

7th July 2016

Paper Title	Annual Wellbeing, Health & Safety Report – 2015/16
Paper Reference:	NRW B B 42.16
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Purpose of Paper:	Decision / Scrutiny/ Development / Information
Recommendation:	The Board is asked to approve the Wellbeing Health & Safety Annual Report for 15/16.

<p>Impact: To note – all headings might not be applicable to the topic</p>	<p>How do the proposals in this paper help NRW achieve the Well-Being of Future Generations Act principles in terms of:</p> <p>Looking at the <u>long term</u>:</p> <p>Taking an <u>integrated</u> approach:</p> <p>Involving a <u>diversity</u> of the population:</p> <p>Working in a <u>collaborative</u> way:</p> <p><u>Preventing</u> issues from occurring: The NRW Roadmap describes how our success depends on the way we work together to create a better Wales. The roadmap sets out our vision and what we will do to deliver it. Through the work that we do and the way that we do it, NRW will make a positive contribution to improving the wellbeing, health and safety of our staff and customers across Wales. Our values mean that we will be both responsible and accountable for our actions and we will act to keep ourselves and others safe and well. The Wellbeing Health and Safety Report for 2015/16 ensures we are meeting the needs of the business through the actions in order to deliver of the Corporate Plan.</p>
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Issue

1. This is the third 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 2015/16.

Background

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, along with a revised Policy and Governance Framework. This suite of documents provided the framework through which the whole organisation works to improve our approach to wellbeing, health and safety. The Strategy was built 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 and indicated that our current performance is average when compared to external benchmarks.
4. In 2015/16 we have begun to implement our Strategy through delivery of a three year improvement plan. This overall package enables our ambition to achieve survey scores comparable with a high performing organisation.

Assessment

5. 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.
6. We have reported a number of serious accidents and near misses, including a fatality of a contractor, in 2015-16. Many of those accidents and near misses occurred in our forestry harvesting activities where we need to continue to focus our attention to achieve the further improvement in performance that we need to see.
7. 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.
8. The use of MyNRW for reporting sickness absence has improved our understanding of absence rates and causes in NRW.
9. In the past year we delivered a further number of policies in relation to wellbeing and occupational health, and issued 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. We completed the training of nearly fifty staff who now have the skills for providing initial help to staff experiencing mental health distress such as depression, anxiety and psychosis. They are employees who have volunteered for the role and are certified mental health first aiders.

10. We have initiated a comprehensive training programme on H&S for staff across NRW to IOSH standard. This will help achieve a higher and consistent standard of health and safety management across teams in NRW.

Recommendations

11. The Board is asked to approve the Wellbeing Health & Safety Annual Report for 15/16.

Key risks

12. 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.
13. We will use the information gathered and lessons learnt from the past year in the ongoing delivery of our 3 year WHS improvement Plan.

Financial Implications

14. 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 reduce costs. As well as protecting our staff and those working on and using the estate we manage, there could be significant financial implications arising from failures to implement a robust WHS system.

Equality impact assessment (EqIA)

15. Not applicable