

## Chief Executive's report to the business committee

1. While we continue to develop regulation that is risk-based and proportionate, we remain committed to take the firmest of action against those that break the rules. Since the last Board meeting in September, the FSA's **prosecution and litigation** caseload remains heavy. There are currently fourteen live prosecutions being taken by the FSA or the Crown Prosecution Service for breaches of food hygiene or animal welfare legislation. Our legal team also continues to be involved in other litigation, with over 30 active prosecution and litigation cases being contested.
2. There have been three completed prosecutions since September which resulted in fines of up to £28,000.
3. We have made some **minor structural changes** in the organisation. The Science, Evidence, and Research Directorate (SERD) will join with Openness, Data, Digital and Wales to bring greater alignment to our work on science, data and surveillance. The Communications division, which is currently part of Openness, Data, Digital, and Wales will move to Strategy, Legal and Governance. This will bring our work on communications – in particular, our approach to communications campaigns and external and internal engagement - closer to strategy development.
4. I am pleased to report the FSA won the **Innovation in Flexible Working** award at workingmums.co.uk 10th Anniversary Top Employer Awards. This award is for organisations that demonstrate innovative flexible-working policies and practices that break new ground. We also made the Working Families top 30 from a list of employers, large and small from across the public, private and third sectors who compete annually to gain a place on the charity's list. We believe that the introduction of the Government Smarter working initiative through OWOW (Our Ways Of Working), 3 years ago, has enabled us to offer increased levels of flexibility and achieve a greater work-life balance for many employees, through our refreshed technology and estate.
5. The full FSA results from the annual civil service **People Survey 2019** have been published on the FSA's website (please see full report [here](#)). We are very pleased that we have achieved an engagement score of 67% which classifies the FSA as 'high performing' in the top 25% of Civil Service Departments. We will be sharing team level results with managers and all staff to give them granular detail on key markers of engagement and organisational culture. The findings from both team and top-level results will form the basis of future communications and feed into the corporate action plan.

6. On 21 October the **Wales Food Law Enforcement Liaison Committee** met for the first time. This is a multi-agency forum that has been established to provide an opportunity for local government in Wales and the FSA to work together, with industry and consumers, in developing food law policy and service delivery in Wales. The next meeting is on 29 January.
7. We have had authorisation from the Cabinet Office regarding our **pay business case** that was submitted in August 2019. This was delayed due to the General Election. We will now enter into a formal negotiation with the trade unions, put together a timeline for implementation and communicate to staff on what it will mean to individuals.
8. We have begun work to prepare our submission for this year's **Comprehensive Spending Review** (SR20), which will allocate Westminster funding across government from April 2021 to March 2024. Our strategy, finance and the analytics teams will be working across directorates to establish individual priorities across the FSA, commissioning evidence to support the submission, and creating a clear strategic narrative that provides a compelling justification for our funding request. We will provide the Board with additional updates as this work progresses.