

Meeting	Resources Committee
Date	15 June 2020
Location	Tele-conference
Title of Paper	Strategic Workforce Planning – Audit Risk and Assurance Committee Referral
Presented By	Lynn Brown, Interim Chief Executive Officer
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

This paper is presented to the Resources Committee to consider the Internal Audit Report on Strategic Workforce Planning presented to the Audit Risk and Assurance Committee on 6 May 2020.

1. BACKGROUND

1.1. The Internal Report on Strategic Workforce Planning, linked below, was presented to the Audit Risk and Assurance Committee (ARAC) on 6 May 2020.

<http://www.spa.police.uk/assets/126884/415820/603665/617898/item8>

1.2 The ARAC requested that the report should be referred to the Resources Committee.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 In accordance with the 2019/20 Internal Audit Plan, Scott-Moncrieff assessed the design of the SWP project to ensure that a robust, but realistic project plan is in place, which is appropriately resourced, and which evidences an effective project management approach including agreement of SMART deliverables, identification of key risks and dependencies, and effective governance reporting arrangements which will deliver a fit for purpose SWP by November 2020.

2.2 Discussions at the ARAC held on 6 May regarding the content of the SWP audit included: -

- The audit did not provide the desired level of assurance that Police Scotland are on schedule to produce a robust Strategic Workforce Plan by November 2020;
- Not all management responses to the audit recommendations were robust;
- Assurance required that the SWP is covering the full spectrum of Police Scotland including corporate services, cyber etc with the focus being on divisional policing;
- Due to the strategic importance of the SWP, following consideration by the Resources Committee the findings of the internal audit may be worthy of escalation to the Board.

3. FINANCIAL IMPLICATIONS

3.1 The Internal Audit Report considers the impact review findings may have on organisational risk registers. Committee members should consider this section when considering the overall implications of findings.

4. PERSONNEL IMPLICATIONS

4.1 The Internal Audit Report considers the impact review findings may have on organisational risk registers. Committee members should consider this section when considering the overall implications of findings.

5. LEGAL IMPLICATIONS

5.1 The Internal Audit Report considers the impact review findings may have on organisational risk registers. Committee members should consider this section when considering the overall implications of findings.

6. REPUTATIONAL IMPLICATIONS

6.1 The Internal Audit Report considers the impact review findings may have on organisational risk registers. Committee members should consider this section when considering the overall implications of findings.

7. SOCIAL IMPLICATIONS

7.1 The Internal Audit Report considers the impact review findings may have on organisational risk registers. Committee members should consider this section when considering the overall implications of findings.

8. COMMUNITY IMPACT

8.1 The Internal Audit Report considers the impact review findings may have on organisational risk registers. Committee members should consider this section when considering the overall implications of findings.

9. EQUALITIES IMPLICATIONS

9.1 No EqHRIA has been completed for this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications associated with this report.

RECOMMENDATIONS

Members are requested to discuss the findings of the internal audit report on SWP and consider if escalation to the Board is required.