



12 May 2016

Paper Title	Performance Report 2015/16 - Report for Year-end (1 April 2015 to 31 March 2016)
Paper Reference:	NRW B 26.16
Paper Sponsored By:	Executive Team
Paper Presented By:	Emyr Roberts

Purpose of Paper:	To consider performance of NRW for the year-end reporting period (between 1 April and 31 March 2016)
Recommendation:	The Board is requested to: <ul style="list-style-type: none">• Exercise scrutiny and governance over performance so that this can be reported to Welsh Government• Provide advice and support on the ongoing suitability of the Performance Framework• Note the latest Corporate Risk Register
Decision Required:	Endorsement of the performance report

Impact:	How do the proposals in this paper help NRW achieve the Wellbeing of Future Generations Act ways of working in terms of : <ul style="list-style-type: none">• Looking at the long term – The indicators within the performance report build a long term picture of change.• Taking an integrated approach – the performance report cuts across the breadth of our work.• Involving a diversity of the population – the performance report is made available to the public.• Working in a collaborative way – a number of our indicators track change that requires input from multiple partners.• Preventing issues from occurring – early identification of emerging through the performance report allow plans and priorities to be set to best effect.
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Issue

1. The performance report is one of the Board's principal ways of scrutinising our delivery and supporting strategic planning. The year-end round of performance reporting, for the year 1 April 2015 to 31 March 2016, has now been completed and the performance report prepared for Board scrutiny prior to submission to Welsh Government.
2. Performance reporting takes place every four months. The Board considered the first round of performance reporting, for the year to 31 July, at its meeting on 9 October 2015, and the second round for the year to 30 November 2015 at its meeting on 28 January 2016. This report will inform our Annual Report for 2015/16.

Summary

3. The Performance Framework report (annex 1) consists of 3 distinct elements:
 - A one page Performance Summary Report providing a single page overview of performance highlights against the Corporate Plan 2014/17, Business Plan 2015/16 and the Business Case for the creation of Natural Resources Wales.
 - Progress Reports giving the latest position on our corporate indicators and performance measures for each of our five "Good for" themes.
 - A Business Plan Dashboard giving a single page overview of how we are progressing with our targets from our Business Plan 2015/16 plus a small number of indicators.
4. The Corporate Risk Register (annex 2) shows the most up to date (April 2016) consideration of risks associated with our delivery.
5. Regarding the Business Plan Dashboard, our performance for the year-end position (1 April 2015 to 31 March 2016) compared to our performance for period 1 April 2015 to 30 November 2015 is shown in the table below:

	Period 2 1 April 2015 to 30 November 2015	Expected year- end to 31 March 2016	Actual year-end
'Green'	27	27	28
'Amber'	10	9	9
'Red'	4	4	3
TBC		1	1
Total	41 ¹	41	41

¹ We have 32 measures and 9 indicators on our Business Plan Dashboard. The indicators are: Ea Water environment, Ee Marine, terrestrial and freshwater environment, Pa Flood Risk Management, Pd Volunteering and skill development in the natural environment, Ba Application Processing, Bd Our role as a statutory consultee, Be Generating income, Oa Customer and stakeholder satisfaction index and, Ob Staff engagement index.

6. The Board is asked to note the three following “red” reports and one “to be confirmed” report:
- Marine, Terrestrial & Freshwater Environment (red): The performance for Wales of 26% remains unfavourable against the 95% target in the Wales Environment Strategy. Our work alone will not achieve the required improvements in the condition of site features. Significant resource is being applied to our programme of prioritised actions for special sites. The LIFE Natura 2000 Programme After LIFE Plan will identify how the programme of actions will be taken forward in Wales and integrated into operational plans of NRW and other key stakeholders. How we and others resource this work will be considered as part of the developing Welsh Nature Recovery Plan. The LIFE Natura 2000 Programme has produced a revised version of the Welsh element of the UK Prioritised Action Framework and has developed Thematic Action Plans for Wales. These will help identify areas where large scale projects are likely to be successful in securing support and to deliver significant benefits for the N2K sites and features.
 - Water Environment (red): Welsh performance of 39% good ecological status against a 50% target under the Water Framework Directive. We have worked with our partners to deliver WFD outcomes. We completed 81% of the measures set out in the first plan and have undertaken over 1000 investigations across Wales. In the second River Basin Management Plan cycle we aim to prevent deterioration in our water bodies and will still focus on 50% good ecological status with an initial target of a 5% improvement across Wales. The second cycle plans have been published. We are working with Liaison Panels to develop an integrated delivery plan.
 - We improve the health, safety and wellbeing of the workforce (red): Ten lost time incidents for NRW staff have been reported to date against a target of no more than five for the whole year. The incidents were all individual unrelated events occurring across different teams in a variety of working environments. They either have been, or are in the process of being, reviewed. Lessons learned from the reviews will be shared with the wider workforce to prevent reoccurrences. Increased awareness of how to report incidents may have contributed to this increase in numbers when compared to previous years when we believe there was under-reporting of all incident types. Our improvement plan for 2015/16 has been completed delivering our AssessNET reporting system, IOSH accredited H&S training, Mental Health First Aiders, new occupational health and employee assistance programmes, serious Incident review policy and a plan to help combat stress at work.
 - Staff engagement index (tbc): Following our first staff survey in February 2015 we set a target of 5% improvement in the staff engagement index by the time we re-run the survey in 2016. Engagement sessions have been held across NRW and a communication plan is in development to cover the Business Area Reviews. The re-run of the survey launched in April 2016 and results are expected in late May 2016.
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7. The Chief Executive will provide a verbal summary of achievement at the Board meeting and other members of Executive Team will be available to answer Board questions.

Risks

8. The Board is asked to note the latest Corporate Risk Register (Annex 2).

Financial Implications

9. There are no significant financial implications in providing the Performance Framework.

Communications

10. The performance report will be submitted to the Minister for Natural Resources.
11. A copy of the performance report will be placed on the Natural Resources Wales Website and used as part of the Annual Report for 2015/16 to inform the public and others.

Equality impact assessment (EqIA)

12. Not applicable.

Index of Annex

Annex 1 – 2015/16 Performance Report for year-end (1 April to 31 March 2016).