



ANNUAL PLAN 2020 to 2021



Southern Inshore Fisheries and Conservation Authority

Unit 3, Holes Bay Park, Sterte Ave West, Poole, BH15 2AA

Web: www.southern-ifca.gov.uk

Tel: 01202 721373



Contents

Overview	5
The Southern Inshore Fisheries and Conservation Authority District.....	6
Duties	7
Membership of the Southern Inshore Fisheries and Conservation Authority	8
Organisational Structure	9
The IFCA Vision	9
Success Criteria and Performance Indicators.....	10
Success Criterion 1: IFCAs are recognised and heard, balancing the economic needs of the fishery whilst working in partnership and engaging with stakeholders.....	11
Success Criterion 2: IFCAs implement a fair, effective and proportionate enforcement regime	15
Success Criterion 3: IFCAs use evidence based and appropriate measures to manage the sustainable exploitation of sea fisheries resources and deliver marine environmental protection within their districts	19
Success Criterion 4: IFCAs have appropriate governance in place and staff are trained and professional.....	22
Success Criterion 5: IFCAs make the best use of evidence to deliver their objectives	26
Southern IFCA working with partners	29
Risk Management Strategy	30
Feedback.....	31
Southern IFCA - Budget 2020/2021	32

Introduction

The Southern IFCA Annual Plan for 2020 to 2021 sets our focus and priorities for the forthcoming financial year. The plan identifies the key resources and activities of the IFCA and is in response to the many opportunities that exist to support the sustainable management of the coastal waters of our District.

Southern IFCA has clearly defined duties to manage sustainable fisheries and conserve the wider marine environment within the coastal waters of Hampshire, Dorset and the Isle of Wight. This annual plan outlines our intended actions over the year as an organisation; how we will continue to shape inshore management for the future in the District and contribute towards the Government's Marine Policy Statement which includes the objectives of:

- Achieving a sustainable marine economy
- Ensuring a strong, healthy and just society
 - Using sound science responsibly
 - Living within environmental limits
 - Promoting good governance

In contributing the objectives of the Government's Marine Policy Statement through our local governance and accountability we have, through this plan, established locally agreed priorities. These respond to the needs of local communities and benefit the marine environment and coastal economy.

The general format of the 2020/2021 Annual Plan remains consistent with previous years, providing a guide for work streams during the forthcoming year.

The plan also highlights how the training and development of the authority's officers and members is incorporated into the delivery of its own local performance indicators and objectives and ultimately the national vision to:

“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”

Over the next twelve months and beyond we will build and extend our partnerships and continue to work with local businesses and communities to deliver this vision.

Overview

The Southern Inshore Fisheries and Conservation Authority (Southern IFCA) was created under Section 150 of the Marine and Coastal Access Act 2009 (MaCAA)¹ and was fully vested on 1st April 2011. The IFCA District was created under Section 149 of the Act.

Under section 177 of MaCAA, every IFCA is required to produce an Annual Plan. This Annual Plan forms part of the evidence-based management process and allows local bodies, local communities and key delivery partners the opportunity to see the issues that the IFCA are facing in the coming year and the ways in which they will work towards resolving those issues. The information contained in this Annual Plan will link to the Southern IFCA Research and Evidence Plan and will reflect the new IFCA responsibilities for management of European Marine Sites and the development of risk-based enforcement strategies.

The process of how the IFCA vision is linked to success criteria and, at the most detailed level, staff work objectives is demonstrated in Figure 1.



Figure 1: Process by which IFCA success criteria feed into work objectives

¹ Marine and Coastal Access Act (2009), HMSO, London, p.104, <http://www.legislation.gov.uk/ukpga/2009/23/contents>

The Southern Inshore Fisheries and Conservation Authority District

The Southern Inshore Fisheries and Conservation Authority District stretches from the Devon/Dorset border in the West to the Hampshire/Sussex border in the East. The District covers the combined areas of the relevant councils as well as the entire Dorset, Hampshire and Isle of Wight coastline out to 6 nautical miles from baselines. The extent of the District and its neighbouring IFCAs are shown in Figure 2.

The fisheries within the Southern District are very important contributors to the local economy and the character of the coast in the region. There are 400 registered commercial fishing vessels in the District and it is estimated that there are 150 craft operating as angling/diving charter vessels. In addition, there are countless private recreational angling craft operating throughout the area, whilst the beaches, marinas and piers along the coastline are nationally important for sea angling. The commercial and recreational fishery is vital to coastal communities within the District.

Map of the District

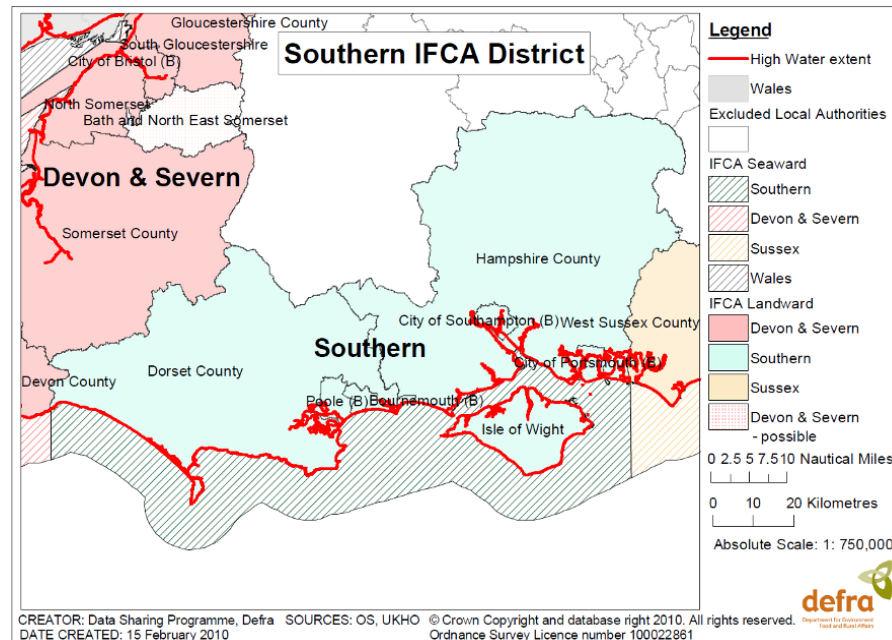


Figure 2: Extent of Southern IFCA District

Duties

Domestic Legislation

The primary duties for Southern IFCA are set out within the Marine and Coastal Access Act, 2009. In summary sections 153 and 154 require the IFCA to

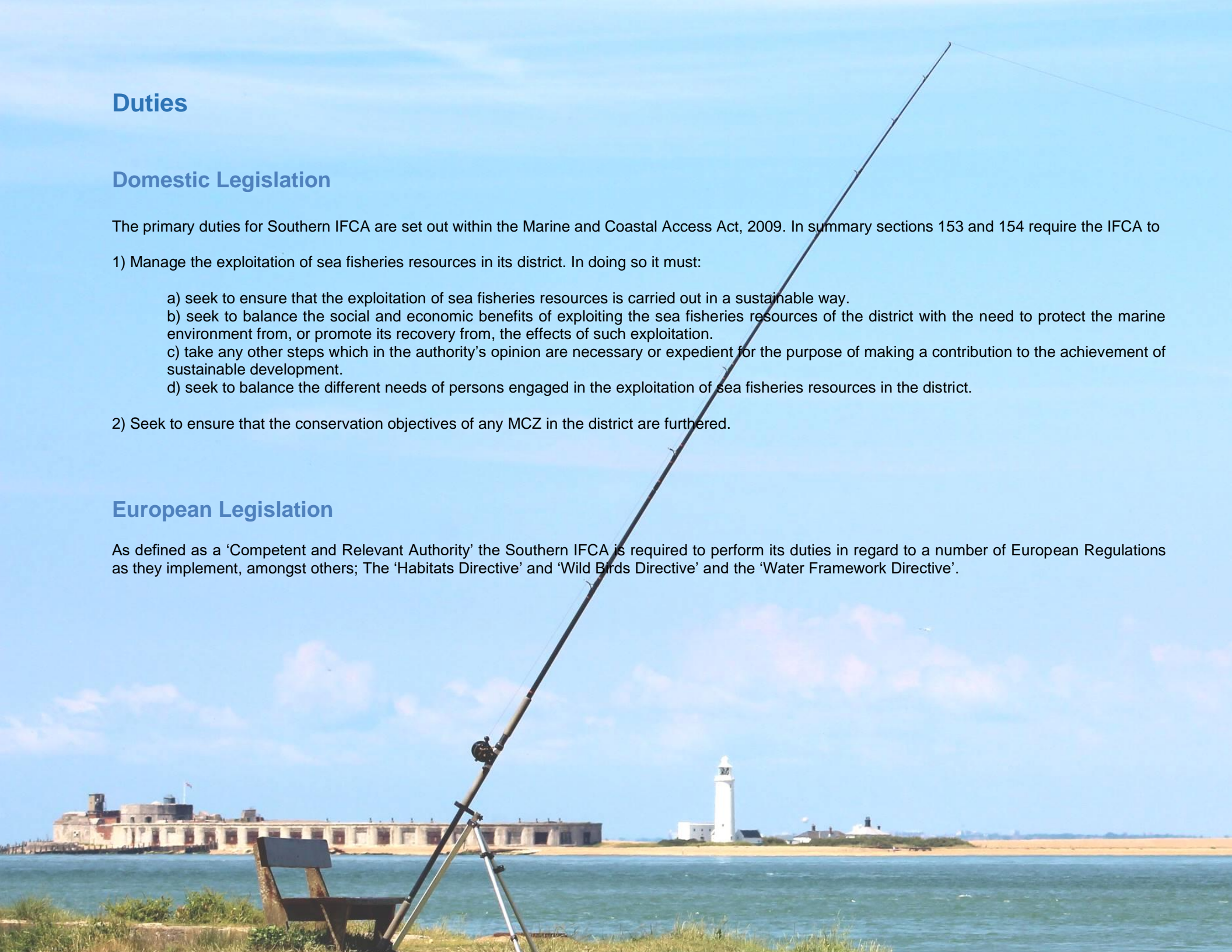
1) Manage the exploitation of sea fisheries resources in its district. In doing so it must:

- a) seek to ensure that the exploitation of sea fisheries resources is carried out in a sustainable way.
- b) seek to balance the social and economic benefits of exploiting the sea fisheries resources of the district with the need to protect the marine environment from, or promote its recovery from, the effects of such exploitation.
- c) take any other steps which in the authority's opinion are necessary or expedient for the purpose of making a contribution to the achievement of sustainable development.
- d) seek to balance the different needs of persons engaged in the exploitation of sea fisheries resources in the district.

2) Seek to ensure that the conservation objectives of any MCZ in the district are furthered.

European Legislation

As defined as a 'Competent and Relevant Authority' the Southern IFCA is required to perform its duties in regard to a number of European Regulations as they implement, amongst others; The 'Habitats Directive' and 'Wild Birds Directive' and the 'Water Framework Directive'.



Membership of the Southern Inshore Fisheries and Conservation Authority

APPOINTED BY CONSTITUENT AUTHORITIES

Cllr Mr J Savage
Cllr Mr M Winnington
Cllr Mrs A E McEvoy BSc (Hons.)
Cllr Mr M White
Cllr Mr R Hughes
Cllr Mr M Roberts
Cllr Mr J Hobart
Cllr Mr P Miles
Cllr Mr R Rocca

Southampton City Council
Portsmouth City Council
Hampshire County Council (Vice Chairman)
Hampshire County Council
Dorset Council
Dorset Council
Isle of Wight Council
BCP Council
BCP Council

APPOINTED BY THE MARINE MANAGEMENT ORGANISATION

Prof. J Humphreys
Dr A Jensen
Mr R Stride
Dr S Cripps
Mr N Horsman
Mr S Kershaw
Mr T Legg
Ms L MacCallum
Mr G Wordsworth

Chairman
Chairman of the Technical Advisory Committee
Vice Chairman of the Technical Advisory Committee

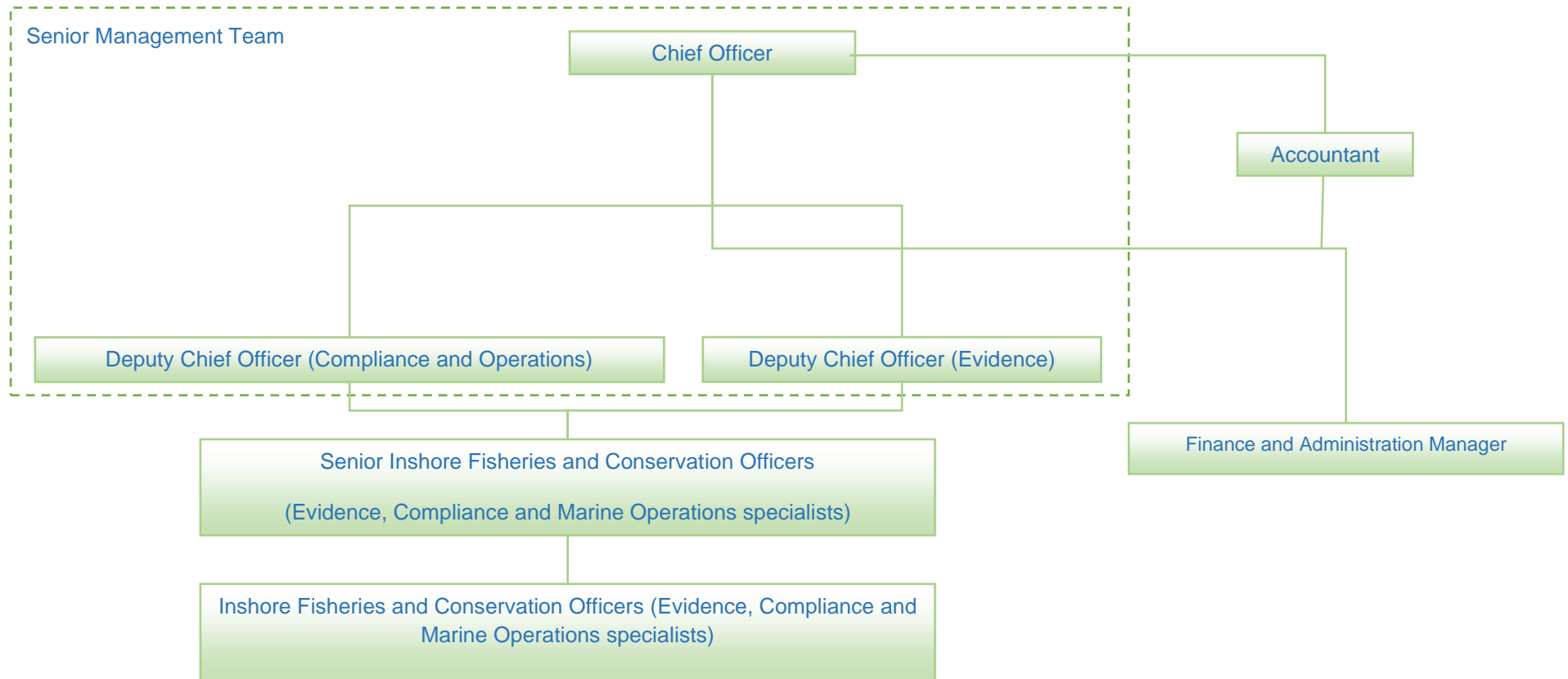
REPRESENTATIVES OF PARTNER AUTHORITIES

Dr K Sims
Dr R Morgan
Ms R Irish

Environment Agency
Natural England
Marine Management Organisation

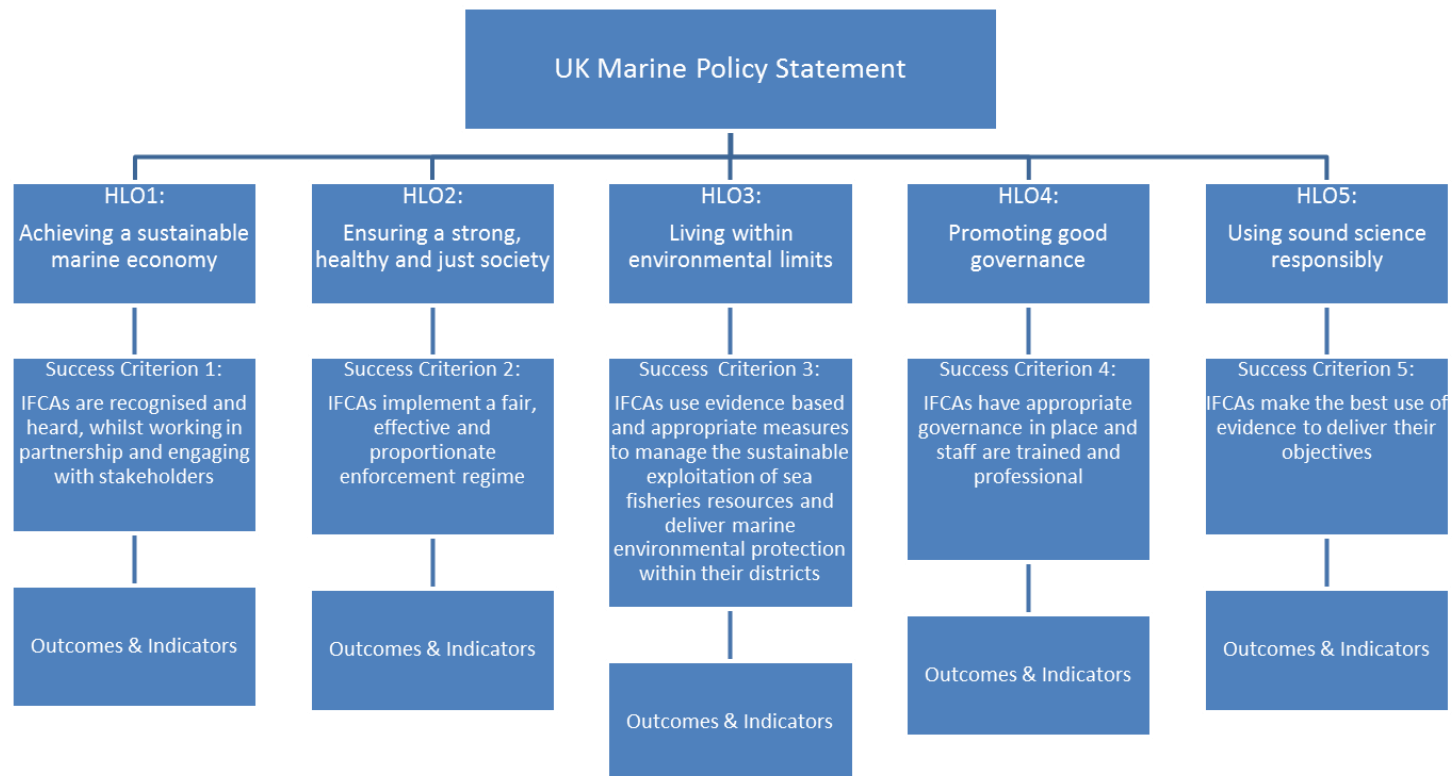
Organisational Structure

Southern Inshore Fisheries and Conservation Authority Members



Success Criteria and Performance Indicators

The next section shows the high-level objectives and associated IFCA Success Criteria with the expected outcomes and agreed performance as well as an indication of how these performance indicators will be delivered in 2020/21.



Success Criterion 1: IFCA's are recognised and heard, balancing the economic needs of the fishery whilst working in partnership and engaging with stakeholders

Definition:

IFCAs will be visible, respected and trusted regulators within coastal communities and will maintain and deliver a strategy to communicate their vision and duties effectively. IFCAs will engage with policy makers, industry, Non-Governmental Organisations (NGOs), recreational and commercial users; and other regulators. They will work jointly and collaboratively with partner organisations across boundaries; will participate and contribute to the development and implementation of regional and national marine policy, including the marine planning regime; will take long-term strategic decisions and manage risks effectively. IFCAs may maintain a national body to co-ordinate the activities of authorities that are party to arrangements.

Outcomes	Indicators
<ul style="list-style-type: none"> The IFCA will maintain and implement an effective communication strategy. The IFCA will maintain its website, ensuring public access to current fisheries and conservation information for the District, including management requirements and byelaws. Non-reserved IFCA Committee papers will be published. The IFCA will contribute to co-ordinated activity at a national level. The IFCA and its principal partners will have a clear understanding of roles and responsibilities. Memoranda of Understanding with the MMO, Natural England, Environment Agency and Cefas will be maintained. Opportunities for greater efficiencies, effective joint working and collaboration will be explored and implemented when feasible. 	<ul style="list-style-type: none"> SC1A: The IFCA will maintain a database of stakeholder contacts that will have been reviewed and updated by 31 March each year.
	<ul style="list-style-type: none"> SC1B: The IFCA will have completed a review of its communication strategy and implementation plan by 31 March each year.
	<ul style="list-style-type: none"> SC1C: The IFCA will have reviewed its website by the last working day of each month.
	<ul style="list-style-type: none"> SC1D: The IFCA will have reviewed its website and ensured it meets the objectives of its communication strategy, by 31 March each year.
	<ul style="list-style-type: none"> SC1E: The IFCA will have reviewed all of its Memoranda of Understanding (MoU) by 31 March each year. There will be a clear plan in place to update MoUs where necessary, to an agreed timescale.
	<ul style="list-style-type: none"> SC1F: By 31 March each year, the IFCA will have participated appropriately, proportionately and at the right level of delegation, in regional and national fisheries and conservation activity identified in the annual plan.

Success Criterion 1 Action Plan and Key Priorities

In accordance with our communication plan we have established the following targets.

Action	Rationale	Key Performance Indicator
SC1 20/21 – 1 Attend community events	Utilising the shared interpretation trailer, and in combination with partners, deliver high exposure at large events where key messages can be passed on to a wide variety of stakeholders, including the public. The intention is to achieve a spread across the district. Attendance at community events represents the largest resource requirement and, as such, it is proposed that the number of events attended is maintained in 2020/21.	SC1 20/21– 1a. Number of community events attended SC1 20/21 – 1b. Number of attendees at the events
SC21 20/21– 2 The Southern IFCA website will be refreshed and redesigned.	The website is a key source of community engagement which requires only moderate levels of resource input. Stakeholders are known to use the website to stay updated on inshore fishing developments including formal consultations. A redesigned website will improve stakeholder's engagement and will be regularly updated with high quality content. It is intended that regular website updates combined with associated updates on social media will be more effective than the e-newsletter. Resource allocated to the e-newsletter would therefore be more effectively deployed in creating website content.	SC1 20/21 – 2a. A new website provides improved engagement SC1 20/21 – 2b. Website is refreshed at least monthly SC1 20/21 – 2c. Number of website visits
SC1 20/21 – 3 Use social media posts in conjunction with website updates, to deliver key updates to the community	Social media can have a disproportionately large engagement effect given the relatively limited resource needed. Social media posts will be used to augment the effect of attendance at community events, educational establishments and website updates. In addition, posts will be used to pass on crucial information in relation to developments in the inshore sector (e.g. new regulation) and to publicise 'good news stories'.	SC1 20/21 – 3a. Number of followers on Twitter and Facebook increases by 10% SC1 20/21 – 3b. Instagram account is created and number of followers / likes is reported SC1 20/21 – 3c. Number of posts on social media is monitored and increases SC1 20/21 – 3d. Reach of social media is monitored and benchmarked.

SC1 20/21 – 4 Maintain the stakeholder database	<p>Maintaining an up-to-date stakeholder database is crucial to stakeholder engagement. Some of the most important messages are still passed on to fishers through personal engagement or via letter.</p> <p>Whilst Southern IFCA aims to promote electronic engagement with stakeholders, fair and comprehensive engagement can only be achieved through utilising all available tools.</p>	<p>SC1 20/21 – 4a. A database is held & maintained of all commercial registered fishing vessels.</p> <p>SC1 20/21 – 4b. All newly permitted vessels receive details of byelaws and details of methods of engagement with the Authority and its officers.</p>
SC1 20/21 – 5 Supporting Compliance	<p>The Compliance Team utilise monthly risk profiles to set priorities both in enforcement and engagement at the TCG meeting each month. Given the level of exposure IFCOs get with stakeholders (particularly fishers), the utilisation of IFCOs to deliver key messages represents a key mechanism for engagement.</p> <p>When significant changes to regulations are introduced, they are supported by a communications package.</p>	SC1 20/21 – 5a. 100% of significant changes to local regulations are supported by an effective communication plan.
SC1 20/21 – 6 Supporting Engagement with Community Groups	<p>Southern IFCA hosts the South Coast Fishermen's Council, the Recreational Anglers Strategic Group and the newly formed South Coast Marine Environment Group. These groups provide essential two-way communication with these important sectors.</p> <p>We will continue to support the groups, provide feedback to and from the Authority regarding key decisions and increasingly encourage engagement between the sectors.</p> <p>We will provide detailed information to these groups on any regulatory development and seek their feedback.</p>	<p>SC1 20/21 – 6a. at least twelve meetings of the groups in the year and each will be attended by relevant officers of the Authority</p> <p>SC1 20/21 – 6b. minutes of the groups are reported back to the IFCA</p>
SC1 20/21 – 7 Engaging local press	<p>We shall promote our work through news releases and accompany, where appropriate, outcomes of prosecutions with press releases aimed at the local media.</p> <p>We shall promote good news stories, where appropriate, to support the sustainable fisheries in the District and promote awareness of local fisheries actions.</p>	<p>SC1 20/21 – 7a. Number of press releases in relevant local and national press</p> <p>SC1 20/21 – 7b. details of press coverage are reported in the annual report</p>
SC1 20/21 – 8 Engaging Community Groups	<p>We shall work through the Dorset Coast Forum and the Solent Forum to engage widely with the community.</p> <p>We shall proactively attend relevant community interest groups (angling clubs, fishing associations, environmental interest groups) to promote the work of the IFCA and engage with and seek feedback from those groups.</p>	<p>SC1 20/21 – 8a. Attendance at the coastal forum</p> <p>SC1 20/21 – 8b. Number of external stakeholder groups attended relevant to management of sustainable inshore fisheries</p>

	The Fishermen's college is based in Dorset. The college provides training for new entrant fishermen and experienced fishermen alike. We enjoy a positive relationship with the college which we shall aim to support through the provision of information on inshore fisheries management.	SC1 20/21 – 8a. Training materials for the south coast Fishermen's College on the management of inshore fisheries
SC1 20/21 – 9 National Policy Fora	We shall proactively engage with national forums to support the development of policy in sustainable inshore management. In particular we shall support colleagues in DEFRA in the development of the Fisheries Bill to ensure inshore fisheries management needs are accommodated. We shall support the implementation of the 25-year environment plan.	SC1 20/21 – 9a. Number of national groups attended relevant to the management of sustainable inshore fisheries
SC1 20/21 – 10 Promoting sustainable aquaculture	Southern IFCA manages extensive shellfish aquaculture areas. The role of IFCAs in managing aquaculture is developing and has the potential to develop in accordance with emerging local and national strategies. We shall promote the role of Southern IFCA in sustainable aquaculture development in the District.	SC1 20/21 – 10a. Relevant materials to promote the role of Southern IFCA are produced and presented in relevant formats and forums including the IFCA website.
SC1 20/21 - 11	The local Memorandum of Understanding will be reviewed with: the MMO, Natural England and the Environment Agency. We will seek to establish where necessary other relevant MoUs with other partners; these will be reviewed as necessary.	SC1 20/21 – 11a EA Local MoA refreshed. Work through AIFCA to update and refresh national MoA's.

Success Criterion 2: IFCA's implement a fair, effective and proportionate enforcement regime

Definition:

The IFCA enforcement regime is risk-based, makes appropriate use of intelligence, meets legislative standards and complies with the Regulators Code. It should make effective use of the resources available to regulators; complement and align (if possible) with the regimes in adjacent IFCA Districts as well as management by other organisations including the MMO and Environment Agency. Consistency and fairness is important. Regulatory compliance is promoted. Enforcement action is carried out by trained, professional officers working to clear standards of conduct.

Outcomes	Indicators
<ul style="list-style-type: none"> The IFCA will publish its enforcement risk register and strategy, clearly setting out its approach to achieving regulatory compliance and potential sanctions that may be applied for infringements and/or offences. The IFCA will have developed consistency in regulations (byelaws) with other organisations The IFCA will manage operational activity (e.g. through a Tasking & Co-ordination Group) and capture, record, evaluate and disseminate intelligence that is compatible with partner organisations. It is engaged in joint working with partner organisations. Warranted Inshore Fisheries and Conservation Officers (IFCOs) will be trained and accredited to nationally agreed standards. They will maintain professionalism and make appropriate interventions to deliver efficient, effective enforcement activity. 	<ul style="list-style-type: none"> SC2A: The IFCA will ensure its enforcement risk register and strategy are published and available on its website from 1 April each year.
	<ul style="list-style-type: none"> SC2B: The IFCA will demonstrate in its Annual Report how it has worked with other regulators to achieve consistent quality, application and enforcement of management measures.
	<ul style="list-style-type: none"> SC2C: The IFCA will compile records of enforcement activity in a standard format; provide them to the National Inshore Marine Enforcement Group (NIMEG) and publish them on its website.
	<ul style="list-style-type: none"> SC2D: The IFCA will adopt the national Code of Conduct for IFCOs, which will be reviewed annually and published on its website by 1 April.
	<ul style="list-style-type: none"> SC2E: The Code of Conduct for IFCOs is reflected in work objectives and annual appraisals for all Warranted Officers.
	<ul style="list-style-type: none"> SC2F: Warranted Officers attain accreditation. All undertake Continuing Professional Development (CPD)

Success Criterion 2 Action Plan and Key Priorities

In accordance with our compliance plan we have established the following targets:

Action	Rationale	Key Performance Indicator
SC 2 20/21 – 1 Risk Register	The Southern IFCA risk register will be updated every six months and along with the strategy published on the website.	SC 2 20/21 – 1 Risk Register Updated and Published on Website.
SC 2 20/21 – 2 Annual Report	The Southern IFCA Annual Report will include details of joint working as well as relevant specific examples of this through case studies. Progress against the MMO/IFCA joint working '6-point plan' will be included.	SC 2 20/21 – 2 Annual Report approved by Authority and published.
SC 2 20/21 – 3 Code of Conduct for IFCOs	The Code of Conduct will be adhered to and reviewed internally and outcomes fed into the National Inshore Marine Enforcement Group (NIMEG).	SC 2 20/21 – 3 We will ensure that the Code will be incorporated into the IFCOs 6 monthly appraisals.
SC 2 20/21 – 4 Intel. led risk-based enforcement	We will continue to maintain an intelligence led, risk-based approach to enforcement.	SC 2 20/21 – 4 Bi-weekly Tactical Coordination Groups (TCG) direct compliance operations.
SC 2 20/21 – 5 Training	Southern IFCA will retain a leading role in the delivery of national training and Continuing Professional Development (CPD). This will form part of the IFCOs 6 monthly appraisals.	SC 2 20/21 – 5a Annual report will detail Southern IFCAs contribution to national training. SC 2 20/21 – 5b All IFCOs 6 monthly appraisals incorporate CPD targets.
SC 2 20/21 – 6 Intelligence Reports	We will maintain and enhance our intelligence system.	SC 2 20/21 – 6 Number and trends in Intelligence Reports collated and outcomes informs TCG.
SC 2 20/21 – 7	We will compile records of enforcement activity in a standard format; provide them to the National Inshore Marine Enforcement Group (NIMEG) and publish them on its website.	SC 2 20/21 – 7 Annual report will include trends in: Inspections at sea Vessel patrols Fishing vessel boarding Fishing gear inspections Inspections ashore or in port Shore patrol Port visits Premises inspections

		Fish/shellfish landing inspections Other inspections
SC 2 20/21 – 8 Investigation outcomes	The IFCA will compile records of Investigation Outcomes in a standard format; provide them to the National Inshore Marine Enforcement Group (NIMEG) and publish them on its website.	SC 2 20/21 – 8 Verbal Warnings/advisory letters Case files generated Formal written warnings Formal cautions FAPs offered Individual/companies prosecuted
SC 2 20/21 – 9 Enforcement risk register and strategy	We will review our risk register and strategy and make the documents available on our website by 1 April each year.	SC 2 20/21 – 9 On or before 1 April a reviewed Enforcement Risk Register and Compliance Strategy will be published on our website
SC 2 20/21 – 10 Tactical Coordination Group	We will hold bi-weekly Tactical Enforcement Group (TCG). With reference to the implementation of the Risk Register and Compliance Strategy we will analyse risks using up to date intelligence products and deploy our enforcement and compliance assets to address identified risks.	SC 2 20/21 – 10a Bi-weekly TCGs direct compliance and enforcement activity. SC 2 20/21 – 10b Intelligence products are appropriately graded and actions taken in response to identified risk.
SC 2 20/21 – 11 Joint Working	We will work with our partners (including but not limited to Police, the MMO, HSE Local Authorities, EA, NE, Border Force, harbour authorities) to address areas of shared risk and engage with regional and external partners in our TCG processes.	SC 2 20/21 – 11 Our quarterly reports and Annual Report will detail the actions and activities undertaken to work with partners to reduce crime.
SC 2 20/21 – 12 EU Exit	Following the withdrawal of the UK from the EU new systems of fisheries management are being agreed. We will support and work with our partner agencies to support the transition to the management of fisheries as the UK develops systems of management as an independent coastal state.	SC 2 20/21 – 12a Southern IFCA members are engaged in directing resources to support national fisheries management priorities. SC 2 20/21 – 12b Quarterly and annual reports provide details of our actions in support of national compliance priorities.
SC 2 20/21 – 13 Biosecurity	Southern IFCA has rights and responsibilities associated with the Poole Harbour Several Order, 2015. Southern IFCA will ensure that it achieves compliance with the Biosecurity requirements of, amongst other things, the Aquatic Animal Health (England and Wales) Regulations 2009	SC 2 20/21 – 13 The Poole Harbour Several Order, 2015 achieves compliance with the requirements of the Aquatic Animal Health (England and Wales) Regulations 2009.
SC 2 20/21 – 14 Consistency of	Working with the National Inshore Marine Enforcement Group (NIMEG) we shall share best practice and where appropriate develop consistency between the IFCAs and the MMO in the use of standardised inspection and enforcement procedures.	SC 2 20/21 – 14 We will report on progress in the development of shared inspection and enforcement

Approach		procedures within and between the IFCA's and the MMO.
SC 2 20/21 – 15 Data Sharing	NIMEG are working toward a National Data Sharing Agreement between IFCA's. This will include compliance and enable evidence teams to ask for data to help with HRAs etc	SC 2 20/21 – 15 A data sharing agreement exists between the IFCA's and the MMO
SC 2 20/21 – 16 Fixed Administrative Penalties review	We will contribute to updating (nationally defined) Fixed Administrative Penalty codes to ensure, amongst other things, they may be applied to support Marine Protected Area (MPA) management.	SC 2 20/21 – 16 FAP codes enable national reporting to include all relevant IFCA byelaws.
SC 2 20/21 – 17 iVMS	We will work through the Chief Officers Group (COG) and DEFRA to support the introduction of inshore Vessel Monitoring Systems (iVMS) and, where necessary adopt a standard approach with other IFCA's for the implementation of this technology.	SC 2 20/21 – 17 Southern IFCA contributes to the national iVMS project.
SC 2 20/21 – 18 Compliance Directions and Guidance	Southern IFCA is working with the MMO on compliance direction/guidance on Berried Lobsters to get a consistent approach to enforcement.	SC 2 20/21 – 18 Compliance Directions and Guidance are produced.

Success Criterion 3: IFCAs use evidence based and appropriate measures to manage the sustainable exploitation of sea fisheries resources and deliver marine environmental protection within their districts	
<p style="text-align: right;">Definition:</p> <p>The IFCAs were created as statutory inshore regulators by the Marine and Coastal Access Act 2009. They are relevant authorities for implementing international environmental commitments including the Birds, Habitats, Water and Marine Strategy Framework Directives and make an important contribution to securing a network of well managed marine protected areas, including European Marine Sites and Marine Conservation Zones. Fisheries Management Plans identify local management measures which should be based on evidence; be timely; subject to appropriate consultation and in step with national initiatives and priorities. An IFCA should balance the social and economic benefits of exploiting sea fisheries resources with the need to protect the environment. It should make a contribution to sustainable development.</p>	
Outcomes	Indicators
<ul style="list-style-type: none"> The IFCA will identify issues likely to affect sustainable management of the marine environment in the IFC District; undertake risk assessment and gap analysis; review appropriateness of existing measures; evaluate management options and develop and implement proportionate marine management solutions. The IFCA will support implementation of a well-managed network of marine protected areas by: developing a range of criteria-based management options; implementing management measures to ensure that inshore fisheries activities comply with the Marine and Coastal Access Act 2009 and the revised approach to managing commercial fisheries in European Marine Sites; and that local management contributes to delivery of targets for the Marine Strategy Framework Directive, Water Framework Directive and Marine Plans. The IFCA will develop Fisheries Management Plans for priority species where appropriate. Shared objectives will be developed with identified partners; actions identified and best practice reflected so that management makes a contribution to sustainable development. 	<ul style="list-style-type: none"> SC3A: The IFCA will record site-specific management considerations for Marine Protected Areas and report progress to the Authority.
	<ul style="list-style-type: none"> SC3B: The IFCA will publish data analysis and evidence supporting new management measures on its website.
	<ul style="list-style-type: none"> SC3C: Management information (e.g. sampling and/or survey results) will be collected periodically after new management measures have been implemented, to demonstrate the extent of effectiveness of the intervention.
	<ul style="list-style-type: none"> SC3D: The IFCA will have developed a range of criteria-based management options that are explained to stakeholders through the IFCA website and reviewed by 31 March each year.
	<ul style="list-style-type: none"> SC3E: New IFCA management measures selected for development and implementation are delivered within agreed timescales.
	<ul style="list-style-type: none"> SC3F: The IFCA will include shared agreed objectives and actions from Fisheries Management Plans in its own Annual Plan, which will be published by 31 March each year.
	<ul style="list-style-type: none"> SC3G: Progress made in relevant Fisheries Management Plan areas, including Maximum Sustainable Yield commitments, will be noted in the IFCA's Annual Report.

Success Criterion 3 Action Plan and Key Priorities

Action	Rationale	Key Performance Indicator
SC3 20/21 – 1 Inshore Netting Review	<p>Phase 1 of the inshore netting review is an ongoing work stream that has been undertaken in response to both the outcomes of the Southern IFCA Review of Management Measures (2015), as well as in delivering the Southern IFCA Annual Plan priorities for 2019/2020 and looking forward the Five-Year Plan priorities (2019-2023).</p> <p>Following Authority consideration, Members identified the objectives to review and, if necessary, develop netting regulations to: Support the use of estuaries and harbours by bass and other fish populations as nursery and refuge areas; Provide protection to migratory fish species as they transit through, and reside within, our estuaries and harbours; Balance the social and economic benefits and different needs of users in exploiting the fishery</p>	SC3 20/21 – 1 Southern IFCA will aim to complete the first phase of the Inshore Netting Review
SC3 20/21 – 2 Inshore Potting Review:	<p>This is an ongoing work stream that has been undertaken in response to both the outcomes of the Southern IFCA Review of Management Measures (2015), which identified Static Fishing Gear Management as one of five focus areas for the Authority following public consultation. Accordingly, progression in this area of work will also enable the Southern IFCA to deliver its Five-Year Plan priorities (2019-2023).</p> <p>This review focusses on the sustainability of whelk, crab, lobster and cuttlefish in order to support coastal communities and the future sustainability of the inshore pot fishing. These species are widely distributed across the district and support valuable inshore fisheries and communities. Currently there are no local management initiatives focused on these fisheries.</p>	SC3 20/21 – 2 Southern IFCA will aim to complete the Inshore Potting Review and make management recommendations.
SC3 20/21 – 3 Solent Bivalve Fisheries Review:	<p>The need for management intervention in these fisheries followed a decline in the oyster (<i>Ostrea edulis</i>) fishery, as indicated by the Southern IFCA Stock Assessments spanning the last five years. In addition recent landing trends for manila clams (<i>Ruditapes philippinarum</i> and <i>Venerupis philippinarum</i>) suggest that within Solent waters there has been a decline. These trends indicate the need for intervention to protect the spawning stock biomass of bivalve shellfish populations in the district, thus enhancing the future sustainability and economic viability of these fisheries.</p> <p>In support of the Solent Bivalve fisheries review The Solent Oyster and Clam Management Plans set out general frameworks and specific guidance for implementing a strategic, coordinated and multi partner management effort to support the restoration and management of oysters and clams in the Solent. Bivalve management will include the implementation of a permit system to manage the fishery in the Solent.</p>	SC3 20/21 – 3 Southern IFCA will aim to implement the Solent Dredge Permit Byelaw during 2020 following pending confirmation by DEFRA.
SC3 20/21 – 4	Under the Poole Harbour Fishery Order 2015, Southern IFCA will continue to develop	SC3 20/21 – 4a A Poole harbour

Poole Aquaculture	<p>and support aquaculture practice within Poole Harbour through:</p> <ul style="list-style-type: none"> a) The development of a Lease Bed Allocation Plan; b) A revision of the Poole Harbour fisheries Management Plan to include SSSI revisions; c) An amendment to the Bottom Towed Fishing Gear Byelaw to account for changes in SSSI; d) Development and Implementation of a Lease Bed Expansion Programme for Poole Harbour. 	<p>Lease Bed Allocation Plan to be implemented by July 2020</p> <p>SC3 20/21 – 4b A Poole Harbour fisheries Management Plan to include SSSI revisions to be implemented by July 2020</p> <p>SC3 20/21 – 4c Amendments to the Bottom Towed Fishing Gear Byelaw have been developed and consulted on with the community</p> <p>SC3 20/21 – 4d A Lease Bed Expansion Programme for Poole Harbour has been developed</p>
SC3 20/21 – 5 District wide Cleaner Fish Management Review	To review measures in this fishery and continue to build an evidence base to inform any potential future management as determined by the Authority.	SC3 20/21 – 5 Management of the cleaner fish fishery is reviewed and amendments are made where necessary.
SC3 20/21 – 6 Implementation of Tranche 3 MCZs	Tranche 3 Marine Conservation Zones (MCZs) were designated in 2019. We shall conclude the process of evaluating risk to the conservation objectives of these MCZs and implement management where there is a high risk to the sites.	SC3 20/21 – 6 A management plan for T3 MCZs is in place where there is a high risk to the sites
SC3 20/21 – 7 IFCA led surveys	Southern IFCA will undertake surveys in order to underpin active management interventions and to ensure that we are continually developing our knowledge of the fisheries throughout the district using the best available evidence. Where possible we will deliver in collaboration with partners as well as the fishing industry.	<p>SC3 20/21 – 7 The following monitoring reports will be produced and published:</p> <ul style="list-style-type: none"> a) Solent Bivalve survey b) Solent Oyster survey c) Poole Harbour Bivalve survey d) Pending the introduction of Netting Byelaw during 2020-2021): Observer trips for netting (5% of all trips in Christchurch and Southampton Water)
SC3 20/21 – 9 Monitoring in Partnership	In line with our Statutory responsibilities we will continue to work in partnership with and contribute to the Solent European Marine Site Single Scheme Management Plan and The Poole Aquatic Management Plan.	SC3 20/21 – 9 Management Plans will be produced in collaboration with plan owners.

Success Criterion 4: IFCA's have appropriate governance in place and staff are trained and professional

Definition:

IFCA's are statutory authorities and sit within the local government family. Authority members may be either general members or local councillors. They comply with Codes of Conduct and the Standing Orders that apply to meetings of local government committees. General members are appointed on merit, through open competition and for a term. They are subject to an annual performance appraisal.

An IFCA is funded by levy, charged to its member councils. Funding originates in local taxation. An IFCA is accountable for its use of public resources and should ensure that a proper auditing regime provides confidence in its commitment and spend of public money. It should make effective use of its resources, including staff and assets. An IFCA has a statutory obligation to prepare and publish Annual Plans and Annual Reports.

Outcomes	Indicators
<ul style="list-style-type: none"> The IFCA will demonstrate its long-term strategic approach to sustainable marine management by having appropriate plan-making, review, update and amendment procedures in place. The IFCA will record its performance against corporate outcomes and indicators as soon as practically possible following the end of the financial year. Staff performance management systems will be in place that link to the IFCA success criteria. There will be an induction procedure for new joiners. Staff training and development needs will be identified. Performance will be managed and, where necessary, improvement procedures will be followed. The IFCA Committee will be supported by an organised, efficient and effective secretariat. New members will receive an induction pack and briefing from the Authority. There will be a rolling twelve-month schedule of quarterly Authority meetings. Notices of meetings and documentation will be made available in line with Standing Orders. 	<ul style="list-style-type: none"> SC4A: The IFCA will publish a Plan on its website by 31 March, setting out the main objectives and priorities for the next financial year. A copy will be sent to the Secretary of State.
	<ul style="list-style-type: none"> SC4B: After the end of each financial year, the IFCA will publish a Report on its website describing its activities, performance and a summary of audited financial information in that year, by 30 November. A copy will be sent to the Secretary of State.
	<ul style="list-style-type: none"> SC4C: IFCA staff will have annual performance management plans in place. Annual appraisals for <u>all</u> staff will have been completed by 31 March each year.
	<ul style="list-style-type: none"> SC4D: An efficient secretariat of IFCA staff support IFCA Authority meetings which are held quarterly and are quorate. Meeting documentation will meet Standing Orders.

<ul style="list-style-type: none"> IFCA Committee meetings will be held in public unless material is either confidential, or exempt within the meaning of the Local Government Act 1972. 	<ul style="list-style-type: none"> SC4E: The IFCA will have demonstrated, in its Annual Report, how marine, land and water management mechanisms in the Inshore Fisheries & Conservation District have worked responsively and effectively together.
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Success Criterion 4 Action Plan and Key Priorities

Action	Rationale	Key Performance Indicator
SC4 20/21 – 1 Annual Plan	The IFCA will publish a Plan, having been approved by members, on our website by 31 March, setting out the main objectives and priorities for the next financial year. A copy will be sent to the Secretary of State.	SC4 20/21 – 1 By the 31 st of March we will publish an agreed annual plan.
SC4 20/21 – 2 Annual Report	After the end of each financial year, the IFCA will publish a Report on its website describing its activities, performance and a summary of audited financial information in that year, by 30 November. A copy will be sent to the Secretary of State.	SC4 20/21 – 2 By 30 th November we will publish an agreed annual report.
SC4 20/21 – 3 Staff appraisal and Training	All staff will be entered into an Appraisal and training system, which will include a personalised Personal Development Plan (set by 1st April), a 6 month In Year Review and an End Of Year Review (by 31st March). Appraisals will be linked to the organisation's objectives. Training opportunities will be identified through this process and align with organisation objectives.	SC4 20/21 – 3 All IFCA staff have a Personal Development Plan
SC4 20/21 – 4 Internships	We will host an annual internship programme to enable transfer of skills in the organisation.	SC4 20/21 – 4 We will host an annual internship programme through an open and competitive process.
SC4 20/21 – 5 Members Appraisals	We will conduct a 'light touch' system of performance monitoring for general members of the Authority. We will provide training for members on their roles and responsibilities	SC4 20/21 – 5a All General members will have a performance appraisal SC4 20/21 – 5b A members training event will be held on the roles and responsibilities of members
SC4 20/21 – 6 Public Meetings	We will hold public meetings of the Authority. We will publish the agenda and the minutes of the meetings on our website. The public shall be able to present to the meetings in accordance with the Public Participation Guidance. We shall publish the records of meetings of our Angling Group, Fishermen's Council and Conservation Group to facilitate an open exchange of information with stakeholder representatives.	SC4 20/21 – 6 All Authority meetings are conducted in accordance with Standing Orders.
SC4 20/21 – 7 Members Satisfaction Survey	We will consult the IFCA membership upon their views on their role and the function of the authority. We will report on the findings of the survey and implement measures to ensure continuing development.	SC4 20/21 – 7 The results of an IFCA membership survey will be reported to the Authority and an action plan, where necessary, shall be put in place to improve members experience.
SC4 20/21 – 8 Marine Operations Training	We will review our marine operation delivery through a review of marine assets. The review will consider the efficiency and effectiveness of our marine assets and make recommendations for future service provision.	SC4 20/21 – 8 A report with recommendations will be produced which provides a strategic plan for IFCA marine assets

SC4 20/21 – 9 AIFCA reform	In 2019/20 an independent review of the Association of IFCAs (AIFCAs) made recommendations for the improvement of that organisation. In 2020/21 we will work with our partners to implement the outcomes of that review and strengthen the role of the AIFCA in supporting the delivery of IFCAs to ensure that the IFCAs are adequately engaged in the reform of fisheries management following the withdrawal of the UK from the EU.	SC4 20/21 – 9. All the findings of the AIFCA review are implemented.
SC4 20/21 – 10 National Training Position	In 2019/20 a national training position was created within the AIFCA and hosted by the Kent and Essex IFCA. Southern IFCA shall play an active part in the delivery of the national training project, including providing training.	SC4 20/21 – 10. A report on Southern IFCAs contribution to the national training programme.
SC4 20/21 – 11 Marine Licensing	Southern IFCA is a consultee on marine licenses and has adopted a procedure for responding to license applications which are relevant to the functions of the IFCA. We shall endeavour to support marine license applications by providing feedback to national regulators.	SC4 20/21 – 11. We shall respond to relevant marine license applications and report to members.
SC4 20/21 – 12 Customer Complaints	Southern IFCA is committed to providing an exemplary service. If customers are not satisfied with an aspect of the IFCA service we encourage feedback to let us know and we will do our best to resolve the matter as quickly as possible. The Southern IFCA operates a three stage complaints process to ensure complaints are dealt with impartially, objectively and professionally. We will ensure that any complaints are dealt with in accordance with our Customer Complaints Procedure.	SC4 20/21 – 12. 100% of complaints received are dealt with in accordance with the Customer Complaints Procedure.
SC4 20/21 – 13 Annual Accounts	We will publish our annual accounts and subject the accounts to external audit.	SC4 20/21 – 13. Annual Accounts are audited and meet requirements.
SC4 20/21 – 14 Chief Officers Group	In 2020/21 we will support the IFCA Chief Officers Group by chairing the group. We will work with other IFCAs to support the AIFCA and the national delivery of the IFCA objectives. We shall develop the role of the AIFCA to define and support 'subject area leads' to provide a national network of expertise and encourage the exchange of information and best practice through this route.	SC4 20/21 – 14a. 100% attendance at the COG. SC4 20/21 – 14b. A national network of Chief Officer Subject Area Leads is created.

Success Criterion 5: IFCAs make the best use of evidence to deliver their objectives	
Definition: IFCAs are statutory regulators for their Inshore Fisheries and Conservation District. Decision-making should be based on evidence. All IFCAs are supported by officers who pool their expertise and share best practice as a Technical Advisory Group (TAG). A programme of research activity and monitoring is planned, developed and updated in consultation with partners. The programme informs management decisions and supports justification for additional research and evidence gathering.	
Outcomes	Indicators
<ul style="list-style-type: none"> • A strategic research plan that contributes to greater understanding of the marine environment and delivery of cost-effective management of sea fisheries resources • Standard Operating Procedures describe how data is captured and shared with principal partners • A list of research databases held by the IFCA and the frequency of their review • Non-confidential meta-data collected through the IFCA research programme should be recorded in a database available to the marine research community 	SC5A: The IFCA will demonstrate progress that has been made towards identifying its evidence needs by publishing a research plan each year
	SC5B: The IFCA will publish a research report annually that demonstrates how evidence has supported decision making
	SC5C: The IFCA's contribution to the TAG and progress that has been made towards a national evidence needs programme will be recorded in the IFCA's Annual Report

Success Criterion 5 Action Plan and Key Priorities

Action	Rationale	Key Performance Indicator
SC5 20/21 – 1 Research and Evidence Plan	The Research and Evidence Plan will amongst other things identify key workstreams for the oncoming year, linked to this Annual Plan and detail Who, What, Where, Why and How the Annual Plan priorities will be delivered.	SC5 20/21 – 1 Southern IFCA will publish a Strategic Research and Evidence Plan each year by 31st March
SC5 20/21 – 2 Research report	The Research report will amongst other things detail activities undertaken in accordance with the Annual Plan, indicate new data and provide a summary of holdings.	SC5 20/21 – 2 Southern IFCA will publish a research report each year.
SC5 20/21 – 3 Sharing knowledge & equipment	Southern IFCA will actively participate and assist in the IFCA TAG and facilitate a TAG conference to bring together national researchers. IFCA officers will share knowledge to develop national capabilities for use of research equipment.	SC5 20/21 – 3a 100% attendance at the IFCA TAG SC5 20/21 – 3b IFCA TAG work will be reported to the IFCA SC5 20/21 – 3c Active participation in TAG joint ventures and report on asset and data sharing. SC5 20/21 – 3d Training provided to partners on the use of Side Scan Sonar.
SC5 20/21 – 4 Bream Survey	Tranche 3 Marine Conservation Zones in Dorset include objectives relating to the management of Black Bream. Management will be informed by data on the location and extent of bream within the MCZs. We will work with national and local partners to develop research which provides data to inform management and actively engage the community in this process.	SC5 20/21 – 4 Report(s) on the location and extent of bream nesting sites within T3 MCZs in Dorset.
SC5 20/21 – 5 ETP Poole	It is a condition of the certification of the Poole Harbour Clam and Cockle fishery against the MCS standard that further work is conducted on the interactions between the fishery and habitats and species categorised as either endangered, threatened or protected (ETP). We will work with partners to provide a comprehensive report and monitoring plan to address this condition of certification and develop national and international best practice for ETP monitoring.	SC5 20/21 – 5a Report(s) and monitoring instigated for ETP interactions in the Poole Clam and Cockle fishery SC5 20/21 5b Codes of Conduct for managing and or minimising ETP interactions in the fishery
SC5 20/21 – 6	In addition to social and economic benefits aquaculture in Poole Harbour provides important ecosystem services. We will report on these services and work, through our	SC5 20/21 – 6 We will report on the ecosystem services provided by the

Ecosystem Services and Aquaculture report	partnerships, to address water quality issues in the catchment.	aquaculture in Poole.
SC5 20/21 – 7 Water Quality Monitoring Partnerships	We will work with Environmental Health Officers from the Local Authorities to assist in undertaking biological monitoring	SC5 20/21 – 7a We will undertake monthly water quality through shellfish monitoring in partnership with BCP Council in Poole Harbour SC5 20/21 – 7b We will work with Local Authorities to ensure water quality sampling of shellfish can be conducted in accordance with IFCA byelaws
SC5 20/21 – 8 Minimum Conservation Reference Sizes	Southern IFCA has committed to review minimum conservation reference sizes. To support this objective, we will identify the biological characteristics of key fish and shellfish species, subject to fishing pressures and provide evidence to support this review. Where there is limited evidence, we shall conduct primary research.	SC5 20/21 – 8a We will report on the biological characteristics, in particular the size at maturity, of key species. SC5 20/21 – 8b We will conduct primary research where necessary on size at maturity.
SC5 20/21 – 9 Fisheries Management Plans	We will review examples from around the world of best practice in fisheries management plans and provide a report with recommendations for a framework to be applied to our own planning process.	SC5 20/21 – 9a A literature review of best practice fisheries management plans SC5 20/21 – 9b A framework for IFCA's Fisheries Management Plans is produced.
SC5 20/21 – 10 Fisheries Management Plans (IFCA led and working in partnership)	In 2020/21 we will work with partners to consolidate our management through Fisheries Management Plans. Specifically, we will report on work to deliver the Solent Oyster Restoration Plan. We will continue to work with our partners in the Sea Angling Strategic Liaison Group to establish further opportunities towards the establishment of an Angling Strategy. We will consolidate our management of shell fishing and aquaculture in Poole Harbour through both the Biosecurity Plan and a Fisheries Management Plan.	SC5 20/21 – 10 The following plans and reports will be submitted to the Authority; a) Solent Oyster Restoration Plan b) Poole Harbour Aquaculture Management Plan c) Poole Harbour Biosecurity Plan d) Poole Harbour Shellfish Dredging Management Plan e) Wrasse Monitoring and Control Plan f) Angling Strategy

Southern IFCA working with partners

Southern has worked in conjunction with the other IFCAs to develop Memorandums of Understanding (MoUs) with its key public authority stakeholders. The MoUs lay out in broad terms how Southern IFCA will work constructively with the Marine Management Organisation, Environment Agency, Natural England and Centre for Environment, Fisheries & Aquaculture Science. As well as the detailed MoUs the MMO, EA and NE shared objectives have been included in our annual planning process which means that cooperation and coordination between agencies is hard wired into the system. Southern IFCA is looking to build on this relationship to establish protocols of how information will flow between organisations using this mechanism.

Association of Inshore Fisheries and Conservation Authorities (AIFCA)

Southern IFCA will continue to play its part and contribute to the effective running and functioning of the AIFCA. The Association is an important national body that allows IFCAs to speak with one voice at a national level on key topics. Southern IFCA see that the Association can act as an important body in helping IFCAs coordinate their actions and resources efficiently.

IFCA Chief Officers Group (COG)

In 2020/21 The Southern IFCA Chief Officer will chair the IFCAs COG to support the development of national IFCA policy under the direction of the AIFCA and support the delivery of IFCA operations through collaboration and cooperation between IFCAs and partner organisations.

Technical Advisory Group (TAG)

Southern IFCA will continue to support and work through the Technical Advisory Group (TAG), wherever possible, to help it achieve its stated aims: to improve the quality and extent of fisheries management information through better coordination and dissemination of fisheries related scientific research; define and apply best practice relating to the scientific & technical functions and responsibilities of IFCAs.

National Inshore Marine Enforcement Group (NIMEG)

The National Inshore Marine Enforcement Group (NIMEG) has been established as a group to bring together expertise in the field of regulation and enforcement within inshore fisheries and marine conservation in order to develop and support joint working and consistency; identify and share best practice; and to promote professionalism and competence. Southern IFCA will act as vice chairman of NIMEG in the year.

Angling Liaison Group

Southern IFCA will continue to host an independently chaired Angling Liaison Group. The purpose of the group is to enable Sea Angling representatives to effectively engage and communicate with the Southern Inshore Fisheries and Conservation Authority so as to inform decisions made by the authority and to enhance the sea angling experience in Hampshire, Dorset and the Isle of Wight.

South Coast Fishermen's Council

Southern IFCA will continue to host the independently chaired South Coast Fishermen's Council. The group's membership is comprised of the commercial fishermen's representatives from ports within the Southern IFCA District. The group enables effective communication between the authority and the fishing community.

South Coast Marine Environment Group

Southern IFCA will develop the independently chaired South Coast Marine Environment Group to inform IFCA policy and decision making.

Risk Management Strategy

Southern Inshore Fisheries and Conservation Authority recognises its responsibility to manage risk in order to successfully achieve the Authority's objectives, maximise opportunity and minimise threats. This is also reflected in national guidance advice to Inshore Fisheries and Conservation Authorities. Risk cannot always be eliminated and Southern IFCA has a risk management strategy to provide a structured approach to enable the Authority to identify, manage and monitor the most significant risks it faces. From an operational perspective it also provides a framework for applying a new 'risk based' approach to enforcement activities. The aim of the strategy is to manage risk and to successfully integrate risk management into existing business and management processes. Risk management is a key part of the Authority's corporate governance arrangements.

The objectives of the risk management strategy are to –

Embed risk management in the culture of IFCA including the Authority's decision making, strategic planning, policy, project and service delivery arrangements.

Manage risk in accordance with best practice, ensuring key strategic and operational risks are identified, monitored and controlled.

Raise awareness of the need for risk management both within the Authority and with key partners and suppliers of goods and services.

Enable the Authority to anticipate and respond to change.

Prevent injury, damage and loss, thus reducing the cost of risk.

Support a targeted risk based approach to operational activities.

All Members and employees should have regard to risk when carrying out their duties. Risk management is part of all decisions at both manager and Member level and all Authority processes. The key roles within the risk management process are –

Southern IFCA	To oversee the effective management of risk by Authority officers
Executive Committee	To consider and approve risk management policies and to monitor risk.
Senior Management Team	To ensure the Authority manages risk effectively through the development and implementation of the strategy. To identify, manage and monitor the strategic risks faced by the Authority.
IFC Officers	To manage risk effectively in their particular areas of service delivery.
Treasurer / internal auditor	To support the Authority and its services in the effective development, implementation and review of the risk management strategy

Feedback

We are committed to providing an exemplary service. If you are not satisfied with an aspect of our service, we encourage you to let us know and we will do our best to resolve the matter as quickly as possible. Full details of the complaint's procedure are published on the IFCA website.

<http://www.southern-ifca.gov.uk/feedback>

Southern IFCA - Budget 2020/2021

Local Authorities are supported, in part, by an 'area-based grant', from DEFRA, of £329,425. This grant recognises the new burdens of the Marine and Coastal Access Act, 2009 and supports the fisheries and conservation functions of the Authority. In 2020/21 we shall engage with Defra in a review of this funding

Levy on Local Authority	2019/20	2020/21
Hampshire	312,668	318,921
Isle of Wight	111,059	113,280
Dorset	215,540	195,667
Poole	34,363	0
BCP	28,171	87,968
Southampton	33,279	33,945
Portsmouth	38,851	39,628
TOTAL	773,931	789,409
Other income	197,901	90,192
	971,832	879,601
Summary of Expenditure		
Administration	850,503	748,005
Patrol Vessels	35,832	37,000
Vehicles & Travel	46,046	34,916
New Equipment	46,369	64,717
Appropriations	0	0
TOTAL EXPENDITURE	978,750	884,638
DEFICIT OF INCOME OVER EXPENDITURE	(6,918)	(5,037)



Southern Inshore Fisheries and Conservation Authority

Unit 3, Holes Bay Park, Sterte Ave West, Poole, BH15 2AA

Web: www.southern-ifca.gov.uk

Tel: 01202 721373

