Risk Assessment HIGH 0 MEDIUM 0 LOW 16

South Woodham Ferrers Town Council INTERNAL AUDIT 2023-2024 AUDIT PLAN WITH COMMENTS / FINDINGS

I am pleased to report to Members of the South Woodham Ferrers Town Council (the "Council"), that I have completed my year-end internal audit of the Council's records for the twelve month period to 31 March 2024, following my audit visit and subsequent conversations on 8 May 2024. The traffic light system of "risk" has been used to highlight any areas for attention.

Councillors should be aware that my work cannot be relied upon to identify the occasional omission or insignificant error, nor do I actively seek evidence of breaches of trust or statute, neglect or fraud, which may have taken place. It is the responsibility of the Councillors of the Council to guard against such events, but if during my audit testing such events are discovered I am duty bound to disclose such events to the Council.

I would like to take this opportunity to thank the Town Clerk, Karen Atkins for her assistance given to me during my audit visit.

Area	Item	Comments / Findings Interim visit 29 Nov 2023	Comments / Findings Year-end Audit 8 May 2024
Previous Audits	Date of last External Audit Certificate or Exemption	PKF Littlejohn signed off the Report & Certificate 2022-23 on 29 August 2023, there were no	real-ella Audit o May 2024
	 Certificate for 2022-23 Comments if any Publication on website. 	comments. F&P 3 Oct 2023 Min FP165 noted the outcome of the External Audit and Council 17 Oct 2023 Min C542	
	 Date of last Internal Audit Comments if any 	The AGAR and additional financial information has been published on the Finance webpage in a timely manner.	The Interim Audit Report was noted by F&P Comm 9 Jan 2024 Min FP200 to be considered by Council on 16 Jan 2024. Council 16 Jan 2024 Min C579
	 Review of any items outstanding from previous internal / external audit reports. 	, ,	

<u>Minutes</u>	 Scan of the minutes of the Council's meetings and the Finance Committee. General Power of Competence (GPC)? Dispensations S.40 LA&A Act 2014 filming/recording 	business the new Committee Structure introduced in April 2022 has settled in well with the following main Committees reporting to full Council. Finance & Projects Comm (F&P) Planning &b Environment Comm Events, Community & Leisure Comm Agendas and Minutes are available to view on the website. The Town Clerk confirmed this is an agenda item	progress towards achieving the Foundation Award.
Code of Conduct/ Acceptance of Office	 Date adopted Any changes in elected/co-opted members since last Audit? DPI's complete DPI's on website or weblink New Governance Compliance NEXT ELECTION? 	17 Councillors re-elected in May 2023 (20 Cllrs full compliment) Cllr Naslund and Piesse co-opted Council 22 Aug 2023 Min C518 At the time of my visit there was 1 vacancy in the Woodville Ward currently being advertised for co-option. DPI's available to view on the Council's website. May 2027	Pauline Price co-opted Council 19 March 2024 Min C592 – DPI signed 5 April 2024
Standing Orders and Financial Regulations	 Have they been formally adopted and applied? Have any changes been made since they were adopted or the last audit? Have any changes been formally adopted by the Council? Virtual Meetings / Delegation to Clerk/RFO still in place? Updated re NALC Models SO's 2018 updated April 2022, Fin Regs 2019? Two signature rule still in place? 	Models and approved by Council 14 March 2023	F&P Comm 9 Jan 2024 Min FP201 proposed the setting up of a working group to review the Fin Regs for recommendation and approval by Council at its meeting scheduled for 19 March 2024 Council 19 March 2024 Min C603 approved the Fin Regs. Council 16 Jan 2024 Min C578 approved the reviewed SO's with no changes. New Model Financial Regulations published by NALC since my audit visit. They have undergone a major overhaul with a greater emphasis on Risk Management and separate sections on the new forms of electronic payment arrangements such as BACS, CHAPS and debit & credit cards. The Contract Finders threshold has increased to £30k. as notified via the NALC LTN 87 dated Jan 2024. SO's will need updating and new Model Fin Regs adopted. Post Audit Note: The Town Clerk confirmed that this matter will be put on the Finance & projects Agenda for 11 June 2024.

Risk Management

- Risk Assessments Are they:
 - Carried out regularly?
 - Adequate?
 - Reported in the minutes?
 - Inspections of play equipt etc if carried out by staff/Cllrs have they been trained. accredited?
 - **ANNUAL REVIEW?**
- Insurance cover is it:
 - Appropriate/Adequate?
 - o LTA in place?
 - Reviewed regularly?
 - Fidelity Guarantee Cover £ (Balances + ½ Precept)

Internal controls – are they:

- Documented?
- Adequate?
- Reviewed regularly?
- (SIC)?
- Systems and Procedures are they:
 - Documented?
 - Adequate?
 - Followed?
 - Reviewed regularly?

There is a Financial Risk Assessment document for the Council on the Policies page of the website completed by the Town Clerk dated 17 January 2023. There are no comments or recommendations against the "control measures" set against each subject heading. However, on the same webpage there is a Strategic Risk Register, which does have detailed "Notes/Mitigating Actions" against each area of risk.

The play area at the Village Hall is checked every morning by the fully trained ESO's (accreditation valid until May 2025) completing a risk assessment and playground check list.

Insurance cover in place with Zurich Municipal from 1 June 23 to 31 May 2024, Long Term Agreement in place to 1 June 2025. As completed previously the Town Clerk will source three quotes when the renewal quote is due. Specialist brokers available are www.jameshallam.co.uk and www.clearcouncils.co.uk (formerly BHIB based in Leicester)

F&P 13 June 2023 Min FP130.2 Cllr Kelly appointed Cllr for verification purposes such as bank reconciliation. Quarterly verification The "Adequate and effective system of Internal Statement of Internal Control Control and Internal Audit" document was last reviewed in January 2023 with the next review scheduled for January 2024. Post Audit Note: Since been agreed at F&P to be recommended to Council in January

> The Policies webpage includes the following Policies full Council. Grants Policy and Grant Application Form (in the process of being amended/updated) Cllr Code of Conduct, Complaints, Civility & Respect, Press & Social Media, GDPR (and **Privacy**Whistle Blowing Policy Hall Hire Policy & Grant **Notice**) and Freedom of Information Policies. As well as the Standing Orders and Financial Regulations other "internal" policies include the IT Policy, Health & Safety and Dignity at Work Policies | CCTV Policy

Council 16 Jan 2024 Min C578 – Review of the Financial Risk Assessment

Council 16 Jan 2024 Min C581 – Tree Survey of all Council owned land completed. Council 19 March 2024 Min C596 agreed the budget virement for the Tree Works required.

F&P Comm 9 April 2024 Min FP230 approved a 24month lease of an electric van, charging point and insurance cover for 3 staff members. Insurance to be taken out when the electric van is delivered.

Council 16 Jan 2024 Min C578 – Internal Control and Internal Audit Policy.

The Grant Policy was reviewed by F&P Comm 5 Dec 2023 Min FP190 and recommended to full Council

New Hall/Facility Hire Policy considered by F&P Comm 5 Dec 2023 Min FP190 and recommended to

Council 16 Jan 2024 Min C578 – approved the IT Policy with one amendment relating to Cllr recommended password changes every 6 months. Policy

Council 19 March 2024 Min C603 – Approved the Environment & Waste Recycling Policy and new

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Budgetary Controls	reported and approved by the Council? Budget/Precept amounts minuted? Review of All Reserves included as part of the Budget Setting Process? Is the actual performance against the budgets reported to the Council during the year Compare with Fin Regs? Are significant variances explained in sufficient detail?	form a Working Group to discuss the Reserves and bring back a report to a future meeting. The Town Clerk advised that the Working Group has never met BUT was included when the budgets were discussed and agreed this year. Budget/Precept for 2024-25 F&P 14 Nov 2023 Min FP179 recommend a Precept of £449,200 based on a Tax base of 6115.66 Band D = £73.45 an increase of £0.85 to Council. Council 21 Nov 2023 approved Min C558.1 2024-25	
Section 137 expenditure £9.93 FOR 2023-24 (£8.82 FOR 2022-23)	 Is a separate account/analysis kept? Has the cash limit been exceeded? Have the spending powers been 	by 12.5% (the RPI increase Sept 2021 to 2022) to £9.93	GPC adopted – Council 16 Jan 2024
Book-keeping	 Fit for purpose? Up to date? Arithmetically correct? Balanced regularly? Turnover above £200k pa? 	The Council uses the Rialtas Omega Cashbook, Sales & Purchase Ledgers and the Purchase Ordering function. The Council accounts on an Income & Expenditure basis.	The Rialtas Omega System used to produce the year-end Statement of Accounts figures, which were duly checked, and the actual bank statements verified against the System bank statements.

Petty Cash	Has the amount of petty cash float	No Petty Cash	N/A
	been agreed?		
	 Are all petty cash entries recorded? 		
	Are payments made from petty		
	cash fully supported by receipts / VAT invoices?		
	 Are petty cash reimbursements signed for? 		
	 Date of last petty cash reimbursement ? 		
	Is petty cash balance		
	independently checked regularly		
Payroll	 Who is on the payroll and are contracts of employment in 	The Council currently has 5 employees – Town Clerk – Karen Atkins (37hrs pw) made	Council 16 Jan 2024 Min C576.4 noted the Environment Officer (Nov 2023) and Admin Asst
	place?	permanent from 9 May 2023 following successful completion of her probationary period	(July 2023) had passed their probation period. Town Clerk annual appraisal completed on 3 May
	Who is the RFO?		2024 and to be considered by the Staff Comm on 10
	Annual Appraisal in place ?	pw) started 2 May 2023	May 2024 and outcome reported to full Council.
	Have there been any changes to	Admin Assistant – Debbie Edwards (20hrs pw)	'
	the establishment during the year?	Two ESO's – Shaun Blackmore (37hrs pw) and	Staff Comm 18 Dec 2023 Min 5 approved increase
	Have there been any changes to individual contracts during the	John Rogers (20hrs pw)	in weekly hours for ESO John Rogers from 2 Jan
	individual contracts during the year?		2024. – 32 hrs pw new contract inspected.
	 Members Allowances in place 	Cllr Allowances = 10% of Basic Allowance set by	Cllr Allowances paid quarterly, claimed by all of the
	and paid via payroll system?	Chelmsford CC F&P 13 June 2023 Min FP129 to be	17 Cllrs re-elected in May 2023.
	Have new appointments and	tracked each year. NB not available to co-opted	
	changes to contracts been approved and minuted?	councillors.	D60's inspected and someway to Marth 40 v averall
	 Do salaries paid agree with those 		P60's inspected and compared to Month 12 payroll totals.
	approved by the Council?	2023). It has been paid to staff in the Nov 2023	iotais.
		salaries.	Worknest HR review of the Staff Handbook and
	 Have PAYE/NIC requirements been 		related Policies were approved by the Staff Comm
	properly applied and accounted	Payroll is outsourced to James Todd & Co who	18 Dec 2023 Min 8
	for?	provide the necessary HMRC and Essex Pension	
	Payroll outsourced?	Reports as well as the payslips	Worknest HR – Staffing Comm agreed retention of
			Worknest HR but to draw down services on an ad-
	WORKPLACE PENSION IN	Essex Pension Fund available to eligible employees	hoc basis in the future.
	PLACE	Lesex Ferision Fund available to engible employees	

Pavments Are all payments recorded and supported by appropriate documentation? Are payments minuted?

- Review of DD's and SO's?
- STAFF costs definition for inclusion in Box 4 for 2023-24. check parity for 2022-23? Currently includes salary, tax. + taxable benefits (home working allowance, broadband & Accounts requirement for Box 4. phone allowance etc NOT incl.
- Has VAT been identified, recorded VAT submissions to date and reclaimed?
- Have internal control procedures been adhered to?
- Contracts:
 - What contracts exist?
 - Compliance with SO's
 - Have any new contracts or contract variations/extensions been awarded in the year?
 - o Procedures adopted for letting of contracts
 - Have contract payments been made in accordance with the contract document?

New BACs system via Unity Trust Bank in place from April 2023.

Good system of verification & certification of invoices for payment involving Council Officers and 2 Councillors who also approve the BACs payments. Payment schedules reported to F&P Comm each month and payments listing published as part of the Agenda papers on the website. There are several SO's and DD's in place mainly linked with the regular utility services received from the likes of O2, BT, Barclaycard, Chelmsford CC, Total energies, British Gas and Crown Gas & Power

NIC & Pension (employee & ers) | Staff costs definition used within the Omega Accounting package complies with the Statement of

2022-23 Qtr 4 £5,503 received 24 April 2023 2023-24

Qtr 1 £4,858 received 11 July 2023 Otr 2 £8.874 received 6 Oct 2023

Sample contracts/agreements in place.

SLR Contractors Ltd – decoration of Champions Manor Hall (CMH)

Custom Fitted Blinds Ltd – replacement blinds for СМН

DPS Painting & Decorating Ltd – Repainting of the Bandstand

CT Services Group - CMR Cleaning

JW Davis Enterprises Ltd – Open Space Contract Green Recycling – Trade Waste

No changes since last visit.

Additional SO's/DD's include payments to -Wave Utilities – water charges (re CMH and Garden of Remembrance), Daisy Communications (re CMH) Payment Sense – Merchant Card Processing Smart Office Solution Ltd – printing facilities

Otr 3 £8.741 recd 9 Jan 2024 Qtr 4 £3,473 recd 23 April 2024

Electricity contract with Total Energies expired 31 Mar 2024, new 2-year fixed contract to 31 Mar 2026 approved by F&P Comm 9 Jan 2024 Min FP204. Chelmsford CC contract for locking and unlocking the gates at the Garden of Remembrance for 2024-25 approved by F&P Comm 5 Mar 2024 Min FP214 LITE – Christmas Lights Contract renewed for a further 3 years 2023 – 2025 inc. approved by Events, Community & Leisure Comm 21 Mar 2023 Min 108. Additional lights in Trinity Square and Baron Road approved ECL Mins 121 & 133

Receipts •	Are all receipts promptly banked? Precept, CTSG and Sect 136 payments Are income records inc allotments, burials, hirings	2023 = £26,981 Receipts in 2023-24 = £2,694 F&P 13 June 2023 Min FP125b Remote payment system SUM UP purchased for use with the toddler group and other events. Invoicing for hirings checked CMR Fees & charges review - will be done on completion of the "upgrade works".	New Hall/Facility Hire Policy considered by F&P Comm 5 Dec 2023 Min FP190 F&P Comm 5 Mar 2024 Min FP213d resolved that the Town Clerk/RFO clears the outstanding customer balances prior to 2022-23 as per the written report explaining that all balances had been investigated and unresolved, which included disputes during the Covid Period. F&P Comm 9 April 2024 Min FP232 – Garden of Remembrance fees for 2024-25 and Min FP233 – Champions Manor Hall/Bandstand Hire fees for 2024-25 increase of 10% rounded to the nearest £1. CiL Monies 2023-24 - £8,534 Bank Interest increased by almost £7k Champion Manor Hall hirings improved by the regular Barclays Bank hiring

Bank reconciliation & PWLB Loans •	exist? Investment Strategy recommended where bank balances are in excess of £100k. FSCS aware? Are bank reconciliations regularly carried out for each account? Level of Balances to Precept ratio Are the cheque counterfoils, paying-in books and bank statements adequately referenced? When was the last review of the banking arrangements?	Unity Trust Current (2312) - £516,723 Santander Bus Saver (2723) - £288,874 Total cash balance - £805,597 Current FSCS rules as per the NALC Financial Topic Note – F05-15 extends the FSCS protection to "Small Local Authorities" defined (in this case) as having an annual Budget of below 500,000 Euros (currently approx £430k), the Topic Note advises that both Income and Expenditure should be below the threshold. SWFTC expenditure is above this threshold, hence the FSCS protection does not apply to the Council. However, this is not a reason for the Council to "do nothing" in terms of looking at its Investment Strategy. The Town Clerk had already started to look at other "saving deposit options", I suggested other financial institutions that accept deposits from Parish/Town Councils One simple option would be to open an "Instant Access" deposit account with Unity Trust Bank.	Bank account balances as at 31 Mar 2024 - Unity Trust Current (2312) - £105,603 Unity Trust Instant Saver (7758) - £251,036 2.75% Santander Bus Saver (2723) - £292,780 3.23% Total cash balance - £649,419 F&P Comm 9 Jan 2024 Min FP202 noted the comments made in the Interim Audit Report especially the FSCS position. Proposal to open an Instant Access Savings Account with Unity Trust Bank with two authorising signatories and authorising the Town Clerk to move funds between the Current Account and Savings Account as required, with balances and transactions being reported to the F&P Committee. F&P Comm 5 Mar 2024 Min FP214 - noted that £250,000 had been transferred from the current
•		Trust a/cs without compromising the day to day business activity with subsequent retrospective reporting of bank transfers. F&P 13 June 2023 Min FP125a Barclaycard in place with a spend limit of £5,000 per 6 week period	Well used extremely good paper trail.
•		F&P 13 June 2023 Min FP130.1 Cllrs Eley, Shearring, Roberts and O'Brien as signatories for both banks (endorsed by Council Min C506.1) Four signatories should be viewed as the minimum number to signatories to allow for absences/resignations etc.	No changes
•	Any PWLB loans ?	PWLB loan outstanding at 31 March 2023 = £88k	Balance outstanding - £72,000 (4.5 years left)

Assets and Asset Register (AR)	 Are all the material assets owned by the Council recorded in an AR? Is the AR up to date? Basis of Asset Values? Are investments recorded? Are the valuations regularly reviewed? Does the AR show the insurance values? Digital Photographic evidence? 	end audit visit. There have been several items approved by the F&P Committee that will be items to add to the existing Asset Register. The Town Clerk updates the asset register as soon as the individual items are in place and received	F&P Comm 5 Mar 2024 Min FP216 – agreed the leasing of a small electric van for the Street Service Operative role with a charging point at Champions Manor Hall, Lease agreement to be considered at the next F&P Meeting in April 2024. NB Leased goods are NOT regarded as an asset of the Council's and will not be included in the Asset Value on the Annual Statement of Accounts. However, a suitable "memo entry" in the Asset Register is recommended. F&P Comm 9 April 2024 Min FP230 approved Quote A for a 24-month lease of an electric van, charging point and insurance cover for 3 staff members
	 Is there a separate Inventory List of low value items (e.g. below the insurance excess levels)? 		New additions - £16,023 Less disposals - £1,199 (net increase - £14,824) Asset value as at 31 Mar 2024 - £3,081,532
Year-end procedures Inc. AGAR	 Does the 2023-24 AGAR Statement of Accounts agree with the cashbook? Is there an audit trail from the financial records to the accounts? Have debtors and creditors been properly recorded? 	Year-end procedures to be checked at final audit	Draft AGAR 2023-24 figures for the Statement of Accounts were audited and compared to the RBS reports and bank statements provided.
	if appliedPROOF of public rights provision during summer	The AGAR 2022-23 was approved by Council 20 June 2023 Mins C505.2 & C505.3, the RFO had signed off the Statement of Accounts on 20 June 2023 before the Meeting started. Date of Announcement – 21 June 2023	
	 2023 & website– AIAR ICOs Public Inspection Period Minuted ? New governance compliance regime - refer to new Practitioners' Guide 2023 		Evidence of posting inspected – posting date 21 June 2023. The Inspection Period information for 2023-24 is to be posted to the website as a "news item", which generates a "posting date"

Additional tests – (as necessary)	 The procedures for the backing 	Ahead 4 manages the Council's IT requirements including hosting the emails, Office 365 licences and security arrangements.	No changes since my last visit.
	 Trust Funds/Charities – Charity Commission filing? 	No charity involvement	
	 Annual review of the effectiveness of Internal Audit inc. Appointment of IIA 	Council 17 Oct 2023 Min C542 – appointed IIA for 2023-24.	
	 Website host and Webmaster and any changes? 	Vision ICT	
	 Website functionality & accessibility NALC L09-18 	The Town Clerk is the main "webmaster" but the Admin Assistant and Environment & Leisure Officer also contribute to the management of the Councils website.	
	 TRANSPARENCY CODE compliant especially for Exempt Authorities 		
	 Post GDPR (May 2018) Privacy Notice Cllr email addresses? 	Cllrs email addresses have been introduced from April 2023 similar the staff addresses eg debbie@southwoodhamferrerstc.gov.uk	
	Email disclaimerOther matters inc DPO	F&P 13 June 2023 Min FP134 Town Clerk to advise all Cllrs that communication with old email addresses would cease on 30 June 2023. All Councillors use their email addresses.	
		The Town Clerk is the DPO	