

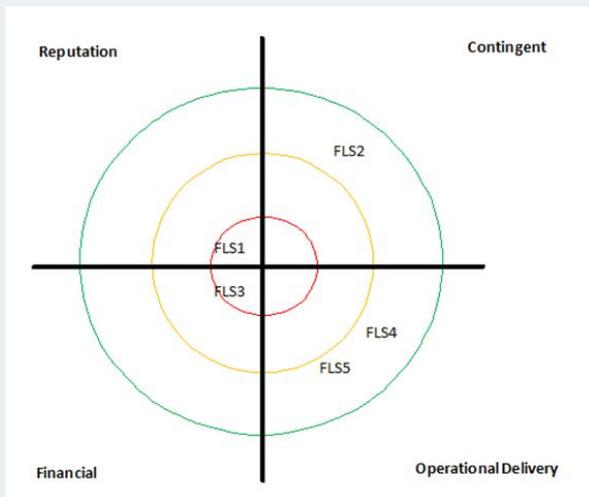


Key Performance Indicators

Indicator	Target	RAG	Trend
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	Yellow	↓
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%	Yellow	↓

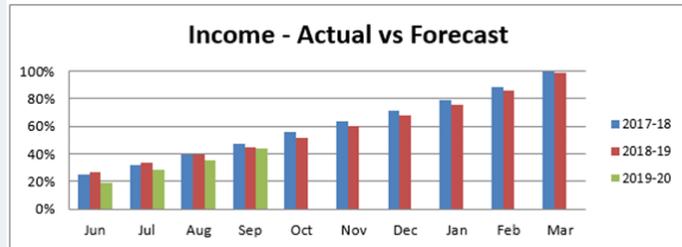
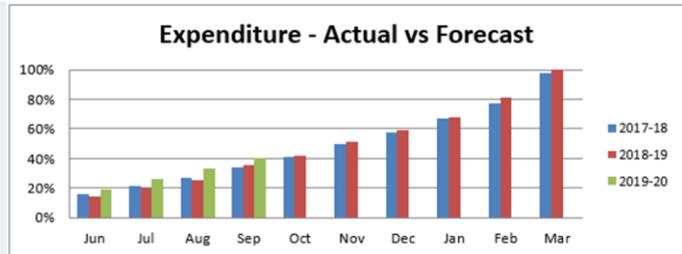
Risk Management

- 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.

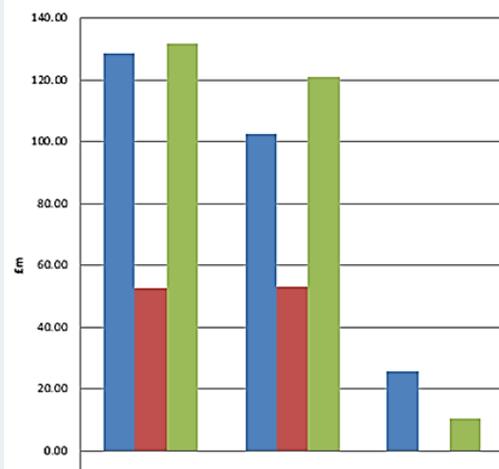


Legend (Residual Risk):
 Low/minor (1 to 6)
 Medium/moderate (7 to 14)
 High/extreme (15 to 25)

Finance



Total Income & Expenditure Q2 2019/20



	Expenditure	Income	Net
Budget	128.49	102.70	25.8
Actual	52.57	53.09	-0.5
Forecast	131.52	120.93	10.6

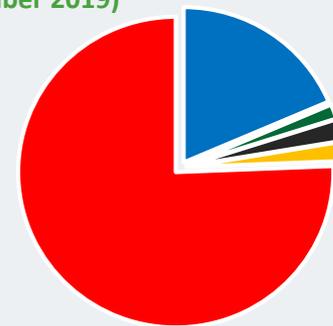
Issues & Achievements in Q2

- **UKWAS Certification:** Draft audit report indicates that FLS has been successful in maintaining UKWAS certification.
- **Seed Collection:** The Plant and Seed Supply Team, together with support from colleagues across FLS successfully collected in a bumper crop of seed from the four Sitka spruce and one Lodgepole pine seed orchards.
- **Scotland's Dementia Awards:** The Central Region's Woodland Activity Programme won the Best Dementia Friendly Community Initiative category.
- **Tree of the Year:** FLS has been shortlisted in this year's Woodland Trust's Tree of the year competition, for Last Ent of Affric, Glen Affric, North Region.
- **FLS Corporate Plan:** Corporate Plan successfully finalised and agreed by the Cabinet Secretary for the Rural Economy.
- **Annual Report:** FES Annual Report and Accounts finalised and laid before Parliament
- **New Corporate Partnership:** Five-year corporate partnership between FLS and Shell UK Ltd announced which will provide FLS with £5 million funding for the creation of around 420 hectares of additional native woodlands at Glen Garry, and the restoration of 880 hectares of peatland across Scotland.
- **Restocking:** We will be unable to source 5.5 million transplants this year. This amounts to around 20% of our total requirements.
- **Investment Board:** A new Investment Board has been established which will support FLS to undertake additional activity outwith Business as Usual (BAU) whilst supporting financial sustainability and contributing to achieving key outcomes as set out in the Corporate Plan.
- **FLS Communications Strategy:** The new FLS Communications Strategy was developed and subsequently approved by the Executive Team.
- **Complaints:** Further work is required across the organisation to ensure that complaints are accurately recorded in the AIRS system.
- **Health, Safety and Wellbeing:** The Health, Safety and Wellbeing Improvement Strategy Action Plan finalised and being delivered.
- **Cabinet Secretary Visit:** The Cabinet Secretary for Culture, Tourism and External Affairs, Fiona Hyslop's visit to Galloway in August underlined the importance of tourism development in the South Region.
- **Peatland Restoration:** FLS has been awarded £1.4 million through the Peatland Action Fund for peatland restoration in both north and south Scotland, and this has been topped up with a further £900K following the Scottish Government's declaration of a Climate Emergency.
- **Digital Accreditation:** FLS has gained Cyber Essentials accreditation which demonstrates good practice and high standards in the Digital Services environment.
- **Health Check:** The Communities and Visitor Services Health check has been completed and agreed. Implementation is now underway.
- **ICF Conference and Tour:** North Region hosted a successful Institute of Chartered Foresters (ICF) National Study Tour and Conference.

Our People

955 FLS Employees (at end of September 2019)

FTE	Sept 2019
• Business Services	170.68
• C&V Services	14.00
• Corporate Support	20.86
• Estates Development	18.27
• Land Management	694.22
Total	918.03



Comments: Current systems do not allow us to accurately track vacancies and control new or additional posts. The introduction of the new management information system, iTrent will however support this.

Accidents & Incidents

Type	RIDDOR	18/19	19/20 Q1	19/20 Q2
Employee Accidents	N	43	15	12
	Y	4	1	2
Contractor Accidents	N	6	1	2
	Y	1	0	0
Agency Accidents	N	0	0	0
	Y	0	0	0
Number of Incidents	N	573	127	149
	Y	5	3	1
Member of Public accidents	N	53	14	9
	Y	1	0	0

Accident and Incident Learnings:

- Slips, trips and falls remain the main cause of reported accidents (causing injury) and reported incidents (not causing injury).
- There were two RIDDOR reported accidents (over 7 day absence from work). One accident involved an employee who was injured after slipping on a forestry site and one involved an employee who was injured during a manual handling/ lifting operation.
- The main cause of reported accident to members of the public related to mountain bike use.
- There were 4 incidents of employees contracting Lyme Disease. These were reported to HSE under the RIDDOR regulations.
- There was one RIDDOR reported incident which was associated with a forwarder which overturned while carrying out a lifting operation. The investigation is still ongoing.