

Midlothian Integration Joint Board Audit and Risk Committee



3 September 2020 at 2pm

Midlothian Health and Social Care Integration Joint Board Internal Audit Report on Workforce Development

Item number: 5.4

Executive summary

The purpose of this report is to present to the Midlothian IJB Audit and Risk Committee Internal Audit's report on Workforce Development arrangements in place within Midlothian Health and Social Care Partnership.

The Midlothian IJB Audit and Risk Committee is therefore asked to consider the Midlothian Health and Social Care Integration Joint Board Internal Audit Report on Workforce Development (Appendix 1), and findings contained therein, and to provide any commentary thereon.

Midlothian Health and Social Care Integration Joint Board Internal Audit Report on Workforce Development

1 Purpose

- 1.1 The purpose of this report is to present to the Midlothian IJB Audit and Risk Committee the Internal Audit report on Workforce Development arrangements in place within Midlothian Health and Social Care Partnership.

2 Recommendations

- 2.1 Members of the MIJB Audit and Risk Committee are asked to consider the Internal Audit report on Workforce Development arrangements in place within Midlothian Health and Social Care Partnership (Appendix 1), and findings contained therein, and to provide any commentary thereon.

3 Background and main report

- 3.1 Workforce Development is a key component in underpinning delivery of the MIJB's strategic priorities. The Internal Audit review was carried out during 2019/20 by NHS Lothian Internal Audit for the MIJB. The findings and conclusions of the Internal Audit review of Workforce Development arrangements in place within Midlothian Health and Social Care Partnership are contained in Appendix 1.
- 3.2 The final Internal Audit report was issued to MIJB Management on 29 May 2020 and this was used to inform the MIJB Chief Internal Auditor's Annual Assurance Report 2019/20 on the adequacy of the arrangements for risk management, governance and internal control by the MIJB of the delegated resources, which was presented to the MIJB on 11 June 2020.
- 3.3 This report is presented in full for MIJB Audit and Risk Committee consideration for completeness in reporting findings and conclusions of Internal Audit work to enable the committee to fulfil its remit.

4 Policy Implications

- 4.1 The Public Bodies (Joint Working) (Scotland) Act 2014 (the Act) is intended to ensure that health and social care services in Scotland are well integrated, so that people receive the care they need at the right time and in the right setting, with a focus on community-based, preventative care.
- 4.2 The Midlothian Integration Joint Board (MIJB), established as a separate legal entity as required by the Act, is responsible for the strategic planning and commissioning of a wide range of integrated health and social care services across

the Midlothian partnership area, based on resources which have been delegated to it by the partners, Midlothian Council and NHS Lothian.

- 4.3 The MIJB is therefore expected to operate under public sector good practice governance arrangements which are proportionate to its transactions and responsibilities to ensure the achievement of the objectives of Integration. Workforce Development is a key component in underpinning delivery of the MIJB's strategic priorities.

5 Equalities Implications

- 5.1 There are no direct equalities implications arising from this report.

6 Resource Implications

- 6.1 There is a commitment to provide Internal Audit resource to the Midlothian Health and Social Care Integration Joint Board (MIJB) for review of the adequacy of the arrangements for risk management, governance and internal control by the MIJB of the delegated resources.
- 6.2 The Internal Audit service is provided by Midlothian Council's Internal Audit team, which has a shared service arrangement with Scottish Borders Council including the appointed MIJB Chief Internal Auditor, with support from NHS Lothian Internal Audit team. This specific audit engagement was carried out by the latter in 2019/20.

7 Risk

- 7.1 The PSIAS require Internal Audit to evaluate the effectiveness of the Council's Risk Management arrangements and contribute to improvements in the process.
- 7.2 It is anticipated that improvements in the management and mitigation of risks will arise as a direct result of Management implementing the Internal Audit recommendations made relating to Workforce Development.

8 Involving people

- 8.1 The Internal Audit report on Workforce Development has been discussed with the MIJB Chief Officer, Chief Finance Officer and Integration Manager.

9 Background Papers

- 9.1 Midlothian IJB Internal Audit Annual Plan 2019/20 (approved by the MIJB Audit and Risk Committee on 12 March 2019).

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