



ANGUS HEALTH AND SOCIAL CARE

INTEGRATION JOINT BOARD AUDIT COMMITTEE – 24 APRIL 2019

INTERNAL AUDIT – WORKFORCE OPTIMISATION

REPORT BY ALEXANDER BERRY, CHIEF FINANCE OFFICER

ABSTRACT

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

1. RECOMMENDATIONS

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

- (i) note the Internal Audit review of Workforce Optimisation; and
- (ii) agree to the associated management response/action and ask for an update on progress against actions at future Audit Committee meetings.

2. BACKGROUND

2.1 As previously noted in report 101/18, as part of the IJB's overall Internal Audit Plan for 2018/19 it was agreed to undertake an Internal Audit of the IJB's Workforce Planning. The outcome of this Internal Audit is report AN06/19 now attached at Appendix 1. The audit report has graded the IJB as a 'C' (Adequate) reflecting "There is a workforce plan in place which aligns with existing partner strategies and other IJB plans, however, improvements to monitoring and implementation of the plan are required to enhance the adequacy/effectiveness of risk management, control and governance."

2.2 Most Internal Audits contain a series of Internal Audit recommendations and related management responses. These are set out in the attached appendix and it is recommended that the management responses are agreed to with an update regarding progress with these brought back to future Audit Committee meetings (alongside updates regarding other Internal Audit report outstanding actions).

2.3 There are some general points to note though regarding the outcomes of the "Workforce Optimisation" report as follows:-

- a. Some issues regarding workforce, as reflected in the recommendations and management actions/responses, are out with the direct control of Angus IJB in that they are dependent on the Human Resources functions within the IJB's Partners (Angus Council and NHS Tayside). This report will therefore be formally shared with both Angus Council and NHS Tayside due its content. (See section 3 below).
- b. The IJB has previously recognised risks regarding Workforce and at its December 2018 Board meeting did agree to direct additional resources to

address Workforce Planning issues. While this resource is not yet in place, plans are being developed for this to be implemented in the near future.

- 2.4 Reflecting some of the timelines for Management Responses/Actions, a number of management responses / actions are now complete. The following have been completed by 31 March 2019:- Action references 1,2,4,6.

3. REPORT DISTRIBUTION

Reflecting previous discussions, future covering reports will set out the intended distribution of final Internal Audit reports. This does not affect the feedback mechanisms which will continue to be via the Audit Committee.

Internal Audit Report Distribution – AN06/19 – Workforce Optimisation

Distributed to	By Whom
NHS Tayside and Angus Council Audit Leads	Chief Finance Officer
Angus Council & NHS Tayside Human Resources	Via Internal Audit (already complete)
Angus Staff Partnership Forum	Bill Troup.- IJB Workforce Lead
Angus HSCP Executive Management Team	Chief Finance Officer

4. CONCLUSION

The Audit Committee is requested to note the Internal Audit report regarding Workforce Optimisation and to agree to the associated management response/action and ask for an update on progress against actions at future Audit Committee meetings.

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List of Appendices:

Appendix 1:- Angus IJB Internal Audit Service Workforce Optimisation Report No. AN06/19