

WNC 19.10 - Update on Corporate Performance Measures April 2010

Summary

This is the second full bi-annual monitoring report to the FCW Management Board. 30 of the measures have been updated with new information since the last report in October 2009.

The data suggest that at 31st March 2010 the position of FCW's 31 Corporate Performance and 15 Business Measures was as follows:

	CPMs	BMs	Total
On track to meet target (green)	10	9	18
Some risk of failing target (amber)	6	2	8
Not on track to meet target (red)	1	0	1
On target to set baseline and/ or target by agreed date	3	2	5
Insufficient information available to track progress	11	2	15
Total	31	15	46

By comparison, the situation reported in October 2009 was:

	CPMs	BMs	Total
On track to meet target (green)	8	5	13
Some risk of failing target (amber)	5	2	7
Not on track to meet target (red)	2	0	2
On target to set baseline and/ or target by agreed date	9	1	10
Insufficient information available to track progress	7	7	14
Total	31	15	46

For the Corporate Performance Measures:-

- One measure has moved from red to amber (5b Hardwood harvest).
- Two measures have moved from amber to green (4c Development & implementation of operational guidance for increasing tree species diversity in non-native woodland and 5a Softwood harvest/availability ratio).
- One measure has moved from blue to red (7a GVA from forestry sector).
- One measure has moved from red to white (7d Proportion of harvested timber that is processed in Wales) because this measure needs refining.
- Five measures have moved from blue to white (as baselines and targets have been set).

Over the three year period we will be able to show you progress of each measure and whether we are more or less likely to meet the target at each reporting period.

Summary table of Corporate Performance Measures

		Performance Measures	Measure	Position in March 2010	2009-2012 target	2025 target	
Implementing Woodlands for Wales	Managing our organisation	Responding to climate change	1. Woodland in sustainable mgt	Area of woodland certified or with approved BWW management plan	Certification retained. 15,700 ha BWW plans approved since 1 st April 2009	Certification retained. 12,000 ha BWW plans approved since 1 st April 2009	180,000 ha
			2. Woodland creation	Area of new woodland created	209 ha in 2009/10	1,500 ha over 3 years	<i>Not set</i>
			3. Woodland area managed without clearfelling	a) Area of AGWE managed without clearfell	37,400 ha	40,300 ha	<i>Not set</i>
				b) Area outside AGWE managed by CCF or under transformation to CCF	527 ha in BWW approved for conversion to CCF since 1 st April 2009	<i>Not set</i>	<i>Not set</i>
				c) Average annual thinning volume on AGWE	183,452 m ³ in 2009/10	600,000 m ³ over 3 years	Average 280,000 m ³ /yr
			4. Tree species diversity in non-native woodland	a) Proportion of non-native woodland with 1, 2, or 3+ species	Update due April 2014	<i>Not set</i>	<i>Not set</i>
				b) Mean number of species in non-native woodland in Wales	Update due April 2014	<i>Not set</i>	<i>Not set</i>
				c) Development & implementation of operational guidance	Development complete. Implementation on schedule	Develop and implement guidance from 10/11	<i>Not set</i>
			5. Climate change mitigation	a) Softwood harvest/availability ratio	Likely to be on target for 2009/10	10-yr rolling average 86% (each yr within 77%-98%)	10-yr rolling average 86% (each yr within 77%-98%)
				b) Hardwood harvest (or % harvest of annual increment)	Increased harvest on AGWE.	108,000 m ³ obs over 3 years	25%
				c) Installed capacity of wind farms on AGWE	59 MW	150 MW	700MW
			6. Level of public involvement with woodland	a) Consultation on woodland plans (% adults)	5%	4% in 2009 and 2011	<i>Not set</i>
				b) Membership of woodland community groups (% adults)	3%	2% in 2009 and 2011	3%
				c) Area of woodland owned by/leased to community groups	Update due April 2013	624 ha owned or leased	<i>Not set</i>
				d) Involvement in woodland education (% adults)	11%	10% in 2009 and 2011	Maintain around 10%
		e) Use of woodland for recreation in last year (% adults)		Update due Oct 2011	40% in 2011.	<i>Not set</i>	
		f) Proportion of AGWE visits that are a high quality experience		Will set on schedule	<i>Baseline & target by 31/3/11</i>	<i>Not set</i>	
		g) Easy access to woodland without a car (% adults)		63%	62% in 2009 and 2011	70%	
		h) Access to 2ha+ wood within 500m (% population)		17% in 2009	17% in 2010/11.	25%	
		i) Access to 20ha+ wood within 4km (% population)		77% in 2009	72% in 2010/11	72%	
		7. Level of woodland and timber related enterprise	a) Wales index of Gross Value Added of the forestry sector (baseline year = 2004) compared to UK index	Welsh GVA index = 93. UK Index = 101	Welsh GVA index maintained at or above level of UK index	Welsh GVA index at or above level of UK index	
			b) Generation of income and products from farm woodland	Update due 2012	4% of farmers harvesting material for sale	<i>Not set</i>	
			c) Gross Value Added from small businesses	Will set baseline & target ahead of schedule	<i>Sample frame, baseline and target by 31/3/11</i>	<i>Not set</i>	
			d) Proportion of harvested timber that is processed in Wales	Measure needs refining	70% in 2012	74%	
			e) Proportion of new builds that are timber frame	Update due 2010	16% in 2012	<i>Not set</i>	
		8. Native woodland extent	a) Area of native woodland	Update due 2014	<i>Not set</i>	133,000ha	
			b) Area of new native woodland created since 2009	188 ha in 2009/10	1,000 ha	8,000 ha	
			c) Area of PAWS restored to native since 2009	Prioritisation on schedule	<i>Prioritise AGWE sites</i>	10,000 ha including 6,000ha on AGWE	
				Unable to report at present	1,000 ha		
		d) Area of other woodland converted to native since 2009	Identification process on track	Identify >5,000ha for conversion	5,000 ha		
		9. Native woodland condition	Proportion of native woodland in favourable/recovering condition	Update due 2014	<i>Not set</i>	43% (of 110,000ha)	

Summary table of Business Measures

Business measure	Baseline	Position in March 2010	2012 target
1. Staff satisfaction	2009 employee opinion survey will set baseline	Baseline completed	2% improvement in summary results for question areas in subsequent surveys.
2. Staff diversity	30.5% FCW staff female at 31/3/2009	31.1% at 31/3/2010	32% FCW staff female at 31/3/12
	2.7% of FCGB staff with self declared disability at 31/3/2009	2.7% at 31/3/2010	3.5% FCW staff with self declared disability at 31/3/12
3. Staff training needs identified, matched to needs of organisation and programmed / delivered	-	131% technical training, 128% developmental training delivered in 2009/10	80% of identified training needs delivered or programmed each year
4. Uptake of identified formal training needs for staff	-	95.6% staff attended mandatory / agreed training in 2009/10	95% of nominated staff to attend mandatory / agreed learning and development events each year [sickness excepted]
5. Proportion of posts identified for Welsh language competence with appropriately skilled staff in post	-	Baseline completed	Baseline setting out distribution of Welsh speakers in FCW completed in 2009
	-	On schedule	Prioritising posts where better language 'match' required
6. Production of unqualified set of accounts	N/A	Completed to schedule	By 31 st July (each year) of following financial year
7. Non-baseline funding achieved for corporate priorities	-	£12.2 million so far secured to end 2011/12	£12M within the three years 09/10, 10/11 and 11/12
8. Target number of press releases; percentage of beneficial tone of coverage in press	-	171 in 2009/10	Average of 200 press releases per year over three year period;
	-	76% beneficial	60% press coverage is beneficial to FC Wales (as opposed to factual or adverse coverage)
9. Business sustainability targets	605.6 thousand kg CO2e from energy use	585.1 thousand kg CO2e from energy use (3.4% reduction in first year)	3% year on year reduction over three year period
	1058 thousand kg CO2e from staff travel	989 thousand kg CO2e from staff travel (6.6% reduction in first year)	5% year on year reduction over three year period
	Unknown kg waste	Partial baseline established, but quality of data needs to be improved	A reduction in waste over 08/09 baseline
	Unknown kg recycling		An increase in % waste recycled over 08/09 baseline

Corporate Performance Measures

1. Woodland under sustainable management

Our 2012 targets are to maintain certification on the Assembly Government Woodland Estate (AGWE), and that 12,000ha of non-AGWE has a BWW management plan approved in the three years from 1st April 2009.

Certification is retained on the AWE: The audit of the 126,000 ha Assembly woodland estate carried out in July 2009 by SGS Qualifor was a re-evaluation audit, which is the main audit at the start of a new 5-year period. The audit report was received in November 2009 and although we received 3 new minor Corrective Action Requests (CARs) none of these cause concern and the 2 existing minor CARs from the 2008 surveillance audit are now closed out. On 24 February 2010 the Forestry Commission became dual certified, which means we can label our products under either or both FSC (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification) schemes. Future FC publications will now feature both logos.

We have already exceeded our 2012 target outside the AGWE: In the twelve months to 31st March 2010, 15,700 ha of non-AGWE woodland had BWW plans approved, well over the three-year target of 12,000ha. In addition, there is an additional 8,300 ha of non-AGWE woodland 'in the system' and awaiting approval.

	thousand hectares					
At end of financial year:	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10
(i) Area of certified woodland on AGWE ^a	109	108	107	106	105	105
(ii) Total area in BWW with approved management plan ^{b2}	0	0	<1	6.4	17.4	33.1
Total of certified AGWE plus area in BWW	109	108	107	112	122	138

Sources: [a] Forestry Statistics [b] GLOS database

Corporate Performance Measures

2. Woodland creation

Our 2012 target is to have a total of 1,500 ha of new woodland in the three years from 1st April 2009. Provisional figures for paid planting under BWW and Tir Gofal in 2009/10 total 209 hectares, suggesting that there is a risk that we will fail to meet this target. Finalised figures will be available in September 2010.

Financial year:	Historical data on annual planting						Planned planting in approved and unapproved plans	
	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
BWW Standard crops ^a	0	0	0	27	6	15	13	54
BWW Simple Mixtures ^a	0	0	0	0	3	0	6	0
BWW Quality Mixtures ^a	0	0	0	3	5	7	49	6
BWW Native woodland ^a	0	0	0	54	61	104	355	170
Woodland Grant Scheme ^b	534	460	425	120	34	0	0	0
Total under BWW	534	460	425	203	109	125	423	230
Tir Gofal (outside BWW) ^c	n/a	81	90	58	74	84	n/a	n/a
Total new woodland (ha)	534	541	515	261	183	209	423	230

Sources: [a] GLOS database [b] FC Statistics prepared for Forestry Statistics [c] Welsh Assembly figures for planting <0.25 ha under Tir Gofal.

3. Woodland area managed without clearfelling

3(a) Area of AGWE managed without clearfell

Our 2012 target is that 40,300ha is identified in Forest Plans for management under a non-clearfell regime by 31/03/12 (i.e. an additional 2,950 ha identified over three years from 1st April 2009). There has not been much progress over the last three years in identifying more areas for management without clearfell. We are not currently on track to meet this target. However the FDPs of 69,424 ha on the AGWE are due for review during the next two years, so this target still remains achievable.

At:	31/3/05	22/11/05	31/3/07	31/3/08	31/3/09	31/3/10	10/11	11/12
Area of AGWE managed without clearfelling (ha) at end of financial year	32,706	35,492	38,857	36,892	37,270	37,400 ^d		
Area of the AGWE in FDPs that are due for review in each financial year							29,625 ^e	39,799 ^c

Source: Query of FC internal systems. [d] Position at mid March 2010 [e] Position at October 2009

3(b) Area in BWW managed by CCF or under transformation to CCF

At 1st April 2009 (the baseline date) 3,424 ha of woodland in approved BWW plans had been identified as being suitable for conversion to CCF. By 31st March 2010, an additional 527 ha had come into BWW for conversion. There is no target set yet for this measure.

hectares

Corporate Performance Measures

Financial year:	2006/07	2007/08	2008/09	2009/10
(i) Area of woodland in BWW with approved plan for transformation to CCF	3	551	3,424	3,951
(ii) Area of woodland in BWW with at least 1 paid intervention for transformation to CCF	0	33	322	1,432

Source: GLOS database

3(c) Average annual thinning volume on AGWE

Our 2012 target is to obtain 600,000 m³ over the three years from 1st April 2009, with volume escalating each year as shown in the table below. In 2009/10, the volume of thinning harvest was 183,452 m³ (176,077 m³ softwood and 7,380 m³ hardwood), on schedule for this target. However, there is some concern that the target for 2010/11 will be challenging because there has been a significant delay in coupe plans for 10/11 coming forward. This issue is being addressed, but a risk of failing the 2010/11 target remains.

Financial year ending:	31/3/05	31/3/06	31/3/07	31/3/08	31/3/09	31/3/10	31/3/11	31/3/12
Volume thinned (k m ³)	289	253	193	187	191	183.5		
Planned volume						184.5	198.5	225.7

thousand m³

Source: Annual Reports and Sales plan progress for in-year figures

4. Tree species diversity in non-native woodland

4(a) Proportion of non-native woodland in Wales containing 1, 2 and 3 or more species

We have set a baseline for this measure on schedule: Findings of NIWT 1 show that in 1997 53% of non-native 0.25 ha blocks contained only 1 species, 19% contained 2 species and 28% contained 3 or more species. There is no target set for this measure.

4(b) Mean number of species per 0.25ha square of non-native woodland in Wales

The mean number of tree/shrub species per non-native assessment square in NIWT (1997) was 2.2 (standard error 0.4). We do not anticipate an update to this measure until the publication of the field survey from the National Forest Inventory in 2014. There is no target set for this measure.

4(c) Development and implementation of operational guidance

We also have a target to develop operational guidance for replanting non-native woodlands by 31/12/09 and reflect this guidance in planting plans for AGWE from 10/11 planting season onwards. The first draft of the "Corporate guidance for the planting and establishment of tree species in Wales" was submitted to the Management Board in March 2010, slightly behind schedule. The guidance includes case studies and a "Plan for delivery" which identifies what can be changed in the short, medium and long term. Meetings are being conducted in all Forest Districts and WSO to ensure that delivery is achieved as fast as reasonably possible. In summary, this activity is essentially on schedule.

Corporate Performance Measures

5. Climate change mitigation

5(a) Softwood harvest/availability ratio

Our target is to keep the softwood harvest to availability ratio less than 86% on 10-yr average and within the range 77%-98%. In 2008, the ratio was just below the target window at 76%. Preliminary figures from WHaM on the AGWE softwood harvest in 2009/10 indicate that 878,627 m³ were harvested in 2009/10 (702,550 m³ from clearfell and 176,077 m³ from thinning) which suggests that the ratio will be higher in 2009/10 and that we are on track to meet the target.

thousand m³ overbark standing

Calendar year:	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10
AGWE softwood production	958	823	747	713	679	879
Non-AGWE softwood production	395	363	427	483	428	*
Total production	1,353	1,186	1,175	1,196	1,107	*
Softwood availability forecast	1,547	1,547	1,547	1,457	1,457	1,457
Harvest/Availability %	87%	77%	76%	82%	76%	*

Sources: Forestry Statistics. AGWE softwood production for 2009/10 from WHAM SRP.

* Figures for 2009/10 for Non-AGWE softwood production will be available in September 2010.

5(b) Hardwood harvest

Our target is for a total of 108,000 m³ obs hardwood to be harvested over the three years from 1st April 2009 (equivalent to 36,000 m³ obs per year). Indications from previous years are that this target will be hard to meet. However, preliminary figures from WHaM suggest that there was a considerable increase in the hardwood harvest from the AGWE in 2009/10 (7,380 m³ from thinning). It is too early to say whether this target will be achieved.

thousand m³ overbark standing

Calendar year:	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10
AGWE hardwood removals	10	12	3	3	3	7.4
Non-AGWE hardwood removals	15	18	18	19	19	*
Total hardwood removals	25	29	22	22	21	*

Source: Forestry Statistics. AGWE hardwood production for 2009/10 from WHAM SRP.

* Figures for 2009/10 for Non-AGWE hardwood production will be available in September 2010.

Corporate Performance Measures

5(c) Installed capacity for renewable energy on AGWE

Our target is to have 150MW of renewable wind energy capacity installed by 31/3/12. Cefn Croes is already in operation and contributes 59MW. By the end of 11/12 it is planned to have an additional 258MW under construction. However it is anticipated that no further capacity will be installed until 2012/13. It is unlikely that we will meet the 2012 target. The speed at which installations are constructed and commissioned is largely dependent on external agencies such as Statutory Consultees and the Planning Authorities. Whilst this will impact on timing of delivery, FCW is still confident that the overall MWH will be delivered.

Financial year:	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Total in Planning System	442	618	642			
Total Under Construction	0	0	258	440.5	464.5	201
Total Installed	59	59	59	83	341	601.5

MegaWatts

Source: National Forest Estate Wind Farm Project Team

6. Level of public involvement with woodland

Calendar year:	Baseline	Target for 2011 or 2012	Latest data	Comment
(a) Consultation on woodland plans (% adults) ^a	4 % (2005)	4% (2011)	5% (2009)	On target
(b) Membership of woodland community group (% adults) ^a	2% (2005)	2% (2011)	3% (2009)	On target
(c) Area of woodland leased to or owned by community groups ^b	624 ha (2010)	624 ha (2012)	NA	Baseline set on schedule
(d) Involvement in woodland education (% adults) ^a	10% (2005)	10% (2011)	11% (2009)	On target
(e) Use of woodland for recreation in last year (% adults) ^a	40% (2003)	40% (2011)	NA	Update due 2011
(f) Proportion of woodland visits which provide high quality experiences ^c	NA	NA	NA	Baseline due end 2011
(g) Easy access to woodland without a car (% adults) ^a	59% (2005)	62% (2011)	63% (2009)	On target
(h) Access to 2ha+ wood within 500m (% population) ^d	16% (2004)	17% (2012)	17% (2009)	On target
(i) Access to 20ha+ wood within 4km (% population) ^d	72% (2004)	72% (2012)	77% (2009)	Ahead of target

Sources: [a] FC Wales Public Opinion of Forestry Survey; [b] FC Wales survey of community woodland groups; [c] FC Wales Quality of Experience Survey; [d] Space for People analysis

Corporate Performance Measures

Latest data from the Public Opinion of Forestry Survey 2009 and from the Space for People analysis show that we are on track to meet targets for (a), (b), (d), (g), (h) and (i). An update for (e) and the baseline and target for (f) are due at the end of 2010/11.

The baseline for (c) has been set on schedule, using data from the FC Wales Survey of Community Woodland Groups, which ran during March 2010. There are currently 126 active community woodland groups in Wales managing 1537 ha woodland, of which 388 ha (25%) is owned and 236 ha (15%) is leased by the groups. This makes a total of 624 ha that is either owned or leased (41% of woodland managed).

We have set a target for (c) Area of woodland leased to or owned by community groups for 31/3/2012 of 624 ha – i.e. that the area should at a minimum be maintained. We consider this to be a reasonable target since it is likely that some of the existing community groups in Wales will cease to be active in the years since the end of the Cyd Coed project.

7. Level of woodland and timber related enterprise^a

7(a) Gross Value Added of the Forestry Sector:

We have set a target on schedule for the GVA for the forestry sector in 2009-2012. Our target is to maintain an index of total GVA (where baseline year 2004 = 100) at or above the UK index (also with a baseline year of 2004 = 100). Latest GVA figures for 2007 show that since 2004 the Welsh index has declined to 93 points, while the UK index has increased to 101 points. This suggests that we are not currently on track to meet our target. The decline in the value of the forestry sector in Wales is due specifically to the long-term decline in the pulp, paper and paper products subsector (see graph below). Conversely, the Forestry, logging & related services subsector has remained stable, while the Manufacture of wood and wood products sector has shown steady growth.

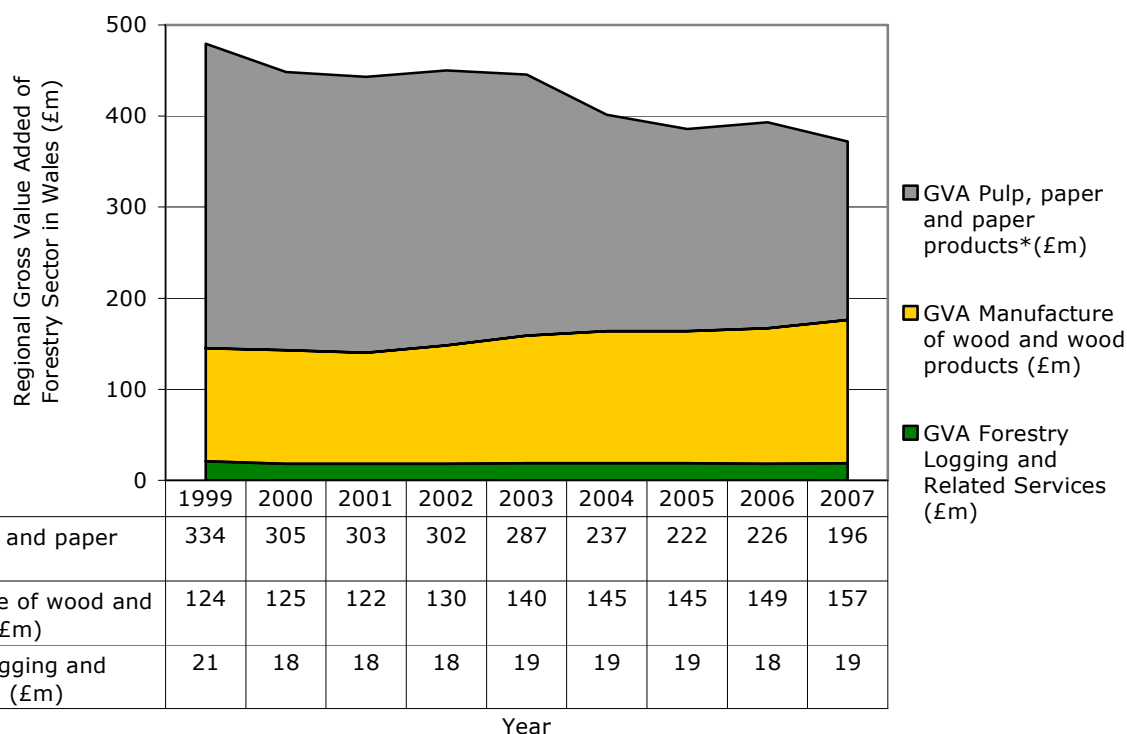
Comparison of Wales and UK GVA (using regional GVA figures)

Calendar Year	2004	2005	2006	2007
Regional GVA of forestry sector in Wales (£ million)	401	386	393	372
GVA of UK forestry sector (£ million)	6,439	6,400	6,111	6,536
Index of Regional GVA in Wales (baseline year = 2004)	100	96	98	93
Index of Regional GVA in UK (baseline year = 2004)	100	99	95	101

Source: Office for National Statistics

^a How the figures on GVA are calculated: The figures for regional Gross Value Added for Forestry, Logging & Related Services and for Manufacture of wood and wood products come from the Regional Accounts published by Office of National Statistics at <http://www.statswales.wales.gov.uk/TableViewer/tableView.aspx?ReportId=299>. In the Regional Accounts the figures for manufacture of Pulp, paper and paper products are combined with figures for Publishing and printing. Therefore more detailed information from the Annual Business Inquiry (ABI) is used to estimate the proportion of the Regional Accounts that relates specifically to the manufacture of pulp, paper and paper products.

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* Estimated using information from the Regional Accounts and from the Annual Business Inquiry. See below.

7(b) Generation of income and products from farm woodland

We have set the baseline on schedule. In 2009, 4% of the 7,500 farms with at least 0.5ha of woodland were harvesting firewood or timber for sale, and 38% were harvesting products for personal use. (These figures will be converted into a % farm woodland area during 2010).

13% of farm holdings *that have received a woodland grant from FC* earn some cash income from their woodlands. This averages £2,600 per farm, with 58% of this income derived from timber sales and 39% from firewood sales. The remainder comes from a range of activities such as sale of collected seeds, motorcross, and camping in woodlands.

By comparison, only 6% of farm holdings with >0.5ha of woodland and *who have not had a grant* earn any income from their woods, and this averages only £700 per farm. 80% of this income comes from timber (particularly Christmas trees) and 10% from firewood.

We have set a target for this measure for 2011/12. Our target is that 4% of farms with at least 0.5ha of woodland will continue to be harvesting material for sale, as measured by the next FCW Survey in autumn 2011. With this second survey we can begin to establish a trend which will help us set the target for 2012/13 – 2014/15.

7(c) Gross Value Added from woodland-related social enterprises and small businesses

We are due to create a sample frame for a survey of enterprises by 31/3/10 and publish a baseline and target by 31/3/11. We have created the sample frame ahead of schedule and

Corporate Performance Measures

the survey of woodland-related enterprises has been completed, with the final report due in May 2010.

7(d) Timber processing in Wales

Our target is for 70% of Welsh-grown timber to be processed in Wales by 2010. Currently we only have data for a fairly poor proxy for this measure – the proportion of softwood logs *that are destined for sawmills* which are then processed in Wales. In 2008 68% of Welsh-grown softwood destined for sawmills were processed in Wales. The remainder is almost entirely processed in England. There is no clear trend but the proportion of Welsh-grown timber harvested in Wales has remained slightly under 70% in the last few years. We will be looking to improve the data sources for this measure during 2010.

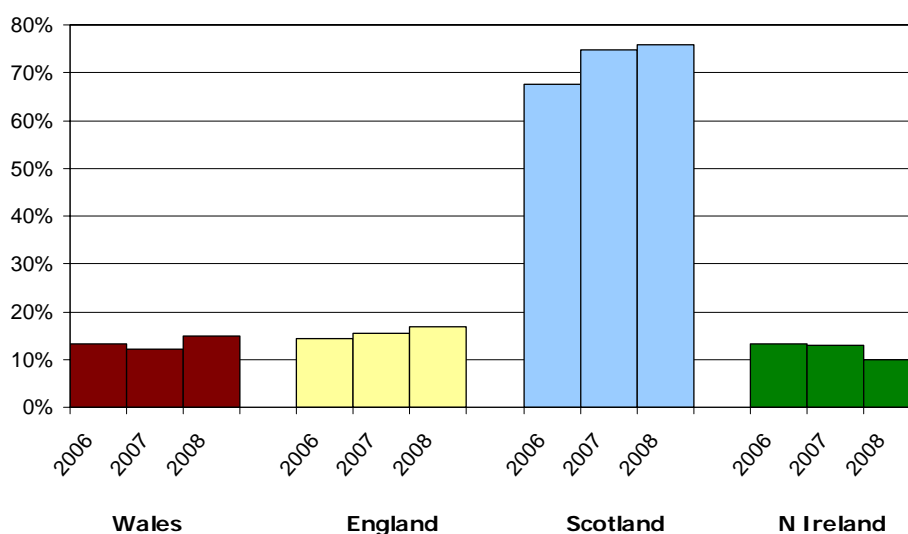
Calendar year:	percentage				
	2004	2005	2006	2007	2008
% Welsh-grown softwood destined for sawmills that is processed in Wales	74	69	67	69	68
% English-grown timber processed in Wales	18	7	13	12	8
% Scottish-grown timber processed in Wales	3	7	4	4	3

Source: Forestry Statistics. NOTE: From 2005 onwards, based on 8 mills in Wales that produce over 10,000m³ sawnwood (soft and hard). In 2004 based on all mills in Wales which produce over 5,000m³.

7(e) Proportion of new builds of timber frame construction

Latest data from the UK Timber Frame Association show that in 2008 15% of new builds in Wales were of timber-framed construction (up from 12% in 2007). This is in line with England (currently 17%) but way behind Scotland (currently 76%). It is too early to ascertain a trend in Wales. We have set a target for this measure ahead of schedule of 16% of new builds in 2012.

Percentage of new houses that were of timber-frame construction:



Source: UK Timber Frame Association

Corporate Performance Measures

8. Native woodland extent

8(a) Area of native woodland in Wales

In 1997, there were 110,000 ha of native woodland in Wales. Our target is to increase this to 133,000 ha by 2025. However, there will be no update available until 2014 (when data from the NFI field survey will be available).

8(b) Area of new native woodland created since 2009^b

Our target is to have 1,000 ha of new native woodland planted between 1st April 2009 and 31st March 2012, i.e. about 330ha per year. Provisional figures for paid planting under BWW and Tir Gofal in 2009/10 total 174 hectares, suggesting that there is a risk that we will fail to meet this target. Finalised figures will be available in September 2010.

Financial year:	Historical data on annual planting						Planned planting in approved and unapproved plans	
	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
BWW Native woodland	0	0	0	54	61	104	355	170
Woodland Grant Scheme	521	452	388	147	5	0	0	0
Tir Gofal (outside BWW)	n/a	81	90	58	74	84	n/a	n/a
Total new woodland (ha)	521	533	478	259	140	188	355	170

Sources: Data for 2004/5 to 2008/9 from Forestry Statistics. Figures for 2010/11 and 2011/12 from GLOS database.

Our 2012 target is to have a total of 1,500 ha of new woodland in the three years from 1st April 2009. Provisional figures for paid planting under BWW and Tir Gofal in 2009/10 total 218 hectares, suggesting that there is a risk that we will fail to meet this target. Finalised figures will be available in September 2010.

8ci) Planning and prioritisation of PAWS restoration on AGWE

On the AGWE, Districts are assessing how much of their PAWS is likely to become native through planned works. Also, a Policy Implementation Group has been set up to look at planning and prioritisation of the restoration of all restorable PAWS on the AGWE by 31/3/11. It will:

- Prioritise all PAWS sites based on the ROFI prioritisation methodology, with the best currently available information by 31/3/10.

^b How the figures on new native woodland are calculated: Information about Forestry Commission new planting is collated by Forestry Commission GB, Economics and Statistics unit, and is derived from administrative systems such as GLADE. For natural colonisation and regeneration, the areas are those for which the second instalment of grant has been paid. Areas receiving grant are allocated to years by date of payment. Local estimates for areas of planting and restocking which are not FC and which are not grant-aided are included. These estimates are relatively small and it has been assumed that all of this area is broadleaves. The Woodland Trust does not conduct any planting outside a BWW scheme. We are currently investigating whether we can obtain data on any net woodland gain from the Trunk Road Agencies.

Corporate Performance Measures

- Conduct a survey across all PAWS sites on AGWE over next 3 Years. Coed y Cymoedd have already tendered for work – Other districts and Policy team are encouraged to budget for survey work from 10/11 onwards
- Re-visit the prioritisation given this new information
- Use results of the survey to assess the current state ('nativeness' and condition) of our PAWS woodlands and enable us to monitor change over time.

8(cii) Area of PAWS restored to native woodland since 2009

Our target is to have restored 1,000 ha of PAWS to native woodland (>50% native species) between 1st April 2009 and 31st March 2012, i.e. an average of 333 ha per year.

We are currently unable to report on the area of PAWS on the AGWE that has been restored to >50% native species via thinning. However, we believe that 28 ha was restored via fell and restock in 2009/10 (this figure may be revised as the SCDB is updated), and 52 ha of PAWS in BWW were restored, making a total of 80ha in 2009/10. In addition, 195 ha of PAWS in BWW had at least one intervention which may or may not have lead to full restoration.

Much larger areas in BWW are planned for restoration in the coming two years. It is difficult to report on progress until we have developed ways to measure restoration via thinning on the AGWE, and to measure when interventions have lead to restoration in BWW.

	Historical data on area transformed in each year					Planned restoration in approved and unapproved plans for each year	
	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Financial year:							
Area PAWS fully restored under BWW to >50% native ^a	0	0	24	31	52	170	58
Additional areas of PAWS in BWW with interventions that contribute to restoration ^b	0	0	126	128	195	1104	569
Area PAWS in WGS restocked >50% native	unknown	unknown	unknown	unknown	unknown	0	0
Area PAWS on AGWE clearfelled and restocked with broadleaves ^c	140	73	85	83	28	unknown	unknown
Area PAWS on AGWE restored via thinning	unknown	unknown	unknown	unknown	unknown	unknown	unknown
Total area of PAWS restored	unknown	unknown	unknown	unknown	unknown	unknown	unknown

Sources: [a] GLOS database [b] These areas may be fully or partially restored – they have had at least one intervention of selective felling, cleaning & respacing, patch planting or thinning. [c] Analysis of SCDB that looked at the area of PAWS restocked with >50% native species by restocking date.

Corporate Performance Measures

8(d) Area of other woodland converted to native since 2009

Our target is to identify areas of non-native non-ancient woodland for conversion to native woodland by 31/3/11, and to convert 5,000 ha of such woodlands by 2025.

Financial year:	Historical data on area transformed in each year					Planned restoration in approved and unapproved plans for each year	
	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12
Area of non-ancient non-native woodland converted to native on AGWE	unknown	unknown	unknown	unknown	unknown	unknown	unknown
Area of non-ancient non-native woodland converted to native under BWW ^a	0	0	7	31	34	336	147
Area of non-ancient non-native woodland converted to native under WGS	unknown	unknown	unknown	unknown	unknown	unknown	unknown
Total area of non-ancient non-native converted to native	unknown	unknown	unknown	unknown	unknown	unknown	unknown

Source: [a] GLOS database

Outside the AGWE, 34 ha of conversion of non-ancient conifer took place in 2009/10, and BWW forest management plans have identified a further 483 ha that may be converted to native by 2012.

Regarding the AGWE, discussion at the PAWS policy implementation group suggested that areas identified as potentially ancient on the AWI (Laing and Tucker 2001 Survey), but not appearing on the revised Ancient Woodland Inventory (due 2010) would be ideal candidates. Pilot work suggested that there would be around 5,000ha of such woodlands. These woodlands would:

- Have some ecological interest already (they have already been identified as potentially ancient)
- Be next to ancient woodland thus added value for conversion to native
- Be part of a habitat network as neighbouring ancient
- Are currently being treated as if they were PAWS by the AGWE.

In summary, current progress suggests that We are on target to identify at least 5,000 ha for conversion by 31st March 2011.

Corporate Performance Measures

9. Native woodland condition

We have set the baseline for native woodland condition on schedule. Our long term target is to have 43% of the 110,000 hectares of native woodland in favourable or recovering condition by 2020. It is too early to say whether we are on track to meet this target, but the current position is that only 23% of native woodland on designated sites is in favourable or recovering condition.

(a) Condition of all native woodland across Wales

NIWT 1 provides information on the 1997 baseline for condition of native woodland. No update will be available until 2014 (when data from the National Forest Inventory field survey become available). However the baseline currently highlights that deadwood volume is well below the desired level, and that the condition of woodlands on designated sites is largely unfavourable.

Condition measure	Wales	Target and comment
Mean shrub layer cover (%) of native woodland	30% (std error 0.6)	We expect this to remain stable or to increase in the long term. Mean shrub layer cover in Wales is higher than that recorded for Scotland perhaps due to lower grazing pressure
Mean number of tree/shrub species per 0.25 ha of native woodland	4.27 (std error 0.05)	We expect this to remain stable or to increase in the long term.
Mean volume of deadwood in native woodland (m3 per ha)	0.6	This is far below the volume of 20m3 per ha required to comply with the UK Woodland Assurance Standard. Also falls below the 4.4 m3 per ha recorded for Scotland
Proportion of (i) native woodland and (ii) oak woodland in old growth stage (%)	(i) 23% (ii) 39%	In the long term, it is expected that there will be an increase in the proportion of native woodland falling into the old-growth category. However, extensive areas of new native woodland planting could cause the proportion to dip in the short to medium term.

Source: Analysis of field survey data from the National Inventory of Woodlands and Trees 1997

Corporate Performance Measures

b) Condition of woodland on designated sites

Since 2002, Countryside Council for Wales have been assessing the condition of 47 woodland features within Special Areas of Conservation, establishing a 2006 baseline for this measure. Future CCW assessments will us to monitor changes in the condition of these features.

	% Features	% woodland area
Favourable – maintained	21.3%	8.8%
Favourable – unclassified	4.3%	0.5%
Unfavourable – recovering	21.3%	14.1%
Total favourable or recovering	46.8%	23.4%
Unfavourable – no change	14.9%	12.7%
Unfavourable – declining	14.9%	20.4%
Unfavourable - unclassified	23.4%	43.4%
Total unfavourable	53.2%	76.6%
Assessed	47 features	5424 ha

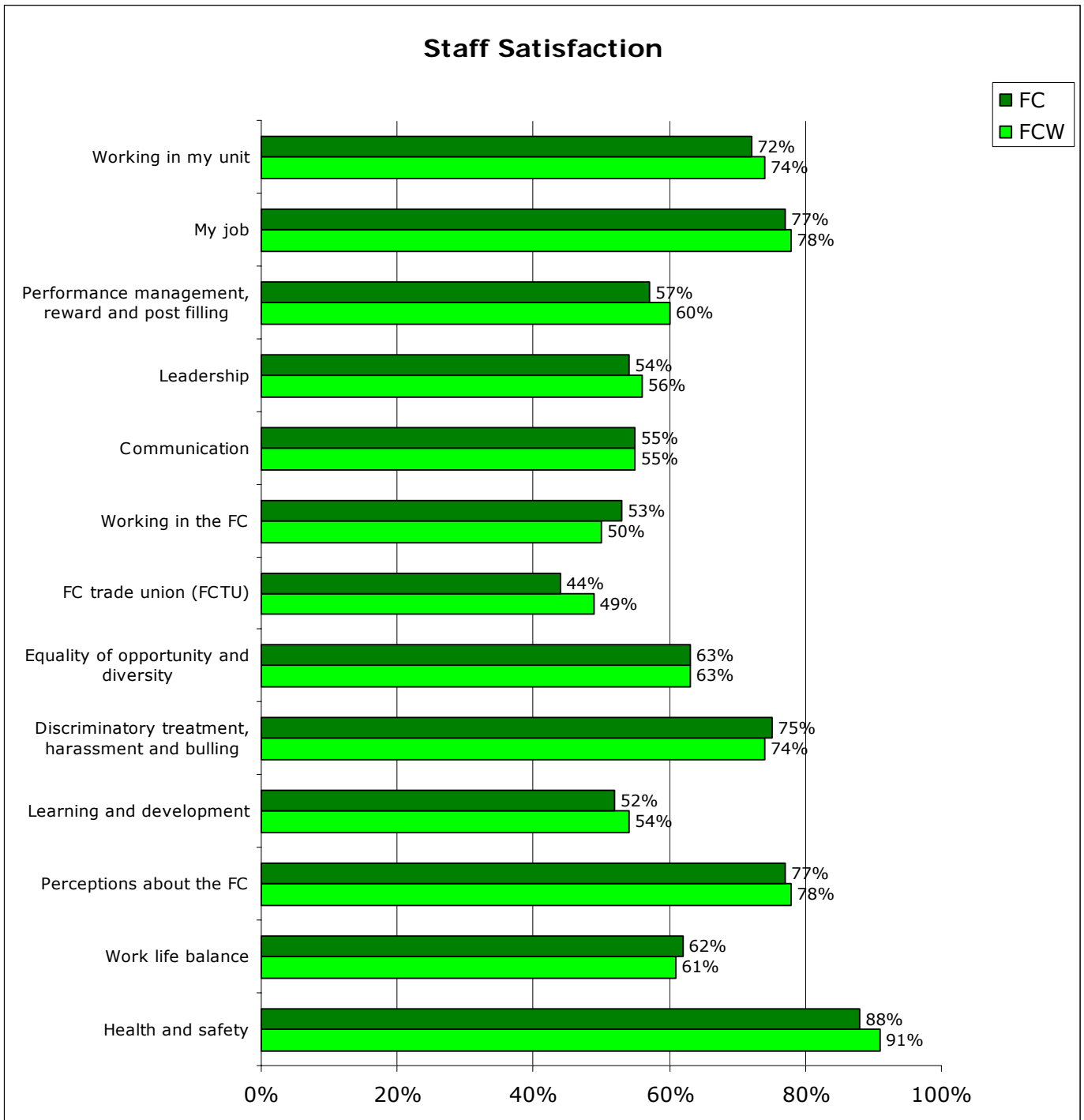
Source: Countryside Council for Wales

Corporate Performance Measures

Business Measures

1. Staff Satisfaction

Our target is to use the 2009 survey to produce a baseline, and then to achieve 2% improvement in summary results in particular question areas by 2012. The 2009 Survey achieved a 56% response rate in Wales.



Corporate Performance Measures

2. Staff Diversity

(a) Proportion of Female staff

Our target is to increase the proportion of female FCW staff to 32% by 31st March 2012. The proportion of female staff has increased by around 4% over the last four years (see below). We are on track to meet this target.

(b) Proportion of staff with disability

Our target is to increase the proportion of FCW staff with self-declared disability to 3.5%. The proportion currently is at 2.7%. It is too early to say if we will meet this target.

	2005 ¹		June 2007 ¹		31/3/08		31/3/09		31/3/10	
	Number	%	Number	%	Number	%	Number	%	Number	%
Female	114	26.6	104	25.9	103	30.4	111 ²	30.8	121 ³	31.1
Self-declared disability	-	-	-	-	10	2.9	10 ¹	2.7	10 ³	2.7
Total staff numbers	429		401		339		360 ²		388 ⁴	

Source: [1] FC Equality and Diversity reports 2005 and 2007; [2] FC's Gender and Disability monitoring reports 2008 and 2009 [3] HR business metrics tool [4] Finance Systems records

3. Staff training needs

Our target is to have 80% of identified training needs delivered or programmed by 2012. Learning and Development delivered 384 training days 72 days above the targeted figure of 312. When broken down 131% of technical and 128% of development training was completed in 09/10. These figures are well above the target set for the 3 year period in this first year.

4. Uptake of identified formal training

Our target is to have 95% of nominated staff attending mandatory/ agreed learning and development events. This target was met with 1,095 planned course places being taken up, achieving 95.6% attendance with only 48 cancelations. More work is needed on this measure to determine factors resulting in cancelations (sick leave, lack of numbers); courses where individuals have transferred to an alternative course have been taken in to account. We are on track to meet this target over the 3 year period.

5. Proportion of posts identified for Welsh language competence with appropriately skilled staff in post

The 2009 baseline setting out the distribution of Welsh speakers in FCW and prioritising posts where better 'match' was required was completed on schedule. Following submission of the paper to the MB last November it was agreed that a Bilingual Skills Strategy be developed. This has been completed and submitted this month to the MB for their consideration and approval.

Corporate Performance Measures

An exercise was undertaken last year to map and forecast bilingual skills requirements for posts in line with the 15 year period of the Corporate Plan. As a result 119 posts have been identified as requiring levels of fluency in order to deliver a bilingual service, subject to Management Board approval. Various actions are recommended in the strategy document as to how these levels will be achieved, one option is to recruit staff with the necessary skills. There are currently four vacancies (internal and external) advertised as Welsh essential.

6. Production of unqualified set of accounts

We produced a set of unqualified accounts for 2008/09 before July 31 2009, in line with our agreed timetable. We will follow a similar process for 2009/10 to ensure an unqualified set of accounts is produced by 31 July 2010. This work will be completed on schedule.

7. Non-baseline funding for corporate priorities

Our target is to obtain £12 million non-baseline funding for corporate priorities in the three years 1/4/09-31/3/12. Currently we have secured £12.2 million with a total of £12.9 million possible. We are currently on track to meet this target

Gross value – FCW contribution £thousand

Funding	Project	2009-10	2010-11	2011-12	2012 on
Secured:	Process & Marketing Grant Scheme	1,430			
	Knowledge Transfer	746			
	Supply Chain Efficiency Scheme	468			
	Wood Energy Business Scheme II	391	2,389	6,388	9,844
	IMPACT	4	100	111	121
	FUTUREforest	91	74	38	
	Total Secured Total 09/10–11/12= £12.2M	3,130	2,563	6,537	9,965
Possible:	CONSTRUCT			82	82
	E4G – Coed y Brenin		147	447	427
	Valleys Regional Park -Waterfalls			38	
	Cycling Centre of Excellence - Gethin				
	Heads of the Valleys				
	Total Possible		147	567	509
Annual Totals		3,130	2,710	7,104	10,474
	Total secured and possible 09/10 – 11/12 = £12.9M				

Source: External Funding records

The Woodland Plan for the Heads of the Valleys region has just got underway, so we are not able to assess yet how much funding from these sources will be required. An

Corporate Performance Measures

application to Valleys Regional Park was submitted in Jan/Feb 2010. The figures for Valleys Regional Park - Garwnant and the E4G Coed y Brenin project are still to be confirmed.

8. Press coverage

Our target is to achieve an average of 200 press releases per year to 2012 (i.e. an overall target of 600 press releases in the three year period). With 171 press releases in 2009/10 we are currently slightly behind schedule to achieve this target. However, we exceeded our target for beneficial coverage achieving 75.5%. This is as a result of our proactive communication (accounting for 725 of the total news items) and our ability to anticipate and reduce the impact of negative coverage (accounting for 51 of the total news items).

	Target for three year period	2009/10
Number of press releases in year ¹	Average 200 per year	171
Number of news items ²	-	877
% coverage beneficial ²	60%	75.5%
% coverage factual ²	-	19.5%
% coverage adverse ²	-	5%

Source: [1] Communications records, [2] Media Evaluation Report by Press Data Ltd.

Note: Other press items/articles for publication were also produced as well as press releases – these are not included above.

9. Business sustainability targets

(a) Energy Use:

Our target is to achieve a 3% year on year reduction in carbon emissions from energy use in the three years between 1st April 2009 and 31st March 2012. For 2009/10 we have used data for the first 11 months to estimate the total for the year, and compared against the 2008/9 baseline. We have surpassed the target by achieving a 3.4 % reduction in emissions from energy usage.

	2008/09	2009/10		thousand kg CO ₂ (e)	
		Budget	Actual	% reduction	
				Target	Actual
Energy Use	605.6	587.5	585.1	3%	3.4%

Source: Records in FC Wales Finance team. Conversion factors as recommended by Business Sustainability. Figures include National Office, Penrhyncoch and Nant yr Arian for both 2008/09 and 2009/10: these offices were vacated in December 2009, but excludes figures from Talybont which will be reported by Forest Research. NOTE: Includes information from electricity, gas, oil and LPG consumption. Does not include biofuel energy use

(b) Travel emissions:

Our target is to achieve a 5% year on year reduction in carbon emissions from staff mileage in the three years between 1st April 2009 and 31st March 2012.

There has been a large reduction in private car mileage, and also reductions in air miles and mileage by FC vehicles. A trend of increased rail mileage shows the positive movement from air to rail travel use.

Corporate Performance Measures

Note that while air miles have reduced by 15%, carbon emissions due to air miles have in fact decreased by 1.6%. This is due to CO₂e conversion factors that take into account differences in emissions rates of short and long haul flights. Short haul flights are more carbon intensive per mile because a high percentage of fuel use and emissions are expended on take-off.

Summary Table	MILEAGE (thousand miles)				CARBON DIOXIDE EMISSIONS CO ₂ e (thousand kg)			
	08/09	09/10			08/09	09/10		
	Actual	Target	Actual	%	Actual	Target	Actual	%
FC Vehicles	2,675	2,541	2,607	-2.6%	856	814	817	-4.6%
Private Cars	673	640	558	-17.2%	161	154	130	-19.5%
Air Miles	124	117	105	-15.1%	32	30	31	-1.6%
Rail Miles	97	102	107	10.2%	9	10	10	+10.4%
Total Miles	3,569	3,401	3,377	-5.4%	1,058	1,007	989	-6.63%

Source: Records in FC Wales Finance team collated from EEM, GPC, Fleet car data. Conversion factors used from DEFRA standard conversion factors.

NOTE: [1] Air miles: Radiative forcing is not included in the standard conversion factors yet but is likely to be around 2-4 times the direct carbon emission. If included the CO₂e from air travel will be 2-4 times that quoted above.

NOTE: [2] Mileage: a) excludes TAN8 figures: WAG project b) figures exclude external Future Forest mileage

(c) and (d) Amount of waste (recycled and non-recycled)

There have been significant increases in both recycled and land filled waste, this increase reflects recent office renovations. Data for Victoria House, Penrhyncoch and Nant yr Arian have been included, but we vacated those buildings in December 2009. As a result of office moves we should see a positive change in the amount of waste.

The GB Wales Management Database is now up and running, but there are significant problems with the quality of the data that it contains for 2009/10. Estates are taking a lead role to monitor and collate the data in order to ensure consistency in the way that the data are being captured.

Partial baseline of Recycled and non-recycled Waste in 2009/10:

FCW	Paper	Cardboard	Plastic	Glass	Metal	Textiles	Total recycled	Composted	Other landfilled waste	kg
08/09		106,89	440	440	182	0	11,756	0	10,033	
09/10		185,60	980	535	247	0	20,322	269	18,359	

Source: Records held by Business Sustainability Officer in each cost centre