

Strategic Indicator

Animal Welfare

Indicator Outcome Number

4,5,6

Indicator Measure

The number of category 3 & 4 welfare incidents recorded at the farm, in transport and at meat plants.

What is the role of FSS?

One of the key functions of Food Standards Scotland (FSS) is to ensure that animals are protected by FBOs prior to and during slaughter and killing.

On behalf of SG, FSS enforces legislation that ensures only licensed, trained and competent operatives are involved in slaughter, killing and related operations.

FSS also plays an important role in relation to assisting the Animal and Plant Health Agency (APHA) and Local Authorities with animal welfare on farm and during transport under a Service Level Agreement (SLA) with SG.

Where sufficient evidence is available, enforcement action is taken against any non-compliant business in relation to animal welfare. This is reflected in audit reports and the audit frequency will increase for non-compliant premises.

Why is this Strategic Indicator Important?

- It provides an overall view of welfare levels at slaughter
- It shows origin of welfare issues
- It allows FSS to detect negative trends and act, advising relevant organisations of emerging risk
- An area of interest for public and media, leading to queries/FOI requests.
- A possibility of reputational risk to FSS

Under EU regulations, food business operators are responsible for animal welfare in slaughterhouses. They must meet legislative requirements for slaughterhouse design, layout and equipment, and their slaughterers must be competent, appropriately trained, and licensed to slaughter all species presented to them. Operators are also responsible for ensuring animal needs are met and for the welfare of animals in their care.

Severity of Welfare Incidents

Category 3

Technical breach of the Regulations but there was **no evidence** of any avoidable pain, distress or suffering to the animal during their killing and related operations.

Category 4

Breach of welfare Regulations with **evidence of** avoidable pain, distress or suffering to the animal during their killing and related operations, or a contravention poses a serious and imminent risk to animal welfare.

FSS Performance update – (refer to graphs – overview)

Welfare incidents in FSS approved premises are lower than incidents related to farm or transport. We continue to emphasise the importance of accurate reporting of welfare incidents with delivery partners.

The early summer peak of category 3 farm incidents in early summer 2015 and transport incidents in the same period in 2016 were primarily heavily pregnant animals sent to slaughter. We continue to work with APHA and LAs to raise the awareness of these repetitive non-compliances.

The score 4 incidents in approved premises are generally low in number. Recent incidents were related to lairage maintenance and stunning and resulted in enforcement action. In the last 2 months we have suspended the Certificate of Competence held by 4 staff employed by FBOs as a result of detection of welfare incidents..

As over 75% of reported incidents in the last year are farm and transport related, we continue to have dialogue with the enforcement authorities competent for farm and/or transport (APHA and LAs) and we have established a new forum at which specific cases will be discussed in order that we can have greater assurance that partners are taking action on the cases reported by FSS.

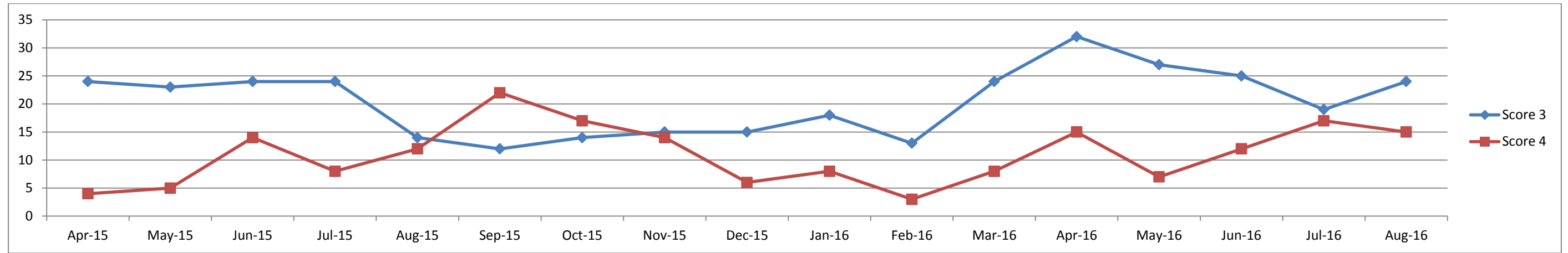
FSS Influence on performance markers

- FSS has enforcement power/tools to stop/change/influence processes to ensure animal welfare at slaughter is protected.
- FSS reports all issues to competent authorities (APHA/LA), providing the required information and evidence to improve welfare on farm and during transport.
- FSS collaborates with APHA and LAs to improve the overall welfare of animals in Scotland.

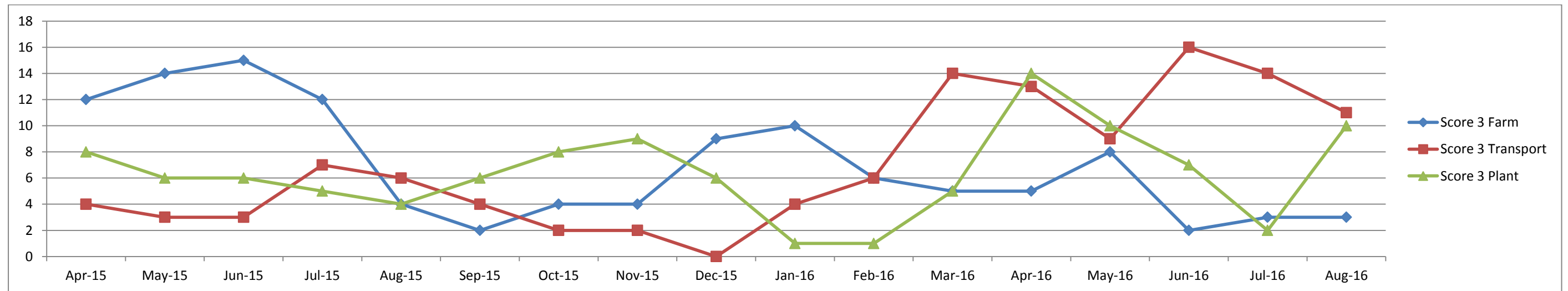
Scottish Trends

Graph overleaf showing welfare breach trends

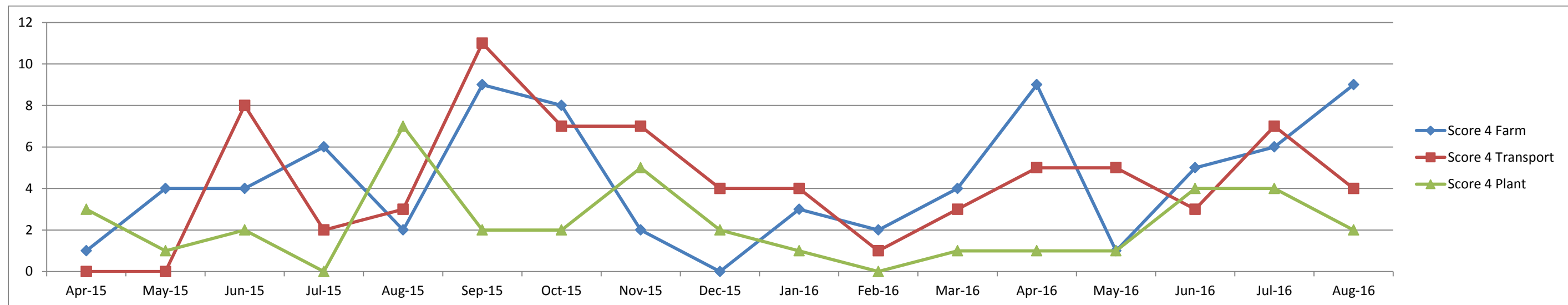
WELFARE BREACHES



ORIGIN OF WELFARE BREACH - SCORE 3



ORIGIN OF WELFARE BREACH - SCORE 4



Strategic Indicator

Shellfish Sample Compliance

Indicator Outcome Number

1,5,6

Indicator Measure

The number of samples collected against risk-based sampling plans

What is the role of FSS?

As the competent authority for food safety, FSS delivers official controls to determine the safety of marine waters used for the harvesting of live bivalve molluscs (LBMs) in Scotland, as described in EC Regulations. FSS is responsible for ensuring that shellfish from designated harvesting areas meet the health standards laid down in EC Regulation 853/2004. Shellfish classifications are awarded based on the levels of E. coli in shellfish flesh. Levels of marine biotoxins in shellfish samples from shellfish production areas determines whether an area should be open or closed for harvesting.

Why is this Strategic Indicator Important?

- To ensure that FSS carries out its responsibility in effectively managing the shellfish monitoring programmes, a Memorandum of Understanding (MOU), Service Level Agreements (SLAs) and contracts which ensures compliance with relevant food safety regulations
- To ensure that all sampling requirements are met and shellfish from designated harvesting areas meet the health standards stipulated in EU Regulations.

Shellfish classification categories and permitted levels of E. coli/100g flesh:

Treatment processes are specified according to the classification status of the area.

Category	Result	Action
A	less than or equal to 230 E.coli/100g of the flesh	May go directly for human consumption if end product standard met
B	not exceeding 4600 E.coli/100g of the flesh	Must be subject to purification, relaying in Class A area (to meet Category A requirements) or cooked by an approved method
C	not exceeding 46,000 E.coli/100g of the flesh	Must be subject to relaying for a period of at least 2 months or cooked by an approved method
	above 46,000 E.coli/100g of the flesh	Prohibited. Harvesting not permitted

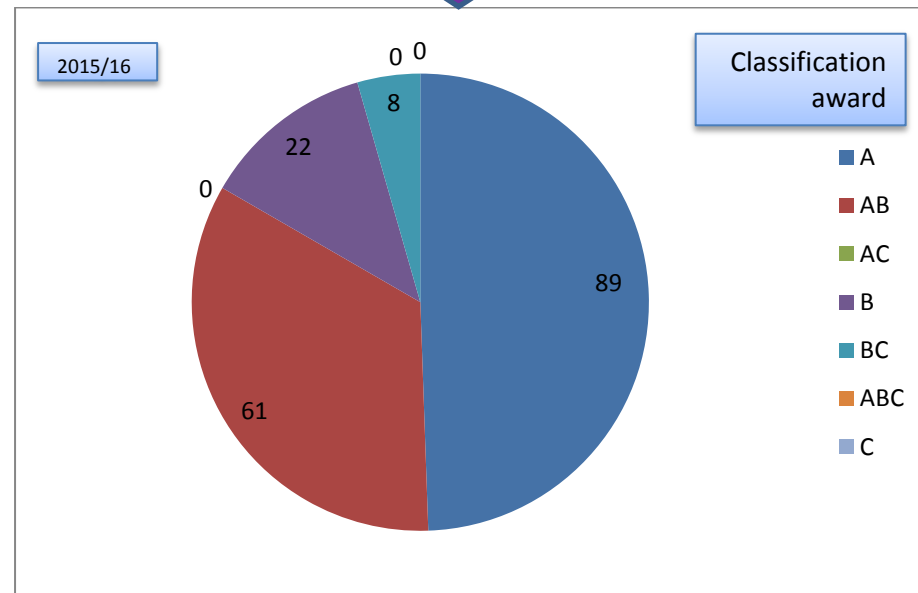
FSS Influence on performance markers

- Effective management of the MoU and contracts to ensure compliance

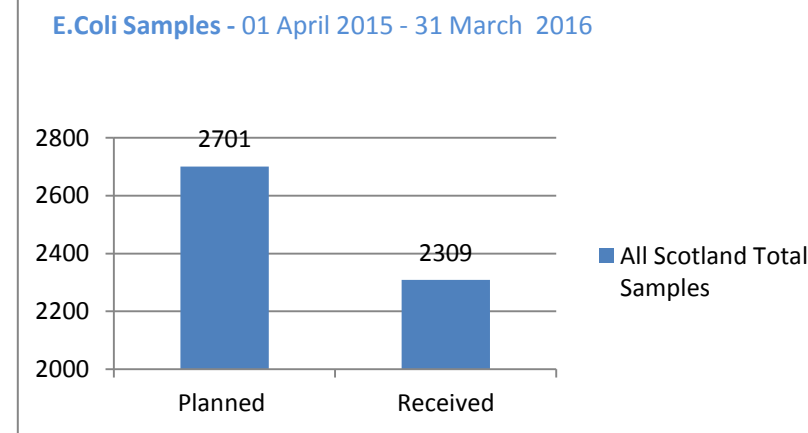
FSS Performance Update

Graphs overleaf showing shellfish area classification status and biotoxin sample compliance figures.

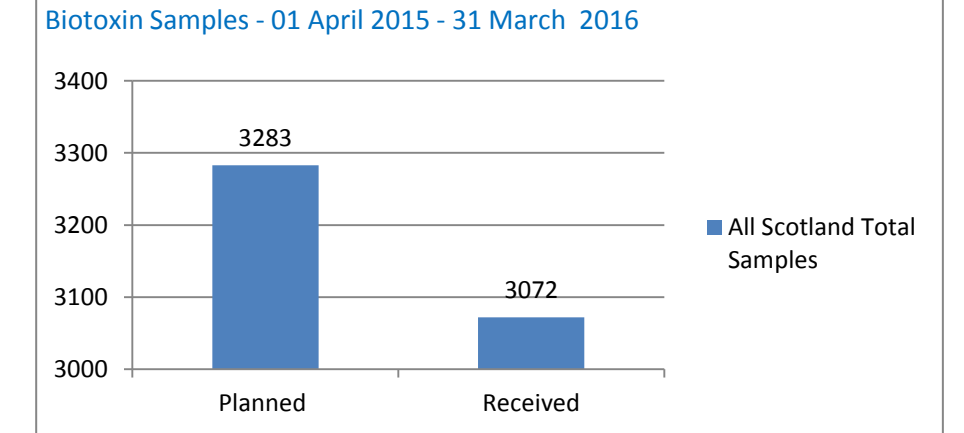
At April 2015, there were 180 classified production areas specified by classification as follows:



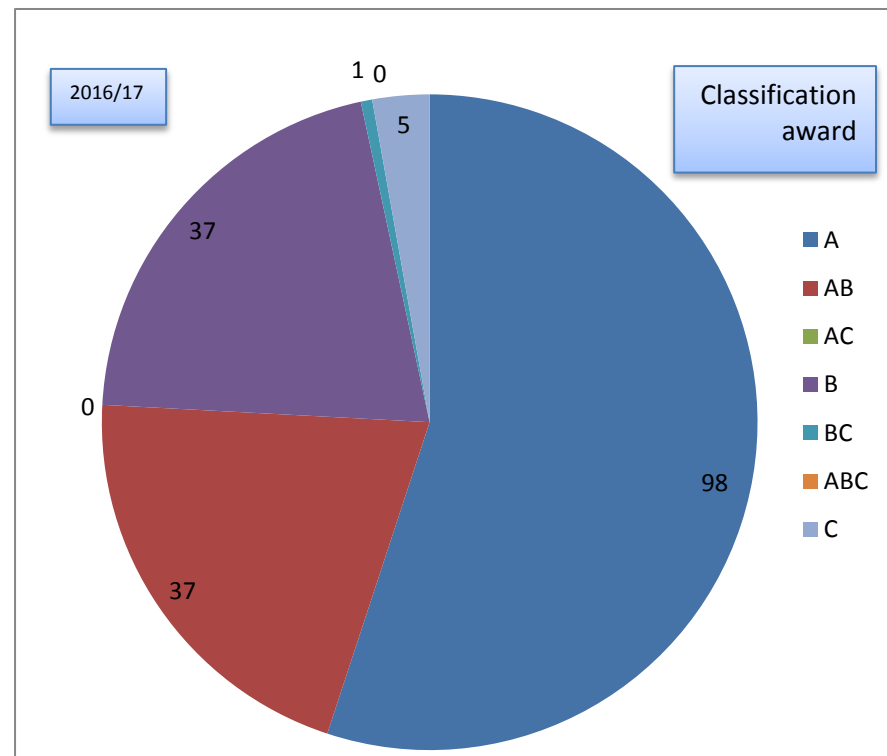
Throughout the period April 2015 to March 2016, across nine local authority areas, four sampling contractors planned a total of 2701 E.Coli samples, 2309 of which were received at the laboratory for testing. Compliance for 2015/16 was 85% and this can be routinely affected by a number of factors including the following: no active harvesting taking place, availability of vessels or weather conditions.



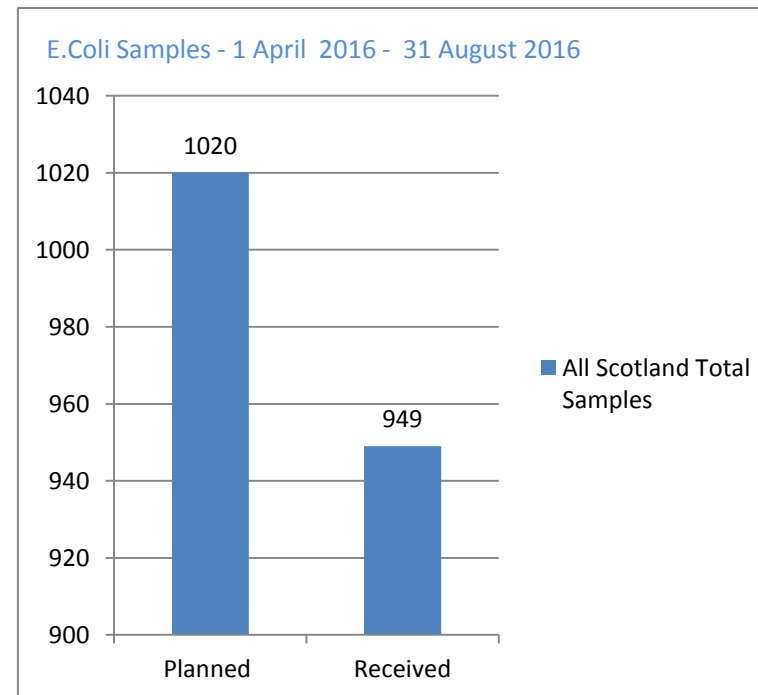
Throughout the period April 2015 to March 2016, across nine local authority areas, four sampling contractors planned a total of 3283 biotoxin samples, 3072 of which were received at the laboratory for testing. Compliance for 2015/16 was 94% and this can be routinely affected by a number of factors including the following: no active harvesting taking place, availability of vessels or weather conditions.



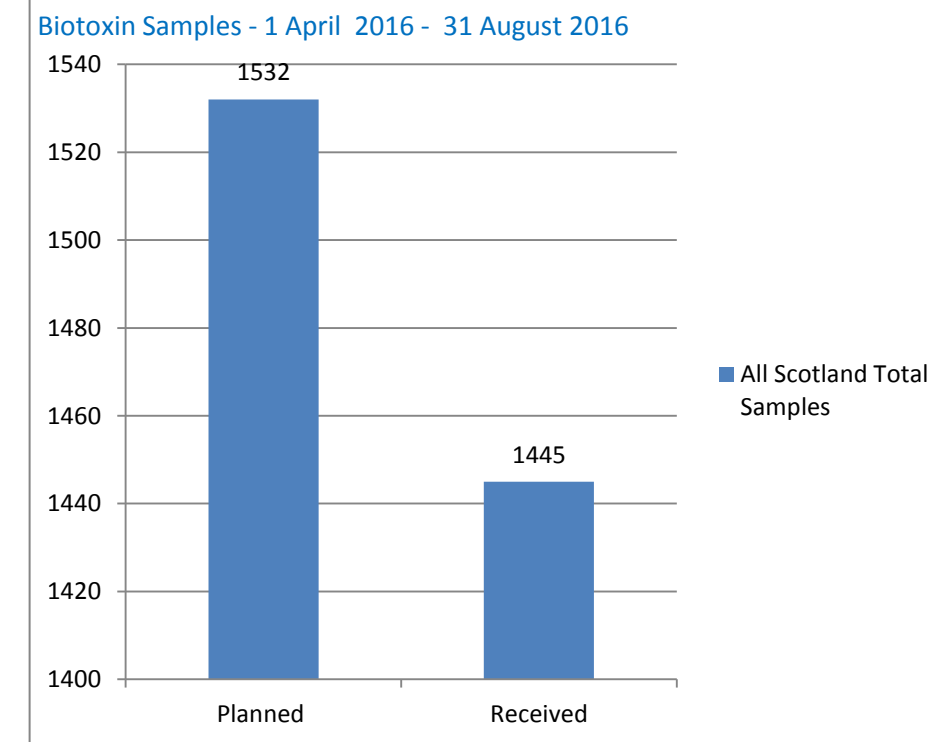
Following the FSS annual classification review at 1 April 2016, there were 178 classified production areas. The classification awards are as follows:



Sampling from April 2016 to date, across nine local authority areas, four sampling contractors planned a total of 1020 E.Coli samples, 949 of which were received at the laboratory for testing. Compliance to date is 93%



Sampling from April 2016 to date, across nine local authority areas, four sampling contractors planned a total of 1532 biotoxin samples, 1445 of which were received at the laboratory for testing. Compliance to date is 94%



Strategic Indicator

Visible Contamination

Indicator Outcome Number

1,5,6

Indicator Measure

Number of contaminated carcasses presented to FSS staff for inspection

What is the role of FSS?

FSS ensures that all carcasses (red meat) where a health mark is applied are free from contamination and fit for human consumption.

FSS actively engages with FBOs to secure reducing levels of contamination. FSS inspectors record every instance where a contaminated carcass is presented for inspection and this is a proxy measure for hygienic production.

Why is this Strategic Indicator Important?

It is the responsibility of the FBO in slaughterhouses to present carcasses and offal to FSS for final inspection free from contamination by faeces, gut content, hair, wool, bile, etc. in accordance with the FBO's procedures based on HACCP principles

- To protect public Health
- To ensure meat is fit for human consumption
- To provide an overview of dressing practices of premises in Scotland which can help to monitor possible emerging risks

FSS Influence on performance markers

- Enforcement powers to stop/alter unhygienic dressing practices
- Engage with FBOs to promote best practice
- Live monitoring allows for timely corrective actions at plant level
- Trend analysis allows for detection of possible emerging risks

FSS Performance update

Carcass contamination remains below the target set during the first year of FSS for all 3 species. In 2016, activities are designed to consolidate this performance improvement by working collaboratively with FBOs and taking proportionate enforcement action where required to protect public health. Additionally, a range of activities designed to pilot new initiatives are underway.

Carcass contamination across all 3 species was stable during the quarter with the significant fluctuations at an individual pig plant following redevelopment having settled down. A pilot exercise designed to record cleanliness of cattle on receipt at abattoirs and the cleanliness of transport was completed and was implemented Scotland wide from the start of July.

Contamination Graphs

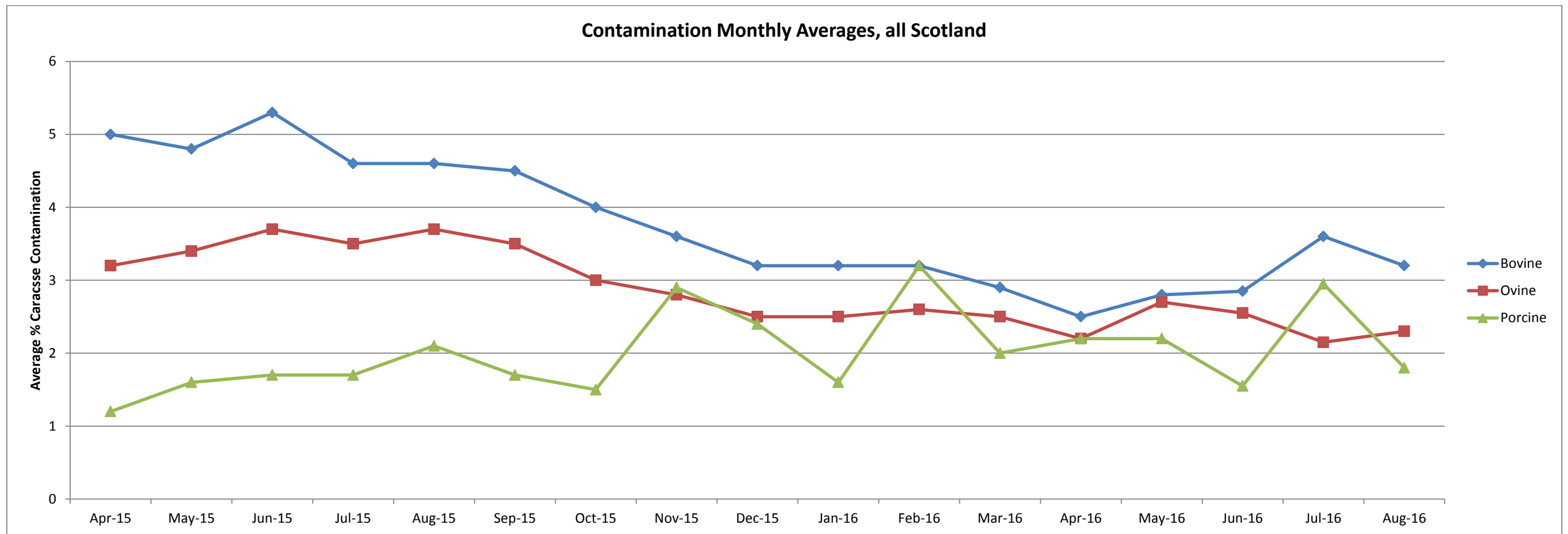
Each red meat species has a contamination target based on 2015's average as follows:

Cattle - 5%
 Sheep - 4%
 Pigs - 2%

Each graph shows the total percentage for each month by species, calculated as the number of recorded contamination incidents against the throughput.

Scottish Trends

Graph overleaf showing contamination monthly averages (Average % Carcass Contamination by species)



Strategic Indicator

Veterinary Audit

Indicator Outcome Number

1,4,5,6

Indicator Measures

The number of approved meat premises with ‘good’ or ‘generally satisfactory’ audit outcomes and the number of approved meat premises with ‘improvement necessary’ or ‘urgent improvement necessary’.

What is the role of FSS?

The audit frequency is determined by the categorisation of any non-compliance identified and in the level of permanent supervision within the plant by FSS staff.

Audits and follow-up audits are carried out on an announced basis, with unannounced inspections also taking place in between scheduled inspections in cutting plants.

FSS has a dedicated in-house team of trained veterinary auditors carrying out these audits in Scotland.

Why is this Strategic Indicator Important?

These audits have two main aims:

- To make sure that food business operators are complying with food law requirements
- To ensure that food business operators are meeting relevant standards in relation to public health and, in slaughterhouses, animal health and welfare.

Audit Categories and Frequency

Good	No majors or critical on day of audit or during audit period
Generally Satisfactory	No more than 2 majors during audit or during audit period rectified promptly. No critical during audit period
Improvement Necessary	3-6 majors during audit or during audit period. No critical during audit period
Urgent Improvement Necessary	1 critical or >6 majors during audit or during audit period

FSS Performance update

There have been a further two plants received an ‘Improvement Necessary’ outcome during the last quarter, currently there are 4 plants within this category.

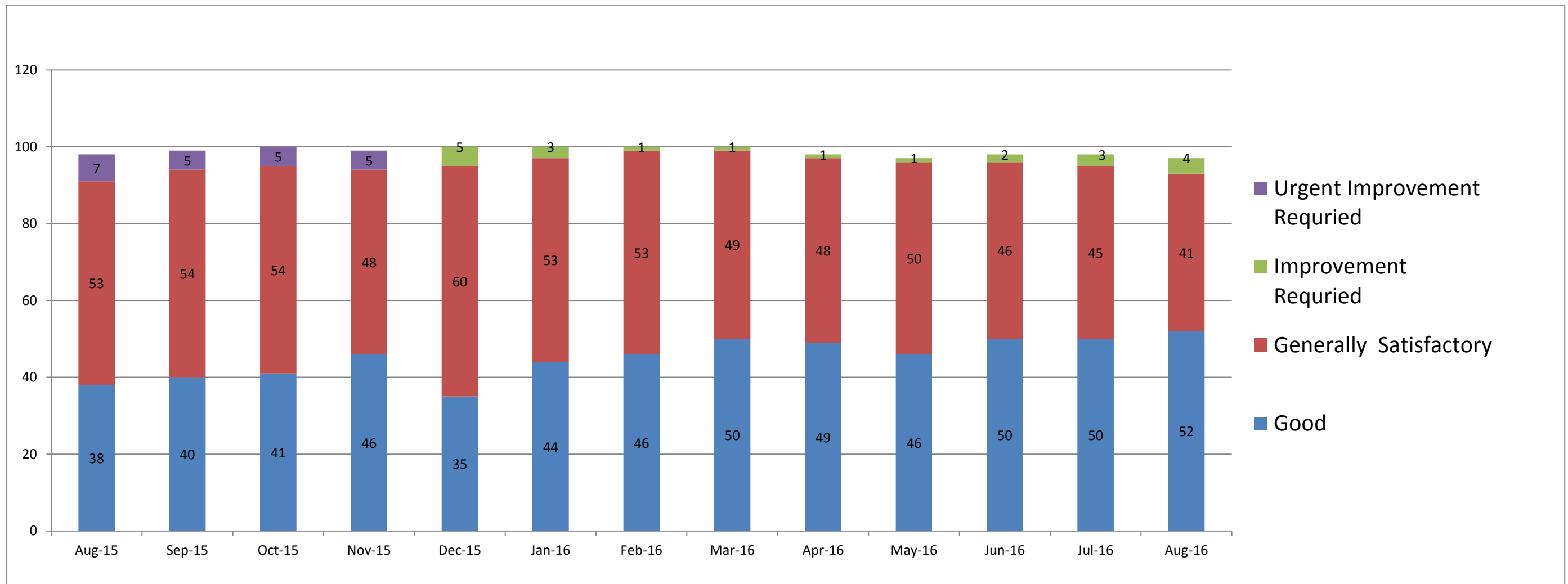
From 1st April 2016, there have been a total of 36 major non-compliances identified in 41 audits carried out. Major non-compliances include the following: monitoring procedures for critical control points hygienic production - all handling and processes from slaughtering to despatch should be done in a way that avoids the contamination of meat and offal entering the food chain, staff training and instruction, processing compliance - controls ensure that risk of cross contamination is minimised, prevented or reduced to acceptable levels during operation and appropriate action taken should contamination occur.

FSS Influence on performance markers

Take appropriate enforcement action when non-compliance is observed.

Scottish Trends

Graph overleaf showing veterinary audit outcome trends



Plants Currently With Improvement Required
(At August 2016)

Plant Number	Name
1511	D.S Slaughterhouse Ltd
1136	Quality Pork Processors Limited
1517	Wishaw Abattoir Limited
1745	Supreme Food Processors

Strategic Indicator

Progress towards the dietary goals

Majority of goals not met

Secondary analysis of the Living Costs and Food Survey, interim report for 2013 (FSS Report)

Strategic Indicator

Inequalities in dietary intake

Inequalities in intake for majority of goals

Secondary Analysis of the Living Costs and Food Survey, report for 2012 (FSS Report)

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Comparison of intake between Scotland and the UK

Overall, intakes of foods, macronutrients and micronutrients are similar between Scotland and the UK

Derived from data source: National Diet and Nutrition Survey Rolling Programme, Results from Year 1-4 (combined) for Scotland (FSS Report)

Strategic Indicator

Foods contributing to intake of fats and sugars

20% of all calories and fat, and 50% of all sugar we eat comes from discretionary foods and drinks including confectionary, cakes, biscuits, pastries, savoury snacks and sugary drinks

Secondary Analysis of the Living Costs and Food Survey, report for 2012 (FSS Report)

Strategic Indicator

Eating out: frequently consumed foods and beverages

Foods and drinks most frequently consumed include chips, cakes/biscuits/pastries and regular cola

An assessment of the out of home food and drink environment in Scotland, 2015 (FSS Report – in press)

Strategic Indicator

Food and drink purchased into the home

Little change in the purchase of most foods and nutrients overall, despite reductions in some high fat/sugar categories

Monitoring of foods and drinks purchased into the home in Scotland using data from Kantar WordPanel, 2016 (FSS Report)

Strategic Indicator

Diet related health statistics

The majority of the Scottish population is either overweight or obese

Scottish Health Survey, 2014

Strategic Indicator

Knowledge of and attitudes towards diets

Knowledge is inconsistent, and appears to have little impact on diet

Attitudes to diet and health in Scotland, 2015 (FSS Report)

Strategic Indicator

Diet and health of children and young people

Children in more deprived areas have poorer diets

Survey of diet among children in Scotland, 2010 Survey of sugar intake among children in Scotland, 2006 (FSS Report)

Strategic Indicator

Human Resources

Our service delivery

Committed to ensuring we are an attractive and supportive employer, provide staff with the environment, tools and training to ensure they are able to work safely and effectively. The HR team exists to foster and enable the excellence in our people that will support FSS to achieve its strategic ambitions.

Indicator Outcome Number

6

What we'll do

- Develop People/Organisational Development Strategy
- Staff Survey
- Training Needs Analysis

What is the role of FSS?

- To have a motivated, engaged and suitably skilled and diverse workforce to allow us to deliver our functions
- To invest in developing our people, putting in place succession plans and talent management to meet future challenges

Why is this Strategic Indicator Important?

- Staff are our most valuable asset, without whom we will be unable to deliver our outcomes and therefore we must ensure that they are properly developed and engaged to be able to deliver current and future business

FSS Performance update

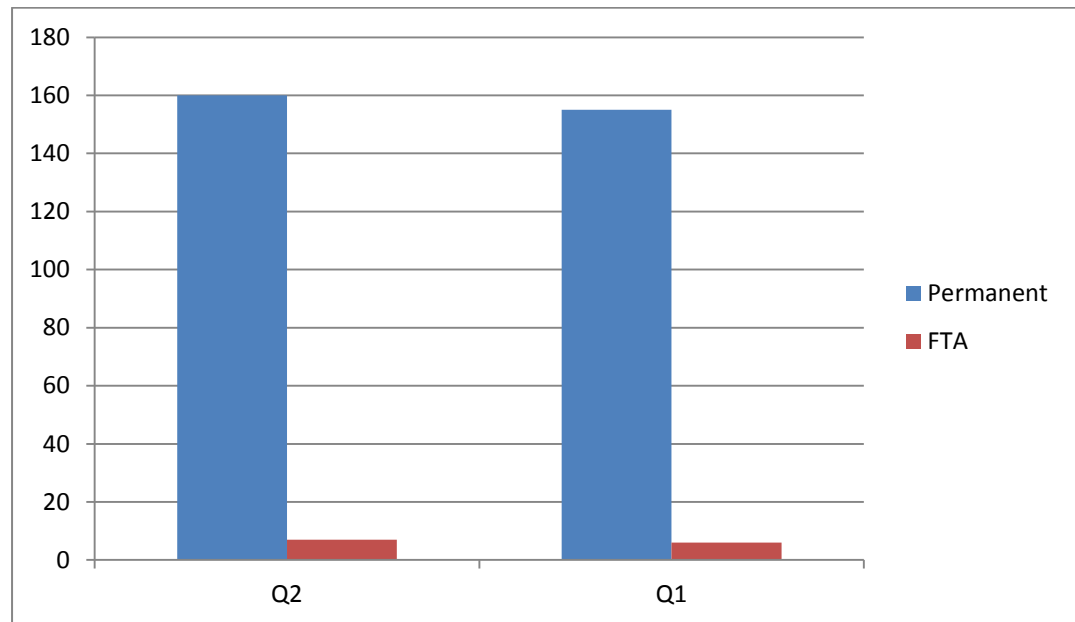
- Headcount as at 30 June 2016 was 167, an increase of 5 on the last quarter
- As at October 2016, we have a total of 09 vacancies, 07 Permanent and 02 Fixed Term Appointments
 - Average working days lost were 3.3 at the end of June 2016, down from 4.7 in June 2015
 - This compares well with the Scottish Government average working days lost of 7.3
 - 2 permanent members of staff left in the last quarter
- 39% of permanent and fixed term staff are aged 50 or over with only 11% of the workforce under 30 years old

Indicator Measures

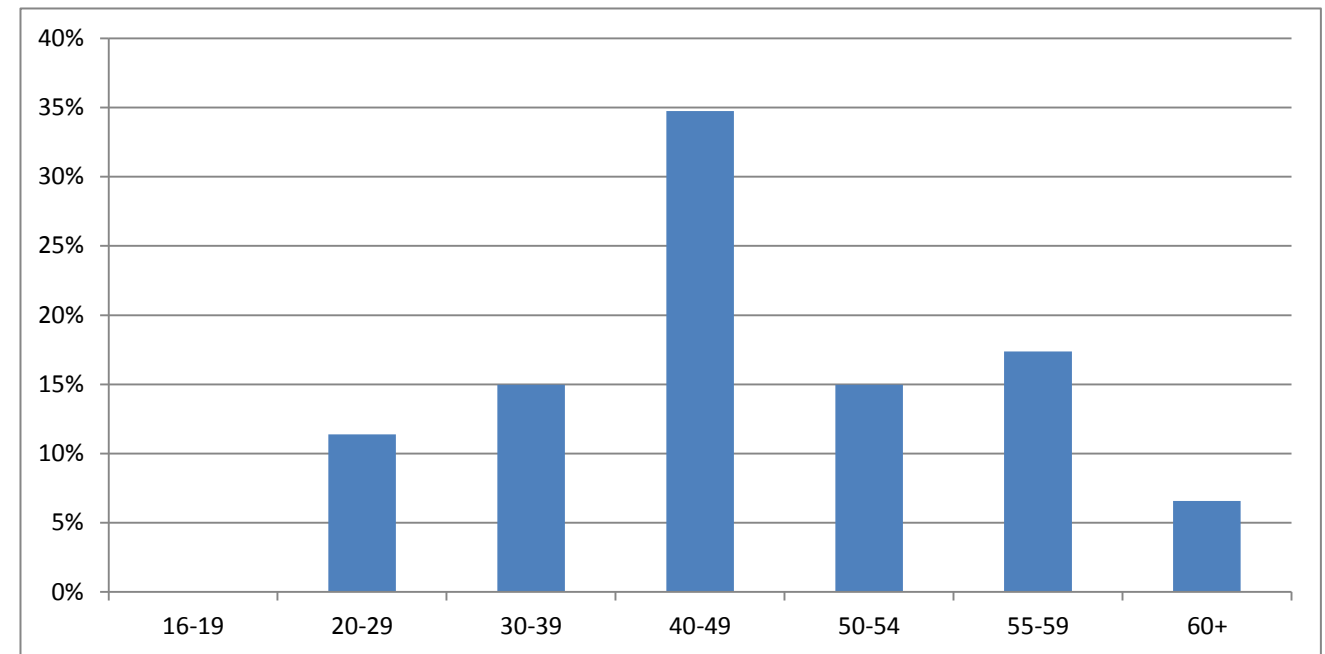
- Headcount numbers
- Turnover
- Absence levels
- Age profile
- Gender Balance

Statistics
 Graphs show Headcount, Absence, Diversity

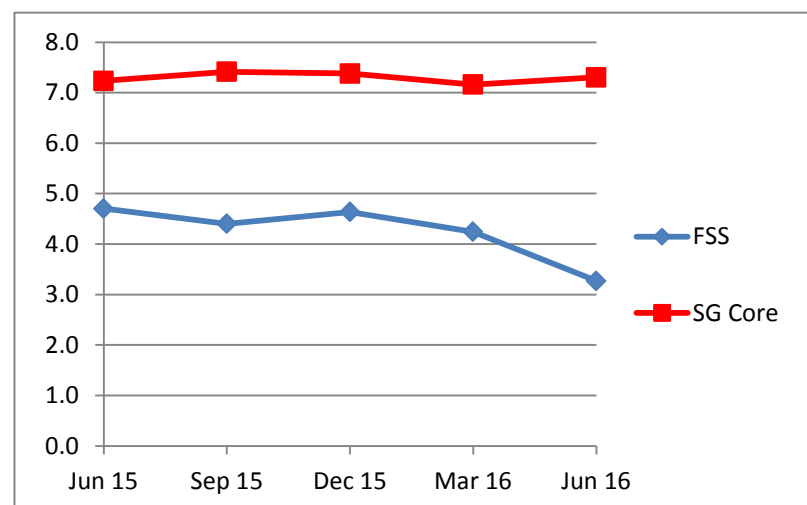
Headcount



Headcount % of Permanent and Fixed-Term Staff by age at end of Jun 2016



Sickness: Average Working Days Lost (AWDL) per FTE



Gender Balance – By Grade

