

North Eastern  
Inshore Fisheries  
and Conservation  
Authority

# ANNUAL PLAN

2020/2021



# CONTENTS

Executive Summary	3
Vision	4
Foreword	5
Introduction	7
IFCA Success Criteria	23
NEIFCA Summary Work Programme	30

**North Eastern Inshore Fisheries and Conservation Authority**

**Telephone: 01482 393515    Fax: 01482 393699**

**[www.ne-ifca.gov.uk](http://www.ne-ifca.gov.uk)**





## EXECUTIVE SUMMARY

This is the tenth Annual Plan released by North Eastern Inshore Fisheries and Conservation Authority (NEIFCA). The general format of the plan remains consistent with previous years, providing a guide for work streams during the forthcoming year. The plan links the national IFCA vision, high level objectives and success criteria to local strategic objectives and performance indicators. 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.





## 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. ”

# FOREWORD

When I wrote the last foreword to the 2019/2020 plan the expectations were that the UK would leave the European Union on 29 March 2019. That position was only settled on 31 January 2020 marking the commencement of a transition period which is set to conclude on 31 December 2020. The UK government remains in negotiation with the EU over the terms of its future relationship. Until these terms are settled, uncertainties over future trading arrangements and the direction of medium to long term UK fisheries policy will continue throughout the scope of this plan. Despite such uncertainties, North Eastern IFCA remains focused on developing the management and conservation of local fisheries and the wider marine environment. During 2020/2021 this work will be supported by an ambitious programme of organisational and resource development.

Locally the Authority continues to make significant strides in protecting and sustaining both the marine environment and a wide range of commercial fisheries across its district. During 2019 the Authority's regulatory framework was strengthened and updated across a number of key areas which will enable the delivery of more effective management and conservation across a wider range of exploited fisheries. This enhanced framework will also strengthen the protection of vulnerable features and habitats occurring within the Authority's marine protected area network. The conservation and management of important shellfish stocks will remain a key focus during 2020 with the further development of a scheme to improve the management of potting effort. Strengthening engagement with the recreational fishing sector is also considered a priority during the forthcoming year. This new plan sets out the Authority's main commitments for the year ahead.

Finally, I would like to welcome all the new members to the Authority and actively encourage everyone to become fully involved in supporting the important work being delivered by the officers and staff.

As an extremely important addendum to this foreword, at the point of publication, the global COVID-19 pandemic hit the United Kingdom. This event has escalated into a national crisis placing unprecedented pressure on national infrastructure, businesses and the economy, leading to a national 'lock down' outside key essential services. The pandemic will impact on some of the ambitions outlined within this plan as NEIFCA staff evolve and tailor their operational activities in response and support the efforts of national government in countering the impacts of the pandemic.

**Caroline Lacey** Clerk of North Eastern Inshore Fisheries and Conservation Authority



# HUMBER BRIDGE

*Humber Estuary*



# INTRODUCTION

## PLAN CONTENT

This tenth Annual Plan for North Eastern Inshore Fisheries and Conservation Authority was developed through its main committee and internal working groups. The plan sets out the main performance targets and objectives for the year ahead, facilitating effective performance management and staff development. This plan will continue to be reviewed and updated annually to reflect improvements in performance brought about by achieved targets and any changes in national objectives and success criteria.

## FUNCTIONS

The Authority is responsible for managing the exploitation of sea fisheries resources within its area of jurisdiction. This includes all animals and plants which habitually live or are cultivated in the sea. In delivering this function the Authority is required to ensure that all exploitation and development, taking place within its District, is sustainable and socio economic needs are balanced with marine environmental protection. The Authority is also required to balance the needs of all stakeholders exploiting resources within its District and further the conservation objectives of any Marine Conservation Zones (MCZs).

The Authority's principal enforcement functions relate to minimum landing sizes, net and fishing gear regulations, restricted fishing areas, the protection of European Marine Sites (EMSs) and Marine Conservation Zones. Apart from the enforcement of these regulations, the Authority's main fisheries vessel, North Eastern Guardian III (NEG III) also plays a central role in monitoring the impact of offshore activities through the digital recording of sightings information, water column sampling (including temperature, salinity, turbidity, dissolved oxygen), acoustical seabed assessment, underwater and remote camera assessment, grab sampling and wider fisheries stock assessment work using a range of trawls and dredges.

The Authority can make Byelaws (subject to final confirmation by the Department of Environment, Food and Rural Affairs) to address a wide range of local fisheries and marine environmental management issues. This also extends to emergency byelaw regulations which are time limited to a maximum period of eighteen months.

## ENVIRONMENTAL RESPONSIBILITIES

The Authority's role in marine conservation and protection continues to develop. The 2009 Marine and Coastal Access Act provides clear duties to ensure that any exploitation of sea fisheries resources is carried out in a sustainable way and the conservation objectives of Marine Conservation Zones are furthered.

The Authority is also a statutory consultee for all marine licensing applications and consents occurring within its area of jurisdiction. These include applications relating to the discharge of effluents, marine water extraction, removal and deposition of dredged materials, harbour and coastal construction projects, scientific investigations and renewable energy projects. The Marine Management Organisation (MMO) acts as the primary consultative 'hub' for the majority of licensing applications and consents involving construction. The majority of consultations are now dealt with electronically via a national system operated by the MMO.

Key Authority officers are registered on this system and receive electronic alerts when relevant licensing consents are opened for consultation, comments are then drafted and submitted electronically on behalf of the Authority. This work is currently led by the Authority's Senior Environmental and Scientific Officer. Any consents relating to discharge or extraction are managed by the Environment Agency and a similar electronic consultation process is in place to deal with those also.

In addition, the Authority is also a "Relevant and Competent Authority" under the Conservation (Natural Habitats, &c.) Regulations 1994. This means that the Authority, along with other partners, has a statutory duty to ensure that the conservation objectives of European marine sites are upheld. Currently five European Marine Sites are designated within the Authority's jurisdiction: Northumbria Coast, Teesmouth and Cleveland Coast, Flamborough Head, Humber Estuary and the Greater Wash site.



During 2012 Defra commenced a project aimed at strengthening the assessment and management of fishing activities within European Marine Sites to ensure much greater compliance with Article 6 of the Habitats Directive. This revised approach was subsequently extended to include Marine Conservation Zones. All UK sites and associated fishing activities have now been categorised according to their features and the level of risk presented by both current and potential fishing activities.

Each site is subject to ongoing monitoring and assessment of the potential impacts arising from fishing activity. This allows tailored management to be introduced to protect and conserve sensitive environmental features such as salt marsh or sub-tidal reef habitat.

Many sites have established management schemes in place that help to coordinate the work of relevant Authorities, including IFCAs, through a formal management group. NEIFCA officers are actively involved in these groups and are currently playing a crucial role in the development of new, regional management groups.



# AUTHORITY AREA

The District of the Authority extends six nautical miles seaward from the baselines, from the River Tyne to a point drawn True East from 'Haile Sand Fort' on the North East Lincolnshire Authority boundary, close to Humberston, on the South Bank of the Humber Estuary. The District also encompasses all estuarine areas, landward to tidal limits, occurring within the boundaries of member Local Authorities.



- |   |              |    |                  |
|---|--------------|----|------------------|
| 1 | River Tyne   | 1  | South Shields    |
| 2 | River Wear   | 2  | Sunderland       |
| 3 | River Tees   | 3  | Seaham           |
| 4 | River Esk    | 4  | Hartlepool       |
| 5 | River Humber | 5  | South Gare       |
| 6 | River Ouse   | 6  | Redcar           |
| 7 | River Trent  | 7  | Marske           |
|   |              | 8  | Saltburn         |
|   |              | 9  | Skinningrove     |
|   |              | 10 | Staithe          |
|   |              | 11 | Port Mulgrave    |
|   |              | 12 | Runswick Bay     |
|   |              | 13 | Sandsend         |
|   |              | 14 | Whitby           |
|   |              | 15 | Robin Hoods Bay  |
|   |              | 16 | Scarborough      |
|   |              | 17 | Filey            |
|   |              | 18 | Flamborough Head |
|   |              | 19 | Bridlington      |
|   |              | 20 | Hornsea          |
|   |              | 21 | Tunstall         |
|   |              | 22 | Withernsea       |
|   |              | 23 | Kilnsea          |
|   |              | 24 | Stone Creek      |
|   |              | 25 | Hull             |
|   |              | 26 | Immingham        |
|   |              | 27 | Grimsby          |
|   |              | 28 | Cleethorpes      |
|   |              | 29 | Humberston       |



# FUNDING

## LEVY

The levy for the 2020/2021 financial year has been agreed and set by Authority members at £1,285,536. The Authority's budget has been reviewed by the Chief Officer and his senior management team, together with the Clerk and Treasurer, to identify the level of expenditure necessary to meet operational priorities through to 31 March 2021.

## OVERALL BUDGET

The Authority's budget is spent in the following major areas:

## CENTRAL MANAGEMENT BUDGET

Expenditure relating to the cost of corporate management and administrative support, including Human Resource, Legal, financial, administrative support

and training. The draft budget resources the main objectives and work priorities for the year ahead in order to deliver the strategic 'road map' towards the achievement of both the Authority's overarching national vision and local priorities. It has been produced in line with the Annual Plan and Strategic Risk Register.

## OPERATIONS

Direct expenditure incurred in the performance of the Authority's objectives, comprising land-based, offshore and environmental activities, including salaries and asset running costs relating to vessel and vehicle fuel, maintenance, berthing fees, storage costs, leasing and hire costs and the purchase of equipment.

Operational budget for the Authority for 2020/2021

## Net Expenditure

Central Management **£463,640**

## Operations

Land Based **£132,200**

Offshore Operations **£466,150**

Environment **£110,650**

Grant Funded **£ 0**

**Net Cost of Service £1,172,640**

## Funding (Contribution)

Contribution to **£102,900**

Renewals Fund

Contribution to Vehicle **£10,000**

Replacement Reserve

**Local Authority Levy £1,285,536**

## FINANCIAL RISKS

The Bank of England's inflation report for February 2020 reports that CPI has fallen to 1.7% and, in its updated forecast published on 26 March 2020, the bank predicts that the level of CPI will dip below 1% in the spring due to falling fuel prices resulting from a sharp decline in the oil price as the impact of COVID-19 takes effect. Further ahead it is likely that inflation will be boosted by the significant depreciation of the sterling exchange rate due to the economic shock from COVID-19, however the outlook is uncertain.

The financial impact on NEIFCA of any increases to inflation may be offset by savings from reduced operations due to COVID-19 in the first half of the financial year. The majority of staff have moved to home working and routine functioning has been curtailed. However, regulatory oversight will continue to be maintained throughout the district via the use of remote monitoring systems and periodic observational work whilst still conforming to national government advice and statutory guidelines.

The next triennial valuation of the East Riding Pension Fund, due in 2020/21, may result in a budget pressure.



# RESERVES

Reserves are held to manage the above risks. In the short-term the general reserve will be available to meet the ongoing known pressures, but it is expected that proposed charges or additional income will eventually balance the budget. The Authority maintains a general reserve to meet unforeseen events and specific reserves to even out cash flow for individual projects or purchases. The Authority currently holds three specific reserves.

## GENERAL RESERVE

The general reserve enables the Authority to demonstrate its financial standing as a 'going concern', to be in a position to meet unforeseen liabilities. The requisite level of reserves is subjective, since any such liability is neither known nor anticipated. Setting the level of general reserves is just one of several related decisions in the formulation of the budget for a particular year. Account is taken of the key risks, stated above, that could impact on the financial assumptions underpinning the budget alongside a consideration of the Authority's financial management arrangements. A good track record for managing in-year budget pressures and operation of robust financial reporting arrangements is evident. The expected balance of the general reserve as at 31 March 2020 is £228,449.

# RESERVES

## SPECIFIC RESERVES

In 2011/12 the Authority created an earmarked reserve to manage the risk associated with patrol vessel maintenance. Due to its nature, certain maintenance is cyclical rather than annual and other maintenance may be of an exceptional and urgent nature. The balance on the reserve will be maintained at £50,000.

£80,000 plus accrued interest had been set aside annually in order to plan for the replacement of the vessel and this was increased in 2018/19 to £100,000 plus accrued interest. The original amount of £80,000 was equal to the annual net depreciation charge assuming the vessel had a 12-year life and a residual value of approximately £1.2m, however estimates of the total cost of replacing the boat are between £3.5m and £4.5m and external funding is now very limited. The balance in the renewals fund is estimated to be £1,340,600 at 31 March 2020.

A vehicle replacement reserve has been set up to fund the maintenance and replacement of vehicles and the balance of this is estimated to stand at £10,000 at 31 March 2020. Currently the Authority owns three small multi-purpose vans, one large transporter van, one 4x4 'pickup' vehicle, one all-terrain two seater 'gator' and leases a further 4x4 'pick up' and a utility vehicle. Owning vehicles has proven much more cost effective in terms of flexibility of managing mileage and additional 'end of term costs' which are applied with each lease agreement. Maintaining a reasonable vehicle replacement reserve enables the fleet programme to be effectively managed.



## ASSETS

The Authority's largest asset is a 26m-patrol boat, the 'North Eastern Guardian III' (built and delivered November 2007, capable of a top speed of 26 knots and equipped with the latest electronic navigation systems and marine survey and monitoring equipment. The vessel also carries a 6.4 metre RIB capable of speeds up to 30 knots. During the 2013/2014 year the Authority purchased a 4.7 m RIB specifically designed for launching and recovery from the shore. This RIB provides a small, flexible asset, easily deployed from a wide range of locations and capable of a top speed of 20 knots.

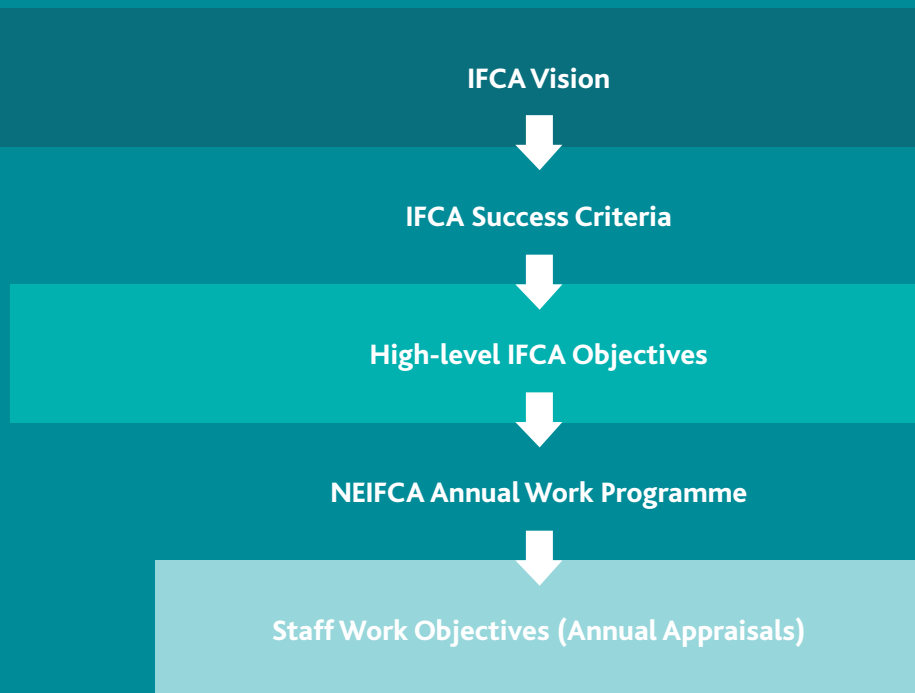
The Authority currently owns a 4x4 truck and an SUV. In addition to a transporter van, it also owns two Isuzu pickup trucks and a small Caddy van. All the vehicles are used to transport and launch vessels and equipment and access coastal and estuarine areas.

The Authority employs sixteen dedicated staff members with a wide variety of expertise and high levels of competency.



# CONSTITUTION

The Authority's work programme for the year ahead is reviewed and adopted annually, reflecting local, regional and national priorities for the year ahead. The relationship between the national IFCA vision, national objectives and the annual work programme is diagrammatically represented below:



North Eastern Inshore Fisheries and Conservation Authority is one of ten such Authorities established in October 2010 under provisions contained within the Marine and Coastal Access Act 2009.

On 1 April 2011 the Authority assumed full statutory responsibility for managing the exploitation of sea fisheries resources within its jurisdiction.

The Authority currently consists of representatives from the eleven coastal Local Authorities within its area, comprising 13 Local Authority members, together with 14 members appointed by the Marine Management Organisation and singular members representing Natural England, the Environment Agency and the Marine Management Organisation. The total membership of the Authority is 30 members.





# HARBOUR

*Scarborough, North Yorkshire*





## MEMBERSHIP OF THE AUTHORITY

### APPOINTED BY CONSTITUENT AUTHORITIES:

#### EAST RIDING OF YORKSHIRE COUNCIL

Cllr. C Matthews, (C, E)  
Cllr. P Whitehead

#### DURHAM COUNTY COUNCIL

Cllr. E Bell

#### HARTLEPOOL BOROUGH COUNCIL

Cllr. S Moore

#### HULL CITY COUNCIL

Cllr. P Allen

#### NORTH EAST LINCOLNSHIRE COUNCIL

Cllr. S Harness

#### NORTH LINCOLNSHIRE COUNCIL

Cllr. R Allcock (E)

#### NORTH YORKSHIRE COUNTY COUNCIL

Cllr. T Randerson (E)  
Cllr. D Chance

#### REDCAR AND CLEVELAND BOROUGH COUNCIL

Cllr. M Fletcher

#### SOUTH TYNESIDE METROPOLITAN BOROUGH COUNCIL

Cllr. E Gibson

#### STOCKTON-ON-TEES BOROUGH COUNCIL

Cllr. M Smith

#### SUNDERLAND CITY COUNCIL

Cllr. P Stewart

#### APPOINTED BY MARINE MANAGEMENT ORGANISATION

Dr S Axford (VC, E)

Mr A Faichney

Mr M Montgomerie

Mr N Proctor (E)

Mrs K T Carter (E)

Professor Mike Elliott (E)

Mr J Whitton

#### APPOINTED BY MARINE MANAGEMENT ORGANISATION

Mr R Houghton

Mr G Redshaw (E)

Mr P MacMullen

Mr A Wheeler

#### NOMINATED BY MARINE MANAGEMENT ORGANISATION

Mr A Newlands

Mr C Proud

#### APPOINTED BY THE ENVIRONMENT AGENCY

Mr M Christmas

Mr P Slater

#### APPOINTED BY NATURAL ENGLAND

Miss E Brown

(C) Chairman

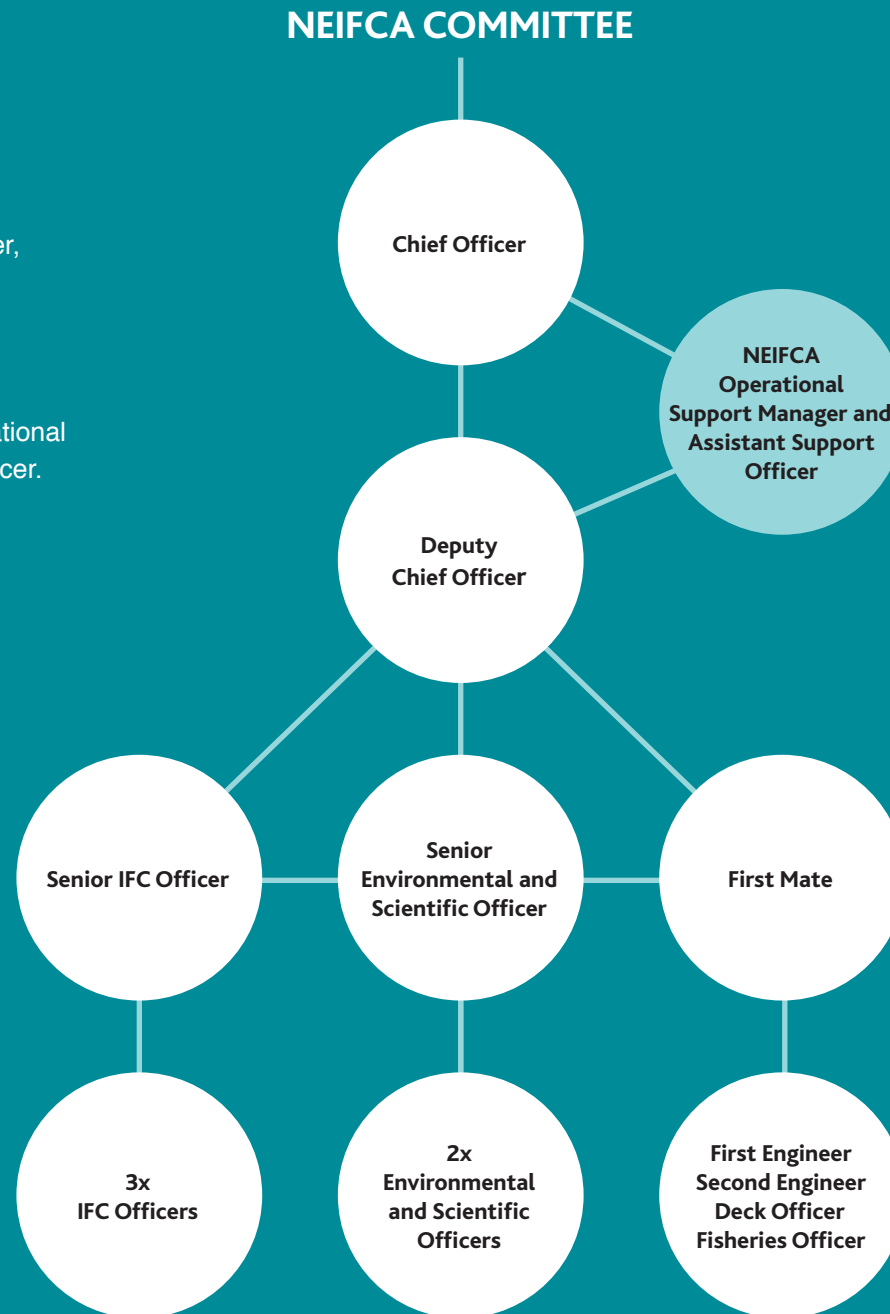
(VC) Vice Chairman

(E) Members of the Executive  
Committee



## STAFF & STRUCTURE

The Authority is a direct employer having an establishment currently comprising a Chief Officer, Deputy Chief Officer, Senior Inshore Fisheries and Conservation (IFC) Officer, three shore based IFC Officers, five offshore IFC Officers, a Senior Environmental and Scientific Officer, two Environmental and Scientific Officers, one Operational Support Manager and one Assistant Support Officer.



## SERVICE STANDARDS

- 🐟 Staff will identify themselves when dealing with you
- 🐟 Aim to answer 95% of telephone calls within seven rings in normal working hours
- 🐟 Respond to general correspondence within ten working days
- 🐟 Respond to email correspondence within five working days (we will respond by email)
- 🐟 Deal with complaints in accordance with the feedback procedure
- 🐟 Be courteous and helpful
- 🐟 Provide information on our services and facilities
- 🐟 Consult on important issues and ask your views about our services
- 🐟 Greet you within five minutes when attending one of our offices
- 🐟 Provide confidential interview facilities
- 🐟 Provide an SF1 inspection record form at the end of any premise, vessel or vehicle inspection
- 🐟 In terms of any formal prosecutions, all proceedings to have commenced within six months of the detection of the original offence



# TRAINING AND DEVELOPMENT PLAN

North Eastern Inshore Fisheries and Conservation Authority is committed to the training and development of all its staff and members. It is accepted that, to match the changing requirements of the Authority's employees, training needs must be regularly reviewed and the opportunity to do this is provided through an Employee Development Review (EDR) mechanism. This procedure allows for strategic issues to be converted into personal objectives and assists in the achievement of the Authority's objectives and the national IFCA vision set out in this Annual Plan.

The Authority's Training and development Plan is compiled from the results of the EDR interviews and through consultation with individual staff and line managers.

It is important that training and development activities are focused on those areas which are relevant to the workplace and that there is the commitment from both the employee and manager. The Authority views training and development in a much wider and holistic sense, including not only specific formal 'class room' based training courses but also conferences, seminars, workshops, presentations to external groups and representing NEIFCA at relevant public events.

## CORE STRATEGIES

The work of the Authority is guided by a number of core or 'key' strategies and policies which are integral to this plan and its successful implementation. These strategies are reviewed and updated regularly by the Authority. The Risk Management Policy and associated risk registers are reviewed and considered on a six monthly basis or quarterly if required. Other strategies, such as enforcement and compliance and research are reviewed on an annual basis. The core or key policies which inform the work of NEIFCA are summarised as follows:

### ENFORCEMENT AND COMPLIANCE POLICY

The enforcement policy statement has been drafted in accordance with the Regulators' Compliance Code and the regulatory principles required under the Legislative Regulatory Reform Act 2006.

It sets out the general principles and approach which NEIFCA is expected to follow. The appropriate use of enforcement powers, including prosecution, is important both to secure compliance with the law and to ensure those who have duties under it may be held to account for harm caused to the marine ecosystem.

### RESEARCH STRATEGIES

The Authority's research work includes fisheries stock assessment programmes, environmental research and monitoring work and occasional 'ad hoc' project initiatives. This work is supported and informed by an annual research strategy and five year strategic plan. The content of the research strategy is agreed annually by the Authority's Science Advisory Group and reviewed throughout the year. The strategy can also be updated to support the planning and delivery of national work streams as and when they arise.

### RISK MANAGEMENT STRATEGY

The aim of this strategy is to manage risk and to successfully integrate risk management into existing business and management processes. Risk management is a key part of this Authority's corporate governance arrangements providing assurance to meet the requirements of the Accounts and Audit Regulations 2003 and was reviewed and adopted by the Authority at its meeting held on 11 March 2020.

### STRATEGIC ENVIRONMENTAL ASSESSMENT

Is a statutory process which aims to provide high level protection of the environment and to ensure integration of environmental considerations in the preparation and adoption of plans and programmes with a view to promoting sustainable development. This methodology now forms the foundations of the Authority's fisheries management processes.

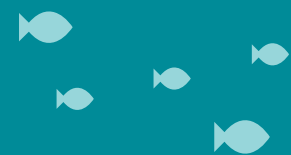


# SUCCESS CRITERIA

To support the delivery of the national IFCA vision, IFCAs have agreed a revised set of success criteria matched with corresponding high-level objectives. The vision, success criteria and high level objectives are designed to assist in the creation of a shared understanding of the collective aims and objectives of IFCAs, and focus service delivery towards achievement of the national vision. These national IFCA performance criteria also link directly to the UK Marine Policy statement.

**The following success criteria have been agreed and adopted nationally**

- 1 IFCAs are recognised and heard, whilst working in partnership and engaging with stakeholders
- 2 IFCAs implement a fair, effective and proportionate enforcement regime
- 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
- 4 IFCAs have appropriate governance in place and staff are trained and professional
- 5 IFCAs make the best use of evidence to deliver their objectives



## DELIVERABLES

### WORKING LEVEL OBJECTIVES

Maintain a database of stakeholder contacts updated annually.

Maintain and review a communication strategy annually.

Review and update website by the end of each Month.

Review and update national MoUs annually.

## SUCCESS CRITERIA 1

IFCAs are recognised and heard, whilst working in partnership and engaging with stakeholders.

A

Implement an effective communication strategy.



B

Maintain a website.



C

Maintain MoUs with the MMO, Natural England, Environment Agency & CEFAS and explore and implement opportunities for effective joint working.



2018

2019

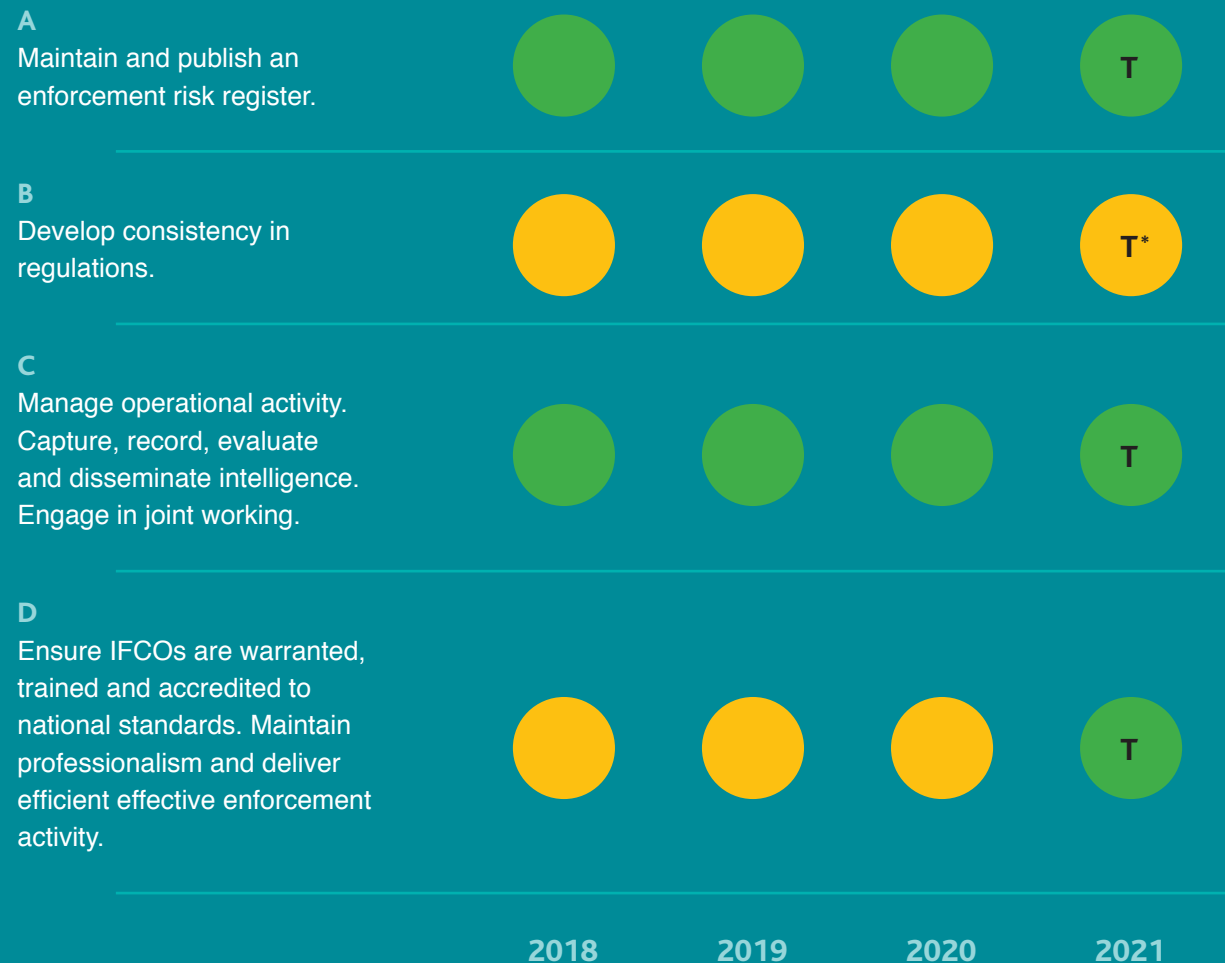
2020

2021



## SUCCESS CRITERIA 2

IFCAs implement a fair, effective and proportionate enforcement regime.



● Achieved / Delivered ● Partially Achieved / In Progress ● Not Achieved / Implemented T Target

\* This is an ongoing national work stream in partnership with both Defra and the MMO.

## DELIVERABLES

### WORKING LEVEL OBJECTIVES

Enforcement strategy and risk register are published annually from 1 April each year.

Detail application and enforcement of management measures within Annual Report.

Compile and publish records of enforcement activity in standard format.

Adopt, review and publish national code of conduct for IFCOs and integrate with annual appraisal process.

Warranted officers attain national accreditation and continue professional development.

# DELIVERABLES

## WORKING LEVEL OBJECTIVES

- Record site-specific management considerations for MPAs and report progress.
- Publish data analysis and evidence supporting new management measures.
- Collect information to assess the effectiveness of new management measures.
- Develop a range of criteria based management options which are reviewed and updated annually.
- Deliver new management measures within agreed timescales.
- Management plans published annually and progress noted in Annual Report including MSY commitments.

# SUCCESS CRITERIA 1

IFCAs are recognised and heard, whilst working in partnership and engaging with stakeholders.

A

Identify issues likely to affect sustainable management, undertake a risk assessment and gap analysis, review appropriateness of existing measures, evaluate management options and develop and implement proportionate marine management solutions.



B

Support the implementation of a well-managed network of marine protected areas and contribute to delivery targets for MSFD, WFD and Marine Plans.



C

Develop fisheries management plans for priority species where appropriate.



2018 2019 2020 2021

● Achieved / Delivered ● Partially Achieved / In Progress ● Not Achieved / Implemented T Target

\* Due to the dynamics and complexities of assessing sustainable management this will remain an 'in progress' work stream for the Authority.  
\*\* Due to the dynamics and complexities of assessing well managed MPAs this will remain an 'in progress' work stream for the Authority.



## SUCCESS CRITERIA 2

IFCAs implement a fair, effective and proportionate enforcement regime.

A

Demonstrate a long-term strategic approach to sustainable marine management.



B

Staff performance management systems are in place that link to IFCA success criteria. Induction procedure for new joiners. Staff training and development needs identified. Performance managed.



C

Efficient and effective secretariat in place to support the Authority. New members will receive an induction pack. There will be a 'rolling' twelve month schedule of Authority meetings. Notice of meetings and documentation will be made available in line with standing orders.



D

IFCA Committee meetings will be held in public unless material is either confidential or exempt.



2018

2019

2020

2021

## DELIVERABLES

### WORKING LEVEL OBJECTIVES

Annual plan published by 31 March each year and submitted to the Secretary of State.

Annual report produced and published by 30 November each year and submitted to the Secretary of State.

All staff have annual performance management plans in place and annual appraisals are completed by 31 May each year.

An efficient secretariat of IFCA staff support IFCA Authority meetings.

Annual report demonstrates how marine, land and water management mechanisms have worked responsively and effectively together.

All MMO appointees to the Authority have an annual appraisal review.

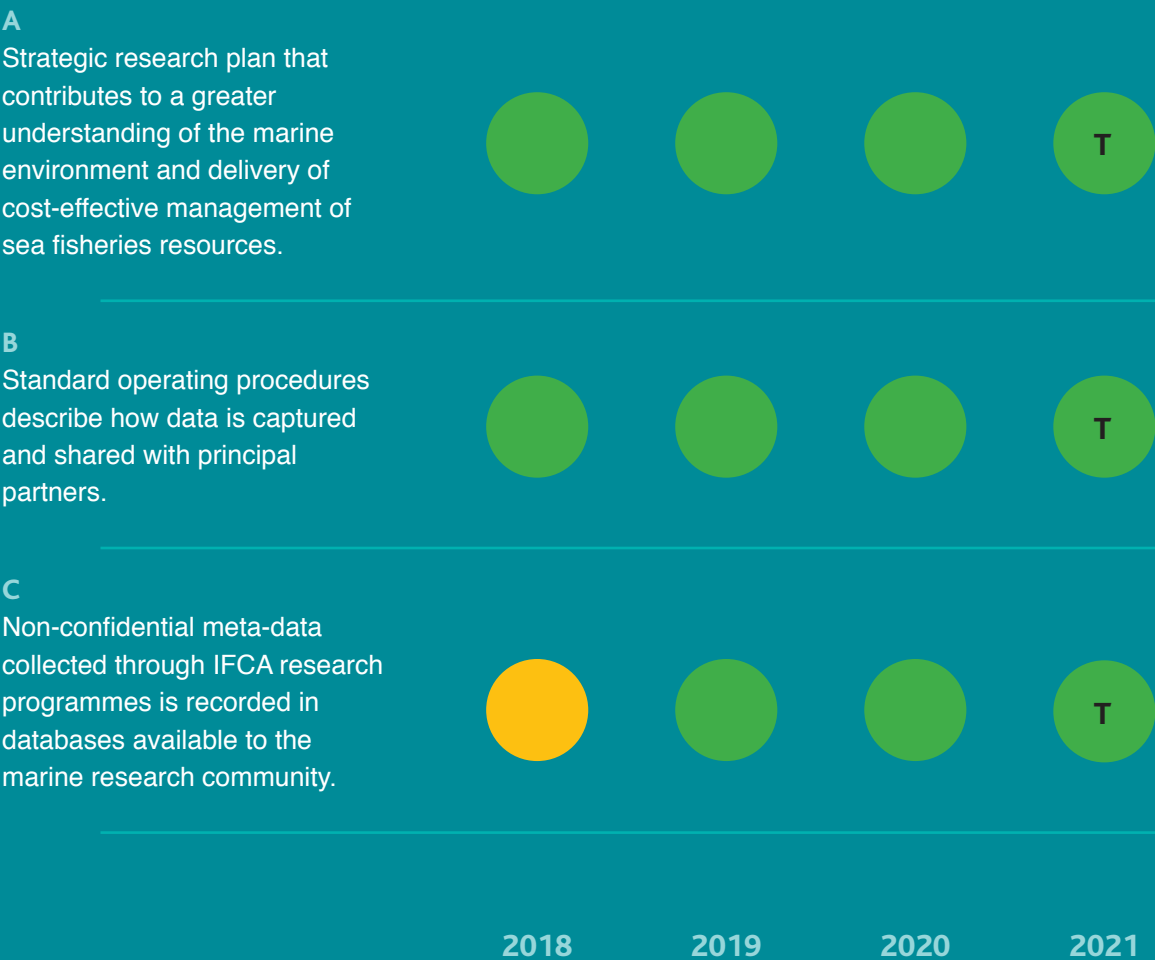
# DELIVERABLES

## WORKING LEVEL OBJECTIVES

- An annual research plan will be published each year.
- An annual research report will be published each year.
- The Authority’s contribution to Technical Advisory Group and progress towards a national evidence needs programme will be recorded within the Annual Report.

# SUCCESS CRITERIA 1

IFCAs are recognised and heard, whilst working in partnership and engaging with stakeholders.





# EUROPEAN PLAICE

*Pleuronectes platessa*





# SUMMARY WORK PROGRAMME 2020/2021

Authority Officers and members have developed the following summary work programme for the year ahead. The work programme covers a wide range of national and regional priorities and links to the delivery of the national IFCA Success Criteria.

## FISHERIES ENFORCEMENT

Continue active engagement within the national collaborative fisheries intelligence gathering project including tasking and coordination.

Deliver a comprehensive fisheries patrol service throughout the NEIFCA district.

Actively support and engage in joint agency enforcement work throughout the year.

Ensure continuous development and training of all 'front line' enforcement staff.

## FISHERIES REGULATIONS

Implement new byelaw regulations governing mandatory catch and effort returns, fixed netting, crustacea management and the management of trawling activities in the Humber.

Review existing byelaws and develop draft flexible byelaw model for all fisheries.

Maintain an active and proactive educational programme providing regular information updates on both current and proposed fisheries regulations.



# SUMMARY WORK PROGRAMME 2020/2021

## ENVIRONMENTAL & RESEARCH

Continue scrutiny and review of all marine licensing applications within the NEIFCA district with a focus on those relating to 'mine water' discharge, aggregate dredging, cabling and pipelines.

Continue stock and environmental monitoring programmes both inshore and offshore with a focus of scallops, crustaceans, nephrops, sea bass and eelgrass.

Continue MPA monitoring and assessment work with a focus on periodic review.

Review current and future trends in regional shellfish aquaculture and develop a management strategy.

## ADMINISTRATION

Continue to provide an efficient administrative support service to the Authority and its sub committees.

Commission and implement a new Authority website.

Provide an effective and efficient service to all fishing permit holders.

Ensure timely payment of invoices to suppliers.

Oversee and support an efficient payroll service.

## TRAINING & DEVELOPMENT

Maintain all training and development programmes in line with the Authority's training plan.

Maintain an active training and development programme for all Authority members.

## ORGANISATIONAL

Complete implementation of a comprehensive organisational review including revised structures with oversight provided by the Authority's Executive Committee.

Progress the Authority's vessel replacement programme including agreed options for renewing North Eastern Guardian III.



North Eastern



North Eastern Inshore Fisheries  
and Conservation Authority

2020/2021  
Annual Plan