



12th EIFCA Meeting

To be held at:

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

**29th January 2014
1030 hours**

Meeting: 12th Eastern IFCA Meeting
Date: 29 January 2014
Time: 10:30hrs
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

- 1 Welcome by the Chair
- 2 To note apologies for absence
- 3 Declaration of members' interests

Action items

- 4 To receive and approve as a true record, minutes of the 11th Eastern IFCA Meeting, held on 30 October 2013 - *Chair*
- 5 Matters arising (including actions from last meeting) - *Chair/CEO*
- 6 To receive a report to consider Health and Safety risks and mitigation - *CEO/HoMP*
- 7 Meeting of the Regulatory and Compliance Sub-Committee 28 Nov 13 - *HoMP*
- 8 Meeting of the Finance and Personnel Sub-Committee 15 Jan 2014 - *Hd Fin / Hd HR*
- 9 Provisional budget for 2014/2015 and to note the provisional forecast for 2015/2018 - *Hd Fin*
- 10 Payments made and monies received during the period 19th October 2013 to 10th Jan 2014 - *Hd Fin*
- 11 Quarterly Management Accounts - *Hd Fin*
- 12 Sea Angling 2012 survey - *CEO/Dr Kieran Hyder, Cefas*
- 13 The 'Business of Fishing' presentation- *Gus Caslake, Seafish*
- 14 Mussel Fishery 2014 - *Hd ER/HoMP*
- 15 Wash Fishery Individual Quota - *CEO*
- 16 Wash Lay applications update - *Hd ER*
- 17 Progress of 2013/14 Marine Environment and Research Plan, and outlining the 2014/15 Plan - *Hd ER*

Information items

- 18 Quarterly progress against Annual Plans - *CEO*
- 19 Marine Protection quarterly reports
- 20 Marine Environment Quarterly Reports:
 - a. Senior Research Officer
 - b. Senior Marine Environment Officer

21 Update of HR activity – Head of HR

Any other business

22 To consider any other items, which the Chairman is of the opinion are Matters of Urgency by reason of special circumstances, which must be specified in advance.

P J Haslam
Chief Executive Officer
14 January 2014

11th 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 October 2013 at 1030 hours.

Members Present:

CLlr Hilary Cox	Chair	Norfolk County Council
Shane Bagley		MMO Appointee
Stephen Bolt		MMO Appointee
Roy Brewster		MMO Appointee
Conor Donnelly		Natural England
CLlr Richard Fairman		Lincolnshire County Council
Paul Garnett		MMO Appointee
CLlr Tony Goldson		Suffolk County Council
Neil Lake		MMO Appointee
Ceri Morgan		MMO Appointee
CLlr Keith Patience		Suffolk County Council
Tom Pinborough		MMO Appointee
Rob Spray		MMO Appointee
John Stipetic		MMO
CLlr Tony Turner MBE JP	Vice-Chair	Lincolnshire County Council
CLlr Margaret Wilkinson		Norfolk County Council
Stephen Worrall		MMO Appointee

Eastern IFCA (EIFCA) Officers Present:

Philip Haslam	Chief Executive Officer (CEO)
Nichola Freer	Head of HR
Luke Godwin	Marine Environment Officer -
Data	
Julian Gregory	Head of Marine Protection
Eden Hannam	Head of Marine Conservation
Christine Hurley	Head of Finance
Ron Jessop	Senior Research Officer
Dawn Reeve	Admin/Procurement Officer

Other Bodies Represented:

David Johnson	Nplaw – Norfolk County Council
Stacey Meyer	MMO
Barry Smart	MMO
Emma Thorpe	Natural England

Minute Taker:

Jodi Hammond

EIFCA13/70 Item 1: Welcome by the Chairman

The Chair welcomed members and the meeting began at 1030 hours.

EIFCA13/71 Item 2: Apologies for Absence

Apologies for absence were received from Messrs Barham and Vanstaen (MMO Appointees), Mr Handford (EA Representative) and Cllr Baker (Norfolk County Council).

EIFCA13/72 Item 3: Declarations of Members Interest

No additional Declarations of Interests were noted, only confirmation of those already held by the Clerk.

EIFCA13/73 Item 4: Duties & Responsibilities of Authority members

Mr David Johnson, solicitor and member of a combined corporate law firm who advise Norfolk County Council, attended the meeting to provide a presentation to members. He provided members with a background to the law and governance within in which they, as members of EIFCA, carry out their activities. Following the presentation the Chair thanked Mr Johnson for attending and added that she hoped members now realised that EIFCA were an authority with many stakeholders and as members they must look at the wider view. Decisions may not always be agreeable to an individual but they must deliver what is best for the Authority.

It was agreed a copy of the presentation would be forwarded to all Authority Members.

EIFCA13/74 Item 5: Minutes of the 10th EIFCA Meeting, held on 31st July 2013

Members agreed to accept the minutes as a true record of proceedings.

EIFCA13/75 Item 6: Matters Arising

13/57 MEMBERS TRAINING: This matter had been dealt with through the presentation given by David Johnson.

EIFCA13/76 Item 7: Health & Safety Risks and Mitigation

The main objective of the CEO at this time was to minimise risk. All policies and procedures had been put in place and all staff had received training at their relevant level.

Residual risks included the moorings at Sutton Bridge, whilst steps had been taken to ensure that safe systems of work were in place, there remained the concern that the moorings were continuing to deteriorate. Members were advised that negotiations were taking place in an attempt to have the moorings renewed but there was an on-going legal debate which was preventing this, investigations were also being made into finding suitable replacement moorings in the event of the current ones becoming too dangerous.

A further risk which needed addressing was 'lone working'. The current situation was that if an officer had to work alone at night they notify the duty officer of the time they went on duty, advise

when they expected to be finished and then ring in again to confirm they had safely concluded their activity. This has risks attached to it as sometimes the phone signal is not operating or they may become separated from the phone and find themselves in a difficult situation. To avoid such scenarios an electronic system using an alarm, buzzer and microphone, which provided an end to end support system, was being investigated. Members were asked to consider this system and decide whether or not they supported the introduction of it.

Members agreed to note the report and approve the introduction of electronic support for lone working operations.

EIFCA13/77 Item 8: Meeting of the Regulatory & Compliance sub-committee held on 18th September 2013

Members were advised of the content of the meeting and noted that the Gentlemen's agreement with regard to the shore launched fishing zone in North Norfolk was being monitored. The draft flexible closed areas byelaw for regulation of activity in European Marine Sites had been approved. This had been done in such a way to allow an innovative flexible approach using Regulatory Notices to introduce agility to the management of protected areas. As this was a new approach it was still being considered by Defra's legal team, however, the byelaw had been advertised and was in the 28 day consultation period which would conclude on 11th November. The next sub-committee meeting to discuss this was scheduled for 28th November.

Members Agreed to note the report

EIFCA13/78 Item 9: Meeting of the Finance & Personnel sub-committee held on 17th October 2013

HR Matters: Members were updated on the decisions made following the announcement that the Head of Finance would be retiring at the end of 2013. It had been decided to replace with 'like for like', following advertisement of this post and the interview process the vacancy had been accepted by Mr Andrew Bakewell who would be starting on 13th November, allowing a 6 week hand over period. The Revised recruitment process and an update to the HR plan to 2015 had also been discussed during the meeting.

Post meeting note: Mr Bakewell's start date has been revised to 20 Nov 13.

FINANCE Matters: The Preliminary budget for 2014/2015, based on figures to date for this financial year was considered by the committee. The proposal was a standstill budget. Following the meeting the Heads of Finance at the three county councils had met with the CEO and Head of Finance and all had intimated that this would be acceptable. The CEO requested that all councillors please thank their county representative for attending this meeting.

Forecasts for 2015-2018 were also considered, the purpose of these being to highlight any unusual expenditure expected during this time. Inevitably some elements remain unknown including such things as employers pension contributions, and changes to NI rates during these years.

Members also noted the audit had been completed with no issues to be considered.

Office accommodation was also considered. Noting the current space was no longer able to provide the required amount of desk and storage space. Having considered options the CEO was asked to prepare a report comparing expanding into neighbouring offices or moving to bespoke premises. Members of the full authority considered the length of the remaining lease and implications of moving early but it was also felt there was merit to purchasing a suitable space which would provide an asset. Councillor Turner felt a move should be made sooner rather than later and suggested public loans or European funding should be looked into.

A mobile office to allow more consultation with stakeholders was considered and it was agreed investigations should be made in to borrowing or hiring a suitable trailer.

New Burden Funding was noted to be a concern for the forecast years. Defra have been advised their funding is to be reduced and as yet there has been no indication of how this will be achieved. Dr Bolt advised that AIFCA had written to Defra and the Minister, unfortunately, there had since been a change of minister which had inevitably slowed the response process. However a meeting was arranged for 8th Jan for the new incumbent to meet with IFCA representatives.

Members Agreed to note the report.

EIFCA13/79 Item 10: Wash Fisheries Individual Quotas discussion paper

The CEO gave a brief resumé of the current process for opening a shellfish fishery. This involves the surveying of the beds to assess the overall stock levels from which a TAC for the fishery is calculated, an opening date is set, the landings are monitored by weekly return forms and once the TAC has been exhausted the fishery is closed. The CEO has been advised that this system leaves some fishermen at a disadvantage if they are ill or their vessel breaks down.

Consequently the question has been raised whether or not the TAC can be divided to allow individual quotas which would give them the option to decide when they fish depending on weather conditions and market forces. It would also mean the beds would be safer with less vessels working at the same time. However, there are also a number of points which could be considered unfavourable such as value being put on a quota, transshipping, tensions and rivalries, to avoid these there would need to be a mechanism in place to link the quota to a vessel and more importantly there would need to be resources available

to ensure the fishery could be enforced. The CEO advised that so far such a scheme was only supported by 20 entitlement holders, there remained a further 47 entitlement holders who had to be asked their opinion.

Mr Lake agreed the idea should be put out for consultation, he acknowledged there would be winners and losers but he hoped the final decision would be based on fairness and that those opposed to the scheme should be asked to explain why.

The CEO advised that there was a need to balance the needs of all concerned but also added that this may be an issue which would be better dealt with as part an overall review of the Wash Fishery Order.

Mr Stipetic advised that a similar scheme had been carried out by the MMO, initially the allocation had been to a vessel this had then transferred to a licence and a lot of confusion had followed, he would be happy to provide advice if required.

Mr Garnett felt that if individual quotas were going to be issued it should be done by January to prevent de-stabilising the fisheries as in the past individual quotas have been based on track record which makes fishers more active than they have been in the past.

The CEO advised that in the results of the consultation were put to the January meeting it would not be in a position to make a decision on quotas but would provide the evidence as to whether or not the scheme was potentially viable.

Members agreed to note the report and instructed the CEO to conduct a consultation with all Entitlement holders to ascertain whether there was interest in investigating the proposal further. The result to be put the full authority meeting in January 2014.

EIFCA13/80 Item 11: Propagation of productive fishing grounds

EIFCA have a responsibility to develop and promote sustainable fisheries. With this in mind the CEO believed the mussel fisheries were in need of help with particular regard to the Gat Sand. Members were asked to consider working with the industry in pursuit of co-management of the fishery. He felt the Gat Sand needed rejuvenating but being a conservation area in would need to be done in conjunction with NE. He suggested the sand could be divided to provide a comparison area, then the sand could be cleaned off, examined for chemical imbalance then either seed could be bought in, consolidated from local areas or the area left for nature to take its course.

Mr Garnett was concerned that the CEO seemed to be looking at the Gat Sand as the extent of the mussel fishery when there are a lot more wild beds which could be rejuvenated instead of or as well as the Gat. Mr Donnelly agreed that historically the stock levels on the older beds were not increasing whilst the overall stock levels had shown an increase since 2009 so he believed there was some value in looking into other beds.

The CEO acknowledged there were other beds but the process had to start somewhere, if propagation worked it could be applied to other beds.

The HoMC advised that the work should be viewed as a pilot scheme which if it proves successful could be applied to other areas. The work would be a large resource commitment and the final decision on whether or not it could be done would be made by the R&C sub-committee when deciding on their work plan for 2014/2015.

Mr Donnelly advised that since the 2000's there was a much reduced mussel stock and establishing new beds is very rare. Rejuvenating existing beds is very important to protect the integrity of the bed, as once it is gone it is unlikely to come back. Work has been done in other areas which could help design the way of progressing this project. He also expressed concern around consolidation of stocks as it may affect the integrity of other beds.

Mr Lake felt option 1 was not viable as seed cannot be brought in from other areas, which raised the question of what size dredge should be used. The CEO advised the first step would be to come up with the most cost effective method of propagation so no detail could yet be decided on how and to take it forward.

Members Agreed to

- **Approve the proposed project for EIFCA/Natural England and the Industry to work jointly to re-generate the Gat Sand as a first step in re-establishing the viability of the Wash mussel fishery.**
- **Approve the proposal to investigate division of the Sand to promote both its status as a conservation resource and to enable its rejuvenation as a productive mussel bed.**
- **Direct the CEO to take forward planning to deliver this project taking on board all comments made, through the 2014-15 Research and Environment plan.**

EIFCA13/81 Item 12: Marine Conservation Zones - Update

The HoMC advised members that through tranche 1 of the process the Stour & Orwell had been identified as an MCZ, as a result EIFCA are in discussions with the MMO and NE to come up with the manner in which the site will be managed.

Mr Donnelly advised the MCZ process was different to the EMS process in that no timescale is specified and there is no set prescription around the standard of regulation to be used.

Members agreed to note the report

EIFCA13/82 Item 13: Annual Report 2012/2013

Members were provided with a draft of the report which the Chair of the Planning & Communication sub-committee had approved. Mr Worrall found the case studies very useful and felt they enhanced the report.

The CEO advised that work was already beginning on the 2013/2014 Annual Report, and as he is mandated to report back any compliments or criticisms he requested that if any members

had comments they would like included could they report them to him.

Members Agreed to accept the report.

EIFCA13/83 Item 14: Wash Fishery Order – Lay consents

Since 2008 there has been concern over whether the lays were having an impact on the cockle and mussel stocks in the Wash. Consequently a hold was put on issuing new lays until a food study was completed. Following this NE had recently advised the current lays were not having an impact on food levels.

Additionally the current lease agreement needs to be updated, the waiting list needs to be addressed, and the application process needs to be streamlined. Inevitably there is a significant amount of work in this review process, at the same time ensuring the full potential of the shellfish resources is achieved.

Members considered the current lay process and whether other areas could be made available with industry members expressing concern at the suggestion of putting a further hold on allocating new lay ground. Mr Garnett also felt consideration should be given to species other than mussels and oysters. The CEO assured members he did not intend to put another complete hold on allocating new lays, some of those on the waiting list were already 80% of the way through the process, these would be completed then the process could be reviewed and applied to further requests. Mr Spray questioned whether areas outside the Wash had been considered for cultivation.

Luke Godwin advised that the current process involves assessing a proposed site, asking the Authority to approve a proposed site, this is then sent to NE for a Habitats Regulation Assessment. He felt it would be more effective to carry out the HR assessment in advance of the survey work as at times the work is done for NE to advise the site is not appropriate.

Mr Lake questioned if there was a maximum amount of the Wash which could be used for lays, to which the HoMC advised there were physical restraints which would have to be taken into consideration.

Ultimately it was felt the process needed better communication between the industry and EIFCA.

Members agreed to :

- **Receive Natural England’s formal response with regards the WFO mussel lay review of consents.**
- **Note the three options for progressing this work.**
- **Agree to option 2 of the WFO mussel lay project options presented below which entails the following:**
 - **Immediately renew existing expired WFO shellfish lay leases using current lease agreement.**
 - **Update the WFO shellfish lay lease agreement.**
 - **Process partially completed applications on the waiting list using updated lease agreement.**

- **Preserve the moratorium on new lay applications until a new apportionment and approval model has been approved.**
- **Seek approval for new model of WFO mussel cultivation management.**
- **Lift moratorium on new lay applications**
- **Agree to Option 3 of the 'WFO lay application process' to approve the process set out in Appendix 1.**
- **Direct the CEO to report on progress of the agreed option as per the timeframe presented with the options below.**

EIFCA13/84 Item 15: Research & Environment Plan – Progress and planning for 2014/2015

Members were updated on progress made through the 2013/2014 Research & Environment Plan and advised that consideration needed to be given to work projects for the 2014/2015 year, in order to receive requests for projects from stakeholders the HoMC was requesting consent to circulate the 'Bright Ideas' form.

Members agreed to:

- **note the progress and delays in delivering the 2013/14 Marine Environment and Research Plan.**
- **the circulation of 'Bright ideas' forms**
- **invite Officers to report back (for information) to the Authority at the end of January with the results of the bright ideas forms and possible synergistic working.**
- **confirm that final decisions on the plan will be made by the Planning and Communications Sub-Committee in-line with their delegation in February 2014.**

EIFCA13/85 Item 16: Eastern IFCA Data Strategy

Luke Godwin advised members that with the amount of data, information and evidence being collected and disseminated the need for a more efficient approach had been highlighted. The need for decisions to be based on sound science/data, making the need even more important. To address this a Data Strategy had been devised which members were asked to consider.

Mr Pinborough questioned whether there would be a standardisation across all IFCAs as to how data is recorded as currently there are big differences. He also felt there was some concern about how information is collected by IFCAs and the MMO as the figures provided by each organisation are, on occasion, very different which can create difficulties when feeding the information into stock management schemes.

Members Agreed to:

- **Receive Eastern IFCA's proposed Data Strategy.**
- **Approve Eastern IFCA's data vision.**
- **Approve the Data Strategy for implementation into Eastern IFCA's work.**

- **Direct the CEO to source external expertise to undertake a system restructure.**

EIFCA13/86 Item 17: North Norfolk FLAG and Inshore VMS

North Norfolk FLAG is a community group working with marine interests.

They are currently looking into how to support fishers with new technology. FLAG have indicated they would partner EIFCA in a small pilot plan for IVMS on the Norfolk Norfolk Coast. This would cover between 5-20 vessels with a contribution for EIFCA of approx. £8,000.

The CEO advised that EIFCA have money put aside to support the fishing industry with the introduction of IVMS, he also advised that there would potentially be pay monthly schemes to assist those who would find it difficult to purchase outright.

Members discussed the timing of the project but were advised that Defra had agreed to part fund the project providing the intent was in place by the end of the year, the money did not have to be spent until the spec for the units had been agreed. Concern as to whether the type of unit would benefit EIFCA was expressed but the CEO advised that the design would meet inshore needs.

Dr Bolt advised that further information about IVMS was available on the MMO website.

Mr Lake questioned whether those vessels over 15m which already have a box fitted would be expected to have a further box fitted. The CEO felt this may not be necessary however the cost implication of ping the satellite based boxes on the larger vessels may be a restraint.

Members Agreed to:

- **Note the work of the local North Norfolk FLAG**
- **Agree to support of the North Norfolk FLAG inshore Vessel Monitoring Systems (iVMS)**
- **Agree that the Chief Executive Officer can provide financial support to this project from the ear-marked reserve set aside for this purpose.**

EIFCA13/87 Item 18: Payments made and monies received during the period 20th July 2013 to 18th October 2013

Councillor Turner questioned what had incurred the legal fees, he was advised it was for advice received whilst developing the EMS byelaw. Members were also advised there would be further expense as the discussions between EIFCA and Defra legal team are on-going.

Members Resolved to accept the report on payments made amounting to £353,567.00 and monies received amount to £68,055.36

Proposed: Cllr Tony Turner

Seconded: Stephen Worrall

All Agreed

EIFCA13/88 Item 19: Quarterly Management Accounts

The Head of Finance presented members with accounts for the second quarter of the financial year and included actual figures alongside the projection for the quarter for comparison. Areas where savings or additional income had been incurred were highlighted and explained.

It was noted that the expenditure was closer to the budget than it had been, at this stage, in the last three years.

Members Agreed to note the Management Accounts

EIFCA13/89 Item 20: Calendar of Meetings 2014

It was noted there was an additional full statutory meeting during 2014 to deal specifically with management of the cockle and mussel fisheries.

Members Agreed to approve the calendar of meetings for 2014.

EIFCA13/90 Item 21: CFP Reform update

John Stipetic provided an update on negotiations and implementation of the CFP Reform.

There was still a lot of work to be done to ensure a smooth changeover and Defra and the MMO would work with the industry to discover the best way to implement change.

EIFCA13/91 Item 22: Quarterly Progress against Annual Plans

This report was included for information only.

EIFCA13/92 Item 23: Marine Protection Quarterly Reports

Cllr Fairman referred to the report for Donna Nook to the Wash and questioned whether he had been right in his understanding that pumping sand on to the beach at Skegness was unsubstantial with regard to flood defences. Whilst this was not on the agenda as an item for discussion it was noted that there was a belief that this sand would be washed away unless a groyne system was in place and potentially could impact on the fisheries within the district. As the EA representative was not present Dr Bolt felt he should be asked to prepare a report as a future information item.

EIFCA13/93 Item 24: Marine Environment Quarterly Reports:

This report was included for information only.

EIFCA13/94 Item 25: Update of HR Activity

This report was included for information only.

EIFCA13/95 Item 26: Any Other Business

BONAMIA TESTING IN THE WASH: The CEO had received a request to test the mussels in the Wash for Bonamia, a disease affecting oysters but carried by mussels. As discussed earlier the mussel fishery in the Wash is not at its best level, the most viable seed is currently in the Thames where they have Bonamia, this prevents it being brought into our district. However, if we test for Bonamia and find it present it would be possible to bring this seed in, but it would also mean seed could not be taken out. Cefas had been contacted and they had assured the CEO that during other testing they would have detected Bonamia, however it has not been routinely tested for.

The CEO believed that long term stewardship should be the prime consideration and Cefas should be the arbitrator of what is tested for.

Mr Lake advised that in the past thousands of tonnes of seed had been brought into the Wash which cannot be done now, consequently the mussel growers had asked for this test. He believed that by adding to the stock on the Wash it would mean an increase in spat for the public beds. The CEO emphasised that it is illegal to import infected/potentially infected stock, he also expressed concern about damaging the long term cultivation of oysters in the Wash. Mr Donnelly also felt it should be remembered that the disease causing mortality in the cockles was potentially linked with stock brought in and these risks must be taken into consideration. Mr Garnett was also concerned about the oyster drill affecting stocks in the Thames at the present time, this primarily feeds on oysters but also targets mussels.

It was felt that it would be inconsiderate to put the current stocks at risk.

Members Agreed to note the contents of the paper, and that the Authority must consider the long term stewardship of the Wash fishery. It was also Agreed that Cefas would be the arbiter of testing regimes for Bonamia.

VESSEL PROCUREMENT UPDATE: This report was provided for information purposes.

COMMUNITY ENGAGEMENT MEETNG DATES: Members agreed to note the report.

There being no other business the meeting closed at 1335 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

12th Eastern Inshore Fisheries and Conservation Authority meeting

29 January 2014

Health and Safety risks and mitigation

Report by: P J Haslam, CEO; J. Gregory, HoMP

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**
- **Approve the introduction of the Policy for Managing Unacceptable Behaviour by 3rd Parties**

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 employees¹.

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

Report

At the full Authority meeting of 30th October 2013 an update was provided to the effect that all IFCA policies and procedures had been reviewed and updated by Norfolk County Council and were fit for purpose. In addition officers had all received training and as a result of the training the following executive actions have been identified and were being addressed:

- Risk Profiling to refresh understanding of H&S risks to drive subsequent review of risk assessments.

¹ HSAW Act 1974 c. 37 Part I General duties Section 2

- Reinvigorate an incident reporting culture including a mechanism to capture near misses.
- Monitor personal H&S behaviours to ensure adherence to management direction.
- Assure professionalism in the conduct of sea-going operations including appropriate and routine H&S consideration and awareness.
- Introduction of an anonymous reporting system to encourage all incidents to be reported and alleviate concerns of recrimination.
- Introduction of electronic support for lone working operations.

Lone working update

At the last full Authority meeting it was agreed to purchase devices to be carried by individual officers and which enable tracking via GPS together with an emergency telephone link with a manned reception centre as well as other functionality such as identifying when an officer may have been incapacitated.

Discussion with one provider, SkyGuard, has resulted in agreement for a free, one month trial of three devices. The devices have 'roaming' SIM cards that will connect to any network and they will be allocated to the three Area Officers in order to assess signal coverage around the coast.

Policy for managing unacceptable behaviour by a 3rd party

The Authority currently has a Harassment Policy, which provides the framework for dealing with matters that may arise between members of staff. It does not, however, have a policy that provides a framework to help officers to manage unacceptable behaviour by third parties.

The primary functions of the Authority as a public body, regulator and conservation/fisheries manager mean that officers are required to engage with a wide range of stakeholders in the course of their duties. The context of such engagement ranges from one to one contact with individuals either in person, on the phone or via correspondence through to interaction with groups of people in meetings, on the quayside, on sandbanks or at sea. Whilst the majority of these interactions are conducted in a cordial manner there are occasions where the behaviour of some individuals falls below that which would be expected.

Examples of unacceptable behaviour include a relatively recent meeting held to consult with stakeholders, where officers were the subject of sustained hostility for the entire meeting; a telephone call between an officer and a stakeholder where the latter was offensive and objectionable. Whilst such interactions are not representative of the majority of interactions they are not so rare as to be regarded as unusual and there appears to have been a culture of resigned acceptance that they will occur from time to time.

It is suggested that the Authority should not expect officers to tolerate unacceptable behaviour and that there is an obligation to ensure, so far as is reasonably practicable, the health, safety and welfare at work of its employees. As a consequence a policy for managing unacceptable behaviour by third parties has been drafted and can be found at Appendix A.

Risks

Members would wish to be aware of the following H & S risks:

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. • Previous legal obstructions appear to have subsided and a firmer long term plan is being developed. 	<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#
Lone working operations	<ul style="list-style-type: none"> • Management scrutiny of any proposal for lone working. • Safe system of work to ensure staff check in and out when there is a clear demand for lone working. • Introduction of electronic support means 	<ul style="list-style-type: none"> • Failure to prompt action owing to telephone reception coverage etc. • Risk of personnel injury 	Treat
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 	Treat

		stakeholder hostility	
Unreported incidents/unilateral decisions with little regard for safe working practices.	<ul style="list-style-type: none"> • Leadership • 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
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

*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.

Conclusion

Members can be re-assured that the Health and Safety culture of Eastern IFCA is firmly embedded with support from Norfolk County Council H&S professionals. Those issues that require immediate action have been identified and are being progressed.

Appendix A



Policy for Managing Unacceptable Behaviour by a 3rd Party

Introduction

Eastern IFCA (the Authority) believes that all service users, stakeholders, partners and members of the public with whom officers come into contact (generically referred to as stakeholders in this policy) have the right to be heard, understood and respected.

The Authority also believes that officers have the right to be treated with dignity and respect. It also has a legal obligation under the Health and Safety at Work Act 1974 to ensure, so far as is reasonably practicable, the health, safety and welfare at work of its employees.

On occasions, stakeholders may make unreasonable demands that could affect the work of the Authority or may communicate with officers in an aggressive, abusive or offensive manner. It is possible that, on rare occasions, such behaviour may also involve an assault upon an officer.

The Authority will not tolerate aggressive, abusive or offensive behaviour from stakeholders and reserves the right to manage contact with people in an appropriate manner to protect officers and to maintain the effectiveness of the work of the Authority.

This policy sets out our approach to dealing with those people whose actions or behaviour is considered unacceptable. The Authority will look to refuse to deal with people who assault its officers or who continue to be aggressive, abusive or offensive when asked to behave reasonably.

Scope

This policy covers all areas of work undertaken by the Authority and all of its officers. In cases involving warranted Inshore Fisheries and Conservation Officers exercising enforcement powers then the provisions of this policy will be supplementary to specific offences such as those under s.292 Marine and Coastal Access Act 2009 (obstructing/ assaulting an officer etc.).

Equality and Diversity

The Authority recognises that, in some circumstances, people may have impairment that makes it difficult for them to either express themselves or communicate clearly and/or appropriately. Where unacceptable behaviour is evidenced under these circumstances, the Authority will consider the individual needs and circumstances of both the individual and its officer(s) before deciding on how best to manage the situation.

Defining Unacceptable Behaviour

It is recognised that people may act out of character in times of trouble or distress. The Authority does not view an action as unacceptable because a person makes a strong presentation or is determined. However, the Authority does consider actions that result in unreasonable pressure or demands being placed upon its officers to be unacceptable. It is these actions that the Authority aims to manage under this policy.

What is deemed to be unacceptable behaviour will often differ depending upon the individual(s) involved and their particular circumstances. Examples of unacceptable behaviour can be grouped under two broad headings:

- Aggressive, abusive or offensive language or behaviour.

- General unreasonable behaviour.

Aggressive, abusive or offensive language or behaviour

The Authority defines aggressive, abusive or offensive language or behaviour as any language or behaviour that is likely to cause officers to feel alarmed, distressed, abused or threatened.

Examples of such behaviour include, but are not limited to:

- Assault of any kind, whether or not resulting in injury
- Threatening words or behaviour including:
 - Threats of physical violence
 - Threat of harm to the officer, family, friends or to property
- Abusive words or behaviour
- Insulting words or behaviour
- Shouting
- Persistent swearing
- Rudeness, including derogatory remarks
- Inappropriate references relating to a protected characteristic (age, gender, disability, sexual orientation, gender identity, race or religion)

General unreasonable behaviour

On occasions, stakeholders may make unreasonable demands through the amount of information they seek, the nature and scale of service they expect or the number of approaches they make.

Some stakeholders may not, or cannot, accept that the Authority is unable to assist beyond the level of service that has already been provided. For example, stakeholders may persist in disagreeing with the action or decision taken in relation to a particular issue or contact the Authority repeatedly on the same issue. The method or tone in which these communications are received may not in itself be unreasonable - it is the *persistent* behaviour in continuing to do so that is considered to be unacceptable.

What amounts to generally unreasonable behaviour or demands will always depend on the circumstances surrounding the behaviour and the seriousness of the issues raised by the stakeholder.

Examples of this behaviour include, but are not limited to:

- Demanding responses within an unreasonable time-scale
- Repeatedly contacting or insisting on speaking to a particular officer who is not directly dealing with the matter

- Excessive telephone calls, emails or letters (this also includes unsolicited marketing calls, letters and emails that are considered to be 'spam' or 'phishing')
- Sending duplicate correspondence requiring a response to more than one member of staff
- Repeatedly changing the substance of an enquiry or complaint or raising unrelated concerns
- Persistent refusal to accept a decision
- Persistent refusal to accept explanations
- Continuing to contact the Authority without presenting new and relevant information

Threats to Officers

The Authority takes any threat to its officers (including threats to family, friends and property) very seriously. In such circumstances, the matter must be immediately reported to a line manager, who will work with the officer in question to ensure that all necessary steps to ensure their well-being are taken. The incident must also be reported to the Head of Marine Protection or nominated deputy, who will consider, in consultation with the officer concerned, whether or not the matter should be reported to the police. Cases involving the use or threat of physical violence will always be reported to the police.

Any request to supply evidence of the threat (for example, copies of correspondence or voice recordings) to the third party or the police, must be directed to the Head of Marine Protection or nominated deputy to administer in conjunction with the Data Protection Act.

Managing Unacceptable Behaviour

The use of aggressive, abusive or offensive words or behaviour towards officers may result in an immediate termination of all direct contact with the stakeholder.

Telephone calls

The Authority does not expect any of its Officers to tolerate unacceptable behaviour over the telephone. Where this occurs, all officers have the right to place callers on hold or to end the call. However, before taking such action the caller will, if practicable, be warned that their conduct is considered to be unacceptable to allow them the opportunity to moderate their behaviour.

E-mails and letters

As with telephone calls, the Authority does not expect its officers to tolerate unacceptable behaviour communicated via e-mail or letter. Where there is a legitimate request for information contained within the communication, irrespective of the language used, it is reasonable to provide that information.

However, the stakeholder will be warned that their conduct is considered to be offensive and will not be tolerated in the future.

Where no legitimate information is being requested, officers do not have to respond to an abusive e-mail or letter. However, officers will issue a warning that the conduct is considered to be unacceptable, that it will not be tolerated in the future and that any future correspondence in a similar vein will not be responded to.

It is appreciated that some officers may feel uncomfortable responding to abusive e-mails and letters. If this is the case, they should refer the matter to their line manager who may take matters forward on their behalf.

Meetings

Officers regularly attend meetings with stakeholders and it is reasonable to expect cordial behaviour from all attendees. Officers are not expected to tolerate unacceptable behaviour during meetings. Where this occurs officers have the right to leave the meeting or, where the meeting is being held by officers, to conclude the meeting with immediate effect. However, before taking such action attendees will, if practicable, be warned that their conduct is considered to be unacceptable to allow them the opportunity to moderate their behaviour.

Other circumstances

Given the range of tasks undertaken by the Authority, it is difficult to foresee every circumstance in which officers may encounter unacceptable behaviour and where it may be appropriate to discontinue a transaction. However, the principles of this policy will apply to all encounters with stakeholders and officers are empowered to use their discretion to determine the most appropriate course of conduct in the circumstances of each case.

It should be noted that in the case of warranted officers undertaking enforcement activity, there is an expectation that whilst they should not unnecessarily expose themselves to risk, they will, through dynamic risk assessment of the situation, do all that is reasonable in the circumstances to carry out their duty. Warranted Officers have powers, where applicable, to require stakeholders to undertake certain actions, to use force (if appropriate) and have recourse to offences of assault/obstruction/ failure to comply etc. (s. 292 Marine and Coastal Access Act 2009).

In cases where the level of unacceptable behaviour encountered precludes a warranted officer from completing their duty then the expectation is that action will be taken for relevant offences (e.g. s.292 Marine and Coastal Access Act 2009).

References to warranted officers include persons assisting a warranted officer under s.260 Marine and Coastal Access Act 2009, including the exercise of powers under the direction or supervision of the warranted officer.

Records

Where action is taken by an officer who encounters unacceptable behaviour they should log the details in their pocket note book (IFCOs) and/or in a statement or memorandum. The matter must also be reported to the Head of Marine Protection or nominated deputy in order to ensure fairness and consistency of approach. Where there is evidence of multiple instances of offensive behaviour and this continues, a more permanent restriction may be considered necessary.

Available Restrictions

Where a stakeholder continues to communicate in an unacceptable manner, the Authority may exercise its right to restrict contact. The precise nature and action will be appropriate and proportionate to the nature of the unacceptable behaviour and the circumstances of the officer and the stakeholder.

When making a decision to restrict contact, the Authority will take account of any special requirements that it is made aware of, of those affected by its decision. For example, where someone cannot read, it is unlikely to limit communications to writing only unless it is satisfied there are reasonable adjustments in place to enable the stakeholder to understand our response.

The Authority may decide to:

- Block telephone calls and/or e-mails from being received
- Arrange for a single, named officer to deal with all future calls or correspondence from the stakeholder
- Limit future contact to a particular form and/or frequency e.g. emails or letters only, meetings by appointment only etc.
- Inform the stakeholder that their correspondence will be read to ensure no new issues have been raised, but then filed, without further acknowledgement
- Refer the matter to the police where a criminal offence has been threatened or committed
- Take legal action, such as applying for an injunction or court order to prohibit contact/poor behaviour
- Take any other action that it considers appropriate to the circumstances.

Authorising Contact Restrictions

Where stakeholders continue to display unacceptable behaviour, the decision to place a temporary or permanent contact restriction can only be authorised by a member of the Executive Management Team.

Wherever possible a reasonable degree of access to service should be maintained giving due regard to the Authority's officers. An example may be limiting stakeholder contact to a specific internal e-mail address and/or a specific internal telephone number.

In extreme circumstances the Head of Marine Protection or nominated deputy (which will be another member of the Executive Management team) may authorise all contact to be restricted.

Notifying the Stakeholder of the Restriction

Where contact is being restricted, the stakeholder **must** be told of the decision. Wherever possible this should be by letter or e-mail, however this may be done by telephone and supported by a suitable case note in the relevant file or pocket note book. The communication does not have to be from the authorising person;

however, authorisation to implement the restriction must be obtained before telling the stakeholder.

The communication should inform the stakeholder of the following:

- The reason why we consider their behaviour to be unacceptable;
- Details of any earlier warning(s) issued about their conduct;
- The restriction(s) we are imposing; and, if appropriate
- How long the restriction(s) will last

In the event of a **complete** restriction the stakeholder must also be informed of their right of appeal and how to do this. Communication of the right of appeal may be done by reference to this policy.

A copy of the communication issued to the stakeholder should be sent to the Head of Marine Protection, who is responsible for ensuring that there is a record of the decision to restrict contact. The Head of Marine Protection is responsible for maintaining a register of restrictions in place.

Stakeholder Appeals

A stakeholder may only appeal a decision to restrict contact where **all** forms of contact have been restricted.

Appeals should be submitted in writing by either by e-mail or post and sent to the CEO. They must be received within five clear working days of being notified of the restriction.

The appeal will be considered as soon as reasonably possible by the CEO. Normally the appeal will be considered by a different officer from the person making the original decision to restrict contact and where the CEO made the original decision the appeal will be heard by the Chair of the Regulatory and Compliance sub-committee.

The stakeholder will be advised in writing whether the restricted contact arrangements still apply or a different course of action has been agreed. The Head of Marine Protection shall record the appeal decision in the relevant file.

Monitoring and Reporting

The Executive Management Team will monitor this policy from time to time to ensure that it is being applied in a fair, reasonable and consistent manner. The Executive Management Team will also monitor the outcomes of the policy against the Equality Act 2010.

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



12th EIFCA Meeting

Action Item 7

29 January 2014

Report by: Julian Gregory, Head of Marine Protection

Meeting of the Regulatory and Compliance Sub-committees held on 28th February 2013

Purpose of report

To inform members of the key outputs and decisions from the Regulatory and Compliance Sub-Committee meeting held on 28th November 2013

Recommendations

Members are asked to note the report.

Overview of the Meeting

Byelaw for management of fishing activity in the Humber Estuary and Wash and North Norfolk Coast European Marine Sites

Members were briefed on the formal consultation that had taken place for the Byelaw and considered proposals for changes. Having considered the information members resolved to:

- **Note that there were 25 submissions following making the byelaw on 18th September 2013.**
- **Note the summary of consultation responses provided.**
- **Agree the proposed actions listed below that have been derived from the consultation process and ongoing dialogue with Defra:**
- **Update Impact Assessment following formal consultation**
- **Revise the working of Byelaw paragraph 10 to include: 'unless otherwise stated in the appropriate regulatory notice' and amend RN1 and 2 accordingly.**
- **Choose option A for Regulatory Notice 4 enabling better management of the European Marine Site.**
- **Revise the fishing activity to be prohibited in Regulation Notice 4.**
- **Direct Officers to:**
 - Produce operational procedures for introducing and reviewing Regulatory notices including the types of information needed.

- Update the Enforcement risk register to reflect the new byelaw
 - Explicitly state in the letter to the Minister the economic impact (on the pink shrimp fishery) of such a spatial closure.
 - Engage with Natural England and the Industry to complete a full Habitats Regulation Assessment for the Wash Pink Shrimp fishery, which could identify areas to investigate to minimise impact or amend the regulatory notices.
- **Agree the changes to the Byelaw and Regulatory Notices as a consequence of the ongoing dialogue with Defra Policy Analysts**
 - **Note that the dialogue with Defra is ongoing and there could be minor and technical changes**
 - **Agree that any further minor technical changes can be made by officers in consultation with the Chair of the Authority and the Chair of the Regulatory and Compliance Sub-Committee**
 - **Direct that if any significant changes are required, that this matter is laid before the full Authority at the statutory meeting scheduled for January 2014.**

Background Papers

Unconfirmed minutes of the Regulatory and Compliance Sub-Committee meeting 28th November 2013.

Vision

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12th EIFCA Meeting

Action Item 8

29 January 2014

Report by: Nichola Freer – Head of HR
Andrew Bakewell – Head of Finance

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

Purpose of report

To inform members of the key outputs and decisions from the Finance & Personnel Sub-Committee meetings held on 15/01/14.

Recommendations

Members are asked to note the report.

HR Matters:

Payback policy

With regard to developmental training (training over and above essential skills training to be able to carry out a role), members agreed to adopt a policy to require a repayment of all or part of the costs incurred should an employee leave the Authority before a reasonable time period has expired (payback policy). The Head of HR has been directed to develop such policy for the Authority. Authority members should note that this is common practice amongst many employers, both in the private public sectors.

Salary scale point review

At the Finance & Personnel Sub-Committee meeting of 25 June 2013, members agreed that following the outcome of the CEO job evaluation, a review of all the Authority's pay scale points within the current structure would be carried out in 12 months' time, taking into account the financial climate. The direction given to Officers was taken from the CEO job evaluation. Members chose not to look at the remuneration of the CEO role in isolation to the other roles. At the time, directing Officers to revisit the entire pay scale in June 2014 was deemed to be an appropriate timescale.

When now considering such a review within the directed timescale, the following factors were considered:

- The public sector financial climate is still very challenging despite signs of overall economic recovery.
- Authority funding to operate beyond April 2015 has yet to be secured.
- The majority of job holders received a pay increment in January 2013 as a result of the job evaluation exercise completed in December 2012
- The LGS agreed to a 1% increase across the whole of its pay scale points backdated to April 2013. Although the LGS scale only recognises up to

scale point 49, the Authority applied the 1% increase to all of its scale points for consistency.

- The departure / pending departure of some recent personnel presents an opportunity to review the current staff structure. The output of this may drive some current job roles to change in terms of responsibility and if so, would drive a requirement to revisit the associated remuneration

After consideration, members agreed that there are a number of financial variables that need to be resolved before the Authority's future funding position can be fully understood and that a review of the salary scale points should be postponed and should commence once the relevant financial agreement is available, and in any case, by April 2015.

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 21 of the statutory meeting papers.

Finance Matters:

Provisional Estimates of Expenditure for the period 1st April 2013 to 31st March 2014

For financial year 2013/2014 members were presented with a paper setting out the provisional estimates, together with the notes explaining how the estimates had been calculated.

Members were advised that the projected expenditure less Income for the current financial year (2013/2014) showed an overall saving of £64,495 (4% of total budget). This resulted from a projected underspend of £38,420 and higher than budgeted income of £26,075.

The saving is mainly due to the management of vacancies (£33,000) reduction in vessel operational costs (£25,000) offset by increases in advertising (£8,000), office costs (£7,000) and officer uniforms (£4,000).

The unbudgeted income is derived from Licence Tolls (£12,575) and payment from CEFAS Angling Surveys (£13,500).

The Provisional Estimate for 2014/2015 at £1,391,110 is £40 more than that for the current financial year (2013/2014) and shows a saving of 25% compared to the Base Levy at the start of the four year period. This means that the 25% reduction on base budget has been maintained.

Members were advised that the Provisional Estimates had been arrived at after discussion with fellow officers, especially with regard to vessel operating costs which have been based upon the anticipated requirements of the Research and Environment team and proposed Enforcement Vessels.

Members resolved to:

- agree the Provisional Estimates for the period 1st April 2014 to 31st March 2015
- and to recommend to the Authority that they accept the provisional estimates at the Statutory Meeting to be held on the 29th January 2014.

Provisional Forecast of Estimates of Expenditure for the period 1st April 2014 to 31st March 2017

Members were advised that the provisional forecasts of expenditure for April 2014 to March 2017 used the 2013/2014 Provisional Estimate including inflation as a base. Anticipated above inflation expenditure had been included in the forecast years.

Background Papers

1. Unconfirmed Minutes of the Finance and Personnel Sub-Committee Meeting held on 15th January 2015.

Vision

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Action Item 9

12th Eastern Inshore Fisheries and Conservation Authority meeting

29 January 2014

Provisional budget for 2014/2015 and to note the provisional forecast for 2015/2018

Report by: Andrew Bakewell – Head of Finance

Purpose of report

To set out the Provisional Estimates of Expenditure for the financial year 2014/2015 which have been recommended for approval by the Authority by the Finance and Personnel Sub-Committee (FPSC) at their meeting held on 15th January 2014, and to set out the Provisional Forecast of Estimates for the period 1st April 2015 to 31st March 2018 to be noted by the Authority.

Recommendations

To Resolve, in accordance with Section 101(6) of the Local Government Act 1972, to approve estimates of expenditure for the period 1st April 2014 to 31st March 2015, and to note the Provisional Forecast of Estimates of expenditure for the period 1st April 2015 to 31st March 2018.

Members are asked to

- **Approve the Provisional Estimates for the period 1st April 2014 to 31st March 2015**
- **to note the Provisional Forecast of Estimates for the period 1st April 2015 to 31st March 2018.**

Background

The FPSC, having considered the draft estimates of expenditure for financial year 2014/2015, resolved to recommend to the Authority that the constituent County Councils contribute a standstill levy in the sum of £1,391,070.

The Levy which includes 'New Burden' funding would be in the proportions set out in the Statutory Instrument establishing the constitution of the Authority ie. the following proportions:

	Norfolk County Council 38.5%	Suffolk County Council 28.9%	Lincolnshire County Council 32.6%
	£	£	£
Contribution from County Council Funds	383,816	288,111	324,998
New Burden Funding Allocation	151,999	114,420	127,726
Total Levy	535,815	402,531	452,724

Proposed expenditure under the main budget heads is shown on the sheet attached to this report (page 33)

The Authority is asked to confirm the FPSC's recommendation to Levy a total of £1,391,070 and approve the estimates of expenditure for the period 1st April 2014 to 31st March 2015.

The Authority is further asked to note the Forecasts of Estimates of expenditure for the period 1st April 2015 to 31st March 2018. The Forecast of Estimates is attached to this report (page 34)

New Burden Funding has been confirmed for the year 2015/2016 but at this stage not beyond.

Background documents

Unconfirmed Minutes of FPSC meeting held 15th January 2014

Provisional Estimates of Expenditure 2014/2015

	2013/2014 Budget Inc. Infl	2013/2014 Act/Proj	2014/2015 Provisional Estimate
	£	£	£
Salaries & Wages	930,912	897,657	939,840
General Expenditure	209,073	229,129	222,414
<u>Departmental Operational Costs</u>			
Research and Environment	15,300	15,300	15,300
Marine Protection	25,500	25,500	20,000
Communication and Development	20,400	20,400	16,000
<u>Vessels</u>			
Moorings & Harbour Dues	17,540	19,955	21,992
Research Vessel - Three Counties	70,380	78,514	70,514
Enforcement Vessels – John Allen	76,500	38,904	57,500
Pisces III/Pacific 22	7,854	9,595	5,345
Vessel Hire	10,200	10,200	
Vehicles	23,411	23,496	21,902
TOTAL EXPENDITURE	£ 1,407,070	£ 1,368,650	£ 1,390,807
INFLATION CONTINGENCY	0	0	17,303
INCOME	-16,000	-42,075	-17,000
EXPENDITURE LESS INCOME	£ 1,391,070	£ 1,326,575	£ 1,391,110
<i>LESS New Burden Funding</i>	<i>-£394,145</i>		-£394,145
LEVY to be funded by County Councils	£ 996,925		£ 996,965
Percentage reduction from Base Levy(£1,329,236)	-25.0%		-25.00%

Provisional Forecast of Estimates 2015/2018

	2014/2015 Estimate Incl. Infl £	2015/2016 Forecast £	2016/2017 Forecast £	2017/2018 Forecast
<u>SALARIES & WAGES</u>				
Staff Remuneration	743,600	755,174	761,818	766,685
Superannuation	148,720	154,810	159,980	164,838
National Insurance	56,920	58,226	84,562	85,102
TOTAL	949,240	988,210	1,006,360	1,016,625
<u>GENERAL EXPENDITURE</u>				
Accommodation	71,868	69,163	69,844	70,400
General Establishment	95,048	90,894	90,984	90,984
Officers' Travel and Subsistence	16,320	16,320	16,320	16,320
Members' Travel	5,100	6,120	6,120	6,120
Training	37,740	37,740	37,740	37,740
TOTAL	209,073	220,237	221,008	221,564
<u>DEPARTMENTAL OPERATIONAL COSTS</u>				
Research and Environment	15,606	15,606	15,606	15,606
Marine Protection	20,400	15,300	15,300	15,300
Communication and Development	16,320	12,240	12,240	12,240
<u>VESSELS</u>				
Moorings & Harbour Dues	22,102	21,592	21,592	21,592
Three Counties				
Operating Costs	71,924	71,924	71,924	71,924
Enforcement Vessels				
RIB(S)				
Operating Costs	58,650	79,050	79,050	79,050
Pisces III/Pacific 22 RIB				
Operating Costs	5,452	5,452	5,452	5,452
TOTAL VESSEL COSTS	158,128	178,018	178,018	178,018
<u>VEHICLES</u>				
Operating Costs	22,340	23,105	23,360	23,615
TOTAL EXPENDITURE	1,408,110	1,432,716	1,471,892	1,482,968
Inflation Contingency		8,180	16,375	24,850
INCOME	-17,000	-15,000	-15,000	-15,000
LEVY (Expenditure less Income)	1,391,110	1,425,896	1,473,267	1,492,818
LESS New Burden Funding (Not committed beyond 2016)	-394,145	-394,145	-394,145	-394,145
LEVY to be funded by County Councils	996,965	1,031,751	1,079,122	1,098,673
Percentage Reduction from Base Levy	-25.0%	-22.4%	-18.8%	-17.3%
Memo Base Levy = £1,329,236				

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 10****12th Eastern Inshore Fisheries and Conservation Authority meeting****29 January 2014****Payments made and monies received during the period 19th October 2013 to 17th January 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 19th October 2013 to 17th January 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 formally 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
19th October 2013 to 17th January 2014**

Payments made during the period 19th October 2013 to 17th January 2014

	Month 07	Month 08	Month 09	TOTAL
	£	£	£	£
Transfers to EIFCA Salaries & Wages Acct.	75,000.00	75,000.00	75,000.00	225,000.00
Rent, Rates & Service Charges	1,287.78	3,093.01	7,619.25	12,000.04
General Establishment	11,550.32	10,486.81	3,356.92	25,394.05
Legal Fees	687.50		0.00	687.50
Staff Travelling & Subsistence	510.49	405.80	839.81	1,756.10
Members' Allowances	434.22	173.71	0.00	607.93
Training	3,736.82	3,009.76	2,268.00	9,014.58
Moorings/Harbour Dues	477.40	2,899.35	3,671.59	7,048.34
Pisces III Operating Costs	264.18	778.99	655.47	1,698.64
Three Counties Operating Costs	10,357.71	442.96	955.88	11,756.55
FPV John Allen -Operating Costs	1,362.91	804.66	399.86	2,567.43
Vehicle Operating Costs	2,700.40	1,500.63	1,650.21	5,851.24
Communication and Development	906.90	186.50	3,514.80	4,608.20
Research and Environment	1,065.68	35.00	290.00	1,390.68
Wash & North Norfolk Coast EMS Project Fund	1,026.32	416.55	145.00	1,587.87
VAT (Recoverable)	5,354.54	4,182.69	3,761.74	13,298.97
Petty Cash		50.00	50.00	100.00
TOTAL PAYMENTS MADE	116,723.17	103,466.42	104,178.53	324,368.12

Monies received during the period 19th October 2013 to 17th January 2014

	Month 07	Month 08	Month 09	TOTAL
	£	£	£	£
Treasury Deposit Interest			2,982.40	2,982.40
Wash Fishery Order - Licences	1,920.00			1,920.00
Wash Fishery Order - Licence Tolls	2,100.00			2,100.00
Lay rents			3,785.92	
HMRC Mineral Oil Rebate				0.00
HMRC VAT	61,385.17		13,938.91	75,324.08
CEFAS Cobble & Boulder Surveys		6,750.00		6,750.00
Wash & North Norfolk Coast EMS Project Fund		2,025.00		2,025.00
Sale of equipment	305.00			
Miscellaneous Recharges and Credits		1,957.05	548.65	2,505.70
Insurance Claim (Sonde)				0.00
TOTAL MONIES RECEIVED	65,710.17	10,732.05	21,255.88	93,607.18

Vision

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Action Item 11

12th Eastern Inshore Fisheries and Conservation Authority meeting

29 January 2014

Report on the Management Accounts for the period 1st April 2013 to 31st December 2013

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 nine months to 31st December 2013 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 nine months show that there is a saving against budget of £80,403. This is made up of an underspend of £53,877 and an increase in Miscellaneous Income of £26,526.

As indicated in the table below savings have arisen in many areas. The only overspend of note being in General Establishment £8,186 (inc. replacement uniforms £6,272), which partially offsets the savings detailed.

The most significant savings are as follows:-

	£	<u>Reason</u>
Salaries	9,588	vacancy management
General Expenditure	8,363	expenses, training, members travel
Marine Protection	19,070	
Vessels	29,638	operating John Allen only

The increase in Miscellaneous Income is due to the money received from CEFAS for Sea Angling Surveys (£13,500) and Wash Fishery Order Licence Tolls (£12,075), none of which was budgeted.

Background documents

There are no background papers to this report.

Management Accounts

Financial Year 2013/2014.....

	ACTUAL Year to Date Qtr 3	BUDGET (APPORTIONED) Qtr 3	MEMO Budget For Year
	£	£	£
<u>SALARIES & WAGES</u>			
Staff Remuneration	543,229	550,598	734,131
Pension	104,472	104,834	139,778
National Insurance	40,894	42,752	57,003
TOTAL	688,596	698,184	930,912
<u>GENERAL EXPENDITURE</u>			
Accommodation	54,226	57,562	68,305
General Establishment	63,043	55,229	80,588
Officers' Expenses	8,062	12,340	16,320
Members' Travel	1,755	4,590	6,120
Training	22,577	28,305	37,740
TOTAL	149,663	158,026	209,073
Development & Communication	19,409	15,300	20,400
Enforcement	55	19,125	25,500
Research & Environment	20,141	11,475	15,300
<u>VESSELS</u>			
Moorings & Harbour Dues	18,632	13,155	17,540
<u>Vessel Operating Costs</u>			
Three Counties	39,068	40,450	70,380
Enforcement Vessels incl John Allen	19,034	57,375	76,500
Pisces III	10,824	6,226	7,854
Vessel Hire	0	0	10,200
TOTAL	87,558	117,206	182,474
<u>VEHICLES</u>			
Operating Costs	18,779	18,763	23,411
TOTAL	18,779	18,763	23,411
TOTAL EXPENDITURE	984,201	1,038,078	1,407,070
<u>INCOME</u>			
Bank Interest	-14,201	-13,250	-16,000
Legal Fees	0	0	0
WFO Licence Tolls	-12,075	0	0
CEFAS Surveys	-13,500	0	0
TOTAL INCOME	-39,776	-13,250	-16,000
EXPENDITURE LESS INCOME	944,425	1,024,828	1,391,070

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 12

12th Eastern Inshore Fisheries and Conservation Authority meeting

29 January 2014

Sea Angling 2012 Survey report

Report by: P J Haslam, Chief Executive Officer

Purpose of report

The purpose of this report is to advise Authority members of the outcomes of the national recreational sea angling survey and to make recommendations based on the results.

Recommendations

Members are recommended to:

- **Acknowledge the social and economic benefits of recreational sea angling.**
- **Agree to direct the CEO to develop a regional sea angling strategy in concert with local sea anglers.**
- **Agree to direct the CEO to consider measures to support regional RSA as part of the byelaw review**

Background

Sea Angling 2012 was established to find out how many people go sea angling in England, how much they catch, how much is released, and the economic and social value of sea angling.

The intent is to help local and national policy makers make balanced, well-informed decisions on sustainable development of all forms of sea fishing, and help other organisations – such as sea angling bodies – to develop their own policies. The surveys also met UK obligations under European law to estimate recreational catches of several species including bass and cod. Data were collected from over 11,000 sea anglers in England through an Office of National Statistics (ONS) household survey, face-to-face interviews with anglers by Inshore Fisheries and Conservation Authorities (IFCA), catch diaries and online surveys.

Summary of findings

The surveys estimated there are 884,000 sea anglers in England, with 2% of all adults going sea angling. These anglers make a significant contribution to the economy – in 2012, sea anglers resident in England spent £1.23 billion on the sport, equivalent to £831 million direct spend once imports and taxes had been

excluded. This supported 10,400 full-time equivalent jobs and almost £360 million of gross value added (GVA). Taking indirect and induced effects into account, sea angling supported £2.1 billion of total spending, a total of over 23,600 jobs, and almost £980 million of GVA.

Sea angling also has important social and well-being benefits including providing relaxation, physical exercise, and a route for socialising. Anglers felt that improving fish stocks was the most important factor that would increase participation in sea angling.

Almost 4 million days of sea angling were recorded over the year. Shore fishing was the most common type of sea angling – almost 3 million angler-days compared with 1 million for private or rented boats and 0.1 million on charter boats. Anglers had most success on charter boats, catching 10 fish per day on average compared with around 5 from private boats and only 2 from the shore.

The most common species caught, by number, were mackerel and whiting. Shore anglers released around 75% of the fish caught, many of which were undersized, and boat anglers released around 50% of their fish.

The Sea Angling 2012 surveys of shore and boat catches give the most comprehensive estimates ever for England, and have been carried out using rigorous statistical protocols.

Discussion

Although there is no regional level analysis, it is a safe assumption that recreational sea angling (RSA) is a significant feature of the local inshore marine tapestry and creates significant economic opportunities and dividends. Eastern IFCA clearly has a duty to its constituent councils to preserve and improve these opportunities and the associated income.

At present Eastern IFCA does not have a strategy or any plans to develop RSA locally and it is recommended that one is developed as soon as possible. This will require, in the first instance, EIFCA and the local RSA community to discuss and agree a vision and develop a prioritised list of objectives for subsequent delivery.

The report highlights the key desire of the RSA community as being 'more and bigger fish'. It also highlights that the numbers and size of fish has been in decline for over 30 years so it can be argued that a lack of sizeable fish does not necessarily dissuade anglers from pursuing their sport. As part of the on-going byelaw review process, EIFCA will have to consider taking steps to manage stocks to promote recovery in order to deliver more and bigger fish. This may result in, amongst other measures, restrictions on netting activity and establishes 'bag limits' to manage the number of fish caught and retained.

Another key finding of the report is that enjoyment and relaxation are as important as the daily catch. Consideration will have to be given to the impact of any initiatives to improve RSA opportunities and/or catches which may have a detrimental effect on relaxation and enjoyment. For instance, actively marketing RSA opportunities within the district or, through favourable management measures, creating an increased demand in the region may of itself, actually dissuade some continuing to frequent the area and may be counter-productive economically.

On a developmental level, there is a conversation to be had with constituent councils with regards to tourism policy if RSA is to be actively encouraged. For such a marketing strategy to be effective there is a clearly a need for visiting anglers to leave the area satisfied with their catch and the overall experience. This may introduce a requirement to manage small scale commercial fishing operations where RSA is the more lucrative and dominant marine activity. There are some very good examples such as the Irish Bass fishery where a long term policy has delivered a very lucrative fishery.

Risk

There is clear reputational risk in failing to acknowledge the volume and economic potential of RSA activity in the region. Similarly, RSA does draw upon finite stocks and that effort needs to be analysed to ensure that EIFCA is managing the sustainable exploitation of sea fisheries resources.

There is a degree of latent tension between commercial and recreational fishers especially where their activities interact. There is likely to be some resistance to management measures that potentially prefer one form of fishing over the other and this will require sensitive handling.

Conclusion

The report provides unequivocal evidence that RSA is at least as economically productive as local commercial fishing operations which will drive debates as to which activity should be given precedence. There is a balance to be struck to enable both activities to the benefit of the region. The development of a strategy will be the first step in ensuring that Eastern IFCA understands the requirements of its RSA stakeholders and can take appropriate management action to balance opportunities and manage the sustainable exploitation of sea fisheries resources and balance the needs of all within the fishery.

Background papers

Sea Angling 2012 – a survey of recreational sea angling activity and economic value in England, Defra, November 2013.

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 14

12th Eastern Inshore Fisheries and Conservation Authority meeting

29 January 2014

Management of the Wash inter-tidal mussel fishery

Report by: P J Haslam, CEO & R W Jessop, Senior Research Officer

Purpose of report

This report describes the results of the inter-tidal mussel surveys and presents recommendations for the 2014 mussel fishery based on those results. The opinion of Authority members who are commercial fishermen has been drawn in compiling this report.

Recommendations

Members are recommended to:

- **Note the results of the 2013 autumn surveys described below and shown in attached summary table (Figure 5).**
- **Note that the survey results show the total mussel biomass has achieved the SSSI Conservation Objective target but the adult mussel biomass is below the SSSI Conservation Objective target.**
- **Acknowledge that several of the beds are in a state of continued decline and are in poor condition.**
- **Agree to choose between either Option 1 or Option 2 for the management of the 2014 mussel fishery**
 - **Option 1 provides a short-term opportunity to fish the stocks this year.**
 - **Option 2 provides a longer-term opportunity to enhance the sustainability of the fishery.**

Option 1	Option 2
<ul style="list-style-type: none"> • Note that although Shellfish Management Policies would allow for a Relaying Fishery with a maximum TAC of 1,522 tonnes for the dredge fishery and 152 tonnes for the hand-worked fishery, this level of exploitation would reduce the total mussel stock to 10,426 tonnes. • Note that this figure is below the threshold of 12,000 tonnes as set out in the SSSI Conservation Objectives. • Note that the business models of a number of commercial fishermen rely on the consistent provision of seed mussel from the Wash. 	<ul style="list-style-type: none"> • Note that scientific literature suggests a raised matrix of live mussels and dead shell bound together with byssus threads provides an important habitat for recruiting fresh settlements of seed. • Note that the mussel coverage on several of the beds is currently insufficient to enable these raised matrixes to develop. • Note that the fishery has become reliant on those beds that are currently in better condition, but this pressure could lead to their decline too. • Note that the business models of a number of commercial fishermen rely on the consistent provision of seed mussel from the Wash.
<ul style="list-style-type: none"> • Agree that there are insufficient adult mussel stocks to support a harvestable fishery, but sufficient juvenile mussel stocks to support a seed mussel relaying fishery. • Agree with the officers' advice that, provided the total mussel biomass is not fished below 11,000 tonnes, it is possible to go slightly below the 12,000 tonnes threshold and still recover sufficiently to achieve the SSSI Conservation Objective target in 2014. • Agree to open a Relaying Fishery for the 2014 season with a maximum TAC of 1000 tonnes for the dredge fishery and 100 tonnes for the hand-worked fishery. 	<ul style="list-style-type: none"> • Agree that the current mussel stock levels do not provide a large buffer above Conservation Objective targets with which to operate fisheries or absorb natural die-offs • Agree to not open a mussel fishery on the intertidal regulated beds during the 2014 season. • Direct Authority officers to develop a research project for inclusion in the 2014/2015 Research and Environment Plan that would explore methods that could help to regenerate the intertidal mussel beds

- **Agree to open the following beds to the 2014 relaying fishery with the following maximum exploitation rates for each bed:**

Bed	Maximum Exploitation (tonnes)
North Mare Tail	1,043
South Mare Tail	117
Holbeach	187
Herring Hill	173
East Breast	356

- **Agree the daily vessel quota should be 8,000 kg/day.**
- **Agree to delegate to the CEO the authority to open the dredge and hand-worked fisheries at appropriate dates and times following consultation with the industry.**
- **Agree that the CEO can close the dredge and hand-worked relaying fisheries on:**
 - **either August 31st 2014;**
 - **when their respective quotas are exhausted; or**
 - **disturbance to the beds is determined to be excessive.**

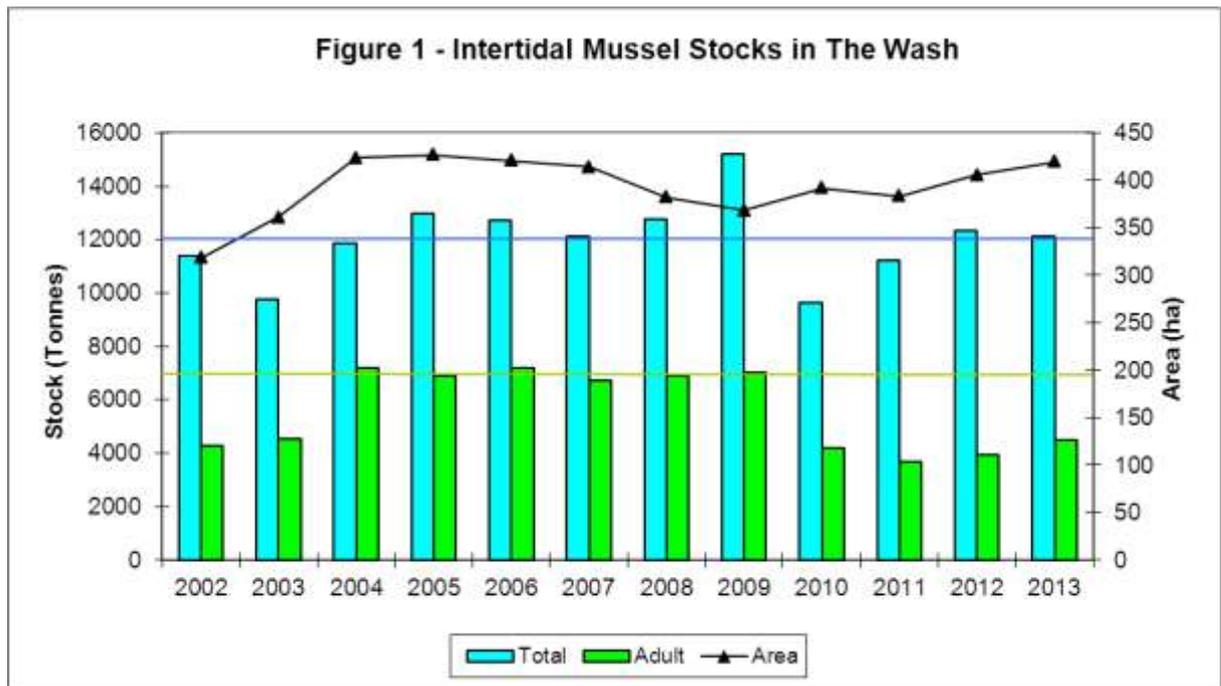
Background

The Authority conducts annual surveys on the inter-tidal mussel beds within the regulated fishery of the Wash. The results of these surveys are used to inform the management process that determines the measures for the forthcoming mussel fisheries.

Following a crash of the mussel stocks in the 1990s, draconian management measures were introduced that helped the stocks recover during the 2000s. This recovery was greatly facilitated by an exceptional settlement of mussel spat in 2001 that rejuvenated the existing beds and colonised several new areas. Although following this recovery the management measures had helped stabilise the stocks above 12,000 tonnes, there was a further crash between the 2009 and 2010 surveys that resulted in the stocks declining from 15,188 tonnes to 9,626 tonnes. This latter crash was attributed to heavy infestations of the parasite, *Mytilicola intestinalis*, which were found in the mussels at that time. In 2011 a good settlement of seed on some of the beds allowed sufficient recovery to allow seed fisheries to occur during the 2011/2012 and 2012/2013 seasons. Although seed fisheries traditionally occur in spring, both of these fisheries took place in autumn following the respective cockle fisheries. This change was a consequence of the policy to combine mussel and cockle biomasses when determining whether the Conservation Objective targets for the site have been achieved, leading to concern that removal of mussels in spring could have an impact on the size of the cockle fishery in summer. This was not problematic in 2012, but a longer cockle fishery in 2013 meant the 2013 mussel fishery was only two weeks long which, when combined with a period of poor weather, conspired to further reduce the days available to fish. Members of the Wash fishing community have expressed significant frustration at the foreshortened fishery.

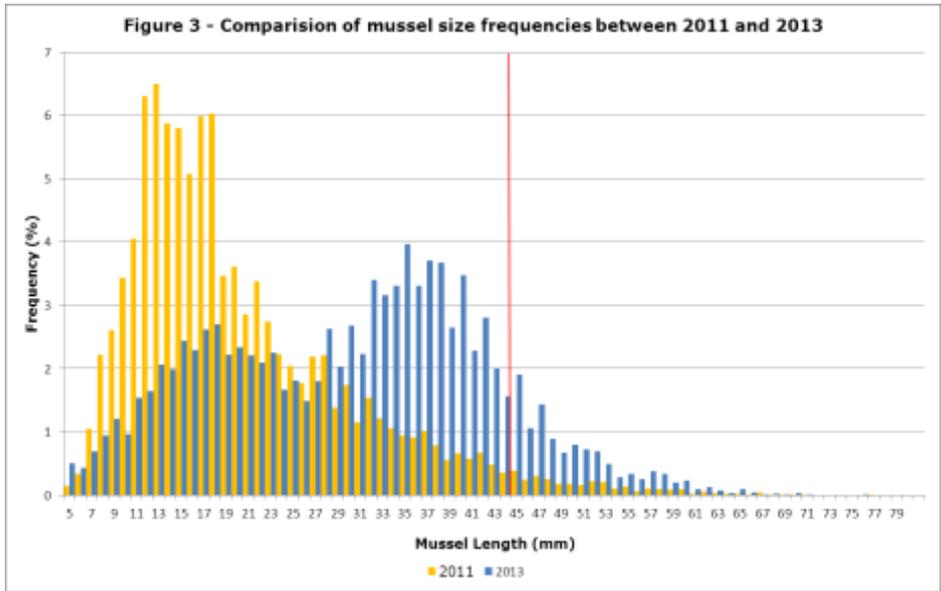
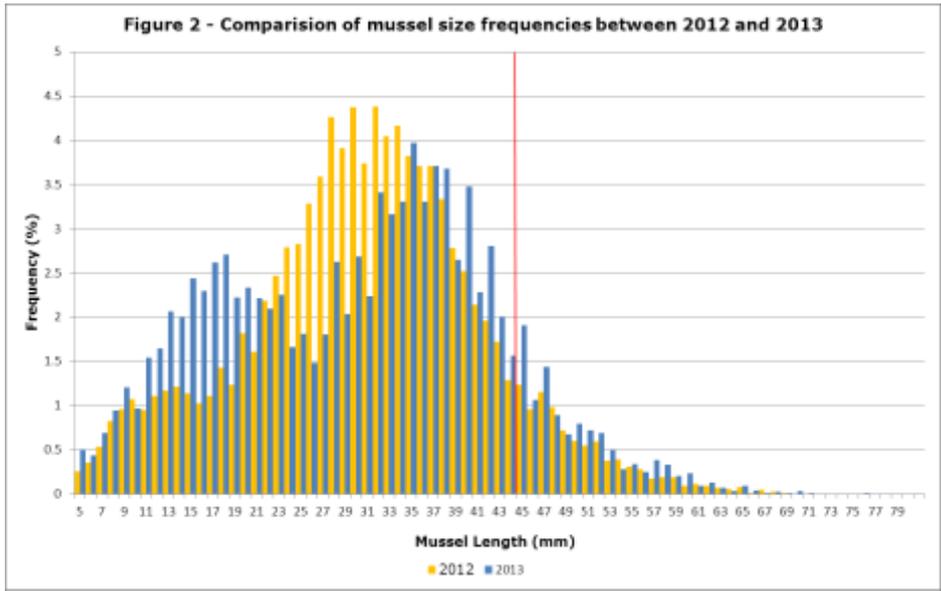
The 2013 surveys commenced on September 21st. Because the surveys on the five beds that remained open to the fishery were delayed until the end of the fishery, the surveys were not completed until November 19th. During this period 19 areas of mussel bed, plus the Welland Bank, were surveyed. Following advice from the industry regarding the potential location of another bed, a further survey was subsequently conducted in the area of Daseley's North West Run (Teetotal Run) on 6th December. Too few mussels were found at this site, however, to warrant inclusion in the dataset.

The total mussel stock on the regulated beds was found to be 12,100 tonnes. Although the 2013 fishery was not heavy and had not achieved its allocated quota, this was a small decline from the 12,338 tonnes recorded in 2012. This has been attributed to a die-off of 3 year-old mussels on the Daseley's and Blackshore beds. 4,487 tonnes were found to have attained the Minimum Landing Size (MLS) of 45mm length. While an improvement on the 3,942 recorded in 2012, this figure is still well below the Conservation Objective target of 7,000 tonnes for mussels of this size, restricting the potential for a harvesting fishery. Figure 1 shows the level of the mussel stocks on the intertidal beds since 2002 and the Conservation Objective targets for the site. A chart showing the location of the surveyed beds (Figure 4) and a summary table (Figure 5) of the stocks have been included with this correspondence.



Although the overall biomass has recovered sufficiently from the decline in 2010 to achieve the Conservation Objective target of 12,000 tonnes, there are concerns about the condition of the beds. Some of the older beds have not received sufficient recruitment in recent years to offset natural mortality and are in a state of decline. These beds, which include the Gat, East Mare Tail, Shellridge, Main End and Pandora, are predominantly composed of ageing populations of large, barnacle-encrusted mussels growing amid dead shells. With few juveniles to replace those mussels that die, large bare patches are appearing in these beds to the extent that some are disappearing. Where settlements have occurred in recent years the beds appear in better condition, but on some of these there have been high mortalities of 3 year-old mussels. Since 2010, previous widespread mortalities of mussels from this age-group have been observed on the Gat, Herring Hill and South Mare Tail. This year similar mortalities have reduced the biomass on the Blackshore bed by approximately 50% and caused the Daseley's bed to disappear. Samples of mussels from these two beds were sent to Cefas, but their analysis failed to identify anything responsible for the mortalities.

The surveys found there had been a light settlement of spat on some of the beds during 2012. While this was better than the recruitment seen in 2012 (see figure 2), it was poorer than that seen in 2011 (see figure 3). The growth of these juveniles during the coming year should help the beds increase slightly in biomass, enabling a seed fishery to proceed, but this recovery is not anticipated to be of the same extent as that following the 2011 settlement.



Discussion and Options

It is the Authority’s remit to provide healthy seas, sustainable fisheries and a viable industry. While officers understand the industry’s need to harvest the intertidal mussel stocks, particularly in these difficult times, they have provided two options for the members to consider. Whereas Option 1 details immediate, short-term fishery opportunities that the current stocks may provide, Option 2 acknowledges the Authority’s duty to provide for the long-term sustainability of the mussel stocks and fisheries in the Wash.

Option 1 – Fishery Opportunities

Potential level of exploitation

The Conservation Objectives targets for the Wash stipulate that the total mussel stocks on the intertidal beds should not fall below 12,000 tonnes and the adult stocks (mussels ≥ 45 mm length) below 7,000 tonnes. The Management Policies introduced in 2007 by ESFJC to help achieve the Conservation Objectives only allow fisheries to proceed below the Conservation Objective targets in specific circumstances. Such fisheries are only permissible when it can be demonstrated that the growth of juvenile mussels on the beds will enable the Conservation Objective targets to be achieved by the following year's survey. Table 1 shows how the current levels of stock compare to the Conservation Objective and Management Policy targets.

	Current stock	Conservation Objective	Management Policy
Total mussel stock	12,100	12,000	10,000
Adult Stock (≥ 45mm)	4,487	7,000	5,000
Juvenile stock (<45mm)	7,613		5,000

Table 1 – Current mussel stocks compared to Conservation Objective and Management Policy targets (figures in tonnes)

Prior to 2009 the stock of adult (≥ 45 mm length) mussels was relatively stable around the Conservation Objective target of 7,000 tonnes. During the crash in 2010 the adult stocks declined and have only shown slight recovery since. At 4,487 tonnes they are below both the Conservation Objective target of 7,000 tonnes and the Management Policy of 5,000 tonnes. Although smaller mussels will recruit into this population during the course of the coming year, this is unlikely to offset natural mortality sufficiently for the Conservation Objective target to be achieved. As such, the officers recommend that no adult mussels should be harvested from the regulated beds this year.

With the juvenile stocks above the Management Policy target of 5,000 tonnes, and the total mussel stock above the 12,000 tonnes Conservation Objective target, there is an opportunity to support a relaying fishery of juvenile mussels. The policies allow for a maximum Total Allowable Catch (TAC) of 20% of the juvenile population for the dredge fishery and an additional 2% of the juvenile population for the hand-worked fishery. This would potentially allow fisheries as high as 1,522 tonnes for the dredge fishery and 152 tonnes for the hand-worked fishery. This level of exploitation, however, would reduce the total mussel stock to 10,426 tonnes. With only low levels of rapid-growing year-0 mussels in the population, the stocks would be unlikely to recover sufficiently from this level of exploitation to achieve the Conservation Objective target in 2014. In order to achieve the Conservation Objective target in 2014, the officers recommend that any agreed fisheries for 2014 should be conservative and not reduce the total mussel stocks below 11,000 tonnes. This would sustain a dredge fishery of 1000 tonnes and a hand-worked fishery of 100 tonnes.

When deciding the size of the 2014 mussel fishery, consideration should also be given to the impact it could have on the 2014 cockle fishery. When determining the size of the cockle fishery, sufficient combined stocks of cockles and mussels must be present to support the over-wintering bird populations. Because in those calculations the energy the birds gain from each tonne of mussels is approximately double the amount they gain from 1 tonne of cockles, reducing the mussel biomass can have a significant impact on the cockle TAC when stocks are low. This was particularly pertinent in 2011 when low stocks of mussels at the time of the autumn 2010 surveys limited the size of the following cockle fishery.

Beds to be potentially opened

Apart from occasional settlements of mussel seed on "ridged out" cockles, the majority of mussel recruitment on the intertidal beds in the Wash occurs within existing mussel beds. Scientific studies suggest that mussel larvae are attracted to existing mussel beds when they are seeking suitable strata to settle upon and that the matrix of live mussels and dead shell bound together by byssus threads provides them with shelter and protection from predators. In order to protect the structure of the existing beds, our Management Policies prevent exploitation of individual beds below an average stock density of 25 tonnes/hectare. Analysis of past survey data combined with field observations highlights that this figure appears to be the level below which recovery is very slow, leaving the bed vulnerable to complete loss. Table 2 shows which beds currently have densities that exceed this critical level of 25 tonnes/hectare.

Bed	Area	Total Stock (tonnes)	Mean Density (tonnes/ha)	% Biomass Juveniles	Maximum Exploitation (tonnes)
North Mare Tail	54.2	2,398	44.2	62.5	1,043
South Mare Tail	30.9	890	28.8	86.4	117
Toft	43.9	2,005	45.7	26.8	907
Roger	1.7	64	37.6	32.8	21
West Gat	38.4	1,110	28.9	49.3	150
Holbeach	12.6	502	39.8	75.3	187
Herring Hill	28.3	881	31.1	97.3	173
East Breast	31.9	1,154	36.2	87.6	356
Pandora	5.2	135	26.0	11.9	5

Table 2 – Details of the beds that currently exceed a mean mussel density of 25 tonnes/hectare.

It can be seen from table 2 that nine beds have mean densities exceeding 25 tonnes/hectare. Because the level of adult mussels in the Wash is below the Conservation Objective target, any potential seed fishery should be conducted in a manner that will cause minimal disturbance to the adult stocks. Although the Management Policies potentially enable any beds with <70% adult biomass to be opened to seed fisheries, officers advise that only those beds that support a predominance of juvenile stocks should be opened for relaying at this time. This would

restrict the fishery to the North and South Mare Tail, Holbeach, Herring Hill and East Breast beds (highlighted). The maximum exploitation column in the table shows how many mussels could potentially be removed from each bed before their mean density fell below 25 tonnes/hectare. Together, these beds could theoretically contribute 1,876 tonnes towards a potential fishery, sufficient to support a fishery of 1,100 tonnes.

Potential Opening/Closing dates

The Officers recommend that the opening date for the fishery should be determined following consultation/feedback from the industry. Natural England will be formally notified of the Authority's intentions through the submission of an Appropriate Assessment detailing the proposed mussel fishery activities. The opening date for the fishery may depend on the time taken for Natural England to provide a response to the Authority's proposals and whether Natural England agrees that the proposal would not have an adverse effect on the integrity of the European Marine Site.

It should be noted that Natural England had some reservations about opening the 2013 mussel re-laying fishery due to a perceived high risk to the integrity of the mussel beds following a decline in stock levels following the 2012 mussel fishery. A limited fishery was opened with a suite of management measures agreed with Natural England.

The fishery would close on the exhaustion of the quota, or on 31st August 2014 whichever was soonest or when otherwise directed by the CEO.

Maximum Daily Quota

The daily quota of mussels any vessel may take from the regulated beds as part of the Relaying Mussel Fishery is restricted by Regulation No.2 of the Wash Fishery Order 1992 to 8,000 kg/day. Accordingly, the maximum daily vessel quota is set at 8,000 kg.

Option 2 – Opportunity to develop stocks

Since the Conservation Objective targets were introduced, management decisions for the mussel fisheries have focused heavily on achieving these target thresholds. Barring the occasional die-off, these policies have helped to stabilise the overall mussel biomass, but by continually harvesting the stocks down to their minimum thresholds, the beds have not had an opportunity to develop beyond these levels. This has produced a situation in which several problems are now contributing towards the potential decline of the intertidal beds and inhibiting the development of a successful fishery.

- Healthy mussel beds with a good coverage create a raised matrix of live mussels and dead shell bound together with byssus threads. This is an important habitat for attracting fresh settlements of seed which find shelter from weather and protection from predators among the crevices. The mussel density on several of the beds has fallen below the critical threshold required to create such structures and as a consequence no longer attract sufficient recruitment to reverse their decline.

- The fishery has become reliant on those beds that are currently in better condition. Continued pressure on these beds will eventually reduce their densities below critical levels, too, leading to their declines.
- Following the die-off in 2009-2010 the biomass of adult mussels has remained well below the Conservation Objective target. Recent fisheries have focused on removing seed for relaying, reducing the potential for juvenile mussels to recruit into the adult population. Because this recruitment is currently barely sufficient to compensate for natural mortality, recovery of the adult stock level is slow. This seriously restricts the opportunity to open harvestable fisheries of the adult stocks until the minimum threshold is achieved.
- Because stability is being maintained at a minimum threshold, there is barely any buffer with which to absorb natural declines. As a result, when natural die-offs do occur, stocks fall below the thresholds, impacting not only the mussel fishery, but also potentially the cockle fishery.

If the intertidal mussel beds are given time to recover, the officers believe that some of the problems highlighted above may be eased. An increase in mussel stocks would not only provide a greater buffer in which fisheries could operate, but an increase in mussel biomass on individual beds would provide better spawning and settlement opportunities. While such a move would enhance the sustainability of those beds that are currently healthy, additional measures are likely to be needed to reverse the deterioration of those beds that are currently in decline. Such measures should not purely concentrate on ways of immediately increasing the mussel stocks on the beds (eg, through one-off relaying plans), but should look for long-term solutions to facilitate the future sustainability of the mussel fishery in the Wash by providing better recruitment opportunities for seed.

Consultation

In compiling this paper the opinions of the four Authority members who are Wash commercial fishermen has been sought. Whilst all recognised the need to provide for the long term stewardship of the Wash sea fishery resources, it was stated that any proposal must take into account the impact upon business models. Mussel aquaculture in the Wash is an economically significant business and is reliant upon a consistent source of seed mussel. Whilst mussel can and has been imported into the district, it is costly and quickly consumes profit margins. That said, there was recognition of the risk inherent in continuing to exploit reducing stocks which reduces resilience to any weather and/or disease event. The consensus was that a temporary closure of the annual seed mussel fishery would be damaging but may be accepted for the long term good.

An alternative proposal was suggested whereby the most historically productive seed mussel beds are left unexploited and other areas of more transitory seed mussel stocks are targeted. This would require the already productive and mutually supportive relationship between IFCA and NE to be as agile as possible in approving the fishery if these more transient stocks are to be exploited in a realistic timescale. This warrants further investigation.

Once an option has been selected, it is proposed to consult with the Wash Fishery Order 1992 entitlement holders and local Fishermen's Associations.

Risk

If Option 1 is favoured members would wish to note that this would sustain the risk that if natural processes do not function as predicted and/or other natural or man-made events conspire to have a negative effect on current predictions of stock regeneration, the conditions for an overall crash of stocks may be being set. The main duties of an IFCA as laid down in the Marine and Coastal Access Act explicitly include *'seek to ensure that the exploitation of sea fisheries resources is carried out in a sustainable way and; to seek to balance the social and economic benefits of exploiting the sea fisheries resources of the district with the need to protect the marine environment from, or promote its recovery from, the effects of such exploitation'*.² It is for consideration that it may be argued that exploitation of sea fisheries resources has not/is not being carried out in a sustainable way in the long term and that the balance of exploitation of fisheries over recovery of the marine environment from the effects of exploitation is out of kilter.

If Option 2 is preferred it will introduce risk to commercial business models which will challenge the Authority's ability to state that it is seeking to balance the needs of all within the fishery as required by MaCAA. In addition it is likely and also open the Authority to charges that the balance between healthy seas, sustainable fisheries and a viable industry is skewed, with the immediate penalties being upon the commercial sector.

Financial implications

The Authority has already planned for its resources to include an annual mussel survey and fishery. No additional change is foreseen at this time.

Regulatory implications:

There is no proposed regulatory change. Authority staff members will be involved in enforcing the management measures.

Publicity

Should members select Option 2 there is a risk that this may incur negative publicity from the commercial fishing sector. That said, the Authority does have a wider duty to promote the sustainability of the fishery and will be seen to be balancing difficult decisions. All Wash Fishery Order 1992 entitlement holders and local Fishermen's Associations will be informed in writing of the decision. These will also be published on the Authority's website.

Conclusion

The key judgement to be derived through debate is, whether to err towards the short term requirement to support a viable local Industry or to take the longer term view to

² Marine and Coastal Access Act 2009 Part 6 Art 153(2)(a) & (b)

ensure that the Wash fishery is managed appropriately to ensure long term sustainability. Commercial fishing overheads are increasing year on year and profit margins are under pressure which increases the reliance of some business models upon returns for mussel aquaculture so any temporary hiatus in exploitation opportunities will not be welcomed. Equally, the survey results show that year on year mussel stocks are declining and it is for consideration that a significant weather and/or disease event may constitute the tipping point from which the fishery cannot recover.

List of Back ground papers

1. Chart showing the mussel beds surveyed during the 2013 autumn surveys (figure 4) *enclosed*
2. Table summarising the survey results (figure 5) *enclosed*
3. Charts showing the beds proposed to be opened to the 2014 fisheries (figures 6-9) *enclosed*

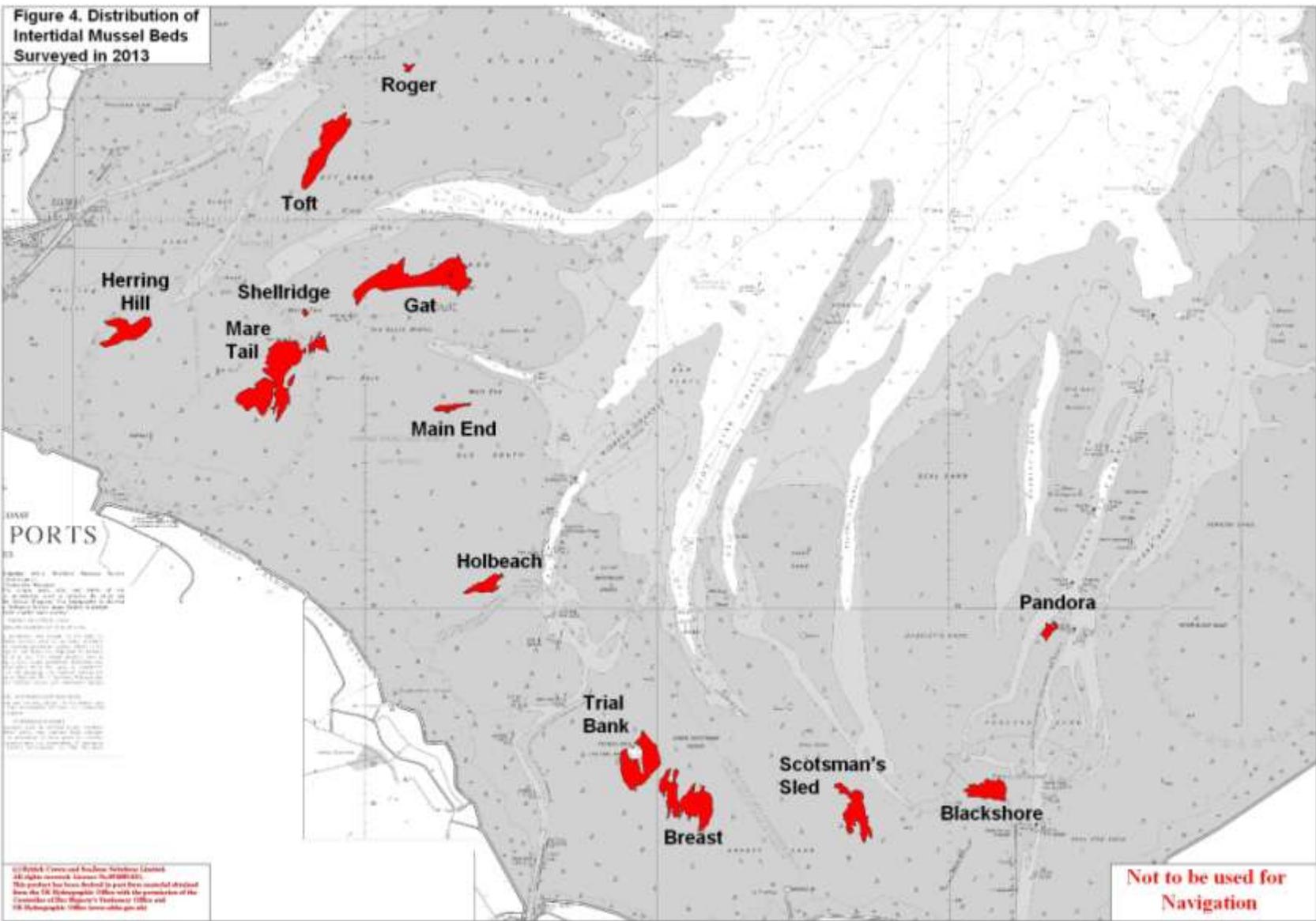


Figure 5 - Summary of the Wash inter-tidal mussel stocks - 2013

BED	2013						
	AREA	COVERAGE	DENSITY	TOTAL STOCK	STOCK >45MM	% >45MM	Tonnes/ha
Mare Tail North	54.2	36	1.24	2398	900	37.5	44.2
Mare Tail South	30.9	36	0.81	890	121	13.6	28.8
Mare Tail East	7.2	23	0.33	54	11	20.4	7.5
Shellridge	1	17	0.38	6	1	16.7	6.0
Toft	43.9	33	1.39	2005	1468	73.2	45.7
Roger	1.7	45	0.84	64	43	67.2	37.6
Gat, West	38.4	39	0.73	1110	563	50.7	28.9
Gat, Mid	24.6	31	0.51	388	215	55.4	15.8
Gat, East	17	32	0.61	337	237	70.3	19.8
Main End	5.7	21	0.81	95	76	80.0	16.7
Holbeach	12.6	45	0.89	502	124	24.7	39.8
Herring Hill	28.3	32	0.97	881	24	2.7	31.1
Trial Bank	44	26	0.88	1014	117	11.5	23.0
Breast, West	19.7	21	0.76	316	32	10.1	16.0
Breast, East	31.9	30	1.2	1154	143	12.4	36.2
Scotsman's Sled, East	31	21	0.55	365	106	29.0	11.8
Daseley's	0	0	0	0	0	0.0	0.0
Blackshore	22.1	26	0.68	386	187	48.4	17.5
Pandora	5.2	26	0.99	135	119	88.1	26.0
TOTAL	419.4			12100	4487	37.1	28.8
Welland Bank	2.3	69	2.12	328	214	65.2	264.2

Figure 6. Area of Mare Tail proposed to be opened to the 2013/14 Relaying Fishery

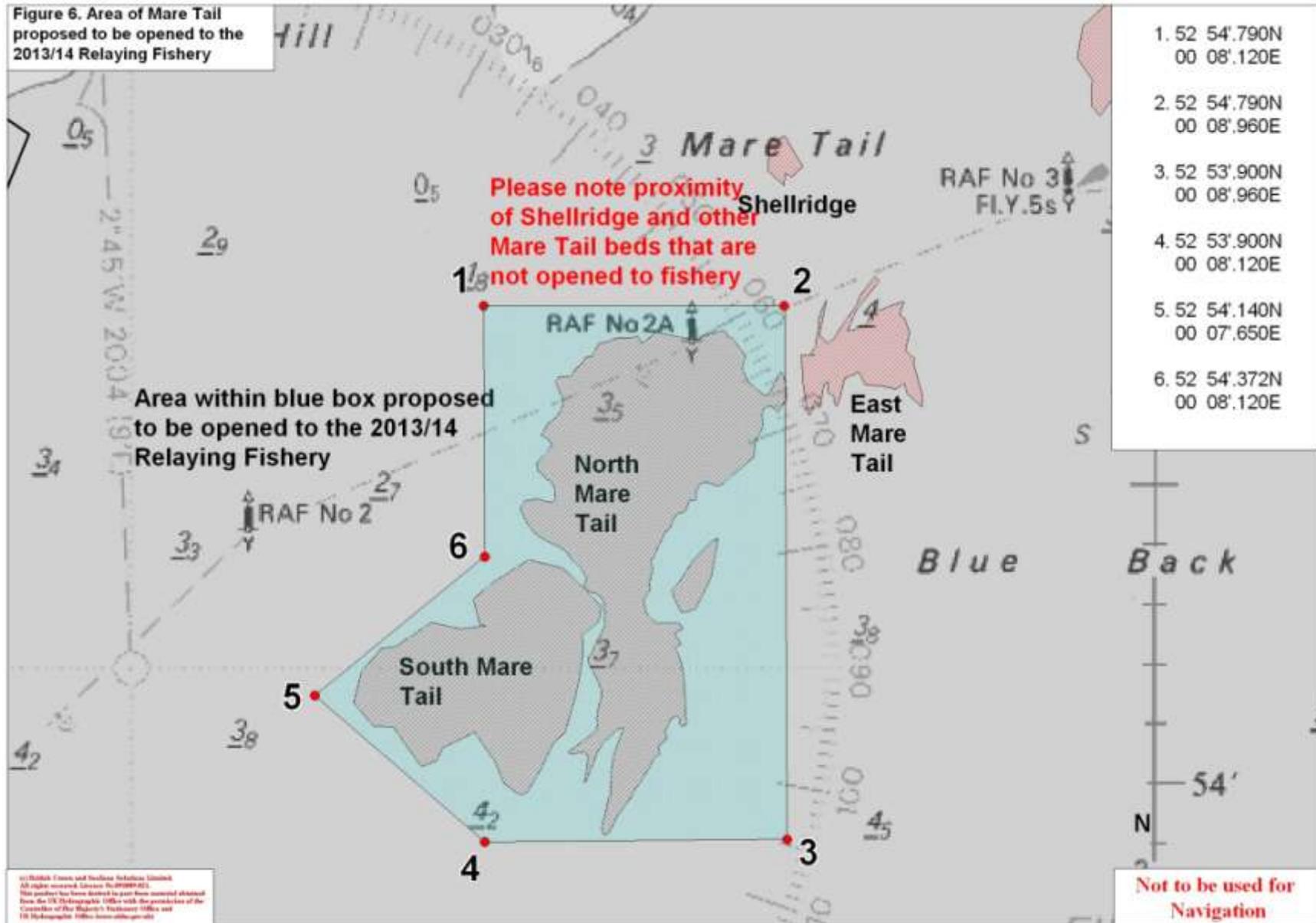


Figure 7. Area of Herring Hill proposed to be opened to the 2013/14 Relaying Fishery

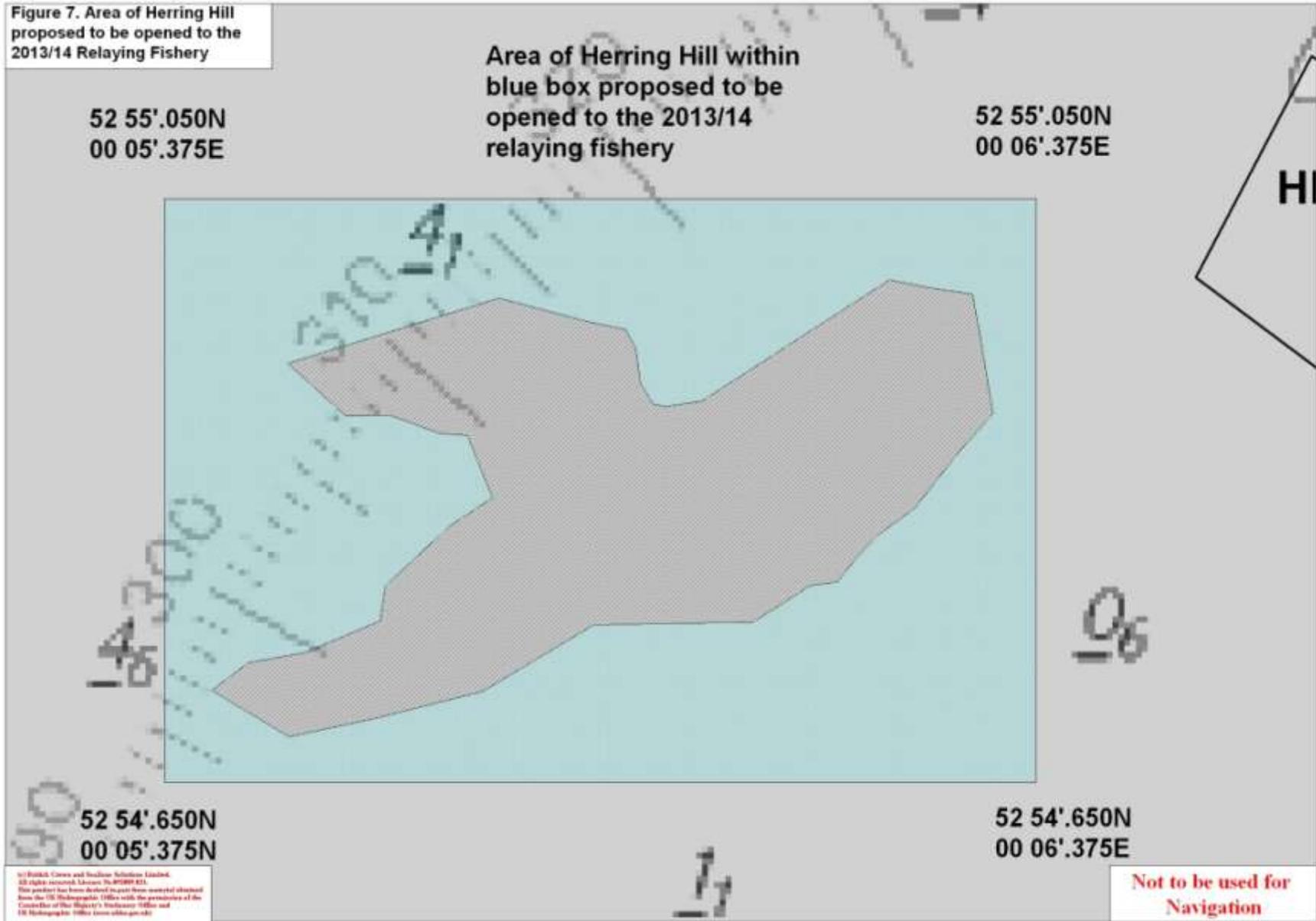
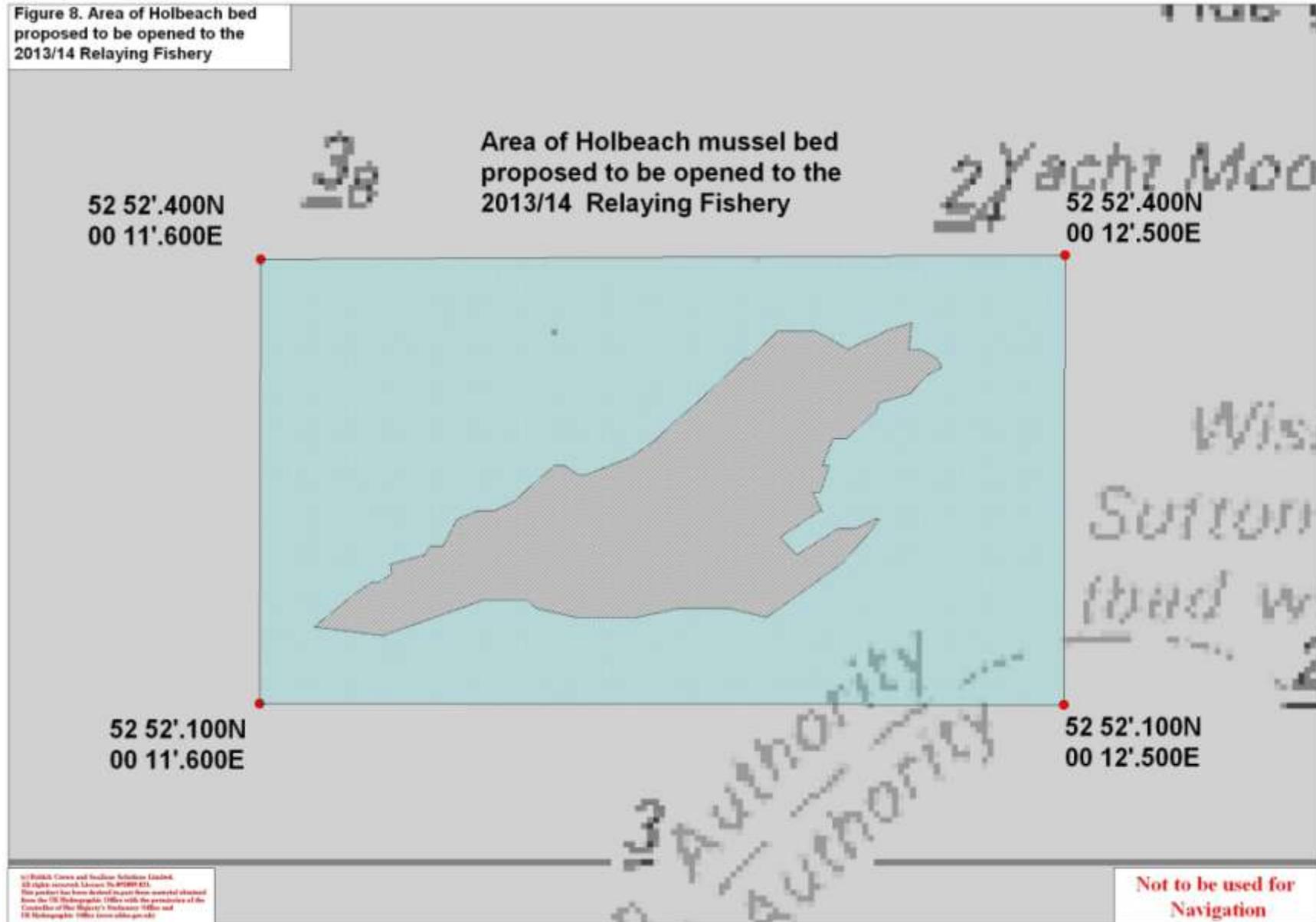


Figure 8. Area of Holbeach bed proposed to be opened to the 2013/14 Relaying Fishery



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 15

12th Eastern Inshore Fisheries and Conservation Authority meeting

29 January 2014

Introduction of Individual Quotas in the Wash cockle fishery

Report by: P J Haslam, Chief Executive Officer

Purpose of report

The purpose of this report is to provide Authority members with the results of a consultation with Wash fishery Entitlement holders concerning a proposal to move to individual quotas within the Wash cockle fishery.

Recommendations

Members are recommended to:

- **Agree that there is no mandate from Entitlement holders to progress the individual quota proposal further.**

Background

At the 11th Eastern Inshore Fisheries and Conservation Authority (Eastern IFCA) meeting of 30 Oct 13, the following direction was resolved upon:

- the CEO to conduct a consultation with all Entitlement holders to ascertain whether there is a wider appetite to investigate this proposal further.
- the CEO to report back to the January 2014 Authority meeting with results and further recommendations

Report

The results of the consultation are at the Appendix. The headlines are as follows:

- 66% of Entitlement holders responded to the consultation representing 71% of entitlements held.
- the majority were not in favour of change.
- 5 respondents suggested alternative methods of managing the fishery but offered no alternative to either the current or proposed division of TAC.

Legal implications

The CEO was directed to conduct a consultation and has done so. As a result it is assessed that there is no legal risk following investigation of this proposal. Elements of the Wash fishing community will be disappointed by the results of the consultation and this may prompt a degree of legal challenge. Officers will take legal advice in formulating any further recommendations for Authority consideration.

Financial implications

There are no further financial implications attached to this issue save the costs of any legal advice should a challenge be received.

Regulatory implications

The proposal for individual quotas do not constitute material change to the manner in which the Authority carries out its duties as directed by the Marine and Conservation Act 2009 and as such, the Authority was comfortable for the judgments to be influenced by the Wash commercial fishing stakeholder base. The Authority has been granted the right of regulating a fishery for the prescribed species for a period of 30 years under the Wash Fishery Order 1992. The management measures introduced to achieve the requisite controls on fishing activity are within the gift of the Authority and can be introduced as Regulations using the powers conferred by Article 7 of the Order.

Communications/publicity proposals

Details of the outcome of the consultation will be communicated formally to all Entitlement holders.

Perceptions

The application for consideration of the Individual Quota proposal is symptomatic of a wider concern regarding the fairness of current management measures amongst some within the Wash fishing community. There are several business models operating within the Wash fishery and the perception amongst some is that management measures are biased towards one particular sector and as a result have a direct impact upon the profitability of the larger operators.

It is apparent that the current allocation of entitlements effectively creates two factions. The requirement to co-manage the fishery means that officers continually attempt to gain consensus about the most balanced way to manage the fishery. However, whilst the two distinct camps exist any decision will always be perceived to prefer one faction over the other resulting in those who exploit the fishery continuing to have directly opposed and polarised positions.

The result of this consultation will only serve to deepen these divisions and further endorse the perception of winners and losers which will subsequently lead to accusations of bias being levelled at officers. Members are likely to be challenged to deliver other management measures to assure fairness following the result of the consultation.

In delivering the duties required of the Authority by the Marine and Coastal Access Act 2009 Members can be confident that officers will continue to seek to ensure that the exploitation of sea fisheries resources is carried out in a sustainable way; to balance the social and economic benefits of exploiting the sea fisheries resources of the district with the need to protect the marine environment from, or promote its recovery from, the effects of such exploitation and to seek to balance the different needs of persons engaged in the exploitation of sea fisheries resources in the district. Recommendations will be presented to the Authority to deliver these outcomes rather than to support individual business models.

Conclusion

A proposal to introduce individual quotas amongst Wash Fishery Order Entitlement holders was received by officers in January 2013. The proposal has been analysed, presented to the Authority for scrutiny and communicated to Entitlement holders. The Entitlement holders have expressed their preference and Authority members can be comfortable that this proposal has received due consideration. This result will endorse existing perceptions of bias and preferment and until there is a cultural shift in attitudes, Authority members will have to exercise firm leadership in balancing the

different needs of persons engaged in the exploitation of sea fisheries resources in the Wash.

Background papers

1. Minutes 11th Eastern IFA meeting.

Appendix 1 – Results of Wash Fishery Order Individual Quota proposal consultation

Results from Entitlement Holder consultation regarding individual quotas for WFO cockle fisheries

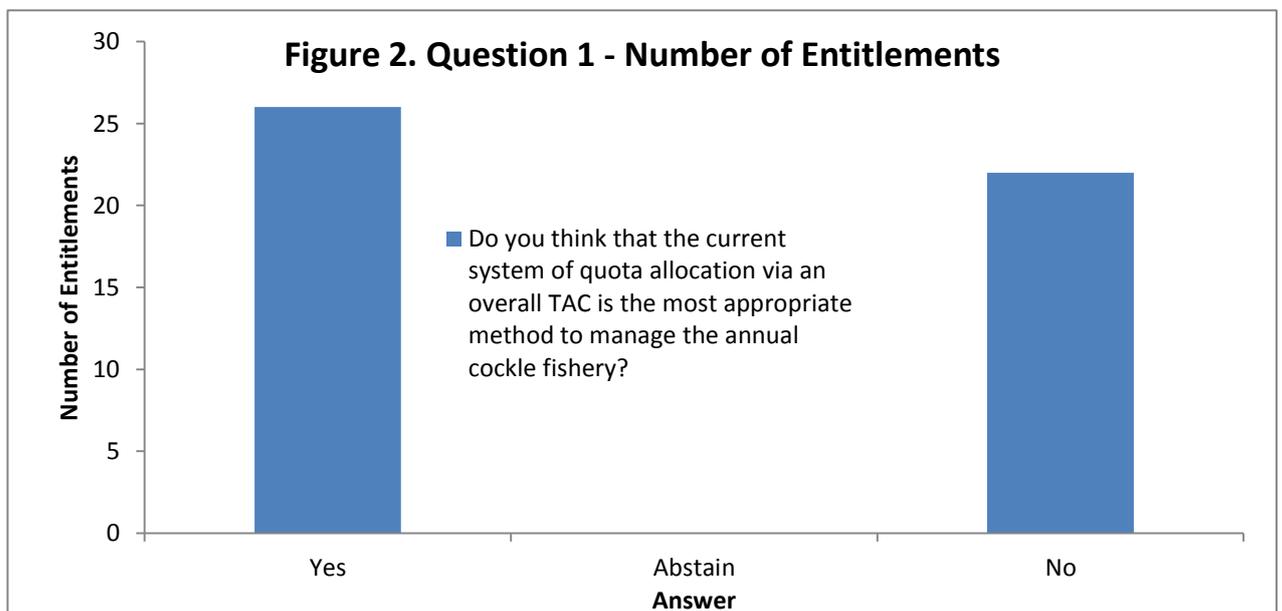
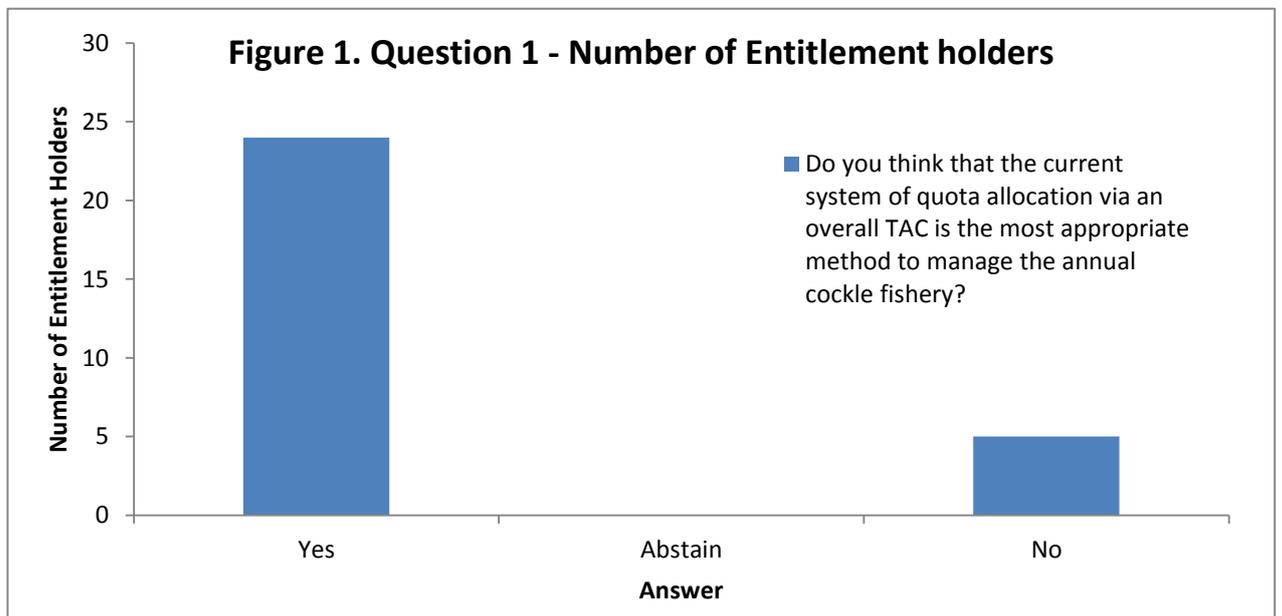
1. Entitlement Holder Participation

29 of 44 entitlement holders responded to the consultation representing 48 of the 67 entitlements.

2. Responses to question 1: *Do you think that the current system of quota allocation via an overall TAC is the most appropriate method to manage the annual cockle fishery?*

Entitlement Holders: Yes: 24, Abstain: 0, No: 5 (n=29)

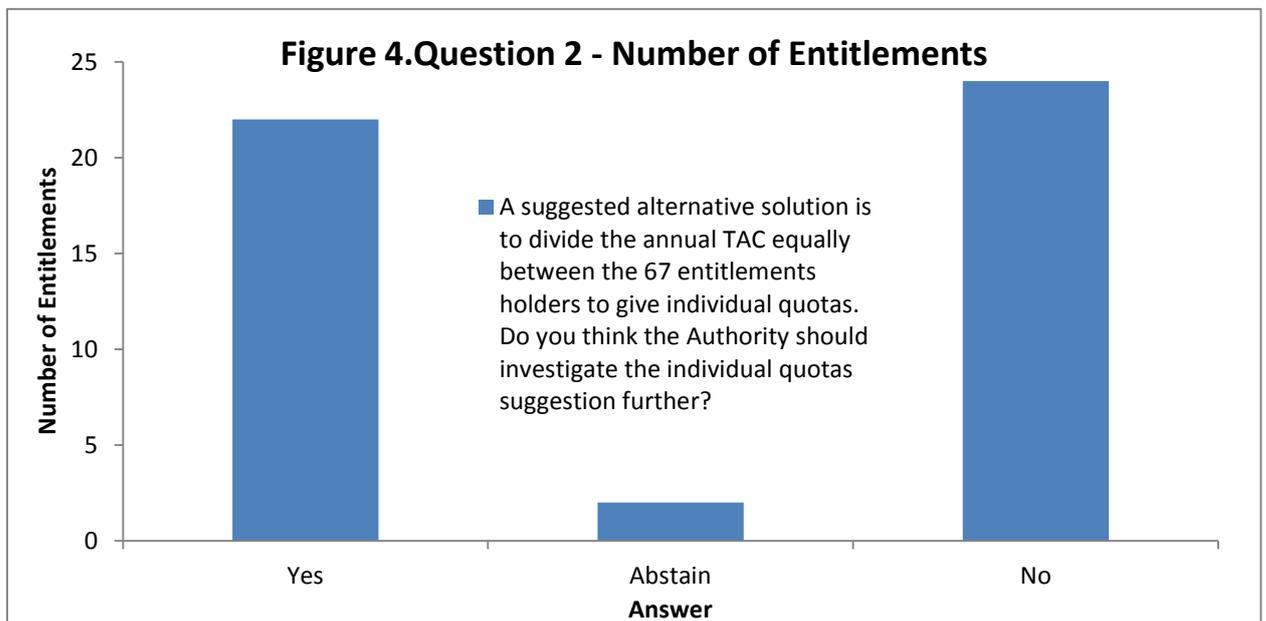
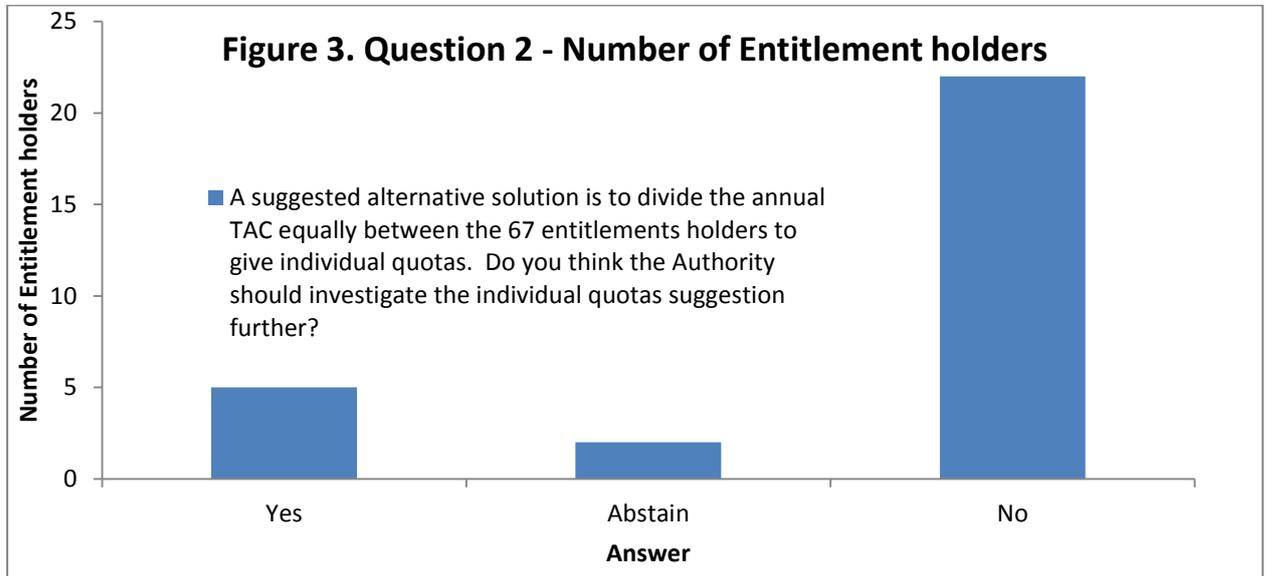
Entitlements: Yes: 26, Abstain: 0, No: 22 (n=48)



3. Responses to Question 2: *A suggested alternative solution is to divide the annual TAC equally between the 67 entitlements holders to give individual quotas. Do you think the Authority should investigate the individual quotas suggestion further?*

Entitlement Holders: Yes: 5, Abstain: 2, No: 22 (n=29)

Entitlements: Yes: 22, Abstain: 2, No: 24 (n=48)



4. Responses to Question 3:

Five respondents proposed alternative measures: Three respondents suggested a hand-worked season open from May to December with a 2 ton daily quota. One respondent also suggested opening the cockle fishery earlier but did not specify dates. One further respondent suggested raising the minimum size for cockle to 16mm.

Vision

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Action Item 16

12th Eastern Inshore Fisheries and Conservation Authority meeting

29 January 2014

Wash Lay Applications Update

Report by: L P Godwin, Marine Environment Officer

Purpose of report

The purpose of this report is to provide Authority members with an update on progress made towards processing the waiting list of WFO Shellfish Lay applications including the approval of a new Biosecurity Plan.

Recommendations

Members are recommended to:

- **Note the update on progress made towards processing outstanding lay applications**
- **Agree to endorse and publish the new Biosecurity Plan**

Background

At the 11th Eastern Inshore Fisheries and Conservation Authority (Eastern IFCA) meeting of 30 Oct 13, the Authority resolved to progress the WFO Shellfish Lay project as presented in that paper.

Progress

Following the Authority's decision at the 11th Eastern IFCA meeting, existing expired lay leases were renewed and sent to lay holders for their endorsement. Minor and technical amendments were made to the lease agreement to reflect Eastern IFCA as the grantee rather than Eastern Sea Fisheries Joint Committee. In addition, invoices for rent owing to the Authority were sent to existing lay holders.

To date 33 of 47 existing lay holders have returned signed copies of lay leases.

Biosecurity Plan

As agreed at the 11th Eastern IFCA Authority meeting, the first step towards processing the waiting list of new lay applications is to produce a new Biosecurity Plan and have this agreed by the Authority. Dialogue with Natural England earlier in 2013 highlighted the need to formulate a new Biosecurity Policy to provide a framework for processing any outstanding lay applications.

The new Biosecurity Plan (Appendix 1) reflects Eastern IFCA's obligations under the Marine and Coastal Access Act 2009 and the Conservation of Species and Habitats Regulations 2010. The main changes compared to the existing Biosecurity Plan (2010) are presented below:

- Movement of shellfish into The Wash Production Area for the purpose of depositing on WFO Shellfish Lays requires a Lease holder to apply to Eastern IFCA for consent. The consent process will include the submission of a Habitat Regulations Assessment to Natural England for their Approval. This requirement will be written in to the updated WFO Shellfish Lay Lease.

- Vessels entering The Wash Production Area require steam cleaning and disinfecting. The feasibility and practicalities of this will be explored over the next financial year and form part of the Enforcement of 2014/15. This work will likely be covered during the revision of The Wash Management Policies to be conducted by 2015.
- Vessels involved in the movement of seed to or from Lays within The Wash Shellfish Production Area will require standards bags. The feasibility and practicalities of this will be explored over the next financial year. This requirement would likely be written into the updated WFO Shellfish Lay Lease if found to be practical.
- Officer time will be dedicated to the monitoring of WFO Shellfish lays and to inspecting shellfish movement into The Wash Production Area. This will be reflected in Eastern IFCA's 2014/15 Risk Register.

Next steps

February to April

An updated WFO Shellfish Lay Lease will be presented to the Authority at the 13th Statutory meeting for consideration. Work leading up to this will include working with both the Crown Estate and legal experts to produce a WFO Shellfish Lay Lease agreement relevant to contemporary aquaculture within the Wash Fishery Order 1992.

In parallel with this work, officers will be assessing what evidence will be required for Habitat Regulation Assessments to be conducted for Lay applications. Habitat Regulation Assessments require a strong evidence base and it is likely that Eastern IFCA will have to collect and analyse significant amounts of information to this end. Natural England has offered guidance on what evidence they will require with a view to reflecting these requirements in the 2014/15 Research and Environment Plan, to be presented to the Authority in April.

April onwards

Evidence gathering for the purpose of producing Habitat Regulation Assessments will take place as reflected in the 2014/15 Research and Environment Plan. This represents a significant amount of work. Completion of biotope surveys will be partly dependent on weather and sea conditions. Further work is also required regarding food availability in The Wash.

Summary

Work towards processing the waiting list of lay applications is progressing in line with the plan presented at the 11th Eastern IFCA meeting.

Background papers

1. Minutes 11th Eastern IFCA meeting.
2. Appendix 1 – Eastern IFCA Biosecurity Plan 2014



Inshore Fisheries and
Conservation Authority

Biosecurity Plan

2014

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The application of biosecurity in aquaculture is a shared responsibility. Each individual involved plays a different but critical role in the implementation of the overall programme. This highlights the fact that, in order to be effective, biosecurity is necessary at all levels within aquaculture industry, from the control of infectious disease spread at an international level, to the development of national controls and down to operation of suitable practices at a local level. In these terms, the World Organisation for Animal Health (OIE) monitors the status of international diseases, our government (through Cefas) is responsible for controlling biosecurity within national limits, and Aquaculture Production Businesses (APBs) are responsible for biosecurity within their enterprises.

The key elements of biosecurity are; practical and appropriate legislative controls, adequate diagnostic and detection methods for infectious diseases, disinfection and pathogen eradication methods, reliable high quality sources of stock, and best management practices. At the local level, implementation of an effective biosecurity plan is essential in reducing the risk of disease introduction to an APB. This follows the traditional principle that prevention is better than the cure, which is also a cornerstone of the GB Animal Health & Welfare Strategy published in June 2004.

In the context of shellfish farming, disease prevention is the only effective measure. Once a disease is present within a harvesting area it is difficult to control and there is little possibility of eradication. There are many examples throughout the world where introduced diseases have had devastating effects on sectors of the shellfish farming industry. The spread of *Bonamia* sp. in native oysters within the UK is just one example.

The Aquatic Animal Health (England and Wales) Regulations 2009 recognises the importance of effective biosecurity measures in restricting disease spread. Under the new legislation, CEFAS has recognised Eastern IFCA as the 'operator' responsible for ensuring that the requirements of the Regulations within the area covered by the Wash Several Order are met and as such it is required to create and implement a biosecurity plan. The CEO of the Authority is the appointed biosecurity manager responsible for the creation and implementation of the plan. The Authority is also responsible for recording:

- The movement of any aquaculture animals into and out of the mollusc farming area
- The results of any surveillance (sampling) carried out by Eastern IFCA and the results of any surveillance (sampling) carried out by Cefas

Risk of contracting or spreading disease - movements of live shellfish 2

The greatest risk of introducing disease into The Wash Production Area comes with movements of live shellfish.

The main risks identified for The Wash Production Area are:

- Mussel is imported into from many other areas in the UK
- Records of seed bivalve shellfish movements not required under EC 853/2004 Annex 3 Section 7
- Restocking and harvesting can occur throughout the year – monitoring of all activities is not possible
- High number of operators and widespread distribution of production areas in the Wash reduces monitoring effectiveness
- Verification of where seed mussel originates from is difficult to determine. Monitoring of seed mussel beds in other areas is low
- Live cockle is transported from many other areas of the UK for processing at factories situated in King's Lynn and Boston. This can lead to live cockle being spilt in loading process at factory washed off the quayside.



In addition to the risk of introducing disease through shellfish movements, there are other routes by which disease can be introduced and spread within The Wash.

The main risks identified for The Wash Production Area are:

- Commercial fishing vessels from The Wash operate in other areas of the UK
- Commercial fishing vessels from other areas of the UK operate within The Wash Production Area
- Seed mussel from all over the country is mixed on lay ground in The Wash Production Area
- Mussel lays are situated adjacent to, or in close proximity to naturally occurring mussel and cockle beds
- Mussel and cockle bags used for transportation are exchanged between vessels both in The Wash Production Area and around other fisheries and shellfish processing plants in the UK



In addition to obligations under Animal Aquatic Health Directive, Eastern IFCA has obligations under the Marine and Coastal Access Act 2009, Countryside and Rights of Way Act 2010 and the Conservation of Species and Habitats Regulations 2010 to maintain biological diversity and further the conservation objectives of marine protected areas.

There is a potential that, through the movement of shellfish for the purpose of aquaculture, non-native or invasive species may be introduced into The Wash Production Area which may have adverse effects on protected features and the wider ecosystem e.g. natural mussel and cockle beds.

The main risks identified for The Wash Production Area are:

- Introduction of Pacific oysters (*Crassostrea gigas*)
- Introduction of American slipper limpets (*Crepidula fornicata*)
- Introduction of American razor shell (*Ensis Directus*)
- Introduction of unknown non-native or invasive species.

The risks identified in sections 2, 3 and 4 can be reduced by taking the following actions:

- Additional conditions added to WFO Shellfish Lay Lease
 - Shellfish farmers are required to apply to Eastern IFCA to deposit shellfish from outside of The Wash Production Area onto private lays – this will include a Habitat Regulation Assessment which will need to be approved by Natural England prior to the activity. The origin of shellfish will be considered.
 - Shellfish farmers are required to provide details of the amount of seed to be brought in and its origin
 - Shellfish farmers are required to report unusual levels of mortality to the Authority
- Fishermen participating in a Wash Fishery Order fishery will be required to use standard bags, pending a feasibility study as part of the Eastern IFCA 2014/15 enforcement work.
- All Wash shellfish farmers are notified of the risks of spreading disease – including information on the *Bonamia* sp. *controlled areas*
- Vessels leaving The Wash Production Area to fish in areas outside of the district are required to be steam cleaned and washed with disinfectant to ensure no shellfish remains onboard.
- Vessels entering the Wash Production Area are required to be steam cleaned and washed with disinfectant to ensure no shellfish remains onboard.

Details of how and when these measures will be explored and implemented are presented in Appendix B.

The recording of the actions taken against the measures put in place in the plan are listed below:

- Shellfish farmers regularly inspect their lays - incidents of mortality and meat yields are reported to the Authority and recorded
- Shellfish intended for relaying from outside of The Wash Production Area are inspected by EIFCA Officers. Officers record inspections and these are held in the office. Any issues are reported to FHI
- Shellfish entering and leaving The Wash Production Area is monitored – EIFCA Officers record monthly lay activity and report annually to FHI
- Eastern IFCA Officer time will be dedicated to lay inspection as per the 2014/15 Enforcement Risk Register.
- EIFCA Officers are made available to inspect vessels before leaving The Wash Production Area.



In the event that diseased shellfish were positively identified by shellfish farmers or EIFCA Officers within the Wash Production Area would/could take the following actions if deemed appropriate:

- 1) Brief EIFCA Officers of the presence of a disease, its effects, methods of reducing the spread of the disease
- 2) Inform all Wash Production Area shellfish fishermen in writing of the presence of a disease outlining the steps that they can take to minimise the risk of spreading the disease
- 3) Inform Cefas, the Fish Health Inspectorate, Defra, DARD, SFPA, MMO, WAG, SFCs, SAGB of the presence of diseased shellfish within the Wash
- 4) Place an information notice on the EIFCA website detailing the disease, actions to take to minimise the spread of the disease and details of the disease
- 5) Identify the source of the diseased shellfish through surveys or sampling of shellfish stocks
- 6) Determine the extent of the spread of the disease through surveys or sampling of shellfish stocks
- 7) Introduce a temporary closure of any open shellfish fisheries to prevent the movement of shellfish fishing vessels from spreading the disease

Revoke any outstanding authorisations or licences to fish shellfish to prevent the movement of diseased/contaminated shellfish or shellfish fishing vessels in/out or within the Wash Production Area

Summer 2009

- Cockle mortalities recorded in the Wash have been reported to CEFAS and FHI
- A significant survey programme was conducted by EIFCA to investigate whether food availability may have been a cause for the mortality

Summer 2010

- All Wash Fishery Order 1992 licensed fishermen in the Wash were notified of the mortalities along with all other IFCA's, MMO and SAGB. Fishermen were advised to clean down their vessels before leaving The Wash if bound for other areas of the UK



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Web: www.eastern-ifca.gov.uk

The Wash Production Area is that area of the Wash that lies within the Wash Fishery Order 1992.

The Statutory Instrument 1992 No. 3038 Sea Fisheries Shellfish. The Wash Fishery Order 1992 can be downloaded from:

www.eastern-ifca.gov.uk

The Wash Fishery Order 1992 consists of two distinct areas, the:

- 1) Regulated Fishery whereby the public right to fish is restricted to those that hold an entitlement to a licence issued by the Authority and;
- 2) The Several Fishery whereby the public right to fish is severed with an area of seabed being leased by the Authority on behalf of the Crown Estates to an individual for the purpose of shellfish cultivation. Each piece of seabed that is leased is referred to as a lay.

Within the Several Fishery there are currently 51 lays covering a total area of 252.46ha. All of the mussel cultivation occurring within these lays is benthic cultivation. Not all of the lays are currently in use. The amount of mussel present within the lays varies throughout the year and year on year depending on market demand, seed supply and the profitability of other fisheries within the area.

Appendix B

Biosecurity Risk	Mechanism	Risk rating (high, medium, low)	Mitigation measures	Date implemented	Residual Risk rating (high, medium, low)
Contracting/ spreading disease	Shellfish imported from outside of The Wash Production Area.	High	Condition on WFO Shellfish lay lease to apply to Eastern IFCA to import shellfish from outside The Wash Production Area – origin of shellfish will be considered. Habitat Regulation Assessment submitted to Natural England for their consideration – application dependent on outcome of this Assessment. Monitoring of WFO lay activity for unauthorised shellfish deposits.	April 2014 – condition to be included in updated WFO Shellfish Lay Lease	Low
Contracting/ spreading disease	Restocking and harvesting can occur throughout the year – monitoring of all activities is not possible	Medium	Condition on WFO Shellfish lay lease to apply to Eastern IFCA to import shellfish from outside The Wash Production Area – origin of shellfish will be considered. Targeted enforcement based on local knowledge and strong relationship with WFO Shellfish	April 2014 – condition to be included in updated WFO Shellfish Lay Lease	Low

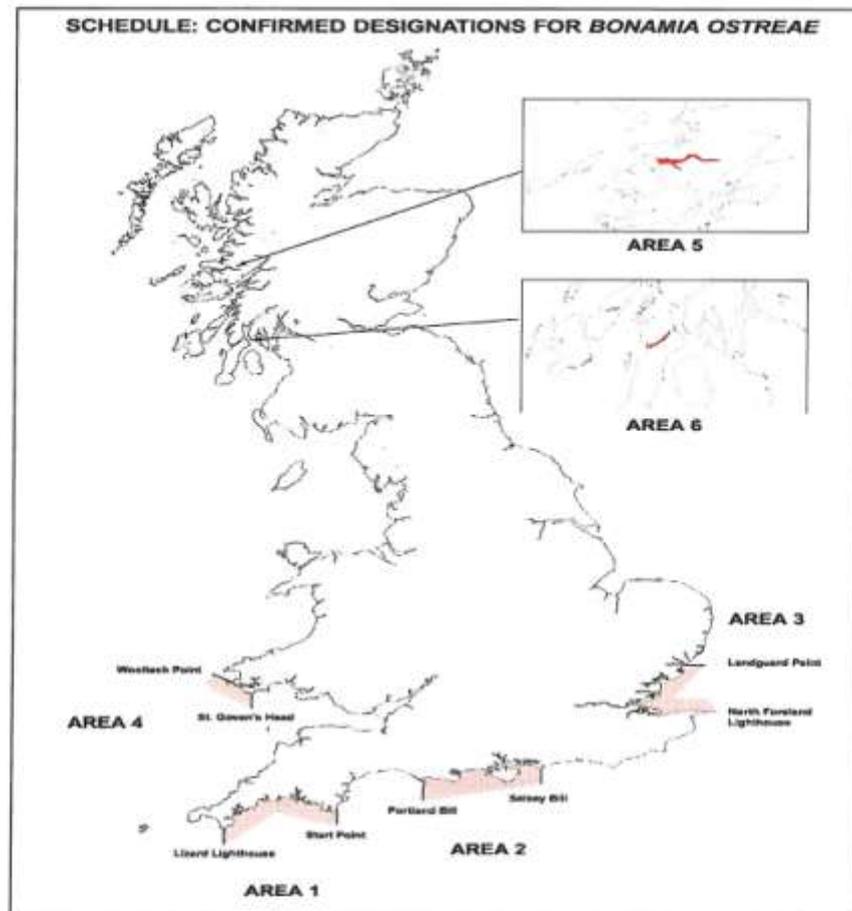
Contracting/ spreading disease	High number of operators and widespread distribution of production areas in the Wash reduces monitoring effectiveness	Medium	Lay holders. WFO Shellfish Lays plotted using GIS, all shellfish lay locations known. Monthly reporting of WFO Shellfish Lay activity. Targeted enforcement based on local knowledge and strong relationship with WFO Shellfish Lay holders.	April 2014 – Enforcement and reporting mechanisms to be reflected in Eastern IFCA's 2014/15 Enforcement Risk Register	Low
Contracting/ spreading disease	Verification of where seed mussel originates from is difficult to determine. Monitoring of seed mussel beds in other areas is low	High	Condition on WFO Shellfish lay lease to inform Eastern IFCA of origin of shellfish – application to deposit shellfish within The Wash Production Area will depend partly on the origin of shellfish i.e. not form an area known to contain disease.	April 2014 – condition to be included in updated WFO Shellfish Lay Lease	Low
Contracting/ spreading disease	Live cockle is transported from many other areas of the UK for processing at factories situated in King's Lynn and Boston. This can lead to live cockle being spilt in loading process at factory washed off the quayside.	Low	Risk to be reflected in revision of The Wash Management Policies – best practice established and imposed on producers	2015 – Wash Management Policies to be reviewed by 2015	Low
Contracting/ spreading disease	Commercial fishing vessels from The Wash operate in other areas of the UK/Commercial fishing vessels from other areas of the UK operate within The Wash Production Area	Medium/High	Risk to be reflected in revision of The Wash Management Policies – requirements to sterilise vessels on entering/leaving The Wash Production Area will be	2015 – Wash Management Policies to be reviewed by 2015	Low/Medium* depending on outcome of Wash Management

			considered		t Policies Review.
Contracting/ spreading disease	Seed mussel from all over the country is mixed on lay ground in The Wash Production Area	High	Condition on WFO Shellfish lay lease to apply to Eastern IFCA to import shellfish from outside The Wash Production Area – origin of shellfish will be considered. Habitat Regulation Assessment submitted to Natural England for their consideration – application dependent on outcome of this assessment. Monitoring of WFO lay activity for unauthorised shellfish deposits.	April 2014 – condition to be included in updated WFO Shellfish Lay Lease. Enforcement and reporting mechanisms to be reflected in Eastern IFCA's 2014/15 Enforcement Risk Register	Low / medium
Contracting/ spreading disease	Mussel lays are situated adjacent to, or in close proximity to naturally occurring mussel and cockle beds	Medium	Existing procedures ensure that natural mussel and cockle beds are not adversely affected by WFO Shellfish Lays. Condition on WFO Shellfish lay lease to apply to Eastern IFCA to import shellfish from outside The Wash Production Area – origin of shellfish will be considered. Habitat Regulation Assessment submitted to Natural England for their consideration – application dependent on outcome of this Assessment. Monitoring of WFO lay activity for unauthorised shellfish deposits.	April 2014 – condition to be included in updated WFO Shellfish Lay Lease. Enforcement and reporting mechanisms to be reflected in Eastern IFCA's 2014/15 Enforcement Risk Register	Low

Contracting/ spreading disease	Mussel and cockle bags used for transportation are exchanged between vessels both in The Wash Production Area and around other fisheries and shellfish processing plants in the UK	Medium	Condition on WFO Shellfish lay lease to use branded 'Standards bags' for movement of shellfish relating to WFO Shellfish Lay activity.	2015 – feasibility and practicalities to be explored during Eastern IFCA 2014/15 Enforcement work.	Low
Introduction of known non-native or invasive species	Shellfish to be deposited from outside of the Wash Production Area contain non-native and invasive species	Medium	Condition on WFO Shellfish lay lease to apply to Eastern IFCA to import shellfish from outside The Wash Production Area – origin of shellfish will be considered. Shellfish to be examined by Eastern IFCA enforcement officers for presence of non-native or invasive species.	April 2014 – condition to be included in updated WFO Shellfish Lay Lease	Low
Introduction of unknown non-native or invasive species	Shellfish to be deposited from outside of the Wash Production Area contain non-native and invasive species	Medium	Condition on WFO Shellfish lay lease to apply to Eastern IFCA to import shellfish from outside The Wash Production Area – origin of shellfish will be considered. Shellfish to be examined by Eastern IFCA enforcement officers for presence of non-native or invasive species.	April 2014 – condition to be included in updated WFO Shellfish Lay Lease	Medium / Low
Naturalisation of non-native or invasive species	Shellfish deposited on WFO Shellfish Lays contains non-native or invasive species which becomes established on a private lay.	Low	Existing condition on WFO Shellfish Lay Lease for shellfish farmers to report abundance of non-target species. Eastern IFCA officers to make random inspections of lays.	April 2014 – inspections to be included in 2014/15 Enforcement Risk Register.	Low

Appendix C

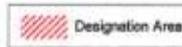
The map below shows those areas within which the presence of *Bonamia Ostreae* have been confirmed.





CD 04/2010 - Oyster Herpesvirus containment area

The designated area is known as Oyster Herpesvirus Containment Area - Swale, Thames and North Kent Coast, Compartment 6



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 Ordnance Survey licence number [100022861]

Further information on shellfish diseases and how they can effect your stock can be located from the following organisations:

Centre for Environment Fisheries and Aquatic Science Fish Health
Inspectorate

www.cefas.co.uk

www.efishbusiness.co.uk

CEFAS

Pakefield Road
Lowestoft
Suffolk NR33 0HT
Tel: +44 (0) 1502 562244
Fax +44 (0) 1502 513865

Fish Health Inspectorate
Tel: +44 (0) 1305 206700
Confidential hotline:
+44 (0) 1305 206681 (24-hour)
Fax: +44 (0) 1305 206602

Defra - Fish, crustacean and shellfish health and disease control
<http://www.defra.gov.uk/foodfarm/fisheries/farm-health/diseases.htm>

Aquatic Animal Health Unit
Defra
Area 5D
17 Smith Square
London, SW1P 3JR
E-mail: fishhealth@defra.gsi.gov.uk

APB	Aquaculture Production Area
CEFAS	Centre for Environment Fisheries and Aquaculture Science
DARD	Department of Agriculture and Rural Development
DEFRA	Department of Environment Food and Rural Affairs
EIFCA	Eastern Inshore Fisheries & Conservation Authority
FHI	Fish Health Inspectorate
IFCA	Inshore Fisheries & Conservation Authority
MMO	Marine Management Organisation
SAGB	Shellfish Association of Great Britain
SFPA	Scottish Fishery Protection Agency
WAG	Welsh Assembly Government
WFO	Wash Fishery Order
WPA	Wash Production Area

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 18

12th Eastern Inshore Fisheries and Conservation Authority Meeting

29 January 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 2013-14 was agreed by the Planning and Communication Sub-Committee on 11 March 2013 and published thereafter.

The tables at the Appendix detail the priorities and objectives and the progress to date. An agreement between Defra and the Association of IFCAs (on behalf of all IFCAs) has been brokered in order to enable IFCAs to subordinate the delivery of less pressing higher level objectives in recognition of the extraordinary demands being made of IFCAs this year³.

Conclusion

The amount of work that has been completed in 2013 is eye catching. From delivery of the Defra mandated byelaw to protect high risk features in European marine sites to 'in house' re-organisation and formalisation of business practices, the Authority has moved a long way in a short space of time. Many of the objectives and outputs have been delivered with staff performing at high tempo. Members can be assured that the officers will continue to deliver over and above the contractual requirements to achieve

³ Unreferenced letter Matthews (Defra)/Bolt (AIFCA) dated 12 Jun 13 - 'Statutory duties and requirements must be delivered. We also recognise that implementing important policies, such as providing management measures for EMS might reasonably require you to re-prioritise resources, staff and the delivery schedules for other outputs set-out in the Defra guidance¹ to IFCAs. Those other High Level Objectives remain important but in light of the current delivery environment outputs identified three years ago may need to take a lower priority.'

the outputs for this year but a formal re-balancing of effort will be conducted as the plans for 2014-15 are scoped to ensure that our plans do not establish expectations that cannot be adhered to.

Background documents

Eastern Inshore Fisheries and Conservation Authority Annual Plan 2013-14.

APPENDIX 1

Eastern Inshore Fisheries and Conservation Authority

29 January 2014

Quarterly Progress against Annual Plan

8 major priorities were established in 2013-14.

Major Priority	Progress
To secure appropriate funding to deliver mandated outputs	<p>Ongoing. At a meeting of the Association of IFCA on 8 Jan 14 the Fisheries Minister announced that the provision of New Burdens Funding will be rolled over for 1 year to align with the next general election.</p> <p>This means that the immediate problem has been resolved but the longer term issue of who pays the residual funding remains unresolved. It may be seen as encouraging that there has been no dialogue to assess the impact of removal of the funding so an optimistic viewpoint may be that the debate revolves around who pays and how not, should funding continue to be provided.</p>
To continue investments in staff to preserve appropriate subject matter expertise	<p>The appraisal system is firmly bedding in with mid period appraisals having been conducted for all staff. The processes and routines of formal staff direction and guidance are becoming more intuitive garnering positive feedback from staff.</p> <p>Training including software use, trailer driving and media engagement training has been delivered to ensure staff is appropriately skilled to complete mandated tasks. The focus is moving to personal development training to assure that the Authority gains the most from the manpower resource it possesses. A process to ensure that investments in staff are repaid through a return of service will be introduced in 2014.</p> <p>Since Oct 13 two members of staff have given notice of resignation following job offers. A further staff member was dismissed</p>

	following a disciplinary hearing. These movements present an opportunity to review the staff structure and shape it appropriately for the challenges of the next years.
To deliver fisheries management measures for designated 'Red' features (those at highest risk) with European Marine Sites within the mandated timeframe	The byelaw process is complete and the product has been delivered to Defra for ministerial approval. It is expected to be signed by the end of January 2014.
To commence a comprehensive byelaw review process comprising of three stages: <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 new byelaws. 	Initial actions have been completed but this project has necessarily been shelved to make room for the more pressing EMS byelaw activity. The plan is to fully engage with this process in 2014-15.
To procure sea going enforcement assets	<i>FPV John Allen</i> , an 11m cabin RHIB was procured in May 13 and fully operational thereafter. An assessment of the utility of the vessel has been conducted and used to inform the process to write the statement of requirement and specification for the next vessel which is underway. It is intended to purchase a second vessel
To implement a district-wide risk based enforcement approach	Initial actions complete but this project is on hold to allow national MMO/IFCA agreements to be developed.
To discharge responsibilities under the Wash Fishery Order (1992) and consider a review of its provisions	Responsibilities have been discharged via the MPA sub committee. The process to review the WFO will be subject to initial scoping in 2014. It is expected to indicate a sensitive, complex and time consuming task that will demand a good deal of resource and will have to feature as a key activity in subsequent years once emergent MPA regulation projects have subsided.
To introduce fisheries management measures in designated Marine Conservation Zones	The first tranche of MCZs has been designated and does not include any sites in the eastern district. Consultation on the second tranche of sites will begin in 2015.
Subordinate Priority	Progress
To advance the Authority's understanding of the species, habitats	Research projects as selected and directed by the Planning and

<p>and activities occurring in the district</p>	<p>Communication sub-committee have been scoped, planned and are underway. These district wide activities are:</p> <ul style="list-style-type: none"> • Wash cockle growth study • Crab and lobster stock survey • Juvenile Fish survey • Mono filament net survey
<p>To advance the Authority's understanding of the needs of the recreational angling sector including bespoke research and interpretation of the results of CEFAS Angling 2012 project</p>	<p>See Action Item 9 of the 12th EIFCA meeting.</p>
<p>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.</p>	<p>Project Inshore has engaged with officers to formulate plans to take forward the results of Phase 2 of the project to deliver meaningful outcomes for the district. It is hoped that Project Inshore will allocate resources to help with management of regional crab and lobster stocks.</p>
<p>To contribute to data requirements to meet Marine Strategy Framework Directive commitments (particularly crab and lobster)</p>	<p>In hand as part of the 'in house' Crab and lobster survey outlined above and the potential assistance of Project Inshore. Similarly, dialogue is in progress with Cefas to contribute to a proposed lobster survey.</p>
<p>To engage with marine planning issues, including consultations on developments.</p>	<p>Responses have been provided for a number of projects throughout the district including Triton Knoll Windfarm, East Anglian offshore One Windfarm, the Greater Gabbard Windfarm, Sizewell C generation plant and the draft East Coast Marine plan amongst others.</p> <p>In addition, EIFCA staff members are routinely contributing to public meetings and bespoke working groups to ensure that relations between stakeholders and developers are conducted appropriately and IFCA outputs safeguarded. The CEO is chairing the Commercial Fisheries Working Groups for both East Anglian Offshore One and Greater Gabbard offshore renewables development.</p>
<p>To promote the work of Eastern IFCA through outreach events.</p>	<p>EIFCA has completed a very comprehensive suite of events throughout the district in order to promote engagement with</p>

	<p>stakeholders and to ensure that the Authority is recognised and heard. Feedback has been extremely positive.</p> <p>Following a review of the activities of 2013, the intent for 2014 is to target attendance at those events where the costs are relatively small and the effect is maximised. This will ensure that the Authority is visible at the heart of the stakeholder base and that demands on staff can be sensibly managed.</p>
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Success Criterion 1: IFCA's have sound governance and staff members are motivated and respected

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(1.1) The development of an annual plan to meet the requirements of the Authority and Defra. To be prepared and published by 31 st March.	<p>Delivery of Annual Plan for signature by Planning and Communication sub-committee with document published by 31st March 2013. Delivered 11 Mar 13</p> <p>Development of annual plan 2014-15</p>	●			●
(1.2) Annual reports meeting the requirements of the Authority and Defra are prepared and published	Publication of the Eastern IFCA Annual Report 2012-2013 Delivered 30 Oct 13			●	
(1.3) The issues impacting sea fisheries resources within the Eastern IFCA District have been identified, prioritised and, where appropriate, suitable management plans for them put in place by April 2015; management plans and progress against them are reflected in annual plans and reports	<p>Deliver fisheries management measures for to protect designated 'Red' features within EMS – Delivered to meet deadline of 31 Dec 13, ministerial sign off expected by end Jan 14</p> <p>Develop and publish the Authority's Environment and Research Strategy – Delivered 5 Jun 13</p> <p>Scope the review of the Wash Shellfish policies – not achievable – carried forward to 2014</p> <p>Scope the review of the administration of the WFO 1992 not achievable – carried forward to 2014</p> <p>Support district fishermen in bid to achieve MSC accreditation for the brown/pink shrimp fisheries within the district. Ongoing – progress is stalling with significant issues to be resolved amongst the commercial fishing stakeholder base.</p> <p>Understand our commitments to meet MSFD requirements, particularly Crab and lobster stocks – Ongoing utilising surveys and potentially assistance from Project Inshore</p>	●	●	●	●

	Strengthen internal process for identifying and prioritising issues impacting sea fisheries resources within the district.			•	•
(1.4) A staff management system, including training and development plans, is in development and being tested during 2013 for approval by staff and the authority and implementation in 2014	Staff performance management system linking to individual training and development plans - developed and implemented – Ongoing mid period appraisals carried out.	•	•	•	•
(1.5) Staff resources and capability is assessed against IFCA objectives and duties with a gap analysis by April 2013; plans for addressing problems and progress against them are reflected in annual plans and reports	Staff resources and capability monitored against objectives and duties. Ongoing - a paper outlining hours accrued in excess of the contractual requirement will be delvierd at the 13th Authority meeting in April 2014. Recent staff movements presents an opportunity to review the staff structure wholesale.	•	•	•	•
(1.6a) Systems are developed and implemented that enable all staff and members to contribute to and comment on all IFCA policies and business by Sept 2012; systems follow best practice/principles in Investors In People	Human resources specialist has been recruited by the Authority. In 2012/13 the Authority completed a review of job descriptions and remuneration. The focus for 2013/14 will be: <ul style="list-style-type: none"> maintaining Investors In People status – not achieved. IIP assessment led to a status of 'working with the standard' maintain staff feedback questionnaire introduce processes to support appropriate ways of working 	•	•	•	•
(1.6b) Staff and members are content that they can influence the development of policy for the IFCA demonstrated through annual feedback	Identify and encourage the development of an appropriate culture for the Authority and its employees Regular line management and monthly staff meetings capture staff suggestions – achieved. 'Bright Ideas' proforma developed – achieved.	•	•	•	•

Success Criterion 2: Evidence based, appropriate and timely byelaws are used to manage the sustainable exploitation of sea fisheries resources within the district

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(2.1a) The issues impacting sea fisheries resources within the IFCA District have been identified, prioritised and, where appropriate, suitable management plans for them put in place by April 2015; management plans and progress against them are reflected in annual plans and reports	<p>All fisheries operating within the district are identified spatially and temporally – Research project planned and underway.</p> <p>Contribute to 'Project Inshore' to assess each major fish and shellfish stock in the District – See comment above.</p> <p>Consider including MSFD (Crab and Lobster stocks) projects in the 2013/14 research plan – Research project planned and underway.</p> <p>Link to HLO PI 1.3</p>	•	•	•	•
(2.1b) All byelaws made after April 2011 meet the requirements of Defra guidance	<p>Regulatory and Compliance Sub-Committee operational</p> <p>Training provided to the Regulatory and Compliance Sub-Committee prior to the committee considering any new byelaws</p> <p>Impact assessments undertaken to provide robust audit of social, economic and environmental effects of any new byelaws – achieved.</p>	•	•	•	•
(2.1c) IFCA's have necessary records and database systems in place to inform decision making	<p>Developed working partnership with Norfolk County council to:</p> <ul style="list-style-type: none"> • Review data holdings – Paper data holdings reviewed and new storage brokered. Electronic data holdings awaiting proposal from NCC. • Develop appropriate file structure – aligned with above. • Establish linkages with other agencies' databases – A major task that has not yet started. • Develop management information products – not yet started. 	•	•	•	•
(2.2a) The byelaw review and changes are on schedule to meet the objective of reviewing and evaluating all legacy byelaws by 2015	<p>Byelaw review project scope established – Complete</p> <p>Byelaw review commenced with existing byelaws assessed and prioritised for revocation, like for like</p>	•			

	replacement or further research and development - Initial actions complete but on hold to enable delivery of EMS Byelaw				
	Byelaws that are no longer relevant revoked- Initial actions complete but on hold to enable delivery of EMS Byelaw			•	•

Success Criterion 3: A fair, effective and proportionate enforcement regime is in place

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(3.1a) Annual enforcement risk register published on each IFCA website and available for viewing at each IFCA office by 30 April each year	Interim enforcement risk register developed and published - Initial actions complete	•			
	Detailed enforcement Risk Register developed			•	•
	Detailed risk based enforcement framework developed and implemented			•	•
(3.1b) The IFCA's enforcement risk register is peer reviewed. The peer review comments are forwarded to the CEO and Chairman of the IFCA	Enforcement risk register peer reviewed by CEO of Kent and Essex IFCA and Sussex IFCA			•	•
	Peer review comments forwarded to the CEO, Chair of the Authority and Chair of Regulatory and Compliance Sub-Committee			•	•
(3.1c) The enforcement risk register is compiled in a standard format approved by all IFCA's and provided to the national peer review panel by the 28 February each year	Explore the opportunity for the development of a national IFCA standardised risk register	•	•	•	•
	Explore the opportunity for the development of a national IFCA standardised risk based enforcement framework	•	•	•	•
(3.2a) A code of conduct for inspections both ashore and at sea is created by 30 th October 2011 and reviewed annually. The code of conduct is published on each IFCA's website and available from each IFCA's office by 30 April each year	A code of conduct for inspections has been published and is available on website (complete)				
	Annual review of code of conduct				•
(3.2b) Establish a national IFCA/MMO team by 30 th October 2011 to independently assess the overall quality of enforcement inspections conducted by each IFCA on an annual basis with the results reported back to the CEO and Chairman of the inspected IFCA by the 30 April each year	Support the development of an IFCA/MMO assessment team. <i>N.B. Dependent on national action for Performance Indicators to be met</i>	•	•	•	•
	Participate in national meetings and programmes	•	•	•	•
	MMO/IFCA training formal accreditation process established with EIFCA input.				

(Continued) Success Criterion 3: A fair, effective and proportionate enforcement regime is in place

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(3.2c) Development of an SLA between IFCA, MMO, NE and EA regarding the provision of standardised enforcement training and the secondment process for officers of each signatory by 30 April 2012	Ongoing. Routine provision of MMO training has yet to be fully secured although Eastern IFCA officers have undertaken some MMO delivered training Secondment of personnel is agreed and captured in individual MoUs (complete)	•	•	•	•
(3.2d) Each IFCOs enforcement knowledge and performance is assessed (to nationally determined standards - to be developed by 30 April 2012) on a bi-annual basis whilst attending the national enforcement training course	N.B. Dependent on national action for Performance Indicators to be met Eastern IFCA IFCOs to be assessed and identified as competent prior to being issued with a Warrant Training courses identified in personal development plans - achieved	• • •	• • •	• • •	• • •

Success Criterion 4: IFCA work in partnership and are engaged with their stakeholders

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(4.1a) Initial MOUs are agreed and adopted by end of April 2011	Memoranda of Agreement/Understanding have been agreed with NE/EA/MMO/Cefas. have been developed with NE & MMO	• •	• •	• •	• •
(4.1b) Discussions have been held with partner organisations with regard to Service Level Agreement (SLAs); SLA (if required) are agreed and adopted by April 2012	MoUs/MOAs/SLAs with NCC, LCC, ACPO, WNNCEMS, KEIFCA, NEIFCA, AIFCA developed	•	•	•	•
(4.1c) Identify and discuss with lead local authority requirement for SLA by October 2011	Achieved	•	•	•	•
(4.1d) Each MOU and SLA is reviewed annually to ensure effective delivery of objectives as defined in the annual plan; progress against MoU action plans is reflected in annual reports	MOUs reviewed	•	•	•	•
(4.2a) Set-up database of stakeholders from current list by April 2011. Update list every 6 months. Review contacts list annually	Community Development Officer (CDO) recruited. Contacts management in hand – Database of stakeholders set up.	•	•		
(4.2b) Engagement strategy developed by April 2012	Communication and Engagement Strategy agreed by Planning and Communications Sub-Committee (PCSC). Annual output plans flow from this strategy.	•	•		
(4.2c) By April 2012 each IFCA to create	CDO to organise monthly e-newsletter updates and regular tweets	•	•	•	•

a website to give access to current information; all regular forms and documents to be provided electronically by April 2013. Website is reviewed and updated monthly					
(4.2d) Develop interpretation boards and presentations to allow greater interaction with stakeholders	Interpretation boards designed and manufactured, to be installed at appropriate coastal locations within district – ongoing with firm offers of sites accepted and installation process in hand. Eastern IFCA scheduled to attend community shows in 2013 - Display infrastructure procured and regional events attended in accordance with the Communications and Engagement plan.	•	•	•	•
(4.3a) Reviewed stakeholder and communication strategy/plans and stakeholder database completed by April 2014	Completed	•	•	•	•

Success Criterion 5: IFCA's make the best use of evidence to deliver their objectives

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(5.1a) By April 2012, committee to sign off strategic research plan, which has undergone consultation, covering the period until April 2015	Five year Environment and Research Strategy to be presented to the PC Sub-Committee by 31 March 2013 Complete	•			
(5.1b) Research plan is published each year	Annual (2013/2014) Environment and Research Plans developed by officers and presented to PC Sub-Committee Complete -Annual Environment and Research Plans published on Authority's website	•	•		
(5.1c) Previous year's research report published each year	The 2012/13 will be published at the end of April 2013. Complete		•		
(5.1d) IFCA annual report to demonstrate how evidence has been used in decision making processes	Annual Report illustrates how the Authority has incorporated evidence in its decision making - Annual report 2012-13 drafted for approval 30 Oct 13.	•	•		
(5.2a) By April 2012 develop and agree MoUs with delivery partners and review annually	Included in MoUs in HLO 4.1	•	•	•	•
(5.2b) IFCA representative to take part in annual IFCA scientific conference	In 2012/13 Authority Research and Environment staff participated in a variety of scientific fora. This included World Fisheries Congress, Rare Fish (IFM) Conference, and Coast MS discussions. All Authority Research and Environment Staff participated in the IFCA Technical Advisory Group conference. Similar participation will continue (links to HLO 1.4). Ongoing – E&R team represented at TAG, Leadership in Science seminar, KEIFCA Biosecurity conference, IFM conference amongst others.	•	•	•	•
(5.2c) IFCA representative to proactively be involved in relevant evidence networks to share best practice, e.g. Technical	Eastern IFCA Senior Research Officer leading role in Technical Advisory Group. Eastern IFCA Research & Environment Officers provide information and training in specialist fields to others to forward the development of best practice	•	•	•	•

Advisory Group.					
(5.3a) IFCA annual plan and report demonstrate use of evidence, resources and capability as per strategic research plan	2013-2014 Annual Plan developed incorporating 5.3a Complete	•			
(5.3b) Seek appropriate peer review of research reports	Peer review process established through regular cross pollination of information and best practice between South Eastern IFCAs ⁴ .	•	•	•	•
(5.3c) IFCA annual plans and reports, including research plans and reports, are published online on the IFCA and Technical Advisory Group websites	2013-2014 Annual Plan published on Eastern IFCA website Complete 2011/2012 and 2012/13 Annual Report published on Eastern IFCA website – Complete 2013/2014 Environment and Research Plans published on Eastern IFCA website and circulated with TAG	•			•
(5.4a) Develop knowledge sharing plans and procedures by April 2014.	Development of knowledge sharing plans explored with Kent and Essex IFCA and Sussex IFCA /TAG	•	•	•	•
(5.4b) Knowledge sharing plans are reviewed and amended annually	Link to 2.1c		•		

⁴ Eastern, Kent and Essex and Sussex IFCAs

Success Criterion 6: IFCA's support and promote the sustainable management of the marine environment

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(6.1a) Identify where there are shared objectives in managing the marine environment with partner organisations by April 2012 and identify how these impact on IFCA's objectives	MoU developed with Kent and Essex IFCA regarding management of the River Stour MoU developed with North Eastern IFCA regarding respective roles in the Humber EMS Local Annex to MMO MoU established with Eastern district	• • •	• •		
(6.1b) Shared objectives are set out in annual plans	EIFCA/MMO Shared objectives reflected in MoU and reviewed at monthly tactical control group meetings	•	•	•	•
(6.1c) Progress of shared objectives reported on in annual reports	Included in Annual Report	•			
(6.2a) Plans and processes for raising awareness of IFCA's work in place by April 2013	Communications and Engagement Strategy completed by CDO. Outreach and education events scheduled	•	•	•	•
(6.2b) Examples of engagement set out in annual reports	Included for the 2012/13 Annual Report			•	
(6.2c) Feedback from relevant stakeholders regarding the effectiveness of engagement is routinely sought	Feedback included as part of the Development of a Communications and Engagement Strategy (links to HLO 6.2a) Quarterly community meetings scheduled	• •	• •	• •	• •
(6.3a) The issues impacting sea fisheries resources within the IFCA District have been identified, prioritised and, where appropriate, suitable management plans for them put in place by April 2015; management plans and progress against them are reflected in annual plans and reports	1.Environment and Research Strategy delivered to PC Sub Committee by April 2013 (links to HLO 5.1 a&b) 2. Gather information to deliver fisheries management measures for designated 'Red' features in European Marine Sites within the mandated timeframe; 3. Project Inshore – as for HLO 2.1a 4. Wash cockle and mussel management policies reviewed (links to HLO 1.3) 5 Start to assess amber and green fishery/feature interactions in EMS	• • • •	• •	• •	• •
(6.3b) Examples of proactive involvement in relevant networks to share best practice are reported in annual reports	Included in Annual Report (links to 6.2b)	•			
(6.3c) The impact of the Marine Policy Statement and the process of marine planning on IFCA's work have been assessed and addressed by April 2015	Eastern IFCA officers liaison with, and comment to the MMO marine planning team during consultation on the East coast marine plans to be launched mid 2013 – Draft East Coast Inshore Marine Plan received for comment 16 Jul 13 – response developed in concert with constituent councils forwarded 3 Oct 13.	•	•	•	•
(6.4a) Assessment of the condition of	Liaison with Natural England for up-to-date information on condition of MPA features		•	•	•

<p>Marine Protected Areas by statutory bodies, where available, have been taken into account when developing suitable management plans</p>	<p>MPA feature condition considered against conservation objectives as Eastern IFCA develops fisheries management within MPAs</p> <p>Habitats Regulations assessment undertaken by Eastern IFCA for Wash Fishery Order fisheries</p> <p>Information gaps identified and joint planning undertaken with statutory bodies to obtain EMS condition data for amber and green fishery/feature interactions</p>	<p>•</p> <p>•</p> <p>•</p>	<p>•</p> <p>•</p> <p>•</p>	<p>•</p> <p>•</p> <p>•</p>	<p>•</p> <p>•</p> <p>•</p>
<p>(6.4b) IFCA can demonstrate effective representation on relevant management boards/steering groups for Marine Protected Areas, where appropriate</p>	<p>Maintain active role as lead authority for the WNNCEMS and employs the WNNCEMS Project Manager</p> <p>Maintain active role as member of the Stour & Orwell Estuaries Management Group</p> <p>Maintain active role as member of the Humber Estuary Relevant Authorities Group</p>	<p>•</p> <p>•</p> <p>•</p> <p>•</p>			
<p>(6.4c) IFCA can demonstrate delivery of the principles outlined in Government guidance on sustainable development</p>	<p>IFCA developing ISO 14001 compliant Environment Management System, including training staff for auditor roles.</p> <p>Utilise and apply Defra guidance for IFCA on sustainable development (Q1 Q2)</p>	<p>•</p> <p>•</p>	<p>•</p> <p>•</p>	<p>•</p> <p>•</p>	<p>•</p> <p>•</p>

Success Criterion 7: IFCAs are recognised and heard

High Level Objective Performance Indicator	Action:	Q1	Q2	Q3	Q4
(7.1a) By April 2012, each IFCA is actively involved, through membership, in the direction, good governance and running of the AIFCA	AIFCA enabled	•	•	•	•
	EIFCA CEO regular involvement in AIFCA meetings and work programmes	•	•	•	•
(7.1b) Initial MOUs are agreed and adopted by end of April 2011; SLAs (if required) are agreed and adopted by April 2012. Each MOU and SLA to be reviewed annually to ensure effective delivery of objectives as defined in the annual plan	Agree MOAs with EA/NE/Cefas (links to HLO 4.1)	•	•	•	•
	Develop SLAs	•	•	•	
	Review MOUs/SLAs				•
(7.1c) By April 2012 partnership working is embedded in each IFCA (and partner organisation), evidenced on an annual basis by regular liaison meetings and joint or collaborative activities as defined in the annual plan	Host and attend regular Eastern Regional Liaison Group meetings (Police/EA/MMO/KEIFCA)	•		•	
	Continued participation of a South East IFCA (KEIFCA/SIFCA) working group to carry forward items of mutual benefit	•	•	•	•
	Employment of the WNNCEMS Project Manager				
	Close working with partner organisations is encouraged when dealing with case studies	•	•	•	•
(7.2a) By April 2013 a strategy for the promotion of IFCAs work is developed, including the development of promotional / communication plans which are to be reviewed annually	Communication and Engagement Strategy re-aligned to deliver against outcomes of Mackman Group benchmarking study	•			
	Engagement opportunities identified Community meetings held Feb/Jun/Jul/Aug/Nov.	•	•	•	•
	Development of Area IFCO roles to adopt a higher profile in relevant communities - ongoing	•	•	•	•
	Appropriate display infrastructure identified and resourced - Complete	•			
(7.2b) By April 2013 annual reports by IFCAs to include a specific element which has data on 'compliments, comments and complaints' from stakeholders and general public and significant events which have demonstrated the IFCAs PR strategy is operational	Include a public engagement section within the 2013-2014 Annual Report - complete.		•		
(7.2c) By April 2013, as a minimum, each IFCA to hold proactive biennial stakeholder meetings and events to inform and consult with all interested parties in the IFCA District	Area Community engagement meeting conducted after quarterly IFCA meetings	•	•	•	•
	Other engagement opportunities identified, resourced and attended	•	•	•	
(7.2d) By April 2012 each IFCA to create a website to give access to current	Eastern IFCA website data managed as required	•	•	•	•

information; all regular forms and documents to be provided electronically by April 2013. Website is reviewed and updated monthly					
(7.2e) By April 2011 all IFCA staff to be badged so as to be recognised as IFCA officers who following internal training, can speak with authority on the IFCA aims and objectives	Uniform reviewed and improved where necessary - complete. Staff meeting scheduled monthly - complete Key messages/Lines to take provided as required Development of Area IFCO role	• • •	• • •	• • •	• • •
(7.2f) By December 2013 annual staff appraisals will be undertaken to measure the standards of behaviour toward, and interaction with, stakeholders, general public and officers/staff of partner organisations	Links to 1.6a Training in staff appraisals to be conducted December 2012 Finance and Personal Sub-Committee agreed approach for a staff performance appraisal system incorporating 360 degree external feedback mechanism – See 1.4 above.	• •	• •	•	•

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



12th EIFCA Meeting

Information Item 19

29th January 2014

Report by: Julian Gregory, Head of Marine Protection

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

Area Boundary Changes

Due to the departure of one of the Area Officers the area boundaries have been changed, which has the effect of sharing the old Area 2 (Kings Lynn to Blakeney) between Area 1 and the old Area 3. These changes will remain in effect pending a review of staffing requirements.

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 October to December 2014

Eastern Inshore Fisheries & Conservation Authority

From: Jason Byrne Fishery Officer (Area 1)
To: Julian Gregory
Date: 16th January 2014
Ref: Quarterly Report Area 1
Monthly Report: Oct, Nov, Dec 2013

Area 1: Donna Nook – Sutton Bridge

General

Fishing activities throughout this quarter have included twin beaming for Brown & Pink Shrimp, potting for Crab, Lobster & Whelks, longlining for Cod & Bass, Mussel dredging off private lays & Mussel relaying onto private lays.

The 21st October saw the opening of this years Seed Mussel fishery from Maretail North, East & West Breast, Holbeach & Blackshore sands. Two vessels from Boston port took part in this fishery; the 3rd of November saw the closure of this fishery. General chat amongst the fishermen has been allowing them to fish for more Mussels off the regulated fishery beds as there was only eight days allocated with a TAC of 878 tonnes. The fishermen are saying that they have not fished anywhere near the 878 tonnes allocated and would like to fish for more as these Boston vessels did relay all of those Mussels onto Private Lays within the Wash. Throughout this quarter several fishermen have been enquiring as to why having escape hatches are not part of a byelaw as they do believe this method works for juvenile shellfish, some other regional IFCA's already have this byelaw in place. Several of those fishermen are saying 10 years ago it was not such a problem as each fisherman was only working around 100 - 200 pots, but as we are aware, now each fisherman is working around 2000 - 4000 pots. During December the big tides caused a lot of havoc, the fishermen had to turn out to safe guard their vessels from Kings Lynn up to Saltfleet. Most of the fishermen stayed on their vessels as the vessels were being pushed onto the shore; also our dedicated skippers were also on board our vessels at Sutton bridge.

Port Summary

Saltfleet - Chapel point

One of the commercial vessels that normally fishes out of this Haven *MFV Samuel James GY2* has now been sold and should be replaced by another vessel in December. 23 trips were achieved throughout this quarter potting for Crab & Lobster. Fishermen are still pushing for EIFCA to bring in some sort of Byelaw to have escape hatches compulsory on all Pots; this allows juveniles to escape & lesser time for the fishermen to sort through pots & catch. Shore based anglers stayed within the Haven fishing for flatfish. Locals along this part of the coast have said that part of the sea defence between Saltfleet & Donna Nook bombing range has collapsed as they believed Badgers had set up home there within the sea defence.

Skegness – Gibraltar Point

39 trips were achieved throughout this quarter by two commercial vessels launching off Skegness beach potting for Crab, Lobster & Whelks & longlining/ netting for Bass & Cod. During December the tides around this part of the coast caused chaos as the vessels based here are in a compound on the front of Skegness beach. Water levels remained high after the high tides around the vessel compound creating problems for vessel owners to launch. Also most of the tractors which are used to launch the vessels had to be stripped out due to water damage. Vessel based anglers managed nine trips throughout the quarter launching off the Beach targeting Whiting, Cod & Bass.

Boston

Two vessels dredged for Mussels from the regulated fishery relaying those Mussels onto private lays within the Wash. Two further vessels handworked mussels off the Welland Wall relaying those onto private lays within the Wash, all four vessels continued to fish their private lays throughout the quarter selling to the Dutch & French markets. One vessel totalled eight days fishing twin beaming for Brown

Shrimp.

Fosdyke

One commercial vessel visited the Marina throughout this quarter to be lifted out of the water to have stern tube & cutlass replaced. The Marina is now full of pleasure boats. One of the Boston river trip boats is moored alongside the Marina now for the Winter period. I understand that a few of the vessel based anglers from Surfleet made a few trips throughout the quarter targeting Whiting & Cod.

Sutton Bridge

Throughout December four of the Holbeach anglers came to fish alongside Sutton Bridge targeting Flatfish. No other fishing activities to report of. A big thanks to the skippers & crew who were involved in keeping EIFCA vessels safe and afloat throughout the high tides.

Kings Lynn

22 vessels achieved 99 landings between them during December twin beaming for Brown Shrimps, three landings were also achieved twin beaming for Pink Shrimps by one vessel. One of the Kings Lynn processors has five vessels working down the Thames on seed Mussel with the intentions of setting up a Mussel farm venture, there reasons for this is due to the windfarms having been built around the Lincs coast on the biggest seed Mussel ground which does not allow them good access to fish within that area.

Species Summary

All landing figures detailed within this monthly report are derived from estimates of catches based on observations made by Fishery Officers and reports made by fishermen to Fishery Officers.

Saltfleet - Chapel Point

Species	Landings (kg)	Value of catch (£)
Crab	9,304	9,744.00
Lobster	2,263	30,705.00

Skegness - Gibraltar Point

Species	Landings (kg)	Value of catch (£)
Crab	5,690	6,015.00
Lobster	481	6,537.00
Whelks	2,915	1,984.00
Bass	425	5,100.00
Cod	380	627.00

Boston

Species	Landings (kg)	Value of catch (£)
Brown Shrimp	2,406.5	4,351.00
Lay Mussels	125,000	57,000.00
Seed Mussel	93,000	0
Welland Wall Mussels	16,000	0

Fosdyke

Species	Landings (kg)	Value of catch (£)
0	0	0

Sutton Bridge		
Number of vessel inspections:	0	
Species	Landings (kg)	Value of catch (£)
0	0	0
Kings Lynn		
Number of vessel inspections:		7
Species	Landings (kg)	Value of catch (£)
Brown Shrimp	59,158.5	106,485.00
Pink Shrimp	999	1,328.00

**Potting
Crab and lobster**

Number of pots inside 6nm fished by vessels from within area:	4200
Number of pots outside 6nm fished by vessels from within area:	4200

Bio-sampling of brown crab and lobster

Number of brown crab measured during the month:	0
Number of lobsters measured during the month:	0

Whelk

Number of pots inside 6nm fished by vessels from within area:	400
Number of pots outside 6nm fished by vessels from within area:	400

Non Commercial Activities

Recreational Sea Anglers (shore based):

Number of anglers inspected:

Locations fished:	Species targeted:	Average catch (kg):
Sutton Bridge River	Flatfish	0
Saltfleet	Flatfish	0

Recreational Sea Anglers (vessel based):

Number of vessels inspected:

Locations fished:	Species targeted:	Average catch (kg):
Skegness	Cod	3
	Whiting	4
	Bass	2
Skull Ridge	Cod	2
	Whiting	4
Tabs Head	Bass	2
	Bass	1.5

Charter Angling Vessels:

Number of charter vessels inspected:

Number of vessels in area:	0	Number of trips:	0	Number of anglers:	0
Species targeted:	0	Total Landings (kg):	0		
Locations fished throughout the month:	0				

Fishery Officer Duties**Training:**

Health & Safety.

Trailer training.

Other duties carried out:

Carried out small fish survey in River Deben.

Attended staff meetings.

Attended enforcement meetings.

Attended TCG meetings.

Attended meeting at Boston with fishermen.

Away on JA monitoring Cockle fishery.

Away on TC Sabellaria sampling.

Put new EIFCA signs up at Horseshoe Point.

Wells collecting water for tanks.

On board JA mussel patrol.

On board TC EHO run.

Taxi FO AW from Cromer.

Collected shellfish samples from Tabs Head for EHO.

Attended retirement due at North Wootton village hall.

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

Crab	1.00 - 1.10
Lobster	13.50 - 14.00
Bass	12.00
Cod	1.65
Whelks	65p - 70p
Brown Shrimp	1.80 - 1.82
Pink Shrimp	1.33
Lay Mussels	45p - 70p

Eastern Inshore Fisheries and Conservation Authority

From: Ady Woods I.F.C.O (Area: Norfolk Coast)
To: J. Gregory Head of Marine Protection
Date: 15 - 01 - 2014
Ref:

Quarterly Report: Oct - Nov - Dec 2014

Area: Norfolk Coast: Heacham to Great Yarmouth

General

At the time of going to press Area 3 has for the time being, been extended to the north to take in much of Area 2, I'm hoping that in the future this becomes, Area: Norfolk Coast.

Unfortunately for much of the past quarter, I have been off work caring for my ill son, who I'm pleased to say is making a good recovery.

Well this new area, although I'm familiar with much of it, I'm just that, familiar with it and need to get round places to be able to capture just what does and doesn't go on here throughout the course of a year.

As far as fishing activity goes for this final quarter of the year, the main has been targeting the whelking industry which has once again become a fruitful fishery being exploited by many. I believe all of the whelks within this area are bought and processed at Kings Lynn.

Other activities have included potting for crab and lobster, trammel netting for cod and bass, and drift netting for herring.

All potting activities have taken a hammering this past quarter, from the weather. Storms during late October and early November left gear rolled up and smashed to pieces, some inshore vessels losing everything. And then once gear had been sorted and straightened and fishing had recommenced along came the surge tide in early December, finishing off already weakened pots.

The Surge tide on 5th December certainly left its mark around this Area. Although I feel that we got away lightly with an influx of water, leaving behind a trail of debris, doing damage to sea defences, flooding of homes and businesses, breaking up of beach huts and eating in to our natural defences against the sea being the cliffs. I think had the forecast been right and the wind had come out more to the North to the strength which had been predicted, our Norfolk would have now been a very different shape.

The new Crab factory in Cromer opened its doors during September, and has been taking a quantity of crab from around this coast, currently it's not operating at its full capacity. Some teething problems have arisen as one would expect, the owners are hoping to have these sorted in advance of the new season starting.

Some unusual visitors had been spotted to the South of Cromer in the form of two Humpback Whales; these had been sighted on more than one occasion. It is believed that these mammals were following the shoals and feeding upon the copious amounts of fat Herring which have been around our coast this year.

Also two dead Minke whales were washed up a few days apart, a fully grown adult was washed up on Cromer beach, followed a few days later by a younger adult specimen which was washed up on Sea Palling beach, it is believed after examination that both of these mammals were involved and subsequently killed from collision with ships.

Port Summary

Brancaster

This is one port which I need to get personal with; if it's intended that I carry on running this stretch of coast, as I'm aware that some potting takes place here, and that mussels are an important part of the year. Other than this I don't know what happens where and when.

Wells-next-the-Sea

In Wells the fleet currently consists of twelve licensed vessels, these managed some 170 days at sea between them from October to December. These vessels fish for crab, lobster and whelk.

Morston

There are currently three vessels operating from this port.

Blakeney

This port in the past has been popular with Mussel fishermen, however this past year or so have seen their mussel beds silting up and becoming unfishable. This year, is the first year that no seed mussel has been re-laid, so sadly this is one fishery which has now closed.

Currently the way the silt is moving it is feared that the harbour itself may become completely silted up in time to come.

Cley-next-the-Sea

No activity has been witnessed at this port, within the last quarter.

The future for this port is currently unknown, with it currently being in-accessible due to the surge tides of December.

Weybourne

The two vessels here retrieved the last of their pots ashore during November, giving them an opportunity to prepare ready for next season.

This beach lost quite a lot of shingle during December, it is however still fishable.

Sheringham

No activity has taken place here.

East & West Runton

Only one vessel continued to fish into December from either of these ports. The vessel continued to do well, catching a small amount of lobsters which were holding a good price. Though I'm not sure this reflected on the damage done to pots during the storms.

Cromer & Overstrand

The majority of vessels from these ports continued to fish up until early December trying to make the winter as short as possible, but again these paid a heavy price during the storms and much damage was inflicted to gear.

Some vessels from Cromer have been diversifying, and been netting for Bass, Cod, Herring and nurses although the latter two have been mainly fished to provide a cheap solution to an otherwise expensive bait to catch whelks with.

This area saw extensive damage to sea walls, promenades, the pier, cliffs and beach huts during December, however the beach fared well, being built up a lot, to levels which haven't been seen for some time.

Mundesley to Caister

Much of this coastline remained dormant throughout the quarter, the only beaches to have any real activity, are, Cart Gap, Sea palling, and Caister where a mixture of activities have taken place to include potting for crab, lobster and whelk and netting for herring.

Following the storm surge in December much of this coast line has been left inaccessible to vessels, the only places where access is possible is, Cart Gap, Sea Palling and Caister, some 10 possible launch sites have been closed due to slips being washed out, broken up or undermined.

Yarmouth/Gorleston

This port has remained fairly quiet throughout the quarter, only towards the end of it was some input being put into the whelk fishery, with more pots being prepared for sea.

Species Summary

All landing figures detailed within this quarterly report are derived from estimates of catches based on observations made by Fishery Officers and reports made by fishermen to Fishery Officers.

Brancaster

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
Mussels	Unknown	

Wells-next-the-Sea

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
	15	
Crab	21,710	68,258
Lobster	1,614	21,125
Whelk	99,088	72,816

Morston

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
	0	

Sheringham

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
	0	

Cromer

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
	15	
Crab	6,700	21,090
Lobster	342	4,460
Whelk	6,500	4,510
Cod	285	845
Dogs	200	100
Dabs	9	16
Herring	1,320	900

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

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
	3	
Crab	1,095	3,445
Lobster	160	2,090

Sea Palling

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
	2	
Crab	800	2,520
Lobster	100	1,300
Whelks	5,800	3,315

Caister & Gorleston

Number of vessel inspections:

Species	Landings (kg)	Value of catch (£)
	5	
Herring	2,735	1,915

Potting

Crab and lobster

Number of pots fished by vessels from within area:	19,515
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Bio-sampling of brown crab and lobster

Number of brown crab measured during the quarter:	0
Number of lobsters measured during the quarter:	0

Whelk

Number of pots fished by vessels from within area:	6,500
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Non Commercial Activities

Recreational Sea Anglers (shore based):

Number of anglers inspected:	5		
Locations fished:		Species targeted:	Average catch (kg):
Weybourne		Cod	6

Recreational Sea Anglers (vessel based):

Number of vessels inspected:	0		
Locations fished:		Species targeted:	Average catch (kg):

Fishery Officer Duties**Training:**

None

Other duties carried out:

Nov

1st – 21st Sick leave

22nd Office in Kings Lynn, playing catch up

25th Coastal patrol Base to Lowestoft

26th Enforcement meeting at Office

27th Coastal patrol Cromer to Brancaster

28th & 29th Landings Cromer, working at Base

Dec

4th Car for MOT

16th Interview with student from Brighton Uni about North Norfolk FLAG and our local fishing community

17th Attended Wells and District FA ¼ ly meeting at Wells

20th Enforcement meeting and staff meeting, Christine's Retirement

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

Bass	7.50 – 9.50
Crab	3.15
Lobster	11.00 – 13.50
Whelk	0.60 – 0.80
Dab	2.00
Cod	2.90 - 3.40
Dogs	0.50
Herring	0.50 – 0.90
Whiting	1.10

Eastern Inshore Fisheries and Conservation Authority

From: Alan Garnham Fishery Officer (Area 4)
To: Phil Haslam - CEO
Date: 17th January 2014
Ref:
Quarterly Report: Oct – Dec 2013

Area 4: Pakefield – Felixstowe Ferry

General

Sea and air temperatures have remained warm this quarter with continued reports of all summer species being caught from the shore or from the boat during October. Bass were still around in numbers with good catches by commercial netters within five mile of the shore including rivers.

Herring began to show at the end of the October but throughout the quarter there has been no significant cod numbers with some days no landings being made into Lowestoft fish docks.

Boats continued fishing for summer species of sole and roker.

At the beginning of October storm damage forced the closure of Lowestoft promenade and now ABP has closed Lowestoft south Pier to the public. This has had a devastating effect for anglers who regularly fish on the pier. Many older anglers and disabled anglers are unable to get onto the beaches and now have nowhere to fish.

Local tackle shops rely on this trade especially for bait orders and are objecting by raising a signature protest.

Storm damage continued down the coast with erosion at Thorpeness and Orford. At Felixstowe the beach road had to be closed for emergency repairs due to flood and storm damage by the seas.

Inshore The Greater Gabbard Windfarm contractor has laid 15 of the 22 concrete mattresses over the cable on Aldeburgh Napes. Work has been postponed until April. Pre and post drift net surveys have taken place.

I had talks with the UK Border Agency and rekindled ideas in the future of working together on their vessels.

To end the October heavy storm winds hit the country and a trail across the UK was from west to east via Suffolk, with Suffolk taking the brunt with fallen trees across power lines effecting power supply.

Some towns were five days without power causing many coastal fishermen to throw away fish stocks whether fresh or frozen including frozen fish bait which had to be destroyed.

Weather was reasonably kind to the fishermen during November and fishermen have been able to recover the last of the pots for the year.

Commercial fishing has been good for Roker and sole with good landings with the odd pocket of cod here and there but many boats including most Lowestoft boats have remained tied up. Because of this winter long lining hasn't really started yet. Many fishermen when out are either drift netting or trawling.

Many older staff will remember "The Corina 11" being a regular boat in the Wash. She had been at Leigh-on-sea for several years but has since had a complete refit and has now been bought by young Shaun Hayter and will be working out of Lowestoft shrimping alongside Dick Melton on Serene Dawn. Dick even supplied all his plotter details to assist Shaun in his new venture.

In the river Stour and Orwell the voluntary bait code has begun again but already on many occasions I have witnessed persons digging bait in critical areas.

Herring and spratt are in abundance and it appears the seals are following, as many more have appeared. Several fishermen have picked up a stray species and on one occasion I was asked to identify the species, fortunately it was easy as a hake has a black mouth. A deep water species never usually found in our area in such shallow water.

December started with the capsizing of MFV - Southern Star whilst whelking four

miles off Southwold. All three crew had only seconds to press the radio DSC and it was immediately picked up by Mistress 111 fishing nearby. All crew were rescued and transferred to the RNLI lifeboat. The MAIB are investigating.

On 6th December the predicted floods took their toll on Norfolk and Suffolk beaches with storm and flood damage along the coast line striking and damaging harbours and promenades. Many river banks were breached as was the shingle spit at Orfordness. Many towns and villages were flooded including large areas of Snape where residents have been told they will be unable to return to their properties for six months.

Brief update from Environment Agency

Norfolk 239 residential properties flooded

Suffolk 231 residential properties flooded of which 158 were at Lowestoft and 24 at Snape.

Essex 38 residential properties were flooded

The EA reports £750,000 has been spent since 6th Dec on emergency repairs

Both Waveney and Suffolk Coastal councils have reported the damage to walls and promenades will amount to around £250,000 to clear up without repairs.

In some areas millions of tonnes of shingle and sands have shifted especially at river mouths.

With the extreme weather and storms many fishermen have not been able to get to sea to fish. Some larger Lowestoft boats have spent a few days at sea with poor catches of Cod and Roker.

On the beaches catches have been poor with just the odd small codling and the odd dab and pin whiting.

Mussels are now being harvested in a commercial enterprise on the River Deben with around a tonne a month being harvested.

Port Summary

Pakefield

Herring are being caught from the beach launched boats but no reported landings to market. During October anglers reported good catches of bass and good size whiting around a pound and a half each. The odd codling was being landed.

Southwold

Throughout the quarter commercial boats have continued with trawling and netting for sole with only the odd cod. No reported catches from the beach. All pots are in for the winter apart from distant pots on wrecks.

The tidal surge had a huge impact on the fishing with fishing boats being lifted by the seas and dumped across the jetty. Following on from this there had been the strong winds and swells for days making it too difficult to get out and fish regularly.

Dunwich & Sizewell

Steady quarter for the commercial fishermen with landings. Cod has been very poor with only a few being caught each day. On the beach anglers have been sticking out for very late Bass to no avail with mainly flat species being caught.

Thorpeness & Aldeburgh

All pots have now been brought ashore for the winter.

Commercial fishermen have similar reports as to other areas.

The beach anglers including myself have just caught many undersize whiting and occasionally an undersized cod. All fish caught were full of shrimp.

Because of the tidal surge, boats were either moved into the river or dragged further up the beach to the flood wall. I heard the water came up to the flood wall. Once again fishing catches have been poor because of the extremes in the weather and the fact nobody really wants fresh fish at Christmas.

SSE have laid 15 of the 22 concrete mattresses on the Aldeburgh Napes, work will continue post April 2014. Drift net trials were commenced pre laying and the ground was agreed clear. Post lay of the 15 mattresses a further drift net survey was

conducted and snagging occurred. Talks are currently ongoing with the developer and the MMO.

Orford

Commercial fishermen have brought in their pots for winter apart from leaving a few on distant wrecks. One potter caught a few conger eels during October which is unusual for the Suffolk coast. RSA boats reported disappointing catches of pin whiting and not a sign of a cod except in a local chip shop. Orford island has been very disappointing as it's usually a hot spot but with no cod showing the ferry man has very few bookings for fishermen to the island.

During October I had reports that on The Dirty Wall beyond the Martello Tower this had again been breached in several places during a storm.

Commercial fishermen have hardly been fishing during December due to weather and Christmas New year festivities. With the storm surge coming through the Orfordness Spit was again breached causing no access by vehicle to the Island. Orford Quay was flooded and the water was nearly up to the 1953 floods. Up river it affected many villages.

Felixstowe

During October most commercial boats had a fair amount of sole roker bass and mullet. Pots have been retrieved for the winter period.

On the beaches there was plenty of support with many anglers coming out to enjoy catching the whiting. During the first week of October codling were showing especially around the Spa and Jacobs's ladder area but this fizzled out with mainly whiting being caught towards the end of the month.

November continued with good landings of roker sole and herring. A few cod have been caught and made good money but not enough for fishermen to change to lining tactics as the bait currently exceeds the return of fish.

December was very quiet for commercial fishermen with some not putting to sea. Weather has the same effects as other ports.

Felixstowe town managed to escape the floods with the tidal defences working. Down at the ferry was a different matter with water 6 ft high and many homes and businesses washed out.

Species Summary

All landing figures detailed within this monthly report are derived from estimates of catches based on observations made by Fishery Officers and reports made by fishermen to Fishery Officers.

Pakefield

Number of vessel inspections:	0	
Species	Landings (kg)	Value of catch (£)
Herring	130	130

Southwold

Number of vessel inspections:	0	
Species	Landings (kg)	Value of catch (£)
Cod	310	952.00
Roker	3,279	8,311.35
Sole	5,990	26,237.50
Brill	72	684.00
Flounder	1,118	1,118.00
Dabs	869	746.00
Dogfish	460	736.00
Herring	1,700	1,260.00
Whiting	122	122.00
Sprat	185	185.00

Lobster	354	4,574.00
Crab	226	1,291.00

Dunwich & Sizewell

Number of vessel inspections:	0	
Species	Landings (kg)	Value of catch (£)
Cod	140	662.00
Roker	257	566.85
Sole	5,990	26,237.50
Flounder	285	285.00
Dab	105	92.00
Lobster	75	1,050.00
Crab	45	157.50

Thorpeness & Aldeburgh

Number of vessel inspections:		
Species	Landings (kg)	Value of catch (£)
Cod	295	902.80
Roker	2,715	6,741.75
Sole	4,392	26,346.00
Herring	1,390	1,322.00
Dogfish	358	572.00
Flounder	347	347.00
Dabs	117	110.00
Lobster	268	3,164.00
Crabs	167	584.50

Orford

Number of vessel inspections:	1	
Species	Landings (kg)	Value of catch (£)
Cod	415	1,302.00
Roker	4,850	12,037.50
Sole	6,195	37,265.00
Herring	764	715.20
Dogfish	198	316.80
Flounder	460	460
Dabs	215	194.00
Whiting	50	50
Brill	109	926.50
Lobsters	208	2,832.00
Crab	350	1,225.00

Felixstowe

Number of vessel inspections:	1	
Species	Landings (kg)	Value of catch (£)
Cod	188	590.40
Roker	5,770	14,473.50
Sole	6,875	31,367.50
Herring	225	225.00
Dogfish	96	153.60
Flounder	323	323.00
Dabs	162	141.60
Whiting	91	100.00
Brill	60	510
Sprat	150	150
Lobster	162	1,962.00
Crab	75	262.50

Potting**Crab and lobster**

Number of pots inside 6nm fished by vessels from within area:	50
Number of pots outside 6nm fished by vessels from within area:	50

Bio-sampling of brown crab and lobster

Number of brown crab measured during the month:	0
Number of lobsters measured during the month:	0

Whelk

Number of pots inside 6nm fished by vessels from within area:	0
Number of pots outside 6nm fished by vessels from within area:	0

Non Commercial Activities**Recreational Sea Anglers (shore based):**

Number of anglers inspected:	27		
Locations fished:	Species targeted:	Average catch (kg):	
Felixstowe beaches	Cod	0.5	
Aldeburgh	Cod	0.0	

Recreational Sea Anglers (vessel based):

Number of vessels inspected:	7		
Locations fished:	Species targeted:	Average catch (kg):	
Within 5 miles of coast	Cod	0.5	

Charter Angling Vessels:

Number of charter vessels inspected:	3		
Number of vessels in area:	19	Number of trips:	80
Species targeted:	Cod and Ray	Total Landings (kg):	540
Locations fished throughout the month:	Within 6 nautical miles	Number of anglers:	1,133

Fishery Officer Duties**Training:**

None

Other duties carried out:

1st Oct – Office meeting
 1st Oct – Felixstowe Sea Anglers meeting
 2nd Oct – Suffolk Beach Anglers meeting
 4th Oct – Visit Norfolk Council HQ re computer problems
 19th-28th – Annual leave
 29th – MMO meeting
 1st Nov - Cromer
 4th Nov – Office flu jab
 6th Nov - Felixstowe Sea Anglers meeting
 7th Nov – Toil
 8th Nov – Office meeting
 13th Nov – Safety Marine Centre Lowestoft
 14th Nov – Office meeting
 18th Nov – present on drift net surveys at sea
 19th Nov – MMO offices conducting recorded interviews
 20th Nov – Present on drift net surveys at sea
 21st Nov – Sickness
 25th Nov – Safety Marine centre Lowestoft
 25th Nov - Community engagement meeting at Orford.
 26th Nov – Office enforcement meeting

27th Nov – Toil
29th Nov – Landmark House Ipswich – Process meeting
4th Dec – To Kings Lynn Car MOT and Fun day
9th Dec – Cefas – dissections
10th Dec – Fender care Great Yarmouth refit enquires
11th Dec – EAOW 1 meeting Felixstowe
12th Dec - EAOW 1 meeting Orford
12th Dec – EAOW 1 meeting Lowestoft
17th Dec – Ramsholt examine and authorise mussel dredge
17th Dec – Patrol area with Sam Paling for Vehicle assessment
20th Dec – Meeting at Kings Lynn
21st -31st – Off Duty

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

Cod	3.06
Roker	2.51
Sole	5.83
Whiting	1.00
Herring	0.76
Dogfish	1.60
Flounder	1.00
Brill	8.83
Turbot	9.20
Sprat	1.00
Lobster	13.50
Crab	3.50

EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

TO: J Gregory

FROM: S T Lee

DATE: Jan 2014

QUARTERLY REPORT FPV John Allen (October, November, December) 2013

The start of this quarter John Allen was covering the southern end of the district, with the slowing of the fisheries and strong winds no fishing activity was observed, so with the assistance of the CEO, and a break in the wind John Allen was moved back to Sutton Bridge in time for the reopening of the 'Hand Work Cockle Fishery'. Four vessels targeted the Inner West Mark Knock and a further six vessels targeted the bottom end of Daisely sand. Additional management measures were put in place for the extension of the fishery, prohibiting vessels from prop washing. John Allen monitored vessels lying on the sands: no infringements were reported.

A relaying mussel fishery opened on the 22nd October with a TAC of 878T. In previous years allegations over exploitation have been made, therefore, a high enforcement presence was key for the management measures. Vessels were restricted to opening times and specific sands to fish; part of Holbeach bombing range was included. A total of six vessels partook resulting in twenty two inspections. Out of the total fifteen fishable tides only three were not patrolled due to strong winds and or no vessels fishing, no infringements were reported. John Allen proved more than capable to enforce the above fisheries and the type of fishing vessels used.

The slowing down of fisheries, weather and other commitments John Allen conducted a further one day patrol during November. No fishing activity was observed so the opportunity was taken to conduct the monthly drills (abandon ship, fire and man overboard).

December was a relatively quiet month for sea going enforcement. As with previous months the unpredictable weather played a major part, one day blowing a gale and the next calm resulting in foggy conditions. As reported nationally, the 5th of the month brought the largest tidal surge since the floods of 1953. As a precautionary measure we had a team at the moorings in Sutton Bridge from early morning until after the high tide at approximately eight o'clock in the evening. The early morning tide didn't produce much in the way of drama. However, the evening tide was significant, the water overtopping the walkway on the moorings and lapping into the storage container. The diesel fuel tank was afloat, the surrounding wall provided the necessary protection, without which it would almost certainly have been swept away. Despite the rigid pipework being forced further into the outer skin of the tank, the inner tank was not damaged and there was no leakage. The height of the tide meant that the pontoon pilings were nearly overtopped and we put *John Allen* out into the river and held station until the tide started to ebb and the danger to the integrity of the moorings had passed. Thankfully, whilst we had a bit of mess to clean up we don't appear to have sustained any significant damage, more luck than judgement in the circumstances! The only resulting damage was the pipe

work to the diesel tank and the mooring electrics being submerged in water. This has all been repaired or replaced where necessary.

John Allen collected flesh and water samples for the Environmental Health department that were missed earlier in the month from the Wrangle and Breast Sands and sent to the relevant Authorities for testing.

On the 16th December John Allen was lifted out of the water at Wisbech marina to allow for the engines and out drives to be serviced. This was completed in a short space of time by the Authorities own engineers. The decision was taken that with the Christmas period fast approaching and no major fisheries taking place John Allen should be left out of the water over the Christmas period.

Operationally the poor night time visibility has been raised; options to overcome this have been suggested and are in the process of being addressed. The ongoing problem with the faulty inverter has been rectified (faulty ground switch). A Garmin camera had been fitted to assist with the visibility restriction from the helm position of the stern.

All personal lifejackets and Pisces LSA equipment have had their annual service. Pisces had her annual MCA inspection and passed without any major defects. The trailer for Pisces was serviced and cleaned. As a result all the wheel bearing were found to be severely worn so replaced with new.

Simon Lee

EASTERN INSHORE FISHERIES AND CONSERVATION AUTHORITY

Three Counties Quarterly Report Oct, Nov, Dec 2013

October

Mussel surveys took place at the start of the month covering the following sands Gat, Scotsman, Main End, Mare Tail, Shell Ridge, Herring Hill, Toft and Roger to find the tonnage of the stock in the Wash.

Sabellaria survey took place over the Lynn Knock areas using the day grab to find the coverage of the tracks cover in the early side scan surveys to find the coverage of cobble and boulders.

EHO/DSP sample were collected from both sides of the Wash. Sweep samples were collected from the sites around the Wash as part of the ongoing study into the health of the Wash.

November

EHO/DSP samples were collected from around the Wash.

Mussel survey took place on the Breast and Pandora sand to obtain the tonnage of the stock and this will help establish the fish stock in the Wash.

Sweep samples were collected from around the Wash at the same time the Sonde was collected for servicing and down loading of the data for the ongoing study into the food stocks and health of the sea water coming in and out of the Wash

December

EHO/DSP samples were collected from around the Wash to keep up the classifications up on the mussel and cockle stocks. Mussel survey was under taken on Daseley's sand as part of the request of the King's Lynn fishermen because they had reported a mussel bed to the Eastern IFCA office and wanted to know what the tonnage, size and area of the mussel bed. The results of this have been recorded and are available for R Jessop.

Simon Howard

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 20

12th EIFCA Meeting

29th January 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, October to December 2013, 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

A large part of the research team's time during the past quarter has been occupied surveying the inter-tidal mussel beds in the Wash. These surveys were conducted between September 21st and November 19th, during which time 19 areas of mussel bed plus the Welland Bank were surveyed. Following advice from the industry regarding the potential location of another un-surveyed bed, a further survey was conducted on December 6th but too few mussels were found to warrant inclusion in the dataset. The details of the results are presented in another paper for this meeting, but in summary:

- The total mussel stock was estimated to be 12,100 tonnes. While this is a small decline on last year's figure of 12,338 tonnes, it is above the Conservation Objective target of 12,000 tonnes.
- The biomass of mussels that had attained the Minimum Landing Size (MLS) of 45mm length was found to be 4,487 tonnes. Although this was an improvement on the 3,942 recorded in 2012, it is below the Conservation Objective target of 7,000 tonnes.

- Although some of the beds have increased in biomass over the past year, several of the beds are in poor condition after several years of decline. Without some sort of intervention, the decline on some of the poorer beds could be terminal.

In November two members of the research and environment team attended a workshop in Birmingham to discuss potential indicators that could be used to determine whether intertidal and sub-littoral mussel reefs are achieving Good Environmental Status (GES) for the Marine Strategy Framework Directive (MSFD). The purpose of the workshop was to:

1. To discuss and compare current methods being used to conduct stock assessment surveys on intertidal and sub-littoral mussel beds,
2. Discuss remote and in situ approaches to community indicator monitoring for intertidal and sub-littoral mussel beds
3. Determine best practice approaches to monitoring density and community indicators in *Mytilus* reefs in the context of the MSFD.

The workshop highlighted that while surveys are widely conducted on mussel beds for stock assessment purposes, surveys to assess the community content of these beds are less frequent. Following discussion about the various methods currently being used to monitor intertidal *Mytilus* stocks, the MarinX "Dutch wand" method used by ourselves was proposed as being the best method to be used for monitoring GES indicators. For monitoring sub-littoral beds, side scan sonar combined with systematic grab sampling was considered to be adequate for monitoring indicators. If cameras are to be used for ground-truthing, high resolution, freshwater lens cameras were recommended as they could provide sufficient resolution to enable close examination of images. Because the most abundant and diverse components of the biotic community associated with mussel beds consists of crevice fauna and infaunal taxa, that would remain hidden from cameras, it was felt that using cameras alone would not be sufficiently adequate to monitor community indicators. It has yet to be determined which organisation will be responsible for monitoring Marine Strategy Framework Directive Good Environmental Status for mussel beds but it could potentially fall to the IFCAs. The MSFD could also have a significant impact on our management of the mussel beds. Our current management measures take into account sustainability of the stocks and SAC/SSSI conservation targets. Achieving MSFD GES is likely to add additional targets for us to consider.

During the previous quarter we conducted two acoustic surveys in the Lynn Knock and Well areas of the Wash using our new side scan sonar. Members of the team have spent time during this quarter teaching ourselves how to use the new software used to analyse side scan data. Progress in this has taken a little longer than anticipated due to the large sizes of the files we are dealing with significantly slowing down our computers. Having analysed some of the data, a survey was conducted at the end of October to ground truth some of the features found with the side scan. This has helped us to identify what sand waves and patches of gravel appear as in a side scan mosaic. We also successfully identified some *Sabellaria* reefs from the data, but these are more difficult to discern from the side scan mosaics than other features.

One research officer has been focusing heavily since the summer on a crustacean project. Having spent the previous quarter developing databases, analysing landings data

and conducting literary studies, this quarter modelling key fishing grounds using simple surplus yield models has begun. These have been based on data for landings and effort, taken from the shellfish returns database and used to model the fishery in terms of optimum fishing effort and maximum sustainable yield (MSY). Three main production areas around Norfolk have been identified based on ICES statistical areas with a fourth area in Suffolk. Early indications are that these grounds are being fished close to their estimated MSY, but this is based on a relatively limited dataset covering only five years. Additional data on more recent years is currently being added to this dataset and it is hoped this will allow for a more rigorous and up to date analysis. Unfortunately, it has not been possible to conduct crustacean biosampling at sea and at ports as frequently as was planned during this quarter, meaning the analysis of population dynamics from these fishing grounds will not be as comprehensive as was hoped. Planning is in place, however, to develop a sampling strategy that will address these shortcomings in the future.

Research and environment officers have continued to carry out sampling at the chalk reef habitat in Sheringham as part of the PIECRUST programme lead by Cefas. These surveys have had mixed results and it is increasingly apparent that habitat dynamics play a significant role in the distribution of juvenile crab and lobster in the area. On a number of occasions the survey has found the reef to be smothered with sand. This has the effect of completely altering the habitat, reducing the availability of cracks and crevices that crustaceans in this area use as refugia. Consequently far fewer animals are found on those occasions when the reef has covered with sand. The most recent survey found the reef to have been completely scoured out and indications were that crustaceans had recolonized the area. Unfortunately, this survey coincided with the recent storm surge event and had to be called off as high winds and unpredictable water levels made continuing the survey unfeasible.

During this period the work on the Finfish Project has been a combination of practical work and desk based studies. A fish survey was conducted in the River Deben, Suffolk, in October. This was principally to determine if we could follow the Environment Agency protocol for fish surveys with our equipment and staff. We successfully completed the survey, thus adding detail for an estuary which is additional to those sampled by the EA. The results from this survey confirmed our expectations that gobies and clupeiids (herring like fish) would be the principle species recorded, with some flounder and bass present. No smelt were recorded – itself a result of interest. Our equipment, notably the RIB “Pisces”, proved adequate but not ideal for this task. Other equipment (nets etc.), and staff availability and knowledge, were well up to the task. Following a data request to the Environment Agency, a copy of data for their Transitional Waters (= estuaries and inshore coastal waters) Fish Survey has been obtained. This provides a valuable resource to supplement our own data. This dataset has been analysed to generate information of relative abundance and size distribution of the species of interest - Bass, Mullet, Smelt, Dover Sole, Flounder and Dab - (and many other species as well, which will be of interest in other aspects of EIFCA work). It should be noted that, whilst the EA dataset is very useful, there are gaps in geographical coverage some of which we are attempting to fill with surveys of our own. Such targeted survey work should continue in future, and be expanded, if we wish to have an understanding of fish populations within our area. Much work has been carried out in literature searches for publications which will inform the study. This has proven somewhat variable in availability depending on species – for instance, there is a wealth of data on aspects of Bass biology and populations, but a

scarcity of comparable information on Mullet. A meeting was held with the Norfolk Rivers Trust to explore possibilities for joint working on a proposal to better understand the fish populations of the River Stiffkey. Whilst not formally part of the juvenile fish project, if the Stiffkey scheme comes to fruition it will provide additional data in an area deficient in such information.

In addition to the other fish monitoring projects, one member of the team has been developing an Access database for recording monofilament netting activities in the district.

In November the IFCA Technical Advisory Group held their annual conference in Scarborough. This year the agenda focused heavily on management of fisheries within European Marine Sites, assessing the impact of fisheries on site features and practical sessions looking at compiling Tests of Likely Significance. Because of the relevance and importance to our own work, every member of the research and environment team attended the workshop.

The Authority has continued to assist other organisations throughout this quarter with on-going projects. These include collecting shellfish and water samples on behalf of the EHO and Cefas as part of their on-going water quality and bio-toxin monitoring programmes. While collecting these samples the opportunity has also been taken to assist two PhD students working for Cefas with their sample collections in the Wash. We have also continued collecting water samples for the SWEEP project studying chlorophyll and nutrient levels in the Wash. Information gained from this project has recently helped us to answer some of the questions raised by Natural England regarding the impact that mussels on the several fishery lays might be having on the diatom component of the phytoplankton.

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

The Woodbridge Shuck Festival

The Wild about Norfolk Show at Norwich

The Suffolk Herring Festival

An educational event for schools at Trues Yard, King's Lynn.

b) Senior Marine Environment Officer's Quarterly Report

Fisheries Evidence Project

This project is designed to improve the way data are gathered, stored and used by the Authority. It relates to research, environment, enforcement and administrative data and therefore cuts across the whole remit of the Authority. Progress during the quarter on various elements of the project is outlined in this report.

The Marine Environment (Data) Officer formulated a Data Strategy for the Authority, which was agreed at the last Statutory meeting on 31st October 2013. A key element of the strategy is to implement the review of Eastern IFCA's data management system. The CEO has liaised with Norfolk County Council (our IT provider) to undertake this review, which is expected to commence in the New Year.

The Environment team has continued to expand the marine protected area database (which stores information on the European Marine Sites and recommended Marine Conservation Zones – see below – in the Authority’s district). The database has been supplemented with information on feature condition for each of the 18 European Marine Sites in the district, provided by Natural England. Condition information will be used in prioritising the assessment of different fishing activities on protected features (see below). Additional fishing impact information has been provided to IFCA by Natural England to assist with these assessments. Fishing activity sessions have been held with the Area IFCOs to record type (and wherever possible, level of effort) of fishing activity in European Marine Sites, using the 39 categories of fishing activities established in the *Fisheries in European Marine Sites* project. The Marine Environment (Spatial Information) Officer has developed plans with the Research Officers to supplement fishing activity data using information gathered during the review of netting activity. In addition, the locations of potential new marine developments and/or activities (identified via the Marine Management Organisation’s marine licensing system) have been added onto the system, to provide graphical information on activities occurring within and adjacent to the Authority’s district.

Following database training for the research, environment and support teams, the Marine Environment (Data) Officer has assisted officers with the creation and use of research, enforcement and contacts databases. In addition, he has continued to provide in-house support with the electronic timesheet system that was implemented in April 2013.

Fisheries in European Marine Sites project

This project has continued to dominate the work of the environment team during the quarter. It is supported by the fisheries evidence project (which will become even more important as the next stage is progressed).

Following agreement of the Protected Areas byelaw⁵ by the Authority in September 2013, the environment team managed the required formal consultation and attended three community meetings (the north Norfolk, King’s Lynn and Boston Advisory Groups) to discuss the byelaw with stakeholders. This included the production by the Marine Environment (Spatial Information) Officer of a series of detailed charts highlighting proposed closed areas for each of the features in question. The outcome of the consultation was considered in full by the Regulatory and Compliance Sub-Committee on 28th November 2013 (Agenda item 7), when it was agreed to proceed with submitting the byelaw to Defra for sign-off. The main issues highlighted in the consultation responses were potential impacts on fisheries (particularly the Wash shrimp fishery) and concerns amongst holders of rights of common relating to the erosion of their rights.

Whilst final legal scrutiny and minor or technical issues have been debated between the Authority officers and Defra and the Marine Management Organisation – the final stage before the byelaw can be signed off by the Minister – the environment team has started to focus on the next stage of the project, the amber and green risks. This constitutes a major project for all IFCA – the assessment of low and medium (amber and green) risk fishing activities on European Marine Site features – and must be completed by December 2016. The research and environment officers attended the annual IFCA

⁵ designed to provide protection to features of European Marine sites from high-risk fishing activities

Technical Advisory Group conference in Scarborough in November 2013, whose theme was the amber and green risks. The conference workshops focused on understanding the process for undertaking the Habitats Regulations Assessments required for the assessment of all medium and low risk fishing activities in European Marine Sites. The Eastern IFCA team has gained valuable experience in undertaking such assessments, through our existing appropriate assessment procedure (in place since 2002) that is applied to the Wash cockle and mussel fisheries. The ambers and greens project nevertheless represents a huge undertaking, requiring evidence for a wide range of fishing activities and their impacts on the various features and sub-features of the 18 European Marine Sites within the district.

Officers have held two workshops with regional Natural England staff, to develop a process for identifying priorities for assessment. To assist this work, Natural England has provided condition information for all features and sub-features for each site (although there are significant gaps in this dataset, Natural England is currently undertaking a project to fill the gaps). IFCA's have also been granted access to an electronic library of peer-reviewed literature on fishing impacts.

Progress with the assessment of amber and green risks will enable officers to identify evidence gaps and inform the Authority's short and medium-term research planning. For example, it could be beneficial to undertake feature mapping and/or empirical fishing impact assessments. The Authority is committed to working closely with Natural England, Cefas and the Environment Agency (as well as co-ordinating with other IFCA's and the Marine Management Organisation, all of whom are undertaking similar work) to achieve shared benefits including best value for money.

Marine Conservation Zones⁶ project

In November 2013, Defra announced the designation of 27 Marine Conservation Zones for English waters, from the list of 127 recommended sites that had been finalised in December 2012. None of the designated sites is within the Eastern IFCA district; however, three will be considered in future tranches of designation, namely Cromer Shoal Chalk Reef, Alde and Ore Estuary, and Lincs Belt. Although a fourth site, Stour & Orwell Estuaries, had been recommended for designation in the previous stage of the process, Defra announced that this site will not be taken forward at this time or in the future, because of concerns regarding consequences for economic expansion of ports in this area. It should be noted, however, that the Stour & Orwell Estuaries are still protected sites, holding designations as a European Marine Site and two Sites of Special Scientific Interest.

National debate has commenced regarding the development of management plans for Marine Conservation Zones. IFCA's have an important role in this work – as for European Marine Sites, IFCA's have a duty to further the conservation objectives of Marine Conservation Zones. The CEO and Senior Marine Environment Officer have participated in

⁶ Marine Conservation Zones are a type of marine protected area, developed to complete the national network of marine species and habitats that are protected. Marine Conservation Zones complement the existing network of European Marine Sites, and will require a similar process of assessment and management of fishing activities by IFCA's and Marine Management Organisation.

these discussions, in preparation for the likely future designation of the three remaining recommended sites in the Eastern IFCA district.

Habitats Regulations Assessment

No Habitats Regulations Assessments have been undertaken during the quarter. In recent years, officers have been required to assess the proposed Wash mussel fishery during December, but this year the decision to open that fishery will be undertaken at the January Statutory meeting.

As part of any byelaw-making process, IFCA's are required to assess the impact of the byelaw on European Marine sites. The implementation of Regulatory Notices through the Protected Areas byelaw will require their own assessments, even though their purpose is to protect features of European Marine Sites. The assessment process will identify that the Regulatory Notices are directly related to nature conservation and will therefore preclude the need for full assessment.

The environment team, through preparation for the ambers and green risk assessments in the *Fisheries in European Marine Sites* project, has begun to develop a plan to undertake the large number of Habitats Regulations Assessments required for this project.

Consultations project

On behalf of the Authority, the environment team co-ordinates responses to consultations relating to developments in the marine environment. The Marine Environment (Spatial Information) Officer has undertaken the role of co-ordinating consultations, and has begun the process of developing standard paragraphs to improve the efficiency of responding to multiple consultations. Further development of this project is planned to record the effectiveness of the Authority's consultation responses.

During the quarter, consultations received have included marine licence applications for offshore aggregate extraction (dredging), wind farm cables, scour protection, jetty construction and maintenance dredging disposal activities.

A major task during the quarter has been consultation regarding the Hornsea One offshore wind farm project. The export cable for this development will cross the northern part of the Authority's district to achieve landfall near Horseshoe Point. The environment team provided a written submission in relation to this project to the Planning Inspectorate in October 2013, highlighting concerns about fishery and conservation features in the Horseshoe Point area, as well as concerns about potential electro-magnetic field effects and fisheries displacement. Officers have undertaken a series of meetings with the developer, SmartWind Ltd, in order to develop a Statement of Common Ground – a document highlighting agreed statements and any areas of disagreement in relation to the assessment of impacts of the project⁷. The environment officers, community engagement officer and CEO have all participated in reviewing sections of the environmental statement in order to understand the likely impacts of the project, in order to develop the Statement.

⁷ Use of Statements of Common Ground is an established part of the process used by the Planning Inspectorate for the examination of applications for large infrastructure projects.

A second notable consultation during the quarter was a request in December from the Marine Management Organisation's licensing team to advise on an issue relating to the disposal of dredged material in the Stour and Orwell rivers. Local fishermen raised concerns that this practice, undertaken by the ports as beneficial use of dredged silts to counter erosion of mudflats, has resulted in excessive siltation of the river beds to the detriment of fish populations. The ports undertake significant monitoring of environmental and biological parameters in the estuaries to fulfil conditions of the existing dredge disposal licence. This issue requires careful consideration.

During the quarter, the Marine Management Organisation announced its intention to develop a Fast Track system for certain marine licences. The Marine Environment (Data) Officer attended a national meeting to discuss this process.

In addition to responding to consultations, the Marine Environment (Spatial Information) Officer has responded to geographic data requests from Marine Management Organisation and from Natural England in relation to wind farm projects, aggregate extraction areas, and conservation habitats and features.

Other activities

Marine Environment Officers have represented the Authority at three outreach events in October: the Woodbridge Shuck festival, a Woodbridge primary school visit, and the Wild About Norfolk event in Norwich. The last was attended with the Project Manager for the Wash & North Norfolk Coast European Marine Site, which helped celebrate the Authority's close working relationship with this project and highlighted the Authority's crucial role in inshore marine conservation. Officers were able to show the Eastern IFCA promotional film at the event, which generated a good level of interest from members of the public. In addition to these events, the environment team attended the "Linking Land and Sea" conference in October 2013, which was run jointly by the Authority, the Wash & North Norfolk Coast project, and the Norfolk Coast Partnership. This was a successful event that further promoted our partnership working and provided additional networking opportunities, for example with the Norfolk Rivers Trust, with whom the research team is setting up a joint project.

Additional activities undertaken/events attended by the environment team during the quarter include:

Piecrust (crab and lobster) survey, Sheringham	October and November 2013
Development of process for renewing Wash Fishery Order leases	Agreed by Authority October 2013
Mussel ecology workshop (developing indicators for good environmental status, in relation to Marine Strategy Framework Directive	November 2013
Cefas Marine Protected Area evidence workshop	November 2013
Norfolk Biodiversity Partnership meeting	November 2013
SEADOGS (co-ordination between Defra family organisations for marine research and monitoring)	November 2013
Health and Safety training	December 2013

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

Eastern IFCA Research and Environment Plan 2013/14

Judith Stoutt
Senior Marine Environment Officer

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 21

Statutory meeting 29 January 2014

29 January 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 key activities within the 2013 HR plan are:

- Training & development
- Recruitment & new starters
- Performance review process
- Creation of an employee handbook
- Investors in People (IIP) review & re-accreditation

Progress

Training & Development:

From the last update, the following activity has been completed:

- Job training has been fully embedded and the plans created are being worked through and are on target

Recruitment:

A review of the current recruitment process has been completed and revised process and documentation was rolled out during September for future use.

Performance review process:

From the last update, the following activity has been completed:

- An interim review of progress towards achievement of objectives has taken place throughout November
- All Officers have participated in personal development planning discussions as part of their interim reviews during November. All Officers now have a basic form of personal development plan, which will be developed over the next year

The basic process introduced during year will be reviewed and developed to progress the quality and robustness of the process into 2014.

Employee handbook:

The review and update of the employee handbook has been completed. The Executive Team will roll this out to all Officers in the New Year.

IIP review and re-accreditation:

We were assessed by Investors in People on 28 November 2013. Initial feedback from the assessment shows that whilst there are some positive strengths in terms of employee perception, it is recognised that we are on a journey and are seen as currently working towards the IIP standard. During this coming year we will be working with the IIP to develop engagement plans so that we are able to be re-assessed on our development areas and secure on-going accreditation.

2014

The 2014 HR plan is currently being developed as part of the wider corporate planning and will be shared with the members as an information item at the next meeting.