

<b>Subject</b>	<b>Annual Review of the Effectiveness of Internal Audit</b>	<b>Status</b>	For Publication
<b>Report to</b>	<b>Audit Committee</b>	<b>Date</b>	<b>20/10/2022</b>
<b>Report of</b>	Head of Internal Audit, Anti-Fraud and Assurance		
<b>Equality Impact Assessment</b>	Not Required		
<b>Contact Officer</b>	Sharon Bradley	<b>Phone</b>	07795 305846
<b>E Mail</b>	<a href="mailto:SharonBradley@barnsley.gov.uk">SharonBradley@barnsley.gov.uk</a>		

## **1. Purpose of the Report**

- 1.1 The purpose of this paper is to inform the Committee of the current position in terms of implementation of the agreed actions reported to the Committee at its October 2021 meeting, following the External Quality Assessment (EQA) undertaken by CIPFA in July 2021. The requirement to have an EQA and to maintain a Quality Assurance and Improvement Programme (QAIP) for the Internal Audit function is required by the Public Sector Internal Audit Standards 2017 (PSIAS).

## **2 Recommendation**

- 2.1 **Members consider and assess the proposed QAIP Framework which sets out how it will meet the requirements set out in the PSIAS.**
- 2.2 **That the Committee receives an annual update report on the delivery of the QAIP.**

## **3 Background Information**

- 3.1 Revised Public Sector Internal Audit Standards (PSIAS) came into effect from April 2017. Within those standards is the requirement for the Head of Internal Audit to develop and maintain a Quality Assurance and Improvement Programme (QAIP).
- 3.2 The particular standard in the PSIAS is 1300 - *Quality Assurance and Improvement Programme*. This states that:

*“The Head of Internal Audit must develop and maintain a quality assurance and improvement programme that covers all aspects of the internal audit activity”.*

Guidance in relation to this states that:

*“A quality assurance and improvement programme is designed to enable an evaluation of the internal audit activity’s conformance with the Standards and an evaluation of whether internal auditors apply the Code of Ethics. The programme also assesses the efficiency and effectiveness of the internal audit activity and identifies opportunities for improvement. The Head of Internal Audit should encourage [Audit Committee] oversight in the quality assurance and improvement programme”.*

- 3.3 Whilst the 2017 PSIAS formalised this as a specific requirement, previous Internal Audit standards and professional requirements ensured that Heads of Internal Audit had effective quality assurance arrangements in place. This incorporated the duty to undertake an annual self-assessment and an independent external assessment against the PSIAS once every five years. An independent external assessment was undertaken during 2021 and reported to the Audit Committee in October 2021. This assessment confirmed that the Internal Audit function was in full conformance with the PSIAS.
- 3.4 It is important for the Internal Audit Team and client organisations that the requirements of professional standards are met and are seen to be met. A framework has been developed to ensure all aspects of the PSIAS are considered and factored into how the Internal Audit function is resourced, managed, how audit work is identified and delivered, and that personal professional standards are met.
- 3.5 The extract from the PSIAS covering the QAIP is attached as Appendix 1. Note that the PSIAS refers to the *chief audit executive* as a generic term for the officer responsible for the Internal Audit function. The job title 'Head of Internal Audit' is most commonly used in the public sector. Also, the term '*board*' is used which in the public sector context is the audit committee. CIPFA have produced a Local Government Application Note (LGAN) to provide guidance to ensure consistency in how the PSIAS are interpreted specifically in a local government context.
- 3.6 The key framework of the QAIP are shown in the table below. A more detailed analysis of the PSIAS is shown at Appendix 2 alongside the actions being undertaken or planned below.

<b>Key Standard 1300 Requirements</b>	<b>Action / Current Position</b>
<b><i>Internal Assessments:</i></b>	
Ongoing monitoring of the performance of the internal audit activity.	Processes are in place as part of audit management arrangements.
Periodic self-assessments or assessments by other persons within the organisation with sufficient knowledge of internal audit practices.	An EQA was undertaken during 2021 and this included the Assessor circulating and collating the responses from a number of key IA clients (BMBC and external).
<b><i>External Assessments:</i></b>	
External assessments must be conducted at least once every five years by a qualified, independent assessor or assessment team from outside the organisation.	An EQA was undertaken during 2021.
<b><i>Reporting on the Quality Assurance and Improvement Programme:</i></b>	
The chief audit executive must communicate the results of the quality assurance and improvement programme to senior management and the board.	Internal Audit report to SMT at its quarterly performance meeting. Reported to the Committee at its September 2021 meeting and this report is providing an updated position.
<b><i>Use of "Conforms with the International Standards for the Professional Practice of Internal Auditing":</i></b>	
Indicating that the internal audit activity conforms with the <i>International Standards for the Professional Practice of Internal Auditing</i> is	The EQA undertaken in 2021 confirmed full compliance.

Key Standard 1300 Requirements	Action / Current Position
appropriate only if supported by the results of the quality assurance and improvement programme.	
<b>Disclosure of Non-conformance:</b>	
When non-conformance with the <i>Code of Ethics</i> or the <i>Standards</i> impacts the overall scope or operation of the internal audit activity, the chief audit executive must disclose the non-conformance and the impact to senior management and the board.	Not applicable – the EQA confirmed full compliance.

- 3.7 In order to ensure continuous improvement and focus on quality and conformance, the Internal Audit Manager has been designated the responsibility to maintain and manage the QAIP and general quality process. The Action Plan is updated and discussed with the Head of Internal Audit, Anti-Fraud and Assurance on a quarterly basis.
- 3.8 Since the previous QAIP/EQA report in October 2021, there are a number of continuous improvement related activities that have been completed. These include:
- a) The annual report for each client organisation now includes a separate annual assurance opinion for the governance, risk and control elements;
  - b) The Terms of Reference template has been updated to confirm the circulation list for draft and final reports;
  - c) The requirement to have a framework upon which an IT specialist auditor could be commissioned has been considered. There is not requirement for a specialist IT auditor within the current financial year plans, but this will be kept under review;
  - d) A re-structure of the service was implemented on 1<sup>st</sup> June 2022. This provides for succession planning, should key officers leave the organisation.
- 3.9 In addition to the above, the following actions are undertaken on an annual basis (and then as and when required during the financial year):-
- a) Each member of the team completes an annual declaration of interests form, to identify any potential areas of conflict for which they will not be assigned Internal Audit work. This is a Code of Conduct and PSIAS requirement, to demonstrate Internal Audit's continued independence and objectivity.
  - b) Each member of the team has a Personal Development Review on an annual basis, with learning and development opportunities identified being monitored on a 6 monthly basis (mid year PDR) and 1:1 meetings that are scheduled every 2 months.
- 3.10 Clearly, ensuring an internal audit function meets all its professional standards is vitally important to provide client organisations with the best possible service. However, faced with increasing pressure on audit days it is equally essential to balance the input of resources to manage quality and professional standards compliance against actually delivering the audit function. A key role of the Head of Internal Audit, Anti-Fraud and Assurance and the Internal Audit Manager is to constantly review this balance.

#### 4. List of Appendices

- Appendix 1 - Public Sector Internal Audit Standards - Extract
- Appendix 2 - Updated QAIP Action Plan

**Rob Winter FCPFA**  
**Head of Internal Audit, Anti-Fraud and Assurance**

**Contact Officer:**

**Sharon Bradley CMIIA**  
Internal Audit Manager  
[sharonbradley@barnsley.gov.uk](mailto:sharonbradley@barnsley.gov.uk)  
Tel: 07795305846

## **PUBLIC SECTOR INTERNAL AUDIT STANDARDS - EXTRACT**

### **1300 Quality Assurance and Improvement Programme**

The chief audit executive must develop and maintain a quality assurance and improvement programme that covers all aspects of the internal audit activity.

*Interpretation:*

A quality assurance and improvement programme is designed to enable an evaluation of the internal audit activity's conformance with the *Standards* and an evaluation of whether internal auditors apply the *Code of Ethics*. The programme also assesses the efficiency and effectiveness of the internal audit activity and identifies opportunities for improvement. The chief audit executive should encourage board oversight in the quality assurance and improvement programme.

### **1310 Requirements of the Quality Assurance and Improvement Programme**

The quality assurance and improvement programme must include both internal and external assessments.

#### **1311 Internal Assessments**

Internal assessments must include:

Ongoing monitoring of the performance of the internal audit activity.

Periodic self-assessments or assessments by other persons within the organisation with sufficient knowledge of internal audit practices.

*Interpretation:*

Ongoing monitoring is an integral part of the day-to-day supervision, review and measurement of the internal audit activity. Ongoing monitoring is incorporated into the routine policies and practices used to manage the internal audit activity and uses processes, tools and information considered necessary to evaluate conformance with the *Code of Ethics* and the *Standards*.

Periodic assessments are conducted to evaluate conformance with the *Code of Ethics* and the *Standards*.

Sufficient knowledge of internal audit practices requires at least an understanding of all elements of the International Professional Practices Framework.

#### **1312 External Assessments**

External assessments must be conducted at least once every five years by a qualified, independent assessor or assessment team from outside the organisation. The chief audit executive must discuss with the board:

The form of external assessments.

The qualifications and independence of the external assessor or assessment team, including any potential conflict of interest.

*Interpretation:*

External assessments may be accomplished through a full external assessment, or a self-assessment with independent external validation. The external assessor must conclude as to conformance with the *Code of Ethics* and the *Standards*; the external assessment may also include operational or strategic comments.

A qualified assessor or assessment team demonstrates competence in two areas: the professional practice of internal auditing and the external assessment process. Competence can

be demonstrated through a mixture of experience and theoretical learning. Experience gained in organisations of similar size, complexity, sector or industry and technical issues is more valuable than less relevant experience. In the case of an assessment team, not all members of the team need to have all the competencies; it is the team as a whole that is qualified. The chief audit executive uses professional judgment when assessing whether an assessor or assessment team demonstrates sufficient competence to be qualified.

An independent assessor or assessment team means not having either an actual or a perceived conflict of interest and not being a part of, or under the control of, the organisation to which the internal audit activity belongs. The chief audit executive should encourage board oversight in the external assessment to reduce perceived or potential conflicts of interest.

### **Public sector requirement**

The chief audit executive must agree the scope of external assessments with an appropriate sponsor, e.g. the accounting/accountable officer or chair of the audit committee as well as with the external assessor or assessment team.

### **1320 Reporting on the Quality Assurance and Improvement Programme**

The chief audit executive must communicate the results of the quality assurance and improvement programme to senior management and the board. Disclosure should include:

The scope and frequency of both the internal and external assessments.

The qualifications and independence of the assessor(s) or assessment team, including potential conflicts of interest.

Conclusions of assessors.

Corrective action plans.

#### *Interpretation:*

The form, content and frequency of communicating the results of the quality assurance and improvement programme is established through discussions with senior management and the board and considers the responsibilities of the internal audit activity and chief audit executive as contained in the internal audit charter. To demonstrate conformance with the *Code of Ethics* and the *Standards*, the results of external and periodic internal assessments are communicated upon completion of such assessments and the results of ongoing monitoring are communicated at least annually. The results include the assessor's or assessment team's evaluation with respect to the degree of conformance.

### **Public sector requirement**

The results of the quality and assurance programme and progress against any improvement plans must be reported in the annual report.

### **1321 Use of "Conforms with the International Standards for the Professional Practice of Internal Auditing"**

Indicating that the internal audit activity conforms with the *International Standards for the Professional Practice of Internal Auditing* is appropriate only if supported by the results of the quality assurance and improvement programme.

#### *Interpretation:*

The internal audit activity conforms with the *Code of Ethics* and the *Standards* when it achieves the outcomes described therein. The results of the quality assurance and improvement programme include the results of both internal and external assessments. All internal audit activities will have the results of internal assessments. Internal audit activities in existence for at least five years will also have the results of external assessments.

### **1322 Disclosure of Non-conformance**

When non-conformance with the *Code of Ethics* or the *Standards* impacts the overall scope or operation of the internal audit activity, the chief audit executive must disclose the non-conformance and the impact to senior management and the board.

#### **Public sector requirement**

Such non-conformances must be highlighted by the chief audit executive to be considered for inclusion in the governance statement.

## Action Plan

	Continuous Improvement Area	EQA Rationale / Action	Priority	Lead Officer	Timescale	Current Status
1	HoIA Annual Report	“The Head of Internal Audit, Anti-Fraud and Assurance’s annual opinion currently refers to providing assurance on the overall control framework, whereas the standards require the opinion to specifically provide an opinion on the control, risk and governance frameworks. To enhance conformance with the standards, the annual opinion should be revised to include all three elements.”	Medium	HoIA	For all client 2021/22 reports	Completed
2	Audit Reviews - Terms of Reference	“The engagement terms of reference include a section entitled key contacts and lists the people from the client and Barnsley Internal Audit service that will be involved in the audit process. The standards expect the terms of reference to include an initial distribution list for the draft audit reports and this is not currently included. In practice this tends to be the client key contacts. To enhance conformance with the standards, the list of key contacts for the client should also be designated as the initial recipients of the draft audit report.”	Low	Internal Audit Manager	1 <sup>st</sup> July 2021	Completed
3	IT Specialist Auditor	“The Service does not have any qualified specialist IT auditors in its establishment, preferring instead to obtain these from external suppliers when required. However, there is no set arrangement in place with any supplier meaning the HoIA has to go through a procurement exercise each time resources are required. To speed up this process, it is suggested that consideration is given to setting up a call off contract with a suitable supplier for IT audit resources.”	Advisory	HoIA	31 <sup>st</sup> December 2021	Completed – considered following annual plan consultation. Concluded no specialist IA Auditor required at this time but will keep under review.



	<b>Continuous Improvement Area</b>	<b>EQA Rationale / Action</b>	<b>Priority</b>	<b>Lead Officer</b>	<b>Timescale</b>	<b>Current Status</b>
4	Data Analytics	“The Council is developing its own data analytics processes, but it is likely to be some time before this is fully functional and as such the Head of Audit, Anti-fraud and Risk should consider obtaining a suitable application as an interim measure. There are a number of applications on the market that can be considered. BIAS is aware of the benefits achievable from developing their data analytics capability and have already explored the development of Power BI. However, until this is developed, suggest exploring the functionality available in the specialist applications on the market.”	Advisory	HoIA	31 <sup>st</sup> December 2021	Partially Completed – Explored specialist applications on the market and researched via CIPFA, IIA and similar IA services. Concluded the best option is Excel (most IA Services contacted are utilising this option). Currently exploring options for enhanced Excel training for the IA Team now all posts have been filled. Revised – 31 <sup>st</sup> October 2022
5	Structure and Succession Planning	“The Service is currently [June 2021] carrying a few vacancies which it plans to fill in the near future following a minor restructure of the Service. Suggest that the Head of Internal Audit, Anti-Fraud and Assurance takes the opportunity presented by the planned restructure to ensure that there is adequate succession planning in place for the key posts. This should ensure the Service can continue to operate should they lose one or more key employees.”	Advisory	HoIA	31 <sup>st</sup> March 2022	Completed – revised structure was implemented on 1 <sup>st</sup> June 2022.
6	Dissemination of Information	“Once the review of the internal audit pages on the Council’s intranet is complete, the Service should consider using the intranet as a means of disseminating briefings to officers on topics such as good practice found during audits that could be adopted by other units in the organisation, or emerging risks that may have a wider impact on services that are peripheral to the services likely to be effected by the risk.”	Advisory	HoIA	31 <sup>st</sup> October 2021	Partially Completed – developing the good practice areas to disseminate following full implementation of re-structure. Revised – 31 <sup>st</sup> October 2022