

## CAIRNGORMS NATIONAL PARK AUTHORITY AUDIT & RISK COMMITTEE

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### FOR DECISION

**Title: INTERNAL AUDIT: WORKFORCE MANAGEMENT AND PLANNING**

**Cover Paper Prepared by:  
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### **Purpose**

This paper presents the review of the Cairngorms NPA's approaches to workforce management and planning for workforce requirements. 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 workforce management and our approaches to planning for workforce requirements. The internal audit report is presented in full at Annex I to this paper.
2. Two recommendations for improvement actions are raised, both 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. One recommendation is assessed to have a high level risk exposure, which relates to the requirement to update the existing Workforce Strategy. The second recommendation is assessed to carry a moderate risk exposure.
3. Of the four areas of control assessment covered by the review, one is assessed as having the control objective achieved with coverage by adequate, effective and efficient controls. Two control areas are identified as having their control objectives achieved while with scope for improvement. The fourth control area is assessed as not

currently achieved, with inadequate or ineffective control, which is linked to the need to address the high level risk recommendation.

**David Cameron**  
**20 September 2022**

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