

**Report To:** Corporate Governance Committee

**Date of Meeting:** 3 September 2014

**Lead Member / Officer:** Julian Thompson-Hill, Leader Member for Finance & Assets

**Report Author:** Ivan Butler, Head of Internal Audit

**Title:** Strategic Human Resources Audit - Update

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**1. What is the report about?**

This report provides the Committee with details of Internal Audit's latest work in Strategic HR, following its initial report in August 2012 and previous follow up reports.

**2. What is the reason for making this report?**

Corporate Governance Committee requested that we carry out a further review of Strategic HR to assess progress with improvements within the service.

**3. What are the Recommendations?**

Committee considers and comments on the Internal Audit report.

**4. Report details.**

We carried out a review of Strategic HR, issuing a report in August 2012 with a 'low' assurance rating and raising several issues where improvements were required.

Additionally, during 2012, we facilitated several process reviews of the functions that Strategic HR was delivering, culminating in them developing an improvement plan for 2013/14 to bring together all the actions from both pieces of work.

The Council's Corporate Governance Committee asked that we revisit the service to give assurance that the Internal Audit action plan has been fully implemented and the service's improvement plan achieved.

Appendix 1 provides details our latest report, which shows that significant progress has been made, resulting in a new 'Medium' assurance rating. The report also comments on the commitment of the Strategic HR staff to make the project a success and our confidence in the service making further progress.

**How does the decision contribute to the Corporate Priorities?**

There is no decision required for this report.

**5. What will it cost and how will it affect other services?**

There are no costs attached to this report.

**6. What are the main conclusions of the Equality Impact Assessment (EqIA) undertaken on the decision? The completed EqIA template should be attached as an appendix to the report.**

This report does not require a decision or proposal for change, so there is no impact on people who share protected characteristics.

**7. What consultations have been carried out with Scrutiny and others?**

Not applicable – information report only

**8. Chief Finance Officer Statement**

Not applicable – information report only

**9. What risks are there and is there anything we can do to reduce them?**

Not applicable – information report only

**10. Power to make the Decision**

Not applicable – information report only