

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO AUDIT COMMITTEE

26th JANUARY 2017

REPORT OF THE CHIEF INTERNAL AUDITOR

UPDATE ON STAFF VACANCIES WITHIN THE INTERNAL AUDIT SHARED SERVICE

1. Purpose of Report

- 1.1 To provide Members with a position statement on the current staff vacancies within the Internal Audit Shared Service.

2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

- 2.1 Internal Audit's work impacts on all of the Corporate Improvement Objectives and other Corporate Priorities.

3. Background

- 3.1 During the presentation of the content of the outturn report April to October 2016 by the Chief Internal Auditor to Members at the Audit Committee meeting held on 24th November 2016 and following concerns raised by Members as to the level of vacancies being carried by the service, it was agreed that the Chief Internal Auditor would provide an update on the staffing of the service.

4. Current situation / proposal

- 4.1 During the presentation to Audit Committee Members on the 24th November, the Chief Internal Auditor reported on the overall structure of the Section which is based on 18 Full Time Equivalent (FTE) employees. Members were informed that the Section was carrying 4 FTE vacant posts at the commencement of the Financial Year 2016/17, which had now increased to 6 FTE vacant posts as at the end of October 2016. The Committee were further informed that one of the vacant posts had recently been advertised but unfortunately the service was not able to recruit due primarily to the inexperience of the applicants and the significant amount of mentoring required had the candidate been appointed. Members were advised that contact had been made with the Wales Audit Office to ascertain whether they had a resource the Internal Audit Service could utilise but this was without success.

- 4.2 As stated above, the Service currently has 6 vacancies and these are as follows:-

Post Designation	Number	Grade	Salary Range
Auditor	4	G	£23,166 to £27,394
Trainee Auditor	1	E	£17,547 to £19,939
Trainee Computer Auditor	1	E	£17,547 to £19,939

- 4.3 As a consequence of the recent recruitment campaign being unsuccessful, a review of the current structure of the section will be considered to determine its suitability in an ever changing dynamic audit environment. It is important to note that the Public Sector Internal Audit Standards places a requirement on the Head of Audit to ensure that “internal audit resources are appropriate, sufficient and effectively deployed to achieve the approved plan”. Furthermore, the Head of Audit must ensure that all its internal auditors possess the knowledge, skills and other competencies needed to perform their individual responsibilities.
- 4.4 The current structure of the Audit Service has been in place since the Joint Shared Service Agreement was established on 1st February 2013. Local Government, and therefore the role of audit, has changed considerably in that time. In addition, with the continuing requirement to work in collaboration with other Local Authorities, or indeed to provide services in a different way, the way in which audit is functioning now and will have to function in the future is changing rapidly. This means that staff within the service will require broader skills and a more commercial outlook with regard to the services that they will audit. These factors will all be taken into account as part of this review to future proof this service.
- 4.5 In addition, with the over-riding success of the pilot in which the specialist ICT skills of the Internal Audit Shared Service Section have been utilised to undertake an audit for Newport City Council, opportunities for extending this service to other Welsh authorities will be further explored and this will be placed on a more formal footing.

5. Effect upon Policy Framework & Procedure Rules.

- 5.1 None

6. Equality Impact Assessment.

- 6.1 There are no equality implications.

7. Financial Implications.

- 7.1 There are no financial implications regarding this report at this time.

8. Recommendation.

- 8.1 That the Committee notes this report and awaits a further report following the review of the current structure.

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Background Documents

None