

27 March 2015

Paper Title	Performance Framework 2015/16
Paper Reference:	NRW B B 17.15
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Purpose of Paper:	To discuss and agree the Performance Framework for 2015/16
Recommendation:	The Board is requested to: 1. Agree the Performance Framework 2015/16. 2. Endorse the revisions to the Performance Framework included the revised Business Plan Dashboard so the Executive can finalise the details. 3. Note the timelines for reporting in 2015/16. 4. Note that once agreed the Performance Framework 2015/16 will be resubmitted to the May Board meeting to include any further changes following the conclusion of the reporting year.
Decision Required:	Agree the Performance Framework for 2015/16 and approach to finalising its content.

Impact: To note – all headings might not be applicable to the topic	Impact on the Environment: The Performance Framework show progress of indicators against the second year of our Corporate Plan the delivery of targets in our 2015/16 Business Plan. Impact on the Economy: The Performance Framework show progress of indicators against the second year of our Corporate Plan the delivery of targets in our 2015/16 Business Plan. Impact on Community: The Performance Framework show progress of indicators against the second year of our Corporate Plan the delivery of targets in our 2015/16 Business Plan. Impact on Knowledge: The Performance Framework show progress of indicators against the second year of our Corporate Plan the delivery of targets in our 2015/16 Business Plan.
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1.Issue

1. A Performance Framework was developed in 2014/15 in response to the specific requirement in the 2014/15 Remit Letter, and to show performance in the first year of our Corporate Plan 2014/17 and for the 2014/15 Business Plan. The Performance Framework has now been revised to reflect the second year of our Corporate Plan 2014/17 and the 2015/16 Business Plan. The Performance Framework continues to show three key elements;
 - A summary of performance against Corporate & Business Plans plus the Business case;
 - Detailed performance of Corporate Plan indicators and Business Plan measures, and;
 - A one page dashboard of performance combining measures and selected indicators.The revisions are primarily to the Business Plan measures as these need to reflect our 2015/16 Business Plan.
2. The Performance Framework is one of the Board's principal ways of scrutinising our delivery and supporting strategic planning during 2015/16 and beyond. Revisions have been discussed with a Board sub group on 26 February 2015 and 18 March 2015 and the proposal is now presented to the Board for agreement before becoming operational.
3. Reporting during 2015/16 will continue to be every four months.

2.Summary

4. The revision of the Performance Framework has considered a number of points:
 - The objectives and targets stated in our 2015/16 Business Plan.
 - The items raised in our Remit Letter for 2015/16.
 - The performance against the Business Plan dashboard for 2014/15.
 - The points raised when the Board considered the Performance Framework 2014/15 in October 2014 and February 2015.
 - The points raised in discussion with the Board sub group on 26 February 2015 and 18 March 2015.
 - Risks in the Operational Risk Register.
 - a. The Business Plan Dashboard 2015/16 (DRAFT) is attached at Annex 1.
 - b. The proposal includes a set of 32 measures across our five good for themes. In total this comprises a decrease of four measures from 2014/15. This represents the removal of nine measures and the addition of five new measures to reflect new business priorities or where work is now established and tracked in Directorate dashboards. The dashboard also includes nine of our Corporate Plan Indicators which are for the life of the Corporate Plan.
 - c. The five measures which have been added are:
 - Knowledge theme: Evidence enabling plan delivery
 - Environment theme: Marine programme implementation

- Organisation theme: Strategic equality
 - Organisation theme: Wellbeing of Future Generations
 - Organisation theme: Probationary review and Value for Money audit
- d. The Performance Framework will continue to be a response to our approved and published Corporate Plan 2014-17 as well as the Business Plan 2015/16, and will show, progress towards the outcomes we aspire to in the Corporate Plan, and, our delivery against the Business Plan. The Board has a role in respect of the Performance Framework: supporting and advising the Executive, and exercising scrutiny and governance.
- e. The Board is asked to:
- Agree the Performance Framework 2015/16.
 - Endorse the revisions to the Performance Framework included the revised Business Plan Dashboard so the Executive can finalise the details.
 - Note the timelines for reporting in 2015/16.
 - Note that once agreed the Performance Framework 2015/16 will be resubmitted to the May Board meeting to include any further changes following the conclusion of the reporting year.
5. Performance will continue to be reported in 'open' session to the Board every four months in line with our Welsh Government reporting requirements (October 2015, February 2016 and May 2016). The Performance Framework will be available to the public and will be submitted to Welsh Government following Board consideration. The Board is asked to note this timetable.

3.Next Steps

6. Following agreement we will work with the Executive Team to finalise the details of Performance Framework.

4. Risks

7. The revision to the Performance Framework has been prepared to co-inside with the publication of the Business Plan 2015/16, and therefore support production of Directorate Delivery Plans and Dashboards. This means that indicative, rather than actual, year-end performance for 2014/15 has been considered. In order to ensure actual performance is considered the Performance Framework will be re-submitted to the Board in May 2015 for final agreement of any amendments due to the difference between indicated and actual performance.
8. Without proper scrutiny of our performance there is a risk that we would fail to deliver on our Corporate and Business Plans which could lead to damage to our reputation.

5. Financial Implications

9. There are no significant financial implications in providing this performance report.

6.Communications

10. A copy of the Performance Framework will continue to be placed on the Natural Resources Wales Website to inform the public and others. The Performance Framework will be communicated to managers and staff across the organisation supporting the distribution of the Business Plan 2015/16 and preparation of Directorate Delivery Plans and Dashboards

7. Equality impact assessment (EqIA)

11. Not Applicable

8. Index of Annex

Annex 1: Business Plan Dashboard 2015/16 (DRAFT)