



Minutes

Present:

Board Members

Mike Brooker
Hywel Davies
Ruth Hall
Madeleine Havard
Harry Legge-Bourke
Peter Matthews (Chair)
Andy Middleton
Morgan Parry
Nigel Reader
Emyr Roberts (Chief Executive)
Lynda Warren

Executive Team Members

Liz Davis
Ceri Davies
Clive Thomas
Kevin Ingram
Trefor Owen
Gareth O'Shea (representing Graham Hillier)

Secretariat: Geralene Mills

Welcome

1. The Chair welcomed all to the Board Meeting.

Safety Issues

2. Secretariat confirmed arrangements

Apologies

3. Apologies for absence received from Paul Williams, Tim Jones, Niall Reynolds and Graham Hillier.

Declaration of Interests

4. The Chairman welcomed the Board Members to consider and make declarations of interest relevant to the agenda items.

Ruth Hall declared an interest via her husband and son's land agent business, in respect of Hydro Schemes.

Harry Legge-Bourke declared an interest in respect of Hydro Scheme development on the Glanusk Estate.

Minutes

5. The Minutes of the closed session held on 9 July were agreed with minor amendments.

Matters Arising

6. The Chairman confirmed that a response had been received from the Minister in respect of River Catchments

**Action Point:
Secretariat to circulate
response letter to
Board Members**

Action Log 7. Reviewed by the Board. Update from the Chair 8. The Chairman provided the Board with an overview of the meetings and events attended. The agenda item was supported by the events planner. Update from the Chief Executive including a presentation on the Change Programme 9. The Chief Executive made a presentation to the Board which reported back on the recent whole staff engagement exercise known as 'The Conversation'. A monthly Change Programme Board supporting the governance of change in Natural Resources Wales has been established and an independent gateway review would be commissioned for the end of October, reporting back before the end of the year. Terms of responsibility for the review will be discussed and agreed at TAG. 10. The Board discussed the impact of the VES scheme on staff and stakeholder relations and continued business delivery. The impact of individuals leaving had been assessed under the scoring of applications and therefore the impact was expected to be manageable. It was confirmed that VES had been offered to some 126 members of staff, and an appeals process was underway.	Action Point: The Board requested the inclusion of a standing Health and Safety item on the agenda. The Board asked for a list of correspondence and events dealt with/attended by the Chair.
Corporate Dashboard (NRW B O 29/13) 11. The Chief Executive introduced the first report of performance against NRW indicators to the Board. The dashboard had been presented and discussed at a recent Executive Team meeting, which had concluded positive progress on monitoring and achievement of targets but sought the opinion of the Board on the calibration and the stretch of the targets. John Hogg, Head of Corporate Planning and Performance, joined the meeting, and summarised the achievement to date of the 46 measures set. 12. The Board discussed the current targets and it was agreed that the targets should not be revisited 6 months into the year. However, targets for future years could be set in a more strategic manner, relating to longer term priorities for NRW. It was agreed that one omission needing swifter attention was a target relating to reputation and external communications. It should be easier to deduce how we are doing against the vesting benefits and efficiency targets and the objectives of the Remit Letter. The Dashboard must be read in conjunction with the Finance report and the interface must be clearer – in particular there should be clarity on enterprise income. 13. The red status of the Health and Safety target was discussed; its high-level ambition was confirmed as the target was set around reporting of accidents with more than 3 working days lost reportable to the Health and Safety Executive and near misses. A corporate level Health and Safety Committee is meeting regularly and has developed an improvement plan to address risks, assessed the top 10 risks, and created local Health and Safety Committees to embed development with all staff. 14. In conclusion, the Chairman requested that reporting of Health and Safety made to all Board meetings, possibly under the Chief Executive's Report in addition to the regular more detailed reporting. The Chair asked that ARAC provide advice on best practice. Nigel Reader as Chairman of ARAC was asked to coordinate input from Mike Brooker and Hywel Davies as the H&S champion, to the Executive.	Action Point: Ceri to lead a review of targets within the dashboard for future years with support from Nigel Reader, Madeleine Havard and Ruth Hall. Action Point: Liz and Clive to discuss and agree a process for reporting Health and Safety developments to the Board.

Hydro Flow Standards (NRW B O 30/13) 15. Maggie Hill, Head of Sustainable Communities, and Natalie Hall, Lead Technical specialist on Hydropower, joined the Board meeting to support with the presentation of the paper on hydro flow standards. The Board discussed the merits of the recommendations of the paper and most members welcomed the clarity of the proposal and supported the recommendation. Harry Legge-Bourke highlighted a need for further consideration of the impacts of the recommendations on smaller Hydro Schemes and the social and economic impacts of the recommendations of the paper. This was supported by Andy Middleton. 16. The Chairman concluded the discussion and asked the Board to vote on the recommendations in the report. He added a caveat that additional work be done to consider the impacts of the recommendations on smaller Hydro Scheme development in which the approach could be analogous to that of descriptive consents for discharges from small sewage treatment works which would express the principles of the criteria in a somewhat different way. The Chair also asked if the possibility of capacity payments could be explored with WG, DECC and OFGEM. The vote confirmed that the Board supported the recommendations. Harry Legge-Bourke and Andy Middleton voted against the proposal. All recommendations agreed.	Action Point : Ceri Look at the possibility of a different expression of the principles for small flows and the possibility of developing capacity payments for Welsh hydropower schemes
Independent Scientific Advice (NRW B O 31/13) 17. The Chief Executive introduced the paper to the Board and explained that periodically the Executive Team would need to seek additional scientific advice. Mike Evans, Head of Evidence, joined the meeting to support the presentation of the paper. 18. The Board discussed the recommendations of the paper and suggested that further development work be undertaken with the support of the Knowledge Group. 19. The Chair concluded by summarising issues around the proposed governance arrangements, the relevance of the joint codes of practice, and a need for a clear process to be in place to recruit an Advisory Committee. The paper was referred back for further consideration.	Action Point: Knowledge Group to work with the team to develop the recommendations of the paper before re-presenting to the Board for agreement.
Flood Risk management capital programme – annual board briefing 20. The Chair welcomed Deep Sagar, Chairman of Flood Risk Management Wales (FRMW), to the meeting. Jeremy Parr, Head of Flood Risk Management, also attended and gave a briefing presentation outlining the capital programme on flood risk management. 21. The Chairman of FRMW provided the Board with an overview of the purpose and membership of the Committee. The Board expressed its concerns over the long term funding for the capital programme. 22. The Chairman of FRMW extended an invitation for Board members to join future FRMW Committee meetings.	Action Point: Secretariat to share dates for Flood Risk Management Committee meetings 13/14.
Board and Committee Dates 2014 -15 23. A paper confirming meeting dates for 2014 was presented to the Board and a suggestion made that additional contingency dates be set. The published dates will now be confirmed in the corporate diary.	Action Point: Secretariat to canvass for additional dates for contingency and Board development days.

development and management might be considered as a vocational matter and hence it might be dealt with by a different Ministry. The Chair said that he had referred to this in a letter to the First Minister and awaited a reply .The Knowledge Group will continue its efforts and report .	Action Point :Knowledge Group to continue the follow up
<u>Any Other Business – Bright Ideas Register</u> 34.Bright Ideas Register – The Chief Executive confirmed that over 250 pages of responses had been captured from the recent staff engagement, The Conversation. The Leadership group will be charged with evaluating and responding to these ideas. 35.A brief summary of key actions and decisions taken at the Briefing Session on 3rd September was confirmed: • Board welcomed the briefing and provided advice to help develop an Urban Communities strategy. • Agreed that our existing functions and activities are a good starting point for prioritisation in urban work which will inform Natural Resources Wales' Corporate Plan key outcomes. • Agreed that a similar briefing will be brought forward on rural communities, possibly for the December meeting. • The Board was keen to emphasise that Natural Resources Wales is many players with responsibilities affecting urban communities and stressed the need to listen and work with partners.	
36. Secretariat team to develop the publishing of Board meetings dates and papers. 37. Board members requested the following items for consideration at future meetings • Communications strategy • Fisheries strategy Meeting Closed	Action Point: Secretariat to review the communications supporting the Board meeting dates and papers.