

CAIRNGORMS NATIONAL PARK AUTHORITY AUDIT & RISK COMMITTEE

FOR DECISION

Title: INTERNAL AUDIT: PERFORMANCE MANAGEMENT

**Cover Paper Prepared by:
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Purpose

This paper presents the review of the Cairngorms NPA's approaches to performance management. The review has been undertaken as part of the agreed Internal Audit Plan for 2022/23.

Recommendations

The Audit & Risk Committee is asked to:

- a) Consider the internal auditors report and findings;**
- b) Endorse the management responses to recommendations for future action and system improvements.**

Executive Summary

1. Azets have undertaken a review of the Authority's arrangements for performance management and, through our performance management systems, our capacity to demonstrate progress against strategic and operational plan outcomes and priorities. The internal audit report is presented in full at Annex I to this paper.
2. Three recommendations for improvement actions are raised, all of which have been accepted by management. Responses to recommendations outlining future action to be taken, officers responsible and timetable for action have been set out in the report at Annex I. All recommendations are assessed to have moderate risk exposure.
3. Of the three areas of control assessment covered by the review, all are identified as having their control objectives achieved while with scope for improvement.

**David Cameron
20 September 2022**

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