

14 May 2014

Paper Title	Annual Health Safety and Wellbeing Report – FY 2013/14
Paper Reference:	NRW B B 38.14
Paper Prepared By:	H&S Advisors

Purpose of Paper:	Information
Recommendation:	To note the report
Decision Required:	If applicable

Impact: To note – all headings might not be applicable to the topic	Impact on the Environment: The Health Safety and Wellbeing Report – FY 2013/14 ensures we are meeting the needs of the business through the actions in order to deliver of the Corporate Plan
	Impact on the Economy: The Health Safety and Wellbeing Report demonstrates Natural Resources Wales is an employer that maintains high standards
	Impact on People and Communities: The Health Safety and Wellbeing Report shows we are supporting our people and communities
	Impact on Knowledge: The report shows the we are continuing to share our knowledge and experiences in order share best practice across NRW

Issue

1. This is the first annual summary of our Health, Safety and Wellbeing (H.S&W) performance for Natural Resources Wales. The report provides an overview of our how we have managed H, S &W throughout the year

Summary

2. We have maintained a good culture of H,S & W that Natural Resources Wales inherited from our legacy bodies. This has been achieved through good governance arrangements that have been installed throughout the year. Strong leadership and policy was put in place from Day 1. In addition to support the delivery of the improvement plan the H,S &W committee has continued to monitor strategic performance throughout the year. Local Fora's have been established that capture geographical local ownership of H&S risks and a means of cascading information
3. We monitor our performance regularly and have an aspirational target in the Corporate Dashboard. We inherited various ICT health safety and management reporting tools and whilst this has proved difficult tracking we have nevertheless still monitored performance. We have also made improvements to standardise some system/processes such as Serious Incident Reviews, Display Screen Equipment, H,S & W training as well as communications.

Next Steps

4. We will use this information and lessons learnt from the past year in the development of the Health, Safety and Wellbeing Strategy

Risks

5. We continue to manage H&S risks. In looking ahead we will need to maintain but develop further our own strong culture of H&S monitoring and learning. This will be a key element of our strategy as we move forward.

Financial Implications

6. We recognise getting H,S & W wrong has significant financial implications. We are continuing to put new systems in place in order to manage our H,S & W risks better and therefore costs

Communications

7. This paper will be published and shared with all staff

Equality impact assessment (EqIA)

8. Not applicable