



Key Performance Indicators

Indicator	Target	RAG
Volume of timber brought to the market	3224k m ³ obs (+/- 5%)	Green
Woodland creation	400 ha	Green
Area of land awaiting restocking	Reduce by 814 ha	Green
Number of areas agreements or partnership working with communities	60	Green
Value of community benefit payments for renewables on the NFE	£3.3m	Green
Area of native woodland	52,528ha	Green
Proportion of notified features on designated sites within the NFE in favourable or unfavourable recovering condition	94%	Green

Please note that some targets have been reset and as such trend information will be available next quarter.

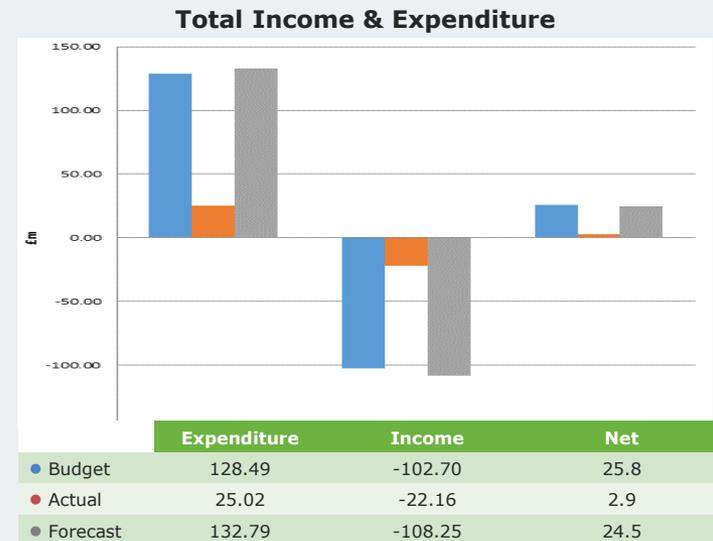
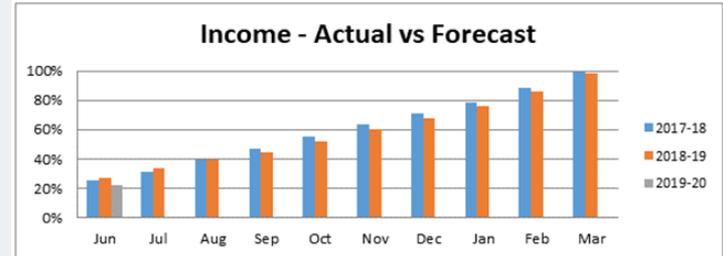
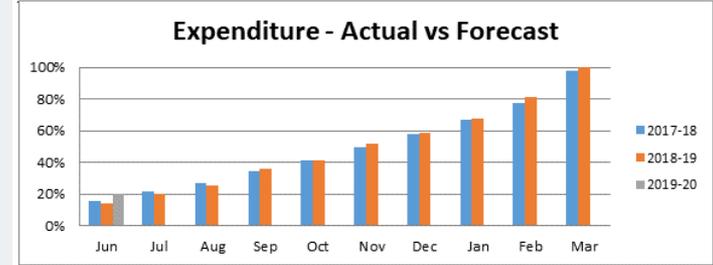
Risk Management



- Health and Safety (FLS1):** this remains a particularly serious concern for FLS due to the incidence rate within forestry.
- Complexity of Change (FLS2):** there are a number of risks rolled into this arising from the amount and complexity of change including; organisational change; the FLS change programmes; and the introduction of new legislation and regulations.
- Financial sustainability (FLS3):** Early development of FLS long term financial planning revealed £36m of investment needs over the next 5 years. The Annual Subsidy Limit (ASL) available to FLS has been reduced by £9m in the last two years leading to reduced available cash reserves to address these needs.
- Timber Production (FLS4):** There is an increased emphasis on timber productivity and smoothing timber production forecasts that require significant strategic and long term responses.
- Regulatory Compliance (FLS5):** Work continues to raise awareness of and ensure regulatory compliance across the organisation through embedding the Assurance Framework.

Legend (Residual Risk):
 Low/minor (1 to 6)
 Medium/moderate (7 to 14)
 High/extreme (15 to 25)

Finance



Issues & Achievements in Q1

- **Establishment of FLS:** FLS was established on 1st April with a smooth transition from FES.
- **Royal Highland Show:** The North Region team won the 1919 Centenary Trophy (a unique competition for 2019 only to mark the centenary of the 1919 Forestry Act) for Fort Augustus Woodlands.
- **BBC Springwatch:** The last programme of the series showed Lodge pole pine removed. Good coverage showcased on national TV.
- **Peatland Restoration:** Our peatland restoration work was described in glowing terms by Mark Avery, a well-known environmental commentator, and we are preparing to increase the rate at which we undertake restoration on the national forests and land.
- **Timber Marketing:** Programme is underway but we anticipate that market conditions will be challenging. Increased attention is required on mitigation measures such as stock control and crop selection. Additional scenario testing and forecasting measures have been put in place.
- **Access Day:** East Region supported an Access Day enabling all abilities access to a mountain environment using 4x4 vehicles – the project was supported by Heart of Scotland and featured on BBC Scotland website with wider interest from Paths for All, John Muir Trust, Maggie's Centres, Historic Scotland and Carr Gomm.
- **National Forest and Land Titles:** All of the required titles were submitted to Registers of Scotland by the end of June, further work will be requiring in responding to arising queries and resolving any disputed land ownerships.
- **FLS Corporate Plan:** Consultation on the draft Corporate Plan commenced on 28th May and attracted over 100 responses.
- **Awards:** The Digital Services team won the prestigious Project Delivery Award at the Holyrood Connect ICT Awards 2019 – held on 6th June.

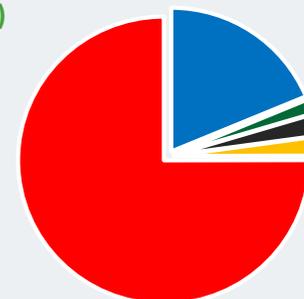
Portfolio

Ongoing Programme/Projects	Comments as to RAG/Trend	RAG	Trend
Internal Audit Project	The project was reviewed by Internal Audit and they were happy for there to be a reduction in monitoring of the project on their part. Work on the project will continue in line with project plan and will support FLS transformation.		↔
Health, Safety and Wellbeing Programme	The wider programme was reviewed in early 19/20. The improvement strategy has been revised and now includes an additional focus on ensuring that health, safety and wellbeing management systems within FLS are effective, using ISO 45001 Occupational Health and Safety Management Systems as the benchmark for improvements. The Mental Health and Wellbeing Action Plan continues to be delivered across the organization.		▲
FLS Project	The Project successfully delivered FLS on day 1 (1st April). This project is now closed.		n/a

Our People

938 FLS Employees (at end of June 2019)

FTE	June 2019
• Business Services	133.45
• C&V Services	16.00
• Corporate Support	12.54
• Estates Development	19.41
• Land Management	653.92
Total	835.32



Comments: Headcount (based on CGI figures) spiked at the beginning of Q1 due to a larger than usual number of staff starting. This was due to the previous temporary cessation (Dec – March). While staff had been recruited, their appointment was on hold until we transferred to FLS. The recruitment cessation was lifted in April and this means the headcount has reduced in that time as leavers could not be replaced.

Accidents & Incidents

Type	RIDDOR	17/18	18/19	19/20 Q1
Employee Accidents	N	58	43	15
	Y	6	4	1
Contractor Accidents	N	4	6	1
	Y	1	1	0
Agency Accidents	N	0	0	0
	Y	0	0	0
Number of Incidents	N	777	573	127
	Y	5	5	3
Member of Public accidents	N	55	53	14
	Y	0	1	0

Health and Safety Issues:

- The highest cause of employee accidents in Q1 was slips, trips and falls (6, 38%). Four of these accidents were due to uneven ground on forestry sites. The highest cause of injury accidents involving members of the public in Q1 was mountain bike collisions/ falls (7, 50%).
- There were two employee RIDDOR incidents related to Lyme Disease diagnosis, and two other incidents reported involving tick bites.
- A quarry misfire was reported as a dangerous occurrence to the HSE, under RIDDOR.
- A ride-on mower overturned, partially and temporarily pinning the lone-working operator to the ground, and resulting in injury. The investigation found areas for organisational improvement and lessons learned.