



ANGUS HEALTH AND SOCIAL CARE

INTEGRATION JOINT BOARD AUDIT COMMITTEE – 12 DECEMBER 2018

INTERNAL AUDIT – WORKFORCE OPTIMISATION DRAFT REPORT

REPORT BY ALEXANDER BERRY, CHIEF FINANCE OFFICER

ABSTRACT

To update the Committee members of the Audit Committee on the draft outcomes of the Internal Audit report regarding Workforce Optimisation.

1.0 RECOMMENDATIONS

It is recommended that the Integration Joint Board Audit Committee:-

- (i) note the draft Internal Audit report regarding Workforce Optimisation.
- (ii) note the planned management responses that have already been developed.

2.0 BACKGROUND

- 2.1 As part of the IJB's overall Internal Audit Plan for 2018/19 it was agreed to undertake a Workforce Optimisation audit. The draft outcome of this Internal Audit is report AN06/19 now attached at Appendix 1. The audit report has provisionally graded the IJB as a 'C' (Adequate) for its current arrangements.
- 2.2 Most Internal Audits contain a series of Internal Audit recommendations and related management responses. These are set out in the attached.
- 2.3 While this report is not yet finalised, partly due to additional need to agree actions with Partner Human Resource departments, it is important to note the IJB has already developed Management Responses to 2 of the actions as follows:-

Audit Recommendation	Management Response / Action	Action by Date
Actions in the AHSCP workforce plan should be SMART to ensure that actions are specific, measurable and have a timeframe to be completed by and are allocated to a named person.	Agreed – The IJB will revisit the plan to ensure actions are SMART.	Head of Service (Workforce). March 2019
Monitoring/highlight reports on the actions in the workforce plan should be a standing item on the agenda for the Executive Management Team.	Agreed – The IJB will move to quarterly reporting of workforce plan issues to the IJB Executive Management Team meetings.	Head of Service (Workforce). March 2019

The IJB will work towards actioning these responses in advance of this Internal Audit report being finalised.

3.0 CONCLUSIONS

- 3.1 The Audit Committee is requested to note the draft Internal Audit report regarding Workforce Optimisation, and is asked to agree to the management responses already developed.

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DATE: December 2018

List of Appendices:

Appendix 1 – Angus IJB Internal Audit Service Workforce Optimisation Report AN06/19