



16th EIFCA Meeting

To be held at:

**The Boathouse Business Centre
1 Harbour Square, Nene Parade, Wisbech PE13 3BH**

29th October 2014

1030 hours

Meeting: 16th Eastern IFCA Meeting
Date: 29 October 2014
Time: 10:30 hours
Venue: The Boathouse Business Centre,
1 Harbour Square, Nene Parade,
Wisbech, Cambridgeshire, PE13 3BH



"Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry."

Agenda (Revised)

- 1 Welcome by the Chairman
- 2 Acceptance of apologies
- 3 Declaration of Members' interests

Action items

- 4 To receive and approve as a true record, minutes of the 15th Eastern IFCA Meeting, held on 30 July 2014 - *Chair*
- 5 Matters arising - *Chair/CEO*
- 6 Replacement of Environment Agency Additional Member - *CEO*
- 7 To receive a report to consider Health and Safety risks and mitigation - *CEO*
- 8 Meeting of the Finance and Personnel sub-committee 15 Oct 2014 - *Hd Fin/Hd HR*
- 9 Meeting of the Marine Protected Areas sub-committee - *CEO*
- 10 Payments made and monies received during the period July 2014 to September 2014 - *Hd Fin*
- 11 Quarterly Management Accounts - *Hd Fin*
- 12 Bass stock management - *CEO*
- 13 Horseshoe Point cockle fishery - *DCEO/SRO*
- 14 Renewable Energy development Commercial Fisheries Working Groups - *CEO*
- 15 Calendar of meetings to October 2015 - *CEO*
- 16 CFP Reform update - *DCEO*

Information items

- 17 Quarterly progress against Annual Plans - *CEO*
- 18 Marine Protection Quarterly reports:
 - a) Area Inshore Fisheries and Conservation Officers:
 - a. Area 1 - Donna Nook to Kings Lynn
 - b. Area 2 - King's Lynn to Lowestoft
 - c. Area 3 - Lowestoft to Stour/Orwell

- b) Skippers:
 - a. *RV Three Counties*
 - b. *FPV John Allen*
- 19 Marine Environment Quarterly Reports:
 - a) Senior Research Officer
 - b) Senior Marine Environment Officer
- 20 Update of HR activity – *Head HR*
- 21 Community Engagement meeting dates - *CEO*

Any other urgent business

- 22 To consider matters that the Chair has agreed are urgent because of special circumstances which must be specified
 - a) Seagoing Assets Review – DCEO

P J Haslam
Chief Executive Officer
14 October 2014

15th Eastern IFCA Meeting

"Eastern IFCA will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry".



A Meeting of the Eastern Inshore Fisheries & Conservation Authority took place at The Boathouse Business Centre, Wisbech, Cambs, on 30th July 2014 at 1030 hours.

Members Present:

Cllr Hilary Cox	Chair	Norfolk County Council
Cllr Tony Turner MBE JP	Vice-Chair	Lincolnshire County Council
Cllr Peter Byatt		Suffolk County Council
Connor Donnelly		Natural England representative
Cllr Richard Fairman		Lincolnshire County Council
Paul Garnett		MMO Appointee
Cllr Tony Goldson		Suffolk County Council
Roger Handford		Environment Agency
representative		
Neil Lake		MMO Appointee
Roger Mason		MMO Representative
Ceri Morgan		MMO Appointee
Tom Pinborough		MMO Appointee
Rob Spray		MMO Appointee
Koen Vanstaen		MMO Appointee
Margaret Wilkinson		Norfolk County Council
Stephen Worrall		MMO Appointee

Eastern IFCA (EIFCA) Officers Present:

Philip Haslam	Chief Executive Officer (CEO)
Andrew Bakewell	Head of Finance
Nichola Freer	Head of HR
Julian Gregory	Deputy Chief Executive Officer
(DCEO)	
Luke Godwin	Project Officer & IFCO
Samuel Paling	Mate / IFCO
Judith Stoutt	Senior Marine Environment
Officer	

Other Bodies Represented:

Lesley Clarke	Environment Agency
Stacey Clarke	MMO
Hywel Roberts	DONG Energy
Emma Thorpe	Natural England
Eleanor Stone	Lincolnshire Wildlife Trust
Sandra Unterhollenberg	Natural England

Minute Taker:

Jodi Hammond

EIFCA14/60 Item 1: Welcome by Chair

The Chair began the meeting by welcoming all members and Eleanor Stone from the Lincolnshire Wildlife Trust. She also thanked the Officers for providing advance warning of the roadworks on the way to the meeting.

EIFCA14/61 Item 2: Apologies for Absence

Apologies for absence were received from: Cllr Baker (Norfolk County Council), Mr Stipetic (MMO Representative), and Messrs Barham, Bagley, Brewster and Dr Bolt (MMO Appointees).

Members considered the reasons given for not being able to attend and formally agreed to accept the apologies.

It was noted that Roger Mason would act as MMO Representative in the absence of Mr Stipetic.

It was agreed to accept the Apologies for Absence

EIFCA14/62 Item 3: Declarations of Members Interest

Mr Lake and Mr Garnett re-acknowledged the declarations of interest they had made at previous meetings relating to lay holdings and licence entitlement holders.

EIFCA14/63 Item 4: Minutes of the 14th EIFCA Meeting, held on 4th June 2014

It was noted the wrong date for the meeting was recorded in the minutes. **With this amendment being taken into account members agreed to sign the minutes as a true record of proceedings.**

Proposed: Councillor Goldson

Seconded: Councillor Turner

All Agreed

EIFCA14/64 Item 5: Matters Arising

14/59: ANY OTHER BUSINESS: Re Enforcement Capability
In response to the issue raised at the previous meeting the DCEO advised that the level of enforcement resource was a complex issue involving a number of factors. These included the level of resource expended on enforcement (which should be proportional), changes in the enforcement environment (regulatory framework, new vessels and ways of working) and the requirement to take into account the Hampton Principles (risk based, intelligence led and proportionate enforcement activity). Overall the objective was to create a 'culture of compliance' by providing advice and guidance to fishers. Staff levels and structure will continue to be reviewed periodically alongside the changing enforcement environment. This includes the move to smaller, faster vessels allowing targeted intervention. The proposed second vessel is likely to be based around the coast with crew being moved to the vessel making it a more 'fleet of foot' operation to get to sea. As an illustration of

the ongoing review process the DCEO advised members that recent staff changes had provided an opportunity to review staffing levels. This had resulted in the creation of two new enforcement officer posts (IFCO Project Officer and IFCO/crew), which represented a net growth of one officer. Overall, the DCEO judged that resource levels were about right but said that there would continue to be periodic reviews to ensure that this remained the case.

The suggestion that a dredge cockle fishery had not been able to take place due to lack of enforcement resources was not entirely accurate, not least because this was only one element of the risk assessment with environmental and stock sustainability factors being primary considerations. It was acknowledged that the risk assessment indicated that there was a higher risk of transgression during a dredge fishery, making it a higher risk fishery, but this alone did not mean that it was impossible to agree to such a fishery.

Mr Lake felt the FPV John Allen was essentially a 'day vessel' and not able to police at night on a prolonged basis, which the previous enforcement vessel had been capable of, nor is the FPV John Allen capable of covering the whole area. He believed that at the present time Regulation 1 was not being enforced and questioned if this was not done when working in the Wash how could enforcement take place further out to sea when there are only 'day vessels' available.

The DCEO informed members that FPV John Allen could sustain at sea for reasonable periods, albeit not in excess of 24 hours, but if necessary RV Three Counties could be utilised in an enforcement role and could provide an accommodation platform in conjunction with a RIB being deployed operationally. He also advised that the closed areas had been monitored and there was no evidence found to suggest they had been fished. On the suggestion that bulk bags were being used when 'prop washing' he advised that the resultant damage was the primary issue and that it didn't currently appear to be a factor. In fact it appeared that this fishery was showing less signs of damage in comparison with previous years.

The CEO added that he was disappointed at the implication that if there was no IFCO presence afloat then the fishing industry would flout the regulations. He added that if he thought this was likely to be the case there was no alternative other than to apply a precautionary principle which would lead to a limited fishery, only opened when IFCOs could be present.

Mr Lake refuted RV Three Counties ability to launch a RIB from its deck in high winds, which was countered by the DCEO who explained that RV Three Counties could be used as an accommodation vessel with FPV John Allen working alongside as an enforcement platform.

Mr Vanstaen questioned whether anything could be done to start the target led enforcement such as VMS or a permitting scheme prior to VMS becoming available. Members were informed that the MMO are currently running a project to get VMS units type approve. It was anticipated that this would be achieved by the autumn this year, when there should be a number of manufacturers with type approved units which can then be fitted to vessels in the district. The byelaw review will consider the introduction of a requirement to fit VMS units.

EIFCA14/66 Item 6: Health & Safety

An update on H&S issues was given by the CEO. Since the last meeting the following incidents had been recorded:

- A member of staff developed neck and shoulder pain. Following a visit to their GP it had been suggested the cause may be attributed to posture at work. Whilst this was not a definite diagnosis a precautionary stance was taken. At the present time the problem seems to have subsided.
- Whilst working in the storage unit an engineer using a rivet gun managed to attach himself to the trailer. Only very minor injury was incurred but he was unable to summon assistance immediately. He did release himself and lessons have been learnt in relation to lone working in premises.
- An ex-employee has put in a claim for incidents of damage to his eye. There does not appear to be any evidence to back-up these claims.
- The moorings at Sutton Bridge continue to be the predominant H&S issue but this is in hand and being monitored.

Members agreed to receive the report.

EIFCA14/67 Item 7: Elected member appointment to sub-committees

The CEO advised that Councillor Patience from Suffolk County Council had been replaced by Councillor Byatt, members were asked to consider whether they felt it was appropriate for Councillor Byatt to be appointed as a direct replacement on the sub-committees which Councillor Patience had been part of.

It was Resolved that Councillor Byatt should fill the vacancies on the Finance and Personnel and Regulatory & Compliance sub-committees. The CEO would amend and re-publish the revised sub-committee structure.

Proposed: Councillor Goldson

Seconded: Mr Pinborough

All Agreed

EIFCA14/68 Item 8: Parliamentary report into IFCA operations and conduct

Members were reminded that the purpose of the parliamentary report would be written to explain how IFCA's work and whether there were areas which needed improvement. The deadline for making comment on the consultation was two days after this meeting and members were encouraged to take the time to go through the consultation. Councillor Goldson suggested members should note in their consultation response that the continuation of New Burden Funding was necessary for IFCA's to remain sustainable.

EIFCA14/69 Item 9: Meeting of the Finance & Personal Sub-Committee held 25 June 2014

The report gave a brief synopsis of discussion which had taken place during the meeting. Highlighted points included:

- **RECRUITMENT** – following the departure of three members of staff the staff structure had been reviewed and the decision taken not to replace with like for like but to address the areas where more effort was required. Initial recruitment had resulted in two internal candidates filling newly opened gaps, subsequently external advertising had resulted in the appointment of an IFCO and a MEO – Data Lead. It was anticipated that by October EIFCA would have a full complement of staff.
- **MOORINGS** – The proposed marina project at Sutton Bridge seemed to have gathered more momentum as the issues regarding ownership of the foreshore etc had been resolved. With construction due to start in the new year the sub-committee had agreed to capital expenditure of about £150,000 in return for reduced rent for an agreed length of time. The terms of the agreement are still to be negotiated but exit clauses would be built into the agreement with final approval being sought from the sub-committee. Councillor Byatt questioned whether new pontoons would be locally sourced the DCEO advised that this was something EIFCA had no control over as their involvement was only as an end user providing capital injection.
- **RUNNER** – the RIB, which had previously been carried on-board RV Three Counties, was deemed to have reached a condition where it was beyond economic repair and the sub-committee had made the decision to donate it to a charitable cause. It was to be handed to the Boston Sea Cadets. Ceri Morgan thanked the Authority on behalf of the Sea Cadets and advised the vessel would be a useful tool for those working on engineering or DofE qualifications.
- **ACCOUNTS** – End of year accounts for 2013/2014 were approved by the sub-committee, the final approval from Mazaars was still awaited.
- **OFFICE ACCOMMODATION** – having reached the conclusion that the current office site is no longer fit for purpose the sub-committee had agreed to the CEO sourcing alternative office space. Subsequently a 2000ft space, at competitive rent with potential for savings of 50% on utility bills and 80% on service charges had been secured. The current lease still had a period to run so the worst case scenario would be payment of the outstanding lease with no sub-let available to offset the payment. The CEO hoped to have moved to the new office before Christmas but advised there were a lot of moving parts and the project would not be rushed. It was noted the length of agreement would be for 10 years with a 5 year get out clause. The rent for the current premises is in excess of £17/square foot and it is not possible to negotiate a reduction within the terms of our contract. The CEO

advised that in the long term the move would prove to be cost neutral for the public purse. It was however, noted that the CEO reserved the right at the next sub-committee meeting to say that he had not completed the signing of the lease if it came about that the package did not hold up to scrutiny or alternative suitable accommodation at better rates became available.

Members Agreed to note the report.

EIFCA14/70 Item 10: Payments made and monies received during the period 1st April – 9th July 2014

Members were provided with an overview of where money had been spent during this period and funds received. It appeared that income from levies for the year was not as anticipated, however, this was due to the fact that two of the County Councils had paid their levy before the end of the previous financial year.

Members Resolved to approve payments of £316,709 and receipts of £470,445 during the period 1st April – 9th July 2014.

**Proposed: Ceri Morgan
Seconded: Stephen Worrall
All Agreed**

EIFCA14/71 Item 11: Quarterly Management Accounts

The accounts gave members a summary of actual expenditure compared to budget. It was noted the salary expenditure was lower than budgeted, which was a direct result of not having a full complement of staff. There was income of £14,000 which was a payment from Defra to offset against equipment bought during the previous financial year.

Expenditure on FPV John Allen was higher than budget which was due to having bought spare outdrives, which are recognised to be the most vulnerable part of the drivetrain. The intention is that in the event of a breakdown a new outdrive can be fitted to enable the vessel to remain operational whilst the broken part is repaired.

The CEO advised expenditure on the mobile office trailer had been worthwhile, the trailer had been taken out the previous week and had proved simple to erect and a focal point which had drawn in members of the public to ask questions about the work of EIFCA. The trailer would be out in the district once a fortnight and members were asked to let the CEO know if there was somewhere they felt the trailers presence may be beneficial to raising awareness of the IFCA.

Members Resolved to formally note the Quarterly Management Accounts.

**Proposed: Councillor Turner
Seconded: Stephen Worrall
All Agreed**

EIFCA14/72 Annual Report

Under the MaCAA the Authority have an obligation to provide an annual report to Defra. This had been compiled and circulated to members for approval.

Members Resolved to approve the Annual Report for the financial year 2013-2014 and direct the CEO to publish the report and distribute it to Defra.

Proposed: Councillor Goldson

Seconded: Tom Pinborough

All Agreed

EIFCA14/73 RSA Strategy

As a result of direction given at the January meeting the Strategy had been compiled, with the help of Mr Pinborough and in consultation with the RSA community. In order to be successful the strategy would need to be a joint endeavour between sea anglers, local councils and EIFCA. EIFCA's role would be to enforce the regulations, but the wider implication is for the community to capitalise on what could be a relatively significant income stream for the district.

Members discussed the strategy and its implications. It was noted there were several areas in the district where facilities for anglers had been shut down or change of use now prevented angling taking place. In particular it was noted the closure of South Pier in Lowestoft had displaced a lot of anglers, and Councillor Goldson requested the CEO attend a meeting of Waveney District Council to provide a presentation on the benefits of angling. The CEO advised he had written to all the leisure portfolio holders in the district offering to provide details of the financial, and health and well-being issues attached to recreational sea angling, but had received no responses.

Mr Pinborough added it was important to cater for children, youths and the elderly or less able bodied with accessible sites being made available.

The possibilities of a permitting scheme were also discussed, Councillor Turner felt that if a small annual fee were charged with the proviso that any signs of a permit holder not fishing responsibly would result in the permit being removed may help to promote good practice. However, whilst Mr Pinborough could see the benefits of a permit scheme he felt it would need to be fully evaluated and anglers would want to see the product they were getting for their money.

Members Resolved to Approve the Recreational Sea Angling Strategy.

Proposed: Councillor Goldson

Seconded: Councillor Fairman

All Agreed

EIFCA14/74 Lay review and application process update

LAY APPLICATIONS -Members were advised that the 9 applications for lays which had been received prior to the moratorium on lays were now being processed. Biotope

information had been gathered which would be used to inform the Habitats Regulations Assessment. Local fishermen's authorities and adjacent lay holders had also been consulted. It was anticipated all the relevant information would be available for the lay applications to be considered at a meeting of the sub-committee in October.

LAYS IN EXCESS OF 10 HECTARES – Under the WFO EIFCA can grant lays to a person up to 10h in size without ministerial consent. There have been occasions in the past where it has been necessary to seek ministerial consent for lays over 10h and this has been granted. Unfortunately the emerging issue which has been identified is the definition of 'one person'. The WFO states that the following shall be treated as one person:

- I. Any two or more persons carrying on a business of shellfish cultivation in partnership,
- II. The person having control of a company and all the companies controlled by that person,
- III. Spouses,
- IV. Parents and children.

Using this definition it seems there are 27 lays which are potentially in excess of 10 hectares. Having taken legal advice it seems the only option for EIFCA is to retrospectively seek consent for these lays.

Mr Garnett queried how much in excess of 10 hectares these aggregated lays would be, it was believed some would be 2 hectares whilst others were 20-30 hectares. Mr Garnett was concerned that by allowing lays greatly in excess of 10 hectares it may create a monopoly of the lay grounds, he wanted to be sure it was not setting a precedent.

Mr Lake added that in the past it had not been an issue for family members to apply for individual lays provided they could prove they were separate entities for separate businesses. He also questioned how much weight was given to comments made when consulting with fishing associations as he was concerned responses could be biased where prejudice existed. The CEO acknowledged that information from all responses would be provided to the MPA sub-committee for consideration but any sign of vexatious comments would be highlighted. The MPA sub-committee will be the decision makers.

Members Resolved to note the update made in processing lay applications, and the report on the 10 hectare issue. The CEO was directed to undertake a retrospective application to the Minister for extant leases thought to be in contravention of the Order.

Proposed: Ceri Morgan

Seconded: Councillor Fairman

All Agreed

EIFCA14/75 Item 15: Fisheries Management in European Marine Sites progress reports

The report gave an update on key priorities and progress made to date.

The Protected Areas Byelaw had been in place since May 2014. As this is a flexible byelaw Defra have asked EIFCA to assess the level of 'common right holders' activity in the district. In addition to this a request has been made for a flow-chart depicting the process for reviewing Regulatory Notices, the first 4 of which have to be reviewed within 2 years. Defra have asked that there be an agreed process to set out how reviews will be carried out.

The remaining amber and green risk features had been considered with the highest risks within them being identified. Research into these is broken into three strands of evidence:

- Fishing activity – location/effort
- Features – what/where/extent
- Fishing impacts – impacts on habitat and/or species

A recent review into the number of interactions which need to be assessed has been completed. All these will be assessed over the next 18 months, the results of which will inform the management strategies.

Councillor Goldson questioned whether officers were aware of the potential development of a new floating harbour at Sizewell and whether it required any form of assessment. The Senior Marine Environment Officer advised that any new plan or project would need to go through an assessment process and that Eastern IFCA would be consulted.

Mr Morgan questioned whether the Boulder & Cobble areas highlighted in the Protected Areas Byelaw had been reassessed to see if the feature had reduced at all. Members were advised that sidescan surveys had been carried out over the last two weeks, but the results were yet to be assessed.

Members Agreed to note the report and that work be undertaken on an operational process and impact assessment to be reported on at the meeting in October 2014.

EIFCA14/76 Item 16: Anglian Sea Trout Fishery Net Limitation Order Renewal

Mr Handford (EA) gave a presentation on renewal of the order which regulates the Salmon and Sea Trout fishery within the IFCA district, which requires some joint regulation. Although the NLO is a reducing order which means the number of available licences decreases over time there are still concerns about the dwindling stock levels. This may result in introduction of measures to further reduce the level of effort being placed on the fishery by net fishing through such measures as closed seasons for the fishery. Alternatively it may be that the decision is taken to do nothing or have a complete ban on fishing. Consultation for the review is taking place on a formal basis in conjunction with interested parties such as fishermen, Defra, Cefas and NE, the deadline for the review being 2015.

Councillor Goldson questioned what was going to be done to prevent the damage to the stocks by net fishing, as he regularly

fishes in Scotland and the reducing stock is quite apparent there. Mr Handford advised that it is a far more contentious issue in Scotland and he suspected there would probably be a total ban on net fishing in place in Scotland far sooner than there would be in this district.

Mr Spray questioned why a total ban had not already been instigated in view of the obviously dwindling stocks, Mr Handford responded that he did not believe it had yet reached a level where extinction was being considered, and it was important to balance all elements of fishing requirements.

EIFCA14/77 Item 17: Marine Planning

Stacey Clarke from the MMO gave an update on the Marine Plans which came into effect in the district in April 2014.

Emphasis was made to ensure that any activity which may affect a marine area must give consideration to the Marine Plans, even if the activity is not based in a marine area.

Referring to issues relevant to EIFCA Stacy referred to the marina facility as Sutton Bridge which was discussed earlier in the meeting and advised that this, like all new proposals for change of use should take account of the Plans.

The CEO questioned whether existing licences due for renewal would also have to take account of the Marine Plans, the response was that yes any due for review, renewal or change of plan would need to conform with the Marine Plans. Even byelaws and permitting schemes will have to take the Plans into account.

Members were advised that the Plans were due for review after 3 years, if there were any aspects of the Plans which members did not consider were working these should be highlighted to the MMO prior to the review taking place.

EIFCA14/78 Item 18: Race Bank Offshore Wind Development

Hywell Roberts of DONG Energy gave a presentation on the work being carried out by Dong Energy on the Windfarm based in the Wash. He gave a resume on the work of DONG Energy before providing specific details on the Race Bank windfarm. In an attempt to ensure smooth interaction between developers and the fishing industry a Race Bank Commercial Fisheries Working Group had been established, which the CEO had agreed to Chair. Part of the work of this group had been to establish 5 principles of co-existence which if applied should ensure a smooth working relationship.

Having listened to the presentation Councillor Goldson expressed concern that EIFCA are having to spend time assessing EMS areas whilst DONG Energy are putting cable routes through important crab and lobster spawning grounds he requested a member of the MMO be invited to come to a meeting and explain the logic behind this and the likely long term affect it will have on the fisheries. He felt it was worth noting compensation paid to fishermen now would not pay for long term sustainability of the seas.

At this point the meeting stopped for a lunch break. (1315-1350 hrs)

EIFCA14/79 Item 19: Boston Barrier Scheme

Lesley Clarke (EA) advised members that the Boston Combined Strategy 2008 was to manage tidal flood risk and regenerate the waterways of Boston. This was being done in 5 phases the third of which was the Boston Tidal Barrier. The purpose of the barrier is primarily to reduce the flood risk and secondly to manage water levels in the river. The anticipated start for the project is autumn 2017 with the deadline for completion of the barrier being Dec 2019. Explanation was provided for why the barrier was being placed upstream of the port, it was also noted that the barrier would have no effect on the use of the port by commercial fishing vessels.

EIFCA14/80 Item 20: Quarterly Progress against Annual Plans

Nine priorities had been highlighted for the year and the CEO was pleased to report they all appeared to be on track. The mussel bed regeneration project was underway with the cockle shell having been laid in the fishery and early indications were that it had remained in place. This together with the RSA strategy being finalised meant that two of the nine priorities had been completed.

Members agreed to accept the report.

EIFCA14/81 HR Update

The key update was that following the successful recruitment exercises, EIFCA will be at full complement in terms of head count.

Members agreed to accept the report.

EIFCA14/82 Marine Protection Quarterly Report

This report was provided as a matter of information, however the HoMP did highlight the increased level of effort being directed at the whelk fishery, which was attracting vessels from outside the district. This situation would continue to be monitored and if necessary it may be necessary to introduce an emergency byelaw.

Mr Pinborough commented on the level of landings being recorded for the bass fishery, he noted that during the same period in 2011 landings of 5.4t were recorded compared to 24.44t this year, which is in contrast to the recruitment levels which are declining. Mr Spray supported this observation and advised that the minimum landing size for bass was below the spawning size which does not make for a sustainable fishery. The CEO advised that Defra were working on bass management. They had advised there was no point in IFCA's nibbling at the edge of the issue when the French were 'hoovering up' large numbers of bass further out to sea. However the Chief Officers

Group had asked AIFCA to approach Defra and ask for action to be taken. In any event the CEO felt the time had perhaps come for action to be taken at a local level.

The Chair observed that the quality of information contained within the reports was excellent and asked that the relevant officers be thanked for their contribution. The DCEO agreed to pass this on.

Members Agreed to accept the report.

EIFCA14/83 Senior Research Officer Quarterly Report

Provided for information purposes members agreed to accept the report.

EIFCA14/84 Senior Marine Environment Officer Quarterly Report

Provided for information purposes members agreed to accept the report.

EIFCA14/85 Any Other Business

Mr Spray advised that he had received an email advising that all MMO appointees were having their posts extended whilst a decision was made on how best to manage membership on IFCA's. The CEO advised the last he had heard was that all MMO appointee membership had been rolled over for 6 months until April 2015 at which point they would be asked if they wished to continue, in which case their continued membership would be subject to an appraisal.

There being no other business the meeting closed at 1430 hours.

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



Action Item 6

16th EIFCA meeting

29 October 2014

Replacement of Environment Agency Additional Member

Report by: P J Haslam, CEO

Purpose of report

The purpose of this report is to propose a replacement for Mr Roger Handford the current Environment Agency member of the Authority.

Recommendations

It is recommended that members:

- **Agree to accept the nomination of Dr Ian Hirst as the replacement EA additional member.**
- **Agree to extend sincere thanks to Mr Roger Handford for his part in the formation of Eastern IFCA.**

Background

Statutory Instrument No. 2189 2010 Para 5(2)(c) states that: '2 "additional members" must be appointed in accordance with paragraph (4)¹' and Para 5(4) states that: 'one of the additional members is to be appointed by the Environment Agency and the other is to be appointed by Natural England.'. to date the EA post has been filled by Mr Roger Handford but owing to a restructuring exercise at the EA, he can no longer fulfil the role and has nominated Dr Ian Hirst as his relief.

Dr Ian Hirst is a Fisheries, Biodiversity and Geomorphology Team Leader based at the EA's Brampton Office. He has extensive knowledge and experience of our organisation and will be fully briefed on the role he will inherit from Roger Handford.

Risks

There are no immediate risks in accepting the nomination.

Communication

Authority documentation and digital media will be updated to reflect the change of personnel.

Appendix 1: Dr I Hirst Letter of nomination

¹ See section 151(1)(c) and (5)(c) of the Marine Act.



Cllr H Cox
Eastern IFCA Chair
By email

3rd October 2014

Dear Hilary,

Environment Agency Representation at Eastern Inshore Fisheries and Conservation Authority (EIFCA)

I am writing to inform you that I will be stepping down as the Environment Agency representative from the 1st November 2014. The Agency is moving to a two tier structure, as a result my current regional post will no longer exist. I am hopeful of securing a role in our National team and so representation at Authority will be better served by locally based staff.

After careful consideration we would like to nominate Dr Ian Hirst, a Fisheries, Biodiversity and Geomorphology Team Leader based at our Brampton Office as the new Environment Agency representative on EIFCA. Ian has extensive knowledge and experience of our organisation and I will ensure he is fully briefed on the role he will inherit from me. It is our intention to both attend the full Authority meeting on the 29th October to help ensure a smooth handover.

I would like to take this opportunity to thank you, all the other Authority members and EIFCA staff for making my time as the Agency's representative both an interesting and enjoyable experience and to wish you all continued success. I have seen first-hand the professionalism and dedication of Authority staff and the progress made by the organisation to deliver, and I believe, exceed expectations since its formation.

Best wishes,

A handwritten signature in black ink, appearing to read "R Handford", written in a cursive style.

Roger Handford
Strategic Specialist (Fisheries)

cc: Phil Haslam EIFCA
 Ian Hirst EA
 Godfrey Williams EA

Vision

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Action Item 7

16th EIFCA meeting

29 October 2014

Health and Safety risks and mitigation

Report by: P J Haslam, CEO

Purpose of report

The purpose of this report is to update members on health and safety risks and associated mitigation introduced to manage liabilities.

Recommendations

It is recommended that members:

- **Note the contents of this report**

Background

H&S law mandates through the general duty of employers to their employees that it shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees².

The Authority has declared its intent to promote and nurture an appropriate health and safety culture throughout the organisation.

Incidents

During the last reporting period the following incidents have occurred:

- An officer in retrieving a ruck sack from the boot of a vehicle pulled a muscle in his back. The incident was reviewed with his Line Manager and it was agreed that it was a one off event and did not present a systemic issue. Advice was given with regard to loading and lifting bags. No further action required.
- Following manoeuvring a RIB free of a sandbank, an officer subsequently experienced pain and spasm in his left shoulder. No immediate treatment was required and no further management action was deemed necessary.
- An officer strained his right shoulder whilst assisting with the recovery of the Hamon grab at sea in Three Counties. No immediate treatment was

² HSAW Act 1974 c. 37 Part I General duties Section 2

required and the sae system of work supporting Hamon grab operations has been fully briefed and is considered fit for purpose.

- Whilst taking part in a sporting event during the office away day an officer fell and impacted his ribs. The officer elected to play on but was later to encounter distinct pain which lasted for several days. The next morning he was advised by the CEO to attend A&E for assessment. The officer elected to monitor the level of pain and to take action if there was no improvement within 48 hours. No further treatment or management action required.
- Whilst undertaking sea borne enforcement duties an officer seated in the forward part of the vessel on the deck was thrown off balance and landed on a 2" stainless steel shackle and anchor lid causing immediate pain in the lower back region. The vessel was underway at speed and encountered the wash of another vessel causing it to pitch and slam onto the water. The officer did not alert the Skipper to any immediate unbearable discomfort and the patrol continued as programmed. That night the officer experienced severe discomfort which he treated with painkillers. The incident raised a number of operational issues which have been subject to a full internal investigation. The complete investigation has been forward to Norfolk County Council H&S officers for their assessment and advice. There will be subsequent management action both in terms of re-briefing boats crews with regard to the safe conduct of vessels at sea, and there is likely to be some expenditure required to upgrade the RIB to provide formal seating for all crew members.

Risks

Members would wish to be aware of the H & S risks at Appendix 1

Health and Safety culture

Following the wholesale review of H&S practice and culture a year ago, steps have been taken to test whether the revised culture has been accepted and embedded or whether lip service is being paid when managers are not present. To provide this overview, a H&S officer from Norfolk County Council has been engaged to visit all vessels and premises to gauge adherence to policy. The results of the review will be briefed at the next Authority meeting. Similarly, Executive officers are reviewing all H&S policies to ensure compliance with current legislation.

Conclusion

Members can be re-assured that health and safety matters are given appropriate consideration by the Executive and management teams. A measure of adherence to the culture of Eastern IFCA will be provided with support from Norfolk County Council H&S professionals.

Appendix:

1. Eastern IFCA Health and Safety risks July 2014

Eastern IFCA Health and Safety risks July 2014

Risk	Intervention	Residual Risk	Risk rating*
Material state of Sutton Bridge moorings	<ul style="list-style-type: none"> • Safe systems of work introduced to manage immediate risks including improved lighting. • Officers have driven an acceptance by agents that immediate repair is necessary to alleviate existing H&S issues. • Authorisation received from F&P sub committee to commit capital funds to support Fenland DC and Lincs CC initiative to establish new moorings in Sutton Bridge. If the project proceeds as planned, the Authority could take possession of fit for purpose moorings in early 2015. 	<ul style="list-style-type: none"> • The material state of the moorings is in decline but firmer plans to address safety issues are being developed. • Risk of injury to personnel. 	Treat#
Unreported incidents/unilateral decisions with little regard for safe working practices.	<ul style="list-style-type: none"> • Leadership • NCC H&S officer led review of policy and procedure • Training • Equipment • Management systems to capture incidents • Routine agenda items at all meetings at all levels of Authority 	<ul style="list-style-type: none"> • Injury to personnel as a result of failure to acknowledge or adhere to H&S direction and guidance 	Treat
Inappropriate conduct of vessels at sea	<ul style="list-style-type: none"> • Leadership • Briefings • Formal training and assessment • Periodic review of performance 	<ul style="list-style-type: none"> • Death/injury of personnel through un-seamanlike operation of vessels at sea 	Treat
Whole Body Vibration	<ul style="list-style-type: none"> • Risk awareness training to manage impacts. • Health monitoring process to be developed. 	<ul style="list-style-type: none"> • Personal injury from boat movement owing to lower resilience as a result of individual physiology 	Treat

Lone working operations	<ul style="list-style-type: none"> • Management scrutiny of any proposal for lone working. • Introduction of electronic support means 	<ul style="list-style-type: none"> • Failure of devices to give requisite support. • Personnel interventions render devices unreliable or unworkable. 	Tolerate
Staff injury/long term absence through inappropriate posture at office work stations	<ul style="list-style-type: none"> • Information. • Training. • Risk assessment. • Provision of suitable bespoke equipment where reasonable. • Access to NCC H&S team. 	<ul style="list-style-type: none"> • Individual failure to adhere to guidance 	Tolerate
Staff stress through exposure to unacceptable behaviour stakeholders	<ul style="list-style-type: none"> • Introduction of Unacceptable Behaviour policy 	<ul style="list-style-type: none"> • No change in behaviour of some stakeholders. • Long term sickness caused by stakeholder hostility 	Tolerate
Damage to vehicles, trailers and/or equipment through inappropriate operation.	<ul style="list-style-type: none"> • Formal trailer training for unqualified officers • Refreshers for those with previous experience 	<ul style="list-style-type: none"> • Failure to adhere to training • Mechanical failure of vehicle or trailer 	Tolerate

*Risk Rating

High
Medium
Low

#Risk treatment

Treat	-	take positive action to mitigate risk.
Tolerate	-	acknowledge and actively monitor risk.
Terminate	-	risk no longer considered to be material to Eastern IFCA business.
Transfer	-	risk is outwith Eastern IFCA ability to treat and is transferred to higher level.

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



Action Item 8

16th EIFCA Meeting

29 October 2014

Report by: Nichola Freer – Head of HR
Andrew Bakewell – Head of Finance
Julian Gregory – Deputy CEO

Meeting of the Finance & Personnel Sub-committees held on 15 October 2014

Purpose of report

To inform members of the key outputs and decisions from the Finance & Personnel Sub-Committee meetings held on 15 October 2014.

Recommendations

Members are asked to:

- **Note the report.**

HR Matters:

Best Employers engagement survey

In the Statutory meeting held on 31 October 2012, it was reported that EIFCA employees took part in an externally run survey in July of that year that measured culture, values and leadership.

The survey was put together by 2 well-known local companies; ERAS, who are the providers of psychometric products and training solutions and Pure Resourcing, who are recruitment specialists. Their aim was to promote the 'best employers' in the Eastern region and awards were on offer for various categories such as valuing people, vision and leadership. The survey was completely free of charge, with the only expectation being that at least 60% of our employees complete the survey.

The survey was run again in June 2014 and we took part in this once again.

Outcome 2012

In 2012 we had a healthy 82.5% response. The results showed that our employee perception was between moderate and fairly high in the scoring range, which was encouraging, especially as this was our first external engagement survey. However, it should be noted that in all cases our results were behind the regional comparison for our size business, so it was recognized that the management team had some work to do in terms of developing engagement.

Outcome 2014

We completed the survey again in June this year so that we could measure our progression against the benchmark set in 2012. We received a very impressive 100% response rate, which really helps the validity of the results.

The results show a significant shift in employee perception from that in 2012 which is very encouraging and is reflective of the focus we have had (and continue to have) on setting the right employee culture within Eastern IFCA.

A comparison of the 2014 results against those from 2012 is shown in appendix 1, however some of the key messages are:

- In 2 areas we scored above the comparison group
- In 7 areas we scored the same as the comparison group
- In only 3 area we scored below the comparison group, though only by 1 position

This is great news that confirms we are working together in the right direction in order to set the right culture within the authority and improve employee engagement, however there is still room to further improve and our aim is to at least match, if not better our results from that of the comparison group when the survey is re-run again in 2016.

Update of HR activity

An update was given with regard to the progress towards the HR plan to 2015. This report is covered in information item 20 of the statutory meeting papers.

Finance Matters:

Members resolved to:

- Consider, note and agree the Preliminary Estimates of Expenditure for 2015/2016
- Note the Preliminary Estimates of Expenditure for the three years to the 31st March 2019
- Receive the report and approve the appointment of Norfolk Audit Services to carry out the Internal Audit for Eastern IFCA for 2014/2015.
- To acknowledge the result of the External Audit carried out by Mazars LLP
- Direct the CEO to continue to develop and fully cost options
- Direct the CEO to present options at the January 2015 Finance and Personnel sub- committee meeting
- Defer any decision to until the January 2015 Finance and Personnel sub-committee meeting

Upgrades to *FPV John Allen*

The sub-committee resolved to:

1. Note and approve the indicative costs for upgrades to *FPV John Allen*
2. Agree to the Vessel Procurement Panel overseeing and approving the level of upgrade works to be undertaken
3. Agree to a recommendation to the full Authority that Redbay Boats be utilised as a sole supplier for the upgrade works

Background

FPV John Allen was purchased at an advantageous price in May 2013 as an interim vessel to fill the gap left by the sale of *FPV ESF Protector III* and to enable assessment of a cabin RIB as an enforcement vessel. After some 16 months in operation it has been concluded that the vessel is able to undertake a high percentage of the required tasks and that any shortfall in capability is offset by the price paid, the higher cost for a replacement vessel and the pending procurement of a second vessel, which will be a bespoke build. As a consequence the Vessel Procurement Panel has agreed that she should be retained on a permanent basis.

Whilst *FPV John Allen* is judged to be largely fit for purpose it has been assessed that her utility could be improved if a number of changes were made. These include items that were known to be a requirement from the outset but were delayed pending a decision on the future of the vessel as well as items that will enhance her utility. Given the relatively

low purchase price it is judged that improvements could be achieved within an overall cost that would still represent good value for the public purse.

Potential Upgrades

Officers have developed a list of items for upgrade in order to enhance the utility of *FPV John Allen*. They include essential items such as enhanced radar, navigation and vessel tracking systems through to enhancements in capability by making changes to the design of the vessel to facilitate additional functionality e.g. addition of a small RIB to facilitate landings on intertidal mud flats, fitting an 'A' frame to enable deployment of side scan sonar for research.

Quotations have been obtained from Redbay Boats for most items but some costs have yet to be provided. Indicative costs for all upgrades, including the provision of electronics and a 3.1m tender and outboard engine, are estimated to be from approximately £37k to £57k ex VAT. Costs involved in returning *FPV John Allen* to Redbay Boats for the work to be undertaken are estimated at £5k for the return journey, assuming a sea passage across the Irish Sea.

Sole Contractor

Chapter five of the Authority's Constitution and Standing Orders require that where it is intended to enter into a contract for the supply of goods or materials or for the execution of works or specialist services - para 11 (b)(i), or for major capital expenditure - para 11(c), then quotations from at least three separate firms should be invited. This requirement can be waived by the Authority if the reason is embodied in a recommendation made to them - para 11 (d).

FPV John Allen was designed and constructed by Redbay Boats who are located in Cushendall, Co Antrim. The Stormforce range of vessels is their own design borne of years of experience building, maintaining and operating similar vessels in the Irish Sea.

The level and nature of upgrades to the vessel, some of which involve structural alterations and additions, indicate that they would be best undertaken by Redbay Boats as they have an intimate knowledge of their product. This would ensure continuity of quality and would avoid the potential for problems in design and implementation that may be encountered if a third party were involved.

List of appendices

1. Engagement survey comparison table

Background Papers

1. Unconfirmed Minutes of the Finance and Personnel Sub-Committee Meeting held on 25th June 2015.

	Very Low		Fairly Low		Moderate		Fairly High		Very High	
	1	2	3	4	5	6	7	8	9	10
Clarity of Vision						6		8		
Motivation					5		7			
Organisational Learning						6	7			
Integrity						6				
Team work							7			
Customer Focus							7			
Diversity						6				
Staff Development						6				
Quality							7			
Innovation						6				
Business Focus						6				
Autonomy						6				

KEY: Bold Pink / Green / Orange – EIFCA result 2012
Pale Pink / Green / Orange – Comparison group 2012

Bold Blue – EIFCA 2014
Pale Blue – Comparison group 2014

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



16th Eastern IFCA Meeting

Action Item 9

29 October 2014

Marine Protected Areas sub-committee meeting – 15 October 2014

Report by: Phil Haslam, CEO

Purpose of Report

To inform members of the Marine Protected Areas (MPA) sub-committee meeting held on 15 October 2014.

Recommendations

Members are asked to:

- 1. Note the decisions made by the MPA sub committee.**

Background

An MPA sub-committee was convened on 15 October to receive a report and consider recommendations with regard to Wash Fishery Order shellfish lay applications. Apologies for non-attendance were accepted from Mr Tom Pinborough and Mr J Stipetic. The sub committee appointed Mr Rob Spray as Chair and Mr Ceri Morgan as Vice Chair.

Recommendations

The following decisions were made by MPA sub committee members:

- To approve additional provisions for inclusion in a revised lay lease agreement.
- To agree to approve/defer applications for WFO shellfish lays as set out below in Table 1.
- To agree that the new lease shall replace existing leases in April 2015.
- To direct the CEO to develop detailed mitigation measures (including trigger levels) and produce a robust, transparent process to assess when stocking levels may need to be limited.
- To direct the CEO to develop a detailed process to accommodate the intention of the 'death of a lay holder' provision.

Application lay	Recommended decision	Explanation
SS9	Provisionally accept	It is of the opinion of Eastern IFCA officers that shrimping is unlikely to occur at this site. It is recommended that a provisional lease be granted pending the site being marked out (that is, depending on the presence of wild shellfish as per the Order).

W1/W2	Defer until April 2015	The 'person' (as defined in the Wash Fishery Order 1992) is already in possession of lays in excess of 10ha. It is suggested that the decision to grant these lays is deferred until the existing issue surrounding lays in excess of 10ha has been discussed with Defra.
TH6(ext)	Defer until after winter	Spat settlement has been observed on the application areas by Eastern IFCA officers. There is the potential for this spat to be removed as a result of weather over winter. As such, it is suggested that the decision to grant these lays is deferred until such a time as it can be ascertained whether the spat has been removed via natural causes.
TH9/TH10	Defer until after winter	The applicants of TH9 and TH10 are a 'person' (as defined in the Wash Fishery Order 1992) already in possession of lays in excess of 10ha. It is suggested that the decision to grant these lays is deferred until the existing issue surrounding lays in excess of 10ha has been discussed with Defra.
RG2; RG3 & RG4	Provisionally accept	Whilst objections made during the consultation were that these lays could potentially become viable cockle beds, Eastern IFCA records indicate that there have been no cockles present at densities above 99m ⁻² and there were no wild cockles present during the biotope survey (2014). It is recommended that a provisional lease be granted pending the site being marked out (that is, depending on the presence of wild shellfish as per the Order).

Table 1

Background documents

1. MPA Sub committee paper dated 15 Oct 14
2. Unconfirmed minutes of MPA sub committee

Vision

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**Action Item 10****16th EIFCA meeting****29 October 2014****Payments made and monies received during the period 10th July 2014 to 15th October 2014****Report by:** Andrew Bakewell – Head of Finance**Purpose of report**

It is an audit requirement that the Authority's receipts and payments are presented to and formally approved by Members at their quarterly Statutory meetings.

The report on Payments made and monies received during the period 10th July 2014 to 15th October 2014 is attached.

The payments have been made in accordance with EIFCA's Financial Regulations and the necessary processes and approvals have been carried out.

Recommendations**Members are asked to:**

- **Approve the report.**

Background documents

There are no background documents to this paper

Finance Officer's Report on Payments Made and Monies Received during the period
10th July 2014 to 15th October 2014

Payments made during the period 10th July 2014 to 15th October 2014

	Month 04	Month 05	Month 06	TOTAL
	£	£	£	£
Transfers to EIFCA Salaries & Wages Acct.	147,000	75,000	80,000	302,000
Rent, Rates & Service Charges	2,727	2,069	9,809	14,605
General Establishment	8,754	4,134	2,392	15,280
Legal Fees	1,272	986		2,258
Staff Travelling & Subsistence	2,569	1,268	195	4,032
Members' Allowances	698	134		832
Training	1,178	425	794	2,397
Moorings/Harbour Dues	388	658	313	1,087
Pisces III Operating Costs	1,955	600	1,142	3,697
Three Counties Operating Costs	9,500	4,402	1,999	15,901
FPV John Allen –Operating Costs	2,852	3,368	576	6,796
Vehicle Operating Costs	2,679	1,092	1,107	4,878
Communication and Development	1,059	160	355	1,574
Research and Environment	50	648	3,436	4,134
Enforcement	247			
Wash & Nth Norf. EMS Project	680	65	50	795
Wash Fishery Order		5,400		5,400
New vehicles	42,667			42,667
Petty Cash	100		100	200
VAT recoverable (Quarter)			21,407	21,407
TOTAL PAYMENTS MADE	226,375	100,409	123,675	450,459

Monies received during the period July 2014 to September 2014

	Month 04	Month 05	Month 06	TOTAL
	£	£	£	£
Levies				
Treasury Deposit Interest				
VAT		19,069		19,069
Lay rents	83		180	263
HMRC Mineral Oil Rebate				
WFO – Licences	1,200	300		1,500
WFO - Tolls	1,440	360		1,800
Defra funding				
Wash & North Norfolk Coast EMS	2,025	1,050		3,075
Sale of equipment		7,800		7,800
EHO sampling	1,035			1,035
Miscellaneous	4,948		7,030	11,978
TOTAL MONIES RECEIVED	10,731	28,579	7,310	46,620

Vision

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Action Item 11

16th EIFCA meeting

30 October 2014

Report on the Management Accounts for the period 1st July 2014 to 30th September 2014

Report by: Andrew Bakewell – Head of Finance

Purpose of report

To set out the Quarterly Management Accounts for members to note.

Recommendations:

Members are asked to formally note the Management Accounts.

Background

The Management Accounts for the three months to 30th June 2014 are attached.

The Management Accounts show the year to date actual income and expenditure in budget format monitored against the Budget apportioned for the period and a note of the Budget for the Year.

Members will note that the actual figures for the three months show that there is a saving against budget of £88,851. This is made up of an under spend of £53,321 and an increase in Miscellaneous Income of £35,530.

The main variances to budget are as follows:-

<u>Expenditure</u>	£	<u>Reason</u>
Salaries	42,492	Under complement pending recruitment
General Expenditure	6,921	Training £5,950 recovered £1,516 legal costs
Development & Comms	3,046	Costs allocated elsewhere
Enforcement	847	Skyguard £2,793
Research	(2,362)	Software upgrade
Vessels	3,311	Fuel purchase £10,700 spares JA £8,000
Vehicles	(934)	Prepare vehicles for sale
 <u>Income</u>		
AIFCA	14,000	One off allocation of surplus funding
WFO Tolls	10,620	Majority received in Qtr. 1
Sale of 4x4	11,150	Sale of 4 vehicles
Lay rents	2,720	To be budgeted for future years
Interest	3,740	
Other	1,800	Sampling

Background documents

There are no background papers to this report.

Management Accounts

Financial Year 2014/2015.....

	ACTUAL Year to Date Qtr 2	BUDGET (APPORTIONED) Qtr 2	MEMO Budget For Year
	£	£	£
<u>SALARIES & WAGES</u>			
Staff Remuneration	339,982	371,800	743,600
Pension	66,966	74,360	148,720
National Insurance	25,180	28,460	56,920
TOTAL	432,128	474,620	949,240
<u>GENERAL EXPENDITURE</u>			
Accommodation	49,506	47,985	78,188
General Establishment	44,967	47,524	95,048
Officers' Expenses	9,087	8,160	16,320
Members' Travel	1,678	2,550	5,100
Training	12,930	18,870	37,740
TOTAL	118,168	125,089	222,414
Development & Communication	1,954	5,000	10,000
Enforcement	9,353	10,200	20,400
Research & Environment	10,165	7,803	15,606
<u>VESSELS</u>			
Moorings & Harbour Dues	10,610	11,051	22,102
Vessel Operating Costs			
Three Counties	31,963	41,962	71,924
Enforcement Vessels incl John Allen	31,109	26,250	58,650
Pisces III	4,996	2,726	5,452
TOTAL	78,678	81,989	158,128
<u>VEHICLES</u>			
Operating Costs	14,274	13,340	22,340
TOTAL	14,274	13,340	22,340
TOTAL EXPENDITURE	664,720	718,041	1,408,110
<u>INCOME</u>			
Bank Interest	-3,740	-8,500	-17,000
Sale of assets	-11,150	0	
WFO Licence Tolls	-10,620	0	
Additional funding	-14,000	0	
EHO sampling	-1,800	0	
Lay rents	-2,720	0	
TOTAL INCOME	-44,030	-8,500	-17,000
EXPENDITURE LESS INCOME	620,690	709,541	1,391,110

Vision

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Action Item 12

16th EIFCA meeting

29 October 2014

Bass Stock Management

Report by: Philip Haslam, Chief Executive Officer

Purpose of report

To apprise members of the status of national Bass stocks and to present management options for consideration by Authority members.

Recommendations

Members are asked to:

- **Note that bass stocks at a national and international level are under significant pressure and are at risk of collapse.**
- **Agree that the evidence presented drives a need to take local management action.**
- **Agree to Option 4.**
- **Agree that if this is an additional output over and above the priorities stated in the Annual plan 2014-15 it will drive a necessary re-direction of resources with the attendant impact on previously agreed outputs.**

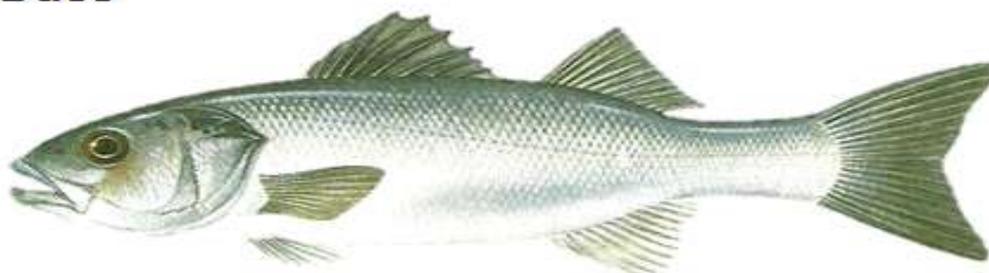
Background

Bass is a totemic species of fish for all fishermen but is not included in those species governed by a total allowable catch. Its appeal to the commercial sector has increased markedly and it represents a very valuable catch, the profits from which underpin many inshore fishing business models. For the recreational sea angler, Bass has long been a highly sought after and prized target species renowned for its 'fighting prowess'. It is the reason that many go fishing and much of the recreational activity that contributes to the £1.23Bn that is derived annually from the sport, is carried out in pursuit of sizeable Bass. In short, a healthy Bass stock has a direct linkage to the local economic dividend from RSA activity. For those that operate in the margin between recreational and commercial activity, Bass is an equally lucrative commodity which can drive excessive behaviours which results in ill-judged exploitation.

The status of Bass stocks is very poor with significant reductions in recruitment, increased mortality and exploitation in excess of maximum sustainable yield. There is clear evidence to support the assessments of declining spawning biomass and increased mortality. While Bass management proposals are being drafted at European level to address the critical issues facing the bass population, they have yet to deliver tangible action although Defra has stated that they expect to implement management measures in the short term (possibly as soon as Dec 14).

Whilst some IFCAs have taken action through both generic and specific byelaws that seek to introduce protection to stocks and manage exploitation, Eastern IFCA has not introduced bass management measures to date but does enforce the minimum landing size of 36cm.

Bass



- A very important species for some sectors of the commercial fleet.
- A very important – indeed totemic – species for recreational sea angling (RSA).
- A species which is approaching the northern limit of distribution in our district, and therefore susceptible to fluctuations in climate, leading to variable recruitment.

Existing legislation

The conservation and management of the English bass fishery has been under consideration for a long time and a suite of legislation³ was introduced to:

- Increase the minimum landing size from 32-36cms
- Restrict the use of gill and similar nets
- Prohibit bass fishing in nursery areas for all or part of the year

This regulation sought to achieve a balance between the interests of both commercial and recreational fishermen and the need to protect juvenile stocks of bass.

Given the current downward trend in bass stock status it is apparent that more measures will be necessary to arrest the decline and stabilise the stocks.

Table 1 below gives a chronology of Bass management initiatives over the last 40 years

Chronology of Bass management	
1974	Ministry Agriculture, Fisheries and Food (MAFF) recommended Minimum Landing Size (MLS) of 38cm.
1976	26cm MLS introduced
1981	Minister acknowledged need for 38cm but deferred implementation until 1983, imposing interim 32cm MLS as a step in the right direction.
1983	Minister withheld decision on 38cms MLS leaving it at 32cm.
1986	MAFF proposed 36cm MLS, nursery areas and mesh size 100mm.
1987	Minister proposed legislation to support MAFF recommendations.
1988.	MAFF proposals reviewed with a recommendation to reduce net restrictions, suspend introduction of nursery areas and increase any increase in MLS
1990	36cm MLS introduced nationally and EU.

Table 1

³ Statutory Instrument 1990 No 1156 *The Bass (Specified Areas) (Prohibition of Fishing) Order*; Statutory Instrument 1999 No 75 *The Bass (Specified Areas) (Prohibition of Fishing) (Variation) Order 1999*; Council Regulation EEC No 3094/86/No4056/89; *The Sea Fish(Specified Sea Area)(Regulation of nets and Prohibition of Fishing Methods Order)*, SI 1989 No.1284.

Future Legislation

Defra is representing the concerns and views of UK stakeholders to the European Union as both parties seek to appropriate management measures. The latest update from Defra indicates that it is acknowledged that the requirement to act in more pressing than ever and have stated that they expect some form of regulatory measures to be introduced imminently. A summary of a recent Bass management workshop is included at Annex 1 to provide further background

National context

Sea Bass management is a national concern as stocks have a significant range moving throughout the inshore and offshore sectors. A key cause of mortality to bass stocks is the disproportionate exploitation of bass in the south west approaches by pair trawlers which target them throughout their spawning cycle. A recent paper⁴ concludes that protection during the spawning for fish that form large spawning aggregations is justified and should be put in place. However, introducing management at the macro level is not straightforward and will inevitably take time to deliver despite national impetus. At IFCA level several partner organisations are working up management options. The South West IFCA's (Southern, Devon and Severn and Cornwall) are looking to introduce an increased minimum landing size. Kent and Essex plan to conduct stakeholder engagement to gauge the demand for action.

Regional context

Whilst there are no designated bass nursery areas in the Eastern district, all estuaries in the district support populations of juvenile bass subject to recruitment levels. It is the southern estuaries in our district that host important numbers of young – 1 & 2 year old bass. Indeed, several sites were recommended for designation by Cefas⁵ some years ago. Elsewhere in the district, wandering schools of bass just below exploitation size ("school bass") and larger fish can turn up anywhere. Within the estuaries and near inshore areas of the district there are significant accumulations of bass which are seasonal and provide fishing opportunities for both commercial and recreational anglers. It is owing to the narrowness or confined nature of some of these locations that fish may be vulnerable excessive exploitation principally through unregulated netting – it is possible to exploit whole shoals of fish in one go. Eastern IFCA recognises the impact that unregulated netting is having as is gathering evidence to support the introduction of management measures.

The regional RSA community has significant concerns over the sustainability of bass stocks and cites both commercial and unregulated netting activity as a key reason for the decline in overall stock density and a reduction in the number of mature fish. In some places there is direct conflict between gill net and rod and line in terms of competition for space and the fish. This evidence is predominantly anecdotal and there is little formal independent data to support the assertions. That said, Area officer reports show a significant increase in exploitation and landings over the last three years in some areas. It is reasonable to assume that local stocks are as threatened as stocks at the national and international level.

For commercial fishermen, Bass is an equally important stock which is a key income generator within their business models. As shown below in Chart 1, Bass is a high value catch that holds its price consistently within the market place.

⁴ Effects of fishing during the spawning period: implications for sustainable management, Overzee and Rijnsdorp, Rev Fish Biol Fisheries; 22 Aug 2014

⁵ Pawson and Smith – internal report to Defra

Chart 1

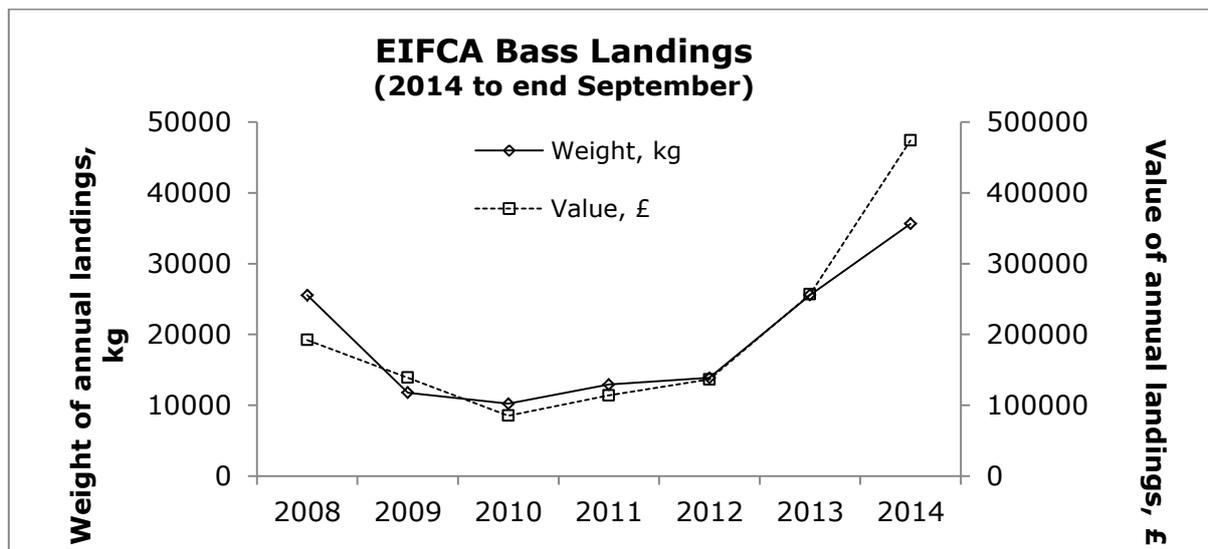
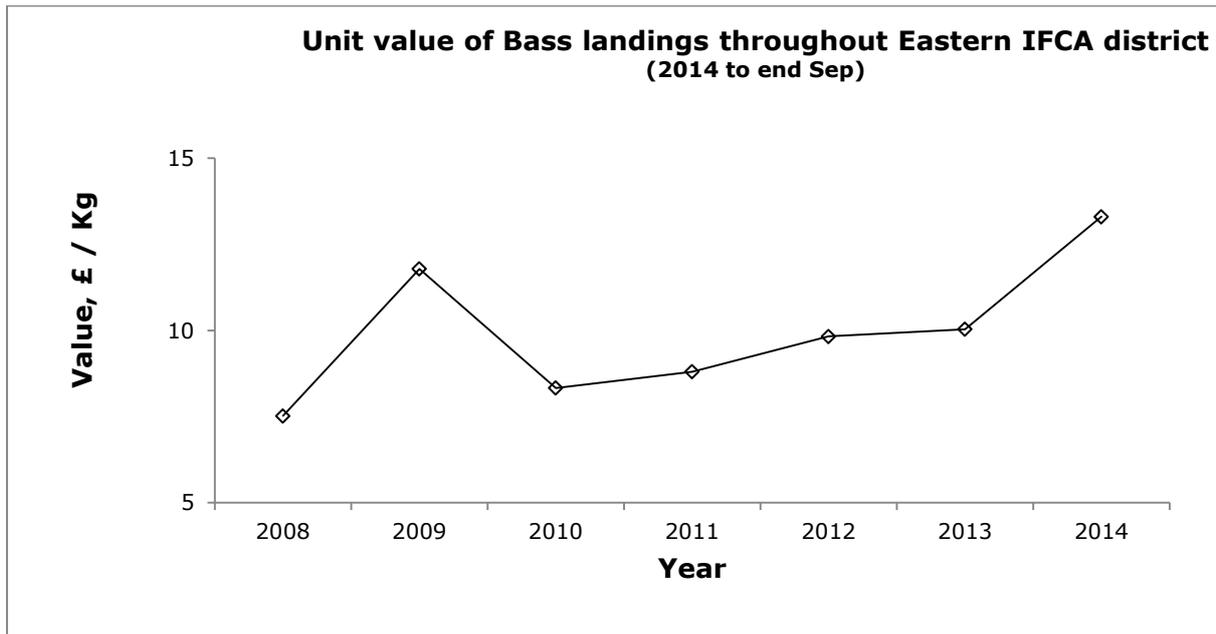


Chart 2

Chart 2 shows that despite the overall decline in stocks, landings locally are showing an upward trend. This could signal that local stocks are healthy but equally it may be that more vessels are targeting Bass thereby raising the overall landings. In addition, there is some evidence of a localised 'Southern North Sea' stock from Yorkshire to Kent, which, when the climatic conditions are right, chooses to remain in our district throughout the year as opposed to conducting the normal pattern of seasonal migration to the south west approaches to spawn. If this stock does remain in situ, it would have the effect of artificially bolstering localised stocks and introduces further risk of mortality to the overall spawning stock. Furthermore, another factor that must be considered as a potential contributor in higher landings by weight is that commercial operations, having depleted the 36cm to 45cm bass from estuaries and inshore waters, move off the coast into deeper waters to concentrate on larger spawning fish. There is anecdotal evidence that this is a key feature of the drifted trammel fishery which takes place from March until June annually.

As shown in Charts 3 and 4 below, there has been an overall increase in bass landings in the district over the last 3 years. It may be caused by more directed fishing effort over the spring period or, alternatively it may be that there has been a local stock increase that has been exploited. Although there is no direct evidence of spawning bass in catches, it is likely that spawning or pre-spawning aggregations of bass have been targeted. As with the offshore fishery in the Western Channel, this could be seen as bad fishing practice – higher fishing mortalities than usual being caused and with attendant negative effects on local recruitment

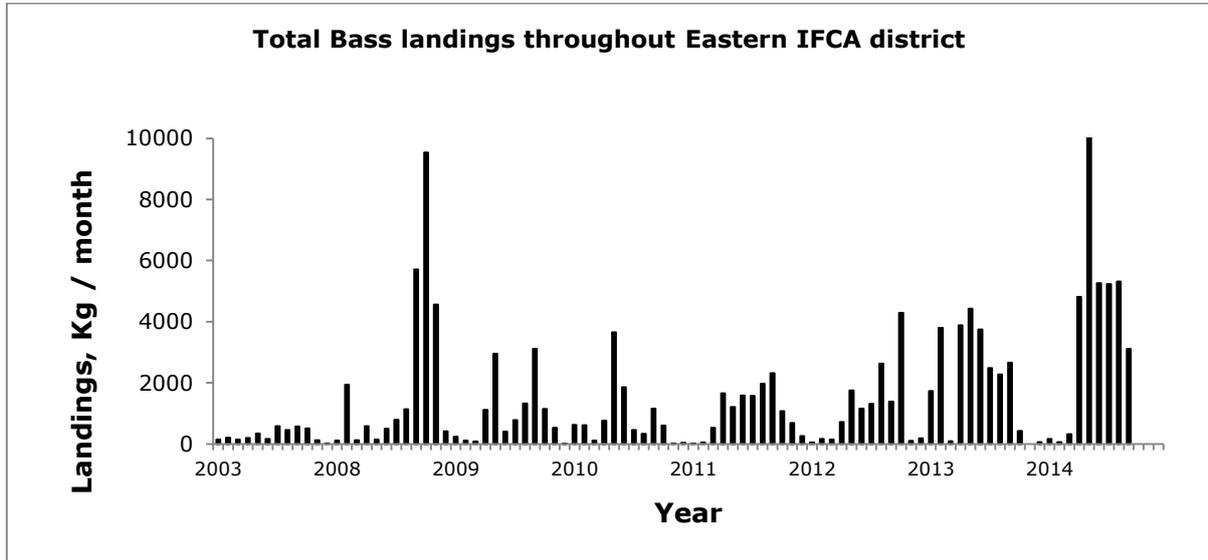


Chart 3

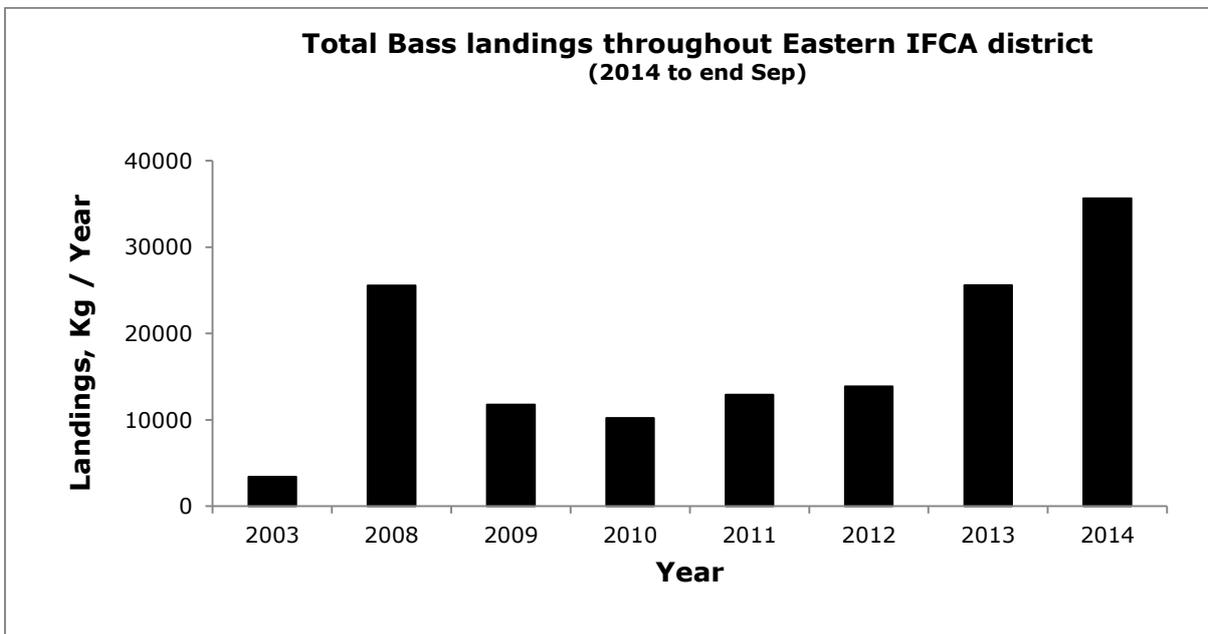


Chart 4

Given the attractiveness of Bass to the RSA community, landings of Bass from this sector are of a volume to make them a factor in management considerations. In 2012 the national RSA community took part in the Angling 2012 study which showed that recreational landings are significant at 230-440 tonnes per year, representing some 25.6 – 50% of the volume of UK commercial landings of 9897 tonnes.

<i>Annual catch weights (tonnes)</i>		Shore	Private and rental boats	Charter boats	Total
Bass	Total	98 t - 143 t	194 t - 546 t	44 t	380 t - 690 t
	Kept	38 t - 56 t	142 t - 367 t	31 t	230 t - 440 t

Box 17. Annual sea angling catches of bass in England

Figures in normal or bold type for shore or private boats are from the same estimation method.

Management Options

The following options are presented for Members' consideration:

1. **Do nothing** – this option would see a continuation of the position that regional bass stocks are not unduly hazarded and that national level regulation is required to tackle the root cause of the problem which will in turn reverse the fortunes of local stocks.
2. **Gather regional evidence** - this option would support a judgement that there is insufficient regional evidence upon which to base management decisions and members should direct officers to undertake bespoke studies to ascertain a more accurate picture of regional bass stocks and pressures upon them.
3. **Promote and support the development of national inshore bass management measures** – this option acknowledges that unilateral action by Eastern IFCA would be little more than a token gesture and would not, of itself, alter the trajectory of overall stock status. This approach would advocate waiting for national level management measures to be developed and then to implement them locally.
4. **Introduce incremental regional Bass management measures** – this option would drive the development and implementation of local management measures, developed in step with national measures, to ensure that bass stocks receive appropriate management focus at the earliest opportunity. This would encompass localised actions in the Eastern IFCA district, district wide management and the development of schemes with neighbouring IFCAs to preserve stocks.

Candidate management measures could include:

- Establishment of regional nursery areas
 - Bag limits for recreational anglers
 - Mandatory Catch and Release
 - Spatial or temporal closures
 - Vessel or fishery catch limits
 - Mandatory catch returns
 - Capacity limits
 - Carcass tagging
 - Effort control (days at sea constraints)
5. **District wide total ban on Bass exploitation** – this option would accommodate the judgement that bass stocks both regionally and nationally are critically endangered and management action must reflect the gravity of the situation. It would impose an immediate and total ban on the exploitation of bass until such time as the ICES advice and/or local stock status surveys indicate a recovery in stock density.

Option Analysis

Full option analysis is at Annex 1.

Reasons to act

Duty – the Authority has a legal duty, through MaCAA, to manage the sustainable exploitation of sea fisheries resources. The Bass stock is in significant decline, it is very well documented and has been a consistent theme for at least 10 years and yet, there has been little real fisheries management action to date.

Demonstrable national leadership – Eastern IFCA has established itself as a proactive and pragmatic body that can identify a requirement and take action in an appropriate time scale. The Bass issue presents an opportunity to re-focus on fisheries management to deliver solutions to a difficult problem where there is a pressing need for ownership and demonstrable action.

Risk of stock collapse - Bass is subject to disproportionate exploitation which, if left unchecked, may cause the overall collapse of stocks in the short to medium term (2018-2025). The latest ICES data is not encouraging and states for 2014, *'If the reduction in recruitment observed up to 2009 continues and fishing mortality remains high, a continued decline in biomass is expected although the rate of decline cannot be accurately projected'*⁶ There are many other sources of data both official and informal that suggest that action is needed sooner rather than later.

Inconsistent management - a lack of consistency of management measures between IFCAs exacerbates the situation and establishes the conditions whereby those so disposed, seek to exploit the inconsistencies to target the stock.

Precautionary management – IFCAs have been driven to apply the precautionary principle in MPA management of late. It can be argued that we should be doing the same for fisheries management as there is clear direction to do so: *States shall be more cautious when information is uncertain, unreliable or inadequate. The absence of adequate scientific information shall not be used as a reason for postponing or failing to take conservation and management measures.*(UN Fish stocks agreement 1995)⁷

Perception management - there are some stakeholders who are eagerly awaiting the expected collapse and will use the circumstances to reinforce their perceptions of reticence to act and ineptitude amongst local fisheries managers. Similarly, there is a perception from some within the RSA sector that IFCAs do not 'balance the needs of all within the fishery' and focus disproportionately on the needs and demands of the commercial sector. In addition, the Angling Trust has produced a briefing note that was presented at all recent political party conferences and it is overtly critical of IFCA management and enforcement efforts in estuaries where bass accumulate. The note is attached at Annex 3. A regional response to the Bass issue would indicate that Eastern IFCA is proactive in taking steps to deliver our MaCAA duties and are willing to act collectively when the demand arises. In the year where the Authority is subject to stakeholder assessment via the parliamentary report into operations and conduct, it may serve our purposes to take demonstrable action with a species that provokes so much debate.

Potential economic dividend - there is potential for a regional economic dividend if Bass stocks are enabled to recover in order to further support the RSA sector. Similarly, an increase in stocks may assist the viability of local fishing businesses.

⁶ ICES Advice note, June 2013 - <http://www.ices.dk/sites/pub/Publica...013/bss-47.pdf>

⁷ ICES Advice 2012 Book 1 – Section 1.2, Art 1.2.1, Para 1.2.1.2 A precautionary approach in fisheries management

Local management is the best solution - If the EU Member States cannot agree a regional plan, the EC may include sea bass in the TAC and quota system for the first time. IFCAs have previously resisted this move to preserve the viability of local businesses but failure to take management action may prompt a 'one size fits all' solution.

Running ahead of the storm – the demand for action is building and it is judged better to acknowledge the requirement and take early action as opposed to receiving a time-bound directive from higher authorities to implement management action.

Reason not to act

Eastern IFCA has already taken a position – Eastern IFCA responded to a Defra call⁸ to provide input into suggestions to improve selectively and reduce effort. These suggestions were in turn forwarded to the Commission in July 2013. The tone of the responses was broadly supportive but urged caution regarding unintended socio-economic impacts on the inshore sector.

Conflicting evidence – While there is clear evidence at the macro level that stocks are under significant pressure, the local experience is at variance. The latest MMO landings data for Bass shows an increase which may indicate stock recovery or, conversely, over exploitation of seasonal/climate driven local abundances. A parliamentary report states: *'the species is thought to be particularly vulnerable to over-fishing. It is not possible to fully assess the health of the seabass population at this stage due to a lack of evidence. However, the available evidence suggests that there has been a population decline in recent years. An international scientific body recommended that bass catches be reduced by 20% in 2013 to protect the stock.'*⁹

Scale of the problem – this is much wider than an Eastern IFCA issue and indeed, any unilateral reaction by the Authority may risk disproportionately hazarding the local inshore fishing sector without having any effect on the key perpetrators of the behaviours that threaten stock sustainability, namely, offshore pair trawlers. A national/EU level approach is required in which Eastern IFCA can duly play its part.

Inflammatory subject – Bass is a totemic species that stirs up significant passions. Tackling it head on may invite staunch resistance from stakeholders which will cause a significant distraction from an already very full IFCA agenda. Following the publication of Sea Angling 2012 report last year, there is an increasingly vocal lobby, predominantly from the RSA sector, that suggests that fisheries should be managed to achieve the greatest economic dividend. They argue that where RSA effort produces the greatest income, the fishery should be managed exclusively to prefer the most economically productive activity. There is compelling evidence that this is a coherent strategy and has been employed with significant benefit in both Ireland and the USA. This clearly challenges the ability of IFCAs to 'balance the needs of all within the fishery' but, if adopted as a principle, may help to deliver 'the sustainable exploitation of sea fisheries resources'.

Timing – Others are actively tackling the issue and national level management may be judged to be imminent. Members may wish to wait for central direction from Defra.

How to act

Codes of conduct – there is a central government expectation that regulatory measures should start with community based schemes before ascending to more

⁸ E mail 1136 26 Jun 13, Seabass management measures: request for advice, Roy Smith

⁹ Standard Note: SN/SC/745, Seabass fishing, Oliver Bennett, 27 Mar 13.

statutory levels. In this case it is judged that the moment for collective voluntary measures has passed and, if the IFCA is to have the desired effect, more demonstrable management is required.

Byelaw – the means by which the Authority can regulate is to introduce a byelaw, which is confirmed by the Secretary of State, to enact management measures. The process for introducing a byelaw is detailed and can take in the region of 6 to 9 months to complete.

Emergency byelaw – the Authority is empowered to introduce an immediate byelaw in pursuit of MaCAA 09 duties, without seeking confirmation from the Secretary of State. The power to do so is contained within s.157 MaCAA 09, which also provides that the Authority can only introduce an emergency byelaw in cases where:

- a) the IFC Authority considers that there is an urgent need for the byelaw, and
- b) the need to make the byelaw could not reasonably have been foreseen.

Such a byelaw can be in effect for a maximum of 12 months and with the approval of the Secretary of State, this can be extended for a further 6 months. Such extensions can only be approved where the Secretary of State is satisfied that the Authority has endeavoured to introduce a permanent byelaw and there would be a significant and adverse effect on the marine environment if the approval was not given.

It can be argued that the rate of decline in bass stocks is unforeseen and warrants immediate action. Equally, it is for debate that the current situation should have been entirely predictable and any application for an emergency byelaw would simply expose tardiness in implementing sufficient management action.

Permits – a permitting system enacted through a byelaw would enable the introduction of precise management measures that could be both tailored and flexible to reflect changes in bass stocks, fishing effort and other variables. This reflects wider thinking on how best to effectively deliver the requirements of MaCAA 09 in the Eastern district and a mechanism to introduce such a scheme is being considered as part of the byelaw review project. It may transpire that this is not an appropriate mechanism to deliver management of fin fish species.

Risks

Reputation – failure to act despite significant prompts and evidence to do so. Failure to consistently apply a precautionary approach as demonstrated with MPA management.

Competence – failure to deliver the requirements of MaCAA.

Legal – accusations of inconsistent application of the 'Precautionary' approach. For MPA management IFCA's have been directed to act using the best available evidence and, if this is scant, to adopt a precautionary approach tantamount to: 'if a fishing activity cannot be proven to not be damaging, regulators are to assume it is and act accordingly'. Applying a similar yardstick to Bass management may have prompted management action at a much earlier stage.

Stakeholder pressure – bass represents a valuable commodity to regional inshore fishing operations particularly in Suffolk. Any proposed regulation may prompt a significant backlash from a vocal commercial lobby.

Conclusion

Bass stocks nationally and internationally are under severe pressure and could be subject to total collapse in the short term if management action is not forthcoming. The debate over Bass management is coming to the boil and the expectations placed upon local fisheries managers are significant and becoming more demanding. Continued

inaction is an increasingly risk laden stance which Members may no longer wish to bear. If the Authority is to deliver the requirements of MaCAA, it is offered that regional management action must be developed in step with national efforts if the Authority is not to stand accused of spectating while the stocks collapse.

Background documents

1. SEA BASS UNDER THREAT! EAA SOLUTIONS, European Anglers Alliance, May 2014
2. UK Bass management plan, Bass Anglers Sportfish Society, Sept 2004
3. http://www.cefas.defra.gov.uk/media/617317/bass_solent_survey_report.pdf
4. http://fish2fork.com/en_GB/news/news/sea-bass-in-trouble-as-scientists-demand-80-per-cent-cut-in-landings#.U75zNALnmjo.twitter
5. ICES Bass advice Jun 2014 <http://www.ices.dk/sites/pub/Publication%20Reports/Advice/2014/2014/bss-47.pdf>
6. ICES Bass advice Jun 2013 <http://www.ices.dk/sites/pub/Publica...013/bss-47.pdf>
7. 46th PLENARY MEETING REPORT OF THE SCIENTIFIC, TECHNICAL AND ECONOMIC COMMITTEE FOR FISHERIES (PLEN-14-02)https://stecf.jrc.ec.europa.eu/c/document_library/get_file?uuid=9894756b-1b5b-431e-9966-99005cd3d0b2&groupId=43805

Annexes:

1. Management option analysis
2. Report from Bass management meeting, Dublin, Sep 14
3. Angling Trust Party Conference briefing dated 15 Sep 14
4. Rt Hon George Eustice MP, letter dated 3 Oct 14

Management Option Analysis

Option	Strengths	Weaknesses	Opportunities	Threats
1 – Do nothing	<ul style="list-style-type: none"> Endorses current position Recognises that there is scant local evidence, other than anecdote, to drive action Prevents unilateral Eastern IFCA action Reduces the risk of being 'out of step' nationally 	<ul style="list-style-type: none"> Fails to acknowledge the gravity of the situation. Ignores a pressing fisheries management issue. Does not protect bass stocks Introduces risk of accusations of dereliction of duty in terms of delivering management to promote sustainable exploitation of sea fisheries resources. 	<ul style="list-style-type: none"> Does not distract focus from current priorities and 'in year' outputs No additional costs 	<ul style="list-style-type: none"> Bass stocks may collapse. Potential increase in workload to respond to demands for action/protests at perceived inaction. Introduction of risks as described.
2 – Gather regional evidence	<ul style="list-style-type: none"> Shows recognition of problem. Demonstrable and defensible action to assess situation. Will deliver a much more informed position on which to base management decisions. Meet the remit to make decisions 'based on sound science'. 	<ul style="list-style-type: none"> Represents the 'do minimum' option when much more is needed. Does not apply the precautionary approach consistently Does not protect bass stocks 	<ul style="list-style-type: none"> Represents a limited increase in 'in year' outputs which can reasonably be accommodated Majority of activity can be factored into annual plan 2015-16 Limited additional resource costs 	<ul style="list-style-type: none"> Gives perception of failing to recognise the gravity of the situation. Introduction of risks as described.
3 – Support development of national inshore management measures	<ul style="list-style-type: none"> Assures synergy of bass management measures nationally 	<ul style="list-style-type: none"> Does little to immediately protect threatened regional 	<ul style="list-style-type: none"> Work can be shared amongst IFCAs reducing the burden 	<ul style="list-style-type: none"> A committee style approach may elongate the process

	<ul style="list-style-type: none"> • Drives IFCAs to act collaboratively 	<p>Bass stocks.</p> <ul style="list-style-type: none"> • Nationally derived management solutions may not suit Eastern specific issues. • Ownership and pace of delivery resides elsewhere 	<p>and potentially improving the speed of delivery</p> <ul style="list-style-type: none"> • Does not deflect staff from other required outputs • Collective defence against stakeholder backlash • Limited additional resource costs 	<p>of delivery of measures.</p> <ul style="list-style-type: none"> • Measures may be rigid and not promote agile fisheries management • Measure may be diluted and not represent the appropriate management practice.
4 – Implement regional management measures	<ul style="list-style-type: none"> • Shows recognition of the problem. • Allows for demonstrable fisheries management action. • Allows for stakeholder consultation in deriving management measures that will be understood and adhered to. • Ownership and pace of implementation rests with Eastern IFCA 	<ul style="list-style-type: none"> • Brokering collective approval of measures may cause delays in implementation. • May not solve the overall issue. • Will take time to formulate, communicate and deliver. 	<ul style="list-style-type: none"> • Manages risks. • Measures can be designed to fit the local context and be applied and managed with agility • Supports delivery of 'leading IFCA' status • Dovetails with Byelaw review project work. • Working with both the RSA and commercial fishing communities may assist in binding all parties closer together. 	<ul style="list-style-type: none"> • Significant additional workload across Research and Protection employees • Speed of delivery may be reduced by emergent, more pressing work • Sets a clear expectation within stakeholder community which, if not progressed to their satisfaction, may prompt criticism and increased workload to respond to correspondence.
5 – Total exploitation ban	<ul style="list-style-type: none"> • Recognises the gravity of the situation and demonstrates firm fisheries management • Does the maximum to protect threatened bass stocks. 	<ul style="list-style-type: none"> • May be perceived as an over-reaction. • Will inevitably prompt stakeholder disapproval. 	<ul style="list-style-type: none"> • Relatively straightforward to communicate and implement. • Reduces enforcement burden • Manages risks 	<ul style="list-style-type: none"> • May prompt community disobedience. • If required in FY14-15 will deflect from other outputs • Introduces additional resource costs

Bass Management

An important workshop was held recently in Dublin to make progress on the design and implementation of effective management measures for seabass. The impetus for the meeting came from the poor scientific outlook for the stock in recent ICES scientific advice and the evident need for additional management measures. A combination of poor recruitment and relatively high fishing mortality has given cause for concern.

Although placing a TAC on bass has been mooted, the overwhelming opinion amongst member states and the advisory councils has been that placing bass under quota would cause more problems than it would solve, not least because a significant portion of the mortality on bass is related to recreational angling, which would not be affected by a TAC approach. Equally, the looming discard ban would be made more rather than less complicated if bass was a TAC species. For all these reasons the search is on for an alternative way to rebuild bass stocks and this was the focus and purpose of the workshop.

The meeting was jointly organised by the North Sea, North Western Waters and South West Waters advisory councils. Scientists, member states, Commission officials and stakeholders were invited, with the hope and aspiration that an airing of the issues from a variety of perspectives would help us to define a way forward.

Presentations

The bulk of the day was taken up with presentations by the main participants to ensure that all perspectives were given an airing and could be taken into account.

After ICES and STECF science on bass had been outlined, and the Commission had brought the meeting up to date on its thinking, member states, recreational anglers, the environmental NGOs, and a range of industry organisations provided different perspectives.

The Commission made clear that if a TAC approach was adopted as a default or last resort, it was likely to reflect the obligation to achieve a fishing mortality consistent with MSY by 2015, where possible. If this was done in one year it would amount to a 60% reduction in catches. The Commission intended to come forward with a proposal for initial measures by the end of the year.

Towards Advisory Council Advice

In the final session, an attempt was made by the meeting to synthesise the outcome of the meeting into a programme of work that will deliver coherent and useful advice from the advisory councils. A decision will be required whether that advice comes separately from the three ACs, or whether a joint position is adopted.

The meeting agreed:

- To work towards a shared understanding of the conservation status and main trends in the bass fisheries. Without a shared understanding of the fundamentals it is very difficult to get agreement on a way forward
- That, ideally, AC advice would be in two stages: immediate measures and a longer term management plan
- To set out some general principles for an approach. These could include:
 - Proportionality:
All sources of fishing mortality must be addressed

Proportionality between the adoption of measures that will rebuild the stock effectively, whilst maintaining the socio-economic fabric of those dependent on the fishery

An acknowledgement that there are three main contributions to fishing mortality which must be addressed in a broadly proportionate way if there is to be agreement on a package of measures

- 30% targeted bass fishery
 - 30% recreational fishery for bass
 - 40% bycatch in mixed demersal fishery
 - AC advice would take into account that like a 60% reduction in catch is required to build the bass stock to levels consistent with maximum sustainable yield
 - A managed reduction in catches within a realistic timeframe is required
 - Improvements in selectivity and protection for spawning aggregations will both be part of the picture
 - There must be a focus on improving conditions as far as possible for the recruitment and survival of juvenile bass
 - There must be an understanding of the impact of management measures
 - Account should be taken of the effectiveness of existing EU and member state management measures
 - Account should be taken of enforcement and control issues in all parts of the fishery
- A number of candidate measures are under consideration:
 - TAC
 - Vessel or fishery catch limits
 - Spatial or temporal closures
 - Mandatory Catch and Release
 - Bag limits for recreational anglers
 - Capacity limits
 - Effort control (days at sea constraints)
 - Each of these candidate measures have more or less relevance depending on which of the three main sources of mortality on the bass stock it is applied to. The aim should be to find some broad equivalence of sacrifice in order to achieve the necessary reduction in catches required to meet the mortality target.
 - Each participant in the workshop would be invited to submit in writing, their opinion on the pros and cons of each candidate measure. This would be an important first step towards defining a consensus position; in the event that a consensus is not achievable this information would at least provide a strengthened base on which to make informed management decisions
 - A small drafting group will be convened to analyse the responses, assess the options and prepare draft advice. The drafting group will include representatives of the main interest groups and will make recommendations on:
 - Appropriate measures to be adopted immediately in relation to each of the main sources of mortality on bass (targeted, recreational and bycatch)
 - A timetable for adoption consistent with both the urgency of the situation and amelioration of the socio-economic impacts of the measures
 - An outline long-term management plan for sea bass consistent with CFP obligations
 - Observations on means to achieve high compliance with the measures adopted across all three sources of mortality

Summary

There is no doubting the seriousness of the current conservation status of the bass stock or the complexity of the management challenge facing the fishery. Few consider that a knee jerk TAC approach would do anything other than make the situation worse. Against this background the meeting defined a stepwise approach which, within a very short timeframe, will either deliver consensus advice, or failing that, a strengthened knowledge-base on which the Commission and member states might make informed decisions. The meeting again confirmed the extreme utility of this kind of forum, where scientists, policy-makers and fisheries stakeholders come together to pool their knowledge and perspectives to define a way forward through difficult and complex issues.

Angling Trust - Party Conference Briefing 2014

Bass on the Brink

Political support is urgently needed to save British bass stocks which are in deep trouble. The Angling Trust has sent a special to all MPs asking them to raise the issue both in the Commons and directly with ministers making the case for meaningful conservation measures to avoid a stock collapse.

Sea bass in Europe are at risk of total collapse in coming years unless urgent action is taken to conserve and rebuild the remaining spawning stock. The latest scientific advice issued by ICES in June 2014 recommends an 80 per cent cut in catches of sea bass across the EU for 2015. This follows advice for a 36 per cent cut in 2013 which was not acted upon. The decline is the result of intensive overfishing, increasing fishing effort and successive years of recruitment failure. Unless action is taken to protect the remaining stock we fear a moratorium on bass fishing in Europe will be the only recommendation available to protect and restore this important fishery.

This would be disastrous for recreational sea angling which, according to Defra's Sea Angling 2012, [an economic evaluation of recreational sea angling in England] shows there are 884,000 sea anglers in England who directly pump £1.23 billion p.a. into the economy and upon which 10,400 full time jobs are dependent. If induced and indirect impacts are taken into account these figures soar to £2.1 billion and 23,600 jobs. The VAT alone which is collected from sea anglers dwarfs the entire value of all commercial fish landings in England. In purely economic terms, we would be better off if bass were retained as a line caught species only with the bulk of the market demand met by farmed fish. This would immediately revive the UK fishery for both the inshore under ten metre commercial fleet and the recreational sector, the majority of whom practice catch and release.

The 6000 commercial fishermen remaining in England land £160 million worth of fish [all species] 80% of which are of no interest to anglers. Of the remaining 20%, £32 million is made up of those same fishery resources upon which the £1.23 billion sea angling industry is dependent and include £5 million worth of commercially landed sea bass. Bass is the favourite fish targeted by recreational sea anglers, who are extremely frustrated by the failure of successive governments over the last 15 years to follow their own scientific advice and introduce a sustainable bass management plan with sensible minimum size limits to allow the species to spawn at least once before harvesting.

More information at:

<http://www.anglingtrust.net/news.asp?section=29§ionTitle=Angling+Trust+News&page=3&itemid=2278>

Salmon on the Slide

The recently published the Annual Assessment of Salmon Stocks and Fisheries in England and Wales in 2013 makes grim reading. Only 19 of the principal salmon rivers in England and Wales are likely to reach their conservation limit (these define the minimum number of spawning adults needed to ensure the conservation of salmon stocks); the comparable figure in 2011 was 42 and the 2013 figure is the equal lowest since conservation limits were introduced in 1993. Overall, the number of salmon estimated to be returning to England and Wales in the last two years was amongst the lowest on record. The report does not expect a significant improvement in stock levels. Since the 1970s there has been a steady decline in the number of salmon returning to our rivers each year - probably due to deteriorating conditions at sea - but lower

survival at sea makes it all the more important to ensure that we do everything possible around our coasts and in our rivers to minimise threats to salmon.

Environmental factors are a key reason why salmon stocks are not recovering on many of our rivers, and action to address these, within the wider framework of the Government's policies to conserve the environment, is essential. In addition, with declining stocks in many rivers we need to ensure that as many salmon as possible survive to spawn by reducing the numbers of salmon killed, both legally and illegally. There are five key areas where the Government needs to take action as a matter of urgency.

Fish Passage: Obstacles to the upstream and downstream migration of salmon remain a significant threat. The Government needs to speed up action to remove or bypass barriers, and to introduce the long delayed Fish Passage Regulations as soon as possible.

Abstraction: River flows are crucial to salmon migration, both to and from the sea. Without adequate flows, recent research indicates that mortalities of smolts and adults may be very high. Natural variations in flows have been exacerbated by climate change, but abstraction adds significantly to the problem.

Agricultural Pollution: Pollution caused by poor agricultural activities has long been recognised as a problem for many salmon rivers. One key issue is the drainage from farmland during increasingly frequent incidents of high rainfall. Flood peaks are higher and colossal quantities of silt are being washed into rivers which can clog the river bed, preventing spawning or, where this has taken place, killing salmon eggs.

Physical habitat: More needs to be done to restore degraded rivers. This is, of course, not something that we expect the Government to achieve on its own; land and fisheries owners, NGOs and anglers all have a part to play. Third sector delivery bodies such as rivers trusts are not only more cost-effective than Government agencies, but are also able to lever further extra resources from European funds, charitable trusts, the public, anglers, fisheries owners etc.

Exploitation: Major steps have been taken in recent years to reduce exploitation i.e. the numbers of salmon killed in rod and net fisheries and illegally, but more needs to be done. The net catch of salmon in 2013 was more than double that in 2012, and 24% above the average for the previous five years. The vast majority of these were taken in the North-East coast fisheries. This was in a year when overall salmon numbers, and rod catches, fell, and it is clear that net fisheries took a much greater proportion of a reduced stock.

More information at: <http://www.anglingtrust.net/news.asp?section=29&itemid=2247>

Dredging up Trouble

Despite the media hysteria prevalent around the floods that followed this winter's record rainfall expert analysis has shown that widespread dredging could actually make flooding in some communities worse not better. A report published in February by The Chartered Institution of Water and Environmental Management (CIWEM) and endorsed by the Blueprint for Water coalition of environmental NGOs suggests solely relying on dredging can even make some downstream communities more vulnerable to the risk of flooding by moving water more quickly down the river catchments.

Anglers in particular are concerned that politicians could be about to take us back to the 1960's and 70's and turn many rivers into straightened flood channels in order to be seen to be 'doing something'. The independent report 'Floods and Dredging – A Reality Check' demonstrates that all the evidence shows that flood risks are best managed by holding water back for as long as possible at the top of the catchments, ending

damaging farming practices and protecting the floodplains from development. The report makes it clear that dredging is not a stand-alone solution. It is one of a range of tools and interventions, such as reducing run-off, working with natural processes to slow the flow of water, and increasing infiltration and flood storage throughout catchments.

Of more recent concern are the instructions of the former Environment Secretary to direct the EA and the Association of Drainage Authorities to develop a ring fenced dredging programme to increase flood conveyance. By making a special case for dredging, with all the associated environmental risks and damage to river habitats, ministers seem to be ignoring published evidence about the effectiveness of other solutions including bypass channels, flood barriers or upland management schemes.

More information at:

<http://www.anglingtrust.net/news.asp?section=29&from=2014/2/01&to=2014/03/01&page=2&itemid=1987>

Estuaries need better protection

The Marine and Coastal Access Act has tended to treat estuaries as arms of the sea, rather than recognising their true unique nature. Against this background, there is now confusion and gaps in management roles with the removal of much of the Environment Agency functions and very little interest or enforcement by the new Inshore Fishery and Conservation Authorities (IFCAs).

Estuaries provide important recreational resources for boating, angling, birdwatching and casual amenity to name but a few. They are vital migratory corridors for a range of threatened fish species (salmon, sea trout, eel, smelt, shads, lampreys). These are all now more vulnerable to poaching pressures in the narrowing confines of an estuary. Estuaries also provide spawning grounds for conservation species such as the smelt and act as nursery grounds for a broad range of economically important marine species such as bass, sole and plaice. In some cases the scale of these nurseries can have strategic regional importance.

Estuaries provide our best habitats for enormous populations of over wintering birds. For example, the Thames estuary is one of the top five internationally important sites in the UK for the high number of water birds found there during winter or on migration.

The intertidal margins of estuaries also provide other less well known but nevertheless critically important additional benefits. For example saltmarshes provide important benefits in terms of carbon sequestration and nutrient stripping. The twin challenge of rising sea levels and increasing storm surges means we have to develop more adaptive management regimes such as softer defences and managed realignment, thus bringing more new intertidal habitat. There is significant potential for the elaboration of new income streams to support further habitat creation, based on all the multifunctional benefits provided.

Given our poor understanding of their value to date, there is enormous potential for environmental education associated with our estuaries today. Only by fostering a better understanding of these fabulous resources can we develop more sustainable management regimes. The UK now needs a new network of Estuarine Conservation Parks managed in an integrated and holistic manner for the good of all. Partners could include local councils and the National Trust.

More information at:

http://oceanservice.noaa.gov/education/kits/estuaries/estuaries02_economy.html

ENDS

15th September 2014

Annex 4 to
Action Item 12
16th Eastern IFCA meeting
29 Oct 14



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Our ref: PO357278/FA

3 October 2014

From George Eustice MP
Parliamentary Under Secretary of State for Farming, Food and Marine Environment

Dear Tony

Thank you for your letter of 29 August about my visit aboard Saint Piran and bass issues.

I found my visit to the Isles of Scilly particularly useful and I value the insight you provided into the Cornwall Inshore Fisheries and Conservation Authority (IFCA). As you know, I am very aware of the importance of the bass stock, both to recreational and commercial fishermen. There is no doubt that the latest International Council for the Exploration of the Sea (ICES) advice brings the need to achieve an effective European Union (EU) management approach into sharp focus.

Since we met, the need for urgent management measures at EU level has been agreed by all interested Member States, with the aim of reducing fishing mortality on bass from the recent high levels by both commercial *and* recreational sectors for 2015. The exact means to achieve this is yet to be established and agreed, but this consensus is important as it now paves the way for action to be taken forward by the Commission, with the intention of including proposals in the EU fishing opportunities regulation for 2015 to be agreed at December Council.

What we are likely to see in advance of an EU management plan will be 'broad brush' measures to reduce fishing mortality on bass, particularly aimed at fisheries specifically targeting bass, including in the major spawning aggregation areas. The action required to reduce targeted fisheries for bass across the board means that the offshore pair trawl fishery for bass, along with the associated cetacean by-catch issue, at this stage looks very unlikely to survive the measures to be agreed for 2015.

An EU management structure and approach established in the way we anticipate will provide the context to review our UK management arrangements. Our domestic management role remains particularly important in consideration of the site fidelity characteristics of bass.



INVESTORS
IN PEOPLE

I am sure the IFCA's will therefore be key contributors of local knowledge in this process, as well as the recreational sea angling and commercial sectors. In this respect I am grateful for the options you offered for consideration to update the bass nursery areas legislation; this is a valuable contribution to this process.

I know that the network of IFCA's will be following these latest EU developments closely and will continue to contribute their expertise to inform both the short and medium term management measures we expect to see.



GEORGE EUSTICE MP



**INVESTORS
IN PEOPLE**

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



Action Item 13

16th Eastern Inshore Fisheries and Conservation Authority meeting

29th October 2014

Report by: Julian Gregory, Deputy CEO

Horseshoe Point Cockle Fishery

Purpose of report

To update members on the current status of the cockle beds at Horseshoe Point.

Recommendations

That members note the content of the report.

Background

The cockle beds at Horseshoe Point previously fell within the North Eastern Sea Fisheries Committee (NESFC) district. They were incorporated within the Eastern IFCA district when the boundaries were changed upon creation of the Inshore Fisheries and Conservation Authorities in April 2011.

As a consequence of the changes Eastern IFCA also inherited a number of NESFC byelaws, including byelaw XXIV that imposes a permitting regime on the Humber Estuary Cockle Fishery from Spurn Head lighthouse in the north to the RAF Control Tower at Donna Nook in the south. Horseshoe Point falls within this area and as such the cockles cannot be exploited without a permit issued by Eastern IFCA unless less than 5kg per day is taken.

Whilst no minimum size is prescribed for the cockles, byelaw XXIV includes a prohibition of removing cockles which will pass through a gauge having a square aperture of 20mm measured over each side of the square

It is understood that cockles have not been present at Horseshoe Point in harvestable quantities for a number of years and as such NESFC had not opened a fishery for some time. Since Eastern IFCA assumed jurisdiction in 2011 the area has been surveyed twice a year and whilst there have been regular spatfalls, the majority of these cockles have died prior to becoming adults. This has left insufficient stock to either support a fishery or environmental health sampling. As a consequence the water classification to enable human consumption of the cockles lapsed prior to 2011.

Current Situation

An initial survey this year indicated that some adult stock had survived and as a consequence a full survey was undertaken during August 2014. This revealed an estimated adult stock of 938 tonnes on sands known as Horseshoe Point, West Grainsthorpe and East Grainsthorpe. All of the stock is year class 1 and whilst at the time of the survey it was estimated that 95% were under size, it is judged that they will have grown sufficiently to be exploited by the spring of 2015.

The entirety of West Grainsthorpe and parts of East Grainsthorpe and Horseshoe Point lie within a Restricted Area as set out in Regulatory Notice 4 under the Protected Areas byelaw. This means that not all of the stock could be exploited and it is estimated that

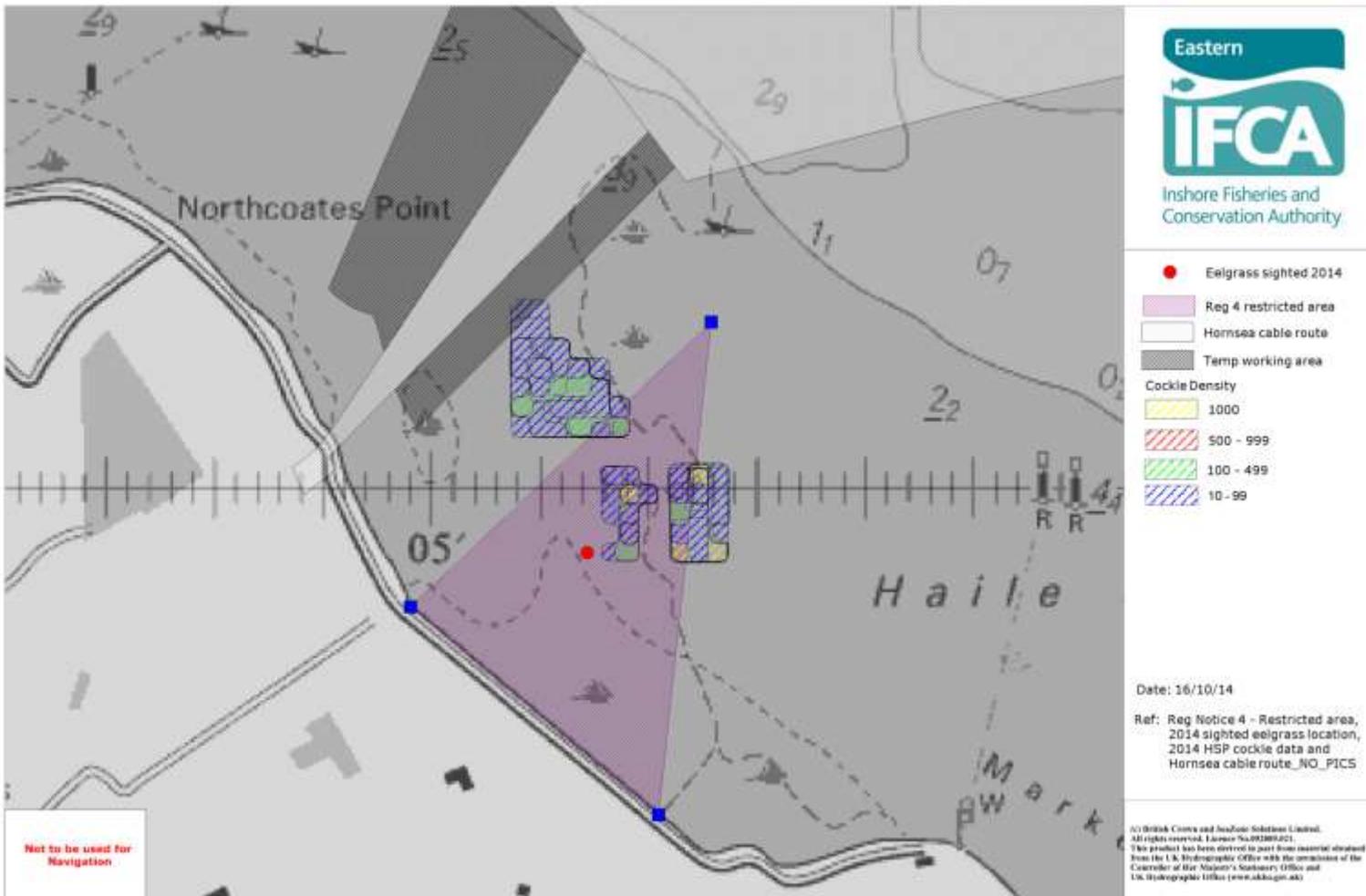
688 tonnes lie outside the restricted area. The distribution of cockles and the Restricted Area are shown in the chart at Appendix A.

There is no provision for a TAC to be allocated in this fishery but given that it is accessed by land and is hand worked only with no possibility of vessels being used for prop-washing it is thought that it would be difficult for fishers to fully exhaust the stock.

Responsibility for water classification for Bivalve mollusc (shellfish) harvesting area rests with the Food Standards Agency (FSA) in conjunction with the local District Council, in this case East Lindsey DC. Officers have established that in order for the water to be classified a commercial fisher must make an application for it to be undertaken. Such an application has been made and the FSA have advised that they are unable to take on the work until March 2015. Given that a minimum of 10 samples are required a minimum of a week apart, the earliest that the fishery could be opened is May 2015. Officers are actively seeking to expedite the process and will continue dialogue with the FSA in this regard.

The location of the fishery in a sparsely populated area combined with access being directly from the beach means that there is the potential for the stock to be fished by people without a permit ('poaching') and before water classification has been achieved. Officers will continue to monitor the area and will take action in the event that 'poaching' is discovered.

Reg Notice 4 - Restricted area, 2014 sighted eelgrass location, 2014 HSP cockle data and Hornsea cable route



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Action Item 14

16th EIFCA meeting

29 October 2014

Renewable Energy Development - Commercial Fishing Working Groups

Report by: P J Haslam, CEO

Purpose of report

The purpose of this report is to brief members on the role being performed by IFCA officers at Commercial Fishing Working Groups (CFWG) designed to ensure co-existence between the two industrial sectors.

Recommendations

It is recommended that members:

- **Note the contents of this report**
- **Agree that it is appropriate for Eastern IFCA officers to take part in the Commercial Fishing Working Groups**
- **Agree that the CEO be delegated authority to accept any invitations to chair the CFWG meetings if by accepting the invitation the statutory duties of the Authority are furthered.**
- **Direct the CEO to withdraw from any position as Chair of a CFWG if there is evident risk that the impartiality and/or reputation of the Authority will be brought into disrepute.**

Background

The East coast of the UK is noted as a marine area with 'the most concentrated and diverse activity'¹⁰ and that East coast waters have 'the greatest potential for future change'¹¹. To date, many of the offshore renewable energy developments in Round 1 and 2 have been installed of the East coast and Round 3 applications are underway for yet more installations. The contribution of the East coast to the renewable sector is shown below at Chart 1

The installations are being developed to deliver the government policy of a reduction in carbon emissions of 20% by 2020 and to deliver 15% of national energy requirement via renewable sources within the same time frame. In short, East coast inshore and offshore waters are busy and will become increasingly busy over time.

¹⁰ MMO strategic scoping for Marine Plan

¹¹ MMO Marine Plan

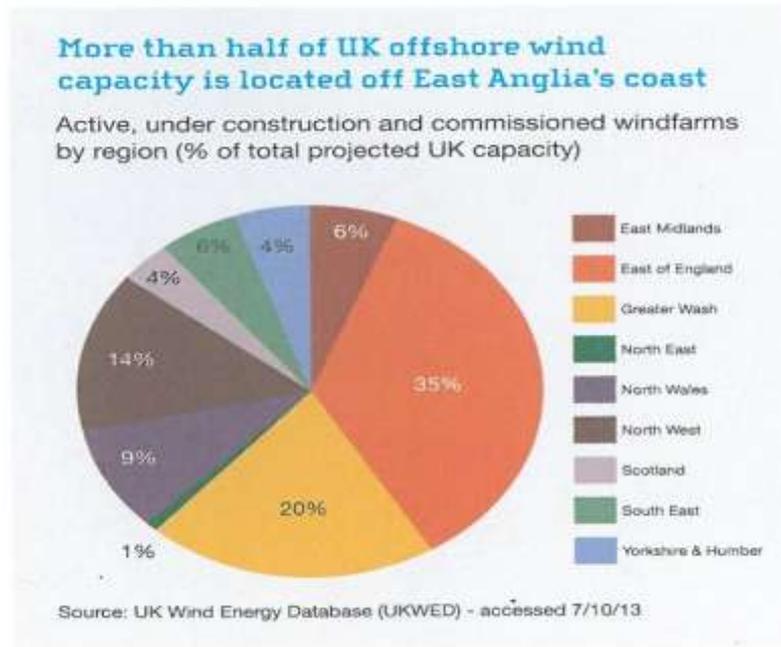


Chart 1

National Policy Statement for Renewable Energy Infrastructure (EN-3)¹², developed pursuant to Section 5(9) of the Planning Act 2008, places responsibilities on prospective developers in the marine environment. The intent of the policy is to assure that in formulating a proposal for marine development the Applicant seeks to ensure that all competing and conflicting factors are recognised and either accommodated or mitigated.

The requirements to be adhered to concerning commercial fishing activity are detailed at Annex 1 which state, in short, that developers should satisfy the Infrastructure Planning Group, (IPC), that the site selection process has been undertaken in a way that reasonably minimises adverse effects on fish stocks, including during peak spawning periods and the activity of fishing itself. The Commercial Fisheries Working Group construct is designed to achieve this aim and to provide a conduit for ongoing dialogue between the two industries.

Report

With the Eastern IFCA district there are three CFWGs that are formed and conducting business and one that is under development. Eastern IFCA is included in the membership as recognition of both the Authority's status as a statutory consultee on marine planning and licensing applications and our wider role as regional inshore fisheries and conservation manager.

The CFWGs are as follows:

Windfarm development	Membership	Chair	Issues
Greater Gabbard Offshore Wind Limited	Developer: SSE Developer's Agent: Brown and May Marine Fishing Associations:	Eastern IFCA	<ul style="list-style-type: none"> Cable matting works

¹² National Policy Statement for Renewable Energy Infrastructure (EN3), DECC, The Stationery Office London, July 2011

:

	Felixstowe Ferry Harwich Lowestoft Aldeburgh Southwold Orford and District NFFO Public Authorities: Eastern IFCA MMO		<ul style="list-style-type: none"> • Long term denial of productive grounds
East Anglian 1-4	Developer: Vattenfall Developer's Agent: Brown and May Marine Fishing Associations: Felixstowe Ferry Harwich Lowestoft Aldeburgh Southwold Orford and District NFFO Public Authorities: Eastern IFCA MMO	Eastern IFCA	<ul style="list-style-type: none"> • Scale of disruption payments to facilitate pre installation surveys
Race Bank	Developer: DONG Energy Developer's Agent: Precision Marine Fishing Associations: Saltfleet Boston Kings Lynn Brancaster Wells North Norfolk North Norfolk Independent NFFO Public Authorities: Eastern IFCA MMO	Eastern IFCA	<ul style="list-style-type: none"> • Scale of disruption payments to facilitate pre installation surveys • Legal injunction to have fishing gear removed from site of development
Galloper	Membership yet to be determined	Tbc	<ul style="list-style-type: none"> • Nil

Opportunities

Whilst the management of offshore marine development is not part of the Authority's statutory duties, it is necessary for officers to engage with both Developers and fisheries stakeholders to ensure that proposed development do not unduly hazard current fishing activity and thereby threaten the viability the of local fishing industry

Attending the CFWG meetings Eastern IFCA primarily enables officers to remain abreast of the marine development initiatives within the district with an eye to the delivery of co-existence. In addition, it provides an opportunity to identify any potential tensions between the Developer's plans and current fishing activity that can be discussed and mitigated as required.

There is indirect benefit in IFCA officers attending the meetings with regard to the requirement to be recognised and heard. It gives an opportunity to interact with the fishing stakeholder community and demonstrates the utility of having local

fisheries and conservation management. IFCA participation has derived greater respect and recognition from a somewhat disaffected fishing community.

Risks

Reputational – owing to the, at times, strained relations between Developers and the fishing community there is risk that frustrations at the direction of travel and/or pace of progress may manifest themselves as overt criticism of Eastern IFCA's perceived failure to influence proceedings. This is a latent risk and is mitigated by the fact that officers are present, engaged and actively contribute to deliver co-existence. Similarly, becoming too embroiled in proceedings may create a risk of accusations of impartiality. This is mitigated by officers taking an overtly neutral stance and not offering comment or opinion on matters that are not the preserve of the Authority.

The recent media coverage of the differences of opinion surrounding the Race Bank development demonstrates how the media can be employed to apply pressure to influence negotiations. It should be noted that Eastern IFCA participation in the CFWG was neither commented upon or criticised.

Legal – there is no legal risk associated with attendance at CFWG meetings.

Financial – there is no financial risk associated with attendance at CFWG meetings

Conclusion

With the pace and scale of marine development in the Eastern region, it is judged appropriate and of distinct reputational benefit for IFCA officers to be engaged with CFWGs as a means to remain connected to development initiatives and to help deliver co-existence. Whilst there is latent risk involved in participation, these risks are recognised and can be mitigated by IFCA participants remaining objective and not being drawn to offer comment or opinion on matters that are outwith the Authorities remit.

Extract of National Policy Statement for Renewable Energy Infrastructure (EN3) - Offshore Wind Farm Impacts – Commercial fisheries and fishing

Applicant's assessment

2.6.127 Early consultation should be undertaken with statutory advisors and with representatives of the fishing industry which could include discussion of impact assessment methodologies. Where any part of a proposal involves a grid connection to shore, appropriate inshore fisheries groups should also be consulted.

2.6.128 Where a number of offshore wind farms have been proposed within an identified zone, it may be beneficial to undertake such consultation at a zonal, rather than a site-specific, level.

2.6.129 The assessment by the applicant should include detailed surveys of the effects on fish stocks of commercial interest and any potential reduction in such stocks, as well as any likely constraints on fishing activity within the project's boundaries. Robust baseline data should have been collected and studies conducted as part of the assessment.

2.6.130 Where there is a possibility that safety zones will be sought around offshore infrastructure, potential effects should be included in the assessment on commercial fishing.

2.6.131 Where the precise extents of potential safety zones are unknown, a realistic worst case scenario should be assessed. Applicants should consult the Maritime and Coastguard Agency (MCA). Exclusion of certain types of fishing may make an area more productive for other types of fishing. The assessment by the applicant should include detailed surveys of the effects on fish stocks of commercial interest and the potential reduction or increase in such stocks that will result from the presence of the wind farm development and of any safety zones.

IPC decision making

2.6.132 The IPC should be satisfied that the site selection process has been undertaken in a way that reasonably minimises adverse effects on fish stocks, including during peak spawning periods and the activity of fishing itself. This will include siting in relation to the location of prime fishing grounds. The IPC should consider the extent to which the proposed development occupies any recognised important fishing grounds and whether the project would prevent or significantly impede protection of sustainable commercial fisheries or fishing activities. Where the IPC considers the wind farm would significantly impede protection of sustainable fisheries or fishing activity at recognised important fishing grounds, this should be attributed correspondingly significant weight.

2.6.133 The IPC should be satisfied that the applicant has sought to design the proposal having consulted representatives of the fishing industry with the intention of minimising the loss of fishing opportunity taking into account effects on other marine interests. Guidance has been jointly agreed by the renewables and fishing industries on how they should liaise with the intention of allowing the two industries to successfully co-exist.

More information at:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/37048/1940-nps-renewable-energy-en3.pdf

Vision

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Action Item 15

16th EIFCA meeting

29 October 2013

Calendar of meetings 2015

Report by: P J Haslam, CEO

Purpose of report

The purpose of this report is to propose dates for meetings of the Authority and sub committees thereof in 2015.

Recommendations

It is recommended that members:

- **Approve the calendar of meetings at Appendix 1.**

Background

The purpose of scheduling both full Authority and sub-committee meeting dates in advance is to give members, stakeholders and the public as much notice of meetings as possible and to aid forward planning of Authority decisions.

Proposal

In the past, only the dates of the quarterly meetings of the full Authority were scheduled annually. However, it is proposed to include dates for sub-committee meetings which, on past experience, have been required annually to consider recurring matters – for example, a January meeting of the Finance & Personnel Sub-Committee to agree the provisional expenditure estimates to meet budget deadlines; a late February meeting of the Planning & Communications Sub-Committee to approve the Annual Plan and Research and Environment Plan to meet Defra deadlines.

Officers accept that circumstances may arise which might make it necessary to change or cancel scheduled sub-committee dates. Officers will consult on any necessary changes with the Chair and/or Vice-Chair of the relevant sub-committee and will notify members promptly. The information on the Authority's website will also be updated when changes are made.

The calendar of meetings to October 2014 is attached as Appendix 1 to this report. Full Authority meetings have been scheduled in line with the convention that they take place on the last Wednesday of the relevant month.

Consultation

No consultation has taken place. Members are asked to express their views as part of the discussion on this item.

Financial implications

The cost of holding meetings away from the Eastern IFCA offices will be contained within the provision in the Authority's budget.

Regulatory implications

There are no regulatory implications.

Communications

The Authority posts the dates of meetings on its website once they are agreed.

Appendix 1 to Action Item 15
16th EIFCA meeting

Meeting	Date	Time	Proposed venue
Finance & Personnel Sub-Committee	Wednesday 14 th January 2015	1030	Eastern IFCA Offices, King's Lynn
17th Eastern IFCA	Wednesday 28th January 2015	10.30	Boathouse Business Centre Wisbech
Planning & Communication Sub-Committee	Wednesday 25 th February 2015	10.30	Eastern IFCA Offices, King's Lynn
Finance & Personnel Sub-Committee	Wednesday 15 th April 2015	10.30	Eastern IFCA Offices, King's Lynn
18th Eastern IFCA	Wednesday 29th April 2015	10.30	Boathouse Business Centre Wisbech
19th Eastern IFCA	Wednesday 3rd June 2015	10.30	Boathouse Business Centre Wisbech
Finance & Personnel Sub-Committee	Wednesday 24 th June 2015	10.30	Eastern IFCA Offices, King's Lynn
20th Eastern IFCA	Wednesday 29th July 2015	10.30	Boathouse Business Centre Wisbech
Finance & Personnel Sub-Committee	Wednesday 14 th October 2015	10.30	Eastern IFCA Offices, King's Lynn
21st Eastern IFCA	Wednesday 28th October 2015	10.30	Boathouse Business Centre Wisbech

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Action Item 16

16th EIFCA meeting

29th October 2014

Report by: Julian Gregory, Deputy CEO

CFP Reform Update

Purpose of report

To update members on progress of reform to the Common Fisheries Policy and the potential implications for Eastern IFCA.

Recommendations

That members note the content of the report.

Background¹³

The Common Fisheries Policy (CFP) is the EU's instrument for managing fisheries and aquaculture. The previous CFP, which aims for an economically viable fishing industry that minimises impacts on marine ecosystems, is judged to have failed. In particular the health of fish stocks has deteriorated, as has the profitability of fishing businesses while centralised bureaucracy appears to have increased.

Negotiation at EU level led to agreement to reform the CFP and the new Common Fisheries Policy (CFP) Regulation (EU 1380/2013) was formally adopted by the European Council of Ministers and the European Parliament on 11th December 2013 and applies from 1st January 2014. The new CFP will radically transform fishing practices in Europe with the three key objectives being:

- Achieving Maximum Sustainable Yield for fish stocks;
- Commitment to land all fish subject to catch limits (the "landing obligation") starting in 2015 and completing by 2019; and
- Development of measures to achieve the objectives of multiannual plans, conservation measures and discard plans at a regional level.

The CFP also includes, for the first time, a legally binding commitment to fish at sustainable levels, achieving 'maximum sustainable yield' by 2015 where possible, and by 2020 at the latest. This will ensure that annual quotas will be

¹³Defra (<https://www.gov.uk/government/policies/reforming-and-managing-marine-fisheries-for-a-prosperous-fishing-industry-and-a-healthy-marine-environment/supporting-pages/reforming-the-common-fisheries-policy>)

DARDNI (<http://www.dardni.gov.uk/index/fisheries/sea-fisheries-policy/eu-fisheries-policy/briefing-note-cfp-reform.htm>)

underpinned by scientific advice, to achieve healthy fish stocks and a prosperous fishing industry.

The new laws will also allow countries to work together regionally to implement measures appropriate to their own fisheries, rather than the previous centralised management approach from Brussels.

Maximum Sustainable Yield (MSY)

A key objective of the new CFP is to restore and maintain populations of fish stocks above biomass levels capable of producing maximum sustainable yield. A target is set that maximum sustainable yield exploitation rate shall be achieved by 2015 where possible and, on a progressive, incremental basis at the latest by 2020 for all stocks.

The main implication of this commitment will be on the allocation of Total Allowable Catches (TACs). Arguments to raise TACs purely on socio-economic grounds will no longer carry weight and in future States will only be able to argue for higher TACs than

recommended by scientific assessments if they can put forward a robust scientific case to demonstrate that an alternative TAC will still result in a stock achieving MSY by the 2020 deadline. Where a stock is already on target to achieve MSY by 2015, the Commission will strongly resist attempts to extend the deadline.

It is anticipated that stocks of all "fin fish" species should start to show improvement over time due to the adoption of highly selective gear and the consequent greater survival of juvenile fish.

Landing Obligation

The landing obligation is a ban on discarding fish overboard but it will only apply to stocks subject to Total Allowable Catches (TACs). It will be phased in starting from 1st January 2015 for pelagic fisheries (primarily herring and mackerel) and from 1st January 2016 for Nephrops and whitefish/demersal fisheries.

In the Nephrops fishery, no Nephrops may be discarded from 1st January 2016 but the fleet will have until 2019 to stop discarding any by-catches of other species that are subject to TACs.

It is widely acknowledged that implementing the discard ban for demersal species will be a significant challenge when compared with the ban for pelagic species.

Exemptions

Fishing fleets can take advantage of exemptions and flexibilities and there is ongoing work at UK and European regional level (post) to explore these and clarify the rules for applying them.

Non quota species

The landing obligation does not apply to species that are not subject to TACs and quotas. This includes a limited number of "fin fish" species (e.g. bass) and shellfish such as scallops, crab and lobster.

Species with high survivability

The CFP will allow some species to be returned to the sea where scientific evidence demonstrates high survival rates, taking into account the characteristics of the gear, the fishing practices and of the ecosystem.

De minimis

A de minimis exemption is permitted where it can be demonstrated through clear scientific evidence that selectivity cannot be further improved, or that handling unwanted catches would involve disproportionate costs.

The exemption allows up to 5% of the total annual catches of all species subject to a landing obligation to be discarded, however it would have to be incorporated into a discard plan agreed and recommended by a regional group of Member States (post) and approved by the Commission.

To help Member State fleets adjust during the transition period (2015/16/ to 2019), the de-minimis exemption is 7% of total annual catch in years one and two, 6% in years three and four, and 5% thereafter.

Regionalisation

One of the key reforms was the provision for member States with a direct management interest in a regional fishery to come together and develop recommendations for the achievement of the objectives of multiannual plans¹⁴, conservation measures or discard plans. In effect Member States are being given the opportunity to work out the detailed actions required to achieve these objectives rather than these being proposed centrally by the Commission.

Member States will be given a set time period to co-operate with one another, consult with the stakeholder led Regional Advisory Councils, and produce joint recommendations. There is an expectation that provided the recommendations are consistent with the achievement of multiannual plan, conservation or discard objectives they will be accepted by the Commission and implemented.

Regional Management Groups

Regional management groups have been established and their primary focus is to develop discard plans. The North Sea is covered by the Scheveningen Group, which involves Belgium, Denmark, Germany, France, the Netherlands, Sweden and the United Kingdom. As well as developing discard plans the management groups will also be gathering data, highlighting data gaps and exploring the issues around maximising the use of flexibilities.

The Scheveningen Group has recently submitted its discard plan for pelagic fisheries to the Commission.

Quota flexibility

In recognition that landings of species to which quotas apply will increase there will be a change in the way that scientific advice is given and TACs set. Previously Total Allowable Catches were in fact total allowable landings, as estimates of fish discards were factored into the quotas that were set. For example if the appropriate catch for a stock was 1,500 tonnes, but 500 tonnes was thought to be discarded the TAC would have been set at 1000 tonnes to take into account fish caught but thrown away. From now on those fishing vessels will be expected to land all quota species that they catch the TAC should increase to take account of increased landings.

¹⁴ Multiannual plans under the new CFP will include the target of fishing at maximum sustainable yield and a deadline for achieving this target. They will also contain measures for the implementation of the landing obligation. They should also contain safeguards for remedial action where needed, and review clauses, among others. Multiannual plans may also include technical measures (European Commission http://ec.europa.eu/fisheries/cfp/fishing_rules/multi_annual_plans/index_en.htm)

However the level of TAC uplift across all stocks is uncertain and will be subject to scientific advice, bearing in mind the need to achieve MSY target dates.

Due to the current level of discarding in many fisheries and to data gaps, a TAC uplift may still not be enough to cover what fishing vessels are expected to land in future. For many fisheries there are a few critical species for which discards are high relative to the quota available, and these are known as "choke" species. They are the first species for which quota will be exhausted.

According to the Regulation once the quota of any species becomes exhausted the fishery will have to close, unless the exemptions can be deployed or landings are offset against target species quota.

As well as the exemptions discussed earlier, Member States can reduce the effect of choke species by offsetting landings of choke species against up to 9% of the quota of the target species in the fishery.

Amendment of the Technical Conservation Regulation

The Commission itself is amending the current Technical Conservation regulation to remove any rules that previously meant fish had to be discarded. The main issue concerns Minimum Landing Sizes (MLS). Previously any fish that was below MLS had to be discarded. For fish subject to TACs this can no longer happen. The MLS for these species is now called a Minimum Conservation (Reference) Size (MCS). Small fish can now be landed but they cannot be sold for human consumption.

European and Maritime Fisheries Fund (EMFF)

The EMFF will supersede the European Fisheries Fund and will provide €243m over seven years. It is intended to support sustainable and competitive fisheries and could be employed in finding markets for fish that would previously have been discarded.

An allocation of €20m will be made for enforcement in England, which equates to circa €2.8m per annum assuming an even annual allocation. This will include expenditure on vessels but the proportion has yet to be determined. To qualify, vessels will be required to spend 60% of their time on enforcement duties.

Around €50 will be available for data collection for the whole of the United Kingdom.

Implications for Eastern IFCA

The overall implication of CFP reform is not yet fully understood and until relatively recently work at the national level had been undertaken without significant input from the IFCAs. This has now been addressed as the CEO of the Association of IFCAs attends a CFP Reform Stakeholder Group and the Deputy CEO from Eastern IFCA sits on a CFP Reform Enforcement sub-group in his capacity as chair of the National Inshore Marine Enforcement Group. The sub-group reports to an overarching CFP Reform Implementation Steering Group established by Defra.

The imminent introduction of the discard ban for pelagic species is unlikely to have an immediate impact, primarily because the MMO judge the highest risk as being three large vessels (>24m) that are responsible for circa 90% of all pelagic landings. It is acknowledged that this falls within their jurisdiction and their preference is for CCTV monitoring or the presence of observers aboard the vessels.

It is accepted that there are gaps in knowledge in relation to the rest of the fleet and the overall approach from the MMO, particularly for the <10m fleet, will be one of observation and evidence gathering in the first instance. This may involve some level of partnership working with IFCAs but the focus is likely to be on the higher priority herring fishery in the Thames Estuary and the herring / sprat / pilchard fishery in the south west.

As more detail on CFP reform merges it may be necessary to assess existing and future byelaws against the CFP to ensure that there is synergy where it is required.

Whilst the impact of CFP reform has yet to be fully appreciated it is taking place against a backdrop of diminishing resources and the MMO have seen a reduction in funding of 40% since they were established less than four years ago. It is understood that further budget reductions are likely and when combined with their development of an outcome focussed enforcement policy it appears likely that they will increasingly look to partners to achieve things on their behalf in the future.

The potential implications of CFP reform for Eastern IFCA will continue to be actively monitored.

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



Information Item 17

16th EIFCA Meeting

29 October 2014

Report by: P J Haslam, Chief Executive Officer

Quarterly progress against Annual Plans

Purpose of report

The purpose of this report is to update members on progress towards the objectives established in the Annual plan.

Recommendations

Members are recommended to:

- **Note the contents of this report**

Background

Eastern Inshore Fisheries and Conservation Authority is mandated to produce an annual plan each year to lay out the expected business outputs for the year ahead. The plan for financial year 2014-15 was agreed by the Planning and Communication Sub-Committee on 26 February 2014 and published thereafter.

Report

The tables at the Appendix detail the progress against the key priorities set in the Annual plan for 2014-15

Conclusion

Following a very busy 2013 the pace has not eased and Authority officers are working hard to deliver across the breadth of business. There is a greater sense of driving the pace rather than reacting to a time scale imposed from elsewhere which means that demands on staff and work tempo can be better managed to preserve morale and effective performance.

Background documents

Eastern Inshore Fisheries and Conservation Authority Annual Plan 2014-15.

APPENDIX 1

Eastern Inshore Fisheries and Conservation Authority

29 October 2014

Quarterly Progress against Annual Plan

9 major priorities were established in 2014-15.

Major Priority	Progress	Comment
<p>To continue investments in staff to preserve appropriate subject matter expertise</p>		<p>Management Development:</p> <p>Over the last two years there has been a significant amount of work in pursuit of this objective. There has been a requirement to focus on setting the team up for success and to this end, a good deal of effort has been made to ensure officers are trained, equipped, supported and enabled to do their respective roles. The majority of this work is complete.</p> <p>Earlier this year we spent valuable time with the whole team developing our core values. To truly embed these and to achieve the necessary cultural shift, the Executive team has resolved to visibly 'lead' in accordance with these values and in turn, to support the supervisors to 'perform' by them and bring them to life within their own teams.</p> <p>It is apparent that it is now time to adjust the head mark. As a result, and to ensure the Executive team are focussed on the right priorities, it was agreed that a strategic business review was required. This business planning event took place on 26 September 2014.</p> <p>Key Outcomes:</p> <p>Leadership and Management</p>

It was agreed that Executive officers need to move fully into a leadership role where clear outputs and outcomes are planned, articulated and delegated to the managerial level to deliver. For very necessary reasons, Executive officers have had to be very involved in the day to day running of IFCA business in order to embed safe, professional and value for money delivery of statutory duties. The penalty of this 'hands on' approach has been to establish a dependency culture and an expectation amongst staff that Executives take an active part in all business from routine administrative procedures to corporate strategic planning. This has crowded the management space and has not enabled Executives to appropriately focus 'up and out' of the organisation to plan future outputs and outcomes.

To resolve this, it was agreed to adjust the Executive focus and to fully empower the supervisory level to deliver their management function. This will require a degree of further training for middle managers, which will be provided by Executive officers, and formal delegation of accountability for delivery to the appropriate level.

Employee engagement:

Employee Engagement Plan - Following the update given to members in June 2014, the employee engagement plan has been finalised and is now a working plan to further develop engagement within the Authority. It is important to note that this plan has been developed by all staff and everyone has shared ownership to ensure the fulfilment of the plan.

Best Employee survey - We completed the survey in June this year so that we could measure our progression against the benchmark set in 2012. We received a very impressive 100% response rate, which really helps the validity of the results.

The results show a significant shift in employee perception from that in 2012 which is very encouraging and is reflective of the focus we have had (and continue to have) on setting the right employee culture within Eastern IFCA.

A comparison of the 2014 results against those from 2012 is shown in appendix 1, however some of the key messages are:

- In 2 areas we scored above the comparison group
- In 7 areas we scored the same as the comparison group
- In only 3 area we scored below the comparison group, though only by 1 position

This is great news that confirms we are working together in the right direction in order to set the right culture within the authority and improve employee engagement, however there is still room to further improve and our aim is to at least match, if not better our results from that of the comparison group when the survey is re-run again in 2016.

IIP review and re-accreditation

Last November, we were assessed by Investors in People (IIP). The outcome of the Assessors' review at the time was that we were 'working towards the standard' and that we would be re-assessed in a year's time.

It should be noted that there have been significant changes as to how IIP is assessed in the workplace since our original assessment and accreditation in November 2010. It is now far more evidence-based, looking for verification of our processes in action through employees perceptions. Whilst this change makes it more difficult to achieve the standard, it is a far more robust assessment which gives employers

		<p>qualitative data regarding what processes have been truly embedded and the perceived value of these from the eyes of the employee.</p> <p>During this year we have worked to develop the areas highlighted by the Assessor and we will be re-assessed on 26 November 2014.</p>
<p>To complete the process of transition from Sea fisheries Committee to Inshore Fisheries and Conservation Authority</p>		<p>The operational intent is to ensure that all elements of Authority business are fit for purpose to support continued success into the future. At the strategic level, the targeted outcome is to ensure that officers are appropriately focussed on the delivery of Marine and Coastal Access Act 2009 (MaCAA 09) duties. This will enable the Authority to become more proactive in identifying and resolving fisheries and conservation management issues but also will ensure that officers receive appropriate leadership and management.</p> <p>Projects this year include:</p> <ul style="list-style-type: none"> • Wholesale re-organisation of digital data holdings to ensure that data is accessible by all, that we meet the Defra requirement for data to be <i>'collected once, used many times'</i> and that the Authority adheres to the provisions of the Data Protection and Freedom of Information acts. • Relocation to more conducive office accommodation to ensure that staff members have the requisite working conditions to meet minimum statutory requirements and to promote optimum work outputs. • Review of Operational design - As part of the transition process it was recognized that due diligence would require a continuous review of the staff structure and working practices to assure that they will best aid the delivery of success into the future. The first phase of this process has already delivered a Project officer to the Protection team and an additional Marine Environment Officer to reflect the quantity of work being

		<p>routinely processed by the Environment team. The next phase of this review will focus on enabling the Protection team to optimize outputs. There are a number of drivers to prompt this latest phase of staff structure review but principle amongst them are a sense that the Protection team are not best enabled to deliver their remit and the delivery of a second patrol vessel. On both counts it is essential that the operational design enables demonstrable and routine presence throughout the district and draws the full benefit from the significant investment in sea going assets.</p> <ul style="list-style-type: none"> The review will be conducted using in house resources and will start with an assessment of role, function, utility and outputs of the 'as is' structure to inform the subsequent development of potential 'to be' structures. Head HR and Head Finance will lead the initial assessment activity which will build on the significant investments made last year in training, equipment and manpower.
<p>To ensure that the conservation objectives of Marine Protected Areas in the region are furthered by delivering fisheries management measures for 'Amber and Green' designated features within European Marine Sites (EMS) within the mandated timeframe and formulating potential management measures for Tranche 2 candidate Marine conservation zones (MCZ)</p>		<p>Work towards the delivery of fisheries management measures to protect vulnerable features and species in European Marine Sites is firmly in the delivery phase following significant preparatory work to screen, filter, prioritise and agree the proposed way ahead with partners. The outputs for this year include:</p> <ul style="list-style-type: none"> Eastern IFCA Protected Areas byelaw protects 3 high-risk features in 2 EMSs. Innovative flexible nature of byelaw means it can be applied to other features and within other EMSs if assessments determine that fishery restrictions are required.

		<ul style="list-style-type: none"> • Voluntary Code of Conduct in place to protect 1 feature group in 1 EMS (overwintering birds in Stour & Orwell Estuaries SPA). • Wash Fishery Order (Regulating and Several hybrid Order) prohibits dredging for bivalve molluscs without licence (routinely assessed under Habitats Regulations since 2002) in 2 EMSs (The Wash & North Norfolk Coast SAC/The Wash SPA). • Two existing Eastern IFCA byelaws restrict trawling and dredging (for bivalve molluscs) within part of one T2 rMCZ (no T1 MCZs; only 1 T2 MCZ in EIFCA district). <p>Progress since last report</p> <ul style="list-style-type: none"> • Activities related to implementing management measures • EIFCA Authority agreement on management process for “amber and green” interactions (please see attached diagram) • Screening report completed for non-occurring interactions (1,168 interactions, which is 53% of EIFCA amber & green interactions) • Trial HRA completed for high-risk amber interaction; feedback received from Natural England; management measure discussions to follow. • HRA support documents (site summaries, fishing activity reports, site prioritisation reports and fishing impact reports) in preparation by research and environment officers – start of rolling 18-month period allocated for HRAs and development of
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management measures

- Signage in place for EIFCA Protected Areas byelaw
- Promotion of EIFCA Protected Areas byelaw through European Marine Site management groups, local stakeholder groups and outreach events within EIFCA district.
- Discussions held with KEIFCA, MMO, NE, JNCC, national and international fishing industry interests regarding management options for straddling EMSs (3 EMSs within EIFCA district extend beyond 6nm and 12nm boundaries).

Other relevant information

- Additional Marine Environment Officer recruited as part of EIFCA organisational drive to meet EMS project deadlines
- Continued feature evidence review
- Continuing fishing impacts evidence review
- Evidence gap analysis report produced
- Surveys of red risk features undertaken in Wash & North Norfolk Coast SAC and in Humber Estuary SAC (to inform review of Regulatory Notices issued under EIFCA Protected Areas byelaw)
- Site visits undertaken in 4 EMS with EIFCA & NE; further visits planned

		<ul style="list-style-type: none"> • Fishing activity evidence gathering ongoing • Monthly EIFCA/NE liaison meetings ongoing <p>Risks to delivery</p> <ul style="list-style-type: none"> • Large number of fishing/gear interactions requiring assessment and subsequent development of management measures means significant officer resource required for this project • Lack of detailed conservation objectives in many sites reduces strength of assessment conclusions – potentially reducing IFCA confidence in requirement for management. • Clarity required with respect to existing legislation for management of certain fishing activities (e.g. bait digging) within SSSIs that are also EMSs – to avoid duplication of regulation. KEIFCA and EIFCA in discussion with NE. Potential to affect approach for multiple gear/features interactions in multiple EMSs.
<p>To commence a comprehensive byelaw review process comprising of three stages:</p> <ol style="list-style-type: none"> 1. exclusion of byelaws not applicable or relevant to the Eastern IFCA District 2. like for like substitution of uncontested byelaws directly applicable to the Eastern IFCA District 3. development of complex or contested or 		<p>Officers have developed outline proposals for an approach to the byelaw review that will adopt a progressive approach to fisheries management in the district as opposed to simply reviewing legacy byelaws. This will be considered by the Regulatory and Compliance sub-committee in November 2014 and involves the following elements:</p> <ol style="list-style-type: none"> 1. A three stage approach to developing new management measures and subsequent enforcement activity: <ol style="list-style-type: none"> a. Overarching strategy setting out principles based upon

<p>new byelaws.</p>		<p>knowledge, experience and national guidance</p> <ol style="list-style-type: none"> b. Regulatory risk assessment to prioritise the fisheries in our district, including consideration of pressing issues such as whelks and sea bass c. Development of appropriate management regimes for each in accordance with need and evidence base d. Enforcement risk assessment (annual) to guide activity via the TCG process <p>2. Housekeeping exercise on legacy byelaws based upon:</p> <ol style="list-style-type: none"> a. Removing most of inherited North Eastern Sea Fisheries Committee (NESFC) byelaws b. Removing defunct ESJFC byelaws c. Revising ESJFC byelaws that require amendment to make them relevant and effective (minor changes) d. Making ESJFC byelaws IFCA byelaws and extending to cover old NESFC territory
<p>To promote sustainable development through a project to rejuvenate previously productive fishing grounds</p>		<p>The project has been delivered.</p> <ul style="list-style-type: none"> • The use of funding from the fisheries propagation funds was agreed with Wash based fishing associations. • The methodology and location was discussed and agreed with local industry representatives

		<ul style="list-style-type: none"> • An Invitation to Tender to provide boat services was issued and received 2 responses. • Permission to lay cockle shell as culch was brokered with the MMO • Field work to lay 92 tonnes was completed in late May • The sites are now being monitored to assess whether they are attracting mussel spatfall.
To balance the needs of all within the fishery by developing RSA strategy in light of A2012		The strategy has been drafted, consulted upon and published. Parallel work to engage regional partners from council level to individual RSA participants is ongoing.
To support the viability of industry by driving individual applications through the Wash Fishery Order shellfish lay allocation process		Delivered as detailed in MPA Sub committee report at Item 9.
To discharge responsibilities under the Wash Fishery Order (1992) and consider a review of its provisions		The scope of this objective is being considered and developed. It may be more productive to consider a medium to long term strategy for the Wash fishery and then to develop the tools to deliver that strategy, which would include a refreshed WFO, as opposed to a one dimensional re-write of an existing document. Options will be delivered to Authority members in due course.
To continue the Seagoing Assets Review and to procure the second enforcement vessel		<p>The delivery of <i>FPV John Allen</i> as an interim vessel in May 2013 was a significant step in terms of restoring an enforcement presence at sea and enabling an assessment of the suitability of cabin RIBs for fisheries and conservation protection. As a consequence the following has been achieved:</p> <ul style="list-style-type: none"> • Proof of concept in relation to type of vessel • Commencement of the procurement process for a second vessel with the specification being informed by lessons learned from <i>FPV John Allen</i> (delivery anticipated during the

		<p>early summer of 2015)</p> <ul style="list-style-type: none"> Decision to retain <i>FPV John Allen</i> on a permanent basis with plans to upgrade her capability for the role during the winter months
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Subordinate Priority	Progress	Comment
To influence and shape the national inshore marine management debate and narrative.		Through attendance at national meetings and other fora.
To continue to advance the Authority's understanding of the species, habitats and activities occurring in the district.		In accordance with Research and Environment plan 2014-15
To contribute to 'Project Inshore'. This national project will assist the Authority by providing an independent assessment of the state of each major fish/shellfish stock within the Authority's district which will help inform the byelaw review process and future work of the Authority to ensure sustainable exploitation of these resources.		The Phase 3 report has been published following a consultation period. Phase 4 activity will be scoped with Project Inshore.
To contribute to data requirements to meet Marine Strategy Framework Directive commitments (particularly crab and lobster).		Ongoing crab and lobster bio sampling work.
To engage with marine planning issues, including consultations on marine licenses and developments and active participation in Commercial Fisheries Working Groups.		56 consultations completed this year to date. Active participation in CFWG for East Anglia Offshore 1-4, Greater Gabbard, Galloper and Race Bank wind farms. Refer to agenda item 14
To continue to promote the work of Eastern IFCA through outreach events.		7 events attended. Trailer based office deployed on 3 occasions so far with very positive results.

		Stakeholder community meetings scheduled for November
As a Directing body contribute to the activities and output of the Association of IFCA's.		Ongoing.

Key:

	Complete
	In progress
	No progress

Vision

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Information Item 18

16th EIFCA meeting

29th October 2014

Report by: Julian Gregory, Deputy CEO

Marine Protection Quarterly Reports

Purpose of report

To provide members with an overview of the work carried out by the Area IFCOs and the vessels, *RV Three Counties* and *FPV John Allen*.

Area/Vessel	Officer
Area 1 (Lincs & Kings Lynn)	Jason Byrne
Area 2 (Norfolk)	Adrian Woods
Area 3 (Suffolk)	Alan Garnham
<i>RV Three Counties</i>	Simon Howard
<i>FPV John Allen</i>	Simon Lee

Recommendations

Members are asked to:

- **Note the content of the quarterly reports from the Area Officers and the skipper of the research vessel Three Counties**

Background documents

Area Officers and Skippers quarterly reports for July to September 2014

Eastern Inshore Fisheries & Conservation Authority

From: Jason Byrne Fishery Officer (Area 1)
To: Julian Gregory
Date: 9th October 2014
Ref: Monthly Report Area 1
Monthly Report: July, Aug, Sept 2014

Area 1: Hale Sand – Kings Lynn

General

Throughout this quarter fishing activities have included twin beaming for Brown & Pink Shrimp, mono netting from sea and shore, potting for Crab, Lobster, Whelks, netting & longlining for Bass, rod and lining from sea and shore & handraking for Cockles. This year's Cackle fishery has seen the introduction of standard bags which for the EIFCA and for some of the fishermen has been a big success. Towards the end of the quarter on the handraked Cackle fishery there has been a drop in vessels participating, from Boston & Kings Lynn port there was a total of 54 vessels which has now decreased to 34 vessels, those vessels that have stopped handraking Cockles are focusing on the Brown Shrimp fishery once again. Whelks seemed to have stopped moving on the ground during August due to the warm weather.

Port Summary

Saltfleet - Chapel point

One commercial vessel from this area managed to achieve 53 trips potting for Crab & Lobster throughout this quarter. Monofilament nets have been used along the coast for Bass & Mullet fishing by shore based anglers. On my observations fish sizes & net sizes have all been correct. Some of the vessel based anglers have started to take pots away and deploy them whilst they are rod & lining over the tide, main species being targeted is Bass. One other vessel based angler has been potting for Crab and believed to be selling the product from the roadside, after contact with the MMO he was reminded by myself he needed a buyer/seller licence for this to continue, he immediately removed signs and on further visits no reports have been made.

Skegness – Gibraltar Point

Two commercial vessels have been potting for Crab, Lobster, Whelks & longlining/netting for Bass throughout this quarter totalling in 39 trips being achieved between them. I have been in contact with recreational anglers shore based & vessel based for catch returns and they are now concerned about the monofilament net ban and are a little hesitant in passing over catch returns. During August a man's body was found four mile from the shore by a turbine maintenance crew which was then recovered by the Skegness RNLi crew.

Boston

A total of 21 vessels handraked Cockles throughout this quarter totalling in 643 landings being made. During August some of the fishermen believed that EIFCA should take measures to close some of the beds this side of the Wash as the brood was also being disturbed, the main sand being *Tofts Sand*. Towards the end of this quarter six of these vessels were gearing up to go dredging Cockles down the Thames.

Fosdyke

Four vessels have been lifted out of the water at the Marina for general clean ups, these vessels are from Wells Next The Sea & Brancaster. Several anglers have also been fishing from the marina for Bass & Mackerel. Vessel based anglers have been rod & lining for Bass off the Tabs Head area and have been in contact with EIFCA for net sizes. Anglers fishing out of Surfleet have seen a high numbers of Bass being caught this year. Towards the end of this quarter the Marina has stated to fill up with pleasure vessels as winter is on its way.

Sutton Bridge - Wisbech

Whilst we have been out on FPV *John Allen* we have seen a few angler vessels sailing out of Wisbech, there are also a few kayaks starting to rod and line just outside the mouth of the Wisbech river, & Wisbech No.1 area targeting Bass, two nets had been deployed on the edge of IWMK sand targeting Bass & Mullet.

Kings Lynn

A total of 33 vessels from this Port worked the handraked Cockle fishery throughout this quarter totalling in 695 landings being achieved. During July a lot of the Cockles on the Holbeach sand seemed to be dying off with mixtures of shell in; photos were taken by EIFCA officers whilst on landings and passed over to the office. Other cockle beds seemed to have the cockles scattered in little patches on the sands, some of the vessels were still managing to get their two tonnes quota, and others preferred to get one tonne of bigger cockles. During August the Cockles got a lot of mixed brood (sizes) throughout the sands, some of the fishermen thought that the cockle fishery should be closed as they believed next year's stocks were being disturbed. Towards the end of this quarter only 17 vessels remained handraking Cockles whilst the other vessels turned their efforts to the Brown Shrimp fishery. 114 landings were achieved by 19 vessels twin beaming for Brown Shrimp, one further vessel potted for Whelks achieving three trips & relayed Mussel seed from Morecambe Bay onto private lays within the Wash.

Species Summary

NB All landing and effort (e.g. potting) figures detailed within this report are estimates based upon observations made by Fishery Officers and reports from fishermen. They are intended to be an indicator only and should not be regarded as definitive figures.

Saltfleet - Chapel Point

Number of vessel inspections:		8
Species	Landings (kg)	Value of catch (£)
Crab	42,718	46,988.00
Lobster	3,616	34,725.00

Skegness – Gibraltar Point

Number of vessel inspections:		5
Species	Landings (kg)	Value of catch (£)
Crab	12,585	13,843.00
Lobster	1,795	17,197.00
Whelks	2,208	1,655.00
Bass	315	3,307.00

Boston

Number of vessel inspections:		32
Species	Landings (kg)	Value of catch (£)
Handraked Cockles	1,082,302	540,757.00

Fosdyke

Number of vessel inspections:		1
Species	Landings (kg)	Value of catch (£)

Sutton Bridge

Number of vessel inspections:		3
Species	Landings (kg)	Value of catch (£)

Number of vessel inspections

Kings Lynn

Species	Landings (kg)	166 Value of catch (£)
Brown Shrimp	79,001.5	175,622.00
Handraked Cockles	1,066,199	528,973.00
Pink Shrimp	600	720.00
Whelks	2,347	1,760.00
Relayed Mussels	81,271	0

Potting

Crab and lobster

Number of pots inside 6nm fished by vessels from within area:	2200
Number of pots outside 6nm fished by vessels from within area:	2200

Bio-sampling of brown crab and lobster

Number of brown crab measured during the month:	338
Number of lobsters measured during the month:	41

Whelk

Number of pots inside 6nm fished by vessels from within area:	2300
Number of pots outside 6nm fished by vessels from within area:	200

Non Commercial Activities

Recreational Sea Anglers (shore based):

Number of anglers inspected:	5	
Locations fished:	Species targeted:	Average catch (kg):
Saltfleet	Bass	18

Recreational Sea Anglers (vessel based):

Number of vessels inspected:	6	
Locations fished:	Species targeted:	Average catch (kg):
Freemans Channel	Bass	12
Wisbech No.1	Bass	20
Saltfleet	Bass	8
Skegness	Bass	6-12
Sutton Bridge	Bass	4
Fosdyke	Bass	6

Charter Angling Vessels:

Number of charter vessels inspected:			
Number of vessels in area:	0	Number of trips:	0
Species targeted:		Number of anglers:	0
	0	Total Landings (kg):	0

Locations fished throughout the month: 0

Fishery Officer Duties

Training:

None.

Other duties carried out:

Attended staff meetings.

Attended TCG meetings.

Attended DONG energy meeting.

Attended PDP meeting.

Attended Cockle fishery meeting.

Away on JA monitoring Cockle fishery/closed areas.

Away on JA patrolling anglers.

Away on Pisces walking sands.

Cockle landings Kings Lynn & Boston.

Bio Sampling/catch composition escape hatches at Saltfleet/Lincs Coast.

Horseshoe Point Cockle survey.
Away on TC, DSP sampling.
Away on JA Lincs Coast patrol on Potters.
Put JA back in water at Wisbech.
Erected new EIFCA signs at Horseshoe Point.

1st sale value of different species within this area (£/kg)

Crab	1.10
Lobster	8.00 - 10.50
Whelks	75p
Brown Shrimp	2.03 - 3.30
Pink Shrimp	1.20
Bass	10.50
Handraked Cockles	40p - 55p

Eastern Inshore Fisheries and Conservation Authority

From: Ady Woods I.F.C.O (Area: Norfolk Coast)
To: J. Gregory, DCEO
Date: 15 October 2014
Ref:
Quarterly Report: July – August – September – 2014

Area: Norfolk Coast: Heacham to Great Yarmouth

General

Throughout this past quarter fishers have generally been lucky with the weather, all in all only around 15 days were lost to weather from some possible 92 days.

The mood on the ground seems mainly good with the majority of fishers having had a good year to date.

The Fisheries

Crabs – has been bit of a mixed bag, there has continually been ample of crab on the inshore grounds at all states of this quarter, which has suited the inshore guys fine, being able to catch ample crab and selling it at the highest premium possible, to a captive audience. Which is something which doesn't happen so often, normally the offshore fleet are more relied upon to keep the stalls replenished with crab.

Lobster's – this fishery makes one wonder how it continues to produce the way it does!

This quarter may not have been the best on record; however it keeps producing fish little and often, which suits fishers just fine.

Whelk's – throughout the summer months this fishery for the first time in a year or two began to show signs of slowing up. Although this isn't known whether it's down to stocks being over fished or whether it's a natural occurrence as the water has been warming up. The latter is likely to be the case as generally whelks are known to be most active during their breeding season which tends to run from October through to May, it's thought that spawning doesn't take place until the temperature of the water drops to below 9°C.

However it will pay to closely monitor this fishery in the coming months, in case things don't improve and some regulation may be required to maintain a sustainable fishery for the future.

Netting – Throughout this past quarter as far as netting is concerned, there certainly hasn't been anything to shout about. Either the water has been to sheer or after there has been some movement in the water, there has then been too much weed.

For those which have been setting fixed nets whether it be gill or trammels, the results have been the same, either a very little fish, or no fish as the seal got there first.

And as for those vessels who are accustomed to drift netting for Herring and Mackerel, they too have had a very poor quarter, without any sizeable hauls worth mentioning.

Angling – around the coast there has been ample opportunities to catch fish, the shingle beaches during July were producing some good quality mackerel particularly over the evening high tides. Elsewhere around the coast catches of good Bass have been had, they may not have been in great numbers but have been good solid fish, falling mainly to a mixture of baits. Other fish which have been coming to our shores have included Dabs, Flounders, Eels, Whiting, and a few Codling.

For those anglers who are generally thought to be the lucky ones, who have a boat at their disposal and are able to reach the fish where an angler on the beach can't, haven't been quite so fortunate this year, as further offshore fishing has been poor.

Emerging Issues

The Gentleman's Agreement between the inshore and offshore fishers has continued to be an issue.

There has only been a few of the offshore vessels working close inshore (about a mile from the beach), but even with this low number it has proven difficult for the two to work alongside each other, as they operate in different ways.

The offshore fleet tend to self-shoot from a door in the stern, so everything goes down bar tight. If they happen to shoot over the ends of a shank of pots or over the pots themselves the small inshore boats don't have the power to get their gear up to clear it.

It is also feared by the inshore fleet that if the offshore fleet were to move all their crab pots on to the inshore grounds then this would possibly force the inshore fishery to crash in a very short time.

The Whelk Fishery vessels which are operating within this fishery have also been creeping closer inshore, operating on known crab grounds. The trouble with these vessels is that they shoot their gear across the ground/tide whilst crabbers shoot with the tide, which again causes troubles for the smaller boats as their vessels are limited in the weight to which they can lift, (by either the power in the hauler engine or the technicalities within the design of boat, being narrow upfront they're not the best shape for lifting heavy loads, and could possibly dip under).

Wind Farms

Sheringham Shoal Windfarm during July had some issues with a fisher, a vessel operating within the site doing surveys around the turbines came across the gear, and having already lost a few days to weather decided that they couldn't possibly wait for the fishing vessel to come and move their gear and hence they decided to lift it on to their deck, causing some damage to the gear. This was rectified and the fisher was compensated for the loss of his pots.

Race Bank this Windfarm has and was always going to be a contentious issue. DONG Energy who has bought the licence to build the Windfarm and operate it, was trying to work with the fishermen to establish suitable compensation to cover the loss of fishing time, to allow them to carry out surveys along the cable route and within the Windfarm site.

As it neared to the start of the survey time, DONG took out an injunction against the fishermen to stop them fishing within the survey areas.

At the end of the quarter, the fishermen concerned had met with their local MP Norman Lamb to discuss a way forward, and the cable route survey has been put off until March 2015.

Port Summary

Inshore Fleet

The inshore fleet has had one of its best summers for some years, when all the tourists about wanted to buy the local wares, the crabs are often slow. However This year has been very different; there has been a steady run of crabs all the way through the year.

Offshore Fishery

This fishery hasn't been so great once again. Although there has been a reasonable fishery, no one has experienced the fishery like they have done in the past; the days of landing 70, 80, 90 boxes of crab are long gone.

The trouble with this fishery during this quarter has been the amount of crab on the inshore grounds; this has hampered the offshore sales.

The lobster fishery within The Wash has helped to keep some vessels buoyant, although this fishery is showing signs of being overfished, with a far smaller average size lobster being caught compared to what it was when it was first exploited.

The offshore fleet will be looking to maximise their catches of crab during the

autumn, when the crab generally go slower on the inshore ground, (it also becomes more difficult to launch a boat from the beach, which in turns means less days to turn gear over and keep an eye on it), the potential trouble with the autumn fishery, is that the crabs which are to be landed are all the breeding stock for the coming years, these crab will be full of wax, which in time would become eggs/roe and the future!

Species Summary

NB All landing and effort (e.g. potting) figures detailed within this report are estimates based upon observations made by Fishery Officers and reports from fishermen. They are intended to be an indicator only and should not be regarded as definitive figures.

Brancaster

Number of vessel inspections:		6
Species	Landings (kg)	Value of catch (£)
Crab	8,950	18,795
Lobster	3,925	29,830
Whelk	26	20

Wells-next-the-Sea

Number of vessel inspections:		16
Species	Landings (kg)	Value of catch (£)
Crab	101,858	213,901
Lobster	12,261	93,183
Whelk	145,475	94,558
Bass	150	1,200
Mackerel	25	85

Morston

Number of vessel inspections:		3
Species	Landings (kg)	Value of catch (£)
Bass	8	64
Crab	6,300	19,530
Lobster	715	5,434
Whelk	40	28

Sheringham

Number of vessel inspections:		9
Species	Landings (kg)	Value of catch (£)
Crab	2863	8,875
Lobster	275	2,090
Mackerel	100	340

Cromer

Number of vessel inspections:		51
Species	Landings (kg)	Value of catch (£)
Bass	30	240
Crab	49,805	154,395
Lobster	9,172	69,707
Whelk	4,781	3,107
mackerel	2	5

Cley, Weybourne, E Runton, W Runton, Overstrand, Mundesley & Bacton

Number of vessel inspections:		16
Species	Landings (kg)	Value of catch (£)
Bass	93	744
Crab	16,809	52,108
Lobster	4,714	35,826

Sea Palling

Number of vessel inspections:		4
Species	Landings (kg)	Value of catch (£)
Crab	6,302	19,536
Lobster	1,079	8,200
Whelk	1,307	850

Caister & Gorleston			
Number of vessel inspections:		4	
Species	Landings (kg)	Value of catch (£)	
Herring	5	6	
Whelk	41,736	27,128	

Potting

Crab and lobster

Number of pots declared inside 6nm fished by vessels from within area:	12,000
Number of pots declared outside 6nm fished by vessels from within area:	4,000

Bio-sampling of brown crab and lobster

Number of brown crab measured during the quarter:	100
Number of lobsters measured during the quarter:	400

Whelk

Number of pots declared inside 6nm fished by vessels from within area:	5,500
Number of pots declared outside 6nm fished by vessels from within area:	2,500

Non Commercial Activities

Recreational Sea Anglers (shore based):

Number of anglers inspected:		62	
Locations fished:	Species targeted:	Average catch (kg):	
Brancaster	Bass	2	
Wells	Flats	0.5	
Cley	Mackerel and various	1 and 2	
Salthouse	Mackerel	1	
Weybourne	various	1	
Cromer Pier	Bass / Mackerel	3 / 1	
Trimingham	Bass	2	
Mundesley	Various	1.5	
Bacton	Fish	0	
Walcott	Fish	0.5	
Gorleston	Various	0.5	

Recreational Sea Anglers (vessel based):

Number of vessels inspected:		8	
Locations fished:	Species targeted:	Average catch (kg):	
Brancaster	Bass & Mackerel	0	
Trimingham	Bass	10	

Fishery Officer Duties

Training:

None undertaken

Other duties carried out:

July

1st Annual leave

3rd Dong Energy meeting

7th To Levington patrol Suffolk rivers

8th Patrol Suffolk rivers

9th Show JT around Area 2
 10th Report writing
 11th report writing
 15th Patrol coast with SP
 16th Speak to some offshore vessels about the Gents agreement, visit premises in West Runton
 18th Assisting Fisherman contacting SCIRA re gear losses & Cockle landings
 19th Cockle landings
 24th Getting PC repaired at Office & Cockle landings
 29th Crab sample collected for CEFAS Lt
 31st Visit MSC at LT to pick up equipment for JA

August

1st Staff meeting at Lynn
 3rd Sort out and drop off crustacean for Frampton show
 4th TCG at office
 6th Show new crew member around the coast line of Area 2
 7th Day trip on board John Allen
 11th Monthly plan, stats, time sheets, review PDP, MCSS
 12th Local beach patrol, TCG, PDP at office
 13th Monthly report and email
 14th Show new crew member around remainder of the coast of Area 2, including Lowestoft fish market
 15th - 31st Annual leave

September

1st Away day at Thetford
 2nd Crustacean meeting at Lowestoft
 3rd Enforcement in Suffolk
 4th Landings and Bio-sampling Cromer
 5th Rest day
 6th Rest day Pick up and drop off Crustacean for show
 7th Man the stand at Great Yarmouth Maritime Festival
 8th Toil
 9th Office Kings Lynn
 10th Toil
 11th Toil
 12th Patrol Sea Palling to Weybourne and landings
 13th Rest day
 14th Rest day Pick up, drop off crustacean for show and return to tanks after the show
 15th Reports and NNFLAG meeting PM
 16th Patrol Cromer to Brancaster, landings
 17th Lowestoft market, TCG, joint working with EA, MSC pick up life raft
 18th Medical, deliver life raft to JA at Wisbech
 19th Reports and stats brought up to date
 20th Rest day
 21st Rest day
 22nd - 30th Annual leave and Toil

1st sale value of different species within this area (£/kg)

Bass	8.00 - 9.50
Crab	1.20 - 3.05
Lobster	7.00 - 8.50
Whelk	0.60 - 0.70
Mackerel	3.00 - 4.25
Herring	1.20

Eastern Inshore Fisheries & Conservation Authority

From: Alan Garnham - Fishery Officer (Area 3 Suffolk)
To: Julian Gregory
Date: 15th October 2014
Ref:
Quarterly Report: **July –Sept 2014**

Area 3: Pakefield – Felixstowe Ferry**General**

Very warm weather continued throughout this quarter and brought up the sea temperatures especially with light winds bringing on the lobsters and crabs. The water turned clear giving a blue look in the sunshine.

Fishing effort during July decreased as many species disappeared in numbers.

Whelking during July was very strong with high reported catch returns.

Bass and Mullet again have been targeted this month as prices are holding high for 'wild' bass.

Trawling for sole dwindled due to the crash of price at Lowestoft. Prices went down to 70 pence per kilo many fishermen refused to put fish through and actually used sole for pot bait or sold it through Brixham market achieving a more sustainable price/return.

During July within the district several commercial fishermen reported huge amount of cod being caught in the nets around the 30cm -33cm mark. This happened six years ago and followed up with terrific landings of winter cod from October through to March.

FPV – Pisces spent two days on patrol in the rivers Stour, Orwell and Deben with several boarding of RSA boats. What I noticed in the rivers is the amount of bass and mullet and at one location miles upriver was mullet around 12-14lb. (British shore caught record is 14lb 2oz 12 dram) Fishermen were required to move their pots during July so a survey vessel could work in the cable route area for EAOW1 project. This eventually went quite smoothly.

Bait diggers commercial and recreational all reported a healthy stock within the rivers but are having trouble with keeping the bait cool when digging. Some turned to digging on the night tides.

Due to warmer weather continuing during August this had an effect on shellfish as lobsters moved a month early as potting catches increased.

Fishermen report that during August they continued to catch cod around 33 cms - 35 cms and are still hopeful of good cod through the forthcoming winter. Roker reports were good and many seem to be so close in, they are being caught by anglers on the beaches from Felixstowe up to Kessingland and further round the Norfolk coast.

Bass and mullet landings from rivers and sea have been high although eased off towards the end of the month.

During August I teamed up with officers from the MMO and inspections at restaurants and fish shops were made around Felixstowe. Although no offences were uncovered it was a good education exercise for local chefs now realising lobsters are measured rather than sold by a sizeable weight.

The touch tank went down well at the two day Ipswich Maritime event held in the wet dock. The star of the show was a "live" dogfish. Most children after touching it wanted to take it home and were proud to have held a member of the shark family. I also managed to get some shore and peeler crabs some were smaller than a fingernail. All creatures were returned to the sea.

A meeting with James White commercial fisherman and Stephen from the office produced a fishing effort return form of which he intends to trial with fishermen recording fishing effort including landings and discards to the main office.

Good weather continued throughout September with high sea temperatures. Lobsters and crabs continue to move giving good returns. Cod are showing around 35 -42 cms. Good reports of roker and sole throughout the area and I am still getting reports of beach anglers taking roker from the beaches at Felixstowe all the way up to Orfordness. Bass and mullet landings from rivers and sea have

now eased.

During the month I teamed up with officers from the MMO and inspections were made around Felixstowe. Complaints around Southwold resulted in joint working with a fishery officer from the Environment Agency resulting in enforcement action where a sea trout was confiscated.

During the last week of September whiting have appeared on the beaches and many anglers are now fishing with the hope of catching a few whiting for tea and catch the first of the cod run.

The sea colour has now changed to its cold murky look –Winters coming!

Port Summary

Pakefield

During July little commercial fishing activity on the beach and a few fish have been caught and returned by the shore angler. A few undersize cod were landed and returned with the odd specie of flatfish. During August and September herring began to show along with shrimp and prawns.

Several weekly beach matches have reported catches of flatfish in with the whiting and small codling. Problems are occurring on Pakefield beach where a group of seals eagerly await the launching of beach boats targeting herring but destroying their nets in the pursuit of a feed.

Southwold

Very varied reported catches from the commercial fishermen it appeared fishing was very hit and miss and patchy some days producing sole, bass and hounds whereas other days fishing was so poor it was not covering fuel cost. Shellfish were better this quarter with crabs now firm and worth landing.

On the beach fishing was very quiet with the odd fish reported in the Blyth. I took reports during July of groups of fishermen fishing at the river mouth using nets, rods and long lines and taking anything of any size. The harbourmaster warned them off several times and it appears to have worked prior to us taking action.

With school holidays during August the port was packed with holiday makers walking around the harbour. Many parents and children were crabbing on the rocks or across the river at Walberswick. Most fishermen enjoyed their own holidays causing fishing effort to be light. Those fishing targeted sole, bass and shellfish.

During September a very mixed bag of fish reported at Southwold with summer and winter species around but not in high numbers. Complaints of non-commercial netters, netting on Southwold and Walberswick beach continued this was addressed with targeted patrols in the area.

Dunwich & Sizewell

Beach fishing during this quarter was quite productive especially at night with sole, bass, mullet and flatfish being landed. During the day it was quieter but the fishermen have enjoyed the good weather and light winds. Best fishing has been in front of the power station.

Commercial fishermen have reported a steady quarter although the shellfish landed eased off towards the end of the period.

Thorpeness & Aldeburgh

Commercial landings were very good with landings of sole, bass and skate. Lobsters were extremely good during the beginning of the quarter but at Sizewell it eased off during the latter. Crabs have made good size and bio sampling has shown that around 95% were cock crabs.

On the beach I have seen the occasional match result report but fishing has been very quiet mainly due to school holidays.

Erosion of the beaches has appeared and a good easterly blow is needed to replenish them. All fishermen are struggling with fish sales this year especially during the school summer holidays saying there are not the numbers of customers there used to be.

Orford

Commercial landings during July were down. Lobster and crab reports are healthy but as in other areas it dwindled off towards the end of July and continued

throughout the school holidays.

Several RSA boat inspections were made and all reported small catches blaming it on the hot sunny weather.

A site meeting during July was conducted with Natural England and all were pleased with the area down to Havergate Island. Netting during August around "The Napes" was very good with good catches of bass.

Reports during September were in line with other ports. In the River Alde and Ore good reports of bass were reported by commercial and RSA anglers. On Orford island good catches of smoothhound and roker with a few small cod and dogfish.

Felixstowe

Local trawler fishermen have reported that because of lack of effort during June/July and the warmer weather/sea temperatures eel grass has grown to such an extent that trawling is virtually impossible. Whereas normally a trawl is over an hour most have to lift gear after twenty minutes to clear their nets of eel grass. Normally the regular trawling keeps the problem addressed.

On the beaches an angler reported catching a 15 lb. turbot at Cobbold's point.

August was quiet here with fishermen being ill and some having their boats out of the water and preparing to change their gear for the winter. Potters have reported a good summer with lobsters and crab moving. On the beaches fishing was varied with small cod and bass being caught. During the last week of August I had reports of anglers taking smoothhound and thornback ray off the beaches which continued throughout September.

Felixstowe Dock extension at Landguard has now started with piling starting and expected to finish mid-October. Hopefully this will not affect the fish coming in or leaving the Rivers Orwell and Stour.

Commercially it continued being quiet during September with boats out of the water for repair and maintenance. A couple of boats continued to work netting in the rivers Stour and Orwell. Most fishermen appear to be waiting for the cod and are transferring over gear for the winter period whether it is trawling or long lining. In the pots lobsters and crabs continue with good catches.

RSA boats report good catches continuing with smoothhound, thornback rays and small codling being taken on mainly squid. On the beaches fishermen and match results seem to favour the roker or dogfish winning the matches by weight or points. Occasional small codling were taken and still the odd bass showed up. Some commercial fishermen have reported a sudden increase in the amount of large prawns being the feed of the fish when caught and gutted.

Species Summary

NB All landing and effort (e.g. potting) figures detailed within this report are estimates based upon observations made by Fishery Officers and reports from fishermen. They are intended to be an indicator only and should not be regarded as definitive figures.

Pakefield

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
Herring	185	185.00

Southwold

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
Cod	720	1,454.00
Roker	1,995	2,970.75
Sole	3,894	20,012.00
Flounder	520	520.00
Bass	1,430	18,460.00
Dabs	160	160.00
Dogfish	160	256.00
Whiting	126	126.00
Brill	92	782.00
Turbot	68	622.00
Smoothhound	241	626.60

Whelks	79,990	90,988.76
Lobster	1,011	11,132.00
Crab	752	2,256.00

Dunwich & Sizewell

Number of vessel inspections:		6
Species	Landings (kg)	Value of catch (£)
Cod	240	486.50
Roker	291	431.60
Sole	340	1,927.50
Bass	429	5,538.00
Flounder	180	180.00
Dabs	105	105.00
Brill	40	339.50
Lobster	350	3,770.00
Crab	140	420.00

Thorpeness & Aldeburgh

Number of vessel inspections:		14
Species	Landings (kg)	Value of catch (£)
Cod	1,840	3,725.00
Roker	3,810	5,816.00
Sole	5,463	28,264.00
Bass	2,028	25,646.00
Red Gurnard	15	48.00
Dogfish	237	379.20
Smoothhound	217	564.20
Turbot	85	765.00
Brill	71	603.50
Flounder	490	490.00
Dabs	165	165.00
Lobster	1,016	11,112.00
Crab	770	2,310.00

Orford

Number of vessel inspections:		4
Species	Landings (kg)	Value of catch (£)
Cod	2,433	4,899.35
Roker	3,985	16,063.50
Sole	6,280	32,540.00
Bass	3,867	48,812.00
Red Gurnard	40	128.00
Dogfish	232	371.20
Smoothhound	446	1,159.60
Turbot	69	621.00
Brill	113	960.50
Flounder	375	375.00
Dabs	145	145.00
Lobster	1,130	12,105.00
Crab	794	2,382.00

Felixstowe

Number of vessel inspections:		24
Species	Landings (kg)	Value of catch (£)
Cod	431	868.80
Roker	2,380	3,458.00
Sole	4,033	17,576.50
Bass	4,500	56,540.60
Red Gurnard	48	153.60
Dogfish	75	120.00
Smoothhound	220	546.00
Turbot	47	423.00
Brill	81	688.50

Flounder	280	280.00
Dabs	95	95.00
Lobster	1,626	17,696.00
Crab	884	2,652.00

Potting

Crab and lobster

Number of pots inside 6nm fished by vessels from within area:	1600
Number of pots outside 6nm fished by vessels from within area:	120

Bio-sampling of brown crab and lobster

Number of brown crab measured during the quarter:	246
Number of lobsters measured during the quarter:	282

Whelk

Number of pots inside 6nm fished by vessels from within area:	770
Number of pots outside 6nm fished by vessels from within area:	1450

Non Commercial Activities

Recreational Sea Anglers (shore based):

Number of anglers inspected:	30		
Locations fished:	Species targeted:	Average catch (kg):	
Aldeburgh	Bass Thornback ray Cod	2	
Orfordness	Bass Thornback ray Cod	2	
Felixstowe	Bass Thornback ray Cod	2	

Recreational Sea Anglers (vessel based):

Number of vessels inspected:	5		
Locations fished:	Species targeted:	Average catch (kg):	
Felixstowe within 2 nm	Thornback ray and bass	30	
Orford within 2 nm	Thornback ray and bass	30	

Charter Angling Vessels:

Number of charter vessels inspected:	2				
Number of vessels in area:	19	Number of trips:	399	Number of anglers:	2,280
Species targeted:		Total Landings (kg):			
Smoothhound		690			
Thornback ray		835			
Bass		225			
Cod		230			

Locations fished throughout the month:

Within 6 nautical miles

Fishery Officer Duties

Training:

Nil

Other duties carried out:

July

- 1st Jul - Office meeting
- 1st Jul - RSA meeting Colchester
- 2nd Jul - RSA meeting Felixstowe
- 4th Jul - EAOW1 meeting Ipswich
- 7th Jul - Pisces Patrol

8th Jul – Pisces Patrol
 14th Jul- Monthly report
 15th Jul – Quarterly report
 17th Jul – Estuaries management meeting – Ipswich Suffolk Food Hall
 17th Jul – Site meeting with Natural England at Orford
 21st Jul – Escort James Taylor around Area 3
 24th Jul – Medical and change vehicle
 30th Jul – Visit Sizewell nuclear power station

August

4th Aug – Office meeting at Kings Lynn and tracker fitted
 5th Aug – MMO Inspections Felixstowe
 6th Aug – To Kings Lynn change vehicle
 7th Aug – Restaurant inspections Felixstowe
 14th Aug – Take equipment to Safety Marine Centre
 14th Aug – To office for PDP
 15th Aug – Pick up livestock for touch tank and set up stand Ipswich
 16th Aug – Pick more livestock and attend Maritime festival at Ipswich
 17th Aug – Ipswich Maritime Festival
 20th Aug – Vehicle out of action due to puncture await new tyre
 21st Aug – Pick up vehicle from Woodbridge
 21st Aug – Meeting with Stephen and fisherman in Suffolk
 25th Aug – Bank holiday
 26th- 29th – Sickness

Sept

Sept 2nd -7th – Leave
 Sept 8th – Kings Lynn staff meeting
 Sept 9th – EAOW1 meeting Ipswich
 Sept 10th – John Allen river patrol
 Sept 11th – Joint patrol and inspections with MMO
 Sept 16th – Stour/Orwell meeting Ipswich
 Sept 16th – Meeting in Ipswich with Environment Agency fishery officer
 Sept 17th – Joint working patrol targeted area with EA fishery officer
 Sept 18th – Escort George Bailey around Suffolk coast (am)
 Sept 18th – Escort Robin around Suffolk rivers(pm)
 Sept 22nd - GGOWL meeting Lowestoft
 Sept 24th - Joint working Lowestoft fish market with MMO
 Sept 26th -30th -leave

Average -1st sale value of different species within this area (£/kg)

Cod	2.05
Roker	1.51
Bass	12.66
Brill	8.50
Turbot	9.00
Sole	5.33
Smoothhound	2.60
Mullet	2.30
Red Gurnard	3.20
Whiting	1.00
Dab	1.00
Dogfish	1.60
Flounder	1.00
Whelks	1.33
Lobster	10.66
Crab	3.00

EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

TO: J Gregory
FROM: S P Howard
DATE: 11th October 2014

Three Counties Quarterly report July-Sept 2014

July started with a cobble and boulder survey towing the side scan along a set pattern 150m apart to obtain the best coverage of the sea bed. We worked in partnership with Natural England to find the outstanding features on the surface of the sea bed. The weather for July had a high number of gales which cut back on the number of days set down to survey the boxes in the month of the Wash using the side scan system.

A review on the areas suitable for mussel lays had begun to find out if any more ground could be found to expand the areas for mussels lays in the Wash. EHO/DSP samples were collected from around the Wash using the old position in the Wash. The next set of EHO/DSP samples will be collected from the new sites in the Wash and this will cut down on the race round the Wash to collect the samples before the deadlines for getting the samples back to the post office.

A vessel induction for a new member of staff took place on Three Counties and then on John Allen at the start of August. The side scan surveys started again covering the rest of the boxes at the mouth of the Wash. Cockle enforcement was conducted close to the Barrier Wall near to the mouth of the Kings Lynn river (River Ouse) to check on the cockle spat spread amongst the adult cockle on the sand. The opportunity was taken to check on the fishing activity by the handworkers for cockles close to the Barrier Wall. The last part of the cobble and boulder survey got underway in the middle of the month using the Mini Hamon grab. The survey sites were chosen after the side scan data had been processed to establish sites to grab on the outstanding features on the surface of the sea bed and this will help us to match the side scan images to this. EHO/DSP samples were collected from the new sites around the Wash and at the same time meat count samples were collected from the Wreck in the Wisbech Channel, Toft lays Thief sands.

September saw Cummins UK come aboard at the start of the month to change the thermostat and internal coolant pumps on both engines. On the sea trials we had both engines overheat and spit out the coolant causing the engines to shut down and the vessel made contact alongside Sutton Bridge dock. She stayed there until the engines had cooled down and then made her way back to the moorings. Cummins UK came back aboard to investigate why the coolant had been spat out and it turned out to be an air lock in the coolant system. In the middle of the month Three Counties made her way to Kings Lynn river side mooring for the Kings Lynn Heritage Day. County Councillor Marc Jones from Lincolnshire came aboard Three Counties whilst in Kings Lynn. EHO/DSP samples were collected from around the Wash using the new sites. At the same time meat counts were collected from the sites around the Wash to find the yield of the mussels throughout the year. Mussel survey started a week before the end of the month cover the Wash using the area and transit method to establish the tonnage and coverage of the mussel beds.

S P Howard

EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

TO: J Gregory
FROM: S T Lee
DATE: 11th October 2014

QUARTERLY REPORT FPV John Allen July-September 2014

During this quarter the main enforcement effort has been monitoring the hand work cockle fishery. The rest of the district has been patrolled at various times. During July a total of five days were spent at sea monitoring the fishing vessels partaking in the fishery. The areas being fished were monitored for excessive disturbance. The opportunity was taken to walk on the sands to gather any evidence of fishing in the closed areas. No sign of disturbance was observed. Conversations with the fishers reveal that all the sands in the Wash were being covered with this year's cockle spat. For the remainder of the month officers focused on monitoring the ports, checking that all fishers were fishing to the daily quota of 2000kg.

An additional patrol was conducted around the North Norfolk coast, focused on the Wells area. Little activity was observed, one angling boat was boarded with no catch.

The hand work cockle fishery continued to be monitored during August. Four days were spent monitoring the fishers at sea and walking the sands monitoring for disturbance. As the month progressed officers monitoring the fishery identified that some vessels experienced a drop in catches. Those vessels that continued to fish their daily quota were getting a larger proportion of juvenile cockle per catch. The processor's price reflected the content of these catches, thus fishers targeted the better cockles. Towards the end of the month reports of improved shrimp catches resulted in some fishers swapping from cockle to shrimp. During one of the cockle closed periods fishers took the opportunity to look for seed mussels along the Lincolnshire and North Norfolk coast. No mussels were found, only empty shells.

John Allen spent two days targeting the North Norfolk Coast concentrating on the crab, lobster and whelk fishery. A total of eleven vessels were boarded, all reported reasonable catches of crab and lobster. Whelk catches had dropped from the previous month but this was expected for the time of year.

The last week of August, John Allen patrolled from the Wash down to Suffolk Yacht Harbour. The subsequent two days were spent patrolling the River Stour, River Orwell and at sea around the Felixstowe area. Two pleasure anglers were boarded; no commercial activity was observed.

At the start of September John Allen patrolled the southern end of the district. Three days were spent on the rivers and out at sea. A few recreational angling boats were observed fishing in the shallows along the banks. One angler was boarded with no catch on board, he reported that there was very little being caught during the month. No commercial activity was observed at sea or on the return trip to The Wash.

Four days were spent monitoring vessels partaking in the Hand work cockle fishery. Due to lower densities of adult cockles, high densities of juveniles and lower prices being paid, only small independent vessels from Kings Lynn and 10 vessels from Boston continued to fish. On average the Kings Lynn vessels were landing approximately 500 kg per tide; Boston vessels landing between 1500-2000 kg per day.

Another dozen vessels from both ports were getting their Suction Dredge Gear ready for inspection by Kent & Essex IFCA prior to sailing to the Thames for their annual cockle fishery.

Two vessels were boarded targeting the crab and lobster fishery while patrolling the Lincolnshire coast. Both vessels reported good catches and no infringements were reported.

On the 12th John Allen was given a good clean inside and out and sailed to Kings Lynn in readiness for the Kings Lynn Heritage Festival on the 14th. This was a great opportunity for the local community, family and friends to gain an insight into the job function of IFCA. Family and friends gained a more in depth understanding with a trip up the river on John Allen. The weather was fine and large numbers of people had a good look around John Allen and Three Counties, showing a genuine interest in what EIFCA does.

The following week John Allen was lifted out of the water at Wisbech for engine and outdrives service. Whilst out of the water the hull was cleaned in readiness for re anti-fouling. Once cleaned a few blisters were found in the hulls gel coat. These were due to the manufacturing process and quite normal/unavoidable. These have been repaired by a local company, the cost were paid by John Allen's builders Redbay.

At the end of the month enforcement returned to monitoring the cockle fishery. Landing tonnage continued to decline. During the quarter 15 vessels were boarded and 197 vessels were recorded on the sightings log.

Simon Lee

EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

To: J Gregory

From: J M Taylor

Date: 13/10/2014

Quarterly Engineering Report October 2014
RV Three Counties

July	Engine hours at the start of the month 24/06/2014:	Engine hours at the end of the month 05/08/2014:
Port Main:	6867.9	6925.3
Stbd Main:	6745.1	6805.0
Port Gen:	8043	8084
Stbd Gen:	7938	7965
August	Engine hours at the start of the month 05/08/2014:	Engine hours at the end of the month 12/09/2014:
Port Main:	6925.3	6997.9
Stbd Main:	6805.0	6878.3
Port Gen:	8084	8158
Stbd Gen:	7965	7984
September	Engine hours at the start of the month 12/09/2014:	Engine hours at the end of the month 30/09/2014:
Port Main:	6997.9	7054.5
Stbd Main:	6878.3	6932.5
Port Gen:	8158	8194
Stbd Gen:	7984	8058

July

- 15th, Rust cleaned off the rear winch break shoes. *(JT & SPH)*
- 23rd, An Engineer from Steering Systems came down to assess the steering system. He said he would send over a detailed report with further advice. *(SPH & JT present)*
- 24th, after advice of the 23rd. Two ball valves were fitted before the steering ram allowing it to be isolated. *(JT)*
- 30th, Cummins Engineer came down to assess the thermostats and both the main engines overheating issues. He determined that the thermostats were not operating correctly and needed replacing. It has been arranged for the engineer to come back on the 2nd September for potential 4 days to undertake replacement. *(JT, SPH, & LT present)*

August

- Ongoing routine maintenance (Maintenance log) *(JT)*
- Both main engines still over heating if pushed too hard, Cummins UK Engineer due on the 2nd September.

September

- 2nd-5th, Cummins UK Engineer was down replacing thermostats and coolant pumps on both the port and starboard main engines. *(JT assisted)*
- 3rd, Tim Richards from SOS247 came down to assess the starboard generator as it was not charging the battery. He determined that the solenoid was not wired up correctly and altered the wiring accordingly.

- Then tested to see if the battery was charging which it was. (*JT present*)
- 4th, Conducted sea trials at the end of the day after parts on the main engines were replaced, during trials both engines overheated when pushed to 1800 RPM. Engines shut down and without power we hit Sutton Bridge dock. Wiring between the starter motor and the alternator on the starboard main engine also damaged. (*SPH, JT & Cummins Engineer present*)
 - 5th, Cummins Engineer assessed and replaced damaged wiring on the starboard side. He also assessed both engines after overheating. It was arranged that Cummins would come back on the 19th to do further assessment. (*SPH present*)
 - 9th, Drake Towage came down to fix the fairlead that was broken off during the sea trials on the 4th. (*SPH present*)
 - 19th, Cummins UK Specialists Chris Britten and Bob Norris from Trafag came to assess the engines again after the incident in sea trials on the 4th. It was determined that the sensors in the engines were faulty. It was arranged for Cummins to return on the 15th October to fully assess the keel cooling and coolant system. (*SPH present*)

John Allen

July	Engine hours at the start of the month 24/06/2014:	Engine hours at the end of the month 25/07/2014:
Port:	377	388.8
Stbd:	374	386.1
August	Engine hours at the start of the month 25/07/2014:	Engine hours at the end of the month 23/08/2014:
Port:	388.8	423.7
Stbd:	386.1	421.0
September	Engine hours at the start of the month 23/08/2014:	Engine Hours at the end of the month 25/09/2014:
Port:	423.7	468
Stbd:	421.0	465

September

- 15th-19th, 100 hour service changing the oil, oil filters, engine anodes, fuel filters, Racor fuel separator filters and servicing the legs. Also Alternator belts were replaced and the hull was cleaned and re-antifouled. (*JT, GB, LT & SP*)

Pisces

August	Engine hours before the service on the 14/08/2014:
Port:	381
Stbd:	386

July

- 10th, Navigation lights were replaced this month (*LT*)
- 29th, Pisces booked in for a standard, oil & filter service at Snellings as well as an assessment of the raw water intake system. On the 14th & 15th August. (*JT*)

August

- 14th, Pisces had a standard, oil & filter service as well as an assessment of the raw water intake system. Collected on the 18th. (*Taken by SPH and JT, collected by LT*)

September

- Between the 12th & 24th the trailer had its axles replaced.

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



16th EIFCA Meeting

Information Item 19

29th October 2014

Reports by:

- a) Ron Jessop, Senior Research Officer
- b) Judith Stoutt, Senior Marine Environment Officer

Marine Environment Quarterly Reports

- a) **Senior Research Officer's Quarterly Report**
- b) **Senior Marine Environment Officer's Quarterly Report**

Purpose of report

The Authority runs a year-round programme of research projects and environmental work. This paper enables Members to be kept informed of key activities undertaken by the Authority's Research and Environment team during the previous quarter, July to September 2014, any issues that have arisen either through internal or external drivers, and an indication of up-coming developments that could require future actions.

Recommendations

Members are asked to note the report.

Background

a) Senior Research Officer's Quarterly Report

With the assessment of the fisheries in European Marine Sites featuring highly on the Authority's agenda, the past quarter has been a busy time for the research team. In addition to conducting our usual programme of research activities, all of the research officers have been allocated a number of gear/feature interactions to conduct literary reviews on. The reports compiled from these reviews will then feed into the assessment process, together with the fishery and feature evidence components, to determine what management measures might ultimately be required to manage various fisheries in each of the sites.

A major element of this quarter's research has been to monitor the recently closed areas around the "red-risk" sites in the Wash with particular regard to the cobble/boulder reef features previously identified in the vicinity of the Well. These surveys comprised an initial acoustic survey in August using the Edgetech side scan sonar. Once the data from this survey had been preliminarily analysed, a ground-truth survey was conducted later in the month. This was accomplished using our new mini-hamon grab that had been purchased using some DEFRA under-spend funding. Because hamon grabs can collect samples from ground

containing pebbles and cobbles much better than our old Day grab, it was more suitable for this survey. Being a much larger piece of equipment than our Day grab, however, the hamon grab can only be used in relatively calm conditions. Unfortunately, on some of the planned survey dates the weather proved too rough for the safe deployment of this heavy grab. On these occasions we were able to deploy our VideoRay ROV as a drop camera to provide us with images of the seabed. In September the team worked alongside Rob Spray and some of his fellow Seasearch divers. The plan was to use the divers to confirm the identity of some features that the side scan sonar had revealed on the edge of the Well. Again, poor weather interfered with the plan, proving too rough to visit the sites at the Well. Instead the opportunity was taken to do some practice dives in the more sheltered Old Lynn Road channel to see how suitable Three Counties in conjunction with Pisces would be in the future as a dive platform. This worked well, so could provide us with another useful option for ground-truthing sites and conducting fishery impact assessments in the future.

The crustacean project has continued through the quarter. This has involved one member of the team working alongside the shore-based IFCOs to collect bio-sample data from vessels landing crabs and lobsters into the ports. These data supplement those gathered from the MMO returns forms. The officer has also conducted monthly surveys at sea aboard a commercial vessel from Cromer in order to capture data from the non-landed component of the catch. This allows us to estimate the size of the undersized and egg-bearing component of the population. Because CEFAS run a similar crustacean project on a national level, the officer has attended meetings with CEFAS scientists this quarter to ensure the methods used by each team are synonymous with each other. This will allow both teams to supplement each other's data, generating a larger and more accurate dataset than either team could manage alone. This joint-working approach also provides us with valuable training opportunities and advice from their scientists. The officer is also organising a crustacean workshop for February which will allow members from other IFCA's on the East coast to share their research ideas and management approaches with each other.

One member of the team has continued collecting fin fish data through this quarter. When this project commenced last year, it was recognised that our resources would be better utilised collating the data already available from other organisations rather than conducting our own labour-intensive surveys. This has resulted in us being able to supplement our own landings data with information gathered from the EA's Water Framework Directive surveys, CEFAS's Young Fish surveys and their monitoring of the inlet screens at Sizewell power station, plus various match reports gathered from angling clubs. In order to improve the quality of data gathered from the returns data, the research officer has been working closely with a commercial inshore fisherman from Suffolk to jointly develop a more detailed fish monitoring form. This voluntary scheme will provide us with more detailed information concerning fishing effort, location and catches. This will allow a more accurate assessment of the sector, and also provide validated records of historical fishing activity when considering potentially competing activities within our District. In addition to collating existing data, the team did conduct one survey this quarter in the River Deben. This involved

sampling at a number of sites in the river using a beach seine net deployed from Pisces.

In June the Authority cautiously began processing nine lay applications that had already been partially processed when the moratorium on new lays was introduced in 2009. Part of this process involved conducting biotope surveys around the nine proposed lays which were situated on 4 sands. Although these surveys were completed on eight of the proposed lays in June, the final lay did not adequately dry at that time to allow a survey to be conducted. The final survey was completed this quarter in July. At the time of these initial surveys, there was no evidence on any of them of wild cockle or mussel beds being present. The proposed lays on the Thief sand were visited again in September, however, after a dense settlement of cockle spat was found to have settled within their boundaries. Although the Authority cannot approve the application of lays on ground supporting juvenile cockles, the presence of this spat does not necessarily mean it will develop into a cockle bed. Often spat settles on ground that is vulnerable to winter storms and is subsequently lost. We are aware that there has been a widespread settlement of cockles this year, so this may be the case. We plan to visit the site again in spring to determine whether this settlement has survived.

Because several of the inter-tidal mussel beds are in a state of decline, in spring the Authority approved a research project testing whether laying a culch of cockle shells could be used to attract mussel seed into the beds. In June 72 tonnes of shells were deposited in three 20m x 20m plots, situated in a bare patch of a mussel bed. These sites, along with three control sites, have been monitored each month since then for any signs of settlement. So far there has been little evidence of any new settlement in either the test or control sites, but in places a low number of larger mussels have begun attaching to the shells. It is believed these mussels had become detached from clumps within the bed and then attached to the shells after being washed across the bed. Although their numbers are too low to be statistically significant at the moment, currently six times as many mussels have been found in samples taken from the test sites compared to those found in the control sites. Because mussel settlements in the Wash tend to be erratic, it was recognised from the beginning of the project that settlement onto the shells might take more than one summer. Unfortunately, although the shells were deposited in a layer 20cm deep, they are becoming buried in fine sediment faster than had been anticipated. As a result, it might be necessary to deposit further shells onto the three test sites next spring if the project is to continue.

During the latter half of September the research team began the annual inter-tidal mussel surveys in the Wash. By the end of the month seven of these beds had been surveyed; all of them showing a decline in mussel biomass to what had been recorded the previous year. These included the West and Mid Gat beds, both of which were found to be in a poor state. Very little juvenile settlement was found in any of the beds so far surveyed.

When we became an IFCA, a slight change to our northern border meant we gained a small cockle bed at Horseshoe Point from NEIFCA. Historically this bed

has been hand-worked by a number of fishermen, including some from Boston and King's Lynn, but had been closed since 2004. Since gaining this bed the research team has surveyed it twice/year, but although it appears to attract regular settlements of juveniles, few of them seem to survive to adulthood. The high incidence of gaping adults suggests the bed is suffering from similar problems to those in the Wash. When surveyed this August, high numbers of cockles were found to have survived the summer. Although most of these were still below the minimum landing size allowed for this area, they do provide an opportunity for a spring fishery next year if they survive the winter. Because water classification sampling at this site was stopped in 2004, a new sampling regime must be conducted before this bed can be fished. The Authority originally approached East Lindsey District Council about this in 2012, but the lack of adult cockles back then meant it was too difficult to find sufficient numbers for sampling. Following the recent survey, both East Lindsey District Council and the Food Standards Agency have been approached regarding re-classifying this site. Unfortunately, the requirement for a preliminary sanitary survey and a minimum of ten samples collected over a ten week period may mean it is not possible to get a classification in place in time for the desired spring fishery.

In the Wash water classification sampling is conducted by the Authority on behalf of the local district councils. In the spring the Food Standards Agency and Cefas reviewed the sampling regime and made significant changes to the locations of the sample stations. Samples from these new stations have been collected throughout this quarter without any difficulties. A recent review of Authority activities, however, has highlighted a large disparity between the cost incurred to us in collecting these samples and the recompense paid to us by the respective councils. A meeting was held between Authority staff and members from the district councils responsible for the sampling to discuss this issue. We are currently looking at ways in which the samples can be collected more cost-effectively.

Members of the research team have represented the Authority at several meetings during the quarter. These include:

- The IFCA Technical Advisory Group meeting
- A DEFRA/CEFAS science conference
- A SEFIN's invasive species workshop
- A CEFAS electronic data return form meeting

In addition to these meetings, members of the environment and research teams have also represented the Authority at several shows and events. These include:

- A RSPB hosted event at Frampton Marsh
- The Great Yarmouth Maritime Festival
- The King's Lynn Heritage Festival

b) Senior Marine Environment Officer's Quarterly Report

Introduction

As a result of personnel changes and summer holiday leave, the number of marine environment officer-days dipped over the quarter. However, the Environment team has continued to drive delivery of outputs under the European Marine Sites project (details below), with assistance from the Project Officer (formerly the Marine Environment (Data) Officer). The recruitment process to replace this post was completed with interviews and a job offer made in July 2014; the team looking forward to benefiting from the experience of the new team member from October 2014. The team has continued to profit from having a dedicated Consultations Lead in post, who has taken the lead on this project whilst fully engaging in the European Marine Sites project and continuing to undertake the data management tasks he was initially employed to steer. The team has also undertaken public engagement duties in person at outreach events, through the production of interpretative media and working with the support team on the Authority's "What does your coast mean to you?" competition.

Fisheries in European Marine Sites project

The assessment of fisheries in European Marine Sites has remained the priority work stream during the quarter. The project plan was approved by the Authority in the 15th Authority meeting (30th July 2014). Having completed the evidence review in July, the Research and Environment teams moved into the assessment stage for the priority fishing/feature interactions. A first draft Habitats Regulations Assessment (impacts of bait digging activity on estuarine birds in the Stour & Orwell Estuaries Special Protection Area) was submitted to Natural England in August 2014, for feedback on the format and content of the assessment. The assessment documents include a site summary, test of likely significant effect and appropriate assessment, and annexes on prioritisation of interactions for assessment and fishing activity data. Once finalised, this format will form the basis of some 180 assessments for the priority (high-risk) amber and green interactions across the district. It is planned to carry out these assessments over the 18 months between July 2014 and December 2015 (for context, before this European Marine Sites project, EIFCA typically undertook three or four Habitats Regulations Assessments per year). Due to the volume of work, the Research team is conducting the detailed gear/feature impact assessments that will feed into the assessments; Marine Environment Officers are responsible for collating the site information, prioritisation details, fishing activity data and impact reports to produce the assessment packages.

The Marine Environment Officer (Consultations Lead) has developed an interactive database to underpin the European Marine Site project. The summary statistics for this project were presented to the Marine Protected Area Sub-Committee on 15th October 2014, and are summarised here:

- The Eastern IFCA district contains 15 European Marine Sites, and an additional three sites that straddle the district’s seaward boundary, within which a total of 3,549 possible fishery/sub-feature interactions have been identified for consideration.
- Of these, 1,363 interactions are immediately discounted as being not physically possible (for example, handwork (access from land) with sub-tidal sand).
- Of the remaining 2,186 interactions, 359 had been deemed to be high-risk and have been managed through the Eastern IFCA Protected Areas byelaw (324) and through the MMO’s byelaw for the Inner Dowsing, Race Bank & North Ridge Special Area of Conservation¹⁵ (35). Eastern IFCA’s Protected Areas byelaw was signed off in May 2014, and applies in the main to towed, demersal fishing gear (e.g. trawls and dredges) where they interact with three habitat features in two separate European Marine Sites¹⁶. The innovative, flexible nature of this byelaw means that it can be applied, following due process, to additional features and fishing activities in any European Marine Site within the Eastern IFCA district – should the Authority’s fishing impact assessments identify any threat to the integrity of the sites.
- The remaining 1,827 interactions are the “amber and green” interactions that require further assessment by the Authority in order to ascertain whether new management measures are required.

Table 1. Summary of interaction risk level in European Marine Sites within or partially within the Eastern IFCA district.

Risk level (Interaction category)	Number of interactions		
	EMS fully within EIFCA district	EMS straddling EIFCA district¹⁷	Total
High risk (reds)	324	35	359
Medium risk (ambers and greens)	1614	213	1827
No risk (blues)	1260	103	1363
Total	3198	351	3549

¹⁵ <https://www.gov.uk/government/publications/inner-dowsing-race-bank-and-north-ridge-european-marine-site-specified-areas-bottom-towed-fishing-gear-byelaw>

¹⁶ http://www.eastern-ifca.gov.uk/index.php?option=com_content&view=article&id=137:protected-area-byelaw&catid=10:newsandpress&Itemid=202

¹⁷ IFCA’s and MMO are required to collaborate to assess fishing activities and develop management measures within straddling sites, for the medium risk interactions. The Marine Environment Officer – Consultation Lead attended a meeting in The Hague in August 2014 to discuss management options for straddling sites in the southern North Sea.

- Consideration at site level identified that approximately half of the amber and green interactions (907) were not occurring within the given sites. The evidence base for the interactions that fall into this final category has been collated in a “Non-occurring interactions report” that has recently been submitted to Natural England for comment (early October 2014).
- 739 amber and green interactions were categorised as low priority, where the fishing activity was not thought to occur at a sufficient level to risk damage or deterioration to the sub-feature. Verification of these interactions will take place during the course of the project, and will either result in these interactions being added to the “non-occurring interactions” category, or will require them to be assessed in the same way as the high priority interactions.
- 181 high priority interactions were identified, based on level of fishing activity taking place and sensitivity of sub-feature. These interactions have been programmed for assessment over the next 15 months. The outcome of these assessments, and management options, will be discussed at dedicated board meetings as agreed at the last full Authority meeting. The first of these board meetings is likely to be held in January 2015.

Table 2. Summary of Eastern IFCA's amber and green interactions screening results

Interaction category	Number of amber and green interactions		
	EMS fully within EIFCA district	EMS straddling EMS district	Total
Non-occurring	796	111	907
Low priority	666	73	739
High priority	152	29	181
Total	1,614	213	1,827

The operational procedure to introduce, vary or revoke Regulatory Notices under the Eastern IFCA Protected Areas byelaw (as requested by Defra) has been drafted and will be tabled for consideration at the Regulation and Compliance Sub-Committee in November 2014, before submission to Defra.

Defra had also directed the Authority to undertake an assessment of the number of Common Rights Holders throughout the Authority district. Activities by holders of common rights have been excluded from the Protected Areas byelaw under the advice of Natural England's regional reserves management for north Norfolk, where the majority of these rights are held, and with the blessing of Natural England at a national level. The exclusion was recommended because of the low level of uptake and corresponding low risk to European Marine Site features from these activities. The identified rights include:

County	Lincolnshire	Norfolk	Suffolk
Total number of registered parcels of Common Land	89	345	224
Total area (hectares) of registered parcels of Common Land	300.66	4420.39	1793.04
Total number of known piscary rights	0	406	16
Total area (hectares) with known piscary rights	0	1954.53	47.8

Source: Defra Common land Database

A project progress report was submitted to Defra in September 2014. In addition to this, a bullet point summary of Marine Protected Area management in the Authority's district was provided to the Association of IFCA's to enable a national stock-take to be made. This summary is provided as Appendix 1.

Next steps

Development of management measures

The project plan (provided at the 15th Full Authority meeting on 29th July 2014) identifies an 18-month period of assessment and liaison with Natural England, which will feed into a rolling process for the development of management measures via site management boards. These boards will be convened when sufficient assessments have been completed for management options to be drawn up for given European Marine Sites. Unlike the high risk features, for which a byelaw was required, IFCA's and the MMO are able to consider a range of management options, including non-regulatory measures (such as codes of conduct). Should the preferred management option be to implement the Protected Areas Byelaw under new Regulatory Notices, the full information gathering and consultation process would be undertaken.

Existing management within Sites of Special Scientific Interest

The management of certain fishing activities within European Marine Sites that are also Sites of Special Scientific Interest (SSSI) is being considered at a national level by IFCA's and Natural England. It has been suggested that existing SSSI legislation (Countryside & Rights of Way Act 2000) should be utilised to manage activities such as bait collection, rather than IFCA's introducing byelaws, which would constitute an additional tier of regulation – against the national drive for better regulation. Eastern IFCA officers are due to explore this issue with Natural England later in October 2014, with a focus on the Stour & Orwell Estuaries Special Protection Area (the Authority's recent draft habitats regulations assessment identified an adverse effect on site integrity from this bait digging at this site in combination with other activities).

Marine Conservation Zones project

Eastern IFCA has a single recommended Marine Conservation Zone (rMCZ) within its district: Cromer Shoal Chalk Beds. Defra will undertake a public consultation on the designation of this site during the first quarter of 2015. The Authority's

marine environment team has included this rMCZ in its marine protected area database, and will assess fishing activities in the same way as is being undertaken for European Marine Sites.

Habitats Regulations Assessments project

This project covers the ongoing, annual assessment of the cockle and mussel fishing activities managed by the Authority via the Wash Fishery Order – as such it is separate from the main European Marine Sites project set out above. No additional Habitats Regulations Assessments were made during this quarter.

Wash Fishery Order – mussel lays project

The Project Officer completed Habitats Regulations Assessments for the nine Wash Fishery Order lay applications that had been pending a decision after the review of food availability in the site. The lay applications were discussed in detail at the Authority's Marine Protected Areas Sub-Committee on 15th October (see Agenda Item 9).

Consultations and derogations project

The Eastern IFCA district is subject to a large number of marine and coastal activities, the majority of which require a marine licence from the Marine Management Organisation. Many consultations received by the Authority relate to marine licence applications (42% since April 2014), for activities as diverse as navigational dredging and disposal, to offshore wind farm construction and submarine cable laying. During the quarter, a new emphasis has been added in the consultation responses provided on behalf of the Authority to highlight Marine Plan policies relating to fisheries and marine protection. This serves to demonstrate the Authority's own engagement with the Marine Plan, as well as highlighting key policies relevant to inshore fisheries and conservation to developers and other regulators.

During the quarter, a total of 17 responses were produced by the environment team. Major projects included two new applications for aggregate dredging at Cross Sands off Great Yarmouth, further scoping work on the Boston Barrier Scheme (flood defence and water level management project) and three applications for 25 year ongoing operations and maintenance works at the GLID Lynn, Lincs and Inner Dowsing windfarm cluster. The authority rejected the latter proposals and has been invited to further meetings on the proposed works to ensure that the applicant commits to either a shorter licence period or more robust European Marine Site feature monitoring.

Members of the environment team attended a public meeting held by SmartWind in July 2014 to examine proposals for a second offshore wind farm in the Hornsea development area, with an export cable route through the south Humber estuary. It was pleasing to note that previous consultation with this developer had resulted in their mapping of the Authority's Protected Area Byelaw – Regulatory Notice 4 within the project development plans. Environment team members attended a

separate public meeting held by E.on Energy and MMO in September 2014 to discuss proposed the Tyre Filled Net (TFN) scour remediation installation at Scroby Sands windfarm. In spite of strong local opposition, the authority ultimately accepted these proposals as it was assured that the installation would be regularly monitored and is easily removed if signs of deterioration were observed.

The environment team also considered three applications for dispensation from Eastern IFCA byelaws for scientific purposes, one from a fishery consultant, another from Cefas and another from the Environment Agency. As these were to take place within designated or recommended marine protected areas, the Authority sought Natural England's advice before granting the dispensations. No fisheries or conservation objections were raised so the derogations were granted.

Interdepartmental projects

The MEO Consultation Lead has continued to progress his review of the Authority's electronic filing system, which aims to improve consistency and accessibility of the Authority's data holdings. The filing system is to be updated through a structured programme, working in conjunction with the Norfolk County Council IT department, and through discussions with each of the Authority's teams, for completion within the working year.

Environment team members along with many other Authority officers attended the King's Lynn Heritage Day in September 2014, to support the Authority's outreach remit. The day proved very successful with large numbers of the general public being. The support team was assisted with the "*What does your coast mean to you?*" competition that the Authority ran for the second consecutive year this year.

Financial implications

No new proposal is contained in this report – it is an information paper.

Publicity

No publicity is planned relating to this paper, other than reference to the Authority's research and environment work on the Authority's website and newsletter.

Background documents

1. Eastern IFCA Research & Environment Plan 2014/15
2. Management of Fishing Activities in European Marine Sites: report to Eastern IFCA Marine Protected Area Sub-Committee, October 2014
3. Eastern IFCA MPA project tracker: quarterly report to Defra, 30 September 2014

REPORTING TEMPLATE

IFCA: Eastern IFCA

Date: 30 September 2014

1. Summary of measures in place to protect MPAs

- Eastern IFCA Protected Areas byelaw protects 3 high-risk features in 2 EMSs. Innovative flexible nature of byelaw means it can be applied to other features and within other EMSs if assessments determine that fishery restrictions are required.
- Voluntary Code of Conduct in place to protect 1 feature group in 1 EMS (overwintering birds in Stour & Orwell Estuaries SPA).
- Wash Fishery Order (Regulating and Several hybrid Order) prohibits dredging for bivalve molluscs without licence (routinely assessed under Habitats Regulations since 2002) in 2 EMSs (The Wash & North Norfolk Coast SAC/The Wash SPA).
- Two existing Eastern IFCA byelaws restrict trawling and dredging (for bivalve molluscs) within part of one T2 rMCZ (no T1 MCZs; only 1 T2 MCZ in EIFCA district).

2. Progress since last report

Activities related to implementing management measures

- EIFCA Authority agreement on management process for "amber and green" interactions (please see attached diagram)
- Screening report completed for non-occurring interactions (1,168 interactions, which is 53% of EIFCA amber & green interactions)
- Trial HRA completed for high-risk amber interaction; feedback received from Natural England; management measure discussions to follow.
- HRA support documents (site summaries, fishing activity reports, site prioritisation reports and fishing impact reports) in preparation by research and environment officers – start of rolling 18-month period allocated for HRAs and development of management measures
- Signage in place for EIFCA Protected Areas byelaw
- Promotion of EIFCA Protected Areas byelaw through European Marine Site management groups, local stakeholder groups and outreach events within EIFCA district.
- Discussions held with KEIFCA, MMO, NE, JNCC, national and international fishing industry interests regarding management options for straddling EMSs (3 EMSs within EIFCA district extend beyond 6nm and 12nm boundaries).

Other relevant information

- Additional Marine Environment Officer recruited as part of EIFCA organisational drive to meet EMS project deadlines
- Continued feature evidence review

- Continuing fishing impacts evidence review
- Evidence gap analysis report produced
- Surveys of red risk features undertaken in Wash & North Norfolk Coast SAC and in Humber Estuary SAC (to inform review of Regulatory Notices issued under EIFCA Protected Areas byelaw)
- Site visits undertaken in 4 EMS with EIFCA & NE; further visits planned
- Fishing activity evidence gathering ongoing
- Monthly EIFCA/NE liaison meetings ongoing

Risks to delivery

- Large number of fishing/gear interactions requiring assessment and subsequent development of management measures means significant officer resource required for this project
- Lack of detailed conservation objectives in many sites reduces strength of assessment conclusions – potentially reducing IFCA confidence in requirement for management.
- Clarity required with respect to existing legislation for management of certain fishing activities (e.g. bait digging) within SSSIs that are also EMSs – to avoid duplication of regulation. KEIFCA and EIFCA in discussion with NE. Potential to affect approach for multiple gear/features interactions in multiple EMSs.

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



16th EIFCA Meeting

Information Item 20

29 October 2014

Report by: Nichola Freer, Head of HR

Purpose of report

To inform members of the progress of the HR plan to 2015 and specifically an update of the HR activity planned to be completed during this financial year.

Recommendations

It is recommended that members:

- **Note the contents of the report**

Report

Background

The HR plan to 2015 was developed in 2012 and provides a strategic overview of the key HR activity required to support the achievement of Defra's high level objectives. The key activity planned for 2013-14 has been completed and the focus now turns to the activity required for 2014-15.

Plan

The key activities within the 2014 plan are:

- The development of a competency framework for managers
- Employee engagement
- The development of a framework for succession planning
- Review and update of current people policies
- The development of Line Management capability

Update of specific activity

Employee engagement

Following the update given to members in June 2014, the employee engagement plan has been finalised and is now a working plan to further develop engagement within the Authority. It is important to note that this plan has been developed by all staff and everyone has shared ownership to ensure the fulfilment of the plan.

A copy of the engagement plan is attached as appendix 1.

IIP review and re-accreditation

Last November, we were assessed by Investors in People (IIP). The outcome of the Assessors' review at the time was that we were 'working towards the standard' and that we would be re-assessed in a year's time.

It should be noted that there have been significant changes as to how IIP is assessed in the workplace since our original assessment and accreditation in November 2010. It is now far more evidence-based, looking for verification of our processes in action through employees perceptions. Whilst this change makes it more difficult to achieve the standard, it is a far more robust assessment which gives employers qualitative data regarding what processes have been truly embedded and the perceived value of these from the eyes of the employee.

During this year we have worked to develop the areas highlighted by the Assessor and we will be re-assessed on 26 November 2014. The outcome of the assessment will be shared with the Members of the Finance and Personnel Sub-Committee in the New Year.

Summary of Executive business planning day

One of the priorities established in the 2014-15 annual plan was for the Authority to fully complete the transition from Sea Fisheries Committee to Inshore Fisheries and Conservation Authority. The operational intent is to ensure that all elements of Authority business are fit for purpose to support continued success into the future. At the strategic level, the targeted outcome is to ensure that officers are appropriately focussed on the delivery of Marine and Coastal Access Act 2009 (MaCAA 09) duties. This will enable the Authority to become more proactive in identifying and resolving fisheries and conservation management issues but also will ensure that officers receive appropriate leadership and management.

Over the last two years there has been a significant amount of work in pursuit of this objective. There has been a requirement to focus on setting the team up for success and to this end, a good deal of effort has been made to ensure officers are trained, equipped, supported and enabled to do their respective roles. The majority of this work is complete.

Earlier this year we spent valuable time with the whole team developing our core values. To truly embed these and to achieve the necessary cultural shift, the Executive team has resolved to visibly 'lead' in accordance with these values and in turn, to support the supervisors to 'perform' by them and bring them to life within their own teams.

It is apparent that it is now time to adjust the head mark. As a result, and to ensure the Executive team are focussed on the right priorities, it was agreed that a strategic business review was required. This business planning event took place on 26 September 2014.

Key Outcomes:

Leadership and Management

It was agreed that Executive officers need to move fully into a leadership role where clear outputs and outcomes are planned, articulated and delegated to the managerial level to deliver. For very necessary reasons, Executive officers have had to be very involved in the day to day running of IFCA business in order to embed safe, professional and value for money delivery of statutory duties. The penalty of this 'hands on' approach has been to establish a dependency culture

and an expectation amongst staff that Executives take an active part in all business from routine administrative procedures to corporate strategic planning. This has crowded the management space and has not enabled Executives to appropriately focus 'up and out' of the organisation to plan future outputs and outcomes.

To resolve this, it was agreed to adjust the Executive focus and to fully empower the supervisory level to deliver their management function. This will require a degree of further training for middle managers, which will be provided by Executive officers, and formal delegation of responsibility for delivery to the appropriate level.

Operational design

As part of the transition process it was recognized that due diligence would require a continuous review of the staff structure and working practices to assure that they will best aid the delivery of success into the future. The first phase of this process has already delivered a Project officer to the Protection team and an additional Marine Environment Officer to reflect the quantity of work being routinely processed by the Environment team. The next phase of this review will focus on enabling the Protection team to optimize outputs. There are a number of drivers to prompt this latest phase of staff structure review but principle amongst them are a sense that the Protection team are not best enabled to deliver their remit and the delivery of a second patrol vessel. On both counts it is essential that the operational design enables demonstrable and routine presence throughout the district and draws the full benefit from the significant investment in sea going assets.

The review will be conducted using in house resources and will start with an assessment of role, function, utility and outputs of the 'as is' structure to inform the subsequent development of potential 'to be' structures. Head HR and Head Finance will lead the initial assessment activity. The Finance & Personnel Sub-Committee will be kept fully apprised of progress.

Appendices:

1. Eastern IFCA Employee Engagement Plan

EIFCA Engagement Plan – 2014 / 2015

Theme	Feedback	Actions	Who?	How will success be measured?
Communication	Acknowledgement of good work from manager	<ul style="list-style-type: none"> • Need to understand what 'over and above' looks like • Managers to ensure genuine (and not hollow) praise 	All Mgrs	Feedback
	To be kept in the loop	<ul style="list-style-type: none"> • Better utilisation of the weekly update by everyone – Each department to offer something informative each week • Relevant information shared at staff meetings • Communicators to choose method of communication carefully to ensure target audience is captured • Individuals to ask for clarity if they believe they have been missed out of the loop 	All / Dept Heads All All All	Quality and relevance of information in updates and staff meetings. Variety of communication methods used Feedback
	Communicators to give the message in a language that is easily understood and ensure the audience has actually understood the message	<ul style="list-style-type: none"> • Communications to be tailored to the audience & given in simple language, no jargon • Communicators to ensure their message has been both heard and understood – seek to ensure understanding at an individual level • Individuals to ask the communicator for clarity if they do not clearly understand any message 	All All All	Quality and relevance of communications Feedback sought and given
	To be consulted with regard to EIFCA & department developments / plans	<ul style="list-style-type: none"> • Employee Communication Policy to be refreshed amongst departmental teams • Employee Communication Policy to be followed • Staff communication / consultation to be written into all project plans (and executed) • Individual to talk to their manager if they feel they have been omitted 	All Mgrs All All All	Communication principles and processes are followed in line with the policy Evidence in project plans Feedback

	To receive regular and relevant feedback from manager & peers	<ul style="list-style-type: none"> Managers to build this in as an everyday informal process tailored to individual teams Be respectful when both giving and receiving feedback 	All Mgrs All	Feedback
	Regular 1-1 and immediate team discussions about performance & the operation	<ul style="list-style-type: none"> Build in regular, structured 1-1's so that feedback can be exchanged regarding progress towards objectives and allocated tasks / responsibilities Line managers to schedule such meetings into diaries in advance and on-going Establish an agenda / list of key headings to be routinely covered in the discussions Individuals to remind their manager if these discussions are not happening Individuals to request a discussion with their manager 	Line Mgrs Line Mgrs Line Mgrs All All	Evidence of regular 1-1's and team discussions Evidence of forward planning in diaries and rosters Feedback
	Emails and business updates to be sent through mobile phones (for those officers who work remotely)	<ul style="list-style-type: none"> Currently looking to activate this functionality on the work mobile phones 	CEO / HOMP	Improved communications and efficiency amongst mobile officers
	Improve team communications, e.g, interesting or big things coming up, survey results, team requirements, enforcement assistance etc	<ul style="list-style-type: none"> Better utility of all current forums: <ul style="list-style-type: none"> Staff meeting Weekly update Departmental meetings Individual departments to review the information they currently share at staff meetings and how they share it - look at more engaging and creative ways to present relevant and interesting updates Canvass each other to see what others want to see and hear in your department updates 	All Dept Heads & All Dept Heads & All	Quality and relevance of information in updates and staff meetings. Variety of communication methods used Feedback

How we behave with each other	To be polite & courteous to each other	<ul style="list-style-type: none"> To be carried out by everyone at all times Examples of poor behaviour to be fed back to individual by the receiver of this behaviour whenever possible 	All All	Feedback
	Have honest discussions	<ul style="list-style-type: none"> Follow the guidance for giving feedback at all times Discuss issues with your line manager or senior team member who can influence and / or give you a straight response. Refrain from discussing and leaving your issue at your colleague's feet To be 'solutions focussed' wherever possible when presenting an issue (to have thought about possible options / ways to solve the issue) 	All All All	Quality of feedback Feedback sought & given Ideas to overcome issues are forthcoming
	Mutual respect & respect difference	<ul style="list-style-type: none"> Remember respect is earned. Look at our own behaviour Respect is 2-way Respect colleagues' differences. We are all individual and do not respond I the same way. Be tolerant and look at adapting own style to support difference 	All All All	Feedback
	Listen to ideas & opinions of others.	<ul style="list-style-type: none"> Managers to explain why, if an idea is not going to be taken forward, so that individuals can feel that their points have been fully considered Individuals to ask how their ideas are being progressed To go as an agenda item for the staff meeting. Inform all what ideas have been received and the business response to each in 	Mgmt team All Exec	Feedback Evidence at staff meetings

Ways of working	Recognise & utilise people's skills & abilities to their full potential	<ul style="list-style-type: none"> Fully utilise the PDP with your manager Managers to take on board when planning tasks / projects – encourage cross working 	All Mgmt team	Evidence of quality and relevant PDP's Evidence of cross working Feedback
	Managers to empower their staff – trust to make the right decision / plan of action and to support them with this	<ul style="list-style-type: none"> Managers to give 'supported delegation Managers to ensure that their expectations are clear and fully understood by the relevant individuals Individuals to keep the manager in the loop with the progression of delegated tasks Managers to encourage and support decision making Managers to recognise and appropriately utilise individuals strengths 	Mgmt team Mgmt team All Mgmt team Mgmt team	Evidence of supported delegation & decision making Evidence of ensuring understanding Evidence of progress updates Feedback
	To be able to work flexibly where the job allows (EIFCA is actively supportive of this in the functions where duties allow for flexibility as to how the work is achieved)	<ul style="list-style-type: none"> Dialogue between individual and manager Manager to be clear about outputs required, to what standard and by when On-going review to ensure business demands are being met 	Individual Manager Manager	Feedback
	Break down the perceived segregation of the enforcement team and the rest of the wider team	<ul style="list-style-type: none"> Recognition that 'one team' does not necessarily mean uniformity throughout Joined up ways of working – joint workstreams and projects where business allows Sharing resources and expertise at appropriate opportunities 	All Mgmt team Mgmt team	Evidence of joint working Feedback

Environmental / community	To have a recycling / environmental 'champion' within the team to help us recycle our waste	<ul style="list-style-type: none"> • Volunteer(s) required to take this forward 	Interested Individual	Feedback
	To improve the cleanliness & tidiness of the workplace	<ul style="list-style-type: none"> • Office colleagues to operate a 'clear desk' practice to include areas under and around desk also • Allocate appropriate work storage space to support 'clear desk' practice • To review layout and storage requirements within 'office move' project • Keep kitchen clean by washing and drying up anything you use 	All office staff Exec Mgmt team All	Evidence of 'clear desk' practice Feedback
	To have the ability to undertake voluntary community work through EIFCA	<ul style="list-style-type: none"> • Any suggestions put forward will be considered 	Individual	Feedback

Vision

The Eastern Inshore Fisheries and Conservation Authority will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry



16th EIFCA meeting

Information Item 21

29 October 2014

Community Engagement meeting Dates

Report by: Phil Haslam, CEO

Purpose of report

The purpose of the report is to inform Authority members of the upcoming dates of community engagement meetings and to ask the Authority members to attend wherever possible.

Recommendations

Members are recommended to:

- **Receive the dates of the upcoming community engagement meetings**
- **Agree to attend the meetings where possible**

Dates and Times

Date and Time	Venue
06 November 1700-1900	The Black Sluice - Boston 1 South Forty Foot Bank, London Road, PE21 7RA
13 November 1700-1900	Thoresby College – Kings Lynn Queen Street, PE30 1HX
27 November 1700-1900	The Cottage – Cromer 8 Loudon Road, NR27 9EF

Further 'Drop-in' meetings will be held in Wells and Suffolk using the office trailer, at dates and venues to be confirmed.

Vision

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AoB Item 22 (a)

16th Eastern Inshore Fisheries and Conservation Authority meeting

29th October 2014

Report by: Julian Gregory, Deputy CEO

Seagoing Assets Review

Purpose of report

To seek approval from members for Redbay Boats to be engaged on a sole supplier basis for upgrade works to enhance her capability and for the Vessel Procurement Panel to oversee the procurement of the new enforcement vessel.

Recommendations

That members resolve to:

1. Agree that Redbay Boats be engaged on a sole supplier basis for upgrade works
2. Agree that the Vessel Procurement Panel will oversee the procurement of the new enforcement vessel, approve the selection of a bid to supply the vessel and agree the contract with the successful bidder.

Background

The Seagoing Assets Review was established during 2011, primarily to address the then anticipated departure of the 24m patrol vessel, *FPV ESF Protector III*. Extensive research led to the conclusion the seaborne enforcement function should be undertaken using cabin RIBs or similar and this was agreed at the full Authority meeting of 30th January 2013 (item 10 refers). It was also agreed that:

- A Vessel Procurement Panel, comprising the Chair of the Authority, the Chair of the Finance and Personnel sub-committee, the CEO and the Head of Marine Protection (now D/CEO) would be established to oversee and approve the procurement of an interim vessel.
- That a second vessel will be operated but that any decision on the long term future of any interim vessel is taken at a later date by the Vessel Procurement Panel, when more information is available (e.g. detail of vessel purchased, suitability for the role etc.)

In May 2013 *FPV John Allen* was purchased at an advantageous price as an interim vessel to fill the gap left by the sale of *FPV Protector III* and to enable assessment of a cabin RIB as an enforcement vessel. After some 16 months in operation it has been concluded that the vessel is able to undertake a high percentage of the required tasks and that any shortfall in capability is offset by the price paid, the higher cost for a replacement vessel and the pending procurement of a second vessel, which will be a bespoke build. As a consequence the Vessel Procurement Panel has agreed that she should be retained on a permanent basis and the procurement process for a second vessel was commenced in July 2014.

Whilst *FPV John Allen* is judged to be largely fit for purpose it has been assessed that her utility could be improved if a number of changes were made. These include items that were known to be a requirement from the outset but were delayed pending a decision on the future of the vessel, as well as items that will enhance her utility. Given the relatively low purchase price it is judged that improvements could be achieved within an overall cost that would still represent good value for the public purse.

Quotations have been obtained from Redbay Boats for most items but some costs have yet to be provided. Indicative costs for all upgrades, including the provision of electronics for circa £15k and a 3.1m tender and outboard engine for circa £3k, are estimated to be from approximately £37k to £57k ex VAT, depending upon the options chosen. Dialogue is still ongoing with Redbay Boats and it is likely that the upgrades will be at the lower end of the scale.

Sole Supplier

Chapter five of the Authority's Constitution and Standing Orders require that where it is intended to enter into a contract for the supply of goods or materials or for the execution of works or specialist services - para 11 (b)(i), or for major capital expenditure - para 11(c), then quotations from at least three separate firms should be invited. This requirement can be waived by the Authority if the reason is embodied in a recommendation made to them - para 11 (d).

FPV John Allen was designed and constructed by Redbay Boats who are located in Cushendall, Co Antrim. The Stormforce range of vessels is their own design borne of years of experience building, maintaining and operating similar vessels in the Irish Sea.

The level and nature of upgrades to the vessel, some of which involve structural alterations and additions, indicate that they would be best undertaken by Redbay Boats as they have an intimate knowledge of their product. This would ensure continuity of quality and would avoid the potential for problems in design and implementation that may be encountered if a third party were involved.

At its meeting of 14th October 2014 the Finance and Personnel sub-committee resolved to:

4. Note and approve the indicative costs for upgrades to *FPV John Allen*
5. Agree to the Vessel Procurement Panel overseeing and approving the level of upgrade works to be undertaken
6. Agree to a recommendation to the full Authority that Redbay Boats be utilised as a sole supplier for the upgrade works

Second Vessel Procurement

The procurement process for the second vessel is being managed by the Procurement team at Suffolk County Council and is being undertaken under EU procurement rules. The notice to tender was published in July 2014 and seven companies have submitted a Pre-Qualification Questionnaire, which are currently being assessed. Those that pass this stage will be invited to submit a formal tender and these will be assessed in accordance with procurement rules and a contract awarded to the successful bidder.