



Watford Borough Council
Audit Committee Progress Report
26 July 2023

Recommendation

Members are recommended to:

- Note the Internal Audit Progress Report for the period to 14 July 2023
- Approve amendments to the Audit Plan as at 14 July 2023
- Agree the change to the implementation date for nine recommendations (paragraph 2.5) for the reasons set out in Appendix C
- Agree removal of implemented audit recommendations set out in Appendix C
- Note the implementation status of high priority recommendations

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1. Introduction and Background

Purpose of Report

1.1 This report details:

- a) Progress made by the Shared Internal Audit Service (SIAS) in delivering the Council's Annual Internal Audit Plan for 2023/24 as at 14 July 2023.
- b) Proposed amendments to the approved 2023/24 Internal Annual Audit Plan.
- c) Implementation status of all outstanding previously agreed internal audit recommendations from 2020/21 onwards.
- d) An update on performance management information at 14 July 2023.

Background

- 1.2 The work of internal audit is required to be reported to a Member Body so that the Council has an opportunity to review and monitor an essential component of corporate governance and gain assurance that its internal audit provision is fulfilling its statutory obligations. It is considered good practice that progress reports also include proposed amendments to the agreed annual audit plan.
- 1.3 The 2023/24 Annual Audit Plan was approved by Audit Committee on 9 March 2023.
- 1.4 The Audit Committee receives periodic updates on progress against the Annual Audit Plan from SIAS, the most recent of which was brought to this Committee on 9 March 2023.

2. Audit Plan Update

Delivery of Audit Plan and Key Audit Findings

- 2.1 As at 14 July 2023, 20% of the 2023/24 Audit Plan days had been delivered for the combined Watford Borough Council and Shared Services audit plans (excludes 'To Be Allocated' days). Appendix A provides a status update on each individual deliverable within the audit plan.
- 2.2 The following 2022/23 reports have been finalised since March 2023 Audit Committee:

Audit Title	Date of Issue	Assurance Level	Number and Priority of Recommendations
Website Redesign	Mar '23	Substantial	None
Financial Reconciliations	Apr '23	Substantial	Two low
Cyber Security	Apr '23	Reasonable	One medium

Treasury	Apr '23	Reasonable	One medium
Council Tax	May '23	Reasonable	Two medium Two low
NDR	May '23	Reasonable	Four medium
Contract Management	May '23	Substantial	One low
Treasury Management	May '23	N/A	Advisory only
FOI	May '23	Substantial	None
Climate Change & Sustainability Follow Up	Jun '23	Reasonable	One medium
Tree Management	Jun '23	Reasonable	Two medium Three low

No 2023/24 reports have yet been finalised.

Status of Audit Recommendations

- 2.3 Audit Committee Members will be aware that a Final Audit Report is issued when it has been agreed by management and includes an agreement to implement the recommendations made. It is SIAS's responsibility to bring to Members' attention the implementation status of all audit recommendations. It is the responsibility of officers to implement recommendations by the agreed date.
- 2.4 The table below summarises progress in implementation of all outstanding internal audit recommendations as at 14 July 2023, with full details in Appendix C:

Year	Recommendations made No.	Implemented	Not yet due	Outstanding & a request made for extended time, or no update received	Percentage implemented %
2020/21	28	27	0	1	96%
2021/22	37	34	1	2	92%
2022/23	41	24	11	6	59%

- 2.5 Since 9 March 2023 Audit Committee, extension to implementation dates have been requested by action owners for nine recommendations as follows:
- One from the 2020/21 Debtors audit, with a revised target date of 31 December 2023 (was 30 June 2023).
 - One from the 2021/22 Safeguarding audit, with a revised target date of 30 September 2023 (was 1 June 2023).
 - One from the 2021/22 Cyber Security audit, with a revised target date of 30 November 2023 (was 30 June 2023).
 - Five from the 2022/23 Museums audit (see Appendix C for details).
 - One from the 2022/23 Council Tax audit, with a revised target date of 30 September 2023 (was 30 June 2023).

- 2.6 No new high priority recommendations have been made since March 2023 Audit Committee.

Proposed Audit Plan Amendments

- 2.7 A new audit of Revenues and Benefits system parameters has been added to the 2023/24 Shared Services Audit Plan, to review the effectiveness of management controls over the annual system uprating for the revised parameters set by the DWP.

Performance Management

- 2.8 To help the Committee assess the current situation in terms of progress against the projects in the 2023/24 Audit Plan, we have provided an analysis of agreed start dates at Appendix B. These dates have been agreed with management and resources allocated.
- 2.9 Annual performance indicators and associated targets were approved by the SIAS Board in March 2023. Actual performance for Watford Borough Council against the targets that can be monitored for 2023/24 is shown in the table below.

Performance Indicator	Annual Target	Profiled Target to 14 July 2023	Actual to 14 July 2023
1. Planned Days – the percentage of the Annual Internal Audit Plan delivered (excludes unused contingency days)	95%	22% (50 / 227 days)	20% (46 / 227 days)
2. Planned Project – the number of projects delivered to draft report stage against projects in the approved Annual Internal Audit Plan	95%	6% (1 out of 17 projects to draft)	6% (1 out of 17 projects to draft)
3. Client Satisfaction – percentage of client satisfaction questionnaires returned at 'satisfactory overall' level (minimum of 39/65 overall)	95%	100%	100% (Based on 2 received in 23/24)
4. Number of High Priority Audit Recommendations Agreed	95%	95%	N/A (No high priority recommendations made)

2.10 In addition, the performance targets listed below are annual in nature. Performance against these targets will be reported on in the 2023/24 Head of Assurance's Annual Report:

- **5. Annual Plan** – prepared in time to present to the March meeting of each Audit Committee. If there is no March meeting, then the plan should be prepared for the first meeting of the financial year.
- **6. Head of Assurance's Annual Report** – presented at the Audit Committee's first meeting of the civic year.

APPENDIX A - PROGRESS AGAINST THE 2023/24 AUDIT PLAN AT 14 JULY 2023

2023/24 SIAS Audit Plan

AUDITABLE AREA	LEVEL OF ASSURANCE	RECS				AUDIT PLAN DAYS	LEAD AUDITOR ASSIGNED	BILLABLE DAYS COMPLETED	STATUS/COMMENT
		C	H	M	L				
Key Financial Systems									
Benefits (Shared Services Plan)						10	No	0	Not Yet Allocated
Debt Recovery (Shared Services Plan)						12	No	0	Not Yet Allocated
Key Financial Controls Testing (Shared Services Plan)						10	No	0	Not Yet Allocated
Main Accounting – Assurance Mapping (Shared Services Plan)						10	No	0	Not Yet Allocated
Payroll (Shared Services Plan)						10	No	0	Not Yet Allocated
Parameters Testing (Shared Services Plan)						3	SIAS	3	Draft Report Issued
Operational Audits									
Agency Staffing (Shared Services Plan)						12	SIAS	0.5	In Planning
Asset Management System Data						10	No	0	Not Yet Allocated
Croxley Business Park						15	No	0	Not Yet Allocated
Operational Buildings Compliance Follow Up						6	BDO	4	In Fieldwork
Performance Management & Data Quality						12	No	0	Not Yet Allocated
Play Safety Inspections Follow Up						5	Yes	2	In Fieldwork
Risk Management						8	SIAS	3	In Fieldwork
Shared Services						15	No	0	Not Yet Allocated

APPENDIX A - PROGRESS AGAINST THE 2023/24 AUDIT PLAN AT 14 JULY 2023

AUDITABLE AREA	LEVEL OF ASSURANCE	RECS				AUDIT PLAN DAYS	LEAD AUDITOR ASSIGNED	BILLABLE DAYS COMPLETED	STATUS/COMMENT
		C	H	M	L				
Grant Certifications						3	No	0	Not Yet Allocated
Contract Management, Project Management & Procurement									
Project Management – Town Hall Quarter						12	BDO	10	In Fieldwork
IT Audits									
IT Operations (Shared Services Plan)						15	BDO	2	Terms of Reference Issued
Cyber Security (Shared Services Plan)						15	BDO	0	Allocated
Follow Ups									
Follow up of Audit Recommendations						8		2	Through Year
To Be Allocated									
Unused Contingency (Shared Services Plan)						0	N/A	0	N/A
Strategic Support									
Audit Committee						8	Yes	3	Through Year
2024/25 Audit Planning						5	Yes	0	Due quarter 4
Head of Internal Audit Opinion 2022/23						3	Yes	3	Complete
Monitoring & Client Meetings						8	Yes	2	Through Year

APPENDIX A - PROGRESS AGAINST THE 2023/24 AUDIT PLAN AT 14 JULY 2023

AUDITABLE AREA	LEVEL OF ASSURANCE	RECS				AUDIT PLAN DAYS	LEAD AUDITOR ASSIGNED	BILLABLE DAYS COMPLETED	STATUS/COMMENT
		C	H	M	L				
SIAS Development						3	Yes	3	Complete
Completion of 2022/23 audits									
Time required to complete work commenced in 2022/23 (4 days Shared Services Plan; 5 days WBC)						9	Yes	8.5	In Progress
WBC PLAN TOTAL						126		37	
SHARED SERVICES PLAN TOTAL						101		9	
COMBINED TOTAL PLAN DAYS						227		46	

Key to recommendation priority levels: C = Critical; H = High; M = Medium; L = Low / Advisory.

APPENDIX B – AUDIT START DATES 2023/24

Apr	May	June	July	August	September
Project Management – Town Hall Quarter In Fieldwork	Risk Management In Fieldwork	IT Operations (Shared Services Plan) Terms of Reference Issued	Agency Staffing (Shared Services Plan) In Planning	Main Accounting – Assurance Mapping (Shared Services Plan)	Debt Recovery (Shared Services Plan)
Operational Buildings Compliance Follow Up In Fieldwork	Parameters Testing (Shared Services Plan) Draft Report Issued		Play Safety Inspections Follow Up In Fieldwork		Performance Management / Data Quality
					Shared Services

October	November	December	January	February	March
Key Financial Controls Testing (Shared Services Plan)	Benefits (Shared Services Plan)	Payroll (Shared Services Plan)	Cyber Security (Shared Services Plan)		
Asset Management System			Croxley Business Park		

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Audit Plan 2020/21

Communications 2020/21							
Final report issued May 2021							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	<p>We recommend that the service updates all its policies to ensure that they reflect the current process followed.</p> <p>Going forward, the service should ensure that the policies are updated at regular intervals, and proper version control introduced.</p>	Low	<p>These policies were due to be updated in 2020 but due to the impact of Covid-19 this has been delayed.</p> <p>Position – July 2021 No update received.</p> <p>Position – September 2021 The service has had a very busy summer leading on the communications and engagement for a range of priority council initiatives and projects (e.g., mass vaccination clinics, Sustainable Transport Strategy). An additional resource provided by a Kickstart appointment will be supporting this work.</p> <p>Position – November 2021 Overall guidance on publicity and communications has been updated. The team is still working through additional policies.</p> <p>Position – February 2022 Main policies updated.</p> <p>Position – July 2022 Review of all policies underway for 2022/23.</p> <p>Position – August 2022 Main policies updated – additional ones under review.</p> <p>Position – November 2022 In progress.</p> <p>Position – February 2023</p>	Communications and Engagement Lead	31 October 2021	✓	<p>28 February 2022</p> <p>31 March 2023</p>

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Communications 2020/21							
Final report issued May 2021							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			In progress to meet March deadline. Position – July 2023 New Communications and Conversations Strategy to be presented to WBC Cabinet in September 2023. Social media guidance updated.				

Debtors 2020/21							
Final report issued June 2021							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
03	Consideration should be given to an annual review of debtor accounts to identify duplicate or dormant for deletion or deactivation.	Low	<p>Position – July 2021 We will speak to Finance about the best way of doing this.</p> <p>Position – September 2021 A complete review of the entire Sundry Debtor service has recently been commenced and this will be included as part of the review.</p> <p>Position – November 2021 No update received.</p> <p>Position – February 2022 No update received.</p> <p>Position – July 2022 To date we have not been able to resource this review as we have had to prioritise Grant work and more recently the Council Tax Energy Rebates. We will pick up this project towards the end of the calendar year once the Energy rebate work is completed.</p>	Recovery Team Leader, Revenues Manager and Finance.	31 August 2021	*	31 October 2021 31 October 2022 31 December 2022 30 June 2023 31 December 2023

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Debtors 2020/21							
Final report issued June 2021							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			<p>Position – August 2022 No update received – target date not yet reached.</p> <p>Update received September 2022 but after reporting deadline for September 2022 Audit Committee: Finance are going to run and extract this data from the Finance System which Revs & Bens will then check. It may be completed before 30 October 2022; it really depends on how many are on the list.</p> <p>Position – November 2022 The lists were provided by Finance mid-September, but work has not yet commenced as the entire Revs and Bens Service was delivering the Energy Fuel Rebate payments. Work will commence on the lists week commencing 14.11.22.</p> <p>Position – February 2023 Revs and Bens have not had the capacity to carry out this work yet as resource has diverted to Energy Fuel Rebate schemes and resource has been very low due to long term staff sickness. Revs and Bens will take ownership of checking duplicate customer account and deleting those where we are certain there is no current billing rule. Finance and the individual services will need to take responsibility for deleting or de-activating old accounts. We will remind them of this requirement.</p> <p>Position – July 2023 The list has been generated and there are 2252 accounts to check. Each one must be checked individually before it can be</p>				

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Debtors 2020/21							
Final report issued June 2021							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			decided if the duplicate entry can be deleted. Work has commenced on the checking / deletion. We are allocating a little resource to this each week as BAU work is extremely high currently so it will take some time to check all 2,000 accounts.				

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Audit Plan 2021/22

Safeguarding 2021/22 Final report issued April 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	<p>When temporary staff members are being appointed, the Council should ensure that necessary safeguarding checks have been completed prior to the employee starting work, and that appropriate records are maintained.</p> <p>If there is an expected delay to such checks being performed, a decision should be recorded to delay the start date until completed</p>	High	<p>HR Management will remind Comensura of the pre-employment checks required by Watford prior to someone starting.</p> <p>HR will carry out spot checks of temporary staff and ask Comensura [or any other provider] to provide evidence of the checks undertaken at least annually.</p> <p>HR will ensure the specification for a future agency partner includes all requirements for pre-employment checks to be undertaken and the checking process to be in place to ensure compliance.</p> <p>Recruiting Managers across the council will be reminded of the need to ensure all compliance documentation is received prior to commencement of staff in post and the different requirements if agency staff come through Comensura or direct through agency to the council.</p> <p>Position – July 2022 Comensura have been reminded of the pre-employment checks required. Their booking system has the requirement for a DBS check as a pre-requisite. The tender specification for the current tender process for future agency partner has included the requirement for DBS checks to be carried out. HRBPs have reminded managers of the compliance documentation required and this will be raised as new bookings are made.</p>	HR Operations Lead	<p>1 June 2022</p> <p>1 April 2023</p> <p>When required.</p> <p>1 June 2022</p>	<p>✓</p> <p>*</p> <p>✓</p> <p>✓</p>	<p>1 June 2023 30 Sept 2023</p>

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Safeguarding 2021/22							
Final report issued April 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			<p>Position – August 2022 All recommendations are complete except the one action in progress (spot checks) This has a due date of 1 April 2023.</p> <p>Position – November 2022 The position regarding spot checks will be taken up with Hays (the new contractor/agency partner who commence their contract with the Council on 05 December 2022).</p> <p>Position – February 2023 Hays took up the contractor/agency partner in December 2022. Spot checks will be carried out after 6 months of the contract running when sufficient appointments for spot checking have been made.</p> <p>Position – July 2023 The issue of spot checks is on the agenda for the contractor meeting to be held on 20 July 2023. Spot checks to be completed by 30 September 2023.</p>				

Cyber Security 2021/22							
Final report issued April 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	1.1 Management should ensure that appropriate monitoring controls are in place for the password monitoring and management activities. These should include but not be limited to the following:	Medium	<p>01 Mar 2022 the Azure AD Password Protection was implemented. Users will not be able to change passwords to weak passwords nor known passwords nor passwords from our Ban List of passwords.</p> <p>1.1 – requires a third-party tool and</p>	Associate Director of ICT and Shared Services	31 March 2023	*	31 March 2024

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Cyber Security 2021/22 Final report issued April 2022								
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline	
	<ul style="list-style-type: none"> • brute-forcing of account passwords including password spraying, • login attempts from unexpected geographic areas, • unexpected account lockouts • password database for the deny list hashes, • other unusual behaviour from users. <p>1.2 The above proposed controls, once in place, should be actively reported upon, through the periodic cyber security reports, to the senior management.</p>		<p>associated funding would be required. The implementation of the password protection for Azure AD lowers the risk.</p> <p>1.2 - this would be dependent on the ability to fund with a third-party tool – 1.1.</p> <p>Position – July 2022 Third party tools currently being reviewed and costed. Item not yet due.</p> <p>Position – August 2022 1.1 - Third party tools have been evaluated and Netwrix has been selected as the preferred tool.</p> <p>1.2 – Netwrix had demonstrated the tool in detail and a 30-day trial to test the system further is available.</p> <p>1.3 – Quotation for 1- and 3-year option has been provided.</p> <ul style="list-style-type: none"> • 1-year option - £7,806 • 3-year option - £16,483 <p>1.4 – Implementation of the tool will be dependent on the ability to fund the third-party tool, this will require an approval by ITSG for an additional spend. A paper to review this recommendation and request any growth in budget 2022.</p> <p>Position – November 2022 1.1 – Due to the audit, which was performed by DLUHC, the scope of the security posture has extended. The grant to address the sections of the new recommendations within the scope has been successfully secured.</p>					

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Cyber Security 2021/22 Final report issued April 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			1.2 – The evaluation of the third-party tool has been extended, due to the new requirements within the scope presented post the DLUHC audit. 1.3 The new proposed completion dates recommended by DLUHC is end of Q4 March 2024. Position – February 2023 In progress. Produce options and costs continue to be reviewed and costed against all recommendations included within the DLUHC cyber grant budget. Position – July 2023 1.1 – All available options offered by a number of vendors have been evaluated. The decision has been made to utilise the DLUHC grant and to expand on the existing CSOC provision from Exponential-e to meet the requirements of the recommendation. 1.2 The quotation has been provided from Exponential-e to expand the CSOC offering. This has been approved and the project is now moving to the procurement phase. The procurement should be completed by the end of October 2023.				
03	Management should conduct regular monthly vulnerability scans across the entire IT estate including endpoint, to identify and mitigate vulnerabilities including software flaws, missing patches, misconfigurations and malwares.	Low	This would require additional budget and would need a growth item approved, as there are licence implications for the Qualys scanner. Position – July 2022 Extension of current third-party tools currently being reviewed and costed. Item not yet due.	Associate Director of ICT and Shared Services	31 March 2023	*	30 June 2023 30 November 2023

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Cyber Security 2021/22 Final report issued April 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			<p>Position – August 2022</p> <p>1.1- Third party Qualys had introduced a new module which will enable the management of remote devices through the cloud.</p> <p>1.2 – Both options are currently being evaluated and costed. Decision made will be based on cost, functionality, and management.</p> <p>Position – November 2022</p> <p>1.1 – Due to the allocation of a new Account Manager at Qualys and the changes within the licensing structure, Qualys are currently reviewing the proposed quotation to align the requirements with the new licensing structure.</p> <p>1.2 – Workshop with Qualys has been scheduled to discuss the new proposed licensing structure and the modules which are required to enable the management of the devices remotely through the cloud and not relaying on the VPN.</p> <p>Position – February 2023</p> <p>Remains in progress, however Associate Director of ICT and Shared services requests an extension of 3 months. This is due to</p> <ul style="list-style-type: none"> a. Qualys licencing for public sector has recently changed. Awaiting updated quotations. b. In terms of funding, a recent grant award from DLUHC will cover this item. Therefore, no requirement for additional growth within the ICT service budget. 				

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Cyber Security 2021/22							
Final report issued April 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			Position – July 2023 1.1 The quotation from Qualys has been provided to extend the service to include the endpoint vulnerability scanning. This has been handed over to the desktop support team, who are currently reviewing the offering.				

Creditors 2021/22							
Final report issued July 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
02	We recommend: 1. The Council creates a policy/procedure covering the use of CHAPS and Faster Payments. This will include: <ul style="list-style-type: none"> The criteria which must be met to use CHAPS and Faster payments, The process for requesting and approving these payments, Which officers can request and approve these payments and how delegated limits will be set. 2. The Council updates the Payment Voucher request procedure to outline the types of payments which are eligible and ineligible to be made using this method. 3. The policy and procedures for	Medium	A process note for CHAPS and Faster Payments will be written along with a scheme of delegation, agreed by S151 Officer and published on the intranet. Agreed and will be published as per the above. Agreed they will be published on the intranets	Finance Manager (Systems)	26 August 2022	✓	31 October 2022 31 December 2022 15 March 2023

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Creditors 2021/22							
Final report issued July 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	CHAPS, Faster Payments and Payment Vouchers are communicated/re-communicated to all relevant staff across the Council (e.g., in a corporate communication) and placed on key staff systems such as the Intranet for reference		<p>and a communication to all staff.</p> <p>Position - July 2022 Not yet due.</p> <p>Position – August 2022 1 is resolved ✓ process note created. 2 is resolved ✓ process updated.</p> <p>3 We will publish revised note and new note on the intranet along with Delegated authority listings.</p> <p>New deadline: 31 October 2022</p> <p>Position – November 2022 Process notes have been written.</p> <p>There are issues with intranet, so these will be circulated by email,</p> <p>Delegated authority lists to be run and agreed.</p> <p>Again, there are issues with intranet so these will be published when intranet issues resolved.</p> <p>Position – February 2023 There has been an issue with intranet however two Finance staff undertake training next week and will publish as agreed. New deadline 15th March 23.</p> <p>Position – July 2023 The intranet has been updated with the delegated authority lists.</p>				

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Operational Buildings Compliance 2021/22							
Final report issued July 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
03	<p>The Compliance & Maintenance Officer should generate monthly reports for the Facilities Manager and the Leadership Board to review on the compliance rates in relation to the following health and safety areas:</p> <ul style="list-style-type: none"> • Gas Safety • Electrical Safety • Fire Safety • Legionella Safety • Lift Safety <p>The reports should outline the risk assessments undertaken, progress, outcomes, remedial actions completed, due and those delayed for greater oversight. The remedial actions should have an assigned action owner and due date for completion.</p>	High	<p>FM to provide programme on a monthly basis to Leadership Board. This will include information on risk assessments and progress with remedial actions.</p> <p>Position – August 2022 Compliance report to be provided to senior management on a monthly basis. New asset management system (concerto) will be able to generate regular management reports. FM produce a spreadsheet on current status of compliance that can be provided in the meantime.</p> <p>Position – November 2022 All compliance information has been uploaded on asset management system but testing and training still required for FM. Training to be undertaken in November with reports generated from December.</p> <p>Position – February 2023 All compliance information has now been uploaded on the asset management system (Concerto) and is now operational. Specific training in how to generate compliance reports in Concerto is scheduled for week beginning 6th March and compliance reports will then be generated from end March on a regular basis using Concerto. In the meantime, manual reports are capable of being produced and are available to senior management, FM are approaching the agenda organiser to ensure that a regular spot is included in the Corporate Management Teams' agenda for these reports.</p> <p>Position – July 2023 Compliance reports now being provided to leadership team on a quarterly basis.</p>	Associate Director of Property and Asset Management / Facilities Manager .	31 July 2022	✓	<p>30 September 2022</p> <p>46 December 2022</p> <p>31 March 2023</p>

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Operational Buildings Compliance 2021/22							
Final report issued July 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			<p>The first report was provided in March 2023 and second one in June 2023. This frequency of reporting was determined by the Leadership Team, although they can be provided monthly if required.</p> <p>The reports are generated from the new asset management system, Concerto.</p>				

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Audit Plan 2022/23

Watford Museum 2022/23							
Final report issued October 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	<p>We recommend that the statement of purpose for the Watford Museum provides a clear link and reference to the Council’s cultural strategy.</p> <p>We also recommend that the existing delegated authority arrangements are reviewed to ensure that they are sufficiently clear, with a local scheme of delegation created where sub-delegations are in place (for example responsibilities assigned from the Group Head or Head of Service to the Museum Curator).</p>	Medium	<p>The statement of purpose will be developed as the forward plan is revised and to align with the ambitions for the Town Hall Quarter and to link to the cultural strategy.</p> <p>Position – November 2022 Being planned.</p> <p>Position – February 2023 Being planned, resources allocated and work commencing in April 23 to align with Town Hall Quarter Programme and ACE requirements.</p> <p>Position – July 2023 Work is underway on shaping a vision and governance for the museum. As the museum is moving location Arts Council England have informed WBC that it cannot submit for accreditation this year, and will likely move to provisional accreditation whilst the museum is closed for redevelopment. Once the museum is located in the Town Hall we will be invited to submit. NOTE this is usual process for a museum capital project. The plans and policies required can still be developed and implemented in readiness for submission.</p> <p>Museum Governance will be reviewed as part of the process of developing the Arts Council Accreditation Forward Plan and Associated Policies (Action 2) and Town Hall Quarter redevelopment plans.</p>	Associate Director of Environment	<p>30 April 2023 (Subject to Arts Council Submission date)</p> <p>30 April 2023 (Subject to Arts Council Submission date)</p>	<p>*</p> <p>*</p>	<p>Mid-late 2024</p> <p>Mid-late 2024</p>

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Watford Museum 2022/23							
Final report issued October 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			<p>Position – November 2022 Being planned.</p> <p>Position – February 2023 Being planned, resources allocated and work commencing in April 23 to align with Town Hall Quarter Programme and ACE requirements.</p> <p>Position – July 2023 Work is underway on shaping a vision and governance for the museum. As the museum is moving location Arts Council England have informed WBC that it cannot submit for accreditation this year, and will likely remain on provisional accreditation while the whilst the museum is closed for redevelopment. Once the museum is located in the Town Hall we will be invited to submit. NOTE this is usual process for a museum capital project. The plans and policies required can still be developed and implemented in readiness for submission.</p> <p>Longer term a more substantive governance model will be developed in key areas such as exhibitions, audience development and collections management.</p> <p>Position – November 2022 Being planned.</p> <p>Position – February 2023 Being planned, resources allocated and work commencing in April 23 to align with Town Hall Quarter Programme and ACE requirements.</p> <p>Position – July 2023</p>		30 April 2023 (subject to Arts Council Submission date)	*	Mid-late 2024

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Watford Museum 2022/23							
Final report issued October 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			<p>Work is underway on shaping a vision and governance for the museum</p> <p>As the museum is moving location Arts Council England have informed WBC that it cannot submit for accreditation this year, and will likely remain on provisional accreditation whilst the museum is closed for redevelopment. Once the museum is located in the Town Hall we will be invited to submit. NOTE this is usual process for a museum capital project. The plans and policies required can still be developed and implemented in readiness for submission.</p>				
02	<p>We recommend that all documents or policies are fully completed or subject to review and update prior to the end of the financial year, with policies passed to the Executive for approval.</p> <p>We also recommend that a log is kept of all policies, including the last and the next review dates, to ensure that they are reviewed in a timely manner in future years.</p>	Medium	<p>Arts Council re accreditation is due for submission in April 2023 at the earliest. (The Arts Council will inform us when they require us to submit). A project will be created using EPMO protocols to oversee delivery and approval of the forward plan and policies, linked to the Museum Project and THQ programme boards and revised governance. Some policies are in development already.</p> <p>Monitoring of policies will be brought into service delivery and as a KPI or service plan output.</p> <p>Position – November 2022 Being planned.</p> <p>Position – February 2023 Being planned, resources allocated and work commencing in April 23 to align with Town Hall Quarter Programme and ACE requirements.</p> <p>Position – July 2023 Work is underway on shaping a vision and governance for the museum</p>	Associate Director of Environment	30 April 2023 (Subject to Arts Council Submission date)	*	Mid-late 2024

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Watford Museum 2022/23							
Final report issued October 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			<p>As the museum is moving location Arts Council England have informed WBC that it cannot submit for accreditation this year, and will likely remain on provisional accreditation whilst the museum is closed for redevelopment. Once the museum is located in the Town Hall we will be invited to submit. NOTE this is usual process for a museum capital project. The plans and policies required can still be developed and implemented in readiness for submission.</p>				
03	The current investigation of the one item identified as missing should be concluded at the earliest opportunity, with further advice on required actions being sought if the item cannot be located.	Medium	<p>Complete investigation.</p> <p>Position – November 2022 On hold due to staff absence, deadline will be met.</p> <p>Position – February 2023 Due to staff absence this has been on hold. To be completed by 1st May 2023.</p> <p>Position – July 2023 Draft report received and under review.</p>		31 December 2023		1 September 2023
04	We recommend that all staff are reminded of what paperwork needs to be completed for loans including the log which would summarise what items were currently on loan.	Medium	<p>Staff training on loans process to be implemented. Develop log of loans and regularly monitor.</p> <p>Position – November 2022 On hold due to staff absence, deadline will be met.</p> <p>Position – February 2023 Due to staff absence this has been on hold. To be completed by 1st May 2023.</p> <p>Position – July 2023 Diarised - being undertaken as part of</p>	Curator	31 December 2023	*	30 September 2023

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Watford Museum 2022/23								
Final report issued October 2022								
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline	
	<p>We also recommend that policies are updated to reflect the approval delegation authorities included within the constitution.</p> <p>Finally, consideration should be given to clarifying within the constitution the value and time thresholds above which loans of objects are required to be authorised, and below this value the local delegation that has been agreed.</p>		<p>refresh Documentation Procedural manual. See action against recommendation 1.</p> <p>Position – November 2022 Being planned.</p> <p>Position – February 2023 Being planned, resources allocated and work commencing in April 23 to align with Town Hall Quarter Programme and ACE requirements.</p> <p>Position – July 2023 See action against recommendation 1.</p> <p>See action against recommendation 1.</p> <p>Position – November 2022 Being planned.</p> <p>Position – February 2023 Being planned, resources allocated and work commencing in April 23 to align with Town Hall Quarter Programme and ACE requirements. Constitution has had an interim update to reflect this.</p> <p>Position – July 2023 See action against recommendation 1.</p>				<p>*</p> <p>*</p>	<p>Mid-late 2024</p> <p>Mid-late 2024</p>
05	<p>We recommend that an action plan is put in place to support the identification, control and monitoring of remaining key actions in respect of the accreditation preparation. This should include the actions required, target dates and action owners.</p> <p>The above action plan should also</p>	Medium	<p>See actions against recommendations 2 and 3.</p> <p>Position – November 2022 Being planned.</p> <p>Position – February 2023 This is now part of the Museum Project board to oversee.</p>	Associate Director of Environment		*	Mid-late 2024	

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Watford Museum 2022/23							
Final report issued October 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	include the recommendations made in this report and progress should be monitored by Senior Managers on a monthly basis.		Position – July 2023 This is now part of the Museum Project board to oversee so consider this complete.				
06	<p>We recommend that advice is sought from the Council's insurers as to the frequency of review of valuations. Upon completion of any future revaluations, this should also support a review of the existing levels of insurance.</p> <p>Upon the above clarity being obtained, the required frequencies (or process for determining review periods) should be incorporated into the relevant policies and procedures.</p>	Low	<p>Follow recommendation and link to action against recommendation 2.</p> <p>Response from Zurich Commercial Insurance: Our Fine Arts team in Zurich Commercial usually work to a valuation every 3 years, however we would be comfortable with valuations every 5 years. That said I would always apply a flexible common-sense approach to the 5-year average guide. If for instance you know some items are subject to rapid increases in value then obviously, I would look to revalue every 3 years, whereas you may have some other items that don't move much at all in value and these items you could push out to say 7 years and everything else falls in between.</p> <p>Naturally the onus is on the council to prove the value of an item in the event of a loss, and this is always made harder after the event if the item is stolen or destroyed with no recent valuations to hand.</p> <p>Position – November 2022 Existing valuations being reviewed by staff and considering commissioning new valuations.</p> <p>Position – February 2023 Due to staff absence this has been on hold. Quotes for valuation to be obtained by 1st May 2023.</p> <p>Position – July 2023</p>	Curator	1 May 2023	*	1 Sept 2023

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Watford Museum 2022/23							
Final report issued October 2022							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			Quotes received from Bonhams, clarification from insurance team confirmed and orders placed for valuation.				

Project Management 2022/23							
Final report issued February 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	<p>All projects should either have a Project Brief or Project Initiation Document completed and retained to evidence a clear audit trail and compliance alongside the Project Management Framework.</p> <p>The Council may also want to consider introducing a checklist or audit review document to ensure all key information is completed and in place, as per the Project Management Framework.</p>	Low	<p>This recommendation is noted and accepted. It will be implemented over the next period.</p> <p>Position – July 2023 All projects have a Project Brief or Project Initiation Document, and a checklist is in place to track the documents which have been completed for each project.</p>	Associate Director of Customer and Corporate Services and Project Manager	1 April 2023	✓	

Financial Reconciliations 2022/23							
Final report issued April 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	We recommend that the reconciliation procedure notes detail the responsible owner as well as the next review date to ensure they remain up-to-date and relevant.	Low	<p>The process notes do name the author of the note; however, we will add a next review date and responsible person. We will introduce a front sheet on each reconciliation to provide all details recommended.</p> <p>Position – July 2023</p>	Chief Accountant	31 August 2023		

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Financial Reconciliations 2022/23							
Final report issued April 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			Process notes are in the process of being updated – on target for completion by deadline.				
02	We recommend that the Council ensures that month-end reconciliations are prepared and authorised in a timely manner. Any reasons for delays should either be documented within the tracker or on the reconciliation itself.	Low	Agreed we will add to the tracker commentary if signed late. Reminder to be sent that the completion deadline is for both Preparer and Authoriser. Position – July 2023 Guidance was issued to staff to provide commentary if signed late and reminding preparers and authorisers that the completion date applies to both.	Finance manager – systems shared services	6 April 2023	✓	

Cyber Security 2022/23							
Final report issued April 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	Management should review and assess the current cyber security training platform and put arrangements in place so that training completion can be recorded, reported and monitored on an ongoing basis. Arrangements should be put in place for ensuring that the cyber security training is completed by all members of staff, as required, which could include: <ul style="list-style-type: none"> Identifying specific staff members who are required to complete the training and working with their line managers 	Medium	We will review the current cyber security training platform. The current platform is used for all mandatory training for staff. We will review the viability of users not receiving their device until they have completed their cyber-related mandatory training. Position – July 2023 1.1 – A review of alternative training platforms has been conducted and a demo of the products has been provided by the vendors. 1.2 - Each product came at a cost and budget implications are being considered.	Associate Director of ICT and Shared Services	31 December 2023		

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Cyber Security 2022/23							
Final report issued April 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	<p>to ensure completion.</p> <ul style="list-style-type: none"> Ensuring regular, top-down communication to increase awareness of the training. <p>Requiring completion of the e-learning before issuing new devices to individuals or as part of performance and progression reviews.</p>		<p>1.3 - The management of training completion by staff is currently being carried out by HR and members of staff are being notified by email when they are due to complete each training module.</p> <p>1.4 – Starters, Movers, Leaver’s process is currently being updated to ensure that joiners complete the Cyber Security Modules as part of the probation period as per HR Probationary Policy.</p>				

Treasury 2022/23							
Final report issued April 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	<p>1) The Councils should develop an ESG policy, which ensures that investments are made in consideration with the Councils climate change, environmental and governance policies. The policy should emphasise that the Council seeks to be a responsible investor and consider ESG risks as an important overlay to the investment process, thereby improving future sustainability of investments. Once incorporated, ESG risks should also be included in under the Risk Management section of the Treasury Management Practices document for consistency.</p> <p>2) The policy should also explain that</p>	Medium	<p>An ESG Policy will be developed for both Councils during 2023/24 for approval alongside the 2024/25 Treasury Management Strategy Statements.</p> <p>Position – July 2023 Guidance has been provided by our Treasury Management providers and we are on target to include an ESG policy within the 2024/25 Treasury Management Strategy Statements.</p>	Head of Finance	30 November 2023		

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Treasury 2022/23							
Final report issued April 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	<p>the Councils will not knowingly invest directly in businesses whose activities and practices pose a risk of serious harm to individuals or groups, or whose activities are inconsistent with the Council's mission and values.</p> <p>3) The policy should outline the conditions where investments should not be made with certain organisations, which have material links to:</p> <ul style="list-style-type: none"> • Human rights abuse (e.g., child labour, political oppression) • Environmentally harmful activities (e.g., pollutants, destruction of habitat, fossil fuels) • Socially harmful activities (e.g., tobacco, gambling). 						

Council Tax 2022/23							
Final report issued May 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	<p>TRDC should ensure that a review of debt outstanding is conducted and decisions taken regarding whether or not to proceed for write-offs.</p> <p>Subsequently, write-offs should be conducted at regular intervals going forward.</p>	Medium	<p>A review of all outstanding debt will be completed during 2023/24.</p> <p>All outstanding write-offs have been cleared since this report was written and on-going write-offs will be reviewed once a quarter.</p> <p>Agreed. Our quality team will get a version control sheet added.</p>	Revenues Manager/Data Performance Manager	31 March 2024		

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Council Tax 2022/23 Final report issued May 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	The 'How and Why to put a write off code on a Council Tax Account' procedure should include version control to ensure that it is reviewed periodically.		<p>Position – July 2023 The review of all debt is underway, and this will include looking at debts suitable for write-off.</p> <p>The write-offs for Q1 are being prepared.</p> <p>Version control has been added to all procedures.</p>				
02	<p>Staff should be reminded of their responsibility to record accurate details on the system to ensure that Council Tax is accurately charged and collected.</p> <p>The Council should liaise with the tenant who was offered discount incorrectly from April 2022 instead of August 2022 to recover the financial loss incurred by the Council.</p>	Medium	<p>Agreed. Regular reminders for the need to be accurate are given at all team meetings and officers are given their individual accuracy rates and which are discussed at 121's. Quality control checks are performed on a sample of each day's work.</p> <p>Position – July 2023 Complete</p>	Revenues Manager/Data Performance Manager	Complete	✓	
03	The Council should complete the working papers and retain them on the shared drive to evidence that the reconciliations have been completed. The working papers should include the name of the officer completing the reconciliation along with the date of completion for accountability purposes. Any variations should also be noted, alongside the results of the reconciliation exercise.	Low	<p>Agreed</p> <p>Position – July 2023 Resolved</p>	Revenues Manager	30 May 2023	✓	
04	The Council should document the processes relating to backdated discounts and exemptions to ensure that consistent actions are undertaken	Low	<p>Agreed.</p> <p>Position – July 2023 The document for backdating an SPD has</p>	Revenues Manager/Data Performance Manager	30 June 2023	*	30 Sept 2023

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Council Tax 2022/23							
Final report issued May 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	by staff and these refunds are appropriately reviewed and approved prior to payment.		been documented. We will incorporate the approach for all the other types of discount and exemptions so that it the guidance is held in once process.				

NDR 2022/23							
Final report issued May 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	<p>We recommend that:</p> <ul style="list-style-type: none"> • Actions are taken to address the issue preventing the production of the monthly 'default arrangement list' and (subject to the issue being successfully resolved), arrangements are put in place for Senior Officers to check that these are being actioned appropriately. • As an interim measure, Revenues Officers should be reminded to diarise arrangements to enable checks to be conducted to confirm arrangements are being complied with. 	Medium	<p>The default arrangements list is working and being run. During 2022/23 much of the BAU recovery work slipped due to the service having to process energy and business grants (CARF). During 2023/24 all recovery work will be reviewed, and this will include a review of arrangements that have defaulted.</p> <p>Position – July 2023 Review is currently underway.</p>	Revenues Manager	31 March 2024		
02	<p>We recommend that:</p> <ul style="list-style-type: none"> • Seven-day lists are produced and actioned at regular interval (e.g. monthly). • Arrangements are put in place for 	Medium	<p>The 7 day list is working and being run. During 2022/23 much of the BAU recovery work slipped due to the service having to process energy and business grants (CARF). During 2023/24 all recovery work will be reviewed, and this will include a review of arrangements that have defaulted.</p>	Revenues Manager	31 March 2024		

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

NDR 2022/23							
Final report issued May 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	Senior Officers to check that these are being actioned appropriately.		Position – July 2023 Review is currently underway.				
03	We recommend that write-offs are conducted at regular intervals going forward (e.g. monthly).	Medium	During 2022/23 much of the BAU recovery work slipped due to the service having to process energy and business grants (CARF). All write-offs have now been processed and are up-to-date and will be done going forward at least quarterly. Position – July 2023 Complete	Revenues Manager	Complete	✓	
04	We recommend that: <ul style="list-style-type: none"> • Write-offs are approved in accordance with the scheme of delegated authority for the Council's. • Write-offs for consideration / approval by Committee are timetabled on an on-going basis through the year. Monthly write-off schedules (excel spreadsheets) for the corresponding Write-off Form, should be provided to the S151 to enable independent checks to be performed on transaction details (i.e. values and reasons).	Medium	The S151 is sent the write-off spreadsheet. The number of write-offs needing committee approval are very few given the S151 delegated powers. Going forward any write-offs that are outside of the S151 delegated powers will be taken to committee once a year. Position – July 2023 Complete	Revenues Manager	Complete	✓	

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Contract Management 2022/23							
Final report issued May 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	Contract managers should ensure that all contract meetings are minuted to show discussions against each agenda item, including any actions and their associate owners, which should be reviewed at the following meeting to evidence progress against achieving the noted actions.	Low	Accept the recommendation. Position – July 2023 Meetings now minuted.	HR Business Partner	31 May 2023	✓	

Tree Management 2022/23							
Final report issued June 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
01	We recommend the 10% check of tree works that have been completed by Veolia are formally recorded on a written report or on Ezytreev. This is to ensure Veolia can provide suitable assurance the correct works have been completed and the same trees are not included in the next round of checks.	Medium	Tree Manager to find out whether Ezytreev has the functionality to record checks and if not will create a separate template to record these. Position – July 2023 In progress with Tree Manager.	Tree Manager, Veolia	31 July 2023		
02	We recommend Veolia maintain regular contact with the subcontractor to ensure key information on tree planting is received and in a timely manner.	Medium	Veolia now has a new Tree Manager in place who is in close contact with Gristwood & Toms. Clear instruction has been given that weekly planting updates will be required next season and monthly watering updates will be required throughout the year as well as reporting of any maintenance issues observed during visits. The Tree Manager will keep records of all meetings and discussions held with the subcontractor, monitor planting progress on	Tree Manager, Veolia	30 June 2023	✓	

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Tree Management 2022/23							
Final report issued June 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
			site and plot newly planted trees on Ezytreev for future management. Position – July 2023 Tree planting for the winter 2022/23 season is now complete and these have all been plotted on the Ezytreev system. Gristwood & Toms are providing monthly watering updates and reporting any issues.				
03	We recommend for resilience purposes; back-up resource is trained in tree management activities to provide cover in the event of capacity gaps.	Low	Veolia are currently recruiting for a new apprentice which will hopefully be in post later this year. Existing Veolia staff are able to provide cover during short absences of a Tree Manager including John Priestley, Horticultural Development Manager and Nick Graham, Contract Manager Parks, Open Spaces and Street Cleansing, who both have good arboricultural knowledge. External resources will be utilised if required, such as through Maydencroft who have recently provided cover during recruitment of a Tree Manager and are still assisting with Planning matters and handover to the new Tree Manager. Position – July 2023 Apprentice position is currently being advertised and applications are being received. Maydencroft are due to continue providing support with Planning matters until the end of August 2023 to ensure a smooth handover.	Tree Manager, Veolia	Apprentice September 2023 External resources as required		
04	We recommend the Council undertakes system training to enhance monitoring activities. This is to ensure the Council can provide their own independent assurance that inspections and works have been	Low	Training on the Ezytreev system will be arranged for relevant Watford Borough Council officers in order to carry out enhanced monitoring. Position – July 2023	Contract Manager (Parks and Streets), Watford Borough Council	31 July 2023		

APPENDIX C – PROGRESS AGAINST OUTSTANDING INTERNAL AUDIT RECOMMENDATIONS AT JULY 2023

Tree Management 2022/23 Final report issued June 2023							
Ref No.	Recommendation	Priority	Action to Date	Responsibility	Deadline	Resolved * or ✓	Revised Deadline
	completed and logged in a timely manner.		Training has been requested, awaiting a date.				
05	We conducted sample testing of six trees to ascertain when they were last inspected, what the inspection results were, whether the tree required remedial works and if required, what actions were taken. We found remedial work for one tree was not completed as the tree was outside of the ward that was part of the survey, and the Tree Manager had also not been in post.	Low	<p>Tree Manager to run a report for all outstanding works in order to review progress and programme in if required.</p> <p>This will include a report for each ward to review the 3 yearly survey recommended works that are required to be carried out within 3, 6 or 12 months. A report will also be produced and reviewed for any ad hoc works that fall outside of these surveys.</p> <p>Position – July 2023 In progress with Tree Manager.</p>	Tree Manager, Veolia	31 July 2023		

APPENDIX D – ASSURANCE AND PRIORITY LEVEL DEFINITIONS

Audit Opinions		
Assurance Level	Definition	
Assurance Reviews		
Substantial	A sound system of governance, risk management and control exist, with internal controls operating effectively and being consistently applied to support the achievement of objectives in the area audited.	
Reasonable	There is a generally sound system of governance, risk management and control in place. Some issues, non-compliance or scope for improvement were identified which may put at risk the achievement of objectives in the area audited.	
Limited	Significant gaps, weaknesses or non-compliance were identified. Improvement is required to the system of governance, risk management and control to effectively manage risks to the achievement of objectives in the area audited.	
No	Immediate action is required to address fundamental gaps, weaknesses or non-compliance identified. The system of governance, risk management and control is inadequate to effectively manage risks to the achievement of objectives in the area audited.	
Not Assessed	This opinion is used in relation to consultancy or embedded assurance activities, where the nature of the work is to provide support and advice to management and is not of a sufficient depth to provide an opinion on the adequacy of governance or internal control arrangements. Recommendations will however be made where required to support system or process improvements.	
Grant / Funding Certification Reviews		
Unqualified	No material matters have been identified in relation the eligibility, accounting and expenditure associated with the funding received that would cause SIAS to believe that the related funding conditions have not been met.	
Qualified	Except for the matters identified within the audit report, the eligibility, accounting and expenditure associated with the funding received meets the requirements of the funding conditions.	
Disclaimer Opinion	Based on the limitations indicated within the report, SIAS are unable to provide an opinion in relation to the Council's compliance with the eligibility, accounting and expenditure requirements contained within the funding conditions.	
Adverse Opinion	Based on the significance of the matters included within the report, the Council have not complied with the funding conditions associated with the funding received.	
Recommendation Priority Levels		
Priority Level	Definition	
Corporate	Critical	Audit findings which, in the present state, represent a serious risk to the organisation as a whole, i.e. reputation, financial resources and / or compliance with regulations. Management action to implement the appropriate controls is required immediately.
	High	Audit findings indicate a serious weakness or breakdown in control environment, which, if untreated by management intervention, is highly likely to put achievement of core service objectives at risk. Remedial action is required urgently.
Service	Medium	Audit findings which, if not treated by appropriate management action, are likely to put achievement of some of the core service objectives at risk. Remedial action is required in a timely manner.
	Low	Audit findings indicate opportunities to implement good or best practice, which, if adopted, will enhance the control environment. The appropriate solution should be implemented as soon as is practically possible.