

Forest Services Board

27 June 2019

INDUCTION PLAN PROPOSAL

Purpose

1. To obtain feedback from the Board and agree the proposed induction plan for non-executives during 2019/20.

Recommendation(s)

2. That a series of visits as set out in Annex A is planned to be undertaken throughout 2019/20.
3. That the Board provides comments and suggestions for topics to be included or amended as required.

Background

4. New governance structures were put in place from April 2019, including the appointment of new non-executive Commissioners, two of which were allocated to the Forest Services Board.
5. An induction programme is proposed to help the new Board better understand the work undertaken by Forest Services, meet some of the teams delivering our objectives and ensure the Board is able to perform their role as effectively as possible.
6. Principles that have been applied in putting together the proposal include:
 - a. At least one visit to each FS Area is undertaken
 - b. Each visit has a clear purpose to ensure non-execs get as broad a view of Forest Services activities as possible
 - c. Visits are planned to tie in with existing travel arrangements as far as possible
 - d. Visits are additional to plans put in place for joint induction of the whole Commissioner cohort

Key facts

1. This paper outlines the plan for non-executives allocated to the Forest Services Board (Annex A). Visits will be for the non-executive Commissioners and will be extended to the additional non-executive member once appointed. Other members of the Board are welcome to join as they wish.
2. A separate induction event for all Commissioners is being planned in July by the Commissioners Office.
3. Commissioners allocated to Forestry England will receive an equivalent Forestry England specific induction.
4. The overall programme will be managed centrally but the detailed arrangements will be undertaken by Area teams.
5. Visits will be hosted by Area teams but will draw on the expertise of colleagues from across Forest Services. They will also include links with wider partners as appropriate.
6. Visits are in addition to other commitments such as Board and Commissioner meetings.

Discussion of the alternative courses of action available

7. The non-executives are not obliged to undertake induction visits if they do not wish to do so.
8. An alternative would be to include discussion on the issues covered on the visits in a meeting scenario. This is not recommended and would lose the benefits of seeing the work in person and would limit the exposure of non-executives to Forest Services staff and stakeholders.

Resource Implications

9. The primary resource implications are for non-executives and FS area team time. We will combine this programme with any additional activities to introduce non-executives to their linked areas, dependent on the outcome of paper 3.2.

Communications

10. Once finalised the schedule of visits will be circulated to senior managers within Forest Services.
11. Non-executives would be welcome to write a blog about their experiences for the Forestry Commission intranet should they wish.

PROPOSED INDUCTION PLAN

Focus of visit	Location	Timing
<p>Tree Health and Resilience.</p> <p>Preventing and dealing with pest and disease outbreaks, including impacts on timber markets and creation of resilient forests and woodland for the future.</p>	<p>Thetford</p> <p>East and East Midlands Area</p>	<p>Could be linked to 3 October Board meeting which is taking place in Thetford. NB: EEM FWAC taking place on 3 October. Or linked to attendance at 26 September East England FWAC meeting.</p>
<p>Urban Trees</p> <p>Clarifying the Forestry Commission role in urban trees.</p>	<p>Manchester or London</p>	
<p>Cumbria Forestry Investment Zone Pilot</p> <p>Working with partners and the community to help unlock the economic benefits of forestry. Progress to date with this pilot and the potential to roll out in other areas.</p>	<p>North West, West Midlands Area</p>	
<p>Competing pressure on land use</p> <p>Incorporating illegal felling, development, infrastructure, and associated mitigation. FC role in responding to and preventing</p>	<p>South East and London Area</p>	

deforestation.		
<p>Large Scale Woodland Creation</p> <p>Opportunities to increase rates of planting as well as barriers preventing woodland creation in England.</p>	Yorkshire and North East Area	
<p>Impact of EU Exit/Development of new Environmental Land Management Scheme</p> <p>North Devon landscape pioneer. Looking at impact of previous agri-environment spend to feed in to development of grant scheme for post EU Exit.</p>	South West	Possibly December linked to Centenary tree planting at Eggesford.
<p>Stakeholder Engagement</p> <p>Attend Applicants Focus Group meeting.</p> <p>Attend FWAC meeting</p>	<p>Birmingham</p> <p>TBC</p>	<p>14 September</p> <p>September/October</p>