



Food
Standards
Agency
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PERFORMANCE AND RESOURCES REPORT Q4 2018/19

Food Standards Agency
Business Committee
19 June 2019



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FOREWORD

BY CHRIS HITCHEN, DIRECTOR OF FINANCE AND PERFORMANCE



THE FSA'S PERFORMANCE IN THE 4TH QUARTER OF 2018/19 saw good progress being made against the 3 strategic priorities set by the Board.

On EU Exit, the FSA's 1st strategic priority, we completed our critical projects, so that in any exit scenario, the FSA will continue to deliver a system of food safety that is just as effective after we leave the EU. The outputs of the projects are now being used and refined by the appropriate areas of the business as part of their day-to-day operations. We have assessed the affect of a delay until 31 October 2019 on our Day 1 preparations and have judged that there is no likely degradation of readiness and will keep this under review.

On FSA's 2nd strategic priority of regulatory reform, the Regulating Our Future (ROF) programme, there has been good progress. The work on transforming food standards delivery is underway. We are putting in place a new delivery framework that describes the integrated approach to the delivery of food standards official controls. This will include the use of an intelligence model in combination with a new risk rating scheme to inform how official controls are programmed, prioritised and delivered. The "Register a food business" (RaFB) service has seen an increase in the number of Local Authorities (LAs) using the service to 11 and 461 new businesses have registered using it. Plans are in place to support a greater take up of the service and open the service to a larger number of food business operators and LAs through a range of Management Information System providers.

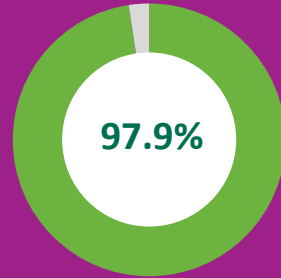
The increase in foodborne disease in 2018 is below the current thresholds for each of the 4 pathogens. However, because an increase in all 4 pathogens has been observed, the FSA will undertake further work in partnership with national surveillance bodies and other relevant stakeholders to ensure that we have fully examined all available data to understand any underlying issues. Some annual variation in the incidence of foodborne disease is to be expected and is not necessarily a cause for concern. Because of this expected variation, the FSA Board sets baseline levels which are the thresholds for action. Further action will be taken as appropriate, including commissioning additional research if necessary. The FSA plays a key role working with delivery partners to ensure food businesses fulfil their responsibility of ensuring food is safe and what it says it is.

The FSA has kept within all HMT limits in the year ending 31 March 2019, including the additional funding it received for EU Exit. The £5m underspend in Programme was primarily due to the FSA re-prioritising resources to ensure EU Exit readiness, which resulted in some delays to important but non-urgent Science expenditure. The FSA was able to part mitigate this through a budget exchange of Programme from 18/19 to 19/20 for the maximum amount permitted. The FSA has a balanced budget and prioritised business plan for 19/20 which will continue to drive further improvements in value for money.

One of the FSA's key priorities is more effective protection for food hypersensitive consumers, which includes those with food allergy and intolerance, and we will develop measures and propose targets for delivery.

Fully functioning food safety system ready for EU exit

Online system for registration of food businesses is live



97.9%

meat FBOs rated Satisfactory or above for compliance

70.2%

of total food businesses achieved an FHRs rating of 5 ('very good')

EXECUTIVE SUMMARY

OUR PERFORMANCE IN Q4 2018/19



Food Standards Agency
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99.999%

of animals processed with no welfare concerns in 2018/19

86%

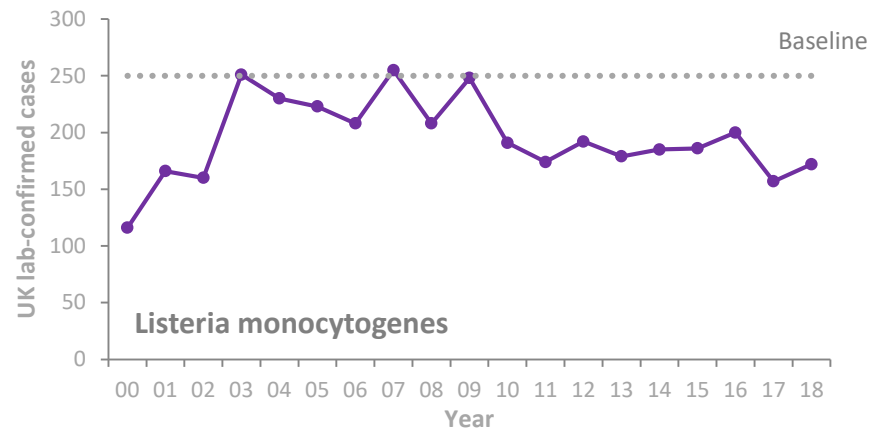
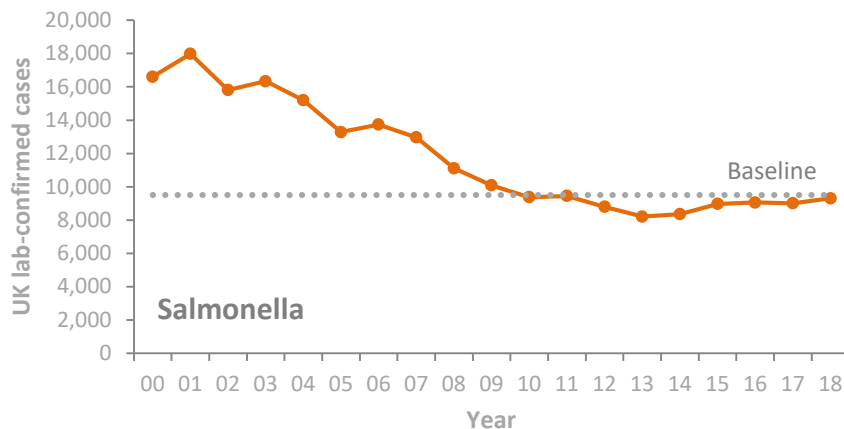
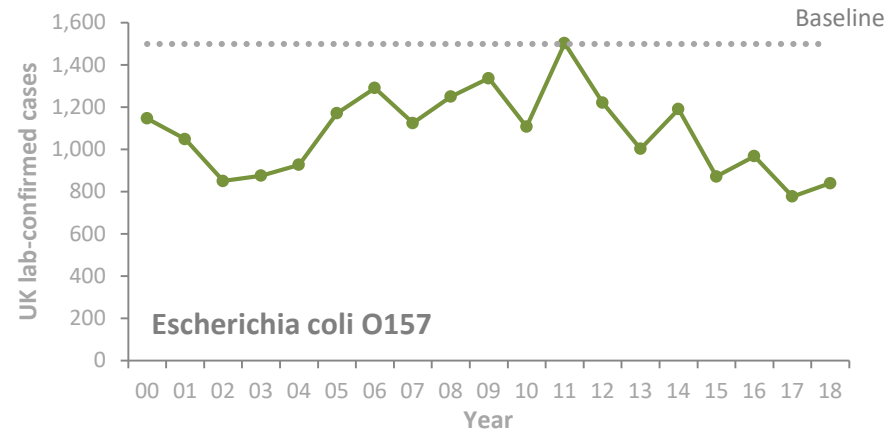
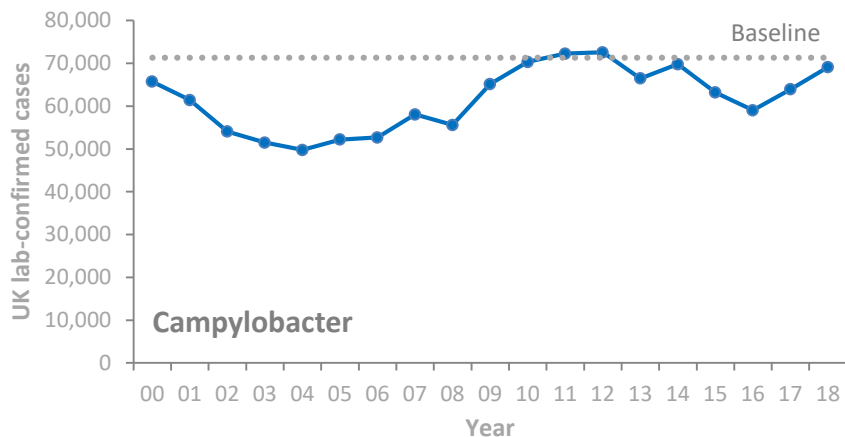
of surveyed people recognise the FHRs sticker

HUMAN CASES OF FOODBORNE DISEASE

This is why the FSA exists, to protect the public from foodborne disease. All of our measures contribute to delivery of these Q4 statistics, updated annually in March. The increase in foodborne disease in 2018 is below the current thresholds for each of the four pathogens. FSA will work with national surveillance bodies and other relevant stakeholders to ensure that we have fully examined all available data to understand any underlying issues. Further action will be taken as appropriate, including commissioning additional research if necessary.



FOOD IS SAFE
AND WHAT IT
SAYS IT IS



8.2% increase in
Campylobacter UK Lab
confirmed cases

8.1% increase in E.Coli O157
UK Lab confirmed cases

3.3% increase in
Salmonella UK Lab
confirmed cases

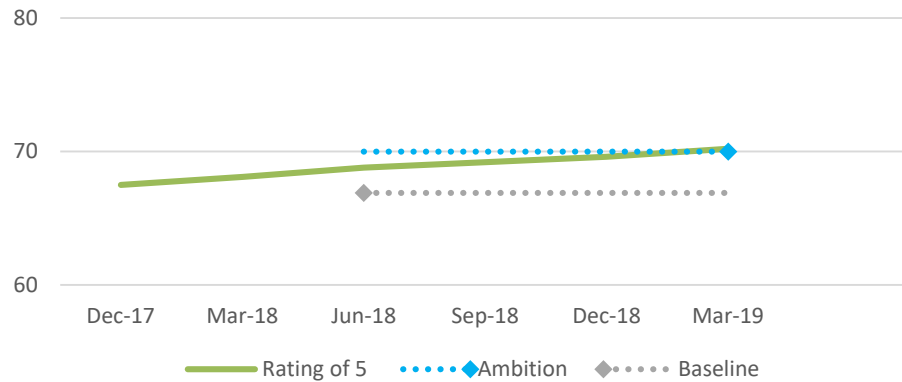
9.6% increase in Listeria
monocytogenes UK Lab
confirmed cases

FOOD IS SAFE
AND WHAT IT
SAYS IT IS

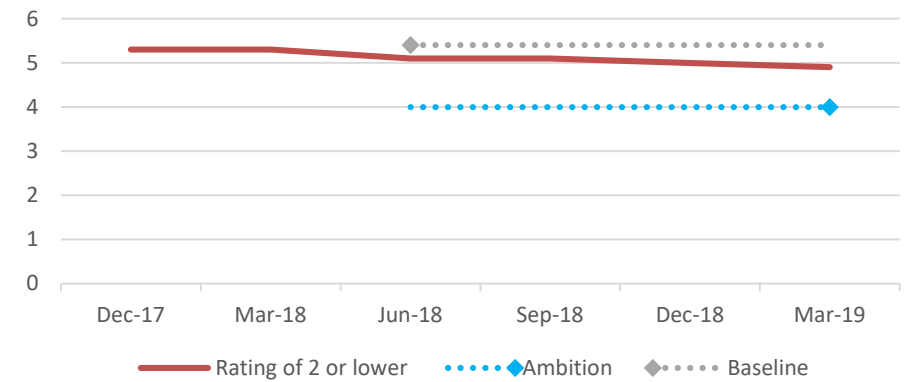
FOOD HYGIENE RATING SCHEME



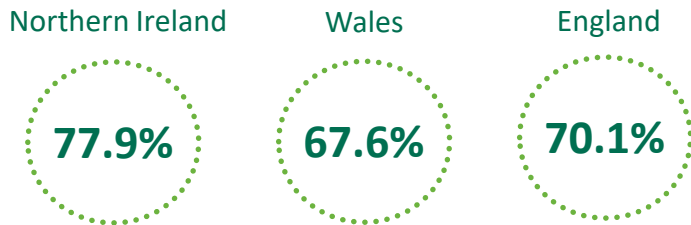
% of food businesses within the scope of FHRs achieving FHRs rating of '5 – very good' (England, Wales and Northern Ireland consolidated)



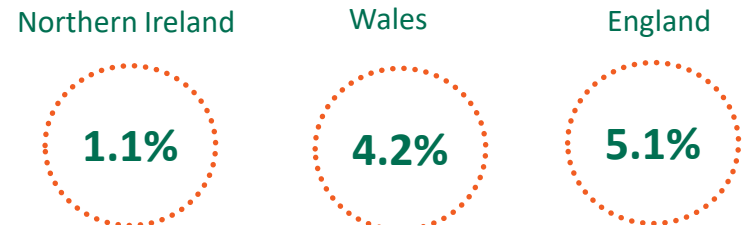
% of food businesses within the scope of FHRs achieving FHRs rating of 2 or lower (England, Wales and Northern Ireland consolidated)



% of food businesses within the scope of FHRs with a rating of 5 as at March 31st 2019 by country



% of food businesses within the scope of FHRs with a rating of 2 or lower as at March 31st 2019 by country



+0.6% point ratings of 5 at **70.2%** since Q3

The greatest rate of increase of 5 ratings has been following mandation of FHRs display by businesses. This was shown in Wales following mandation in November 2013 and in Northern Ireland from October 2016



-0.1% point ratings of 2 or lower at **4.9%** since Q3

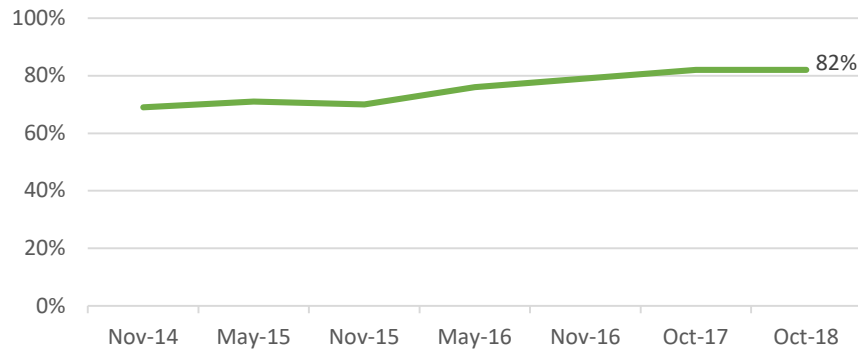
FOOD IS SAFE
AND WHAT IT
SAYS IT IS

FOOD HYGIENE RATING SCHEME RECOGNITION AND USE

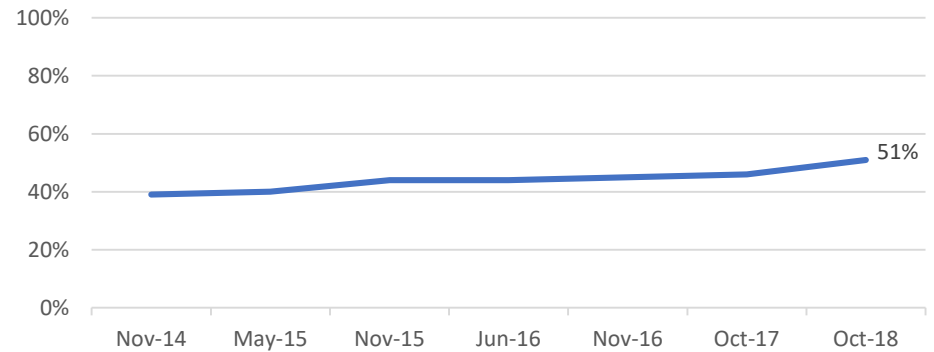
FOOD HYGIENE RATING



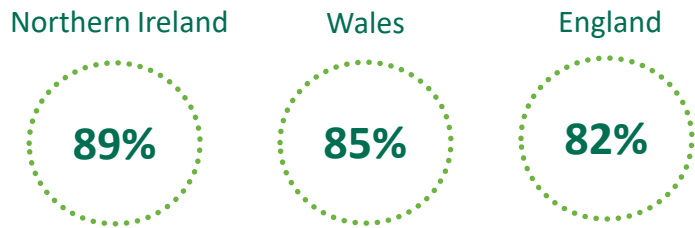
UK Recognition of FHRs Stickers
between Nov 2014 – October 2018 (England, Wales and Northern
Ireland consolidated)



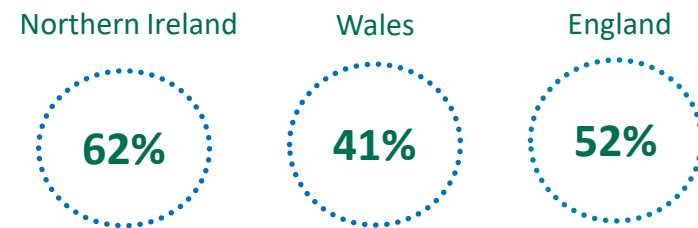
% of people who use the Food Hygiene Rating Scheme
between Nov 2014 – October 2018 (England, Wales and Northern
Ireland consolidated)



% of surveyed people recognise the FHRs sticker as at
October 2018 by country



% of surveyed people report using the food hygiene rating as at
October 2018 by country



0%
point

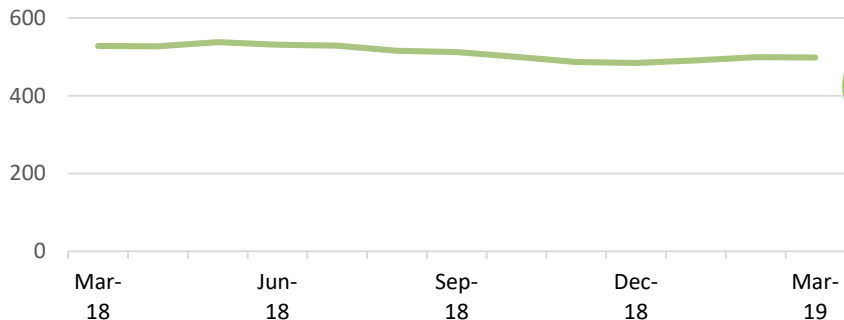
increase in people recognising the
FHRs sticker between October 2017
and October 2018



5%
point

increase in people using the FHRs scheme
between October 2017 and October 2018

Number of Meat FBOs rated 'good' (England, Wales and Northern Ireland consolidated)



55.09%

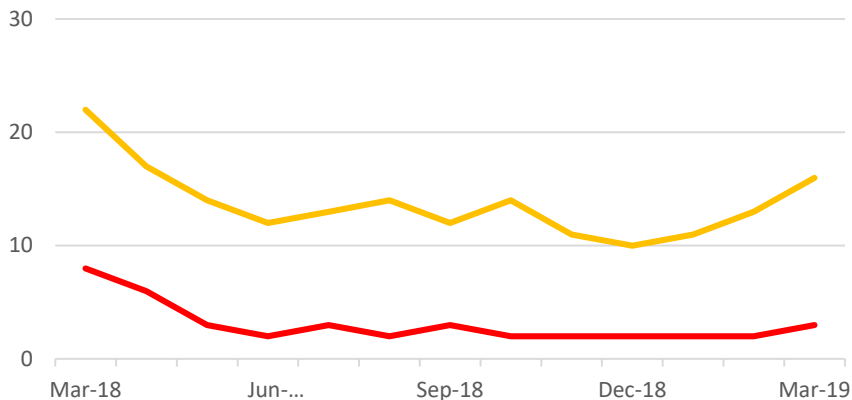
97.9%

FBOs rated satisfactory or above for compliance

19

FBOs rated improvement necessary or below for compliance

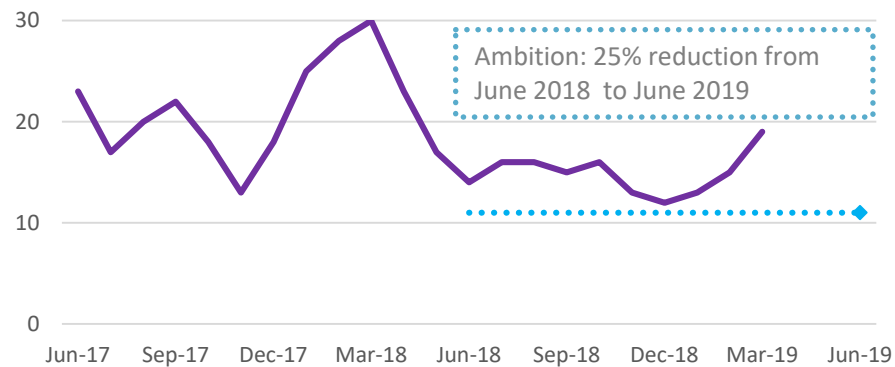
Number of Meat FBOs rated 'improvement necessary' or 'urgent improvement necessary' (England, Wales and Northern Ireland consolidated)



1.77%

0.33%

Progress towards ambition for year one 25% reduction in improvement and urgent improvement necessary FBO's



7

FBOs

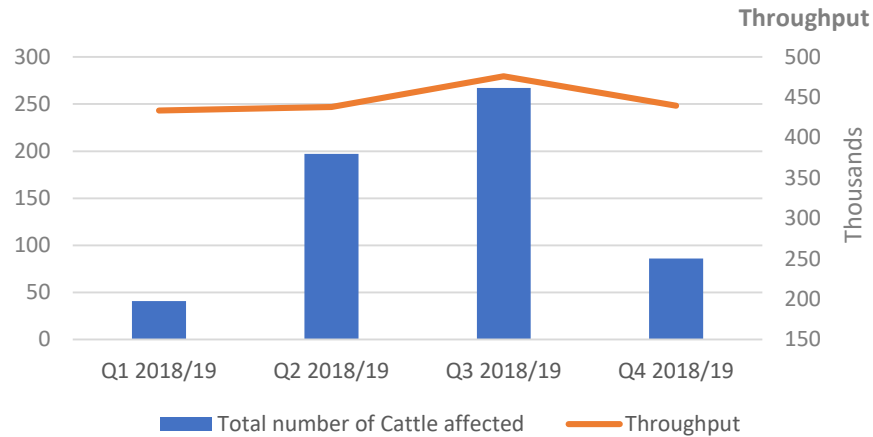
increase in businesses requiring improvement or urgent improvement necessary compared to end of Q3



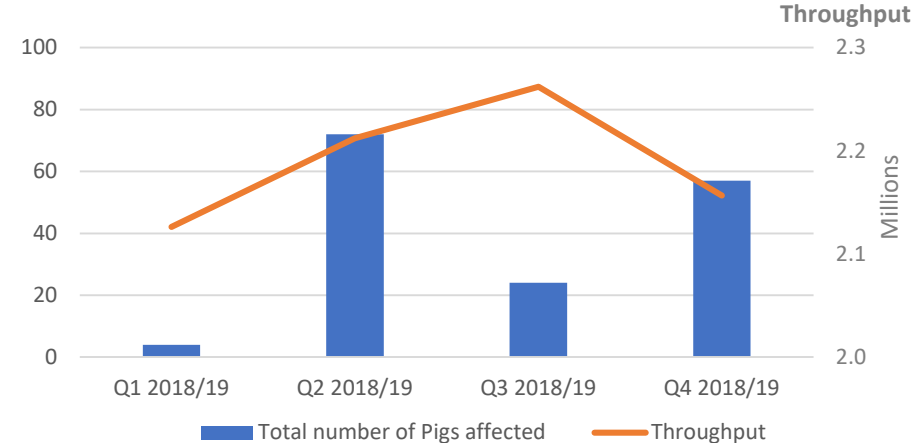
1.96%
point

increase in FBOs rated 'good' since Q3.

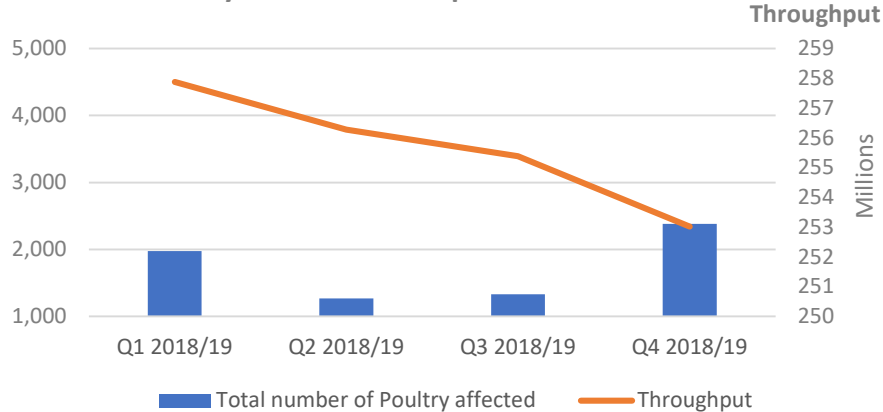
Number of Cattle affected from April 2018 – March 2019



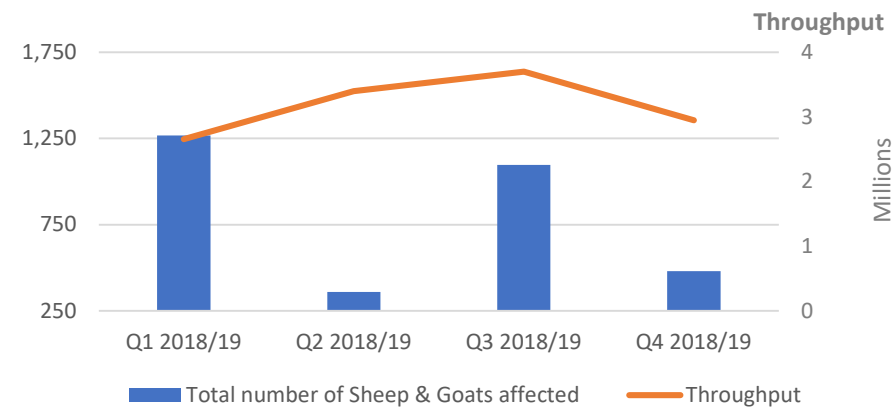
Number of Pigs affected from April 2018 – March 2019



Number of Poultry affected from April 2018 – March 2019



Number of Sheep & Goats affected from April 2019 – March 2019



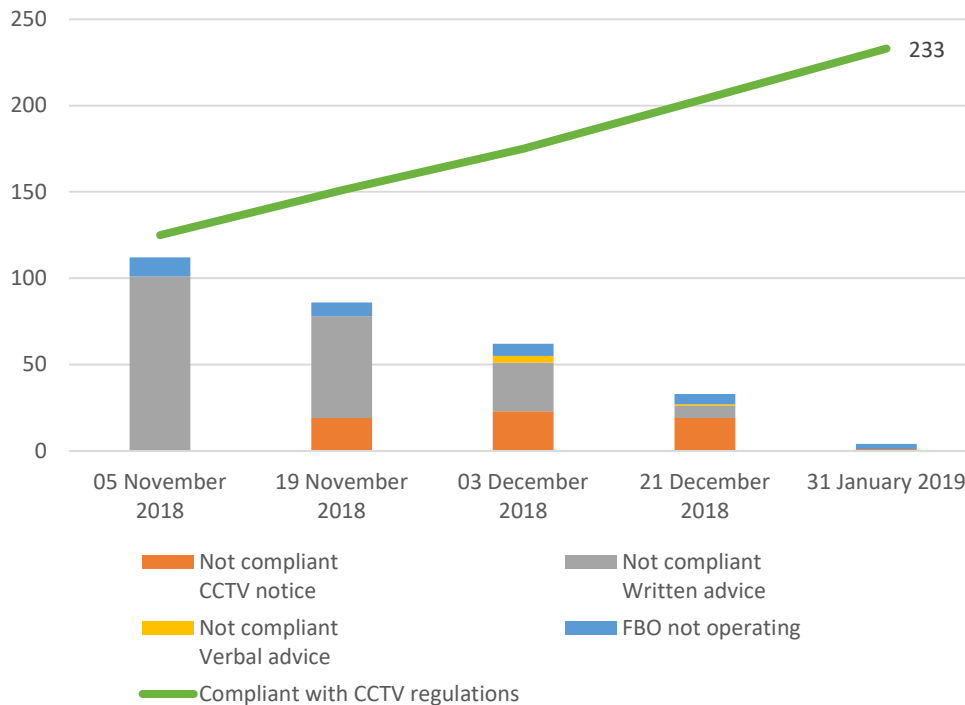
1,045,790,000

Animals processed in compliance with welfare rules

11,000

Animals processed where non-compliances were recorded

Surveys of FBO CCTV compliance from 5 November 2018 (end of transition period) to 31 January 2019



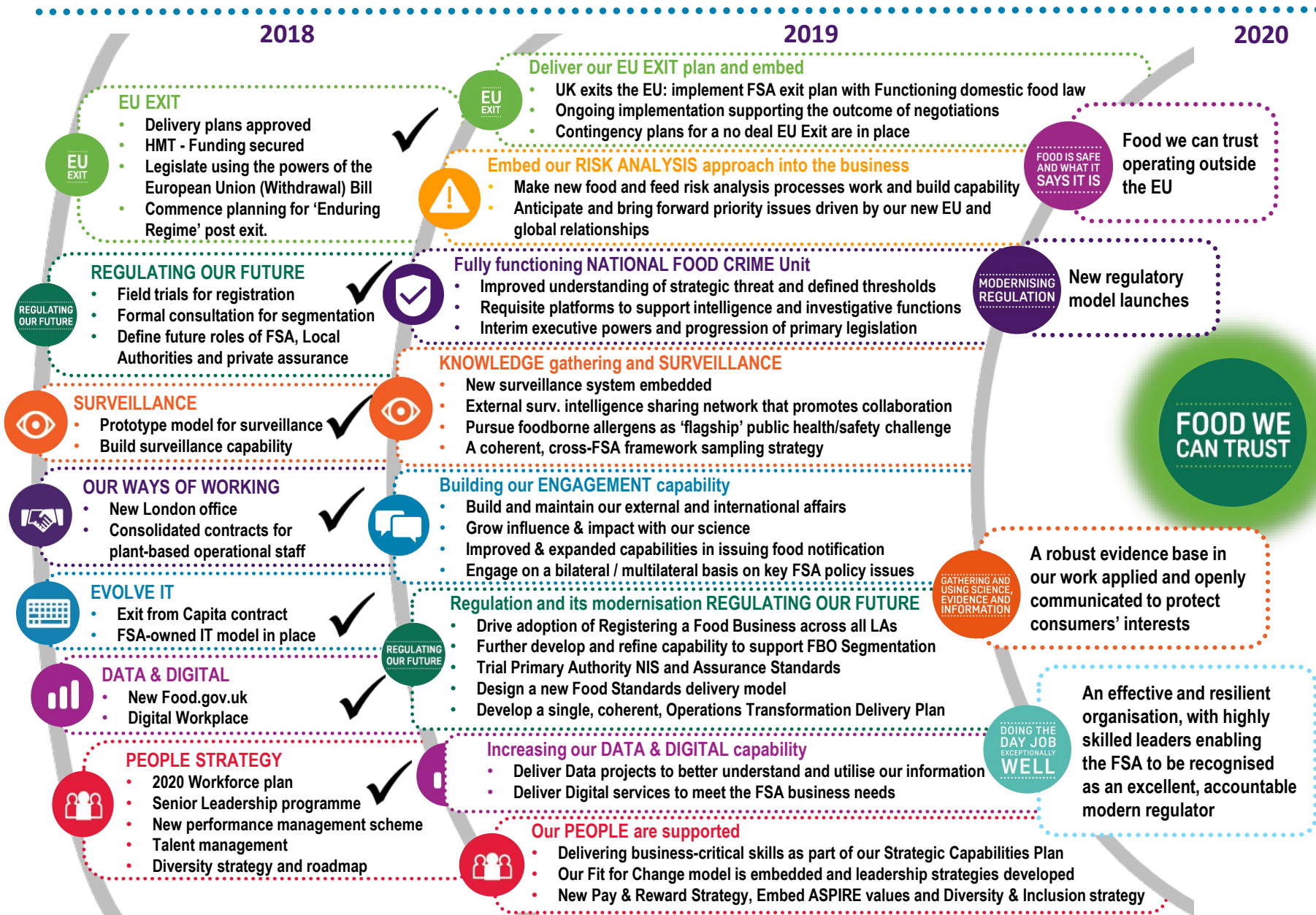
CCTV regulations came into force in England on 4 May 2018 with a 6 month transition period for Business Operators to comply by 5 November 2018

The FSA carried out a number of bespoke surveys to assess compliance of the new legislation

Any ad hoc non-compliance to the CCTV legislation will be enforced on a case by case basis

100%

of operating FBOs compliant by 28 February 2019 including one that was non compliant 31 January, eliminating the requirement for further surveys



EU Exit – Preparing for all Scenarios

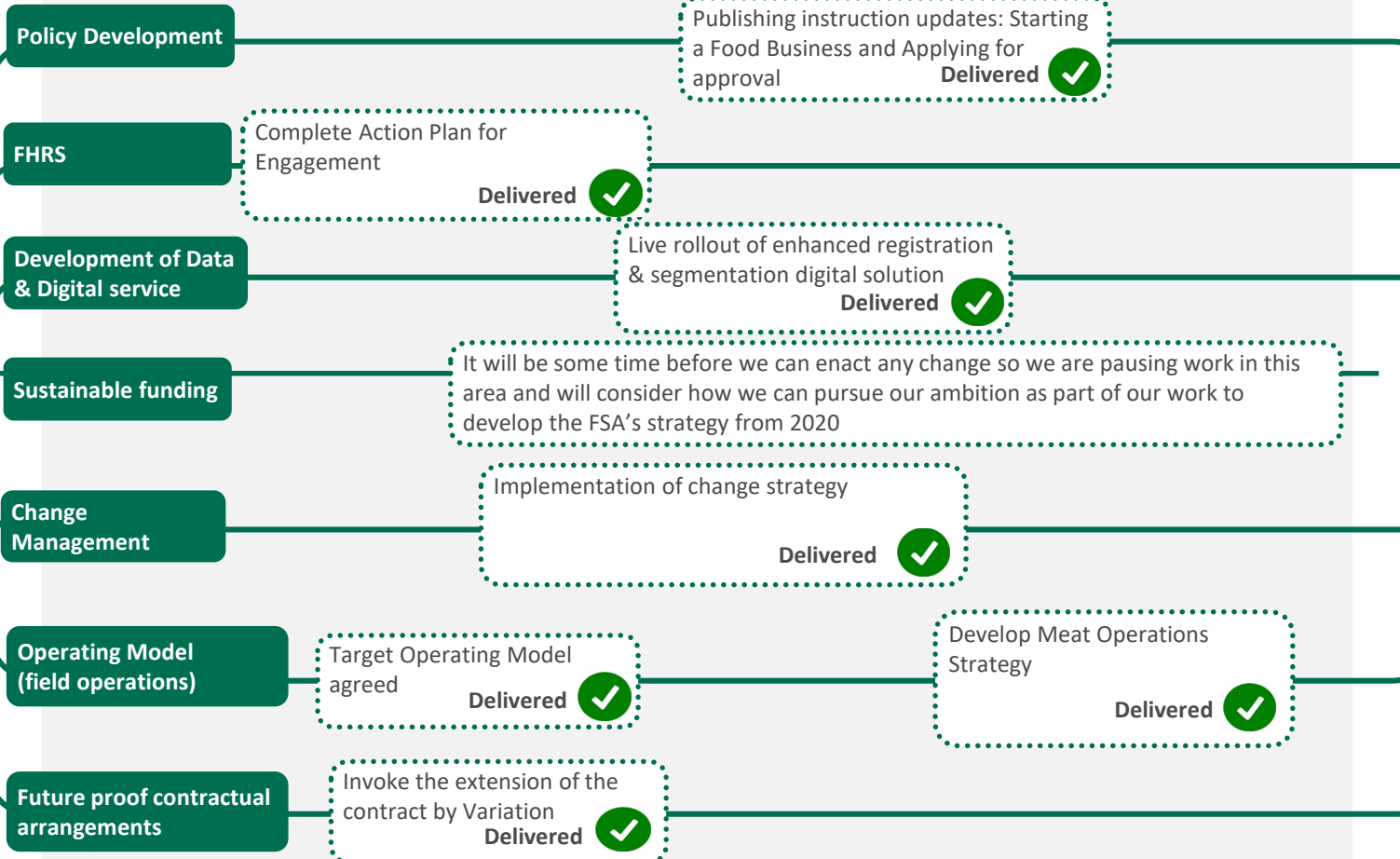
EU
EXIT

	Apr – Jun 18		Jul – Sep 18		Oct – Dec 18			Jan – Mar 19	
Imports	Changes to business processes for import controls identified	Pre-Notification (EU High Risk products) principles agreed Cross-Government	Recruitment for additional FSA capacity started	Resource available to enable ports / FSA to deliver new processes	Start date for Pre-Notification confirmed by DEFRA.	Industry / Officials understand changes required from Day 1 & beyond.	Additional FSA imports capacity in place	Systems and process for minimum viable product (MVP) in place	Law is ready to underpin import control regime
Incidents	Solution build for handling food alerts started	Recruitment for additional capacity started		Stakeholder strategy implemented	Start date for Pre-Notification confirmed by DEFRA.	Solution in place for handling food alerts	Additional FSA incidents capacity in place	Roles and responsibilities clear for incident handling	Law is ready to enable incident response / action
Legal Consequences	Inoperabilities identified		Fixing SIs Drafted (extends through to Sep)	Consultations started	Parliamentary process started		Consultations complete	Parliamentary process complete	Law is ready to underpin regulatory regime from Day 1
Risk Assessment	Day 1 Lab capacity in place	Recruitment for additional FSA capacity started		Additional FSA RA capacity in place	Scientific committees expanded		Risk Communication methods agreed	Risk Assessment Principles in place	Law is ready to underpin RA responsibilities
Risk Management	Cross Government agreement to RM proposals	Ministerial response to RM proposals	Shadow Regulatory Forum established	Governance for decision making developed	Process for decision making agreed	Resources in place to undertake new responsibilities	FSA Board Agreement to Governance & Process	Food Safety RM Forum Operational (in shadow form)	Law is ready to underpin RM responsibilities
Surveillance	Specific case studies agreed		Methods & process in place					Case studies completed	Successful outputs operationalised
Enhanced Registration	Discovery complete	Alpha complete		Private Beta Phase	Initial Delivery Agents understand requirements				Enhanced Registration System in use (MVP)
NFCU	HMT approved business case	FSA Board Approval	NFCU Recruitment Launched	Senior Management recruited	Middle Management recruited		Staff Trained	Case Management System live (15 April)	Law ready to allow full range of activity
Exports	New Health Mark agreed by FSA		Informal consultation with industry	Plan in place for listing premises with EC.	Consultation on health marks complete			Industry / Officials understand requirements	Replacement meat stamps issued




Q4 2018/19 (Jan - Mar)

Q1 2019/20

REGULATING OUR FUTURE



Key

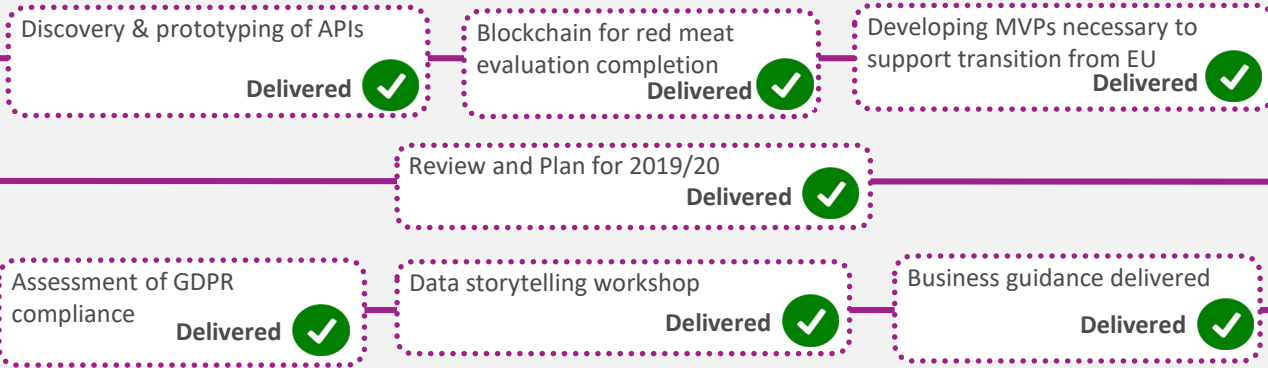
-  Delivered to schedule
-  Off track but no overall delay anticipated
-  Off track

Q4 2018/19 (Jan - Mar)

Q1 2019/20



Data & Digital



Surveillance



Q4 2018/19 (Jan - Mar)

Q1 2019/20



People
Strategy

Skills Capability Plan

Delivered 

New pay and reward strategy
developed & business case
submitted to HMT

Rescheduled
for Q2 2019/20

Deliver Onboarding programme
for new starters in NFCU

Delivered 

WCN FSA Recruitment platform

Rescheduled
for Q2 2019/20*

Develop and Rollout a revised
induction programme for new
starters

Delivered 

Organisational re-design fully
implemented

Delivered 



Our Ways of
Working

Review uptake of digital tools

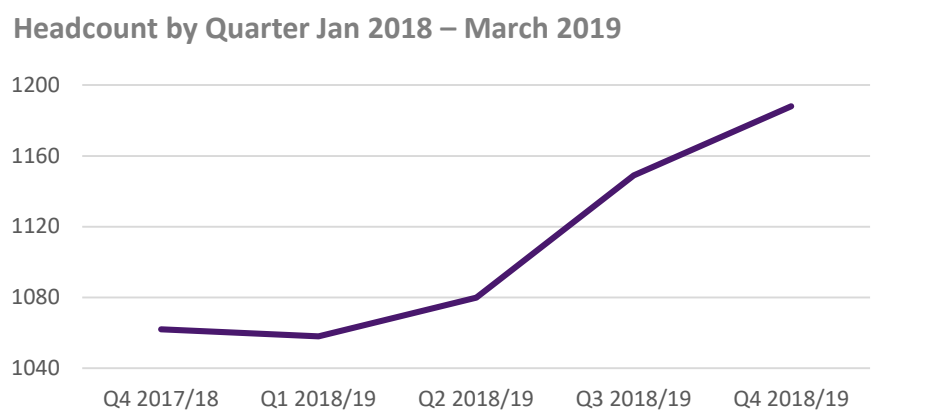
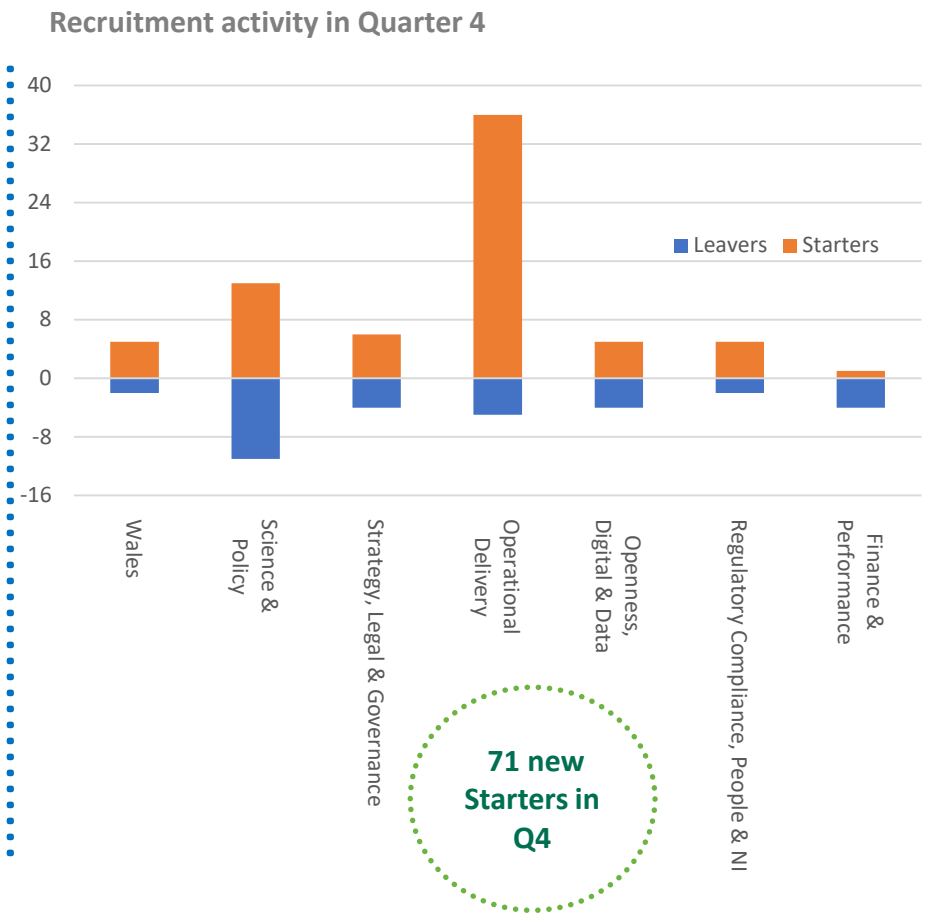
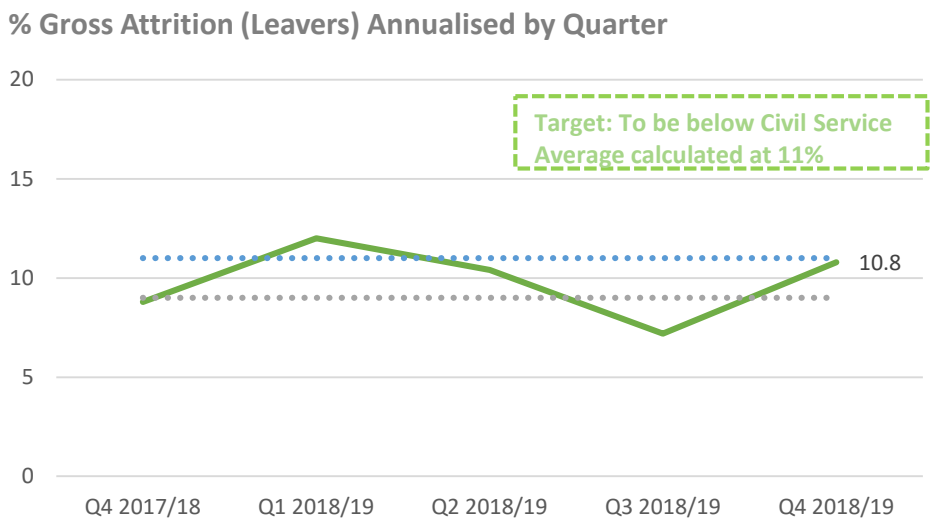
Delivered 

Review of how we are using our
office space and associated
behavioral change

Delivered 



MAKING THE FSA A GREAT PLACE TO WORK – ATTRITION AND RECRUITMENT



39 more staff at Q4 than Q3 2018/19

48 Recruitment Campaigns were run in Q4 encompassing 78 posts

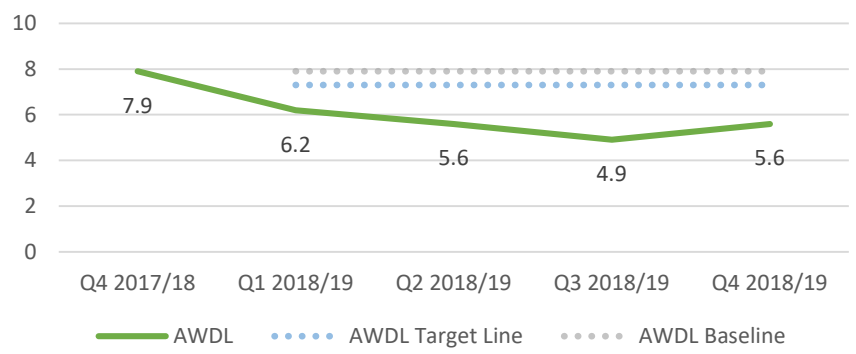
97 Posts accepted in Q4, of which 74 relate to campaigns run in Q3 and 23 relate to Q4 campaigns



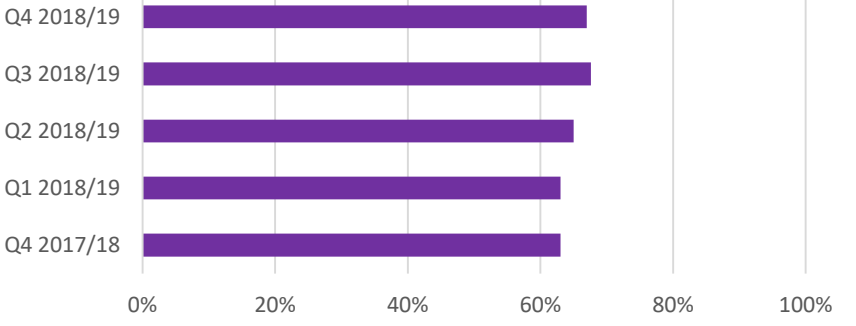
MAKING THE FSA A GREAT PLACE TO WORK – SICKNESS



Rolling 12 Month total Annual Working Days Lost (AWDL) as submitted to Cabinet Office (Q4 reporting period April 2018-March 2019)



% of Staff taking no sick absence on a rolling 12 month as submitted to Cabinet Office (Q4 reporting period April 2018-March 2019)



% of total absence taken which were short/long term in a rolling 12 month period as submitted to Cabinet Office (Q4 reporting period April 2018-March 2019)

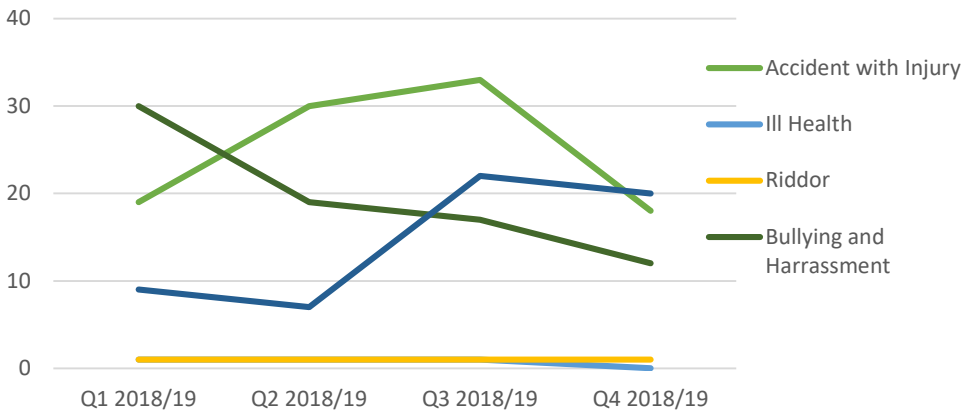


0.7% point increase in AWDL to 5.6 remaining below target.

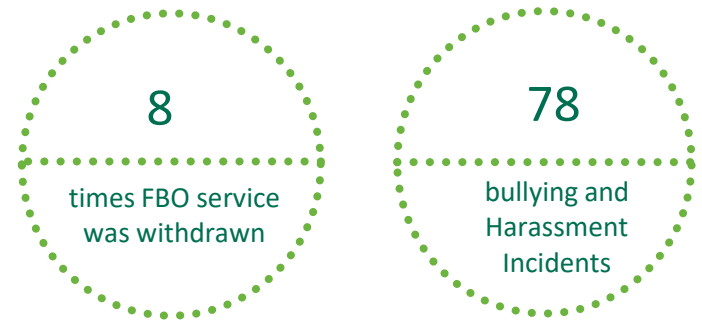


9% point decrease in AWDL short term sick leave between Q3 and Q4 (Reporting on a 12 month rolling period).

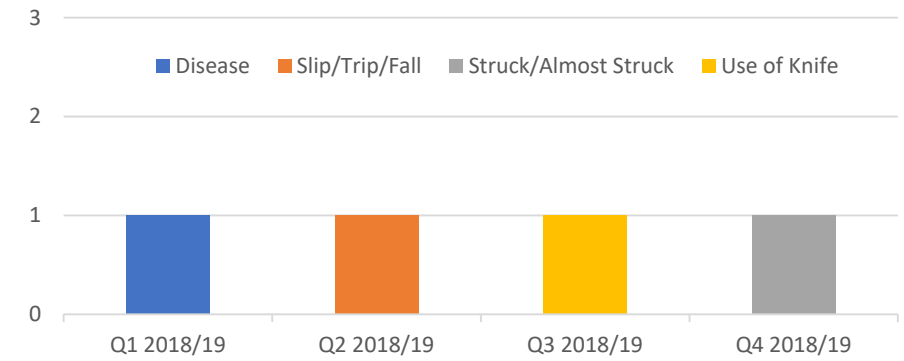
Incident Trends - April 2018 - March 2019 (includes FSA Employees, Contractors & FBO/Visitors)



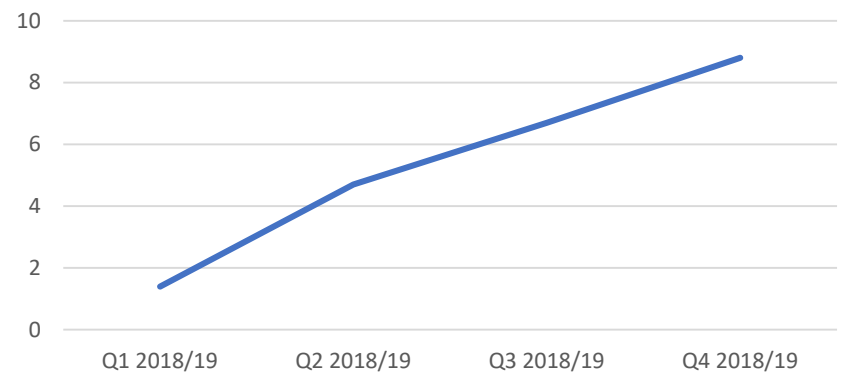
Bullying and Harassment - April 2018 - March 2019



RIDDOR* (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) Incident Causes April 2018 - March 2019



% days lost due to accident at work compared to total days lost by quarter - April 2018 - March 2019



11%

Reduction in Accidents with injury. From 54 in 2017/18 to 48 in 2018/19



2018/19 RIDDOR incidents have reduced by 33% compared to 2017/18

5.8% of overall working days were lost due to accidents at work

AFFORDABILITY – HOW THE FSA IS PERFORMING AGAINST HM TREASURY LIMITS

	*2018/19 Provisional Outturn £m	2018/19 Limits £m	Fav/(Adv) Availability £m	Fav/(Adv) Variance %	RAG status
Westminster (inc EU Exit)					
Net Administration Expenditure (exc dep'n)	43.0	44.3	1.3	3%	●
Net Programme Expenditure (exc dep'n)	37.5	42.4	4.9	11%	●
Resource Departmental Expenditure Limit (DEL) (exc dep'n)	80.6	86.7	6.1	7%	●
Resource Annually Managed Expenditure (AME)	3.0	9.6	6.6	69%	●
Capital (DEL)	6.5	8.5	1.9	23%	●
Wales					
RDEL – of which	3.4	3.5	0.1	4%	●
CDEL Capital – IT / Accommodation	0.1	0.1	0	0%	●
Northern Ireland					
RDEL – of which	8.1	8.5	0.4	4%	●
CDEL Capital – IT / Accommodation	0.0	0.1	0.0	51%	●

BREAKDOWN OF CORPORATE PRIORITIES AND KEY AREAS OF SPEND

	£m December Full Year Forecast 2018/19	£m *March Full Year Provisional Outturn 2018/19	£m Movement Fav / (Adv)	% Movement Fav / (Adv)
EU Exit new funding	13.3	13.2	0.1	1%
EU Exit FSA	3.5	3.5	0.0	0%
ROF**	1.7	1.6	0.1	6%
Surveillance	0.0	0.1	(0.1)	(100%)
OWOW	0.2	0.2	0.0	0%
Evolve IT	0.9	1.0	(0.1)	(10%)
Science	7.6	7.2	0.4	6%
Field ops (inc NI)	24.0	24.0	0.0	0%
Total Priorities Spend	51.2	50.8	0.4	1

As at the end of March (Qtr 4), the above spend on key areas represents approx. 49% of the total FSA spend (incl. Capex) for 2018/19. This is a similar proportion of total spend as forecast at the end of Qtr 3 December.

The decrease in overall FSA spend for 2018/19, as at end of Qtr 4, is approx. 1% compared to Qtr 3 (from £106.7m to £103.1m).

*subject to NAO audit. **£2.1m of the £13.2m EU Exit funding figure relates to the ROF Programme.

Slide 5 - Figures supplied are 'all cases', including UK acquired and those that are acquired abroad. The figures presented are from a dynamic database, and are liable to change. Source: Figures have been provided by Public Health England, Public Health Wales, Health Protection Scotland and Public Health Agency for Northern Ireland. All annual figures are calculated as the sum of the quarterly values. Baselines were agreed at the June 2018 Business Committee: <https://www.food.gov.uk/sites/default/files/media/document/Performance%20Measure%20Development%20-%20FSA%2018-06-17.pdf>

Slide 6 - FBO compliance levels are not in direct control of the FSA, so the targets are ones that FSA can influence, but not control. FHRS is operated in partnership with local authorities who deliver the scheme locally, as an added value to their intervention programmes. Whilst LAs aim to address any food safety hazards and legal non-compliance during interventions, the relationship between FBO compliance levels and LA delivery / performance is complex. Various factors outside the remit of the LA may also influence levels of FBO compliance. FHRS based risk indicators already form part of the LA audit/ intervention selection criteria, and FHRS data is being incorporated into the Balanced Scorecard/LA Dashboard project to inform our work with under-performing LAs. The figures are for England, Wales and Northern Ireland combined. Individual country ratings differ. More information on FHRS can be found on the Food Standards Agency website at: <http://ratings.food.gov.uk/>

Slide 8 - fluctuations in the number of FBOs operating has created a reduction in the number of meat FBOs rated 'good' compared to March 2018 however the percentage rated 'good' has increased since Q3.

Slide 9 – The total number of animals slaughtered in 2018/19 totalled 1,045,801,000 with 11,000 slaughtered with a welfare issue. The FSA recognises the consumer interest in animal welfare, and the professional ethics of its veterinary professionals to safeguard the welfare of animals, but does not hold the departmental responsibility for animal welfare matters outside abattoirs. The role for the FSA is to share data and insight, help link up systems and processes, and support APHA and others in improving controls and assurance.

Slide 10 - More information on the Mandatory use of CCTV in slaughterhouses can be found on the Food Standards Agency website at: <https://www.food.gov.uk/business-guidance/animal-welfare#mandatory-use-of-cctv-in-slaughterhouses>

Slide 15 – People Strategy - New pay and reward strategy developed & business case submitted to HMT: Although a business case has been agreed by the Executive Management Team, subject to affordability, and discussions with TUS are ongoing prior to submitting the business case to Treasury/Cabinet Office, the business case will not be considered by Cabinet Office until this year's pay remit has been published.

WCN FSA Recruitment platform: Roll out is dependent on Cabinet Office timetable. In the meantime, engagement activities to support the lead up to commencing the supported 9 week implementation period for the new Applicant Tracker system called VX, commence in May 2019, with go live scheduled for 15 July 2019.

Slide 18 - RIDDOR requires employers to report certain serious workplace accidents, occupational diseases and specified dangerous occurrences (near misses) to the Health and Safety Executive. All Health and safety figures correct as at 17 May 2019.

Slides 19 & 20 – Provisional figures subject to NAO audit

Appendix – Reporting in 2018/19

Content / Number of Slides per area	Q1	Q2	Q3	Q4
Public Trust and Awareness 1 slide	X		X	
Recognition and use of FHRs scheme 1 slide				X
People who believe and accept FSA messages 1 slide	X		X	
Health and Safety 1 slide				X
Diversity and Inclusion 2 slides	X		X	
Staff Attrition & Sickness 2 slides	X	X	X	X
Civil Service People Survey 3 slides		Dependent on publication date X		
Forward Look 1 slide	X	X	X	X
Delivering our Corporate Priorities 4 slides	X	X	X	X
Spend against HMT Treasury Limits 1 slide	X	X	X	X
Key Areas of Spend 1 slide	X	X	X	X
Investment in the 2015-2020 Strategic Plan 1 slide	X	X	X	X

Appendix – Reporting in 2018/19

Content / Number of Slides per area	Q1	Q2	Q3	Q4
Human Cases of Foodborne Disease 1 slide				X
Food Hygiene Rating Scheme 1 slide	X	X	X	X
Meat FBO compliance 1 slide	X	X	X	X
Animal welfare (visiting slides) 2 slides				X (2018/19)
People report following recommended food safety practices in their home 1 slide	Bi-annual X			
Confidence that food is what it says it is 1 slide	Bi-annual X			
FSA Food Safety week (visiting slides) 1 slide		X (2018/19)		
FSA Key Messages and Media Coverage (visiting slides) 1 slide		X (2018/19)		
Incidents 1 slide				X
Recalls 1 slide				X
NI Business engagement with Calorie Wise and consumer awareness of Calories 1 slide	X			
NI Consumer Demand for healthy Options	Bi-annual X			