ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.50**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	A mechanism has been established for identifying statutory obligations.

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Responsibilities for statutory obligations are formally established Record held of statutory obligations Effective procedures to identify, evaluate, communicate, implement, comply with, and monitor legislative change, exist and are used Effective action is taken where areas of non-compliance are found in either mechanism or legislation
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Directors Assurance Statements Review for annual governance statement. Details of relevant legislation Job descriptions / delegations of key officers Confirm suitably qualified / experienced staff appointed to all key posts (any vacant key posts to be highlighted) Confirm relevant training provided to key officers and provide details Reports to CMT / Members on implications / procedural changes required to address new legislation Actions taken to amend systems / processes
EXTERNAL	Internal Control KLOE Use of Resources Assessment - Level 3 External Audit: Annual Audit Letter (March 2009)

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Annual Governance Statement review (March-May 2010)
EXTERNAL ASSURANCE	-

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

Priority areas per Sustainable Community Strategy
   E = Creating the UK's environmental capital
   H = Creating strong and supportive communities
   L = Delivering substantial and truly sustainable growth
   C = Creating opportunities - tackling inequalities

With the overarching requirement of delivering value for money (E & E)

ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

Priority areas per Sustainable Community Strategy
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With the overarching requirement of delivering value for money (E & E)

ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.51**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	A mechanism is in place to establish corporate objectives.

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Consultation with stakeholders on priorities and objectives
	The authority's priorities and organisational objectives have been agreed (taking into account feedback from consultation)
	Priorities and objectives are aligned to principal statutory obligations and relate to available funding
	Objectives are reflected in departmental plans and are clearly matched with associated budgets
	The authority's objectives are clearly communicated to staff and to all stakeholders.
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Directors Self Assessment Review
	Review for Annual Governance Statement
EXTERNAL	CPA Corporate Assessment 2006

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Annual Governance Statement review (March-May 2010)
EXTERNAL ASSURANCE	Comprehensive Area Assessment

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.52**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Effective corporate governance arrangements are embedded.

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Code of corporate governance established Review and monitoring arrangements in place Committee charged with governance responsibilities Governance training provided to key officers and all members Staff, public and other stakeholder awareness of corporate governance
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Directors Self Assessment Review Review for Annual Governance Statement June 2009 Code of Conduct in place Register of Interests maintained, and declarations regularly reviewed Gifts and hospitality records maintained and regularly reviewed Scheme of delegation in place covering both financial and human resource responsibilities Written record maintained of all decisions taken under delegations Constitutional requirements for report writing / decision making
EXTERNAL	Audit Commission Corporate Governance Review. Internal Control KLOE Use of Resources Assessment - Level 3

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Annual Governance Statement review (March-May 2010) Strategic Governance Board proposals
EXTERNAL ASSURANCE	Comprehensive Area Assessment

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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With the overarching requirement of delivering value for money (E & E)

ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

Priority areas per Sustainable Community Strategy
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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.53**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Effective performance management arrangements are in place.

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Comprehensive and effective performance management systems operate routinely Key performance indicators are established and monitored The authority knows how well it is performing against its planned outcomes Knowledge of absolute and relative performances achieved is used to support decisions that drive improvements in outcomes The authority continuously improves its performance management
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Directors Self Assessment Review and covered in Review for Annual Governance Statement. Key Performance Indicators / National Indicators have been established and progress is regularly reported to DMT, CMT and the relevant portfolio holder Robust mechanisms and clear responsibilities for monitoring each PI has been established to provide accurate and timely performance information
EXTERNAL	CPA Corporate Assessment 2006

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010: Performance Management PI's Annual Governance Statement review - June 2010.
EXTERNAL ASSURANCE	Comprehensive Area Assessment Data quality

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.54**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Identify principal risks to achievement of objectives

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	The authority has successfully implemented clear policies, structures and processes for risk management.

The authority has developed a programme of risk management training for relevant staff

The corporate risk management board (or equivalent) adds value to the risk management process

A corporate risk officer has been appointed with the necessary skills to analyse issues and offer options and advice

Risk management is embedded throughout the authority

Risks in partnership working are fully considered |
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Included in Directors Self Assessment Statements, and also review for Annual Governance Statement.

Risk Management (Internal Audit review - Significant Assurance) |
| EXTERNAL | Internal Control KLOE Use of Resources Assessment - Level 3. |

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010: Risk Management

Annual Governance Statement 2008-09 (2009.13 Risk Management) identified the need for future development. Repositioning in Operations Directorate and combining strategy with Business Continuity.

Refresh of Strategic risks required as a matter of urgency (September 2009) |
| EXTERNAL ASSURANCE | Comprehensive Area Assessment |

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.55**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Identify key controls to manage principal risks

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Financial regulations / Contract standing orders Whistleblowing policy / Counter fraud and corruption policy Codes of conduct / Register of interests Scheme of delegation / Corporate complaints policy Corporate health and safety document /Procurement policy are in place. Business / service continuity plans are in place Risk registers includes expected key controls to manage principal risks The authority's internal control framework is subject to regular independent assessment.
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Included in Directors Self Assessment Statements, and also review for Annual Governance Statement. Risk Management (Internal Audit Review - Significant Assurance) Development of Fraud Protocols with Corporate Fraud Team
EXTERNAL	Internal Control KLOE Use of Resources Assessment - Level 3.

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010: Risk Management, Health and Safety, Fraud Work Annual Governance Statement 2008-09 (2009.13 Risk Management) identified the need for future development. Repositioning in Operations Directorate and combining strategy with Business Continuity. Refresh of Strategic risks required as a matter of urgency (September 2009)
EXTERNAL ASSURANCE	Comprehensive Area Assessment

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.56**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Obtain assurance on the effectiveness of key controls

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	The authority has determined appropriate internal and external sources of assurance
	Appropriate key controls on which assurance is to be given have been identified and agreed
	Departmental assurances are provided
	External assurance reports are collated centrally
	Internal Audit Arrangements
	Corporate Governance Arrangements
	Performance monitoring arrangements
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Covered in review for annual governance statement and review of effectiveness of Internal Audit Service.
EXTERNAL	Internal Control KLOE Use of Resources Assessment - Level 3
	External Audit: Review of Internal Audit Effectiveness

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Annual Governance Statement review - June 2010
EXTERNAL ASSURANCE	Comprehensive Area Assessment

LEVEL OF ASSURANCE		
FULL ASSURANCE	MODERATE	FURTHER WORK REQ'D

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.57**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Effective governance

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Governance, risk management and internal control frameworks are robust Responsibilities on Legal and Democratic Services to support and monitor the Council's governance arrangements are observed. Agreed Annual Governance Statement actions are implemented
SOURCE(S)	Annual Governance Statement
RESPONSIBLE OFFICER	ALL DIRECTORS
RESPONSIBLE PORTFOLIO HOLDER	ALL

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Internal Audit reviews of Corporate Governance and Risk Management Directors / Heads of Service self assessments Review of arrangements for production of Annual Governance Statement Audit Committee update on AGS significant risks action plan
EXTERNAL	CPA Corporate Assessment 2006 External Audit report to "Those Charged with Governance" (to Cabinet / Audit Committee) Use of Resources Internal Control Score of 3

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Assurance Framework (6 month review / refresh) Annual Governance Statement 2008/09 (2009--05 Effective Governance) identified areas for improvement. Proposal to establish officer driven Governance Board to coordinate / enhance efforts in these areas. Internal Audit Plans 2009/2010 Creation of Strategic Governance Board (officers)
EXTERNAL ASSURANCE	Comprehensive Area Assessment External Audit Plan 2009/2010

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.58**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Management of the Public Finance Initiative

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	The Council signed up to a PFI for the transformation of secondary school education. Regular monitoring is required to ensure that the project delivers to its objectives and those risks are appropriately identified and mitigated.
SOURCE(S)	Annual Governance Statement 2007/2008
RESPONSIBLE OFFICER	Director of Children Services
RESPONSIBLE PORTFOLIO HOLDER	Children Services

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Ongoing monitoring is undertaken of the PFI contract Specific accounting treatment is maintained within the council's accounts to ensure correct recording of charges over the life of the contract Closure of accounts (June 2008)
EXTERNAL	External Audit: Report to Management 2007/2008

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010: Contract Work International Financial Reporting Standards
EXTERNAL ASSURANCE	External Audit: Report to Management 2008/2009

LEVEL OF ASSURANCE		
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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.59**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Safeguarding electronic data

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Fundamental reviews of the ICT infrastructure during the year have established a clear blue print to ensure the protection of the interests of the council, its employees and the citizens of Peterborough. The Council manages transition to electronic management in a safe and secure environment to ensure data security
SOURCE(S)	Annual Governance Statement 2007/2008 (2008--04 Safeguarding Electronic Data)
RESPONSIBLE OFFICER	Executive Director of Resources
RESPONSIBLE PORTFOLIO HOLDER	Resources

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Whilst the council itself has not experienced any data losses, it is mindful of incidents in other public sector bodies. An incident team was created in October 2008 with the Primary Care Trust (and coordinated by them) following a potential issue within a family centre. Exemplary practice was followed. Flowing from this, various encryption arrangements have been put in place in relation to laptops within the Council and the use of USB data sticks has been restricted. Increased awareness has been made across the Council with the establishment of separate pages on Insite detailing practical advice on data security. Within the Council, a working group has been commissioned to look further in to the safe storage and transfer of data to authorised sources. Electronic document record management system being developed Government Connect compliant September 2009
EXTERNAL	-

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	E-CAF scheme action plan is in place to deliver, which including changes to the IT architecture and councils policies. Time critical project to provide a secure environment for data exchanges. Roll out of a corporate electronic document retention system across the Council has been delayed in number of areas Internal Audit Plan 2009/2010: IT Activities Internal Audit Plan 2009/2010: ERDMS
EXTERNAL ASSURANCE	Central Government: Code of Connection approval

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.60**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Data Quality

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Soundness of the arrangements for ensuring data quality in the Council
SOURCE(S)	Annual Governance Statement 2007/2008 (2008-05 Data Quality)
RESPONSIBLE OFFICER	Deputy Chief Executive
RESPONSIBLE PORTFOLIO HOLDER	Resources

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Directors / Heads of Service self assessment Data quality arrangements have improved, with the externally assessed score moving to a 3 (from 2). A Data Quality policy and strategy has been implemented and regularly reviews are undertaken of data quality and the establishment of expected standards by Performance Improvement Regular monitoring reports are taken to CMT
EXTERNAL	External Audit Data Quality review - Score 3

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010: Performance Indicators
EXTERNAL ASSURANCE	External Audit: Data Quality Review Comprehensive Area Assessment scores

LEVEL OF ASSURANCE		
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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.61**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Implementation of agreed Audit recommendations

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Recommendations made by internal and external audit are implemented
SOURCE(S)	Audit Committee
RESPONSIBLE OFFICER	Executive Director of Resources
RESPONSIBLE PORTFOLIO HOLDER	Resources Chair of Audit Committee

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Internal Audit quarterly updates on progress to Audit Committee Annual Governance Statement 2008/09 identified that External Audit recommendations (2009-07) and Internal Audit recommendations (2009-10) need to be acted upon on a consistent basis.
EXTERNAL	External Audit: Report to Management 2007/2008 External Audit: Review of Internal Audit Effectiveness

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010 Follow Up Arrangements as per Audit Charter (under review). Effective challenge through Audit Committee (quarterly progress reports)
EXTERNAL ASSURANCE	External Audit: Review of Internal Audit

LEVEL OF ASSURANCE		
FULL ASSURANCE	MODERATE	FURTHER WORK REQ'D

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.62**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	New ways of working

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Implementation of new ways of working using technology to improve efficiency and support work life balance
SOURCE(S)	Assurance Framework 2008
RESPONSIBLE OFFICER	Executive Director of Resources
RESPONSIBLE PORTFOLIO HOLDER	Resources

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Identification, implementation and ongoing monitoring of safe, secure and effective mobile and flexible new ways of working Number of officers have mobile access via I-Mates. Agile working scheme in place Standardised software / hardware capabilities ensures efficient use and management
EXTERNAL	-

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Revenue and Benefits Service Project for agile working April 2009 Accommodation review Internal Audit Plan 2009/2010: Agile Working scheme
EXTERNAL ASSURANCE	-

LEVEL OF ASSURANCE		
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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.63**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Customer satisfaction

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Improve level of customer satisfaction through improved accessibility and informed staff Peterborough Direct delivers council services that meet the needs of diverse communities Customer focussed organisation with a single point of contact for the whole council
SOURCE(S)	Assurance Framework 2008
RESPONSIBLE OFFICER	Executive Director of Resources
RESPONSIBLE PORTFOLIO HOLDER	Resources

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Peterborough Direct absorbing more services into structure e.g. planning services Increased take up of telephone calls and waiting times reduced at "front of house" Satisfaction surveys Benefits service processing times improved
EXTERNAL	CPA Score 4 (Enablers) Benefit road shows attracts new customers

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Council web site re-design to be a more useful tool for customers to enable improved satisfaction ratings
EXTERNAL ASSURANCE	Comprehensive Area Assessment

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.64**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Housing strategy

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Create strategies and development plans to support housing plans to support housing of at least 25,000 new houses built between 2001 - 2021, including sustainable affordable homes
SOURCE(S)	Assurance Framework 2008
RESPONSIBLE OFFICER	Deputy Chief Executive
RESPONSIBLE PORTFOLIO HOLDER	Neighbourhood, Housing and Community Development

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	Housing needs survey (March 2008) Stock conditions survey (2007) Peterborough Housing Strategy Homelessness Strategy 2008-2011 Partnership working with Cross Keys Homes
EXTERNAL	-

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010: Regeneration Delivery of affordable homes in line with capital budget
EXTERNAL ASSURANCE	Comprehensive Area Assessment

LEVEL OF ASSURANCE		
FULL ASSURANCE	MODERATE	FURTHER WORK REQ'D

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ASSURANCE FRAMEWORK: DETAILED (SIX MONTH REFRESH: OCTOBER 2009)

REFERENCE	**AF.65**
KEY CONTROL AREA WHERE ASSURANCE REQUIRED	Safe recruitment

ASSURANCE REQUIRED	
STRATEGIC PRIORITY	-
NATURE OF ASSURANCE REQUIRED	Compliance with expected recruitment standards across Council services including schools
SOURCE(S)	Assurance Framework 2008
RESPONSIBLE OFFICER	Deputy Chief Executive
RESPONSIBLE PORTFOLIO HOLDER	Planning, Growth and Human Resources

ASSURANCE CURRENTLY AVAILABLE	
INTERNAL	CRB checks in place Robust recruitment policy Annual Governance Statement 2008/09 (2009-09 Effective recruitment checks) identified as an ongoing issue
EXTERNAL	-

FURTHER ASSURANCE WORK REQUIRED / PROGRAMMED	
INTERNAL	Internal Audit Plan 2009/2010: Recruitment / CRB CRB expectations for contractors, contract and supplier staff
EXTERNAL ASSURANCE	-

LEVEL OF ASSURANCE		
FULL ASSURANCE	**MODERATE**	**FURTHER WORK REQ'D**

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