

### **CIPFA Better Governance Forum**

# Audit Committee Update - helping audit committees to be effective

Issue 10

**Public Sector Internal Audit Standards** 

**Regular** briefing on current issues

March 2013

### Introduction

Dear Audit Committee Member,

This is the 10<sup>th</sup> issue of Audit Committee Update. It contains a briefing about the new Public Sector Internal Standards that come into effect from 1 April 2013. The standards are mandatory for the providers of internal audit in specified public sector organisations. As audit committees play a significant role in the oversight of internal audit and depend on the assurances received by internal audit, this is a significant development for the audit committee to understand. This article is rather longer than our normal briefings because of the need to cover some of the details in the standards.

In addition we include our round up of developments to help keep you informed and up to date. The round up includes a number of developments in the fields of governance, risks and counter fraud so I am sure you will find topics of interest and use here.

Best wishes

Diana Melville CIPFA Better Governance Forum

### Previous Issues of Audit Committee Update

You can download all the previous issues from the CIPFA Better Governance Forum website. The earlier issues are on the archive site. Click on the links below to find what you need.

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# An Introduction to the Public Sector Internal Audit Standards (PSIAS)

The Relevant Internal Audit Standards Setters<sup>1</sup> for the public sector agreed that from 1 April 2013 there shall be a common set of internal audit professional standards across the sectors. The standards encompass the mandatory elements of the Institute of Internal Auditors International Professional Practices Framework. Additional requirements and interpretations for the UK public sector have been included where required. The work in compiling the standards has been guided by an advisory board<sup>2</sup> made up of internal audit practitioners from across the public sector.

The UK Public Sector Internal Audit Standards (PSIAS) replace previous codes and standards, including the *Code of Practice for Internal Audit in Local Government* published by CIPFA and the *Government Internal Audit Standards* (GIAS).

While the PSIAS come into force from April it is not expected that all elements will be in place on day one. Many of the standards apply to activities that will happen later on in the audit year, for example audit reports, annual audit reporting and quality assurance and improvement processes. Some of the standards will need to be addressed early on however, in particular the development and approval of the audit charter and the completion of the risk-based audit plan.

The PSIAS comprise the definition of internal audit, a code of ethics and a series of attribute and performance standards. The new definition of internal audit is:

'Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organisation's operations. It helps an organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.'

The full standards are available to download from the CIPFA website.

CIPFA is also publishing a *Local Government Application Note* (LGAN) to support internal auditors transferring from the CIPFA Code of Practice to the PSIAS. The Application Note includes a checklist for assessing conformance with the PSIAS and LGAN which can be used to support the external assessment requirements of the PSIAS. This publication will be available from the CIPFA shop shortly.

### Proper practices for local government

The Department for Communities and Local Government (CLG) has given both the PSIAS and LGAN the status of "proper practices" for internal audit in organisations covered by the Accounts and Audit Regulations 2011. This includes local authorities, police and fire bodies in England.

<sup>&</sup>lt;sup>1</sup> The Relevant Internal Audit Standard Setters are: HM Treasury in respect of central government; the Scottish Government, the Department of Finance and Personnel Northern Ireland and the Welsh Government in respect of central government and the health sector in their administrations; the Department of Health in respect of the health sector in England (excluding Foundation Trusts); and the Chartered Institute of Public Finance and Accountancy in respect of local government across the UK.

<sup>&</sup>lt;sup>2</sup> Internal Audit Standards Advisory Board, see <u>http://www.cipfa.org/Policy-and-</u> <u>Guidance/Technical-Panels-and-Boards/UK-Public-Sector-Internal-Audit-Standards-Advisory-</u> <u>Board</u>

### PSIAS – The Role of the Audit Committee

The following article identifies the key aspects of the PSIAS that will be of most interest to an audit committee member. It is not a complete summary of all the standards but it does highlight those where there is most likely to be engagement between internal audit and the audit committee.

### **Key concepts**

The PSIAS use the term 'the board' throughout the standards to define particular governance and accountability roles. It is recognised that in different organisations the application of who the board is will be different but CIPFA expects that in many cases it will be appropriate to consider the audit committee as undertaking these roles.

In adopting the standards each organisation needs to define who will be undertaking the roles.

The following analysis identifies some of the key aspects of the PSIAS and highlights those areas where the audit committee could fulfil what is required from 'the board' in the PSIAS. A comments section suggests how the standards might relate to existing practices or how they can be further developed.

Please note that it is up to each organisation to set out in the internal audit charter which body will undertake the role of the board. The following table includes suggestions of how the role of the board could be applied to the audit committee. Reference should always be made to the original standards and LGAN when drawing up the charter.

PSIAS areas of interest	Potential role of the audit committee	Comments
Code of Ethics The four components of the code of ethics are: 1. integrity 2. objectivity 3. confidentiality 4. competency Public sector requirement Internal auditors who work in the public sector must also have regard to the Committee on Standards of Public Life's Seven Principles of Public Life.	The audit committee should be aware of the requirement on internal auditors to conform to the code of ethics in addition to the code of ethics of their professional institute.	The seven principles of public life are often incorporated into internal codes of conduct, so internal auditors may already be required to comply with these. Where internal audit is a contracted service this may be a requirement of the service specification.

PSIAS areas of interest	Potential role of the audit committee	Comments
Attribute standards		
<ul> <li>Internal audit charter The charter defines the internal audit activity's purpose, authority and responsibility. It also: <ul> <li>establishes the internal audit activity's position within the organisation</li> <li>the chief audit executive's functional reporting relationship with the board</li> <li>authorises access to records, personnel and physical properties and</li> <li>defines the scope of internal audit activities.</li> <li>(1000 Purpose, Authority and Responsibility)</li> </ul> The LGAN requires the role of the statutory officers in relation to internal audit to be defined in the charter.</li></ul>	The charter needs to define the terms 'board' and 'senior management' for the purposes of internal audit activity so the charter will need to define when the audit committee will act as 'the board'. Approval is by the board.	Given the audit committee's responsibilities for the oversight of the audit process it would be expected that the audit committee would review the charter.
Independence and objectivity To achieve the degree of independence necessary to effectively carry out the responsibilities of the internal audit activity, the chief audit executive has direct and unrestricted access to senior management and the board. (1100 Independence and Objectivity) The chief audit executive (CAE) <sup>3</sup> must confirm to the board, at least annually, the organisational independence of the internal audit activity. (1110 Organisational Independence)	<ul> <li>Functional reporting that could be undertaken by the audit committee to ensure the organisational independence of internal audit include: <ul> <li>approving the charter</li> <li>approving the risk based internal audit plan</li> <li>approving the internal audit budget and resource plan</li> <li>receiving communications from the chief audit executive on the internal audit activity's performance</li> <li>making appropriate enquiries to determine whether there are inappropriate scope or resource limitations.</li> </ul> </li> </ul>	It is likely that the audit committee already undertakes these roles and that they are set out in both the existing internal audit and audit committee terms of reference. The latter document may need updating to incorporate the PSIAS. The audit committee should ensure that when it undertakes these tasks it is mindful of the importance of ensuring the independence of internal audit. The standards also include two further functional reporting roles: • approving decisions regarding the appointment and removal of the chief audit executive

<sup>&</sup>lt;sup>3</sup> The 'chief audit executive' is the title used in PSIAS to refer to the head of internal audit.

PSIAS	Potential role of the audit	Comments
areas of interest	committee	
	The public sector requirement states that the CAE should have unfettered access to the chair of the audit committee.	<ul> <li>approving the remuneration of the chief audit executive.</li> <li>The public sector requirement is that as a minimum feedback from the chair of the audit committee should be sought for the performance appraisal of the CAE.</li> <li>Other options could be the involvement of the chair in the recruitment of a new CAE.</li> </ul>
Impairment to independence or objectivity		
If independence or objectivity is impaired, details must be disclosed to appropriate parties. <b>Public sector requirement</b> 'Approval must be sought from the board for any significant additional consulting services not already included in the audit plan, prior to accepting the engagement.' (1130 Impairment to Independence or Objectivity)	Impairment to independence and objectivity, including conflicts of interest, should be reported to the audit committee. As well as discussing retrospectively with the CAE the performance of internal audit against the plan, the audit committee should monitor and approve plans that could potentially divert internal audit resources away from planned assurance work.	Note the PSIAS cover the 'appearance' of impairment as well as actual impairment. Some discussion might be needed to agree what the definition of 'significant' might be. Where audit committees meet less frequently than once per month, a practical arrangement might be for the approval to be given by the chair of the audit committee and reported at the next meeting.
<ul> <li>Proficiency and due professional care</li> <li>Internal auditors must possess the knowledge, skills and other competencies needed to perform their individual responsibilities.</li> <li>Internal auditors must apply the care and skill expected of a reasonably prudent and competent internal auditor.</li> <li>Internal auditors must enhance their knowledge, skills and other competencies through continuing professional development.</li> <li>(1200 Proficiency and Due Professional Care)</li> </ul>	There are no specific requirements on the audit committee from this section of the standards, although the audit committee should be aware of what is required from its internal team. There is a public sector requirement that states: 'The chief audit executive must hold a professional qualification (CMIIA, CCAB or equivalent) and be suitably experienced.'	The audit committee will wish to consider this, for example if it contributes to the recruitment of a new CAE.

PSIAS	Potential role of the audit	Comments
areas of interest	committee	
Quality Assurance and Improvement Programme (QAIP)		The audit committee probably already receives performance information about the internal audit function, during the year
•	The chief audit executive must discuss with the board the: • form of external assessments • qualifications and independence of the external assessor. In local government the audit committee will need to bear in mind that internal audit need to conform with the <i>Local Government Application</i> <i>Note</i> also.	information about the internal

PSIAS	Potential role of the audit	Comments
areas of interest	committee	
Performance Standards		
Managing the internal audit activityThe chief audit executive must establish risk-based plans to determine the priorities of the internal audit activity, consistent with the organisation's goals.Public sector requirementThe risk-based plan must take into account the requirement to produce an annual internal audit opinion and the assurance framework.	The input of senior management and the board must be considered in the documentation of the risk assessment.	It would seem reasonable for the CAE to consult the audit committee on the risks facing the organisation and for this to be included in the risk assessment informing the risk-based plan. The audit committee is likely to be the principal audience for the annual internal audit opinion, so it is important that the audit committee is clear about the audit work underpinning this. The annual internal audit opinion
(2000 Managing the Internal Audit Activity)		will form a significant part of meeting the audit committee's own assurance needs.
Managing the internal audit activity The chief audit executive must communicate the internal audit activity's plans and resource requirements, including significant interim changes, to senior management and the board for review and approval. (2020 Communication and Approval) The chief audit executive must ensure that internal audit resources are appropriate, sufficient and effectively deployed to achieve the approved plan. Public sector requirement The risk-based plan must explain how internal audit's resource requirements have been assessed. Where the chief audit executive believes that the level of agreed resources will impact adversely on the provision of the annual internal audit opinion, the consequences must be brought to the attention of the board. (2030 Resource Management)	The audit committee is likely to receive the plan for approval and should be advised of significant changes during the year. When reviewing the plan it should be clear to the audit committee what the resource requirements are to deliver the plan. It is the responsibility of the CAE to bring to the committee's attention any concerns about resources and especially the impact on the internal audit opinion.	The issue of resourcing is difficult to define as it is based on the risk assessment of the organisation and the need for assurance, including the needs of the audit committee itself, combined with the professional judgement of the CAE. Resourcing requirements cover not just numbers of staff but also the knowledge, skills and experience of the internal audit team and the extent to which the team can place reliance on other sources of assurance. Realistically, internal audit resources will come under pressure when the organisation has to undertake significant cost-cutting as a result of budget pressures. The audit committee can play an important part in ensuring that professional standards are maintained, assurance needs are properly assessed and that resource levels are not compromised unduly.

PSIAS areas of interest	Potential role of the audit committee	Comments
<ul> <li>Reporting to senior management and the board</li> <li>Periodic reports should include the following:</li> <li>internal audit activity's purpose, authority, responsibility and performance relative to its plan</li> <li>significant risk exposures and control issues, including fraud risks, governance issues and</li> <li>other matters needed or requested by senior management and the board</li> <li>(2060 Reporting to Senior Management and the Board)</li> </ul>	The audit committee should ensure that its agendas provide for regular reports from internal audit and that the reports include the matters specified in the standards.	
<ul> <li>Nature of work</li> <li>The internal audit activity must evaluate and contribute to the improvement of governance, risk management and control processes using a systematic and disciplined approach.</li> <li>Aspects of internal audit work include: <ul> <li>the governance process</li> <li>ethical governance</li> <li>IT governance</li> <li>IT governance</li> <li>the effectiveness of risk management processes.</li> </ul> </li> <li>Evaluation of risks and control measures relating to: <ul> <li>achievement of strategic objectives</li> <li>reliability and integrity of financial and operational information</li> <li>effectiveness and efficiency of operations and programmes</li> <li>safeguarding of assets</li> <li>compliance with laws, regulations, policies, procedures and contracts</li> <li>the potential for fraud and how the organisation manages fraud risk.</li> </ul> </li> </ul>	The audit committee should understand the nature of internal audit work and the expectation of professional standards to provide assurance over the full range of governance, risk management and control processes. This will be of particular significance when reviewing the risk-based plan.	The committee should look for coverage of the specific areas listed when reviewing the audit plan, while remembering that the plan is risk-based and cannot hope to include comprehensive assurance over every risk and control process. Where it is not clear why a significant risk area is not covered the audit committee should seek an explanation.

PSIAS	Potential role of the audit	Comments
areas of interest	committee	
Engagement planning		
Internal auditors must develop and document a plan for each engagement, including the engagement's objectives, scope, timing and resource allocations. Adequate criteria are needed to evaluate governance, risk management and controls. <b>Public sector interpretation</b>	There are no specific requirements for the audit committee in respect of this section of the standards, although it is helpful for audit committee members reviewing the findings of audit reports to be aware of how the standards shape the content of the audit.	In respect of the public sector interpretation regarding value for money, audit committees may wish to discuss with their internal audit providers how internal audit provide assurance over value for money and what other sources of assurance are available.
In the public sector, criteria are likely to include value for money.		
(2200 Engagement Planning)		
Performing the engagement		
Internal auditors must identify, analyse, evaluate and document sufficient information to achieve the engagement's objectives. (2300 Performing the Engagement)	There are no specific responsibilities for the audit committee in respect of this standard other than to recognise the importance of obtaining robust and reliable evidence to support the audit's conclusions.	
Communicating results		
Internal auditors must communicate the results of engagements. Communications must include the engagement's objectives and scope as well as applicable conclusions,	Audit committees will be familiar with receiving the results of audits in either full or summary reports. This will continue under PSIAS.	
recommendations and action plans.		
<ul> <li>Public sector requirement</li> <li>The chief audit executive must deliver an annual internal audit opinion and report that can be used by the organisation to inform its governance statement.</li> <li>The annual internal audit opinion must conclude on the overall adequacy and effectiveness of the organisation's framework of governance, risk management and control.</li> </ul>	The audit committee would normally receive the annual internal audit opinion. The opinion must comply with the public sector requirements laid out in the PSIAS.	The timing of the annual opinion will need to be planned to fit in with the reporting timetable for the annual governance statement and so should be planned for audit committee meetings accordingly.

PSIAS	Potential role of the audit	Comments
areas of interest	committee	
<ul> <li>The annual report must incorporate:</li> <li>the opinion</li> <li>a summary of the work that supports the opinion and</li> <li>a statement on conformance with the PSIAS and the results of the quality assurance and improvement programme.</li> <li>(2400 Communicating Results)</li> </ul>		
Monitoring progress The chief audit executive must establish and maintain a system to monitor the disposition of results communicated to management. (2500 Monitoring Progress)	The PSIAS require a follow up process but do not specify that process should include the audit committee.	The follow up of audit recommendations is a common area reviewed by audit committees. Good practice for audit committee suggests that this is an area where the committee can have an impact on the risk and control environment of the organisation and where the committee can add value to the effectiveness of the audit process.
Communicating the acceptance of risks When the chief audit executive concludes that management has accepted a level of risk that may be unacceptable to the organisation, the chief audit executive must discuss the matter with senior management. If the chief audit executive determines that the matter has not been resolved, the chief audit executive must communicate the matter to the board. (2600 Communicating the Acceptance of Risks)	There is a role for the audit committee to review those risks accepted by management, where the CAE has concerns that the level of risk to the organisation may be unacceptable.	The terms of reference of the audit committee may include the review of actions recommended by internal audit and the effectiveness of control measures by the managers responsible. For example, audit committees may review key areas of risk and discuss with the managers responsible how audit recommendations are being implemented or alternatives considered.

### Key questions to ask

1.	What is the organisation's plan for adopting the standards from April 2013?
2.	Are there any changes the audit committee needs to make to its terms of reference or its approach to support the implementation of the standards?
3.	Does the chief audit executive have any concerns about conformance with the standards? Will an action plan be developed to implement any changes required and achieve conformance by the end of March 2014?
4.	Are the roles and responsibilities of 'the board' clearly allocated to the audit committee or other body?
5.	What opportunities are there to improve the effectiveness of internal audit within the organisation?

Diana Melville Governance Advisor CIPFA Better Governance Forum

### Developments you may need to know about:

### Annual governance statements, new Addendum for 2012/13 statements

A new addendum has been issued to guide the development of 2012/13 annual governance statements for local government bodies, including police and fire. The addendum is a result of a review carried out by the CIPFA/SOLACE joint working group that included representatives from a number of local authorities. The review provided an opportunity to review the quality of the statements produced as well as consider the impact of new legislation, professional developments and changes impacting on governance in local authorities.

Key messages from the addendum:

- The annual governance statement should be high level, strategic and written in an open and readable style.
- It should be focused on outcomes and value for money and relate to the authority's vision for the area.
- The review of effectiveness part of the statement includes a clearer conclusion that arrangements 'continue to be regarded as fit for purpose in accordance with the governance framework'.

The addendum also highlights developments that should be taken into consideration when reviewing the effectiveness of the governance arrangements. The key areas of change include:

- ensuring effective counter-fraud and anti-corruption arrangements are developed and maintained
- reviewing the effectiveness of the decision making framework
- demonstrating clear accountability in the management of risk
- ensuring effective management of change and transformation
- ensuring effective arrangements for the discharge of statutory functions head of paid service and monitoring officer
- ensuring the authority's financial management arrangements conform with the governance requirements of the CIPFA Statement on the role of the Chief Financial Officer
- ensuring the authority's assurance arrangements conform with the governance requirement of the CIPFA Statement on the role of the Head of Internal Audit.

The new addendum is available to download from the CIPFA website. <u>Addendum, 2012</u>. It is accompanied by a briefing note for local authority leaders.

## Delivering Good Governance in Local Government, Guidance Note for English Authorities, 2012 edition

CIPFA's new publication is an updated edition of the guidance note that was published to support the governance framework. The new edition contains a section covering developments and legislation since the 2007 edition and new material on:

- governance in authorities sharing chief executives and management teams
- the audit committee role in governance and value for money and ensuring effectiveness
- counter fraud arrangements
- the governance of risk
- maintaining standards.

The publication also includes examples of annual governance statements and an updated schedule to support the annual review. The publication is available for purchase from the CIPFA shop. <u>Guidance Note 2012 edition</u>

# Delivering Good Governance in Local Government, Guidance Note for Police, 2012 edition

This edition contains some of the same material as the updated guidance note for local authorities but its primary focus is to address the changes in police governance as a result of the introduction of police and crime commissioners. The publication is available for purchase from the CIPFA shop. <u>Guidance Note of Police 2012 edition</u>

### Assurance Frameworks, new guidance from HM Treasury

HM Treasury has issued new guidance on assurance frameworks setting out how the framework should support the annual governance statement in central government bodies. The guidance also sets out the role of the audit and risk assurance committee in monitoring assurance and challenging the management of risk. <u>Assurance Frameworks</u>

### Local Government and NHS Governance Reviews 2013

Grant Thornton have published the second annual reviews of governance in the NHS and local government. As well assessing governance arrangements and the annual governance statement, the reports examine how successfully governance matters are communicated to stakeholders:

- Grant Thornton Local Government Review
- Grant Thornton NHS Governance Review

### Financial resilience and sustainability

The financial challenges facing the public sector have brought the resilience of the organisations to budget pressures under scrutiny. A number of reviews have been undertaken. These provide helpful context for the sectors and can help understanding of future challenges:

- Financial Sustainability of Local Authorities (National Audit Office, 2013)
- Tough Times (Audit Commission, 2012)
- NHS Financial Year 2011/12 (Audit Commission, 2012)
- Health Finances Update (Wales Audit Office, 2012)
- <u>NHS Financial Performance 2011/12 (Audit Scotland, 2012)</u>
- <u>Towards a Tipping Point? (Grant Thornton, 2012)</u>

#### Ad hoc parliamentary committee report on the Draft Local Audit Bill

The ad hoc committee formed to provide parliamentary scrutiny of the draft Local Audit Bill issued its report in January 2013. The report makes several key recommendations over how the bill should be developed. These include:

- that a capacity is retained whose functions are limited to the procurement of audit
- the provisions for auditor panels are replaced with a statutory requirement for strengthened audit committees which have an independent chair and a majority of independent members (if local procurement goes ahead)
- the Bill should be redrafted to include a systematic process to enable benchmarking and like-for-like comparisons between public bodies in the new regime.

Alongside the report are the oral and written evidence considered by the panel. These include a written statement from the Department of Health (DH) that sets out proposals, for the first time, how clinical commissioning groups and NHS trusts that are not yet foundation trusts will appoint their auditors. The DH proposes that the statutory audit committees will be responsible for recommending the appointment of the external auditor rather than a separate auditor panel. CLG has not yet formally responded to the committee report. Committee report and evidence submitted to the committee

### Fighting Fraud Locally 2012 Review

The Fighting Fraud Locally Strategic Board has published a report setting out the progress made since the launch of the counter-fraud strategy for local government. The report includes updates on the tools made available to support counter-fraud work and on the working groups and pilots. There are some very helpful case studies demonstrating achievements in preventing and detecting fraud, including some substantial savings achieved. Fighting Fraud Locally 2012 Review

#### CIPFA Counter-Fraud Benchmarking Club Summary Report 2012

This new benchmarking club was launched in 2012 to support the development of good practice in counter fraud. The summary report provides highlights of some of the findings of the club and an overview of developments impacting on counter fraud in the public sector. On average the organisations taking part in the benchmarking club provided 3.3 days of counter-fraud activity for every £m the organisation spent in the financial year 2011/12. There were considerable variations across the group though. More information is available in the report. Benchmarking Summary Report

#### **Protecting the Public Purse 2012**

The Audit Commission's annual report on the findings of their comprehensive fraud survey included the key message that local authorities are responding to the fraud risks they face. Increased amounts of fraud are being detected across a range of different fraud types. In 2011/12 local authorities in England detected 124,000 cases of fraud valued at £179m. However the report showed that there is still more that could be done and that there are opportunities to learn from initiatives taken within the sector. The report highlights emerging fraud risks for the sector and recommends a number of actions to support improvement. Protecting the Public Purse 2012

#### Information governance

The Information Commissioner's Office (ICO) has continued to warn local government and health bodies about the need to improve their management of personal data. The ICO published summary audit reports based on their findings from audits across a number of public sector bodies. These reports identify a number of common failings. <u>ICO reports</u>

### The Audit Committee Cycle

### Challenging malpractice and bad governance

In the light of scandals such as the Mid-Staffs hospital and Winterbourne View home there has been much discussion about the effectiveness of systems for raising concerns, or whistleblowing. Public bodies generally have a good record of putting in place appropriate procedures but their effectiveness in encouraging concerns to be raised or following through may not be as robust. Sometimes the culture of an organisation is identified as being a barrier to the raising of concerns, regardless of whether the concerns relate to abuse, quality failures, fraud or some other conduct or governance matter.

When reviewing the effectiveness of their governance this might be an area that audit committees could review or seek assurance on. High standards of conduct and behaviour are an essential part of an effective governance framework, regardless of the organisation type.

### Audit planning

Audit plans are likely to come before the committee for approval in the next few months. Key issues to bear in mind when reviewing the plan are:

- the requirements of the Public Sector Internal Audit Standards including nature of work and the need to provide an annual opinion
- the risk profile of the organisation
- the assurance framework of the annual governance statement and the contribution the internal audit plan will make to that.

Issue 1 of Audit Committee Update focused on audit planning and the issues the committee should consider when reviewing the plan. Copies of this issue are available on the Better Governance Forum website (archive).

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