



17 March 2016

Paper Title:	Performance Framework 2016-17
Paper Reference:	Paper NRW B 18.16
Paper Sponsored By:	Clive Thomas
Paper Presented By:	Mark Hughes

Purpose of Paper:	Decision
Recommendation:	The Board is requested to: <ol style="list-style-type: none">1. Agree the Performance Framework 2016-17.2. Endorse the revisions to the Performance Framework including the revised Business Plan Dashboard so the Executive can finalise the details.3. Note the timelines for reporting in 2016-17.4. Note that once agreed the Performance Framework 2016-17 will, if required, be resubmitted to the May Board meeting to include any further changes following the conclusion of the reporting year.

Impact: To note – all headings might not be applicable to the topic	Impact on the Environment, Economy, Community & Knowledge: The Performance Framework show progress of indicators against the second year of our Corporate Plan and the delivery of targets in our 2016-17 Business Plan.
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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 against our Corporate Plan 2014/17 and for the 2014/15 Business Plan. It was revised for the second year of our Corporate Plan in March 2015. The Performance Framework has now been revised to reflect the final year of our Corporate Plan 2014/17 and the 2016-17 Business Plan. The Performance Framework continues to show three key elements;

- A summary of performance against Corporate & Business Plans,
- 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 2016-17 Business Plan.

2. The Performance Framework is one of the Board's principal ways of scrutinising our delivery and supporting strategic planning during 2016-17 and beyond. Revisions have been discussed with a Board sub group on 25 February 2016 and the proposal is now presented to the Board for agreement before becoming operational.

3. Reporting during 2016-17 will continue to be every four months.

Assessment

4. The revision of the Performance Framework has considered a number of points:

- The objectives and targets stated in our 2016-17 Business Plan.
- The items raised in our Remit Letter for 2016-17.
- The performance against the Business Plan dashboard for 2015-16.
- The points raised when the Board considered the Performance Framework 2015-16 in October 2015 and January 2016.
- The points raised in discussion with the Board sub group on 25 February 2016.
- The strength with which our business plan targets support the new Well-being goals.

5. The proposal includes a set of 24 measures across our five good for themes. This is an overall decrease of eight measures from 2015-16 (seventeen measures have been removed and nine new measures added). This reflects 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. Two of the measures removed have been merged into similar indicators which appear on the dashboard. This is part of our effort to simplify the performance framework and make it easier to highlight the links between outcomes using our indicators and the delivery of our Business Plan commitments.

6. The new measures which have been added for 2016/17 are:

- Knowledge theme: Development of Public Service Boards, Development of Area Statements, data sharing, SoNaRR publication and development of the environmental data archive.
- Environment theme: Work to deliver the Nature Recovery Plan and evaluate NRW's Net Carbon status

- Business: An existing measure on waste regulation will be modified to look at creation of a level playing field for waste collections.
- Organisation theme: Developing a new Corporate Plan and implementing Business Area Reviews.

7. The Performance Framework will continue to be a response to our approved and published Corporate Plan 2014-17 as well as the Business Plan 2016-17. It 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.

8. Performance will continue to be reported in 'open' session to the Board every four months in line with our Welsh Government reporting requirements (October 2016, February 2017 and May 2017). The Performance Framework will be available to public and staff and will be submitted to Welsh Government following Board consideration.

Recommendation(s)

9. The Board is requested to:

- Agree the Performance Framework 2016-17.
- 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 2016-17.
- Note that once agreed the Performance Framework 2016-17 will, if required, be resubmitted to the May Board meeting to include any further changes following the conclusion of the reporting year.

Key Risks

10. The revision to the Performance Framework has been prepared to coincide with the publication of the Business Plan 2016-17, and therefore support production of Directorate Delivery Plans and Dashboards. This means that indicative, rather than actual, year-end performance for 2015-16 has been considered. In order to ensure actual performance is considered the Performance Framework will be re-submitted to the Board in May 2016 should any amendments be required.

11. 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.

Financial Implications

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

Equality impact assessment (EqIA)

13. Not Applicable

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Annex 1: Business Plan Dashboard 2016-17 (DRAFT)