

9 October 2015

Paper Title	Annual Wellbeing, Health & Safety Report – 2014/15
Paper Reference:	NRW B B 51.15
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Purpose of Paper:	Information
Recommendation:	To note the report
Decision Required:	None

Impact: To note – all headings might not be applicable to the topic	Impact on the Environment: The Wellbeing Health and Safety Report – FY 2014/15 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 Wellbeing Health and Safety Report demonstrates Natural Resources Wales is an employer that maintains high standards Impact on People and Communities: The Wellbeing Health and Safety 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
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Issue

1. This is the second annual summary of our Wellbeing, Health & Safety (WHS) performance for Natural Resources Wales. The report provides an overview of our how we have managed WHS throughout the year 2014/15.

Summary

2. We improve the wellbeing, health and safety of our staff and customers across Wales through the work that we do and the way that we do it. We encourage everyone to take personal responsibility for wellbeing, health and safety at work, and line managers provide support to achieve this.
3. Our first WHS Strategy was approved by the NRW Board in March 2015 and provides the framework through which the whole organisation will work to improve our approach to wellbeing, health and safety. The Strategy builds on the findings of our first Wellbeing, Health and Safety survey (Health & Safety Laboratory Safety Climate Tool) in December 2014. This measured the attitudes and perceptions of our staff to WHS. Our current performance is average, when compared to external benchmarks, for behaviours, trust, usability of procedures and peer group attitude. It is slightly below average in relation to organisational commitment, engagement, resources and accident and near miss reporting. Our Strategy will be implemented through a three year improvement plan, and is supported by a revised Policy and a Governance Framework. This overall package will enable our ambition to achieve survey scores comparable with a high performing organisation.
4. Improvements have been made to our WHS information systems. Staff are now using AssessNET to report accidents and near misses. This positive step removes dependency on legacy systems and gathers valuable information and learning to improve our health and safety performance. Lone and remote workers have now all transferred to StaffCall, ensuring their movements are recorded and they can be located in the event of an accident or emergency.
5. In the past year we delivered a number of policies in relation to wellbeing and occupational health, and issued interim NRW arrangements for occupational health and employee assistance provision. Staff engagement through the National Wellbeing, Health and Safety committee and regional forums is becoming more effective as we share good practice and learning points across.
6. NRW has improved the way we communicated via communication channels including Intranet, Yammer, health and safety alerts (HASA), notice boards and cascades.

Next Steps

7. We will use this information and lessons learnt from the past year in the ongoing delivery of our 3 year WHS improvement Plan.

Risks

8. 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 is a key element of our strategy as we move forward.

Financial Implications

9. We recognise getting WHS wrong has significant financial implications. We are continuing to put new systems in place in order to manage our WHS risks better and therefore costs.

Communications

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

Equality impact assessment (EqIA)

11. Not applicable

Annex 1: Annual Wellbeing, Health & Safety Report – 2014/15