



## **22<sup>nd</sup> EIFCA Statutory Meeting**

**To be held at:**

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

**27 January 2016**

**1030 hours**

Meeting: 22<sup>nd</sup> Eastern IFCA Meeting  
Date: 27 January 2016  
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 - *Chair*
- 2 To accept apologies for absence - *Chair*
- 3 Declaration of members' interests - *Chair*

### **Action items**

- 4 To receive and approve as a true record, minutes of the 21<sup>st</sup> Eastern IFCA Meeting, held on 28 October 2015 - *Chair*
- 5 Matters arising (including actions from last meeting) - *Clerk*
- 6 To receive a report to consider Health and Safety risks and mitigation - *A/CEO*
- 7 IFCA and MMO collaboration update - *A/CEO*
- 8 Meeting of the Regulatory and Compliance Sub-Committee 17 Nov 15 - *Project Officer/Environment Officer*
  - a. Eastern IFCA Regulations - Plan of works
  - b. Byelaw Review - Application and Exemptions byelaw
  - c. Whelk Management and Permit byelaws
  - d. Shrimp Management Wash and North Norfolk Coast EMS
- 9 Meeting of the Finance and Personnel Sub-Committee 14 Jan 16 - *Hd Fin / Hd HR*
- 10 Provisional budget for 2016/17 and to note the provisional forecast for 2017/20 - *Hd Fin*
- 11 Payments made and monies received during the period Oct 15 to Jan 16 - *Hd Fin*
- 12 Quarterly Management Accounts - *Hd Fin*
- 13 Mussel Fishery 2016 - *SRO/A-CEO*
- 14 Revision of WFO licence tolls in line with inflation for the 2016-2017 financial year.- *Hd Fin*

### **Information items**

- 15 Quarterly progress against Annual Plans - *A/CEO*
- 16 Marine Protection quarterly reports - *A/CEO*
- 17 Marine Environment Quarterly Reports:
  - a. Senior Research Officer
  - b. Senior Marine Environment Officer

18 Update of HR activity – Head of HR

**Any other business**

19 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.

J Gregory  
A/Chief Executive Officer  
12 January 2016

## 21<sup>st</sup> 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 IFCA took place at The Boathouse Business Centre, Wisbech, Cambs, on 28<sup>th</sup> October 2015 at 1030 hours.

### Members Present:

|                         |       |                                |
|-------------------------|-------|--------------------------------|
| Cllr Tony Goldson       | Chair | Suffolk County Council         |
| Cllr Michael Baker      |       | Norfolk County Council         |
| Stephen Bolt            |       | MMO Appointee                  |
| Roy Brewster            |       | MMO Appointee                  |
| Cllr Peter Byatt        |       | Suffolk County Council         |
| John Davies             |       | MMO Appointee                  |
| Connor Donnelly         |       | Natural England Representative |
| Cllr Richard Fairman    |       | Lincolnshire County Council    |
| Paul Garnett            |       | MMO Appointee                  |
| Ian Hirst               |       | Environment Agency             |
| Representative          |       |                                |
| Ceri Morgan             |       | MMO Appointee                  |
| Tom Pinborough          |       | MMO Appointee                  |
| Keith Shaul             |       | MMO Appointee                  |
| Rob Spray               |       | MMO Appointee                  |
| John Stipetic           |       | MMO Representative             |
| Cllr Tony Turner MBE JP |       | Lincolnshire County Council    |
| Cllr Margaret Wilkinson |       | Norfolk County Council         |
| Stephen Worrall         |       | MMO Appointee                  |
| Stephen Williamson      |       | MMO Appointee                  |

### Eastern IFCA (EIFCA) Officers Present:

|                          |                                |
|--------------------------|--------------------------------|
| Andrew Bakewell          | Head of Finance                |
| Greg Brown               | MEO – Data Lead                |
| Jason Byrne              | IFCO                           |
| Nichola Freer            | Head of HR                     |
| Luke Godwin              | Project Officer                |
| Julian Gregory<br>(ACEO) | Acting Chief Executive Officer |

### Minute Taker:

Jodi Hammond

### EIFCA15/68 Item 1: Welcome by Chair

The Chair welcomed members to the meeting and advised that he was hopeful that Cllr Peter Byatt would be able to attend the meeting, following a very long period of ill health.

### EIFCA15/69 Item 2: Apologies for Absence

Apologies for absence were received from: Mr Bagley (MMO Appointee) and Cllr Cox (Norfolk CC)

### EIFCA15/70 Item 3: Declarations of Members Interest

There were no declarations of interest to declare which had not already been registered with the Clerk.

**EIFCA15/71 Item 4: Minute of the 19<sup>th</sup> Eastern IFCA Meeting, held on 3 June 2015**

Members acknowledged the minutes were an accurate record of the discussions which had taken place during the meeting.

**Members Resolved to sign the minutes as a true record of the meeting.**

**Proposed: Cllr Turner**

**Seconded: Mr Worrall**

**All Agreed**

**EIFCA15/72 Item 5: Matters Arising**

EIFCA15/59: HORSEHOE POINT COCKLE FISHERY: Members were advised this fishery had not come to fruition this year. One of the main factors for this had been the increased TAC available in the Wash.

**EIFCA15/73 Item 6: Minutes of the Extraordinary Eastern IFCA Meeting held on 21 August 2015**

**Members Resolved to sign the minutes as a true record of the proceedings.**

**Proposed: Cllr Fairman**

**Seconded: Mr Worrall**

**All Agreed**

**EIFCA15/74 Item 7: Matters Arising**

There were no Matters Arising.

**EIFCA15/75 Item 8: Health & Safety Risks and Mitigation**

The Acting CEO advised this was the standard report for the quarter. Since the previous report there had been several incidents most of which were minor. There had however, been two worthy of noting.

1. FPV Pisces III was in a collision with the dock wall at Sutton Bridge, the result of which was one officer being taken to A&E as a precaution and the vessel being written off by the insurance company. Crew Education with regard to RIB operation was to be undertaken.
2. The Isuzu 4x4 vehicle had become stuck on a foreshore as a very high tide was coming in. The vehicle suffered substantial damage and was written off, with a cost to the Authority of between £2,000 - £3,000. This incident was still a matter of formal investigation.

Members were advised that in terms of overall risks there was no significant change, with the rating remaining the same as stated in the previous report. Work was continuing in reducing the element of higher risk.

Members agreed to note the report.

**EIFCA15/76 Item 9: Annual Report 2015-15**

Members were reminded that the report was produced annually and it was a requirement that it be forwarded to the Secretary of State. This report had been approved 'out of session' by members of the Planning & Communication sub-committee, it now required the Members to direct the Acting CEO to publish the report and forward it to Defra.

Dr Bolt advised members that AIFCA had prepared a report to cover the four years since the inception of IFCA's. This would be a 24 page brochure to run alongside Defra's 4 year report. He believed the AIFCA report would do a good job of selling the work of IFCA's, the catchphrases he had adopted to apply to IFCA's were 'can do' and 'value for money'.

Referring to the EIFCA Annual Report the Acting CEO advised for a small organisation there was a colossal amount of work which was carried out to a good standard, he believed members should be grateful for the hardwork and commitment from staff, and requested they agree to publish the Annual Report.

Members Agreed to note the report and directed the Acting CEO to publish it on the EIFCA website and distribute it to Defra.

**EIFCA15/77 Item 10: IFCA and MMO Joint Working**

Members were advised there had been communication between IFCA's, the MMO, AIFCA and Professor Sam Evans with regard to exploring the possibilities of joint working between IFCA's and the MMO. The outcome of these meetings was the belief that joint working could drive forward financial savings. A proposal consisting of six areas where joint working could be undertaken, ranging from Admin to joint intel working, had been accepted by AIFCA and authority members were being asked for their support.

Mr Pinborough advised that he was in agreement with some elements but questioned if there was any progress in reaching an agreement with regard to data collection. The Acting CEO advised that in the long term there would be, but on a local level progress was being made towards a permitting byelaw. Mr Pinborough accepted this would encourage better data collection on a local level but still felt there was a long way to go before data collection between the MMO and EIFCA was harmonious.

**Members Resolved to note the report and Agree to the full engagement of Eastern IFCA in the joint working programme.**

**Proposed: Cllr Fairman**

**Seconded: Mr Garnett**

**All Agreed**

*At this point Councillor Byatt arrived at the meeting. The Chairman welcomed him back officially after his long bout of illness.*

**EIFCA15/78 Item 11: Proposed Higher Level Objectives**

When IFCA had been endorsed in 2011 the common guidance had included Higher Level Objectives to assess their performance. The initial 23 HLOs were relatively complete, consequently Defra had developed new HLOs and success criteria, to link in to the UK Marine Policy Statement. These HLOs were grounded in pragmatism and would help to guide the work of IFCA. The majority of IFCA had agreed to the proposals, with the exception of one which expressed reservations.

Mr Pinborough accepted the review of HLOs but questioned whether there would be any change to the vision statement, he queried whether it was still relevant. Dr Bolt advised that he had not heard any suggestion of the vision being reviewed but he was happy to take the comment back and ask the question. Mr Williamson had reservations about signing up to the proposal as there was reference to the word 'productive' which he was not happy to sign up to.

**Members Resolved to adopt the HLO with the recommendation that the word productive be removed.**

**Proposed: Cllr Goldson**

**Seconded: Cllr Cox**

**EIFCA15/79 Item 12: Payments made and monies received during the period July 2015 to September 2015**

The report summarised the money spent and received on behalf of the Authority. It was noted that receipts were relatively low, but this was due to the majority of receipts taking place in March/April when the annual levy was received.

The most significant spend during the period was noted to be £126,000 which was a deposit payment for the new vessel.

**Members agreed to receive the report.**

**EIFCA15/80 Item 13: Quarterly Management Report**

This report compared six months actual expenditure to six months of the budget.

There had been an underspend in General Expenditure and Salaries which were due to changes in staff and anticipated expenditure on the office rearrangement not yet having taken place. Inevitably expenditure compared to the budget would even itself out as the financial year progressed. The Head of Finance anticipated there would be a small underspend at the end of the year.

Cllr Byatt questioned whether the increase mileage had been anticipated, which the Head of Finance advised was due to a change in construct which, had for the moment been deferred following the CEO secondment, he anticipated would revert back once the CEO was back in the office.

**Members Agreed to formally note the report.**

**EFICA15/81 Item 14: Finance & Personnel Sub-Committee 15 October 2015**

The Head of HR advised the main HR matters discussed during the meeting had been:

- 2 appointments confirmed for the positions of IFCO crewman and MEO.
- The CEO had completed the review of the CEO/DCEO job descriptions, the result of which had been the resolution to increase the DCEO scale to EO4 and the CEO scale was increased in range.

The Head of Finance advised the main point of discussion had been related to the statement of accounts and the annual return. The process of which had been completed. There had also been agreement to minor amendments of the Expenses Policy and an update on the progress of the office refurbishment.

Members were also advised that FPV Sebastian Terrelinck had been delivered largely within the expected expenditure. The final cost was 0.6% above the original quote due to negotiated changes.

The moorings project which members had previously agreed to outlay funds for had not yet begun but it was anticipated work would begin in Spring of 2016. In the meant time the current mooring would be maintained so that it was fit for purpose. Mr Stipetic questioned whether a marine licence had been applied for with regard to the new moorings, the Acting CEO advised there was an application in with the MMO.

**Members Agreed to note the report.**

**EIFCA15/82 Wash Cackle Fishery 2015**

The Acting CEO briefed members on how the fishery had been operated during the year.

It had initially been anticipated there would be less TAC than the previous year, however, a further look at the Roger/Toft/Trap indicated there was potential for additional TAC to be taken. An Extraordinary meeting of the Authority had agreed to the additional TAC and directed that the original TAC being applied to all the other beds and the new TAC be taken from the Roger/Toft/Trap bed. Natural England agreed to the proposed change in TAC.

Approximately 3,000t could be taken from the Roger/Toft/Trap sand and 1,300t remained from the original TAC to be taken off all other beds, which represented a substantial increase on the original TAC.

Unfortunately there had still been some members of the industry who had chosen to breach the rules and reports had been received of double tiding and taking more daily quota than was permitted. The consequence of this had been increased enforcement activity.



The Acting CEO requested additional delegated powers to apply for the 2015 fishery only, which would enable him to:

- Specify immediately the opening/closing of the fishery without giving 7 days' notice.
- Dispense with the 7 day notice period for closing the fishery, therefore allowing immediate closure of the fishery if necessary.

Councillor Turner enquired whether there had been any action taken with regard to infringements, to which the Acting CEO advised there were a number of on-going investigations with regard to fishing closed areas and other transgressions. Councillor Turner felt it was very important to apply a zero tolerance approach to illegal activity as it was unfair to those who were not breaching the rules.

Further discussion took place with regard to the alleged transgressions, during which Mr Donnelly advised there could be environmental risks associated with these behaviours, and Mr Brewster advised that following a meeting with EIFCA officers the allegations of illegal fishing had stopped.

The Acting CEO advised in terms of risk to the fishery there had been no real concern as there had already been agreement to fish the Roger/Toft/Trap sand until it was no longer viable. The main concern had been the taking of more than the daily quota.

Mr Pinborough did not think an incident involving 20 vessels sounded like a small incident and questioned when there was likely to be an outcome to the investigation. It was also questioned how long the transgression had gone on for.

Mr Brewster advised it had happened over a 2 week period at which point the industry threatened to stop the offenders coming into port to land their catch

Mr Williamson felt there were two very separate offences. One being the taking of more than the daily quota which he considered unacceptable and the Authority should come down hard on those offenders. The other alleged offence of fishing an area not yet open he felt needed more thought as there had been very exceptional circumstances and the bed had subsequently been opened. The Acting CEO advised the bed was not open at the time and the mitigating factors had to be put to NE, who needed to have confidence in those factors.

There followed further discussion on the level of fines available and whether licences could be suspended in the event of evidence of illegal fishing. Members requested a report at the next meeting, however the Acting CEO requested the report be deferred until all cases had been completed.

**Members Resolved to delegate power to the Acting CEO to immediately (without 7 days' notice) specify opening and closing times for the fishery and to specify upon which tides it is permissible to fish on the sands and on which tide catch can be landed, for the duration of the 2015 fishery.**

**Proposed: Mr Worrall**

**Seconded: Mr Stipetic**

**All Agreed**

**Members Resolved to delegate the power to the Acting CEO to dispense with the customary 7 days' notice when closing the fishery upon exhaustion of the TAC or when the Roger/Toft/Trap sand (or any part therefor) is judged to no longer be viable.**

**Proposed: Mr Spray**

**Seconded: Dr Bolt**

**All Agreed**

**EIFCA15/83 Item 16: Review of Wash Fishery Order management policies**

The report advised members that the management policies reflected the conservation issues of the cockle and mussel fisheries. Inevitably over time there had been changes and it was felt this was an appropriate time to review the policies to reflect the changes.

**Members Resolved to direct officers to undertake a review of the shellfish management policies.**

**Proposed: Mr Morgan**

**Seconded: Mr Pinborough**

**All Agreed**

**EIFCA15/84 Item 17: Review of Wash Fishery Order Regulations and Policy Notes**

The Wash Fishery Order was a mechanism to manage the fisheries and it was paramount this mechanism was fit for purpose. Concerns had been raised with regard to the Regulation and Policy notes and loop holes within them. The Project Officer advised it was essential the Authority ensure the Site was protected. Whilst the WFO would be due for renewal in 2022 it was felt it would be of benefit to review the Regulation and Policy notes in time for next seasons' cockle fishery. Members were advised of some of the changes which could be made, this was not an exhaustive list and there were likely to be more changes to make once the process began. The Project Officer suggested the process should start with consultation with the industry.

Mr Garnett queried how many licences were currently in operation. The Project Officer advised the issuing of licences did not form part of the regulations, however, the Acting CEO advised there was still a moratorium in existence for issuing entitlements when they became available. Mr Garnett queried whether it was possible to review the number of entitlements without changing the order. He also felt that reviewing the Order would take a long time, particularly as the initial order took 7 years to devise rather than the anticipated 5 years. The Acting CEO advised that he did not anticipate the review of the order would be as complex.

Mr Worrall expressed concern at how a decision could be made on the management of the fisheries when there was potentially a £10m fine if the site was damaged. The Project Officer advised that EIFCA work very closely with NE and make every effort to

minimise the risk as much as possible, which Mr Donnelly confirmed was the case.

The Acting CEO advised the Annual Plan already set out a substantial workload for the year at the top of which was work on MCZs and working to replace the Emergency Byelaw for whelks, in addition to this EIFCA had also inherited another red risk MCZ area from the MMO which had a large area of sabellaria reef within it. This additional workload may prohibit the officers from completing the policy review in time for the next fishery.

ClIr Byatt queried what level of lose??? needed to be encountered before further enforcement presence was dictated, the Acting CEO advised that officers took part in a monthly Tactical Coordinating Group which was supported by a weekly discussion to ensure enforcement was targeted in the most appropriate places. He also advised that the implementation of iVMS should eradicate some of the concerns.

**Members Resolved to direct the officers to review the Wash Fishery Order 1992 Regulations and Policy notes and to delegate responsibility for the review to the Regulation & Compliance sub-committee.**

**Proposed: Mr Morgan**

**Seconded: Mr Worrall**

**All Agreed**

#### **EIFCA15/85 Item18: Wash Fishery Order Cost Recovery**

The Head of Finance reminded members that there had previously been discussions around the workload directed at the Wash Fishery Order and the cost implications. As a meeting with the county councils' Finance Directors had advised in the future there would be no more money available than was already being levied and the future of New Burdens funding was still unknown it was necessary to consider where the budget was being spent. A considerable amount of resources were spent on enforcing the WFO so officers were considering increasing the contribution from the industry via their licence fees.

The Secretary of State had approved a licence fee schedule from 2012 until 2017, the Head of Finance suggested work should begin on reviewing the mechanism in place to make the WFO self-funding in order to put it to the Secretary of State by 2017.

Mr Williamson commented that with more work being put on IFCA's from Europe surely they should be providing funds to carry this work out, he felt the industry would be prepared to offer vessel time to help reduce EIFCA costs. Mr Brewster also questioned if others were paying their share, originally the levy on County Councils had been for fisheries not conservation and EU directives, he felt it wrong that the money was now going on these areas and the industry were being asked to pay.

The Acting CEO advised that options were being looked for. Members discussed the funding implications and ways other bodies/IFCA's were attempting to recover funds. Mr Worrall suggested officers should look at how other industries are affected by EU regulations, he felt it would be of interest to see

how much they pay compared to what the fishing industry pay, it may provide some useful background.

Dr Bolt advised that he felt there was a strong case for continued financial support from Central Government but there was also the counter argument that IFCA's are tasked with statutory duties and funding should be provided by local authorities, however the reality is that additional funding is not available at a local level.

Mr Shaul questioned why the industry would be asked to cover the full cost when they are only able to take 1/3<sup>rd</sup> of the available TAC. Mr Brewster also commented that as another large area of sabellaria had just been mentioned there would soon be nowhere left to fish and more EFICA funds would be directed at protecting it.

The Head of Finance advised this was just a starting point indicative of the cost IFCA incurs and it was necessary to look at ways to bolster resources to sustain IFCA going forward.

**Members Resolved to direct the officers to identify options for increased cost recovery for the management of the Wash fisheries managed under the Wash Fishery Order 1992 for timely consideration by the Finance and Personnel sub-committee.**

**Proposed: Cllr Fairman**

**Seconded: Mr Stipetic**

**With 2 votes against and 0 abstentions the resolution was passed.**

**EFICA15/86 Item 19: Community Voice Project**

Members were briefed on a project developed in the USA to draw out a wide range of opinions, which officers were considering using in the Management of Marine Protected Areas.

The project involved a number of face to face video interviews which were then analysed to get overall opinions. Sussex IFCA had already used this method with some degree of success.

A short promotional film was provided to give a fuller brief to members.

Mr Worrall questioned whether this was a project which would be carried out once or whether it would be repeated for individual byelaw reviews, which would have a cost implication attached to it.

The Acting CEO advised it was anticipated the project would be solely used for the management of Marine Protected Areas but he believed it would be a one off project which could be referred to over several years.

**Members Agreed to note the report.**

**EIFCA15/87 Item 20: Calendar of meetings to October 2016**

The proposed meeting schedule followed that for previous years with the exception of the Statutory Meeting previously held in the last week of October being moved to the first week of

November to avoid school half term dates, and included sub-committee dates for meetings which were required to take place. There would be additional sub-committee dates during the year as the need arose.

The Chair requested that all County Councillors check availability for statutory meetings and report back to the Chair.

Councillor Byatt questioned whether meetings would be held in other areas of the district, he felt that as the local fisheries were diminishing it would be a good idea to raise EIFCAs profile and generate interest. The Chair advised there had previously been meetings held in Suffolk, and the Acting CEO added that there would be an EIFCA vessel based in Suffolk.

**Members agreed to approve the calendar of meetings.**

**EIFCA15/88 Item 21: Members Resolved that under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for Item 22 on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 12A of the Act.**

**Proposed: Mr Stipetic  
Seconded: Cllr Wilkinson  
All Agreed**

*At this point members of the public were asked to leave but EIFCA officers sitting in the public gallery were permitted to stay.*

**EIFCA15/89 Item 22: Amended Salary Structure**

*Summary in accordance with Section 100(C)(2) of the Local Government Act 1972*

This was an item for members to note. The EIFCA salary scale is largely guided by the LGA but the item was included for members to note the revised scale.

**Members Agreed to note the report**

**EIFCA15/90 Item 23: Quarterly progress against Annual Plan**

Members were advised that most of the workload was on track with the exception of the review of biosecurity measures which had not been started as planned.

**Members agreed to note the report.**

**EIFCA15/91 Item 24: Marine Protection Quarterly Reports**

Mr Shaul advised that he believed the landing data in Cromer for Bass was seriously wrong as was the first sale value, it was agreed he would speak to the Acting CEO after the meeting.

**Members Agreed to note the report.**

**EIFCA15/92 Item 25: Marine Environment Quarterly Reports**

**Members Agreed to note the report**

**EIFCA15/93 Item 26: HR Update of Activity**

**Members Agreed to note the report**

**EIFCA15/94 Item 27: Any Other Business**

No other items had been raised for discussion

There being no other business the meeting closed at 1230 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

### 22<sup>nd</sup> Eastern Inshore Fisheries and Conservation Authority meeting

27 January 2016

#### **Health and Safety risks and mitigation**

**Report by:** J. Gregory, Acting CEO

#### **Purpose of report**

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

#### **Recommendations**

**It is recommended that members:**

- **Note** the contents of this report

#### **Background**

H&S law mandates through the general duty of employers to their employees that it shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees<sup>1</sup>.

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

#### **Incidents**

During the last reporting period (October to December inclusive) the following incident occurred:

On 26<sup>th</sup> October 2015 IFCO WOODS undertook an inspection of a fisherman landing lobsters at Weybourne. The fishermen became agitated and attempted to frustrate the inspection by first trying to pull away in his vehicle in an erratic manner wheel, spinning his rear wheels and showering IFCO WOODS and an MMO colleague and their vehicle in stones and shingle, chipping the paintwork on the bonnet and leaving several stone chips in the windscreen. The fisherman also tried to physically obstruct the officers albeit with the apparent intent of avoiding detection for landing under-sized lobsters as opposed to any physical threat towards the officers themselves. A case file is being dealt with by the MMO.

---

<sup>1</sup> HSAW Act 1974 c. 37 Part I General duties Section 2

## **Risks**

Members would wish to be aware of the H & S risks at Appendix 2, in particular the addition of a risk relating to the failure to have in place a full suite of risk assessments for all activity undertaken by Eastern IFCA officers. This was identified as a consequence of investigations into serious incidents (FPV Pisces collision and loss of 4x4 vehicle overwhelmed by the incoming tide) where it became apparent that there are significant gaps in terms of risk assessments. This is being actively addressed and officers have been tasked to get risk assessments in place as a matter of urgency. Work is underway and updates will be provided in future papers.

## **Management System**

The Health and safety management system (policies and processes) has been reviewed and re-issued by the Authority's Health and Safety Advisor, Ann HACON. This provides a comprehensive range of policies and draft risk assessments and will inform the development of new risk assessments.

## **Conclusion**

Members can be re-assured that health and safety matters are given appropriate consideration by the Executive and management teams.

Appendix:

1. Eastern IFCA Health and Safety risks January 2016



## Eastern IFCA Health and Safety risks October 2015

| Risk                                                                                                                   | Intervention                                                                                                                                                                                                                                                                                            | Residual Risk                                                                                                                                             | Risk rating*<br>(Current) | Risk rating*<br>(Previous) |
|------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|----------------------------|
| Failure to develop a full suite of risk assessments to cover the range of activity undertaken by Eastern IFCA officers | <ul style="list-style-type: none"> <li>• Introduction of revised management system (policies and process)</li> <li>• Managers tasked to review and develop the suite of risk assessments</li> <li>• Training session on risk assessments for first line managers</li> </ul>                             | <ul style="list-style-type: none"> <li>• New or unusual activities may be overlooked and not have a risk assessment in place</li> </ul>                   | <b>Treat</b>              | <b>N/A</b>                 |
| Physical fitness of personnel to undertake arduous duty                                                                | <ul style="list-style-type: none"> <li>• Staff briefing</li> <li>• Management overview to ensure rostered duties are appropriate and achievable</li> <li>• Routine periodic medical assessment (ML5)</li> </ul>                                                                                         | <ul style="list-style-type: none"> <li>• Individual health fragilities</li> <li>• Individual lifestyle choice</li> </ul>                                  | <b>Treat</b>              | <b>Treat</b>               |
| Unreported incidents/unilateral decisions with little regard for safe working practices.                               | <ul style="list-style-type: none"> <li>• Leadership</li> <li>• NCC H&amp;S officer led review of policy and procedure</li> <li>• Training</li> <li>• Equipment</li> <li>• Management systems to capture incidents</li> <li>• Routine agenda items at all meetings at all levels of Authority</li> </ul> | <ul style="list-style-type: none"> <li>• Injury to personnel as a result of failure to acknowledge or adhere to H&amp;S direction and guidance</li> </ul> | <b>Treat</b>              | <b>Treat</b>               |
| Inappropriate conduct of vessels at sea                                                                                | <ul style="list-style-type: none"> <li>• Leadership</li> <li>• Briefings</li> <li>• Formal training and assessment</li> <li>• Periodic review of performance</li> </ul>                                                                                                                                 | <ul style="list-style-type: none"> <li>• Death/injury of personnel through un-seamanlike operation of vessels at sea</li> </ul>                           | <b>Treat</b>              | <b>Treat</b>               |

|                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                       |                 |                 |
|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|
|                                          | <ul style="list-style-type: none"> <li>• Sharing lessons learned from <i>FPV Pisces</i> incident in July 15</li> <li>• Resume deployment of DCEO in a roving capacity Q4 15/16.</li> </ul>                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                       |                 |                 |
| Material state of Sutton Bridge moorings | <ul style="list-style-type: none"> <li>• Safe systems of work introduced to manage immediate risks including improved lighting.</li> <li>• Officers have driven an acceptance by agents that immediate repair is necessary to alleviate existing H&amp;S issues.</li> <li>• Authorisation received from F&amp;P sub committee to commit capital funds to support Fenland DC and Lincs CC initiative to establish new moorings in Sutton Bridge.</li> <li>• Moorings upgrade project expected to begin in Q1 FY 16/17.</li> </ul> | <ul style="list-style-type: none"> <li>• The material state of the moorings is in decline but firm plans to address safety issues are now in place</li> <li>• Risk of injury to personnel.</li> </ul> | <b>Treat</b>    | <b>Treat</b>    |
| Whole Body Vibration                     | <ul style="list-style-type: none"> <li>• Risk awareness training to manage impacts.</li> <li>• Health monitoring process to be developed.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>• Personal injury from boat movement owing to lower resilience as a result of individual physiology</li> </ul>                                                 | <b>Treat</b>    | <b>Treat</b>    |
| Lone working operations                  | <ul style="list-style-type: none"> <li>• Management scrutiny of any proposal for lone working.</li> <li>• Introduction of electronic support means</li> </ul>                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Failure of devices to give requisite support.</li> <li>• Personnel interventions render devices unreliable or unworkable.</li> </ul>                         | <b>Tolerate</b> | <b>Tolerate</b> |

|                                                                                      |                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                |                 |                 |
|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|
| Staff injury/long term absence through inappropriate posture at office work stations | <ul style="list-style-type: none"> <li>• Information.</li> <li>• Training.</li> <li>• Risk assessment.</li> <li>• Provision of suitable bespoke equipment where reasonable.</li> <li>• Access to NCC H&amp;S team.</li> <li>• Occupational health assessment</li> <li>• KLWNBC H&amp;S specialist advice</li> </ul> | <ul style="list-style-type: none"> <li>• Individual failure to adhere to guidance</li> </ul>                                                                   | <b>Tolerate</b> | <b>Tolerate</b> |
| Staff stress through exposure to unacceptable behaviour stakeholders                 | <ul style="list-style-type: none"> <li>• Introduction of Unacceptable Behaviour policy</li> <li>• Stakeholder engagement plan and activity delivered in pursuit of corporate communications strategy.</li> <li>• Dialogue with Stakeholders to ensure appropriate tone of communications</li> </ul>                 | <ul style="list-style-type: none"> <li>• No change in behaviour of some stakeholders.</li> <li>• Long term sickness caused by stakeholder hostility</li> </ul> | <b>Tolerate</b> | <b>Tolerate</b> |
| Damage to vehicles, trailers and/or equipment through inappropriate operation.       | <ul style="list-style-type: none"> <li>• Formal trailer training for unqualified officers</li> <li>• Refreshers for those with previous experience</li> <li>• Periodic vehicle maintenance checks training</li> </ul>                                                                                               | <ul style="list-style-type: none"> <li>• Failure to adhere to training</li> <li>• Mechanical failure of vehicle or trailer</li> </ul>                          | <b>Tolerate</b> | <b>Tolerate</b> |

\*

| <b>Risk Rating</b> |
|--------------------|
| High               |
| Medium             |
| Low                |

| <b>Risk Treatment</b> |                                                                                  |
|-----------------------|----------------------------------------------------------------------------------|
| <b>Treat</b>          | Take positive action to mitigate risk                                            |
| <b>Tolerate</b>       | Acknowledge and actively monitor risk                                            |
| <b>Terminate</b>      | Risk no longer considered to be material to Eastern IFCA business                |
| <b>Transfer</b>       | Risk is outwith Eastern IFCA ability to treat and is transferred to higher level |

## Vision

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



## Action Item 7

### **22<sup>nd</sup> Eastern Inshore Fisheries and Conservation Authority meeting**

28 October 2015

**Report by:** Julian Gregory, Acting CEO

### **IFCA and Marine Management Organisation Joint Working Programme**

#### **Purpose of report**

The purpose of the report is to update members on the programme of collaborative work intended to bring IFCAs and the MMO closer together.

#### **Recommendations**

Members are recommended to:

- **Note** the content of the report.

#### **Background**

On 12<sup>th</sup> May 2015 Prof Sam Evans CBE, Director, Defra Sustainable Fisheries and Marine Planning Division wrote to the Chiefs and Chairs of IFCAS, the Association of IFCAS and the MMO. The letter followed a tri-partite meeting between Defra, MMO and IFCAs and it initiated a piece of work aimed at identifying options for collaboration and joint working between IFCAs and the MMO as part of a wider spending/cost saving review. The letter asked the respective organisations to 'define and develop opportunities for joint working, with a view to delivering efficiencies and savings to central government.' It was suggested that work should initially focus on the scoping of costed options, with co-enforcement and asset sharing as the core.

Following various meetings between the IFCA Chief Officer Group, the Association of IFCAs and senior MMO managers a substantial programme of work comprising six areas was agreed that would 'go beyond the operational sharing of assets towards joint structures, systems and approaches which will be achieved through cultural change.' (Appendix 1)

It was identified that more could be achieved through truly joined up working between a range of agencies within the marine sector within the Defra Marine Directorate. It was indicated that the MMO and IFCAs have the appetite to go further than the scope of current piece of work and would respond positively if there was a wider mandate from Defra to the other marine agencies. At a meeting of the Association of IFCAs on 23 September 2015 Prof Evans indicated that the Minister was receptive to the joint working agenda being pushed as far as it could be.

At its October 2015 meeting the Authority agreed to the full engagement of Eastern IFCA in the joint working programme.

## Update

A Programme Management Board has been established to oversee the various workstream and the Acting CEO of Eastern IFCA is involved as a Senior Technical representative in his role as Chair of the National Inshore Marine Enforcement Group. The CEO, Phil Haslam, is also involved as Responsible Officer in his current role as Director of Operations in the MMO. The Board held its first meeting on 27<sup>th</sup> November 2015 and has agreed a terms of reference (Appendix 2). Notes of the meeting can be found at Appendix 3.

The outcomes from the meeting can be summarised as follows:

Immediate cash savings – it was agreed that this item be closed as it was not achievable in the overall context of the work programme

Accommodation sharing – it was agreed undertake a review of the MMO/IFCA accommodation footprint to capture co-location opportunities and associated costs. This will be scoped out to 2019 to reflect timescale within which savings should be made and to allow a more detailed review where existing lease agreements preclude immediate change

Enhanced operational joint working and cooperation – it was agreed to establish a formal trial in location(s) where IFCA/MMO are prepared to commit. Performance metrics to be developed in order to assess progress. It was agreed in principle that full cross-warranting between IFCAs and MMO should be achieved and that work will be undertaken to address any perceived legal obstacles

Intelligence – on the basis of the early success of the pilot in the north it was agreed to roll out nationwide as soon as practicable and to scope training requirements for all IFCAs and MMO coastal offices

Enforcement systems upgrade – it was accepted that this is a longer term initiative and that indicative costs should be developed

Training – it was agreed in principle that MMO accredited training to be fully exploited by MMO and IFCA officers including existing staff. A consistent timescale is to be developed between the MMO and IFCAs. Once agreed the training governance board/NIMEG will be tasked to manage the finer detail

Miscellaneous matters – IFCAs undertook to consider match funding £30K provision from MMO to provide funding source for intel training and other quick wins. It was also agreed that KPIs will be developed for each project in order to provide an evaluative tool

J. Gregory  
Acting CEO

Appendix 1 – Joint work programme

Appendix 2 - Collaboration Programme Board Terms of Reference

Appendix 3 – Minutes of Programme Board

## Appendix 1

### Joint Work Programme

| Joint Working Between IFCAs and the MMO – Joint Work Programme – July 2015 – 31 March 2019 Business area                                                                                                                                                                                                                                                                                | Specific actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Action owners                                                             | Timescale                                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>1. Identification of any immediate operation cash savings</b> - Whilst these immediate operational savings will be identified, they only offer very marginal cash savings in relation to departmental or organisational budgets.</p> <p><b>Outcome</b> – All existing MMO and IFCA operational resources are used effectively with no duplication or unnecessary expenditure.</p> | <p>1.1 Each MMO Marine Area and IFCA Chief Officer will be asked to identify any such operational savings. This would include;</p> <ul style="list-style-type: none"> <li>• Officers travelling together where possible or ending the duplication of officer attendance at some meetings.</li> <li>• Hot-desking by officers at other agency offices to save costs and promote joint working and use of meeting room space to save commercial hire</li> <li>• Any other use of equipment, facilities or staff time identified by operational managers</li> </ul> | <p>Action owner: All IFCA Chief Officers and MMO Marine Area Managers</p> | <p>Cash savings identified by 1 September 2015</p> <p>Savings delivered between 1 September 2015 – 31 March 2016 and ongoing thereafter</p> <p>List of hot desking and meeting rooms to be drawn up and circulated by 1st September 2015</p> |
| <p><b>2. Accommodation sharing</b> – This might potentially offer cash savings or greater value for money. Cash savings derived from the MMO estate would be realisable by Defra as the MMO does not have responsibility for estates. Sharing will certainly increase</p>                                                                                                               | <p>2.1 An initial exercise to identify existing office space, organisational requirements and potential to share other government estate and cross match with existing lease terms including termination dates and break clauses.</p>                                                                                                                                                                                                                                                                                                                            | <p>David Abbott (MMO) and Stephen Bolt (AIFCA)</p>                        | <p>Initial review completed and delivery plan agreed by 31 October 2015</p> <p>Accommodation or staff moves delivered between 1 November 2015 and 31 March</p>                                                                               |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>the effectiveness of both agencies This action will need to be undertaken in conjunction with wider cross government initiatives to rationalise the government estate and in particular work between Defra and the Dept. for Transport.</p> <p><b>Outcome</b> – The MMO and IFCA estate strategies are aligned to offer flexibility, value for money and support integrated</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p>2.2 Cost benefit analysis to identify the whether IFCA staff should move to MMO accommodation, MMO staff to move to IFCA accommodation or both agencies should move staff to other accommodation including other government estate. Programme implementation of staff or accommodation moves delivered to maximise value for money.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                       | <p>2018</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <p><b>3. Enhanced operational joint working and co-operation</b> – The IFCAs and MMO will consider how more efficient and effective use can be made of existing resources through the development of a shared approach to risk analysis and operational tasking. The primary objectives will be the removal of duplication, making best use of publicly funded resources and informing the debate about the future allocation of functions. This is likely to include:</p> <ul style="list-style-type: none"> <li>- Enforcement of IFCA byelaws and associated issues (e.g. several fisheries)</li> <li>- MPA monitoring, regulation and enforcement 0-12nm offshore</li> <li>- Enforcement of EU technical conservation measures</li> <li>- Enforcement of EU control measures</li> <li>- 6-12nm limit patrolling</li> <li>- Marine licensing inspections and applications 0-12nm offshore</li> </ul> | <p>3.1 The recently established project to address intelligence and tasking agreed between IFCAs and the MMO via the National Inshore Marine Enforcement Group (NIMEG) will, through a pilot in the North West:</p> <ul style="list-style-type: none"> <li>- Develop a single approach to risk analysis for use by both organisations</li> <li>- Develop a model for operational tasking to agree priorities and to ensure the effective and efficient allocation of resources based upon capability and availability as opposed to solely on organisational responsibility</li> </ul> <p>3.2 Complete and permanent cross warranting of MMO and IFCA staff will be introduced via the appropriate mechanism to enable complete flexibility.</p> <p>3.3 A new reporting system will be used to track improved coverage of risk and</p> | <p>Neil Wellum (MMO and Ian Jones (IFCA) delivered through the chair of the NIMEG</p> | <p>A pilot project of a single approach to risk analysis and tasking established by October 2015 with supporting reporting system.</p> <p>Reviews of outcomes 1 July and 1 December to identify and agree the benefits of resource transfer or reduction between agencies.</p> <p>Phased implementation of cross warranting for all regulations from 1 April 2016. Regional approach to MPA management implemented by 1 April 2016.</p> <p>IFCA role in marine license regime workshop to be held by 31 January 2016. Action plan developed as a result by</p> |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                       |                                                                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>IFCAs and MMO strongly support the introduction of fully monitored fisheries using technologies such as I-VMS. The I-VMS project is going through type approval testing at present and Devon &amp; Severn IFCA is embarking upon an extensive trial that has the support of their local fishermen. A joint working group will identify how this can be delivered.</p> <p><b>Outcome</b> – Arrangements to monitor and control fisheries, manage conservation and regulate marine development are flexible and maximise effectiveness and value for money.</p> | <p>will monitor the contribution of each agency to delivering outcomes, using agreed metrics such as inspections undertaken, intelligence reports generated and enforcement outcomes.</p> <p>3.4 A regional approach to MPA management will be introduced as one element of this integrated approach.</p> <p>3.5 Exploration of a new approach to marine licensing to establish what contribution might be made by IFCA officers to facilitate proportionate monitoring of license conditions alongside other priorities</p> <p>3.6 The MMO and IFCAs will produce a common enforcement and compliance policy to cement and communicate the integrated approach.</p> |                                                                                       | <p>14 February 2016.</p> <p>Joint enforcement and compliance policy published by 30 September 2016.</p>                                                                  |
| <p><b>4. Intelligence</b> – To support development of operational joint working and co-operation we will deliver enhanced sharing of intelligence between the MMO and the IFCAs and the development of a common intelligence model. This work will be delivered through the recently established project to address intelligence and tasking agreed between IFCAs and the MMO via NIMEG.</p> <p><b>Outcome</b> – Best use and sharing of intelligence maximises the effectiveness</p>                                                                            | <p>4.1 Existing work to enhance the capability of the MMO and to explore shared intelligence and tasking between and with IFCAs has led to the establishment of a joint project under the auspices of NIMEG. MMO have committed resources to the project and this will be supported by the introduction of resource from the IFCAs</p> <p>4.2 A pilot will commence on 1 October, using existing resources, in the North West to develop systems and processes and ensure proof of concept. A new</p>                                                                                                                                                                | <p>Neil Wellum (MMO and Ian Jones (IFCA) delivered through the chair of the NIMEG</p> | <p>Enhanced intelligence management pilot commences on 1 October 2015.</p> <p>Integrated MMO and IFCA intelligence management regime in operation by 31 October 2016</p> |



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          |                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>of planning, prioritisation and co-ordination of compliance activity and value for money.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>system and approaches will be rolled out to all MMO Areas and IFCAs by October 2016.<br/>4.3 The MMO and IFCAs will explore jointly funded staff and ICT systems to develop the system from the project phase into business as usual.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                          |                                                                                                                                                                                                                                   |
| <p><b>5. Enforcement systems upgrade</b> – To support the development of operational joint working and co-operation and the introduction of enhanced intelligence handling we will explore the integration/ replacement of the MMO’s Monitoring, Control and Surveillance System (MCSS). The system is shared with the IFCAs, but it does not provide them with useful outputs or adequately cover their byelaw and Regulating/Several Order work. For that reason IFCAs are using different bespoke systems to meet their requirements. This approach is incompatible with the programme of integrated working contained in this document. In addition the MCSS system is at risk as the programming language has been out of support since 2008, which could lead to security risks or compatibility difficulties with later software. Developing additional capacity to hold this information would lead to the likelihood of significant additional English enforcement activity being captured and reported.</p> <p>However on current resourcing and</p> | <p>5.1 This work requires an investment of additional resources to release efficiencies and it can only commence once resource has been allocated. There may be an option to use EMFF funding to progress it. After an initial scoping exercise the IFCAs and MMO will make a joint bid for EMFF funds.</p> <p>5.2 A project to create an integrated monitoring, control and surveillance system will be commenced with joint governance. Once resources have been allocated it will describe operational requirements in the new context of integrated working which will have led to business redesign, and plan for delivery of a new system.</p> <p>5.3 The new system will be developed, tested and implemented as a partnership. It will support revised ways of working leading to efficiencies and effectiveness</p> | <p>David Abbott and Julian Gregory as Chair of NIMEG</p> | <p>Joint bid for EMFF funding submitted by 1 November 2015.</p> <p>Project to develop new system commences 4 weeks after confirmation of EMFF or alternative funding.</p> <p>System implemented 15 months after commencement.</p> |

|                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                   |                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| <p>planning assumptions work could not begin on a systems upgrade until the end of 2016 with a delivery date of 2018. This is because Electronic Reporting System and Vessel Monitoring System upgrades have a higher priority due to increased risks.</p> <p><b>Outcome</b> – Systems to manage monitoring, control and surveillance data meets the needs of the MMO and IFCA, maximising the effectiveness of control activity.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                   |                                                                                                                            |
| <p><b>6. Training</b> – The delivery of training and accreditation for IFCOs and MEOs will become fully integrated in order to support the deliverables in action 3.</p> <p><b>Outcome</b> – powers and training of MMO and IFCA staff maximise the effectiveness of compliance activity and offer the best value for money.</p>                                                                                                      | <p>6.1 In order that all MEOs and IFCOs can enforce all legislation and bye-laws all enforcement staff will be trained in a common programme with accreditation. A modular approach will be developed to take account of regional variations in regulations and to promote continual development.</p> <p>6.2 The existing joint training group will be tasked to review current training provision and develop a common programme. Delivery of the programme will be resourced by both organisations.</p> | <p>Neil Wellum and Mike Hardy</p> | <p>New joint training regime implemented by 1 April 2016 with phased implementation of modular courses from that date.</p> |

## **Appendix 2**

### **Marine Management Organisation – Inshore Fishery and Conservation Authority Collaboration Programme Board Terms of Reference**

The Programme Board (PB) is responsible for the coordinated delivery of the operational level work streams identified in the joint MMO-IFCA letter to Defra of 7 Aug 15. Further, the PB will dynamically identify and progress any emergent areas of operational activity where greater collaboration will deliver the intent for 'improved working between the MMO and IFCAs'.

The prime purpose of the PB will be to champion and drive the programme forward to deliver the outcomes and benefits identified in the work stream analysis, and to encourage, assist and coordinate consistent delivery of operational effect from all participants.

The PB has no formal decision making powers and cannot direct any participant through executive action. These powers reside with the governance structures of participating organisations throughout the programme period. Where the PB reaches consensus on an action or issue the formal decision making route will be that decisions to adopt the recommended course of action are taken at the appropriate level in participating organisations in consultation with the PB.

The role of the PB is informational and advisory in terms of the progress made to deliver greater operational collaboration. PB members must take the lead in supporting the MMO and IFCA personnel and the programme as a whole, including ensuring the appropriate coordination of resources across the projects that comprise the programme.

## Appendix 3

### MMO-IFCA collaboration Programme Board 1100-1400 Fri 27 Nov 15 Decisions and Actions

Attendees

|                                |                                  |
|--------------------------------|----------------------------------|
| Phil Haslam MMO (PH)           | Stephen Bolt AIFCA (SB)          |
| Tim Robbins D&S IFCA (TR)      | Julian Gregory Eastern IFCA (JG) |
| Neil Wellum MMO (NW)           | Stuart Katon MMO (SK)            |
| Sam Evans Defra (SE) (dial in) | Rob Mathews Defra (RM)           |

| Item                                        | Decision/Action (D/A)                                                                                                                                                                                          | Owner         | Deadline  | Comment                                                                                            |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------|----------------------------------------------------------------------------------------------------|
| Terms of Reference                          | <b>D:</b> Current ToRs agreed<br><br><b>A:</b> Revisions to be advised                                                                                                                                         | All<br><br>SE |           | Noted that following development of associated transformation agenda ToRs may need to be adjusted. |
| Project Initiation Documentation            | <b>D:</b> Agreed                                                                                                                                                                                               | All           |           |                                                                                                    |
| In year operational cash savings workstream | <b>D:</b> Closed, no further action                                                                                                                                                                            |               |           |                                                                                                    |
| Accommodation sharing                       | <b>A:</b> SB to lead review of MMO/IFCA accommodation footprint to capture co-location opportunities and associated costs Agreed to scope out to 2019 to reflect timescale within which savings should be made | SB            | 28 Feb 16 |                                                                                                    |

|                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                 |          |  |
|----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|----------|--|
|                                                    | <p>to allow a more detailed review where existing lease agreements preclude immediate change</p> <p><b>A:</b> Written detail to be provided by 28 Feb</p> <p><b>A:</b> Linkages to be made with wider Defra estates work</p>                                                                                                                                                                                          | SE                                                              |          |  |
| Enhanced operational joint working and cooperation | <p><b>D:</b> Formal trial to be established with MMO offices and those IFCA's willing to commit.</p> <p><b>A:</b> To be addressed at next COG to formalise participants.</p> <p><b>A:</b> Information to be delivered at next AIFCA meeting to expose opportunities, risks and threats</p> <p><b>A:</b> KPIs based upon the current NIMEG indicators and those captured by the intelligence pilot to be developed</p> | <p>TR/NW</p> <p>SB/PH (SB to provide first draft)</p> <p>JG</p> | 5 Dec 15 |  |
| Intelligence                                       | <p><b>A:</b> Quantify training resource and costs to deliver NIM training to SE &amp; SW regions.</p> <p><b>D:</b> SE &amp; SW IFCA's and MMO teams will receive NIM training package.</p>                                                                                                                                                                                                                            | SK                                                              | 1 Feb 16 |  |

|                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                     |  |  |
|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--|--|
| Enforcement systems upgrade | <p><b>D:</b> Longer term initiative to be informed by progress in other work streams</p> <p><b>A:</b> Indicative costs for upgrade to be provided through NIMEG</p>                                                                                                                                                                                                                                                                                                                                                                                                                    | JG                                  |  |  |
| Training                    | <p><b>D:</b> MMO accredited training to be fully exploited by MMO and IFCA officers including existing staff. A consistent timescale is to be developed between the MMO and IFCAs. Once agreed the training governance board/NIMEG will be tasked to manage the finer detail.</p> <p><b>A:</b> MMO to discuss and implement training policy to include mandated requirement to complete training package over a given time period</p> <p><b>A:</b> COG to discuss and implement MMO training policy to include mandated requirement to complete training package over a given time</p> | <p>PH/NW</p> <p>TR/JG</p> <p>RM</p> |  |  |

|                                                                        |                                                                                                                                                                                                                                                                                                                                                        |                    |  |  |
|------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--|--|
|                                                                        | <b>A:</b> Linkages to be made with national apprenticeships scheme and access to social funds                                                                                                                                                                                                                                                          |                    |  |  |
| Enforcement powers/<br>Cross warranting/Formalised delegated functions | <b>D:</b> Powers and warranting to be formalised and consistent across MMO & IFCAs<br><br><b>A:</b> MCAA Section 15 and 167 transfer to be developed to formalise cross warranting.<br><br><b>A:</b> Paper to explore previous legal risk aversion to be drafted to expose legal competence concerns and to request mitigating actions to reduce risk. | NW/TR<br><br>PH    |  |  |
| Funding                                                                | <b>A:</b> COG to consider IFCAs match funding £30K provision from MMO to provide funding source for intel training and other quick wins.#                                                                                                                                                                                                              | TR                 |  |  |
| Capturing efficiency savings                                           | <b>A:</b> Project leads to develop KPIs/metrics to evaluate and quantify efficiency savings                                                                                                                                                                                                                                                            | Work streams leads |  |  |
| Communications                                                         | <b>A:</b> Defra/MMO comms to be engaged to develop comms                                                                                                                                                                                                                                                                                               | PH/NW              |  |  |

|      |                                                                                                                                                                    |     |       |  |
|------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-------|--|
|      | <p>piece to celebrate successes to date</p> <p>A: Detail of of Jt work to date (Jun – Nov 15) to be passed to NW by 4 Dec</p>                                      | All | 4 Dec |  |
| AOB  | Third sector bailiffs – opportunity for use in enforcement operations to be exposed via Minsub. Further direction will be issued once the Minister has considered. |     |       |  |
| DONM | Thu 11 Feb 16                                                                                                                                                      |     |       |  |



## Vision

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



## Action Item 8

### 22<sup>nd</sup> Eastern Inshore Fisheries and Conservation Authority meeting

27<sup>th</sup> January 2016

**Report by:** Julian Gregory (Acting CEO), Judith Stoutt (Senior Environment Officer), Luke Godwin (IFCO/Project Officer)

### Update from Regulation and compliance sub-committee

#### Purpose of report

Members are recommended to:

- **Note** the agreed plan of works regarding Eastern IFCA Regulations;
- **Note** the decision to put the Eastern IFCA Application and Exemptions Byelaw to formal consultation;
- **Note** the decision to put the Eastern IFCA Permitting Byelaw and Whelk Byelaw to formal consultation;
- **Note** the agreed direction of travel regarding shrimp management in The Wash.

#### Background

##### Eastern IFCA Regulations – Plan of works

The sub-committee was presented with a proposed plan of works (Annex 1). The plan prioritises certain work streams due to tight deadlines.

It was acknowledged that exact dates for outputs would likely be subject to change. The sub-committee agreed to endorse the plan of works.

##### Eastern IFCA Application and Exemptions byelaw

The Regulation and compliance sub-committee was updated on progress regarding the byelaw review. Byelaws inherited from North Eastern Sea Fisheries Committee (NESFC) were assessed and 14 were found to be either redundant (for example, have no application within Eastern IFCA's district) or duplications of Eastern IFCA Byelaws.

It was agreed that these byelaws should be revoked and, where byelaws were duplicates, replaced with Eastern IFCA byelaws. To achieve this byelaw 2 (Application and Saving for Scientific Purposes) would also need to be revoked and replaced with a new byelaw which extended the application of Eastern IFCA byelaws into the 'inherited area' – a circa nine-mile stretch of coast on the south bank of The Humber.

The sub-committee considered the draft wording of the new byelaw – Application and Exemptions – and agreed to make the byelaw. The Byelaw has since been put to formal public consultation, the results of which will be presented to the sub-committee in February where any amendments proposed by respondents will be considered.

It is worth noting that the information gathering exercise which was conducted earlier in 2015 indicated that there is unlikely to be any impact on fishers as a result of this byelaw, as highlighted in the associated impact assessment.

#### Eastern IFCA Whelk Measures

Eastern IFCA made the Emergency Whelk Byelaw on April 30<sup>th</sup> 2015 which will expire after 12 months (IFCA's can apply to Defra for a six months' extension in some circumstances). The sub-committee was presented with the proposals for a permanent set of measures to replace the emergency byelaw.

It was agreed that there is still a need for whelk measures as circumstances have not changed since the introduction of the emergency byelaw – whelk fisheries will still be at risk from over-fishing without regulatory intervention.

Two byelaws were presented to the sub-committee – the Eastern IFCA Permitting Byelaw and the Eastern IFCA Whelk Byelaw.

The Permitting Byelaw enables Eastern IFCA to issue permits with flexible permit condition which will be issued, varied or revoked in accordance with the process as set out in the byelaw. This byelaw represents a new ethos to implementing fisheries management which is customer focussed with an emphasis put on the end user – the fishers. Through this mechanism, fishers would be issued permits which could be endorsed for different fisheries. In addition, any management measures which benefit from flexibility (such as effort controls) could be implemented as flexible permit conditions allowing fisheries management to be responsive to the dynamic marine environment and reflect best available evidence.

The Whelk byelaw is the mechanism through which a permit is required – i.e. the permitting byelaw does not give Eastern IFCA power to impose permits without issuing a new byelaw and undertaking the due process that goes with it. The Whelk Byelaw also includes those management measures which do not benefit from flexibility.

Most of the measures proposed for the management of whelk are 'flexible' measures, issued under the Permitting Byelaw. Initial measures proposed are the same as those under the emergency byelaw – a reflection of the limited information which has become available since the implementation of the emergency measures. That said, all the measures were given additional scrutiny in an Impact Assessment which accompanies the proposed byelaws.

One measure proposed to the sub-committee is an amendment compared to the emergency byelaw – pot marking. This measure initially reflected MCA advice which was felt to be over burdensome and costly to fishers. The proposed measure for the permanent byelaw reflects minimum requirements from an enforcement point of view – i.e. IFCOs can identify the owner of the pots.

Several representations were made to officers regarding the pot limitation which is set at 500 pots under the emergency byelaw. There are still highly polarised views within the fishing industry as to whether this is too few or too many pots. Additional assessments were conducted to determine the impacts of the pot limitation on different business models (i.e. smaller vessels compared to larger, company owned vessels) which shows greater impacts on larger vessels. However, the current pot limitation is still thought to represent the best balance between a precautionary approach (necessary as we have only a limited understanding of the fishery) and the viability of the industry.

The sub-committee agreed to make both the Permitting Byelaw and the Whelk Byelaw. The byelaw has since been put to formal, public consultation the results of which will be put to the Regulation and Compliance Sub-Committee in February where any amendments will be considered in the light of the consultation.

### Management of the Brown Shrimp fishery

The Sub-Committee was provided with an outline of the shrimp fishery assessment undertaken by the Research and Environment team during 2014-15 as part of Defra's "revised approach to fisheries management in marine protected areas", and the results of subsequent engagement with shrimp fishery stakeholders and Natural England during summer 2015. It was highlighted that action was required to reduce the impact of the fishery on subtidal habitats, and that measures would include spatial closures within the Wash and North Norfolk Coast European Marine Site (W&NNC EMS).

A suite of seven potential shrimp fishery management measures was provided to the Sub-Committee for consideration, together with an appraisal of each option against the core functions of the Authority and the conservation requirements of designated sites. The preferred option was highlighted: Closure of subtidal mixed sediments and subtidal mud habitats to shrimp trawling at depths below 10m below chart datum. This proposal had been favoured by Officers as it was believed to match the Authority's core functions and meet the conservation requirements whilst placing less overall restriction on the fishery than other options.

The preferred option was discussed at length. Sub-Committee members raised strong concerns about (i) the legality of this proposal, (ii) the evidence used within the assessment, (iii) the likely impact on the shrimp fishery, and (iv) the lack of consideration of alternative shrimp fishing gear. In relation to (i), the member for Natural England, Conor Donnelly, agreed that the shrimp fishery was already well-established when the site was designated, but stated that restrictions on the shrimp fishery are required to protect designated habitats within the site and would not cause a change in site condition that could be considered to be in contravention of the site's conservation objectives.

In relation to (ii), Officers acknowledged there is a lack of direct evidence of the impacts of light beam trawl gear on subtidal habitats in the Wash and North Norfolk Coast, but explained that the best available evidence was used and the assessments did take into account the fact that Wash shrimping gear is lighter and likely to be less impacting than beam trawl gear assessed in most published studies.

In relation to (iii), Officers explained that information from patrol sightings and gathered at the shrimp workshop in July 2015 had been used to inform the assessment of fishing activity location, and that the mitigation measure based on a depth contour was proposed with the understanding that the majority of shrimp fishing activity took place in shallower water, so the proposed spatial closures would have a lower effect on shrimp fishing activity. Members countered this information; the Sub-Committee agreed that further data on the spatial distribution of shrimp fishing activity would be sought during the informal dialogue to be undertaken following agreement of direction of travel by the Sub-Committee.

In relation to (iv), Members expressed the willingness within the fishery to trial innovative shrimping gear designed to reduce the impact of gear on seabed habitats. It was noted that the Authority welcomed such innovation and explained that consideration had been given to whether such mitigation in the form of technical measures (e.g. mandatory use of low-impact gear) could be applied in order for the conservation objectives of the site to be met, without the need for spatial closures. However the tight timescales of the revised approach mean that gear trials could not be concluded in time to be used as the sole mitigation measure for the identified impacts. The Sub-Committee agreed to support gear trials with a view to assessing the suitability of such technical measures to reduce the impact of this fishery in the future.

The Sub-Committee noted the management options paper and agreed to take forward the spatial closure option, subject to additional consideration of the location of closures in relation to fishing activity and the seabed habitats requiring protection. Officers were directed to develop options for spatial closures and to create a new Regulatory Notice under the Protected Areas byelaw (commencing with information gathering before formal consultation). It was noted that officers would also develop further management measures including technical measures for innovative gear, as evidence becomes available in relation to reduced impacts on seabed habitats.

The information gathering questionnaire was sent out in early January 2016. Officers are in liaison with local shrimp fishery members in relation to developing gear trials for low-impact beam trawls.

### **Financial implications**

The Plan of Works for Eastern IFCA Regulations, the Application and Exemptions Byelaw, the Whelk Byelaw and the development of Shrimp management measures under the Protected Areas Byelaw are all core work areas for the Authority that lie within the agreed Annual Plan for 2015/16. This will be continued into 2016/17.

### **Publicity**

Public notices and consultation will be undertaken as required in relation to the development of the Byelaws and Regulatory Notices outlined above.

### **Background documents**

1. Draft minutes of the Eastern IFCA Regulatory and Compliance Sub-Committee meeting, 17<sup>th</sup> November 2015.

Annex 1 – Plan of works: Reg and Compliance Sub-committee meeting 17<sup>th</sup> November 2015 (some dates have been updated)

| Byelaw                                                                    | Byelaw design                 | Informal information gathering | Regulation and compliance sub-committee make byelaw | Formal consultation     |                               | Objections/ minor amendments / legal advice | Regulation and compliance sub-committee consider final draft |
|---------------------------------------------------------------------------|-------------------------------|--------------------------------|-----------------------------------------------------|-------------------------|-------------------------------|---------------------------------------------|--------------------------------------------------------------|
|                                                                           |                               |                                |                                                     | Adverts                 | Objections                    |                                             |                                                              |
| Eastern IFCA Application and Exemptions Byelaw                            | Complete                      | Complete                       | Complete                                            | Complete                | Complete                      | 18/12/2015 - 08/02/2016                     | 17/02/2016                                                   |
| Eastern IFCA Whelk Byelaw                                                 | Complete                      | Complete                       | Complete                                            | Complete                | Complete                      | 18/12/2015 - 08/02/2016                     | 17/02/2016                                                   |
| Eastern IFCA Permitting Byelaw                                            | Complete                      | Complete                       | Complete                                            | Complete                | Complete                      | 18/12/2015 - 08/02/2016                     | 17/02/2016                                                   |
| Regulatory Notice - Subtidal sediments (Wash and North Norfolk Coast SAC) | 11/01/2016                    | 11/01/2016<br>-<br>08/02/2016  | 17/02/2016                                          | 11/03/2016 - 25/03/2016 | 25/03/2016<br>-<br>25/04/2016 | 25/04/2016 - 18/05/2016                     | 18/05/2016                                                   |
| Reg Notice 5 (IDRBNR <i>sabelaria</i> )                                   | 11/01/2016                    | 11/01/2016<br>-<br>08/02/2016  | 17/02/2016                                          | 11/03/2016 - 25/03/2016 | 25/03/2016<br>-<br>25/04/2016 | 25/04/2016 - 18/05/2016                     | 18/05/2016                                                   |
| Protected Areas Byelaw (amendment)                                        | Complete                      | asap                           | 17/02/2016                                          | 11/03/2016 - 25/03/2016 | 25/03/2016<br>-<br>25/04/2016 | 25/04/2016 - 18/05/2016                     | 18/05/2016                                                   |
| Wash Fishery Order (1992) Regulations                                     | n/a                           | 11/01/2016<br>-<br>08/02/2016  | 17/02/2016                                          | 18/02/2016 - 04/03/2016 | 04/03/2016<br>-<br>04/04/2016 | 21/03/2016 - 19/05/2016                     | 19/05/2016                                                   |
| Private fisheries in MPAs                                                 | TBC (assessments not started) | TBC                            | TBC                                                 | TBC                     | TBC                           | TBC                                         | TBC                                                          |
| Inshore VMS                                                               | TBC                           | TBC                            | TBC                                                 | TBC                     | TBC                           | TBC                                         | TBC                                                          |
|                                                                           | High Priority                 |                                |                                                     |                         |                               |                                             |                                                              |
|                                                                           | Medium Priority               |                                |                                                     |                         |                               |                                             |                                                              |
|                                                                           | Low Priority                  |                                |                                                     |                         |                               |                                             |                                                              |

### **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 9**

### **22<sup>nd</sup> Eastern Inshore Fisheries and Conservation Authority meeting**

27<sup>th</sup> January 2016

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

### **Meetings of the Finance & Personnel Sub-committee held on 14 January 2016**

#### **Purpose of report**

To inform members of the key outputs and decisions from the Finance & Personnel Sub-Committee meetings held on 24 June & 15 October 2015.

#### **Recommendations**

Members are asked to:

- **Note** the content of the report.

#### **HR Matters:**

Members were updated on decisions taken in relation to the remuneration of the acting CEO, which effectively put the acting CEO on the same salary scale as the CEO. They were also advised of arrangements put into place in relation to his use of an Authority vehicle to ensure that income tax liabilities were addressed and put in place a mechanism to cover fuel costs and to reimburse official travel.

Members were advised of lessons learned in managing the remuneration of the CEO and the acting CEO and directed officers to explore options for the future management of remuneration for Executive officers including an appraisal of the merits of performance related pay. Authority to take decisions relating to recruitment, remuneration and retention of Executive Officers was delegated to the Chair of the Finance & Personnel sub-committee (or vice-Chair in their absence) in conjunction with the Chair/vice-Chair of the Authority and the CEO, where it is not feasible to deal with issues at the next sub-committee meeting..

Members heard and considered an update with regard to the on-going review of the Marine Protection function and the drivers for change. It was agreed in principle to establish a satellite office in Lowestoft co-located with the MMO and to explore options for achieving this. It was noted that IFCO Job Descriptions are currently being reviewed with the intention of better reflecting the core role of IFCO; with other duties being an adjunct to that core function and that the vacant Mate/IFCO (grade 6) role is to be replaced with a grade 5 IFCO. Recruitment for this role has been underway and an offer of employment has since been made.

An update was given with regard to the progress towards the HR plan. This report is covered in information item 18 of the statutory meeting papers.

## **Finance Matters:**

### **Members resolved to:**

- Approve the Provisional Estimates of Expenditure for the period 1 Apr 2016-31 Mar 2017.
- Note the Preliminary Estimates of Expenditure for the three years to the 31st March 2020
- Members were given a verbal update with regard to the office accommodation project and the funding thereof
- A further verbal update regarding the challenges encountered and progress on the change of IT support provision to KLWNBC from NCC

## **Background Papers**

Unconfirmed minutes of the meeting of the Finance & Personnel sub-committee 14 January 2016

## 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

### 22nd Eastern Inshore Fisheries and Conservation Authority meeting

27 January 2016

### Provisional budget for 2016/2017 and to note the provisional forecast for 2017/2020

**Report by:** Andrew Bakewell – Head of Finance

#### **Purpose of report**

To set out the Provisional Estimates of Expenditure for the financial year 2016/2017 which have been recommended for approval by the Authority by the Finance and Personnel Sub-Committee (FPSC) at their meeting held on 14<sup>th</sup> January 2016, and to set out the Provisional Forecast of Estimates for the period 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2020 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 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017, and to note the Provisional Forecast of Estimates of expenditure for the period 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2020.

#### **Members are asked to**

- **Approve** the Provisional Estimates for the period 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017
- **Note** the Provisional Forecast of Estimates for the period 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2020.

#### **Background**

The FPSC, having considered the draft estimates of expenditure for financial year 2016/2017, 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<br>County Council | Suffolk<br>County Council | Lincolnshire<br>County Council |
|----------------------------------------|---------------------------|---------------------------|--------------------------------|
|                                        | 38.5%                     | 28.9%                     | 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.

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 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017.

The Authority is further asked to note the Forecasts of Estimates of expenditure for the period 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2020. The Forecast of Estimates is attached to this report.

New Burden Funding confirmed at current level until 2020.

### Background documents

Unconfirmed Minutes of FPSC meeting held 14<sup>th</sup> January 2016

### Provisional Estimates of Expenditure 2016/2017

|                                                             | 2015/2016<br>Budget<br>Inc. Infl | 2015/2016<br>Act/Proj | 2016/2017<br>Preliminary<br>Estimate |
|-------------------------------------------------------------|----------------------------------|-----------------------|--------------------------------------|
|                                                             | £                                | £                     | £                                    |
| Salaries & Wages                                            | 951,980                          | 866,877               | 970,761                              |
| General Expenditure                                         | 238,703                          | 239,260               | 219,720                              |
| <u>Departmental Operational Costs</u>                       |                                  |                       |                                      |
| Research and Environment                                    | 17,330                           | 15,000                | 15,000                               |
| Marine Protection                                           | 11,010                           | 17,000                | 17,000                               |
| Communication and Development                               | 10,265                           | 5,500                 | 5,000                                |
| <u>Vessels</u>                                              |                                  |                       |                                      |
| Moorings & Harbour Dues                                     | 26,720                           | 25,000                | 20,000                               |
| Research Vessel - Three Counties                            | 80,286                           | 110,330               | 102,000                              |
| Enforcement Vessels – John Allen                            | 56,520                           | 51,100                | 48,000                               |
| Pisces III/Pacific 22                                       | 10,773                           | 7,823                 | 8,300                                |
| Vehicles                                                    | 20,707                           | 25,100                | 25,300                               |
| <b>TOTAL EXPENDITURE</b>                                    | <b>£ 1,424,294</b>               | <b>£ 1,362,990</b>    | <b>£ 1,431,081</b>                   |
| INCOME                                                      | -25,000                          | -32,000               | -38,000                              |
| <b>EXPENDITURE LESS INCOME</b>                              | <b>£ 1,399,294</b>               | <b>£ 1,330,990</b>    | <b>£ 1,393,081</b>                   |
| <i>LESS New Burden Funding</i>                              | <i>-£394,145</i>                 | <i>-£394,145</i>      | <i>-£394,145</i>                     |
| <b>LEVY to be funded by County Councils</b>                 | <b>£ 1,005,149</b>               | <b>£ 936,845</b>      | <b>£ 998,936</b>                     |
| Percentage reduction from Base Levy(<br><b>£1,329,236</b> ) | <b>-25.0%</b>                    | <b>-26.2%</b>         | <b>-24.1%</b>                        |

## Provisional Forecast of Estimates 2016/2020

|                                              | 2015/2016<br>Estimate<br>Incl. Infl<br>£ | 2016/2017<br>Preliminary<br>Estimate<br>£ | 2017/2018<br>Forecast<br>£ | 2018/2019<br>Forecast<br>£ | 2019/2020<br>Forecast<br>£ |
|----------------------------------------------|------------------------------------------|-------------------------------------------|----------------------------|----------------------------|----------------------------|
| <b><u>SALARIES &amp; WAGES</u></b>           |                                          |                                           |                            |                            |                            |
| Staff Remuneration                           | 686,053                                  | 740,513                                   | 765,984                    | 788,259                    | 810,315                    |
| Superannuation                               | 133,940                                  | 155,508                                   | 164,687                    | 169,476                    | 174,218                    |
| National Insurance                           | 46,884                                   | 74,740                                    | 78,306                     | 81,347                     | 84,357                     |
| <b>TOTAL</b>                                 | <b>866,877</b>                           | <b>970,761</b>                            | <b>1,008,977</b>           | <b>1,039,802</b>           | <b>1,068,890</b>           |
| <b><u>GENERAL EXPENDITURE</u></b>            |                                          |                                           |                            |                            |                            |
| Accommodation                                | 100,306                                  | 72,470                                    | 73,000                     | 70,000                     | 70,000                     |
| Insurance                                    | 18,474                                   | 19,000                                    | 19,250                     | 19,500                     | 19,500                     |
| General Establishment                        | 62,306                                   | 77,500                                    | 75,000                     | 75,000                     | 75,000                     |
| "One off" costs not reserved                 | 38,000                                   |                                           |                            |                            |                            |
| Officers' Travel and Subsistence             | 16,000                                   | 22,000                                    | 20,000                     | 20,000                     | 20,000                     |
| Members' Travel                              | 1,750                                    | 3,750                                     | 3,750                      | 3,750                      | 3,750                      |
| Training                                     | 15,000                                   | 25,000                                    | 20,000                     | 20,000                     | 18,000                     |
| <b>TOTAL</b>                                 | <b>239,260</b>                           | <b>219,720</b>                            | <b>211,000</b>             | <b>208,250</b>             | <b>206,250</b>             |
| <b><u>DEPARTMENTAL OPERATIONAL COSTS</u></b> |                                          |                                           |                            |                            |                            |
| Research and Environment                     | 42,000                                   | 17,000                                    | 17,000                     | 17,000                     | 16,150                     |
| Marine Protection                            | 17,000                                   | 15,000                                    | 15,500                     | 15,500                     | 14,725                     |
| Communication and Development                | 5,500                                    | 5,000                                     | 5,000                      | 5,000                      | 5,000                      |
| <b><u>VESSELS</u></b>                        |                                          |                                           |                            |                            |                            |
| Moorings & Harbour Dues                      | 25,000                                   | 20,000                                    | 15,000                     | 15,000                     | 15,000                     |
| <b>Three Counties</b>                        |                                          |                                           |                            |                            |                            |
| Operating Costs                              | 110,330                                  | 102,000                                   | 100,000                    | 80,000                     | 76,000                     |
| <b>Enforcement Vessels</b>                   |                                          |                                           |                            |                            |                            |
| <b>RIB(S)</b>                                |                                          |                                           |                            |                            |                            |
| Operating Costs                              | 51,100                                   | 48,000                                    | 51,000                     | 55,000                     | 52,250                     |
| <b>Pisces III/replacement</b>                |                                          |                                           |                            |                            |                            |
| Operating Costs                              | 7,823                                    | 8,300                                     | 9,000                      | 9,500                      | 9,000                      |
| <b>TOTAL</b>                                 | <b>194,253</b>                           | <b>178,300</b>                            | <b>175,000</b>             | <b>159,500</b>             | <b>152,250</b>             |
| <b><u>VEHICLES</u></b>                       |                                          |                                           |                            |                            |                            |
| Operating Costs                              | 25,100                                   | 25,300                                    | 25,500                     | 26,000                     | 26,000                     |
| <b>TOTAL EXPENDITURE</b>                     | <b>1,389,990</b>                         | <b>1,431,081</b>                          | <b>1,457,977</b>           | <b>1,471,052</b>           | <b>1,489,265</b>           |
| INCOME (inc Capital grants)                  | -59,000                                  | -38,000                                   | -65,000                    | -75,000                    | -85,000                    |
| <b>LEVY (Expenditure less Income)</b>        | <b>1,330,990</b>                         | <b>1,393,081</b>                          | <b>1,392,977</b>           | <b>1,396,052</b>           | <b>1,404,265</b>           |
| <b>New burden</b>                            | <b>-394,145</b>                          | <b>-394,145</b>                           | <b>-394,145</b>            | <b>-394,145</b>            | <b>-394,145</b>            |
| <b>County council levy</b>                   | <b>936,845</b>                           | <b>-998,936</b>                           | <b>-998,932</b>            | <b>1,001,907</b>           | <b>-1,010,120</b>          |

### Assumptions

- In all areas savings will need to be achieved to offset inflation. Where costs are affected by activity (variable) forecasts for 2019/20 have included target savings of 5%.
- Three Counties replaced 2018/19.
- Income increases to reflect move to full cost recovery for WFO, sampling and other chargeable activities.

"New Burden" funding confirmed at current level until 2020.

**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 11****22nd Eastern Inshore Fisheries and Conservation Authority meeting**

27<sup>th</sup> January 2016

**Report by:** Andrew Bakewell – Head of Finance

**Payments made and monies received during the period 1<sup>st</sup> October to 30<sup>th</sup> to 31<sup>st</sup> December 2015****Purpose of report**

It is an audit requirement that the Authority's receipts and payments are presented to Members on a quarterly basis.

The report on Payments made and monies received during the period 1st October to 31<sup>st</sup> December is attached.

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

**Background documents**

There are no background documents to this paper

**Finance Officer's Report on Payments Made and Monies Received during the period  
1<sup>st</sup> October 2015 to 31st December 2015**

**Payments made during the period 1<sup>st</sup> October 2015 to 31<sup>st</sup> December 2015**

|                                           | <b>Month 07</b>   | <b>Month 08</b>   | <b>Month 09</b>   | <b>TOTAL</b>      |
|-------------------------------------------|-------------------|-------------------|-------------------|-------------------|
|                                           | <b>£</b>          | <b>£</b>          | <b>£</b>          | <b>£</b>          |
| Transfers to EIFCA Salaries & Wages Acct. | 80,000.00         | 80,000.00         | 80,000.00         | 240,000.00        |
| Rent, Rates & Service Charges             | 1,844.40          | 3,005.53          | 10,816.70         | 15,666.63         |
| General Establishment                     | 1,458.18          | 7,220.11          | 6,640.67          | 15,318.96         |
| Legal Fees                                |                   | 1,425.00          |                   | 1,425.00          |
| Staff Travelling & Subsistence            | 1,897.15          | 1,049.05          | 1,000.20          | 3,946.40          |
| Members' Allowances                       | 153.20            | 184.70            |                   | 337.90            |
| Training                                  | 2,177.80          | 2,026.00          | 4,940.00          | 9,143.80          |
| Moorings/Harbour Dues                     | 455.30            | 35.64             | 4,123.00          | 4,613.94          |
| Pisces III Operating Costs                |                   |                   |                   |                   |
| Hire of rib                               | 1,905.90          |                   |                   | 1,905.90          |
| Three Counties Operating Costs            | 14,342.68         | 542.49            | 7,252.40          | 22,137.57         |
| FPV John Allen –Operating Costs           | 1,858.52          | 6,270.84          | 1,749.29          | 9,878.65          |
| Vehicle Operating Costs                   | 1,044.08          | 908.44            | 1,882.15          | 3,814.67          |
| Communication and Development             |                   |                   | 15.85             | 15.85             |
| Research and Environment                  | 209.99            | 785.16            | 2,116.50          | 3,111.65          |
| Enforcement                               | 410.68            | 376.82            | 43.79             | 831.29            |
| Wash & Nth Norf. EMS Project              | 440.00            | 12.00             | 2,690.38          | 3,142.38          |
| Wash Fishery Order                        |                   |                   |                   |                   |
| New vessel                                |                   | 82,744.20         |                   | 82,744.20         |
| Office upgrade                            | 4,636.00          | 3,426.96          |                   | 8,062.96          |
| Petty Cash                                |                   |                   |                   |                   |
| VAT recoverable (Quarter)                 | 4,495.23          | 20,150.59         | 7,398.93          | 32,044.75         |
| <b>TOTAL PAYMENTS MADE</b>                | <b>117,329.11</b> | <b>210,163.53</b> | <b>130,669.86</b> | <b>458,162.50</b> |

**Monies received during the period October 2015 to December 2015**

|                                | <b>Month 07</b>  | <b>Month 08</b> | <b>Month 09</b>  | <b>TOTAL</b>      |
|--------------------------------|------------------|-----------------|------------------|-------------------|
|                                | <b>£</b>         | <b>£</b>        | <b>£</b>         | <b>£</b>          |
| Levies                         |                  |                 |                  |                   |
| Treasury Deposit Interest      |                  |                 |                  |                   |
| VAT                            | 69,425.43        |                 | 42,360.05        | 111,785.48        |
| Lay rents                      |                  |                 |                  |                   |
| WFO – Licences                 |                  | 180.00          |                  | 180.00            |
| WFO – Tolls                    |                  | 150.00          |                  | 150.00            |
| Whelk licences                 |                  | 1,600.00        |                  | 1,600.00          |
| Wash & North Norfolk Coast EMS | 2,450.00         |                 |                  | 2,450.00          |
| Sale of equipment              | 14,600.00        |                 |                  | 14,600.00         |
| Fixed Penalty Fine             | 500.00           | 1,000.00        |                  | 1,500.00          |
| EHO sampling                   |                  |                 |                  |                   |
| MMO- CEO costs                 |                  |                 | 20,581.44        | 20,581.44         |
| Miscellaneous                  |                  | 105.50          | 24.00            | 129.50            |
| <b>TOTAL MONIES RECEIVED</b>   | <b>86,975.43</b> | <b>3,035.50</b> | <b>62,965.49</b> | <b>152,976.42</b> |

**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**

**22nd Eastern Inshore Fisheries and Conservation Authority meeting**

27<sup>th</sup> January 2016

**Report by:** Andrew Bakewell – Head of Finance

**Report on the Management Accounts for the third quarter of the 2015/16 financial year**

**Purpose of report**

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

**Recommendations:**

Members are asked to formally **note** the Management Accounts.

Detailed below are the management accounts for the first nine months of the 2015/16 financial year. Actual spend is compared with the apportioned budget with explanations of the significant variances provided.

The first nine months saw the following cumulative variances against budget made up as follows:-

|                     | £       |                                                |
|---------------------|---------|------------------------------------------------|
| Salaries            | 60,031  | Vacancy management, CEO secondment             |
| General expenditure | 17,079  | Savings re-move decision                       |
| Communications      | 2,595   | One-off costs not repeated                     |
| Enforcement         | (2,149) | Whelk measures                                 |
| Research & Env.     | 2,539   | Reduced equipment expenditure                  |
| Vessels             | 33,237  | TC refit 4 <sup>th</sup> quarter, fuel savings |
| Vehicles            | 2,950   | Fuel savings, lower mtce. New vehicles         |
| Income              | 13,592  | Interest, unbudgeted Grants, whelk licences    |

The position at the third quarter shows net expenditure well within budget it is however anticipated that the gap will narrow during the final quarter.

**Management Accounts**  
**Financial Year 2015/2016**

|                                               | <b>ACTUAL</b><br><b>Year to</b><br><b>Date</b><br><b>Qtr 3</b><br><b>£</b> | <b>BUDGET</b><br><b>Year to</b><br><b>Date</b><br><b>£</b> | <b>MEMO</b><br><b>Budget</b><br><b>For Year</b><br><b>£</b> |
|-----------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------|
| <b><u>SALARIES &amp; WAGES</u></b>            |                                                                            |                                                            |                                                             |
| Staff Remuneration                            | 517,244                                                                    | 555,548                                                    | 740,730                                                     |
| Pension                                       | 101,377                                                                    | 116,663                                                    | 155,550                                                     |
| National Insurance                            | 35,334                                                                     | 41,775                                                     | 55,700                                                      |
| <b>TOTAL</b>                                  | <b>653,955</b>                                                             | <b>713,986</b>                                             | <b>951,980</b>                                              |
| <b><u>GENERAL EXPENDITURE</u></b>             |                                                                            |                                                            |                                                             |
| Accommodation                                 | 86,058                                                                     | 64,266                                                     | 85,688                                                      |
| Insurance                                     | 18,474                                                                     | 15,365                                                     | 15,365                                                      |
| General Establishment                         | 34,526                                                                     | 57,248                                                     | 76,330                                                      |
| Officers' Expenses                            | 11,095                                                                     | 14,678                                                     | 19,570                                                      |
| Members' Travel                               | 931                                                                        | 3,563                                                      | 4,750                                                       |
| Training                                      | 12,152                                                                     | 27,750                                                     | 37,000                                                      |
| <b>TOTAL</b>                                  | <b>163,236</b>                                                             | <b>182,870</b>                                             | <b>238,703</b>                                              |
| <b><u>Development &amp; Communication</u></b> |                                                                            |                                                            |                                                             |
|                                               | 5,105                                                                      | 7,700                                                      | 10,265                                                      |
| <b><u>Enforcement</u></b>                     |                                                                            |                                                            |                                                             |
|                                               | 11,909                                                                     | 9,760                                                      | 11,010                                                      |
| <b><u>Research &amp; Environment</u></b>      |                                                                            |                                                            |                                                             |
|                                               | 11,961                                                                     | 14,500                                                     | 17,330                                                      |
| <b><u>VESSELS</u></b>                         |                                                                            |                                                            |                                                             |
| Moorings & Harbour Dues                       | 17,129                                                                     | 20,040                                                     | 26,720                                                      |
| <b><u>Vessel Operating Costs</u></b>          |                                                                            |                                                            |                                                             |
| Three Counties                                | 57,890                                                                     | 69,000                                                     | 80,286                                                      |
| Enforcement Vessels incl John Allen           | 24,844                                                                     | 44,000                                                     | 56,520                                                      |
| Pisces III                                    | 8,020                                                                      | 8,080                                                      | 10,773                                                      |
| <b>TOTAL</b>                                  | <b>107,883</b>                                                             | <b>141,120</b>                                             | <b>174,299</b>                                              |
| <b><u>VEHICLES</u></b>                        |                                                                            |                                                            |                                                             |
| Operating Costs                               | 12,482                                                                     | 16,950                                                     | 20,707                                                      |
| <b>TOTAL</b>                                  | <b>12,482</b>                                                              | <b>16,950</b>                                              | <b>20,707</b>                                               |
| <b>TOTAL EXPENDITURE</b>                      | <b>969,086</b>                                                             | <b>1,086,886</b>                                           | <b>1,413,800</b>                                            |
| <b><u>INCOME</u></b>                          |                                                                            |                                                            |                                                             |
| Bank Interest                                 | 7,254                                                                      | 3,750                                                      | 5,000                                                       |
| Levies                                        | 1,391,070                                                                  | 1,391,070                                                  | 1,391,070                                                   |
| WFO Licence Tolls                             | 9,900                                                                      | 4,500                                                      | 6,000                                                       |
| Whelk licences                                | 2,953                                                                      |                                                            |                                                             |
| Grants                                        | 5,000                                                                      |                                                            |                                                             |
| Surveys                                       | 1,800                                                                      | 3,750                                                      | 5,000                                                       |
| EHO sampling                                  | 2,785                                                                      | 3,000                                                      | 4,000                                                       |
| Lay rents                                     | 2,650                                                                      | 3,750                                                      | 5,000                                                       |
| <b>TOTAL INCOME</b>                           | <b>1,423,412</b>                                                           | <b>1,409,820</b>                                           | <b>1,416,070</b>                                            |
| <b>Net Expenditure</b>                        | <b>-454,326</b>                                                            | <b>-322,934</b>                                            | <b>-2,270</b>                                               |

## Vision

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



## Action Item 13

### 22<sup>nd</sup> Eastern Inshore Fisheries and Conservation Authority meeting

27<sup>th</sup> January 2016

**Report by:** Ron Jessop, Senior Research Officer

#### **Wash Mussel Fishery 2015-2016**

##### **Purpose of report**

The purpose of the report is to inform members of the current status of the WFO inter-tidal mussel stocks and propose that there are insufficient stocks for a mussel fishery. The report also provides information about the current status of the experimental sites used during the 2014 mussel regeneration project and a progress report on the agreed 2015/16 regeneration project.

##### **Recommendations for the 2015-2016 WFO Mussel fishery**

Members are recommended to:

- **Note** the results of the 2015 autumn surveys described below and shown in attached figures.
- **Note** that the survey results show the total mussel biomass and the adult mussel biomasses are both below the SSSI Conservation Objective targets.
- **Note** that at these levels the current mussel stocks do not provide a buffer above Conservation Objective targets with which to operate fisheries or absorb natural die-offs
- **Note** that the majority of the beds are in a state of continued decline and are in poor condition.
- **Note** that the survey results show there has been a poor settlement this year that will delay future recovery.
- **Agree** that there are insufficient mussel stocks on the inter-tidal beds to support either a harvestable fishery or a seed mussel relaying fishery without having an adverse impact on the sustainability of the stocks and the favourable SSSI condition of the site.

##### **Recommendations for 2015 Mussel Regeneration Project**

Members are recommended to:

- **Note** that the Authority conducted a research project during 2014 to explore methods that could help to regenerate the inter-tidal mussel beds.
- **Note** that although after the first six-months this project had only had a moderate success at attracting mussels to the experimental areas, significantly more seed had been attracted to the site during 2015.
- **Note** that the members gave approval in January 2015 for the project to be continued during 2015 and this would involve relaying 200 tonnes of cockle shell cultch within a depleted area of the Trial Bank mussel bed.

- **Note** that due to widespread settlements of cockle spat in 2014 throughout the Wash, including within the proposed experimental area, the 2015 project was delayed while alternative sites could be identified.
- **Agree** for the project to be continued. This will involve laying 200 tonnes of cockle shells into identified sites in Mare Tail and the Gat sands.

## **Background**

The intertidal mussel stocks in The Wash have traditionally provided a valuable resource for the local fishing industry; either being harvested directly for market or relayed from poor-growing beds within the regulated fishery to leased lay ground within the several fishery. These stocks also provide an important habitat for invertebrate communities and an essential food resource for the internationally important communities of birds that reside or over-winter in the Wash. Despite their importance to both fishermen and wildlife communities, however, heavy fishing activity coupled with low recruitment resulted in a crash in the stocks in the 1990s. Following this decline strict fishery management measures were introduced but recovery was slow until an exceptional spatfall in 2001 rejuvenated several of the beds and helped new ones to develop. Following the recovery of the stocks from this crash, an increasing awareness of the mussel beds as an important environmental resource led to a comprehensive review of the management measures for shellfish in the Wash being conducted. This review resulted in a set of shellfish management policies being agreed between the Authority, Natural England and fishermen in 2008. These policies now form the framework under which management measures for the Wash mussel and cockle fisheries are determined.

Although the management measures helped to stabilise the stocks above the 12,000 tonnes Conservation Objective target for a time, there was a further crash in mussel populations between 2009 and 2010 that caused the stocks to decline from 15,188 tonnes to 9,626 tonnes. Cefas attributed the cause of this die-off to an unusually high abundance of the parasitic copepod, *Mytilicola intestinalis*. In the three years following this decline the biomass of the stocks did recover sufficiently to achieve the 12,000 tonne target once more, but there has been increasing concern over the state of the beds. In recent years recruitment has tended to be poor and mortality high. Some of the decline can be attributed to an ageing mussel population, particularly on those beds that first settled in 2001 and have since received little subsequent settlement. Of greater concern, however, have been the recent high levels of mortality observed among younger mussels, typically from the Year-3 cohorts. In several cases these die-offs have resulted in the sudden decline of beds that had previously appeared to be in good states of health. Although this was most noticeable in the sharp decline of the Gat beds, recent surveys have shown most of the beds to be in a state of steady decline. Although samples from the beds have been analysed by Cefas, no causal factors were found that could explain the die-off of these younger mussels.

## **2015 Survey Summary**

In order to inform the Authority's management of the mussel fishery, the Wash intertidal mussel beds are monitored annually each autumn. The 2015 surveys commenced on September 28<sup>th</sup> and were completed on October 31<sup>st</sup>. During this period 20 areas of mussel bed were surveyed, including two small beds between Mare Tail and Herring Hill



that were first identified in 2014. Figure 1 shows the distribution of these beds. In addition to these inter-tidal beds, the mussels on the Welland Bank were also surveyed.

The surveys found that the general decline observed in recent years had continued. This resulted in the overall stock biomass falling from 10,127 tonnes to 9,376 tonnes. Figure 2 shows the level of the mussel stocks on the inter-tidal beds between 2002 and 2015. From this graph it can be seen that the current stock levels are at their lowest level during the 14 year period, and for the second successive year have failed to achieve their Conservation Objective target of 12,000 tonnes. Although the stock of adult mussels has increased slightly from 4,575 tonnes to 5,149 tonnes, the rate of recovery is slow and still well below the Conservation Objective target of 7,000 tonnes.

The table in figure 3 summarises details of the stocks on each of the beds and compares them with previous year's figures. From this table it can be seen that eleven of the beds have declined in biomass during the past year. Of these, the Shellridge bed, which supported over 500 tonnes in 2006, had declined to level where it was considered to no longer support enough mussels to warrant surveying. The area does contain large numbers of cockle shells, however, that will possibly attract future settlement. The Blackshore bed was also found to have suffered heavy losses. This bed was first identified in 2010 when it was noticed that mussel seed had settled among ridged-out cockles. Following further settlements in 2011 and 2012, this bed reached a peak of 852 tonnes in 2012. Unfortunately, each of these cohorts have suffered high mortality rates on reaching three years old, resulting in the rapid decline of what appeared to be a healthy bed. The losses this year have caused area of this bed to decline from 21.6 to 3.0 hectares. Mortality of young mussels on three of the Mare Tail beds has also resulted in the loss of 748 tonnes from these areas. Although the surveys found the Gat beds had increased slightly in biomass this year, the light settlement seen on there was only partially responsible. Most of this increase was due to growth of the remaining older mussels that had survived recent die-offs. Following high mortality levels among 3-year old mussels over the past five years, the Gat, and most of the older beds, are now composed mainly of dwindling populations of ageing mussels. While these older populations are gradually declining, on the younger beds like the Blackshore, which do not have a reserve of older mussels, the declines are more dramatic.

Scotsman's Sled is one of the few beds found to have improved significantly this year. The northern part of this bed had disappeared following heavy fishing activity in 2006, which in addition to harvesting the mussels had also flattened out the gullies that the mussels had been situated in. Recovery following this fishery was slow, with no signs of recolonization until 2013, when a light settlement of seed was found to have settled among ridged-out cockles. The recent survey found there had been further light settlements of seed in this area and shallow gullies were beginning to reform. Although mussel coverage in this recolonised area is still sparse, it was judged sufficient to include within the perimeter of the bed. This has helped the bed to increase in size from 25 hectares in 2012 to 49.5 hectares. The lengthy period that it has taken this bed to show signs of recovery highlights the importance of maintaining a minimum threshold of mussels on the beds, and also the impact that the surrounding habitat (eg. the gullies) may be having on attracting successful settlements.

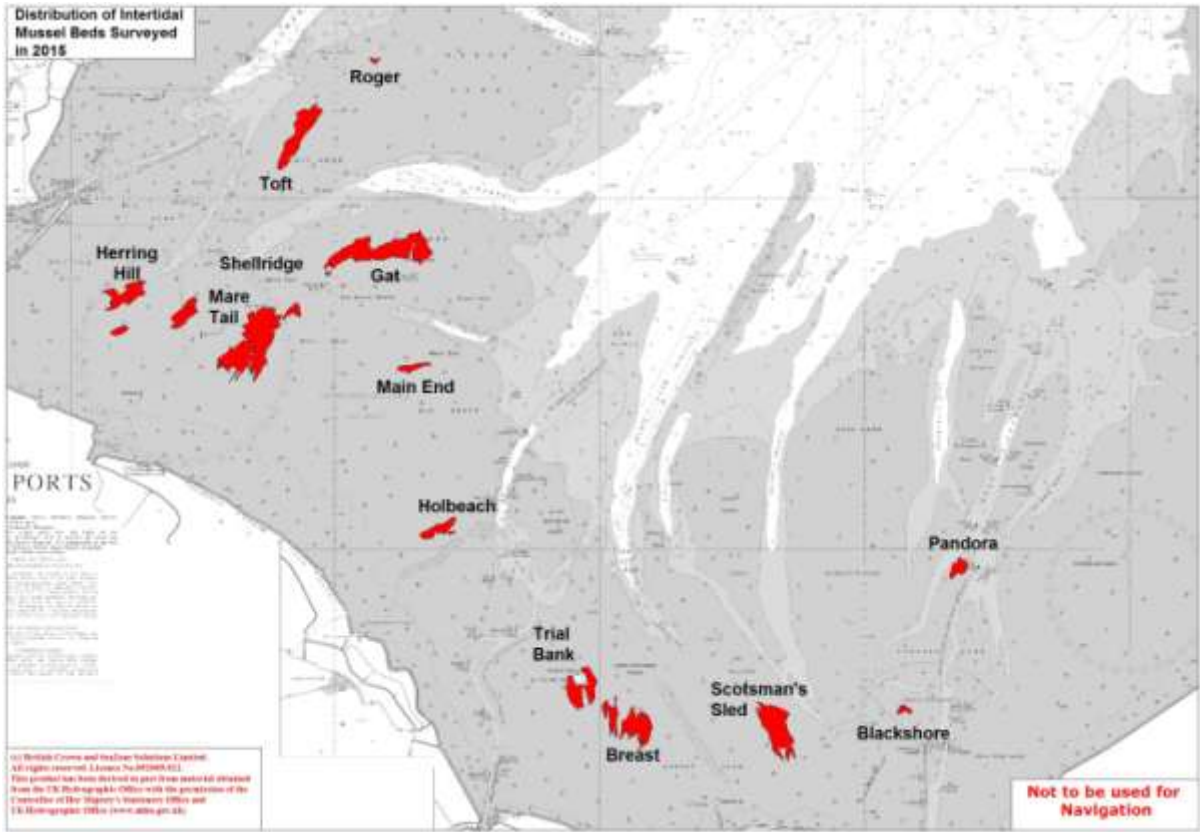


Figure 1 – Chart showing the distribution of mussel beds surveyed during 2015

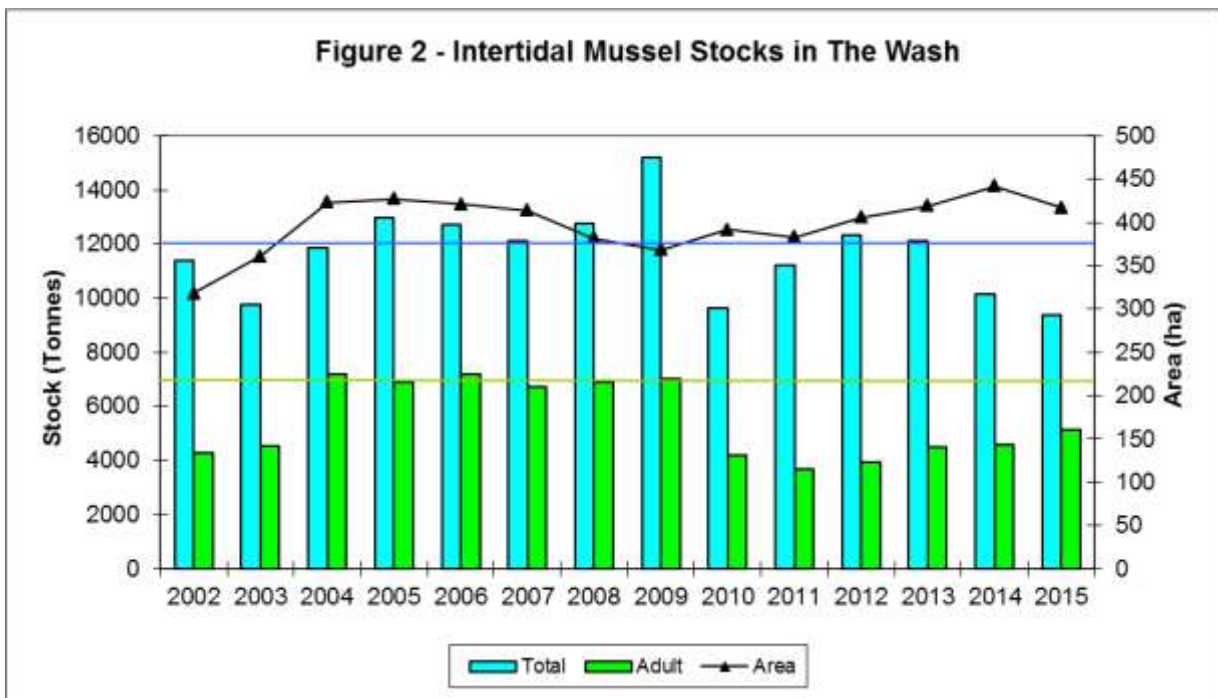


Figure 2 – Inter-tidal mussel stock levels in the Wash since 2002 and the Conservation Objective targets

| BED                   | 2015         |                 |                               |                         |                         |                | 2014                          |                |             |
|-----------------------|--------------|-----------------|-------------------------------|-------------------------|-------------------------|----------------|-------------------------------|----------------|-------------|
|                       | AREA<br>(ha) | COVERAGE<br>(%) | PATCH<br>DENSITY<br>(kg/0.1m) | TOTAL STOCK<br>(tonnes) | STOCK >45MM<br>(tonnes) | % ≥45MM<br>(%) | BED<br>DENSITY<br>(Tonnes/ha) | TOTAL<br>STOCK | % CHANGE    |
| Mare Tail North       | 62           | 36              | 0.87                          | 1969                    | 1030                    | 52.3           | 31.8                          | 2437           | -19.2       |
| Mare Tail South       | 31.4         | 32              | 0.63                          | 632                     | 197                     | 31.2           | 20.1                          | 782            | -19.2       |
| Mare Tail East        | 5.7          | 38              | 0.37                          | 79                      | 26                      | 32.9           | 13.9                          | 51             | 54.9        |
| Mare Tail West        | 13           | 32              | 0.51                          | 212                     | 64                      | 30.2           | 16.3                          | 342            | -38.0       |
| Mare Tail West (ext)  | 4.2          | 47              | 0.13                          | 27                      | 0                       | 0.0            | 6.4                           | 0              | -           |
| Shellridge            | -            | -               | -                             | -                       | -                       | -              | -                             | 26             | -100.0      |
| Toft                  | 40           | 31              | 1.14                          | 1428                    | 1305                    | 91.4           | 35.7                          | 1638           | -12.8       |
| Roger                 | 1.35         | 33              | 0.69                          | 31                      | 27                      | 87.1           | 23.0                          | 28             | 10.7        |
| Gat, West             | 35.1         | 35              | 0.68                          | 828                     | 513                     | 62.0           | 23.6                          | 699            | 18.5        |
| Gat, Mid              | 26.6         | 22              | 0.39                          | 225                     | 190                     | 84.4           | 8.5                           | 186            | 21.0        |
| Gat, East             | 16.9         | 40              | 0.55                          | 373                     | 307                     | 82.3           | 22.1                          | 361            | 3.3         |
| Main End              | 6.6          | 19              | 0.45                          | 55                      | 45                      | 81.8           | 8.3                           | 141            | -61.0       |
| Holbeach              | 13.72        | 47              | 0.43                          | 280                     | 141                     | 50.4           | 20.4                          | 303            | -7.6        |
| Herring Hill          | 24.7         | 37              | 0.82                          | 748                     | 171                     | 22.9           | 30.3                          | 710            | 5.4         |
| East Herring Hill     | 4.3          | 23              | 0.43                          | 41                      | 7                       | 17.1           | 9.5                           | 71             | -42.3       |
| Trial Bank            | 28.2         | 33              | 0.73                          | 695                     | 271                     | 39.0           | 24.6                          | 686            | 1.3         |
| Breast, West          | 12.6         | 17              | 1.24                          | 259                     | 118                     | 45.6           | 20.6                          | 162            | 59.9        |
| Breast, East          | 30.4         | 25              | 1.07                          | 804                     | 352                     | 43.8           | 26.4                          | 893            | -10.0       |
| Scotsman's Sled, East | 49.5         | 19              | 0.56                          | 518                     | 256                     | 49.4           | 10.5                          | 291            | 78.0        |
| Blackshore            | 3            | 22              | 0.76                          | 50                      | 27                      | 54.0           | 16.7                          | 171            | -70.8       |
| Pandora               | 7.7          | 27              | 0.58                          | 122                     | 102                     | 83.6           | 15.8                          | 149            | -18.1       |
| <b>TOTAL</b>          | <b>417</b>   |                 |                               | <b>9376</b>             | <b>5149</b>             | <b>54.9</b>    | <b>22.5</b>                   | <b>10127</b>   | <b>-7.4</b> |
| Welland Bank          | 2.16         | 74              | 2.78                          | 442                     | 300                     | 67.9           | 264.2                         | 210            | 110.5       |

**Figure 3 – Table summarising the details of the mussel stocks on individual beds at the time of the 2015 surveys**

## Recruitment

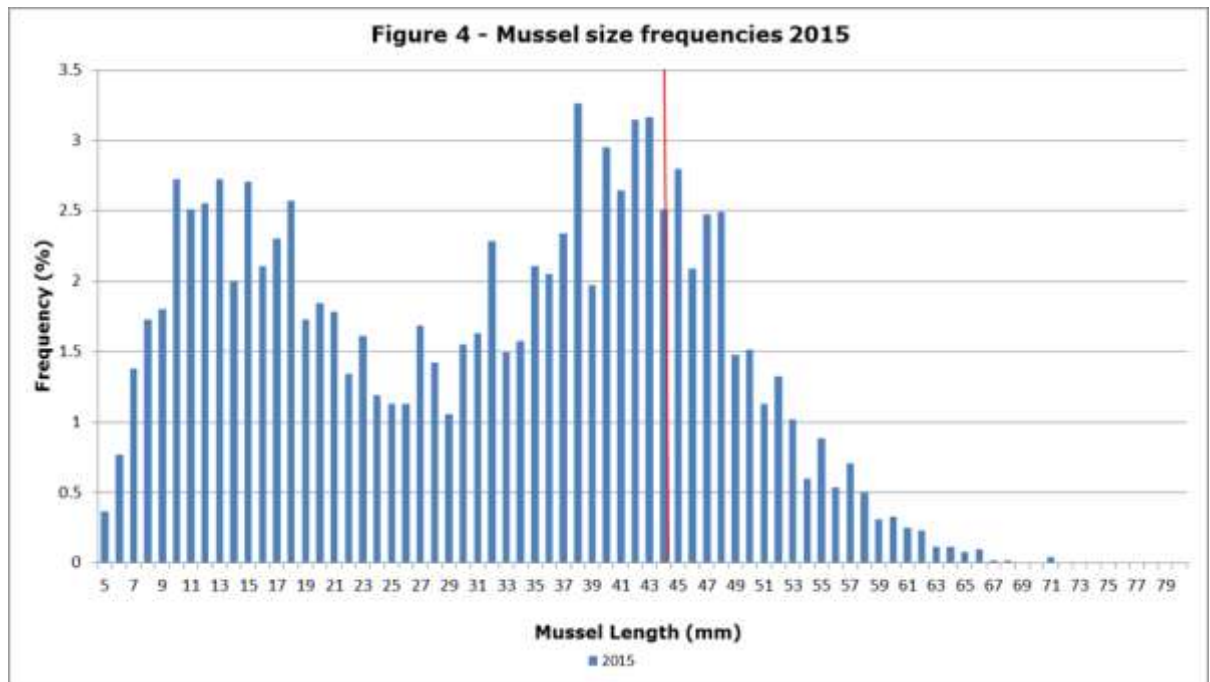
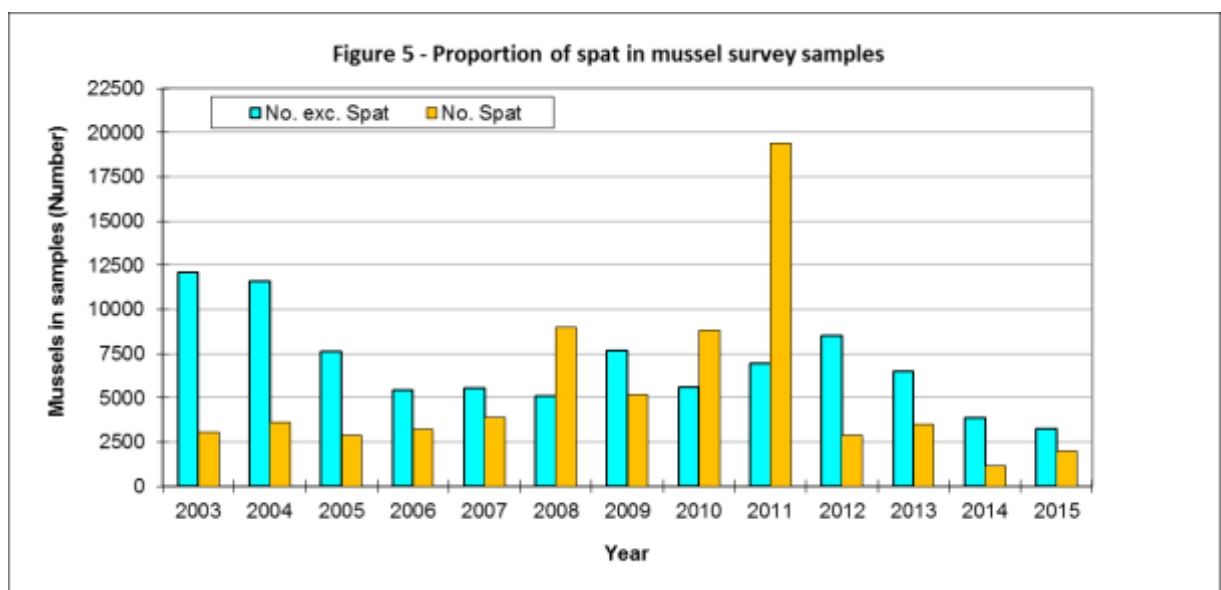


Figure 4 shows the overall size frequency of the mussels sampled from all of the beds during the 2015 surveys. While this is not an exact reflection of the overall size frequency on the actual beds, it does provide a good proxy for estimating the success of annual spatfalls. The bimodal distribution of this chart shows there has been a measurable settlement this year. Usually this proportion of smaller mussels in the population would indicate a moderate spatfall. As these are proportions rather than actual numbers, though, it doesn't show the actual size of the settlement. Figure 5 shows the numbers of mussels sampled in each survey since 2003, with the populations broken down into numbers of mussels <25mm (spat) and those larger than 25mm.

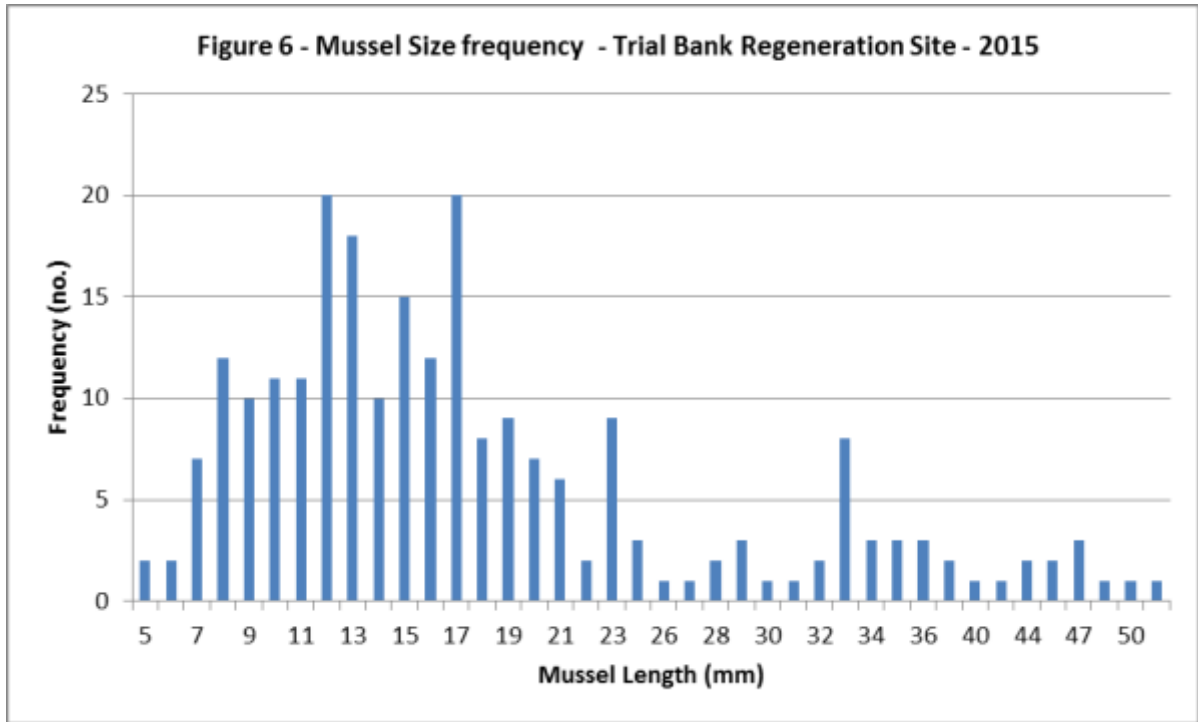


From this chart it can be seen that as the beds have recently declined, so too have the number of mussels collected in the samples. Although the bimodal distribution seen in figure 4 would usually indicate a moderate settlement, the actual numbers of spat seen in figure 5 highlights the 2015 settlement has actually been comparatively poor. While the good settlements seen in 2008, 2010 and 2011 would have been expected to significantly improve stock levels in the years following settlement, the ones seen since 2012 will barely compensate for natural mortality. It is likely, therefore, that the mussel stocks will continue to decline further during 2016.

### **Mussel Regeneration Project**

Results from past mussel surveys indicate the majority of the mussel settlement that occurs on the inter-tidal beds in the Wash, happens within existing mussel beds. Occasionally new areas are colonised, generally as a result of mussel seed settling among ridged out cockles or patches of cockle shells. In 2014 the Authority conducted a trial to determine whether it would be possible to attract mussel settlement by laying a culch of cockle shells close to a mussel bed. The initial results of this study were inconclusive. Although the shells did have a positive impact, attracting fifteen times as many mussels to the shelly areas compared to the bare controls, the numbers were not large and would not have been cost effective as a long term solution. Mussel settlement throughout the Wash in 2014 was poor, however, so the Authority gave approval to repeat the experiment on a larger scale during 2015. The majority of the Fishermen's Associations working in the Wash gave permission for £15,000 to be used from the Wash Fishery Order Fund in order to buy 200 tonnes of cockle shells and to charter fishing vessels to relay them. Concerns were raised by the associations, however, that the shells were planned to be laid too late in the season (May/June) to attract seed. Further, reconnaissance of several potential sites for the experiment were found to contain high densities of cockle spat. The trial was postponed, therefore, allowing time for other suitable sites to be found and enabling the shells to be relayed earlier in the season (March 2016).

During October the opportunity was taken to resurvey the original regeneration sites. This survey found that during the year since the previous survey, there had been a settlement of seed within the shelly areas. 13 of the 15 quadrats taken from the shelly areas were found to contain mussels compared to just 1 out of 15 taken from the bare control sites. These samples contained 236 mussels from the shelly areas compared to 3 from the control areas. Figure 6 shows the size frequency of these mussels. 81% of these were found to be <25mm length, indicating they had settled into the area during 2015. These shelly areas were calculated to support 428kg of mussels. Although this is not high compared to the 72 tonnes of shells that were originally relayed, because of their small size, these juvenile mussels are not currently contributing much to the overall biomass of mussels in the area. If they survive, their growth over the coming years should increase the biomass significantly.



**Figure 7 – Photograph showing one of the regeneration sites. October 2015.**

Figure 7 shows one of the regeneration plots when surveyed in October. Although some darker patches can be seen among the shells where mussels are beginning to aggregate, the area by no means resembles a mussel bed. However, the majority of the mussels within this patch are currently too small to be noticeable in a photograph and are only really apparent when clumps of cockle shells are prised apart during analysis. The area actually supports an average of 157 mussels/m<sup>2</sup> (127 of which are <25mm length). Figure 8 shows the mean number of mussels/m<sup>2</sup> of various size ranges found on the inter-tidal beds during the 2015 surveys. From this table it can be seen that the regeneration site actually supports a higher mean density of mussels than eight of the actual beds, although this reflects the deterioration of these beds as much as the success of the regeneration site. In terms of new settlement, only six of the beds support higher densities of seed (mussels <25mm).

| Bed                  | Number of mussels/m <sup>2</sup> found on each bed during 2015 |         |       |       |
|----------------------|----------------------------------------------------------------|---------|-------|-------|
|                      | <25mm                                                          | 25-44mm | >45mm | Total |
| Herring Hill         | 223                                                            | 294     | 46    | 563   |
| Trial Bank           | 220                                                            | 178     | 54    | 452   |
| West Mare Tail (Ext) | 323                                                            | 103     | 0     | 426   |
| East Breast          | 130                                                            | 170     | 71    | 371   |
| Blackshore           | 204                                                            | 96      | 38    | 338   |
| South Mare Tail      | 131                                                            | 158     | 37    | 325   |
| West Breast          | 119                                                            | 128     | 58    | 305   |
| North Mare Tail      | 60                                                             | 155     | 81    | 296   |
| Holbeach             | 79                                                             | 103     | 53    | 236   |
| West Gat             | 77                                                             | 81      | 62    | 220   |
| East Mare Tail       | 108                                                            | 63      | 11    | 182   |
| Toft                 | 21                                                             | 33      | 123   | 177   |
| Regeneration Site    | 127                                                            | 25      | 5     | 157   |
| East Gat             | 48                                                             | 41      | 66    | 155   |
| Scotsman's Sled      | 55                                                             | 56      | 27    | 139   |
| East Herring Hill    | 21                                                             | 106     | 9     | 136   |
| Roger                | 6                                                              | 33      | 83    | 121   |
| West Mare Tail       | 47                                                             | 36      | 13    | 97    |
| Pandora              | 24                                                             | 24      | 40    | 88    |
| Main End             | 22                                                             | 20      | 29    | 70    |
| Mid Gat              | 19                                                             | 14      | 28    | 60    |

**Figure 8 – Table showing the mean number of mussels/m<sup>2</sup> within each of the mussel beds surveyed during 2015**

These recent results show that the areas containing cockle shell have benefited from significantly higher levels of settlement than the control sites. Although the shells are facilitating settlement to a level comparable with many of the mussel beds, it is still questionable whether the amount of mussels gathered will justify the cost associated with relaying the shells. At present the site has only attracted 428kg of mussels. As it is not possible to determine how many of these will survive the coming year, it is difficult to estimate what the mussel biomass within

the experimental areas could potentially become. To offset the £5,000 cost of buying and relaying the shell, however, approximately 15 tonnes of mussels will need to be attracted. As this would equate to a density of 125 tonnes/hectare, it is probably an unrealistic goal, making it an unfeasible option for mussel aquaculturists, particularly if seeking a fast return. The inter-tidal beds in the Wash hold great conservation value in addition to their commercial value, however. With all of the beds suffering worrying declines, it is important to explore methods of attracting seed back into them. This study has found that a culch of cockle shells does attract mussel seed, but to be commercially viable would need to use lower levels of shell than was deposited in 2014. During this study the shells were laid to a depth of 15-20cm on fairly soft ground. Although they initially sank fairly rapidly into the mud, figure 7 shows they stabilised and still remained visible on the surface 17 months after being deposited. Future studies should, therefore, explore the effects of using varying depths of shells, conducting the trials on firmer ground and potentially depositing the shells in ridges rather than spreading them flat.

Alternative sites for conducting the next trial have been sought. The spring cockle surveys highlighted, however, that many of the areas around existing mussel beds support high densities of cockle spat. Also, as areas around mussel beds have a tendency to be muddy, there is the danger the shells will sink. Potential sites have been identified within the West Gat mussel bed and along the northern edge of the North Mare Tail bed that might prove suitable. It is proposed that approximately 100 tonnes of cockle shells are deposited into each of these areas in March 2016.



### **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**

### **17<sup>th</sup> Eastern Inshore Fisheries and Conservation Authority Meeting**

**27 January 2016**

**Report by:** A Bakewell – Head of Finance

#### **Revision of WFO Licence Tolls**

##### **Purpose of report**

To consider an increase to WFO licence tolls in line with inflation for the 2016-2017 financial year.

##### **Recommendations**

##### **Members are recommended to:**

- **Agree** to an increase to WFO licence tolls in line with inflation for the period 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017

##### **Background**

At the EIFCA meeting on 22<sup>nd</sup> January 2012 members agreed to increase the WFO licence tolls by inflation each year for a period of five years, at which time there would be a further review. It was further agreed that the position would be reviewed each January to ensure that it remained valid.

Members are asked to agree to the inflation of WFO licence tolls in line with inflation as stated by the Office of National Statistics in February 2016, the figure will be rounded up to the nearest £5. For information purposes the level of increase for the 2015/2016 financial year was 1%.

### **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 15**

### **22<sup>nd</sup> Eastern Inshore Fisheries and Conservation Authority Meeting**

27 January 2016

**Report by:** J. Gregory, Acting Chief Executive Officer

#### **Quarterly progress against Annual Plan**

##### **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 2015-16 was agreed by the Planning and Communication Sub-Committee on 25 February 2015 and published thereafter.

##### **Report**

The tables at the Appendix detail the progress against the key priorities set in the Annual plan for 2015-16

##### **Risk**

There is no change to the strategic risk register matrix.

##### **Conclusion**

Authority officers are committed to delivering success across the breadth of our remit. The emphasis on closer coordination and joint working with partner agencies may present opportunities to share or better balance the prodigious work load the Authority is bound to deliver.

##### **Background documents**

Eastern Inshore Fisheries and Conservation Authority Annual Plan 2015-16.

##### **Appendices**

1. Report on priorities set for 2015-16

##### **Background Documents**

Eastern IFCA Annual Plan 2015-16

## APPENDIX 1

## Eastern Inshore Fisheries and Conservation Authority

27 January 2016

Quarterly Progress against Annual Plan

8 major priorities are established for 2015-16.

| FY 2015-16                                                                                                                                                                                                                                                                                                                                                                                             |          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Major Priority                                                                                                                                                                                                                                                                                                                                                                                         | Progress | Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| To continue investments in staff to preserve appropriate subject matter expertise                                                                                                                                                                                                                                                                                                                      |          | See HR plan for 2015-16                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| To ensure that the conservation objectives of Marine Protected Areas in the region are furthered by delivering fisheries management measures for 'Amber and Green' designated features within European Marine Sites (EMS) within the mandated timeframe and formulating potential management measures for Tranche 2 candidate Marine conservation zones (MCZ). Support community voice method project. |          | <p>The full suite of assessments of "amber and green" fishing/feature interactions has been completed for all EMSs in the District. This was achieved through prioritising this work within the environment team during Q2 and Q3, and by using the additional Defra funding for this project to fund the completion of a sub-group of assessments by external consultants. Natural England have provided feedback on the first set of assessments and a period of liaison and incorporating their feedback has been started, before the assessments can be finally signed off.</p> <p>After adverse impact was identified from the shrimp beam trawl fishery in the Wash &amp; North Norfolk Coast EMS, a suite of potential management measures has been assessed and preferred measures identified. Stakeholder consultation on is to be undertaken early in Q4. Officers have supported the MMO in their assessments for EMSs that straddle the 6nm administrative boundary. It has been resolved that the Authority will lead on management of fisheries within the 6nm area of these sites (previously MMO were to manage the entirety of straddling sites). This has introduced additional "red" interactions (towed demersal gear and <i>Sabellaria spinulosa</i> reef) that require urgent management; and requires the Protected Areas byelaw to be amended in order to apply to these additional sites; this will be taken forward in Q4.</p> <p>An assessment of fishing activities in the candidate Tranche 2 Marine Conservation Zone is to be undertaken in Q4, when it is expected that the site will be formally designated.</p> <p>A work plan and questionnaire for the Community Voice project have</p> |

|                                                                                                                                                                                                                                      |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                      |  | been developed in partnership with Marine Conservation Society. Interviews and workshops are to take place in Q4 2015/16 and Q1 2016/17.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| To ensure that sea fisheries resources are exploited sustainably and in accordance with MSFD requirements by continuing the comprehensive byelaw review process guided by the strategic assessment of fisheries within the district; |  | The 2015 Strategic Assessment identified two fisheries in urgent need of management for their protection, namely the whelk fisheries and bass fisheries. As a result of work conducted throughout 2015 both of these have been addressed and, as a result, the 2016 Strategic Assessment indicates that risk associated with these fisheries has successfully been reduced. It should be noted that, particularly in the case of whelks, the lower risk associated with the fishery is a result of work conducted and that planned (i.e. the whelk research project) without which, the fishery would still be at risk. The key priorities identified through the 2016 Strategic Assessment are the shrimp fisheries and the issues relating to unregulated netting. The assessment has identified the key areas of work relating to these risks which will be reflected in the annual planning.                                                                                                                                                                          |
| To promote sustainable development through a project to rejuvenate previously productive fishing grounds                                                                                                                             |  | Permission for funding the 2015 Mussel Regeneration project has been received from the Wash fishermen's associations. A site had been identified for conducting the trial but when visited in March to mark out the area, it was found to support high densities of recently settled cockles. Alternative sites were sought during the cockle surveys, but the widespread settlement of cockle spat made this difficult. Following concerns from some fishermen that the shells were planned to be laid too late, a decision was made to delay the project until March 2016. Alternative sites in which to conduct this study were sought during the autumn mussel surveys, during which alternative sites were identified near the Gat and North Mare Tail mussel beds. It is planned to mark out these areas in January in preparation for shell relaying in March. Letters have been sent to local fishermen requesting their participation in the shell laying process. An exemption notice has been submitted to MMO as required under marine licensing regulations. |
| To continue the Seagoing Assets Review and to introduce into service a second enforcement vessel;                                                                                                                                    |  | Upgrades to <i>FPV John Allen</i> were completed in April 2015, which have resulted in enhanced capability. The contract to build the second enforcement vessel ( <i>FPV Sebastian Terelinck</i> ) was awarded to Redbay Boats following a competitive tendering process. The vessel was completed and delivered following successful sea trials in early September 2015. Following an incident that resulted in extensive damage to <i>FPV Pisces III</i> a replacement vessel will now be required and this will be progressed during the winter months.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

|                                                                                                                                                                                                  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>To ensure that the marine environment is protected from the effect of exploitation by reviewing district wide bio-security measures including management of invasive, non-native species;</p> |  | <p>Work on the Biosecurity Project was planned to start in quarter 2 of the current financial year. The new Marine Environment Officer started in post on 5<sup>th</sup> October 2015 and will assist the Project Officer in this work. There has been an increase in partner activity relating to non-native species (partially in response to new port ballast water regulations); officers will ensure partnership work will be undertaken where appropriate to maximise efficient use of resources.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p>To balance the needs of all within the fishery by assessing the impact of Common Rights Holders activity;</p>                                                                                 |  | <p>Liaison has been undertaken with the county records team to verify the register of rights in common where these rights coincide with European Marine Sites. Officers have used established stakeholder groups in Norfolk and Lincolnshire to introduce the project concept to local holders of rights in common; individuals from within these groups have offered to provide assistance in verifying levels of activity to inform the assessment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <p>To promote sustainable development by reviewing the process to issue WFO Entitlement and explore cost recovery mechanisms</p>                                                                 |  | <p>A review of waiting list for WFO entitlements has been carried out. All 34 individuals who have previously applied (over the last 8 years) for an Entitlement have confirmed that they still wish the application to stand. Given the continued level of demand and the extant pressures within the fishery, it is unlikely that the review of the moratorium on issuing entitlements will be lifted. It may be that if stocks continue to recover the greater stock abundance may enable an increase in effort but this will need to be carefully managed as any issue of further Entitlements will be considered as a permanent allocation would be difficult to subsequently retract.</p> <p>On a wider note, there has been a desire amongst some within the fishing community to hold talks in the autumn with regard to enabling fishing opportunities for both hand workers and those who wish to use suction dredges. Whilst this was welcomed there may have been a change in this position as a consequence of some behaviour within the Wash cockle fishery this year. A review of the management policies aligned to the WFO, the regulatory regime and exploration of cost recovery have been agreed by the Authority.</p> |

| Subordinate Priority                                                                                                                                                | Progress | Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| To influence and shape the national inshore marine management debate and narrative.                                                                                 |          | Through attendance at national meetings and other fora.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| To continue to advance the Authority's understanding of the species, habitats and activities occurring in the district.                                             |          | In accordance with Research and Environment plan 2015-16. Barring the Mussel Regeneration Project, which has been delayed due to reasons mentioned above, the majority of the projects in this plan have either been completed or are currently on schedule.                                                                                                                                                                                                                                                       |
| To engage with marine planning issues, including consultations on marine licences and developments and active participation in Commercial Fisheries Working Groups. |          | <p>47 consultations completed so far this year. Responses to significant consultations now published on the website.</p> <p>Active participation in CFWG for Greater Gabbard and Galloper wind farms, and ongoing liaison with DONG energy, Natural England and Marine Management Organisation with regards to Race Bank wind farm.</p> <p>Notified of new ability of IFCA's to call in marine licence applications for Inquiry where significant concerns exist.</p>                                              |
| To continue to promote the work of Eastern IFCA through outreach events.                                                                                            |          | The programme for this year has been completed with 13 events having taken place. These have included 3 very successful educational events at Primary schools as well as high profile public events such as the Cromer carnival, the Norfolk Food and Drink Festival and the Cromer Crab and Lobster Festival. Whilst individual events have been well received they are very resource intensive and effective measurement of their impact is difficult in terms of the overall context of 'being seen and heard'. |
| As a Directing body contribute to the activities and output of the Association of IFCA's.                                                                           |          | <p>Development of response to Defra tasking to seek financial savings through greater joint working between IFCA's and MMO.</p> <p>Development of revised High Level Objectives.</p>                                                                                                                                                                                                                                                                                                                               |

**Key:**

|  |                    |
|--|--------------------|
|  | <b>Complete</b>    |
|  | <b>In progress</b> |
|  | <b>No progress</b> |

## 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 15

### 22<sup>nd</sup> Eastern Inshore Fisheries and Conservation Authority meeting

27 January 2016

**Report by:** Simon Lee – Senior IFCO (Compliance)  
Simon Howard – Senior IFCO (Marine)

### Marine Protection Quarterly Reports

#### **Purpose of report**

To provide members with an overview of the work carried out by the Marine Protection team and in particular the Area IFCOs and the vessels, *RV Three Counties*, *FPV John Allen* and *FPV Sebastian Terelinck*.

| <b>Area/Vessel</b>             | <b>Officer</b> |
|--------------------------------|----------------|
| Area 1 (Lincs & Kings Lynn)    | Jason Byrne    |
| Area 2 (Norfolk)               | Adrian Woods   |
| <i>RV Three Counties</i>       | Simon Howard   |
| <i>FPV John Allen</i>          | Simon Howard   |
| <i>FPV Sebastian Terelinck</i> | Simon Howard   |

NB Due to sickness absence the Area 3 officer has not been at work for much of the quarter and as such it has not been possible to compile a quarterly report.

#### **Case Files**

2015 saw more case files than has been the case in recent years. These include breaches of Wash Fishery Order 2992 regulations, breaches of whelk management measures and landing under-sized marine organisms. One case is being dealt with by the MMO because it arose from a joint operation. The most notable case involves some nineteen fishing vessels that allegedly fished in a close area during the Wash cockle fishery. All owners and skippers were given a Financial Administrative Penalty and whilst a number accepted this sanction some didn't and they will now be prosecuted in the magistrates' court.

#### **Recommendations**

Members are asked to:

- **Note** the content of the reports

#### **Background documents**

Area Officers and vessel quarterly reports for October to December 2015.

## **Eastern Inshore Fisheries & Conservation Authority**

---

**From:** Jason Byrne Fishery Officer (Area 1)  
**To:** Julian Gregory  
**Date:** 12<sup>th</sup> January 2016  
**Ref:** Quarterly Report Area 1  
**Monthly Report:** Oct, Nov, Dec 2015

---

### **Area 1: Hale Sand – Kings Lynn**

#### **General**

Throughout this quarter fishing activities have included handraking cockles, twin beaming for brown shrimp, potting for crab, lobster & whelks, long lining for Cod, dredging for Mussels off private lays, seed relaying and handraking Mussels off the Welland Wall. Vessel based anglers have been rod & lining in the Humber targeting Cod.

---

### **Port Summary**

---

#### **Saltfleet - Chapel point**

Two signs have been erected on the Horseshoe Point car park for the benefit of bait diggers and the general public making them aware of the closed area for the eel grass. Information from fishers from this area are stating that there has been two Whelk vessels from Grimsby working along this part of the coast. One commercial vessel achieved 19 days potting for Crab & Lobster from this part of the coast, the vessel owner is now in the process of replacing this vessel with another one bought from Southern Ireland and is a Cygnus SF30. (under 10m ). The vessel is still being fitted out.

#### **Skegness – Gibraltar Point**

Vessel based anglers have been fishing the Humber area targeting Cod, also reports have been made to EIFCA about vessels coming down from the Humber and start deploying Whelk pots along the coast. One vessel potted for Crab & Lobster & long lining for Cod throughout this quarter achieving 11 days fishing.

#### **Boston**

The main fishing activity taking place at this Port has been targeted at the handraked Cockle fishery, at the start of the quarter a maximum of 19 vessels were participating but towards the end of the quarter this had reduced down to 11 vessels, throughout the quarter 449 landings were made. One vessel twin beamed for Brown Shrimp managing nine landings, one further vessel fished for Mussels off the Welland Wall and also fished on private lays for marketable Mussels.

#### **Fosdyke**

Yachts have now filled the yard at the marina ready for storage for the winter, one commercial fishing vessel from Boston was lifted out of the water for three days as there was damage to the propeller and cutlass, repairs were made and it was returned back into the water to carry on working the cockle fishery. Vessel based anglers seemed to have wound down as no landings have been reported just questions regarding new Bass legislations.

#### **Sutton Bridge - Wisbech**

One commercial vessel from Kings Lynn port visited the marina for a lift out throughout the quarter as there were problems with the steering and hydraulics, again repairs were carried out and it was returned to the water to carry on working the shrimp fishery. Wisbech marina was used this month by ourselves to lift JA out of the water, no other activity to report of.

#### **Kings Lynn**

At the start of the quarter 23 vessels from this port participated in the handraked cockle fishery totalling 256 landings between them, towards the end of the quarter this cut down to 2 vessels as skippers decided it was time to start twin beaming for shrimps. 21 vessels twin beamed for brown shrimp throughout this quarter totalling in 332 landings between them. One vessel potted for Whelks achieving one trip, one further vessel relayed seed mussel onto private lays bought in from Ramsgate.

---



### Species Summary

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

#### Saltfleet - Chapel Point

|                                      |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of vessel inspections:</b> |                      | 0                         |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Crab                                 | 14,003               | 16,803.00                 |
| Lobster                              | 2,177                | 28,301.00                 |
| Velvet Crab                          | 755                  | 1,132.00                  |

#### Skegness – Gibraltar Point

|                                      |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of vessel inspections:</b> |                      | 0                         |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Crab                                 | 5,595                | 6,714.00                  |
| Lobster                              | 277                  | 4,038.00                  |
| Cod                                  | 175                  | 385.00                    |

#### Boston

|                                      |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of vessel inspections:</b> |                      | 76                        |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Handraked Cockles                    | 854,303              | 351,594.00                |
| Brown Shrimp                         | 3,063.5              | 10,576.00                 |
| Welland Wall Mussel                  | 3,000                | 0                         |
| Lay Mussel                           | 11,500               | 0                         |

#### Fosdyke

|                                      |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of vessel inspections:</b> |                      | 0                         |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| 0                                    | 0                    | 0                         |

#### Sutton Bridge

|                                      |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of vessel inspections:</b> |                      | 0                         |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| 0                                    | 0                    | 0                         |

#### Kings Lynn

|                                      |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of vessel inspections:</b> |                      | 233                       |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Handraked Cockles                    | 481,857              | 203,350.00                |
| Brown Shrimp                         | 198,400.5            | 591,120.00                |
| Whelks                               | 155                  | 139.00                    |
| Relayed Mussel                       | 123,500              | 0                         |

### Potting

#### Crab and lobster

|                                                                |      |
|----------------------------------------------------------------|------|
| Number of pots inside 6nm fished by vessels from within area:  | 1200 |
| Number of pots outside 6nm fished by vessels from within area: | 700  |

#### Bio-sampling of brown crab and lobster

|                                                   |     |
|---------------------------------------------------|-----|
| Number of brown crab measured during the quarter: | 0   |
| Number of lobsters measured during the quarter:   | 0   |
| Number of whelks measured during the quarter:     | 724 |

#### Whelk

|                                                                |     |
|----------------------------------------------------------------|-----|
| Number of pots inside 6nm fished by vessels from within area:  | 100 |
| Number of pots outside 6nm fished by vessels from within area: | 500 |

---

**Non Commercial Activities**

---

**Recreational Sea Anglers (shore based):**

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

**Recreational Sea Anglers (vessel based):**

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

---

**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:**

Vessel training at S/B.  
Thetford Police Station evidence gathering.  
Abrasive Wheel training.  
PETANS Sea survival & Fire fighting.

**Other duties carried out:**

Erected two new EIFCA signs at Horseshoe Point car park.  
Attended TCG meeting.  
Attended STAT meeting at Wisbech.  
Attended PDP at office.  
Attended staff meeting.  
Attended coastal path meeting at Hunstanton.  
Collect cockle samples for EHO.  
On board S/T collecting water samples & sweep run.  
Tabs Head collecting mussel samples for EHO.  
Attended ops meeting at office.  
Attended meeting with fishermen, processors & RSPB.  
Unit A maintenance.  
Marking out new Mussel private lays for fishermen.  
Collect Ouse mussel samples.  
Monitor EMS at Horseshoe Point.  
Lifted JA out of water at Wisbech Marina.

---

**1<sup>st</sup> sale value of different species within this area (£/kg)**

|                   |               |
|-------------------|---------------|
| Crab              | 1.20          |
| Velvet Crab       | 1.50          |
| Lobster           | 13.00 - 16.00 |
| Brown Shrimp      | 2.37 - 3.73   |
| Whelks            | 90p           |
| Handraked Cockles | 37p - 44p     |
| Cod               | 2.20          |

---

---

## Eastern Inshore Fisheries and Conservation Authority

---

**From:** Ady Woods I.F.C.O (Area: Norfolk Coast)  
**To:** J. Gregory Deputy C.E.O  
**Date:** 11<sup>th</sup> January 2016  
**Ref:**  
**Quarterly Report:** October – November - December

---

### Area: Norfolk Coast: Heacham to Great Yarmouth

#### **General**

Unusually throughout this last quarter of the year, things have been busier than normal. This being down to a mixture of circumstances, firstly with the weather remaining mostly settled and mild, this has allowed vessels to continue to fish right up and through the Christmas period, although many vessels did shorten their fleets up during November fearing that they may be caught out if the weather was to deteriorate. Secondly with the prolonged seasons, this has seen more investigations taking place and extra work being created through putting statements, interviews and case files together.

Thirdly, since November we have been an officer down so I've been trying to cover the Suffolk coastline regularly as well.

And finally, with the extra work fitting it into a standard week has been difficult so some TOIL and annual leave has been taken.

#### **The Fisheries**

**Crabs** – With the pre-mentioned mild weather, this fishery has remained in an abundance, catches into November did slow a little but were still ample to allow most vessels to get to sea 2 -3 times a week to turn their gear over.

Catches have ranged from 30kg upto 750kg obviously depending on how many pots have been hauled and how long they have laid.

The majority of the crabs caught around my coast were landed to the Cromer Factory which was crying out for crab leading upto the Christmas break.

**Lobsters** – These maintained constant throughout October and into November, although by the end of November they were few and far between, the price reflected on this and early in December raised to £16/kg with the possibility to rise further as the Lobsters became slower.

**Whelks** – Despite much bad feeling around the introduction of the Whelk Byelaw to help protect the inshore ground, most fishermen who said that they were to Boycott the Byelaw have since turned their thoughts around, and have applied for a permit to fish within our district.

**Netting** – As far as fixed nets go, this quarter has remained relatively quiet, with the fine weather throughout October the water remained to clear, November saw a little wind giving the bottom a good stir and some much needed colour in the water, after this a few Bass were had for a couple of weeks, which heading for December and still catching sizeable Bass is quite uncommon. Normally by this time of year the water temperature has dropped somewhat and only school Bass are about.

As for the drifting fleet early on in this quarter it has been a mixed bag, with catches being inconsistent. On some days vessels have landed with only a bucket of fish after drifting for hours, then the following day everybody has filled up with herring within minutes of shooting their nets, and the market has been swamped seeing the price per kg drop like a brick.

**Angling** – For the angling fraternity, there hasn't been much about at all, a few Bass remained close inshore during October, during November a handful of codling made a show on night tides, other than this it's all been whiting and flatfish. However it's been reported that this year has seen some of the best Dabs to be landed for years, Dabs of a good overall size as well as being thick.

**Emerging Issues** – None at present.

**Wind Farms** – No issues have been reported.

---

## Port Summary

---

### **Brancaster**

For this port it would appear that the last quarter has remained quiet, with gear only being turned over on a handful of occasions.

### **Wells-next-the-Sea**

Wells has changed focus as the months have progressed, initially during October Crab was the target fishery, and however whelk was soon to take over for the preceding months of November and December.

In total of some possible 1104 days this quarter for a dozen vessels, it is claimed that only 151 days at sea were taken.

### **Morston**

No activity has been witnessed at this port.

### **Cley-next-the-Sea**

This beach is currently going through change, it's gone from a once non commercially active beach to a beach that is strewn with boats of both commercial and pleasure. It seems that no happy medium can be found with boats coming and going, two commercial boats here are in the process of changing hands, whilst a new vessel is due here in the coming season.

### **Weybourne**

Two vessels continued to work this unforgiving beach throughout October and into November, although days at sea were becoming less and less. By the end of November one vessel has been removed for some much needed TLC whilst the other still stands on the beach inactive.

### **Sheringham and the Runton's**

Vessels at these ports have remained active throughout, although becoming less regular as the months progress.

### **Cromer**

At Cromer the crab fishing has remained very good, with many vessels targeting what's thought to be next year's crab. For the 14 boats that fish Cromer the majority have continued to fish throughout the quarter, again as everywhere else fishing a smaller fleet of pots with fewer days at sea, in total of some 1200 days available to the fleet, it's claimed that only 74 days were taken.

### **Mundesley to Caister**

This strip of coast once again remains a mystery, with very little activity taking place; it's difficult in a few days to actually catch up with anyone, whom could be fishing at any time of the day.

### **Yarmouth/Gorleston**

One vessel has remained constant fishing from this port, targeting whelks. Another vessel has joined the fleet here and although I believe it is now fitted out ready to start whelking, as of yet it's still to make the push and actually set some pots.

---

## Species Summary

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

| <b><u>Brancaster</u></b>             |                      |  |                           |
|--------------------------------------|----------------------|--|---------------------------|
| <b>Number of times port visited</b>  |                      |  | <b>5</b>                  |
| <b>Number of vessel inspections:</b> |                      |  | <b>0</b>                  |
| <b>Species</b>                       | <b>Landings (kg)</b> |  | <b>Value of catch (£)</b> |
| Crab                                 | 1,500                |  | 4,650                     |
| Lobster                              | 630                  |  | 8,520                     |
| <b><u>Wells-next-the-Sea</u></b>     |                      |  |                           |
| <b>Number of times port visited</b>  |                      |  | <b>11</b>                 |
| <b>Number of vessel inspections:</b> |                      |  | <b>12</b>                 |
| <b>Species</b>                       | <b>Landings (kg)</b> |  | <b>Value of catch (£)</b> |
| Crab                                 | 33,404               |  | 49,369                    |
| Lobster                              | 1,706                |  | 22,281                    |
| Whelk                                | 204,590              |  | 182,085                   |

| <b><u>Morston</u></b>                |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of times port visited</b>  |                      | <b>10</b>                 |
| <b>Number of vessel inspections:</b> |                      | <b>0</b>                  |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Crab                                 | 0                    | 0                         |
| Lobster                              | 0                    | 0                         |

| <b><u>Sheringham</u></b>             |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of times port visited</b>  |                      | <b>10</b>                 |
| <b>Number of vessel inspections:</b> |                      | <b>4</b>                  |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Crab                                 | 745                  | 1,835                     |
| Lobster                              | 22                   | 335                       |

| <b><u>Cromer</u></b>                 |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of times port visited</b>  |                      | <b>12</b>                 |
| <b>Number of vessel inspections:</b> |                      | <b>9</b>                  |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Bass                                 | 157                  | 2,512                     |
| Cod                                  | 18                   | 54                        |
| Crab                                 | 12,390               | 38,409                    |
| Herring                              | 110                  | 110                       |
| Lobster                              | 1,075                | 10,517                    |
| Mackerel                             | 10                   | 20                        |

| <b><u>Cley, Weybourne, E Runton, W Runton, Overstrand, Mundesley &amp; Bacton</u></b> |                      |                           |
|---------------------------------------------------------------------------------------|----------------------|---------------------------|
| <b>Number of times port visited</b>                                                   |                      | <b>50</b>                 |
| <b>Number of vessel inspections:</b>                                                  |                      | <b>13</b>                 |
| <b>Species</b>                                                                        | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Crab                                                                                  | 1,576                | 4,886                     |
| Lobster                                                                               | 379                  | 4,621                     |

| <b><u>Sea Palling</u></b>            |                      |                           |
|--------------------------------------|----------------------|---------------------------|
| <b>Number of times port visited</b>  |                      | <b>2</b>                  |
| <b>Number of vessel inspections:</b> |                      | <b>2</b>                  |
| <b>Species</b>                       | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Crab                                 | <b>650</b>           | <b>2,015</b>              |
| Lobster                              | 31                   | 489                       |
| Whelk                                | 685                  | 609                       |

| <b><u>Caister &amp; Gorleston</u></b> |                      |                           |
|---------------------------------------|----------------------|---------------------------|
| <b>Number of times port visited</b>   |                      | <b>6</b>                  |
| <b>Number of vessel inspections:</b>  |                      | <b>4</b>                  |
| <b>Species</b>                        | <b>Landings (kg)</b> | <b>Value of catch (£)</b> |
| Whelk                                 | 7,180                | 6,390                     |

| <b><u>Potting</u></b>                             |  |       |
|---------------------------------------------------|--|-------|
| <b>Crab and lobster</b>                           |  |       |
| Number of pots declared to be fished inside 6nm:  |  | 2,600 |
| Number of pots declared to be fished outside 6nm: |  | 9,500 |
| <b>Bio-sampling of brown crab and lobster</b>     |  |       |
| Number of brown crab measured during the month:   |  | 0     |
| Number of lobsters measured during the month:     |  | 0     |
| <b>Whelk</b>                                      |  |       |
| Number of pots declared to be fished inside 6nm:  |  | 1,300 |
| Number of pots declared to be fished outside 6nm: |  | 1,500 |

---

**Non Commercial Activities**

**Recreational Sea Anglers (shore based):**

| <b>Number of anglers inspected:</b> |                          | <b>21</b>                  |
|-------------------------------------|--------------------------|----------------------------|
| <b>Locations fished:</b>            | <b>Species targeted:</b> | <b>Average catch (kg):</b> |
| Cley                                | Various                  | 1                          |
| Salthouse                           | Various                  | 1                          |
| Weybourne                           | Various                  | 1                          |
| Cromer Pier                         | Various                  | 1                          |
| Overstrand                          | Various                  | 0                          |
| Mundesley                           | Various                  | 2                          |
| Bacton                              | Various                  | 0.5                        |
| Walcott                             | Various                  | 0                          |
| Cart Gap                            | Various                  | 0                          |
| Caister                             | Various                  | 1                          |
| Gorleston Pier                      | Various                  | 1.5                        |

---

**RV Three Counties**  
**Quarterly Report October – December 2015**

*October*

Mussel surveys took place for most of the month covering all the known mussel beds in the Wash and the coverage looked down in some areas but had gained in other areas. But the amount of spat mussel was low on most of the mussel beds covered in the surveys.

Shark watch survey covered the inner mouth of the Wash. Using the side scan, day grab and camera drops.

*November*

Shark watch surveys continued using the side scan, day grab and camera drops. The survey has been used to build a bigger picture on what sits on the seabed and what sits under the seabed. This will help build a picture of the nursery grounds for the sharks and rays in the Wash.

*December*

Mussel and cockle samples were collected from around the Wash for the EHO/DSP. Water Sweep samples were collected from around the Wash.

**FPV John Allen**  
**Quarterly Report October – December 2015**

*OCTOBER*

John Allen went on patrol covering the Wash and North Norfolk Coast. To check on any fishing activity in and around the EMS sites, it was pleasing to note that at that time there was no untoward activity taking place.

Whilst returning to port both engine alarms sounded resulting in the vessel being lifted out of the water at Wisbech Marina. It was found that both drive legs and the hull had become encrusted with barnacles.

At this time both engines needed a 100hr service and the opportunity was taken to replace the legs and fit a standby set.

*NOVEMBER*

Due to a mixture of illness and staff changes not much activity took place with the vessel.

*DECEMBER*

John Allen was lifted out of the water at Wisbech Marina so the A-frame and dive ladder changes could be set in place for the deployment of side scan and diver operation.

**FPV Sebastian Terelinck**  
**Quarterly Report October – December**

*OCTOBER*

Training took

place using all the sea going staff and Three Counties. Each member of staff was instructed on the method of operation of the throttle system, bucket controls. Three Counties formed part of the training with Sebastian Terelinck moving alongside allowing the boarding crew to climb aboard Three Counties. The process was then reversed and staff climbed back aboard Sebastian Terelinck.

## *NOVEMBER*

The vessel patrolled around the Wash checking on the EMS sites and out and along the North Norfolk Coast round to Suffolk and into the Rivers. Whilst out on the Suffolk River patrols Kent and Essex IFCA joined us for a joint patrol.

A number of Suffolk River patrols took place over the month checking on fishing activities in the river and observations were made of the bait digging activities and dog walkers.

## *DECEMBER*

Due to high number of gales from the South and Southwest the vessel was limited to a Suffolk River patrol. We patrolled for any fishing activity in the rivers, looking for netting and any anglers. At the same time visual observations were made of the bait diggers and dog walkers along the river banks.



## Vision

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



## Information Item 17

27<sup>th</sup> January 2016

### 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 2015, 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

The annual Wash inter-tidal mussel surveys were conducted between September 28<sup>th</sup> and October 31<sup>st</sup>. This involved surveying 20 areas of mussel bed. The results from these surveys have already been reported in a separate paper for this meeting, so will not be detailed here. In summary, though, the majority of the beds are in very poor condition following several years of successive declines. Some of this decline can be attributed to recent poor settlements but is mainly the result of unusually high levels of mortality among 2-3 year-old mussels that have been occurring since 2010. This has left most of the beds composed of ageing populations of older mussels that appear to have survived the mortality events. With few younger mussels surviving on the beds to replace these older stocks, however, the future prospects for the inter-tidal mussel fishery is not good.

In September a brief site visit to the 2014 mussel regeneration project site had indicated the experimental plots had attracted some mussel seed. Following this visit the opportunity was taken during the course of the mussel surveys in October to re-survey these plots in more detail. Again, the results from this survey have been included in the mussel paper prepared separately for this meeting, so are not detailed at length here. Briefly, though, the sites treated with shells were found to support 79 times as many mussels as the untreated control sites. As a high proportion of these were seed that had settled during 2015, and as such were less than 25mm in length, they did not contribute greatly to the biomass of the site at the time of the survey. It is hoped that given another year's growth, however, their biomass will be more significant. Wash Fishery Order funding has been approved by the local Fishermen's associations to continue this

project on a larger scale. It was originally planned to lay cockle shell over a 0.5 hectare area of the Trial Bank mussel bed in May 2015, but this was postponed due to the large quantities of cockle seed that had settled into the area in 2014. Two alternative sites have now been identified close to the Mare Tail and Gat mussel beds. It is planned to lay 100 tonnes of shell into each of these areas in March.

The spread of non-native invasive species is a national concern. For several years officers have been aware that the inter-tidal mussel beds support small populations of Pacific oysters and more recently, slipper limpets. Although at present the populations of neither of these species have risen to problematic levels, there is the potential for them to do so. The opportunity was taken during the Gat mussel surveys to monitor the populations of these two invasive species within the mussel bed. These surveys found that the populations of both species were of a similar size to when surveyed the previous autumn. In the case of the oyster population, which was observed to have suffered high mortalities in 2010, this population is now significantly lower than it had been during an earlier survey in 2006.

During this quarter the Authority has spent time assisting Cefas with their Shark By-Watch UK 2015 project. This project, which has been funded by the European Fisheries Fund (EFF) along with contributions from partner organisations across the UK including the IFCA's, was set up in order to improve knowledge of sharks, skates and rays in terms of commercial fishing activity. EIFCA's contribution towards the project has been to conduct habitat mapping within the Wash as part of The Wash Skate and Ray Fishery field study. This has involved collecting acoustic data using the Side Scan Sonar, ground truthing this data using grabs and underwater cameras and interpreting the data. Our report for this aspect of the project has been submitted to Cefas. By understanding the distribution of such habitats, along with data obtained from fisher-led self-sampling surveys, Cefas hope to gain a better understanding of the spatial abundance and stocks of skate and ray off the Norfolk and Lincolnshire coast and their preferred habitats. This information can then be used to improve the management of these fisheries.

Our involvement with the habitat mapping aspects of the Shark By-Watch UK 2015 project has fitted in well and complemented the other habitat mapping work that we have conducted this year to monitor the protected areas of *Sabellaria* reef and cobble/boulder features in the Wash. The fieldwork for that particular project was completed in September, but extensive work has been conducted this quarter organising, processing and analysing the side scan, underwater video and grab sampling data collected over the course of the year. Time has also been utilised during this period designing and developing a bespoke frame to mount the new sonar camera on. Having designed the frame in-house, its construction has recently been completed by a local fabricator. Testing of the camera and new frame is planned for January.

During this quarter a member of the team working on the fin fish project has spent time responding to requests for information in connection with finfish issues and management, in particular in connection with bass. This has included contributing to the ongoing dialogue with DEFRA concerning proposed bass management measures. A conference and subsequent meeting about saltmarsh management were also attended, in order to raise the awareness to consider of the needs of juvenile finfish and other marine species when considering saltmarsh enhancement/creation schemes. It was accepted by other attendees at these meetings, including participants from the MMO and Suffolk based NGO's and agencies, that these needs can be incorporated more easily at the design phase of these projects than later.

Crustacean research activities have been largely desk based this quarter with attention focused on processing data collected earlier in the year. This has seen the production of bespoke spreadsheets using excel, that streamline the data capture and analysis process. These have been set up to automatically generate summary statistics and organise raw bio-sampling data into a format suitable for modelling and estimating rates of mortality using R statistical software. Capture of data from Monthly shellfish Activity Returns (MSARs) continues, with intentions to set up similar spreadsheets that optimise data capture and analysis of information submitted by the >10m fleet. A member of the team also attended a workshop relating to the Cefas PIECrust (Physical Indicators in the Exploitation of Crustaceans) project which is now at the reporting stage. Proposals were put forward for appropriate ways of disseminating results, including stakeholder events inviting crustacean fishermen from the EIFCA district to attend and discuss the main findings.

Progress with whelk research has stalled recently as there is little fishing activity for this species occurring within the Authority's limits at present. As such the samples needed to determine size of maturity and carry out population analysis and are unobtainable. Despite this, processes for collecting and analysing relevant data has been captured in a standard operating procedure, while spreadsheets and modelling codes have been constructed that will streamline analysis in a manner similar to those created for crustacean research.

As usual, the Authority has continued to collect Environmental Health samples in the Wash on behalf of the local district councils throughout this quarter. In order to reduce the costs this sampling incurs on the local councils, for the past year we have been collecting additional samples from an additional site situated within the River Great Ouse. Because samples from this table can be collected easily from shore, rather than requiring vessel access, if the parallel sampling occurring there proves suitable, it should eventually half the number of sea-days required for conducting this sampling. Unfortunately, during the course of the year, we have encountered a number of problems with this sample site, including the loss of the original table and a number of sample die-offs. These factors will be taken into consideration at the end of the trial period when the suitability of permanently utilising this site is reviewed.

In August one of the Authority's vessels was used by a group of Sea Search divers to deploy a colonisation plate array on behalf of Heriot Watt University and the Natural History Museum. The plan has been to assist the divers to revisit these plates monthly when we service the SWEEP buoy sonde. Unfortunately, inclement weather on each of the planned dates has prevented this from occurring to date.

## **b) Senior Marine Environment Officer's Quarterly Report**

### Introduction

This report provides an update on progress for projects set out in the Research & Environment Plan 2015/16. This report includes a summary of the main pieces of case work, and any ongoing issues arising from this work. The assessment and management of fisheries in marine protected areas (MPAs) remains a key priority for the Authority, and this is reflected in the level of resource applied to this work within the environment team.

The replacement Marine Environment Officer (Data Lead), Greg Brown, started in post on 5<sup>th</sup> October 2015 and was immediately tasked with drafting habitats regulations

assessments under guidance of colleagues in the Environment team, in order to enable the team to continue the high level of outputs required, particularly for the Marine Protected Areas and Consultation work streams.

***EP2015A: Assessment of fishing activities in European Marine Sites, and EP2015E: Development of management measures for fisheries in Marine Protected Areas***

This work remains the key priority for the Environment team, as it directly supports the Authority's fulfilment of obligations relating to MPAs, and must be completed within strict timelines set out by Defra: assessments and implementation of any associated fisheries management measures are to be completed by December 2016. During the quarter, the final suite of assessments of commercial fisheries in European Marine Sites in the Eastern IFCA district has been drafted; these are currently undergoing internal checks before being forwarded to Natural England for consideration and their formal advice. A sub-section of these assessments was undertaken by external contractors Marine Planning Consultants, funded using an additional resource by Defra to assist IFCA's in achieving the Marine Protected Area assessment and management goals by the December 2016 deadline.

Liaison will be undertaken with Natural England in relation to the assessments; there will be a period of verification of conclusions and supporting evidence, before the assessments can be signed off and published. Where adverse effect is identified, new management measures are required and this will form a key task for the Authority during the remainder of the Defra timeline. It is anticipated that any new measures required for the European Marine Sites wholly within the Authority's district will be introduced via the Protected Areas byelaw that was implemented in 2014 and designed to be applied to parts of any site as required (subject to an established consultation process).

During the quarter, it was agreed that the Authority should lead fisheries management within the parts of two straddling sites (i.e. sites that extend beyond 6nm to sea) that are within the district, since updated advice from Natural England identified significant areas of *Sabellaria spinulosa* reef feature in these areas. As a "red risk" feature, management must be applied immediately in order to prevent damage to the feature from towed demersal fishing activity (trawling and dredging). The sites are both Special Areas of Conservation, designated for subtidal sandbanks and biogenic reef; they are Inner Dowsing, Race Bank & North Ridge, and Haisborough, Hammond & Winterton. [Previously it had been agreed that MMO would lead on managing the straddling sites, since the major parts of these sites lie beyond 6nm.] The Eastern IFCA Protected Areas byelaw was not initially designed to apply to straddling sites, and must therefore be amended in order to be used for these sites. Officers are in liaison with the MMO and Defra in relation to this matter.

Subsequent to identifying adverse effect on certain subtidal habitats from the brown shrimp fishery in the Wash & North Norfolk Coast SAC, as reported previously to the Authority, officers have progressed with developing management options to minimise this impact. A management options appraisal was undertaken and presented to the Authority's Regulation & Compliance Sub-Committee in November 2015 (see Agenda Item 8). At time of writing, officers are undertaking an information-gathering exercise to further develop understanding of shrimp fishing grounds within the site. The intention is to develop the required spatial closures that will protect seabed habitats from abrasion and penetration impacts whilst enabling shrimp fishing activity to continue in other parts of the site, thus minimising restrictions on this fishery. It is understood that technical solutions would be preferable to spatial closures in the shrimp fishery, and the Authority

is keen to support the current moves to develop innovative shrimp fishing gear by local vessel owners. However, as the adapted gear is not yet proven and must therefore be subject to testing (with monitoring of feature recovery), it cannot be used at this stage in place of spatial closures.

It is intended to host a second shrimp meeting (following the well-attended workshop in July 2015) to present shrimp fishery management plans, including the spatial closures, in March 2016.

As reported at the last Authority meeting, the National Federation of Fishing Organisations (NFFO) commissioned a shadow assessment of the impacts of shrimp beam trawling in the Wash & North Norfolk Coast. The work was undertaken by marine environmental consultants ABPmer and Ichthys Marine, and the report was due to be released in January 2016. A workshop was held in November to discuss the findings of the work; stakeholders including fishing industry representatives, environmental NGOs, statutory conservation bodies, IFCAs and MMO were invited to comment on the methodology and findings. The assessment identified vulnerability to abrasion and penetration impacts for certain biotopes (habitats occupied by particular species), but did not commit to a conclusion of "adverse effect" or otherwise, stating that the competent authorities should make such judgements. The detail of the report is currently being considered.

Following the completion of the fisheries assessments, monitoring and control plans will be developed for European Marine Sites to demonstrate how levels and types of fishing activity will be kept under review, and when management interventions could be triggered. This is particularly important for sites where fishing activity evidence is less robust.

Once again, Eastern IFCA officers have continued to participate in national co-ordination of the assessment and management of fisheries in marine protected areas, through the national Working Group and Offshore Sites (i.e. straddling 6nm) meetings; the IFCA Technical Advisory Group and the Association of IFCAs; and have maintained liaison with Natural England and Marine Management Organisation at the national and local level. The Authority was represented at the project Implementation Group in November 2015, during which a presentation was given on the Wash shrimp assessment and development of mitigation measures. Useful discussions were held with Defra, environmental NGOs, fishing industry representatives and other IFCAs in relation to fishery assessment and enforcement of fishery management measures.

During the quarter, comments were provided to the Marine Conservation Society on their "MPA Reality checker" – a web-based tool designed to show the different levels of protection applied to MPAs in different IFCA districts. It was felt that the tool was not helpful in comparing IFCAs as it did not offer any explanation of reasons for variation; there was also a problem with the baseline figures used for habitat extent being different from figures provided to the Authority. The Marine Conservation Society took on board the comments provided by the Authority and agreed to amend the tool to ensure the figures used matched those used by IFCAs in developing their MPA management.

Eastern IFCA officers continue to maintain involvement with the local Marine Protected Area management groups for the Wash and North Norfolk Coast, and for the Stour & Orwell Estuaries. These groups support relationships between relevant authorities, local site managers and stakeholders, which are invaluable in identifying the most relevant feature and activity evidence to inform assessments.

### ***EP2015B: Assessment of fishing activities in Marine Conservation Zones***

A single Marine Conservation Zone has been proposed for designation during Tranche 2 of the process – the Cromer Shoal Chalk Beds. It is planned to assess fishing activities in this area later in the year – this proposed site has not been prioritised because Tranche 2 Marine Conservation Zones have not been included in Defra's Revised Approach (see above) and as designation has not been confirmed at time of writing (a Defra announcement on Tranche 2 MCZ designations is anticipated in January 2016). Liaison will continue with both the North Norfolk FLAG (Fisheries Local Action Group) and the Wash & North Norfolk Coast North Norfolk Advisory Group, to enable engagement with fishing representatives regarding the development of any fisheries management measures required for this site.

### ***EP2015H: Eastern IFCA input to consultations on marine developments***

The Eastern IFCA district is subject to a large number of marine and coastal activities that are regulated through the issuing of consents by authorities such as the Marine Management Organisation, Environment Agency, Defra and the Authority itself. The Authority continues to emphasise Marine Plan policies relating to fisheries and marine protection when responding to informal and formal consultations.

During the last quarter (October-December 2015), a total of 9 responses were produced by the environment team. These included responding to a consultation from EU Maritime Affairs and Fisheries about International Ocean Governance. District-specific consultations included MMO licence applications for the re-development of a pier at Woolverstone Marina in the River Orwell, and pre-sweeping and clearance of unexploded ordnance at the Dudgeon Offshore Wind Farm (OWF) off the North Norfolk coast. On-going consultations have included those relating to the discharge of pre-construction licence conditions for Race Bank OWF.

The Race Bank OWF project continues to be contentious for fishing interests. This project was consented in 2012; construction is due to commence in 2016. The Authority raised objections to the initial proposal primarily because of potential impacts on breeding crab populations in the Race Bank area (approx. 15 miles north of the north Norfolk coastline), and also in relation to impacts relating to cable burial through sensitive habitats, including cockle beds and lobster grounds, in the Wash. The Authority continues to maintain close dialogue with Dong Energy, MMO and Natural England about this OWF development.

The environment team also considered three applications for dispensation from Eastern IFCA byelaws for scientific purposes. One was from Cefas and two from the Environment Agency. Two applications did not require a dispensation whilst the other one required dispensation. As the project was to take place within designated or recommended marine protected areas, the Authority sought Natural England's advice before granting the dispensations. No fisheries or conservation objections were raised so the derogations were granted.

### ***EP2015D – Community Voice (Common Ground) project***

External funding was been confirmed for this project, which is being led by the Marine Conservation Society and run in partnership with the Authority and the Wash and North Norfolk Coast European Marine Site project. As reported at previous Authority meetings, the objectives of the community voice are to gather opinions on marine protected areas from a diverse range of local people, using innovative interview and video techniques – and in so doing, to identify common values for management of the marine environment.

The outputs, to include a video documentary, will support the Authority in producing Impact Assessments for MPA-related regulations, as well as in gauging a wider understanding of stakeholder values throughout the district.

Information about the project has been circulated internally and at stakeholder meetings, in preparation for the next stage of the project, i.e. stakeholder interviews, and invitations to participate and/or to nominate potential interviewees have been given. Stakeholders from the Advisory Groups of the Wash & North Norfolk Coast European Marine Site have expressed interest in participating in the project, following an introduction to the project at meetings during this quarter, and potential participants are to be drawn from across the Districts three counties. A draft interviewee list has been developed and an interviewee guide has also been drafted. The first round of interviews has been programmed to take place in Suffolk during February 2016; subsequent interviews for Norfolk and Lincolnshire are planned for March and April 2016. After the delayed start (as confirmation was awaited for external funding during summer 2015) the project is projected to extend into the next financial year; this will be factored into planning for 2016/17.

### ***EP2015C – Assessment of Common Rights Holders activities in Marine Protected Areas***

Work on this project has been progressed during the quarter. Analysis is currently underway to identify:

- the number of common rights with fisheries related 'particulars';
- the number of current common rights holders registered; and
- the number of potential future common rights holders (to establish maximum potential impact);

for areas of common land which coincide with EIFCA Regulatory Notice protected areas. Following an introduction to this project at the recent advisory group meetings for the Wash and North Norfolk Coast European Marine Site, a meeting has been arranged with common rights holders who have agreed to assist the Authority in understanding the levels of activity in relation to common rights on parts of the north Norfolk coast. The Authority is working in partnership with Natural England in order to ascertain levels of traditional activities (including common rights activities) in the area, as Natural England work to update their conservation advice for the Wash & North Norfolk Coast European Marine Site.

### **Financial implications**

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

### **Publicity**

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

### **Background documents**

1. Eastern IFCA Research & Environment Plan 2015/16

## 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

### Authority update of HR activity – January 2016

**Report by:** Nichola Freer, Head of HR

#### Purpose of report

To inform members of the progress of the HR plan to 2018 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

#### Background

The Head of HR took up post in 2012 and developed a 3 year strategic plan of the key HR activity required to support the achievement of Defra's high level objectives. This plan has been successfully delivered and as such a further strategic plan has been developed during quarter one of this year to support the delivery of required HR activity to 2018. This report gives an overview of current activity in support of this plan.

#### Update of specific activity

##### Development of capability

Following a very successful workshop attended by line managers which helped them to develop their presentation skills, we invited the training company back to deliver the same course to the research and environment teams.

This population do / will be expected to deliver presentations to external stakeholders during the course of their work with EIFCA. The feedback received from the team who attended the course was very positive and will go a long way to supporting clear, timely and professional presentations going forward.

##### Temporary appointment

Due to personal matters, one of our administrative Officers temporarily reduced their working hours earlier in the year for the foreseeable future. A decision was recently taken to recruit a temporary person to cover the reduced hours.

I am pleased to confirm the temporary appointment of Zoe Tinkler, who joined us on 3 December 2015. Zoe will be leading the completion of the new EIFCA website and will give administrative support as and where required. Zoe is initially on a 6 month contract, to be reviewed alongside our permanent officer's current circumstances.

##### Resignation of an Officer

One of our marine protection team Officers, holding the role of IFCO & Mate, tendered their resignation and left the Authority in November 2015.

As the executive team have done with all previous resignations during the last year, we have taken the opportunity to review the operational requirements before deciding upon whether a like for like replacement is necessary. Looking at this alongside the marine



protection review, a decision was taken to replace the role with an IFCO grade 5, which allows more supportive ways of working of the marine protection team that are flexible, demonstrate best value and are adaptable to support any changes to operational direction.

Job description review

An exercise is currently being undertaken to review the job descriptions within the marine protection function.

The current job descriptions were written in 2012 and support a legacy structure of working which does not support the current climate, desire, and external influences to work more flexibly and to be team focussed.

It is anticipated that the review will see some modification to the job descriptions which will support the requirement for a team based, flexible approach to marine protection. No major impact is foreseen as a result of this review.

Grant application update

I can confirm that we have now secured the services of a specialist team within Guardline to complete work on behalf of the EIFCA environment team to ensure the overall MPA project is completed within the given timescale. Guardline are considered to be the most appropriate best fit organisation to carry out this work to our standard.