

Board Paper

Paper Title:	Briefing from the People and Remuneration Committee 6th December 2018
Paper Reference:	NRW B 19.05
Paper Sponsored By:	Zoe Henderson
Paper Presented By:	Zoe Henderson

Purpose of Paper:	Provide the NRW Board with a Breifing from the PaRC Meeting
Recommendation:	To Note proceedings.

- This was the first PaRC with **new Board members** and Julia Cherrett and Howard Davies were welcomed to the Committee joining Zoe Henderson(Chair) and Karen Balmer (although Howard was not in attendance) . Sir David Henshaw and Clare Pilman also joined the meeting.
- Steve Burton was congratulated on becoming Head of People Management
- The **Terms of Reference** which have been worked on by the committee will be further reviewed by the newly set up Board Governance group.
- Significant scrutiny was given to **organisational design** and particularly its implementation and Day 1 readiness following a review by Niall Reynolds
- Focus on **staff engagement and development** was discussed. PaRC supported the recommendation not to conduct another staff survey in January 2019 but to continue to make use of the last one and to look at ways of taking the “pulse” of the organisation on a more regular basis prior to another full staff survey later in 2019/2020. Key messages will be communicated to staff by Clare Pilman
- The **Wellbeing, Health and Safety** review highlighted a range of wellbeing initiatives that were being well received and are proving impactful. Particular focus was put on the Forestry Safety Review and action was required for an urgent review of the SIR (Serious Incident Review) Process as it was strongly felt that we should not wait for final meetings and reports to start to implement changes or to stop work to allow safe processes to be implemented at the earliest opportunity. Despite considerable progress a concern was expressed of a lack of urgency and a potential lack of compliance in pre-work planning. In addition further concern was expressed at the forestry industry lack of progress on H & S matters versus other industries.

- PaRC heard that the allowances project will conclude within 6 months with the help of the Hays organisation.
- Updates also included Government people policies, the recruitment of the new senior roles, and trade union pay negotiations