunded with the cost of benefits met by monies voted each year. The majority of members of the classic, premium, classic plus and Nuvos pension arrangements (collectively known as the Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)]) also moved to alpha from that date. At that time, members who on 1 April 2012 were within 10 years of their normal pension age did not move to Alpha (full protection) and those who were within 13.5 years and 10 years of their normal pension age were given a choice between moving to Alpha on 1 April 2015 or at a later date determined by their age (tapered protection).

In 2018, the Court of Appeal found that the protections put in place back in 2015 that allowed older workers to remain in their original scheme, were discriminatory on the basis of age. As a result, the discrimination identified by the Courts in the way that the 2015 pension reforms were introduced must be removed by the Department of Finance. It is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period. The different pension benefits relate to the alternative schemes e.g. legacy PCSPS(NI) 'Classic', 'Premium' or 'Nuvos' (legacy scheme) or Alpha. Scheme regulations made in March 2022, closed the PCSPS(NI) to future accrual from 31 March 2022, and all remaining active PCSPS(NI) members (including partially retired members in active service) moved to 'Alpha' from 1 April 2022. This completes Phase One to remedy the discrimination identified by the Courts. Any pension benefits built up in the legacy scheme prior to this date are unaffected and PCSPS(NI) benefits remain payable in accordance with the relevant scheme rules. Phase Two will see the implementation of the Deferred Choice Underpin. That is, giving eligible members a choice between legacy scheme and Alpha scheme benefits for service between 1 April 2015 and 31 March 2022. At this stage, allowance has not yet been made within CETVs for this remedy. Further information on the remedy will be included in the NICS pension scheme accounts which are available at <https://www.finance-ni.gov.uk/publications/dof-resource-accounts>.

Alpha is a 'Career Average Revalued Earnings' (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current accrual rate is 2.32%.

Currently new entrants joining can choose between membership of alpha or joining a 'money purchase' stakeholder arrangement with a significant employer contribution (Partnership Pension Account).

New entrants joining on or after 30 July 2007 were eligible for membership of the legacy PCSPS(NI) Nuvos arrangement or they could have opted for a Partnership Pension Account. Nuvos is also a CARE arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The rate of accrual was 2.3%.

Staff in post prior to 30 July 2007 may be in one of three statutory based 'final salary' defined benefit arrangements (Classic, Premium and Classic Plus). From April 2011, pensions payable under classic, premium, and classic plus are reviewed annually in line with changes in the cost of living. New entrants joining on or after 1 October 2002 and before 30 July 2007 could choose between membership of Premium or joining the Partnership Pension Account.

Benefits in Classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For Premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike Classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic plus is essentially a variation of premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per Classic.

The Partnership Pension Account is a stakeholder pension arrangement. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a

further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

Active members of the pension scheme will receive an Annual Benefit Statement. The accrued pension quoted is the pension the member is entitled to receive when they reach their scheme pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. The normal scheme pension age in alpha is linked to the member's State Pension Age but cannot be before age 65. The Scheme Pension age is 60 for any pension accrued in the legacy **Classic, Premium, and Classic Plus** arrangements and 65 for any benefits accrued in **Nuvos**. Further details about the NICS pension schemes can be found at the website www.finance-ni.gov.uk/civilservicepensions-ni.

All pension benefits are reviewed annually in line with changes in the cost of living. Any applicable increases are applied from April and are determined by the Consumer Prices Index (CPI) figure for the preceding September. The CPI in September 2021 was 3.1% and HM Treasury has announced that public service pensions will be increased accordingly from April 2022.

Employee contributions rates for all members for the period covering 1 April 2022 to 31 March 2023 are as follows:

Scheme Year 1 April 2022 to 31 March 2023

Annualised rate of Pensionable Earnings (Salary Bands)		% Contribution rate for all members
From	To	From 1 April 2022 to 31 March 2023
£0	£24,449.99	4.60%
£24,450.00	£56,399.99	5.45%
£56,400.00	£153,299.99	7.35%
£153,300.00 and above		8.05%

Cash Equivalent Transfer Values

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

pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2015 and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

Compensation for loss of office

There were no compensation benefits paid by FSNi to any senior staff members during the financial year (2020-21: £Nil).

Staff Report

Staff costs (Audited information)

Staff costs comprise:

			2021-22	2020-21
	Permanently *Employed £000	Others £000	Total £000	Total £000
Wages and salaries	6,360	191	6,551	6,096
Social security costs	676	6	682	637
Other pension costs	1,870	13	1,883	1,818
Total	8,906	210	9,116	8,551

*Of the total, £0.074m have been capitalised for staff involved with capital projects in 2021-22 (2020-21: £Nil).

Pension arrangements

The Northern Ireland Civil Service main pension schemes are unfunded multi-employer defined benefit schemes but the Agency is unable to identify its share of the underlying assets and liabilities.

The Public Service Pensions Act (NI) 2014 provides the legal framework for regular actuarial valuations of the public service pension schemes to measure the costs of the benefits being provided. These valuations inform the future contribution rates to be paid into the schemes by employers every four years following the scheme valuation. The Act also provides for the establishment of an employer cost cap mechanism to ensure that the costs of the pension schemes remain sustainable in future.

The Government Actuary's Department (GAD) is responsible for carrying out the scheme valuations. The Actuary reviews employer contributions every four years following the scheme valuation. The 2016 scheme valuation was completed by GAD in March 2019. The outcome of this valuation was used to set the level of contributions for employers from 1 April 2019 to 31 March 2023.

The 2016 Scheme Valuation requires adjustment as a result of the 'McCloud remedy'. The Department of Finance have also commissioned a consultation in relation to the Cost Cap Valuation which closed on 25 June 2021. The Cost Cap Mechanism (CCM) is a measure of scheme costs and determines whether member costs or scheme benefits require adjustment to

maintain costs within a set corridor. By taking into account the increased value of public service pensions, as a result of the 'McCloud remedy', scheme cost control valuation outcomes will show greater costs than otherwise would have been expected. Following completion of the consultation process the 2016 Valuation has been completed and the final cost cap determined. Further information can be found on the Department of Finance website <https://www.finance-ni.gov.uk/articles/northern-ireland-civil-service-pension-scheme-valuations>.

A case for approval of a Legislative Consent Motion (LCM) was laid in the Assembly to extend the Public Service Pensions and Judicial Offices Bill (PSP&JO) to Northern Ireland. Under the LCM agreed by the NI Assembly on 1 November 2021 provisions are included in the Act for devolved schemes in NI. A second LCM was laid in the Assembly to implement the CCM changes in the Westminster Bill for devolved schemes. The second LCM, as agreed by the Assembly on 31 January 2022, ensured the reformed only scheme design and the economic check will now be applied to the 2020 scheme valuations for the devolved public sector pension schemes, including the NICS pension scheme. The PSP&JO Act received Royal Assent on 10 March 2022. The UK Act legislates how the government will remove the discrimination identified in the McCloud judgment. The Act also includes provisions that employees will not experience any detriment if the adjusted valuation costs breach the set cost cap ceiling but any breaches of the cost cap floor (positive employee impacts) in the completed valuations will be honoured.

For 2021-22 employers' contributions of £1.870m were payable to the NICS pension arrangements (2020-21: £1.818m) at one of three rates in the range 28.7% to 34.2% (2020-21: 28.7% to 34.2%) of pensionable pay, based on salary bands.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £Nil (2020-21: £Nil) were paid to one or more of a panel of three appointed stakeholder pension providers. Employer contributions are age-related and range from 8% to 14.75% (2020-21: 8% to 14.75%) of pensionable pay.

The partnership pension account offers the member the opportunity of having a 'free' pension. The employer will pay the age-related contribution and if the member does contribute, the employer will pay an additional amount to match member contributions up to 3% of pensionable earnings.

Employer contributions of £Nil, 0.5% (2020-21: £Nil, 0.5%) of pensionable pay, were payable to the NICS pension schemes to cover the cost of the future provision of lump sum benefits on death

in service and ill health retirement of these employees. Contributions due to the partnership pension providers at the reporting period date were £Nil. Contributions prepaid at that date were £Nil.

No person (2020-21: No persons) retired early on ill health grounds; the total additional accrued pension liabilities in the year amounted to £Nil (2020-21: £Nil).

Average number of persons employed (Audited information)

The average number of permanently whole-time equivalent persons employed during the year was as follows:

	2021-22 Number	2020-21 Number
Senior civil service staff	1	1
Senior Management	3	3
Caseworkers	133	128
Support Staff	39	37
Temporary Staff	5	4
Staff engaged on capital projects	1	-
Total	182	173

Staff composition

The number of persons employed at 31 March 2022 by FSNI was as follows:

	Female Staff Number	Male Staff Number	Total Staff Number
Leadership Board	2	2	4
Senior civil service staff*	1	-	1
Staff	118	73	191

* The staff member in senior civil service staff is also in the Leadership Board Category.

Managing attendance

FSNI takes the management of sickness absence very seriously. FSNI has robust policies and procedures in place, which reflect best practice, to ensure that staff are afforded every opportunity of getting back to good health and into the workplace as soon as possible. The Agency had an overall sickness absence rate of 8.1 days lost per employee in 2020-21 (2019-20: 5.8 days). Annual sickness absence figures can be found in the “*Sickness Absence in the Northern Ireland Civil Service 2021-22*” report at <https://www.nisra.gov.uk/publications/sickness-absence-northern-ireland-civil-service-202021>. Figures for the 2021-22 financial year are not available yet.

The health and safety of everyone in the Agency is of paramount importance and we have a duty of care to help prevent staff becoming ill and to support them when they are. FSNI develop annual plans to support Staff Welfare and Well-Being and during the 2021-22 year supported staff with a number of health prevention and promotion events.

Staff Policies

Staff turnover percentage

The Agency Staff Turnover percentage (the total number of people that have left the Agency including those who have moved within the NICS) for 2021-22 is 8.7%, and the general turnover percentage (the people who have left the Agency and have not gone elsewhere in the NICS) is 3.8%. This has been calculated by NICS HR based on the Cabinet Office Guidance on calculations for Turnover in the Civil Service.

	Departmental Turnover Rate		General Turnover Rate	
	2021-22	2020-21*	2021-22	2020-21*
Forensic Science NI	8.7%	4.0%	3.8%	1.7%

* When conducting the 2021-22 turnover work NISRA uncovered an error in the methodology they used in 2020-21, which affected calculated turnover rates for Departmental Agencies, the revised figures are shown above.

Staff engagement scores

The 2021 NICS People Survey was conducted by NISRA across the nine NICS ministerial Departments as well as the Public Prosecution Service and the Health & Safety Executive for NI. All staff working in these organisations were invited to take part in the survey. For the FSNI there were 191 (2020: 178) staff invited to complete the survey, of which 104 individuals participated, including temporary/agency workers (2020: 94); a response rate of 55% (2020: 53%) excluding temporary/agency workers. The Employee Engagement Index (EEI) is the weighted average of responses to the five employee engagement questions, and it ranges from 0% to 100%. FSNI responses indicated an EEI of 56% (2020: 57%), compared to the NICS average of 57% (2020: 57%). The full survey can be accessed at www.finance-ni.gov.uk/publications/nics-people-survey-results.

Employment, training and advancement of disabled persons

The NICS is committed to working towards creating a truly inclusive workplace where all colleagues feel valued. The NICS has a wide and active network of Diversity Champions. The NICS Disability Champion is supported by the NICS Disability Working Group, a consultative group that works to promote disability equality and inclusion across the NICS.

The NICS applies the recruitment principles as set out in the Recruitment Code of the Civil Service Commissioners for Northern Ireland, appointing candidates based on merit through fair and open competition. Mandatory training for recruitment and selection panel members includes raising awareness of unconscious bias. Unconscious bias training is available to all staff.

The NICS undertakes outreach activities to promote career opportunities to the disability sector and offers a Work Experience Scheme for People with Disabilities and participates in the annual International Job Shadow Day. In 2021-22 the NICS offered a number of work experience opportunities under the JobStart Scheme.

In 2021-22, the NICS implemented a Guaranteed Interview Scheme (GIS).

To maintain and promote a diverse and inclusive workforce, the NICS has policies in place to support reasonable adjustments to working practices or the work environment as required by disabled persons.

Learning and development

The NICS recognises the importance of having skilled and engaged employees and continues to invest in learning and development.

Development and delivery of generic staff training is centralised in NICSHR¹. Training is delivered using a variety of learning delivery channels (including on-line, webinars), providing flexible access to learning. Coherent learning pathways are aligned to both corporate need and the NICS Competency Framework.

Talent management is a key theme of the NICS People Strategy and this year the focus continued on promoting the importance of improving the quality of the development conversation between managers and staff, with additional resources being added to the existing talent management

¹ NICSHR is the NICS' centralised human resources function. It falls under the responsibility of the Department of Finance

toolkit.

The NICS offers a wide range of career development opportunities through mentoring, secondment and interchange opportunities, elective transfers, temporary promotion, job rotation and job shadowing.

Employee consultation and Trade Union relationships

The Department of Finance is responsible for the NICS Industrial Relations Policy. NICSHR, consults on HR policy with all recognised Trade Unions and local departmental arrangements are in place to enable consultation on matters specific to a department or individual business area.

Equality, diversity and inclusion

In the NICS, we are committed to building an inclusive workplace culture where diversity is truly valued at all levels, where you are valued for who you are and where you can bring your true self to work. We want to make use of all the talent that exists across the NICS to ensure we are a well-led, high performing, outcome-focused Service and a Service that is a great place to work.

The [NICS People Strategy](#) includes a range of actions that will help accelerate our ambition of a truly inclusive NICS, which reflects the society we serve.

As a key element of the People Strategy, our ambitious diversity and inclusion programme of work is delivered through the implementation of an annual NICS Diversity Action Plan, and overseen by the leadership of the NICS Board, the NICS Diversity Champions Network, Departmental Diversity Champions and Thematic Diversity Champions, NICS colleague networks and NICSHR, as well as through partnership working with stakeholder organisations.

The NICS Diversity Action Plan sets out our priorities for action by diversity and inclusion theme, cross-cutting priorities, departmental priorities and includes supporting plans on communications and outreach.

Equality is a cornerstone consideration in the development and review of all HR policies which determine how staff are recruited and appointed, their terms and conditions, how they are managed and developed, assessed, recognised and rewarded. The NICS commitment to equality of opportunity is outlined in its [Equality, Diversity and Inclusion Policy](#).

As part of the NICS efforts to ensure equality of opportunity, the NICS continually conducts comprehensive reviews into the composition of its workforce and recruitment activity, publishing a wide range of data. The statistics are available on the NICS Human Resources Statistics section of the [Northern Ireland Statistics and Research Agency \(NISRA\)'s website](#).

The annual "Equality Statistics for the Northern Ireland Civil Service" reports work force composition and trends over time and, where appropriate, makes comparisons with the wider labour market and the Civil Service in Great Britain.

The NICS continues to meet its statutory obligations under the Fair Employment & Treatment (NI) Order 1998, which includes submission of an annual Fair Employment Monitoring Return and a tri-annual Article 55 Review to the Equality Commission for NI (ECNI), both of which assess the composition of the NICS workforce and the composition of applicants and appointees. In addition, the NICS conducts a similar formal review of the gender profile of its workforce. The findings are published in the NICS [Article 55 and Gender Reviews](#).

The NICS uses the findings of all the equality monitoring and analysis to inform its programme of targeted outreach activity to address any areas of under-representation.

As a public authority, the NICS has due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations across a range of categories outlined in the Section 75 of the Northern Ireland Act 1998 in carrying out its functions. Further information on the Department's equality scheme is available at [Department of Justice](#).

Pay policy

Under the Civil Service (NI) Order 1999, DoF is responsible for the pay arrangements of NICS civil servants (apart from those agencies, non-ministerial government departments and other bodies with an agreed pay delegation). The pay award system aims to:

- Be a system which will help to recruit, retain and motivate staff to perform efficiently the duties required of them;
- Encourage staff to improve their individual performance by providing a direct and regular link between satisfactory performance and pay;
- Ensure equity of treatment in respect of pay in accordance with legal requirements and the equal opportunities policy of the NICS;
- Secure the confidence of staff that their pay will be determined fairly;

- Secure the confidence of the public and their representatives in the system for determining the pay of the staff; and,
- Enable the Government to reconcile its responsibilities for the control of public expenditure with its responsibilities as an employer.

Expenditure on consultancy and temporary staff

There was no expenditure on consultancy during 2021-22 (2020-21: Nil). Expenditure on temporary staff was £0.210m in 2021-22 (2020-21: £0.071m) including £0.074m for capital projects (2020-21: £Nil).

Off-payroll engagements

There were no off-payroll engagements requiring disclosure during 2021-22 (2020-21: Nil).

Reporting of Civil Service and other compensation schemes – exit packages

There were no exit packages requiring disclosure during 2021-22 (2020-21: Nil).

ASSEMBLY ACCOUNTABILITY AND AUDIT REPORT

Assembly Accountability Disclosures (Audited information)

Regularity of expenditure

Losses and special payments

There were no losses or special payments that require disclosure in 2021-22 (2020-21: Nil).

Fees and charges

An analysis of income from services provided to external and public sector customers is as follows:

			2021-22 £000			2020-21 £000
	Income	Full Cost	Surplus/ (deficit)	Income	Full Cost	Surplus/ (deficit)
Services	11,503	15,713	(4,210)	10,948	15,355	(4,407)

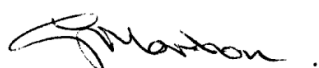
The above information is provided for fees and charges purposes, and not for IFRS 8 Operating Segments purposes.

Whilst there is a deficit of £4.210m (2020-21: £4.407m) on the Statement of Comprehensive Net Expenditure, this is offset by non-cash charges and funding provided by the DoJ.

Remote contingent liabilities

There were no contingent liabilities requiring disclosure under Assembly reporting requirements. The Agency had no significant remote contingent liabilities during 2021-22 that require disclosure. Note 16 discloses that there are no contingent liabilities that are included within the financial statements.

ACCOUNTABILITY REPORT



G Morton

Chief Executive and Accounting Officer

20 June 2022

The Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly

Opinion on financial statements

I certify that I have audited the financial statements of Forensic Science Northern Ireland for the year ended 31 March 2022 under the Government Resources and Accounts Act (Northern Ireland) 2001. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes including significant accounting policies. These financial statements have been prepared under the accounting policies set out within them. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Government Financial Reporting Manual.

I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of Forensic Science Northern Ireland's affairs as at 31 March 2022 and of its net operating expenditure for the year then ended; and
- have been properly prepared in accordance with the Government Resources and Accounts Act (Northern Ireland) 2001 and Department of Finance directions issued thereunder.

Opinion on regularity

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

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs)(UK), applicable law and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate.

My staff and I are independent of Forensic Science Northern Ireland in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that Forensic Science Northern Ireland's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Forensic Science Northern Ireland's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

The going concern basis of accounting for Forensic Science Northern Ireland is adopted in consideration of the requirements set out in the Government Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements, the parts of the Accountability Report described in that report as having been audited and my audit certificate and report. The Accounting Officer is responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Opinion on other matters

In my opinion based on the work undertaken in the course of the audit:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with Department of Finance directions made under the Government Resources and Accounts Act (Northern Ireland) 2001; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of Forensic Science Northern Ireland and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report. I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Reporting Manual are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer Responsibilities, the Accounting Officer is responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- such internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error;
- assessing Forensic Science Northern Ireland's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by Forensic Science Northern Ireland will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Government Resources and Accounts Act (Northern Ireland) 2001.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable to Forensic Science Northern Ireland through discussion with management and application of extensive public sector accountability knowledge. However, there is no statutory legislation in place for the provision of forensic services in Northern Ireland;
- making enquires of management and those charged with governance on Forensic Science Northern Ireland's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;

- completing risk assessment procedures to assess the susceptibility of Forensic Science Northern Ireland's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the posting of unusual journals;
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- documenting and evaluating the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- communicating with component auditors to request identification of any instances of non-compliance with laws and regulations that could give rise to a material misstatement of the group financial statements;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate, risk assessment of journals and a review of developments around the long term use of the building occupied by Forensic Science Northern Ireland;
- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
 - investigating significant or unusual transactions made outside of the normal course of business; and
- applying tailored risk factors to datasets of financial transactions and related records to identify potential anomalies and irregularities for detailed audit testing.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

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

Report

I have no observations to make on these financial statements.

A handwritten signature in black ink that reads "K J Donnelly". The signature is written in a cursive style with a long, sweeping tail on the letter 'y'.

KJ Donnelly

Comptroller and Auditor General
Northern Ireland Audit Office
1 Bradford Court
Upper Galwally
Belfast
BT8 6RB

30 June 2022

FINANCIAL STATEMENTS

Statement of Comprehensive Net Expenditure

For the year ended 31 March 2022

This account summarises the expenditure and income generated and consumed on an accruals basis. It also includes other comprehensive income and expenditure, which include changes to the values of non-current assets and other financial instruments that cannot yet be recognised as income or expenditure.

		2021-22	2020-21
		£000	£000
	Note		
Revenue from contracts with customers	4	(11,503)	(10,948)
Other operating income	4	-	-
Total operating income		(11,503)	(10,948)
Staff costs	3	9,042	8,551
Purchase of goods and services	3	4,558	4,687
Depreciation and impairment charges	3	2,124	2,060
Provisions expense	3	(37)	33
Total operating expenditure		15,687	15,331
Net operating expenditure		4,184	4,383
Finance expense	3	26	24
Net expenditure for the year		4,210	4,407
Other comprehensive net expenditure			
Items that will not be reclassified to Net operating expenditure:			
– Net (gain) on the revaluation of Property, Plant and Equipment	5	(898)	(39)
– Net (gain) on the revaluation of Intangibles	6	19	-
Comprehensive net expenditure for the year		3,331	4,368

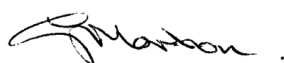
The notes on pages 71 to 89 form part of these Accounts.

Statement of Financial Position

As at 31 March 2022

This statement presents the financial position of Forensic Science Northern Ireland. It comprises three main components: assets owned or controlled; liabilities owed to other bodies; and equity, the remaining value of the entity.

		2022 £000	2021 £000
	Note		
Non-current assets:			
Property, plant and equipment	5	18,082	17,897
Intangible assets	6	2,722	3,020
Total non-current assets		20,804	20,917
Current assets:			
Inventories	8	-	17
Trade and other receivables	10	597	715
Cash and cash equivalents	9	-	9
Total current assets		597	741
Total assets		21,401	21,658
Current liabilities			
Trade and other payables	11	(3,148)	(2,789)
Provisions	12	(304)	(340)
Total current liabilities		(3,452)	(3,129)
Total assets less current liabilities		17,949	18,529
Non-current liabilities			
Provisions	12	(312)	(297)
Total non-current liabilities		(312)	(297)
Total assets less total liabilities		17,637	18,232
Taxpayers' equity and other reserves			
General fund		13,081	14,290
Revaluation reserve		4,556	3,942
Total equity		17,637	18,232



G Morton

Chief Executive and Accounting Officer

20 June 2022

The notes on pages 71 to 89 form part of these Accounts.

Statement of Cash Flows

For the year ended 31 March 2022

The Statement of Cash Flows shows the changes in cash and cash equivalents of the Agency during the reporting period. The statement shows how the Agency generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of service costs and the extent to which these operations are funded by way of income from the recipients of services provided by the Agency. Investing activities represent the extent to which cash inflows and outflows have been made for resources which are intended to contribute to the Agency's future public service delivery.

		2021-22 £000	2020-21 £000
	Note		
Cash flows from operating activities			
Net expenditure for the year		(4,210)	(4,407)
Adjustment for non-cash transactions	2	2,150	2,213
(Increase)/Decrease in trade and other receivables	10	118	(158)
<i>Movements in receivables relating to items not passing through the Statement of Comprehensive Net Expenditure</i>	10	28	3
Decrease in inventories	8	17	39
Increase/(Decrease) in trade and other payables	11	259	(318)
<i>Movements in payables relating to items not passing through the Statement of Comprehensive Net Expenditure</i>		(199)	310
Use of provisions	12	(10)	(10)
Net cash (outflow)/inflow from operating activities		(1,847)	(2,328)
Cash flows from investing activities			
Purchase of property, plant and equipment	5	(663)	(794)
Purchase of intangible assets	6	(287)	(109)
Net cash outflow from investing activities		(950)	(903)
Cash flows from financing activities			
Net Assembly funding		2,688	2,007
Net financing		2,688	2,007
Net increase/(decrease) in cash and cash equivalents in the period		(109)	(1,224)
Cash and cash equivalents at the beginning of the period	9	9	1,233
Cash and cash equivalents at the end of the period	9	(100)	9

The notes on pages 71 to 89 form part of these Accounts.

Statement of Changes in Taxpayers' Equity

For the year ended 31 March 2022

This statement shows the movement in the year on the different reserves held by Forensic Science Northern Ireland, analysed into 'general fund reserves' (i.e. those reserves that reflect a contribution from the Consolidated Fund). The Revaluation Reserve reflects the change in asset values that have not been recognised as income or expenditure. The General Fund represents the total assets less liabilities of an Agency, to the extent that the total is not represented by other reserves and financing items.

		General Fund £000	Revaluation Reserve £000	Total Reserves £000
	Note			
Balance at 31 March 2020		16,378	4,179	20,557
Net Assembly funding		2,007	-	2,007
Comprehensive net expenditure for the year		(4,407)	39	(4,368)
Non-cash adjustments				
Notional charges – auditor's remuneration	3	18	-	18
Notional charges – other	3	18	-	18
Movement in Reserves				
Transfer between reserves		276	(276)	-
Balance at 31 March 2021		14,290	3,942	18,232
Net Assembly funding		2,688	-	2,688
Comprehensive net expenditure for the year		(4,210)	879	(3,331)
Non-cash adjustments				
Notional charges – auditor's remuneration	3	18	-	18
Notional charges – other	3	30	-	30
Movement in Reserves				
Transfer between reserves		265	(265)	-
Balance at 31 March 2022		13,081	4,556	17,637

The notes on pages 71 to 89 form part of these Accounts.

Notes to the Agency's Accounts

1 Statement of accounting policies

These financial statements have been prepared in accordance with the 2021-22 Government Financial Reporting Manual (FReM) issued by the Department of Finance (DoF). The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Agency for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Agency (for the reportable activity) are described below. They have been applied consistently in dealing with items that are considered material to the Accounts.

1.1 Accounting convention

These Accounts have been prepared under the historical cost convention, modified to account for the revaluation of property, plant and equipment and intangible assets.

The Accounts are stated in sterling, which is the Agency's functional and presentational currency. Unless otherwise noted, the amounts shown in these financial statements are in thousands of pounds sterling (£000).

1.2 Property, plant and equipment

The Agency's property, plant and equipment comprise buildings, plant and equipment, computers and motor vehicles, which are revalued annually using appropriate indices compiled by the Office for National Statistics.

Buildings are subject to professional revaluation every five years by the Land and Property Services. In the intervening years, buildings are revalued using the Land and Property Services indices. Upward revaluations are credited to the revaluation reserve. Downward revaluations are debited to the revaluation reserve to the extent that upward revaluations have previously been credited for the same asset, with any excess downward revaluation recognised in the statement of comprehensive net expenditure.

The standard threshold is £1,000 (£500 for IT equipment) for capitalisation as an individual or grouped property, plant and equipment in line with the Agency's capitalisation procedures.

1.3 Intangible assets

Identifiable intangible assets are recognised when the Agency controls the asset, it is probable that future economic benefits attributable to the asset will flow to the Agency and the cost of the assets can be reliably measured. The Agency's intangible assets consist of software and software licences where expenditure is £1,000 or more.

Intangible assets are revalued annually using appropriate indices compiled by the Office for National Statistics. Upward revaluations are credited to the revaluation reserve. Downward revaluations are debited to the revaluation reserve to the extent that upward revaluations have previously been credited for the same asset, with any excess downward revaluation recognised in the statement of comprehensive net expenditure.

1.4 Depreciation and amortisation

Freehold land is not depreciated. FSNI has depreciated separately identified components of its buildings assets according to the useful life of that component, with individual lives applied to each component.

Component	Definition
Building Structure	Substructure, frame, upper floors, roof, stairs, external walls, windows and external doors, internal walls and partitions, internal doors, floors/wall/ceiling finishes.
Engineering Systems	Sanitary appliances, services equipment, disposal installation, water installation, heat source, space heating and air treatment, ventilation systems, electrical, gas, lift and protective installations.
Equipment and Security Installations	CCTV, access control, alarm systems, control rooms including all associated Information and Communications Technology (ICT) hardware and software; fixed furniture, fittings, equipment and appliances.
External Works	Roads, footpaths, drainage, fences, gates, boundary walls, street furniture, landscaping and external lighting.

Depreciation is provided on a straight line basis in order to write down to residual value over expected useful economic lives. Depreciation is not charged on land, assets awaiting disposal or assets under construction (until brought into use).

Estimated useful lives, which are reviewed regularly, are:

Asset category	Useful life
Buildings	40 years
Temporary Buildings	10 – 20 years
Plant and Equipment	3 – 25 years
Motor Vehicles	10 years
Computers	3 – 10 years
Intangible Assets	5 – 15 years

1.5 Inventories

Consumable inventory is stated at the lower of cost and net realisable value. Work in progress is valued at the lower of cost of professional time plus related laboratory overhead and net realisable value.

The Agency hold exhibits on behalf of a third party, these exhibits are not included in the financial statements.

1.6 Leases

Leases are classified as operating lease contracts whenever the terms of the lease do not transfer substantially all the risks and benefits of ownership to the lessee. Rentals paid under operating leases are charged to operating costs on a straight-line basis over the term of the lease.

1.7 Employee benefits

Under IAS 19 an employing entity should recognise the undiscounted amount of short term employee benefits expected to be paid in exchange for the service. The Agency has therefore recognised both annual and flexi leave entitlements that have been earned by the year end but not yet taken. These are included in current liabilities.

1.8 Early departure costs

The Agency is required to account for the cost of paying pensions of employees who retire early from the date of their retirement until they reach normal pensionable age.

The Agency provides in full for the cost of meeting pensions up to normal retirement age in respect of early retirement programmes in the year. The total cost of these programmes is recognised in the year the decision is taken.

1.9 Provisions

The Agency provides for legal or constructive obligations, which are of uncertain timing and/or amount at the statement of financial position date, on the basis of best estimate of expenditure required to settle the obligation.

The Agency is required to account for the cost of paying pensions of employees who retire early from the date of their retirement until they reach normal pensionable age and in some cases for the lifetime of the retired staff member and his/her spouse. For all new early retirement cases, the Agency provides in full for the cost of meeting pensions up to normal retirement age. The total cost is recognised in the year the decision is taken.

Injury on duty awards – life expectancy assumption

Benefits payable under the Civil Service Injury Benefit Scheme (Northern Ireland) relating to FSNI are payable to former employees for life. Provision is made for the costs of providing injury awards to employees based on the current number of injury awards and also on the estimated life expectancy of these pensioners.

1.10 Contingent liabilities

In addition to contingent liabilities disclosed in accordance with IAS 37, the Agency discloses for Assembly reporting and accountability purposes certain statutory and non-statutory contingent liabilities where the likelihood of a transfer of economic benefit is remote, but which have been reported to the Assembly in accordance with the requirements of Managing Public Money Northern Ireland.

Where the time value of money is material, contingent liabilities which are required to be disclosed under IAS 37 are stated at discounted amounts and the amount reported to the Assembly separately noted. Contingent liabilities that are not required to be disclosed by IAS 37 are stated at the amounts reported to the Assembly.

1.11 Income

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the Agency is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Agency: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Fees, levies and charges

This principally comprises fees and charges for services provided on a full cost basis to external customers as well as public repayment work. Revenue from fees, levies and charges is recognised over time as the services are rendered based on either a fixed price or an agreed rate.

Sale of goods and services

Revenue from the sale of goods is recognised either:

- At the point in time when the customer obtains control of the goods, which is generally at the time of delivery; or,
- Over time as the services are rendered based on either a fixed price or an agreed rate.

Other operating income

Other operating income is income which relates directly to the operating activities of the Agency. It includes both income classified as Accruing Resources and income due to the Consolidated Fund, which in accordance with the FReM, is treated as operating income.

Other income

Other revenue is recognised when it is received or when the right to receive payment is established.

1.12 Value Added Tax

Where output VAT is charged or input VAT is recoverable, the amounts are stated net of VAT. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of property, plant and equipment and intangible assets. VAT is recoverable on a departmental basis.

1.13 Segmental reporting

In line with the provisions of IFRS 8 the Agency does not analyse its net expenditure by operating segment as it has concluded that it has no separately identifiable operating segments. This conclusion is based on the Agency's current format of internal management reporting to the Agency's Leadership Board, who consider financial performance at the Agency level.

1.14 Programme expenditure

The statement of comprehensive net expenditure for the Agency only includes programme costs. The definition of programme costs is set by DoF. Programme costs reflect non-administration costs, including payments of grants and compensation, and other disbursements, as well as certain staff costs where they relate directly to service delivery.

1.15 Pensions

Past and present employees are covered by the provisions of the Civil Service Pension Schemes (NI). The defined benefit schemes are unfunded and are non-contributory except in respect of dependants' benefits. The Agency recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the Principal Civil Service Pensions Schemes (PCSPS (NI)) of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS (NI). In respect of the defined contribution schemes, the Agency recognises the contributions payable for the year.

1.16 Notional costs

Some of the costs directly related to the running of the Agency are borne by other government departments or organisations. These costs have been included on the basis of the estimated cost incurred by the providing organisation.

1.17 Insurance

Only insurance costs in respect of motor vehicles are charged to the statement of comprehensive net expenditure. No insurance is in place against fire, explosion, common law, third party and similar risks.

1.18 Research and development

Expenditure on research is not capitalised, but expensed as it occurs. Expenditure on development is capitalised if it meets the criteria specified in IAS 38. Expenditure which does not meet the criteria for capitalisation is treated as an operating cost in the year in which it is incurred.

1.19 Corporation Tax

As an On-Vote Agency of a government department, the Agency is not liable to pay Corporation Tax.

1.20 Financial instruments

1.20.1 Recognition and de-recognition of Financial assets and Financial liabilities

Financial assets and liabilities are recognised when the Agency becomes party to the contractual provisions of the instrument. Financial assets are de-recognised when the Agency no longer has rights to cash flows, the risks and rewards of ownership or control of the asset. Financial liabilities are derecognised when the obligation under the liability is discharged, cancelled or expires.

1.20.2 Financial assets

Trade and other receivables

Financial assets within trade and other receivables are initially recognised at fair value, which is usually the original invoiced amount less provision for impairment less provisions for doubtful receivables. Provisions are made specifically where there is objective evidence of a dispute or inability to pay.

Cash and cash equivalents

Cash and cash equivalents comprise cash in hand and current balances with banks which are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value and have an original maturity of three months or less.

Impairment of financial assets

The Agency assesses at each statement of financial position date whether a financial asset or group of financial assets are impaired. Where there is objective evidence that an impairment loss has arisen on assets carried at amortised cost, the carrying amount is reduced with the loss being recognised in the statement of comprehensive net expenditure.

1.20.3 Financial liabilities

Trade and other payables

Financial liabilities within trade and other payables are initially recognised at fair value, which is usually the original invoiced amount, less provision for impairment.

1.21 Critical accounting estimates and key judgements

The preparation of financial statements in conformity with IFRS requires the use of accounting estimates and assumptions. It also requires management to exercise its judgement in the process of applying the Agency's accounting policies. We continually evaluate our estimates, assumptions and judgements based on available information and experience. As the use of estimates is inherent in financial reporting, actual results could differ from these estimates. There are no material accounting estimates or judgements made by the Agency in preparing these accounts.

The estimates and assumptions which have the most significant risk of causing a material adjustment to the carrying amounts of assets and liabilities are discussed below:

(i) Depreciation of property, plant and equipment

Depreciation is provided in the Accounts so as to write-down the respective assets to their residual values over their expected useful lives and as such the selection of the estimated useful lives and the expected residual values of the assets requires the use of estimates and judgements. Details of the estimated useful lives are as shown in Note 1.4.

(ii) Impairment of property, plant and equipment

Where there is an indication that the carrying value of items of property, plant and equipment may have been impaired through events or changes in circumstances, a review will be undertaken of the recoverable amount of that asset.

1.22a Accounting standards, interpretations and amendments to published standards and FReM

The Agency has considered those new Standards, interpretations and amendments to existing Standards which have been published and are mandatory for the Agency's accounting periods beginning on or after 1 April 2021 or later periods, but which the Agency has not adopted early. The Agency considers that these are not relevant or material to its operations.

1.22b Accounting standards, interpretations and amendments to published standards not yet effective

The Agency has considered those new Standards, interpretations and amendments to existing Standards which have been published and are mandatory for the Agency's accounting periods beginning on or after 1 April 2022 or later periods, but which the Agency has not adopted early. Other than as outlined below, the Agency considers that these Standards are not relevant or material to its operations.

Standard	IFRS 16 <i>Leases</i> (replaces IAS 17 <i>Leases and related interpretations</i>)
Effective date	January 2019 (EU endorsed 31 October 2017)
FReM application	2022-23
Description of revision	<p>The IASB issued IFRS 16 in January 2016 with an effective date for annual periods beginning on or after 1 January 2019. Early application is permitted for those entities applying IFRS 15.</p> <p>IFRS 16 represents a significant change in lessee accounting by largely removing the distinction between operating and finance leases and introducing a single lessee accounting model. A lessee is required to recognise assets and liabilities for all leases, unless they qualify for low value or short-term exemptions. In addition, there are updated disclosure requirements.</p> <p>The lessor accounting model is generally unchanged from IAS 17 but entities should be aware of the introduction and impacts of IFRS 9 <i>Financial Instruments</i>, enhanced disclosure requirements and that a sub-lessor now determines whether a lease is finance or operating based on the right of use asset it subleases.</p>
Comments	<p>IFRS 16 <i>Leases</i> replaces IAS 17 <i>Leases</i> and is effective with EU adoption from 1 January 2019. In line with the requirements of the FReM, IFRS 16 will be implemented, as interpreted and adapted for the public sector, with effect from 1 April 2022.</p> <p>The Agency has undertaken a preliminary assessment of the potential impact of IFRS 16 on its future financial statements. It is currently considered that approximately £0.329m of leases will be capitalised on the Statement of Financial Positions in 2022-23 and it is not expected to have a material impact on the Statement of Comprehensive Net Expenditure.</p>

1.22c Financial Reporting – future developments

The Agency has considered the accounting initiatives identified by HM Treasury covering amendments or interpretations from the 2018-20 Annual improvement cycle, and projects where standards, amendments or interpretations are in development. The Agency considers that these changes are not relevant or material to its operations.

2 Summary of non-cash costs

	2021-22	2020-21
	£000	*Restated £000
Purchase of goods and services	37	96
Depreciation and impairment charges	2,124	2,060
Provisions expense	(37)	33
Finance expense	26	24
	2,150	2,213

*2020-21 figures restated for the omission of provision at £33k, all other notes reported correctly.

3 Programme expenditure

		2021-22 £000	2020-21 £000
	Note		
Staff costs*			
Wages and salaries		6,496	6,096
Social security costs		676	637
Other pension costs		1,870	1,818
		9,042	8,551
Purchase of goods and services			
Accommodation, maintenance and utilities		1,195	845
IT, communications and office services		404	432
Consumables, equipment and transport costs		1,292	1,305
Contracted out and managed services		971	1,282
Professional and consultancy services		165	197
Rentals under operating leases		181	182
Staff related costs		246	275
Other		67	73
		4,521	4,591
Non-cash items:			
Loss on disposal of non-current assets		17	63
Auditors' remuneration and expenses		18	18
Other programme notional costs		30	18
(Decrease) in impairment for trade receivables	10	(28)	(3)
		37	96
		4,558	4,687
Depreciation and impairment charges			
Property, plant and equipment	5	1,687	1,657
Intangible assets	6	413	403
Revaluation of non-current assets	5, 6	24	-
		2,124	2,060
Provisions expense			
Provided in year	12	-	33
Written back in year	12	(37)	-
		(37)	33
Finance expense			
	12	26	24
Total Programme expenditure		15,713	15,355

*Further analysis of Staff costs is located in the Staff Report within the Accountability Report.

4 Income

In the periods set out below, only one customer accounted for greater than 10% of the Agency's total revenues.

	2021-22	2020-21
	£000	£000
Revenue from contracts with customers		
Police Service of Northern Ireland	10,365	9,765
Intra-departmental income	732	647
Other public sector customers	394	514
Non-public sector customers	12	22
Total operating income	11,503	10,948

5 Property, plant and equipment

	Land	Buildings	Vehicles Plant & Machinery	Information Technology	Assets under Construction	2021-22 Total
	£000	£000	£000	£000	£000	£000
Cost or valuation						
At 1 April 2021	300	7,483	18,779	2,012	-	28,574
Additions	-	-	440	4	549	993
Disposals	-	-	(1,652)	(117)	-	(1,769)
Transfers and reclassification	-	-	(58)	55	-	(3)
Revaluation released to SOCNE	-	-	(1)	(3)	-	(4)
Revaluation	-	359	952	(2)	-	1,309
At 31 March 2022	300	7,842	18,460	1,949	549	29,100
Depreciation						
At 1 April 2021	-	500	8,389	1,788	-	10,677
Charged in year	-	234	1,401	52	-	1,687
Disposals	-	-	(1,638)	(115)	-	(1,753)
Transfers and reclassification	-	-	(50)	48	-	(2)
Revaluation released to SOCNE	-	-	-	(2)	-	(2)
Revaluation	-	29	385	(3)	-	411
At 31 March 2022	-	763	8,487	1,768	-	11,018
Carrying amount at 31 March 2022	300	7,079	9,973	181	549	18,082
Carrying amount at 31 March 2021	300	6,983	10,390	224	-	17,897
Asset financing:						
Owned	300	7,079	9,973	181	549	18,082
Carrying amount at 31 March 2022	300	7,079	9,973	181	549	18,082

A full independent valuation of buildings was carried out by the Land and Property Services at 31 December 2018 in accordance with the Valuation Standards (8th edition) of the Royal Institution of Chartered Surveyors. The valuation was on a Depreciated Replacement Cost basis. Property, plant and equipment are adjusted to their current value each year by reference to the appropriate indices compiled by the Office for National Statistics. The Agency owns all of its assets and has no finance leases or PFI contracts.

5 Property, plant and equipment (continued)

	Land	Buildings	Vehicles Plant & Machinery	Information Technology	Assets under Construction	2020-21 Total
	£000	£000	£000	£000	£000	£000
Cost or valuation						
At 1 April 2020	300	7,483	19,202	2,187	-	29,172
Additions	-	-	325	26	-	351
Disposals	-	-	(810)	(202)	-	(1,012)
Transfers and reclassification	-	-	-	-	-	-
Revaluation released to SOCNE	-	-	-	-	-	-
Revaluation	-	-	62	1	-	63
At 31 March 2021	300	7,483	18,779	2,012	-	28,574
Depreciation						
At 1 April 2020	-	259	7,752	1,934	-	9,945
Charged in year	-	241	1,361	55	-	1,657
Disposals	-	-	(747)	(202)	-	(949)
Transfers and reclassification	-	-	-	-	-	-
Revaluation released to SOCNE	-	-	-	-	-	-
Revaluation	-	-	23	1	-	24
At 31 March 2021	-	500	8,389	1,788	-	10,677
Carrying amount at 31 March 2021	300	6,983	10,390	224	-	17,897
Carrying amount at 31 March 2020	300	7,224	11,450	253	-	19,227
Asset financing:						
Owned	300	6,983	10,390	224	-	17,897
Carrying amount at 31 March 2021	300	6,983	10,390	224	-	17,897

6 Intangible assets

	Software Licences £000	Software £000	2021-22 Total £000
Cost or valuation			
At 1 April 2021	202	4,494	4,696
Additions	53	103	156
Disposals	-	(4)	(4)
Transfers and reclassifications	3	-	3
Revaluation released to SOCNE	-	(37)	(37)
Revaluation	-	(30)	(30)
At 31 March 2022	258	4,526	4,784
Amortisation			
At 1 April 2021	188	1,488	1,676
Charged in year	5	408	413
Disposals	-	(4)	(4)
Transfers and reclassifications	3	-	3
Revaluation released to SOCNE	-	(15)	(15)
Revaluation	-	(11)	(11)
At 31 March 2022	196	1,866	2,062
Carrying amount at 31 March 2022	62	2,660	2,722
Carrying amount at 31 March 2021	14	3,006	3,020
Asset financing:			
Owned	62	2,660	2,722
Carrying amount at 31 March 2022	62	2,660	2,722

Intangible assets relate to software and licences that are adjusted to their current value each year by reference to appropriate indices compiled by the Office for National Statistics.

6 Intangible assets (continued)

	Software Licences £000	Software £000	2020-21 Total £000
Cost or valuation			
At 1 April 2020	193	4,268	4,461
Additions	16	226	242
Disposals	(7)	-	(7)
Revaluation released to SOCNE	-	-	-
Revaluation	-	-	-
At 31 March 2021	202	4,494	4,696
Amortisation			
At 1 April 2020	184	1,096	1,280
Charged in year	11	392	403
Disposals	(7)	-	(7)
Revaluation released to SOCNE	-	-	-
Revaluation	-	-	-
At 31 March 2021	188	1,488	1,676
Carrying amount at 31 March 2021	14	3,006	3,020
Carrying amount at 31 March 2020	9	3,172	3,181
Asset financing:			
Owned	14	3,006	3,020
Carrying amount at 31 March 2021	14	3,006	3,020

7 Financial instruments

As the cash requirements of the Agency are met substantially through either income from other government bodies or the estimates process, the Agency is not exposed to any material credit or liquidity risk. Other than financial assets and liabilities which are generated by day-to-day operational activities the Agency holds no financial instruments. The Agency is not exposed to any material foreign exchange risk and substantially all invoices are paid in sterling.

8 Inventories

	2021-22 £000	2020-21 £000
Consumable inventory	-	17
	-	17

The cost of inventories recognised as an expense in the statement of comprehensive net expenditure amounted to £0.915m (2020-21: £0.871m).

9 Cash and cash equivalents

	2021-22 £000	2020-21 £000
Balance at 1 April	9	1,233
Net changes in cash and cash equivalent balances	(109)	(1,224)
Balance at 31 March	(100)	9

The following balances at 31 March are held at:

NI banking pool	(100)	9
Balance at 31 March	(100)	9

10 Trade receivables, financial and other assets

	2021-22 £000	2020-21 £000
Amounts falling due within one year		
VAT recoverable	-	82
Trade receivables	11	67
Other receivables	2	3
Prepayments and accrued income	584	563
	597	715

Trade receivables are stated net of the following impairment:

	2021-22 £000	2020-21 £000
Balance at 1 April	29	32
Increase in impairment	-	-
(Decrease) in impairment	(28)	(3)
Balance at 31 March	1	29

11 Trade payables, financial and other liabilities

	2021-22 £000	2020-21 £000
Amounts falling due within one year		
Bank overdraft	100	-
VAT payable	37	-
Trade payables	65	88
Other payables	757	680
Accruals and deferred income	2,189	2,021
	3,148	2,789

12 Provisions for liabilities and charges

	2021-22			2020-21		
	Injury Award £000	Legal Claims £000	Total £000	Injury Award £000	Legal Claims £000	Total £000
Balance at 1 April	306	331	637	292	298	590
Provided in the year	-	-	-	-	33	33
Provisions not required written back	-	(37)	(37)	-	-	-
Provisions utilised in the year	(10)	-	(10)	(10)	-	(10)
Borrowing costs	26	-	26	24	-	24
Balance at 31 March	322	294	616	306	331	637

Analysis of expected timing of discounted flows

	2021-22 £000	2020-21 £000
Not later than one year	304	340
Later than one year and not later than five years	41	41
Later than five years	271	256
Balance at 31 March	616	637

Injury awards

All benefits payable under the Civil Service Injury Benefit Scheme (Northern Ireland) relating to FSNI are charged to FSNI by Civil Service Pensions (Northern Ireland) on a monthly basis. The allowance is payable to the former employee for life. An estimated life expectancy of 87 years has been applied. Provision is made for the costs of providing injury awards to employees based on the current number of injury awards, and also on estimated life expectancy of these pensioners.

Legal Claims

The litigation provision relates to claims against the Agency and reflects all known claims where it is considered that it is probable that the claim will be successful and the amount can be reliably estimated. The timing of the settlement of claims depends on the circumstances of each case.

Court of Appeal judgment on backdated holiday pay

The Court of Appeal (CoA) judgment from 17 June 2019 (PSNI v Agnew) determined that claims for Holiday Pay shortfall can be taken back to 1998. However, the PSNI has appealed the CoA judgment to the Supreme Court. The Supreme Court hearing was scheduled for the June 2021 but this has subsequently been adjourned and re-listed for December 2022. The 2020-21 Holiday Pay provision has been estimated by NICS HR and covers the period from November 1998 to 31 March 2020. There are still some very significant elements of uncertainty around this estimate for a number of reasons:

1. The appeal to the Supreme Court (as detailed above);
2. Lack of accessible data for years previous to 2011;
3. Ongoing negotiations with Trade Unions; and,
4. Obtaining relevant approvals.

13 Leases

Operating leases

£0.181m (2020-21: £0.182m) was included as an expense on operating leases in the Statement of Comprehensive Net Expenditure.

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

	2021-22 £000	2020-21 £000
Obligations under operating leases comprise:		
Buildings:		
Not later than one year	351	351
Later than one year and not later than five years	293	644
Later than five years	-	-
	644	995

14 Capital commitments

	2021-22 £000	2020-21 £000
Contracted capital commitments at 31 March not otherwise included in these Accounts:		
Property, plant and equipment	31	17
Intangible assets	7	83
	38	100

15 Other financial commitments

The Agency has not entered into any other non-cancellable contracts at 31 March 2022 (31 March 2021: £Nil).

16 Contingent liabilities disclosed under IAS 37

The Agency does not have any contingent liabilities.

17 Related party transactions

Forensic Science Northern Ireland is an Executive Agency of the Department of Justice (DoJ). During the year, the Agency had various material transactions with the State Pathologist's Department (part of the DoJ Core Department) and Northern Ireland Courts and Tribunals Service (an Executive Agency within the Department).

The Agency also had material transactions with the Police Service of Northern Ireland for which the DoJ is regarded as the parent Department. In addition, the Agency has had various material transactions with other government departments and other central government bodies. Most of these transactions have been with the Public Prosecution Service and HM Revenue and Customs.

No Leadership Board member, key manager or other related parties has undertaken any material transactions with the Agency during the year.

18 Third party assets

FSNI did not hold any third party assets during 2021-22 (2020-21: Nil).

19 Events after the reporting period

There were no events after the reporting period that required disclosure.

Date authorised for issue

The Accounting Officer authorised these financial statements for issue on 30 June 2022.

Glossary of abbreviations

A&RAC - Audit and Risk Assurance Committee
BCP - Business Continuity Plan
C&AG - Comptroller and Auditor General
CCM - Cost Cap Mechanism
CEO - Chief Executive Officer
CF - Capitalisation Factor
CJINI - Criminal Justice Inspection Northern Ireland
CJS - Criminal Justice System
CM - Case Management
COSHH - Control of Substances Hazardous to Health
CoA - Court of Appeal
DEL - Departmental Expenditure Limit
DNA - Deoxyribo Nucleic Acid
DoJ - Department of Justice
DoF - Department of Finance
DoRs - Director of Reporting Services
DPA - Data Protection Act
DUID - Driving under the influence of Drugs
EEI - Employee Engagement Index
ERU - Evidence Recovery Unit
ETS - Extensions to Scope
EU - European Union
FINDS - Forensic Information Databases Services
FReM - Financial Reporting Manual
FSLG - Forensic Science Leadership Group
FSNI - Forensic Science Northern Ireland
FSOG - Forensic Science Operation Group
GAD - Government Actuary's Department
GDPR - General Data Protection Regulation
GIAS - Group Internal Audit Services
GIS - Guaranteed Interview Scheme
H&S - Health and Safety
HIU - Historical Investigations Unit

HMRC - Her Majesty's Revenue and Customs
HR - Human Resources
HSENI - Health and Safety Executive Northern Ireland
IAS - International Accounting Standard
IASB - International Accounting Standard Board
ICT - Information and Communications Technology
IFRS - International Financial Reporting Standard
ILAC - International Laboratory Accreditation Cooperation
ISO 17025:2017 - General Requirements for the Competence of Testing and Calibration Laboratories
Standard
IT - Information technology
KPI - Key performance indicator
LCM - Legislative Consent Motion
LB - Leadership Board
LIMS - Laboratory Information Management Services
LRFP - Long Range Financial Plan
MI - Management Information
MoU - Memorandum of Understanding
MPMNI - Managing Public Money Northern Ireland
MSER - Manufacture and Storage of Explosives Regulations
NED - Non-Executive Director
NI - Northern Ireland
NIAO - Northern Ireland Audit Office
NICS - Northern Ireland Civil Service
NIHRC - Northern Ireland Human Rights Commission
NIPS - Northern Ireland Prison Service
NISRA - Northern Ireland Statistics & Research Agency
OPONI - Office of the Police Ombudsman for Northern Ireland
PAYE - Pay As You Earn
PCSPS - Principal Civil Service Pensions Schemes
PfG - Programme for Government
PFI - Private Finance Initiative
PPE - Personal Protective Equipment
PPS - Public Prosecution Service
PSNI - Police Service of Northern Ireland
PSP&JO - Public Service Pensions and Judicial Offices

QMS - Quality Management System
R&D - Research & Development
RTC - Road Traffic Collisions
RTTCWG - Report to Those Charged with Governance
SEM - Scanning Electron Microscope
SFU - Specialist Fingerprint Unit
SMT - Senior Management Team
SOCNE - Statement of Comprehensive Net Expenditure
SPD - State Pathologist's Department
TERA - Temporary Evidence Recovery Area
The Agency - Forensic Science Northern Ireland
UK - United Kingdom
UKAS - United Kingdom Accreditation Service
WEEE - Waste Electrical and Electronic Equipment



**Forensic
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